

Salary Table 2026-BH
Incorporating the 1% General Schedule Increase and a Locality Payment of 18.24%
For the Locality Pay Area of Birmingham-Hoover-Talladega, AL
Total Increase: 1%
Effective January 2026

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 12.79	\$ 13.22	\$ 13.65	\$ 14.07	\$ 14.50	\$ 14.75	\$ 15.17	\$ 15.59	\$ 15.61	\$ 16.00
	O	19.19	19.83	20.48	21.11	21.75	22.13	22.76	23.39	23.42	24.00
2	B	14.39	14.73	15.21	15.61	15.78	16.25	16.71	17.17	17.64	18.10
	O	21.59	22.10	22.82	23.42	23.67	24.38	25.07	25.76	26.46	27.15
3	B	15.70	16.22	16.75	17.27	17.79	18.32	18.84	19.36	19.89	20.41
	O	23.55	24.33	25.13	25.91	26.69	27.48	28.26	29.04	29.84	30.62
4	B	17.62	18.21	18.80	19.38	19.97	20.56	21.15	21.73	22.32	22.91
	O	26.43	27.32	28.20	29.07	29.96	30.84	31.73	32.60	33.48	34.37
5	B	19.72	20.37	21.03	21.69	22.34	23.00	23.66	24.32	24.97	25.63
	O	29.58	30.56	31.55	32.54	33.51	34.50	35.49	36.48	37.46	38.45
6	B	21.98	22.71	23.44	24.17	24.91	25.64	26.37	27.10	27.84	28.57
	O	32.97	34.07	35.16	36.26	37.37	38.46	39.56	40.65	41.76	42.86
7	B	24.42	25.24	26.05	26.86	27.68	28.49	29.31	30.12	30.93	31.75
	O	36.63	37.86	39.08	40.29	41.52	42.74	43.97	45.18	46.40	47.63
8	B	27.05	27.95	28.85	29.75	30.65	31.55	32.45	33.36	34.26	35.16
	O	40.58	41.93	43.28	44.63	45.98	47.33	48.68	49.35	49.35	49.35
9	B	29.87	30.87	31.86	32.86	33.86	34.85	35.85	36.84	37.84	38.84
	O	44.81	46.31	47.79	49.29	49.35	49.35	49.35	49.35	49.35	49.35
10	B	32.90	33.99	35.09	36.19	37.28	38.38	39.47	40.57	41.67	42.76
	O	49.35	49.35	49.35	49.35	49.35	49.35	49.35	49.35	49.35	49.35
11	B	36.14	37.35	38.55	39.76	40.96	42.17	43.37	44.58	45.78	46.99
	O	49.35	49.35	49.35	49.35	49.35	49.35	49.35	49.35	49.35	49.35
12	B	43.32	44.76	46.21	47.65	49.10	50.54	51.99	53.43	54.87	56.32
	O	49.35	49.35	49.35	49.35	49.35	50.54	51.99	53.43	54.87	56.32
13	B	51.51	53.23	54.95	56.67	58.38	60.10	61.82	63.53	65.25	66.97
	O	51.51	53.23	54.95	56.67	58.38	60.10	61.82	63.53	65.25	66.97
14	B	60.87	62.90	64.93	66.96	68.99	71.02	73.05	75.08	77.11	79.14
	O	60.87	62.90	64.93	66.96	68.99	71.02	73.05	75.08	77.11	79.14
15	B	71.60	73.99	76.38	78.76	81.15	83.54	85.92	88.31	90.70	93.09
	O	71.60	73.99	76.38	78.76	81.15	83.54	85.92	88.31	90.70	93.09

Applicable locations are shown on the 2026 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/>