

Salary Table 2026-TU
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	15.84	16.36	16.89	17.42	17.95	18.48	19.00	19.53	20.06	20.59
	O	23.76	24.54	25.34	26.13	26.93	27.72	28.50	29.30	30.09	30.89
4	B	17.78	18.37	18.96	19.55	20.15	20.74	21.33	21.93	22.52	23.11
	O	26.67	27.56	28.44	29.33	30.23	31.11	32.00	32.90	33.78	34.67
5	B	19.89	20.55	21.22	21.88	22.54	23.20	23.87	24.53	25.19	25.86
	O	29.84	30.83	31.83	32.82	33.81	34.80	35.81	36.80	37.79	38.79
6	B	22.17	22.91	23.65	24.39	25.13	25.87	26.60	27.34	28.08	28.82
	O	33.26	34.37	35.48	36.59	37.70	38.81	39.90	41.01	42.12	43.23
7	B	24.64	25.46	26.28	27.10	27.92	28.74	29.56	30.39	31.21	32.03
	O	36.96	38.19	39.42	40.65	41.88	43.11	44.34	45.59	46.82	48.05
8	B	27.28	28.19	29.10	30.01	30.92	31.83	32.74	33.65	34.56	35.47
	O	40.92	42.29	43.65	45.02	46.38	47.75	49.11	49.79	49.79	49.79
9	B	30.14	31.14	32.15	33.15	34.15	35.16	36.16	37.17	38.17	39.18
	O	45.21	46.71	48.23	49.73	49.79	49.79	49.79	49.79	49.79	49.79
10	B	33.19	34.29	35.40	36.50	37.61	38.72	39.82	40.93	42.03	43.14
	O	49.79	49.79	49.79	49.79	49.79	49.79	49.79	49.79	49.79	49.79
11	B	36.46	37.68	38.89	40.11	41.32	42.54	43.76	44.97	46.19	47.40
	O	49.79	49.79	49.79	49.79	49.79	49.79	49.79	49.79	49.79	49.79
12	B	43.70	45.16	46.62	48.07	49.53	50.99	52.44	53.90	55.36	56.81
	O	49.79	49.79	49.79	49.79	49.79	50.99	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

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/>