

**SALARY TABLE 2016-TU**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.51%**  
**FOR THE LOCALITY PAY AREA OF TUCSON-NOGALES, AZ**  
**TOTAL INCREASE: 1.31%**  
**EFFECTIVE JANUARY 2016**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates 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	\$ 10.06	\$ 10.40	\$ 10.74	\$ 11.07	\$ 11.40	\$ 11.60	\$ 11.93	\$ 12.26	\$ 12.28	\$ 12.59
	O	15.09	15.60	16.11	16.61	17.10	17.40	17.90	18.39	18.42	18.89
2	B	11.32	11.59	11.96	12.28	12.42	12.78	13.15	13.51	13.88	14.24
	O	16.98	17.39	17.94	18.42	18.63	19.17	19.73	20.27	20.82	21.36
3	B	12.35	12.76	13.17	13.58	13.99	14.40	14.82	15.23	15.64	16.05
	O	18.53	19.14	19.76	20.37	20.99	21.60	22.23	22.85	23.46	24.08
4	B	13.86	14.32	14.78	15.25	15.71	16.17	16.63	17.09	17.56	18.02
	O	20.79	21.48	22.17	22.88	23.57	24.26	24.95	25.64	26.34	27.03
5	B	15.51	16.02	16.54	17.06	17.57	18.09	18.61	19.13	19.64	20.16
	O	23.27	24.03	24.81	25.59	26.36	27.14	27.92	28.70	29.46	30.24
6	B	17.29	17.86	18.44	19.01	19.59	20.17	20.74	21.32	21.89	22.47
	O	25.94	26.79	27.66	28.52	29.39	30.26	31.11	31.98	32.84	33.71
7	B	19.21	19.85	20.49	21.13	21.77	22.41	23.05	23.69	24.33	24.97
	O	28.82	29.78	30.74	31.70	32.66	33.62	34.58	35.54	36.50	37.46
8	B	21.27	21.98	22.69	23.40	24.11	24.82	25.53	26.24	26.94	27.65
	O	31.91	32.97	34.04	35.10	36.17	37.23	38.30	38.81	38.81	38.81
9	B	23.50	24.28	25.06	25.85	26.63	27.41	28.19	28.98	29.76	30.54
	O	35.25	36.42	37.59	38.78	38.81	38.81	38.81	38.81	38.81	38.81
10	B	25.87	26.74	27.60	28.46	29.32	30.19	31.05	31.91	32.77	33.64
	O	38.81	38.81	38.81	38.81	38.81	38.81	38.81	38.81	38.81	38.81
11	B	28.43	29.38	30.32	31.27	32.22	33.17	34.11	35.06	36.01	36.96
	O	38.81	38.81	38.81	38.81	38.81	38.81	38.81	38.81	38.81	38.81
12	B	34.07	35.21	36.35	37.48	38.62	39.75	40.89	42.02	43.16	44.30
	O	38.81	38.81	38.81	38.81	38.81	39.75	40.89	42.02	43.16	44.30
13	B	40.52	41.87	43.22	44.57	45.92	47.27	48.62	49.97	51.32	52.68
	O	40.52	41.87	43.22	44.57	45.92	47.27	48.62	49.97	51.32	52.68
14	B	47.88	49.48	51.07	52.67	54.26	55.86	57.46	59.05	60.65	62.24
	O	47.88	49.48	51.07	52.67	54.26	55.86	57.46	59.05	60.65	62.24
15	B	56.32	58.20	60.08	61.95	63.83	65.71	67.59	69.46	71.34	73.22
	O	56.32	58.20	60.08	61.95	63.83	65.71	67.59	69.46	71.34	73.22

Applicable locations are shown on the 2016 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2016/locality-pay-area-definitions/>