

Salary Table 2023-TU (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 18.40%
For the Locality Pay Area of Tucson-Nogales, AZ
Total Increase: 4.66%
Effective January 2023

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	\$ 24,863	\$ 25,698	\$ 26,523	\$ 27,347	\$ 28,172	\$ 28,655	\$ 29,473	\$ 30,297	\$ 30,331	\$ 31,107
2	27,957	28,622	29,548	30,331	30,673	31,575	32,477	33,379	34,282	35,184
3	36,607	37,624	38,641	39,658	40,675	41,692	42,709	43,726	44,743	45,760
4	41,091	42,232	43,373	44,515	45,656	46,798	47,939	49,080	50,222	51,363
5	47,253	48,531	49,809	51,086	52,364	53,641	54,919	56,196	57,474	58,751
6	49,823	51,246	52,669	54,092	55,515	56,939	58,362	59,785	61,208	62,631
7	53,784	55,366	56,948	58,530	60,112	61,694	63,275	64,857	66,439	68,021
8	56,061	57,814	59,566	61,318	63,070	64,823	66,575	68,327	70,080	71,832
9	59,984	61,918	63,853	65,788	67,722	69,657	71,592	73,526	75,461	77,396
10	66,055	68,187	70,318	72,449	74,580	76,711	78,843	80,974	83,105	85,236
11	70,234	72,574	74,915	77,256	79,597	81,938	84,278	86,619	88,960	91,301
12	84,181	86,987	89,793	92,599	95,406	98,212	101,018	103,824	106,630	109,436
13	100,102	103,439	106,775	110,112	113,449	116,785	120,122	123,458	126,795	130,131
14	118,291	122,234	126,177	130,119	134,062	138,005	141,947	145,890	149,833	153,776
15	139,141	143,779	148,417	153,054	157,692	162,330	166,968	171,605	176,243	180,881

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 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>