

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

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	\$ 12.91	\$ 13.34	\$ 13.77	\$ 14.20	\$ 14.63	\$ 14.88	\$ 15.30	\$ 15.73	\$ 15.75	\$ 16.14
	O	19.37	20.01	20.66	21.30	21.95	22.32	22.95	23.60	23.63	24.21
2	B	14.51	14.86	15.34	15.75	15.92	16.39	16.86	17.33	17.79	18.26
	O	21.77	22.29	23.01	23.63	23.88	24.59	25.29	26.00	26.69	27.39
3	B	19.00	19.53	20.06	20.59	21.12	21.65	22.17	22.70	23.23	23.76
	O	28.50	29.30	30.09	30.89	31.68	32.48	33.26	34.05	34.85	35.64
4	B	21.33	21.93	22.52	23.11	23.70	24.30	24.89	25.48	26.07	26.67
	O	32.00	32.90	33.78	34.67	35.55	36.45	37.34	38.22	39.11	40.01
5	B	24.53	25.19	25.86	26.52	27.18	27.84	28.51	29.17	29.83	30.50
	O	36.80	37.79	38.79	39.78	40.77	41.76	42.77	43.76	44.75	45.75
6	B	25.87	26.60	27.34	28.08	28.82	29.56	30.30	31.04	31.78	32.52
	O	38.81	39.90	41.01	42.12	43.23	44.34	45.45	46.56	47.67	48.78
7	B	27.92	28.74	29.56	30.39	31.21	32.03	32.85	33.67	34.49	35.31
	O	41.88	43.11	44.34	45.59	46.82	48.05	49.28	50.51	51.44	51.44
8	B	29.10	30.01	30.92	31.83	32.74	33.65	34.56	35.47	36.38	37.29
	O	43.65	45.02	46.38	47.75	49.11	50.48	51.44	51.44	51.44	51.44
9	B	31.14	32.15	33.15	34.15	35.16	36.16	37.17	38.17	39.18	40.18
	O	46.71	48.23	49.73	51.23	51.44	51.44	51.44	51.44	51.44	51.44
10	B	34.29	35.40	36.50	37.61	38.72	39.82	40.93	42.03	43.14	44.24
	O	51.44	51.44	51.44	51.44	51.44	51.44	51.44	51.44	51.44	51.44
11	B	36.46	37.68	38.89	40.11	41.32	42.54	43.76	44.97	46.19	47.40
	O	51.44	51.44	51.44	51.44	51.44	51.44	51.44	51.44	51.44	51.44
12	B	43.70	45.16	46.62	48.07	49.53	50.99	52.44	53.90	55.36	56.81
	O	51.44	51.44	51.44	51.44	51.44	51.44	52.44	53.90	55.36	56.81
13	B	51.97	53.70	55.43	57.16	58.90	60.63	62.36	64.09	65.83	67.56
	O	51.97	53.70	55.43	57.16	58.90	60.63	62.36	64.09	65.83	67.56
14	B	61.41	63.46	65.50	67.55	69.60	71.65	73.69	75.74	77.79	79.83
	O	61.41	63.46	65.50	67.55	69.60	71.65	73.69	75.74	77.79	79.83
15	B	72.23	74.64	77.05	79.46	81.86	84.27	86.68	89.09	91.50	93.90
	O	72.23	74.64	77.05	79.46	81.86	84.27	86.68	89.09	91.50	93.90

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. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

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/>