

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

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	\$ 11.91	\$ 12.31	\$ 12.71	\$ 13.10	\$ 13.50	\$ 13.73	\$ 14.12	\$ 14.52	\$ 14.53	\$ 14.91
	O	17.87	18.47	19.07	19.65	20.25	20.60	21.18	21.78	21.80	22.37
2	B	13.40	13.71	14.16	14.53	14.70	15.13	15.56	15.99	16.43	16.86
	O	20.10	20.57	21.24	21.80	22.05	22.70	23.34	23.99	24.65	25.29
3	B	17.54	18.03	18.52	19.00	19.49	19.98	20.46	20.95	21.44	21.93
	O	26.31	27.05	27.78	28.50	29.24	29.97	30.69	31.43	32.16	32.90
4	B	19.69	20.24	20.78	21.33	21.88	22.42	22.97	23.52	24.06	24.61
	O	29.54	30.36	31.17	32.00	32.82	33.63	34.46	35.28	36.09	36.92
5	B	22.64	23.25	23.87	24.48	25.09	25.70	26.31	26.93	27.54	28.15
	O	33.96	34.88	35.81	36.72	37.64	38.55	39.47	40.40	41.31	42.23
6	B	23.87	24.55	25.24	25.92	26.60	27.28	27.96	28.65	29.33	30.01
	O	35.81	36.83	37.86	38.88	39.90	40.92	41.94	42.98	44.00	45.02
7	B	25.77	26.53	27.29	28.05	28.80	29.56	30.32	31.08	31.83	32.59
	O	38.66	39.80	40.94	42.08	43.20	44.34	45.48	46.62	47.48	47.48
8	B	26.86	27.70	28.54	29.38	30.22	31.06	31.90	32.74	33.58	34.42
	O	40.29	41.55	42.81	44.07	45.33	46.59	47.48	47.48	47.48	47.48
9	B	28.74	29.67	30.60	31.52	32.45	33.38	34.30	35.23	36.16	37.08
	O	43.11	44.51	45.90	47.28	47.48	47.48	47.48	47.48	47.48	47.48
10	B	31.65	32.67	33.69	34.71	35.74	36.76	37.78	38.80	39.82	40.84
	O	47.48	47.48	47.48	47.48	47.48	47.48	47.48	47.48	47.48	47.48
11	B	33.65	34.77	35.90	37.02	38.14	39.26	40.38	41.50	42.63	43.75
	O	47.48	47.48	47.48	47.48	47.48	47.48	47.48	47.48	47.48	47.48
12	B	40.34	41.68	43.02	44.37	45.71	47.06	48.40	49.75	51.09	52.44
	O	47.48	47.48	47.48	47.48	47.48	47.48	48.40	49.75	51.09	52.44
13	B	47.96	49.56	51.16	52.76	54.36	55.96	57.56	59.16	60.75	62.35
	O	47.96	49.56	51.16	52.76	54.36	55.96	57.56	59.16	60.75	62.35
14	B	56.68	58.57	60.46	62.35	64.24	66.13	68.01	69.90	71.79	73.68
	O	56.68	58.57	60.46	62.35	64.24	66.13	68.01	69.90	71.79	73.68
15	B	66.67	68.89	71.11	73.34	75.56	77.78	80.00	82.23	84.45	86.67
	O	66.67	68.89	71.11	73.34	75.56	77.78	80.00	82.23	84.45	86.67

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 2023 Locality Pay Area Definitions page:

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