

Salary Table 2026-TU (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 19.28%
For the Locality Pay Area of Tucson-Nogales, AZ
Total Increase: 1%
Effective January 2026

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 26,938	\$ 27,841	\$ 28,737	\$ 29,629	\$ 30,523	\$ 31,046	\$ 31,932	\$ 32,825	\$ 32,862	\$ 33,694
2	30,289	31,009	32,014	32,862	33,229	34,206	35,183	36,160	37,137	38,114
3	39,663	40,765	41,867	42,969	44,072	45,174	46,276	47,378	48,480	49,582
4	44,521	45,758	46,995	48,232	49,469	50,706	51,943	53,180	54,417	55,654
5	51,194	52,577	53,961	55,345	56,728	58,112	59,496	60,879	62,263	63,647
6	53,981	55,524	57,066	58,608	60,151	61,693	63,235	64,777	66,320	67,862
7	58,273	59,987	61,701	63,415	65,129	66,843	68,557	70,271	71,985	73,700
8	60,737	62,635	64,533	66,431	68,328	70,226	72,124	74,022	75,919	77,817
9	64,990	67,087	69,184	71,281	73,377	75,474	77,571	79,668	81,765	83,862
10	71,567	73,875	76,183	78,491	80,799	83,107	85,415	87,723	90,031	92,339
11	76,095	78,632	81,169	83,706	86,243	88,780	91,317	93,854	96,391	98,928
12	91,205	94,246	97,286	100,326	103,367	106,407	109,448	112,488	115,529	118,569
13	108,455	112,071	115,686	119,301	122,917	126,532	130,148	133,763	137,378	140,994
14	128,162	132,434	136,707	140,979	145,252	149,525	153,797	158,070	162,342	166,615
15	150,751	155,776	160,801	165,827	170,852	175,877	180,902	185,928	190,953	195,978

Note: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>