

**Salary Table 2025-TU (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 19.28%**  
**For the Locality Pay Area of Tucson-Nogales, AZ**  
**Total Increase: 2.01%**  
**Effective January 2025**

*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	\$ 26,671	\$ 27,566	\$ 28,452	\$ 29,336	\$ 30,221	\$ 30,738	\$ 31,616	\$ 32,500	\$ 32,536	\$ 33,363
2	29,989	30,703	31,696	32,536	32,901	33,868	34,836	35,803	36,770	37,738
3	39,265	40,355	41,445	42,535	43,625	44,716	45,806	46,896	47,986	49,077
4	44,082	45,307	46,532	47,757	48,982	50,207	51,432	52,657	53,882	55,107
5	50,682	52,051	53,421	54,790	56,159	57,529	58,898	60,267	61,637	63,006
6	53,446	54,973	56,499	58,026	59,553	61,080	62,606	64,133	65,660	67,187
7	57,697	59,394	61,092	62,789	64,486	66,184	67,881	69,578	71,276	72,973
8	60,137	62,017	63,897	65,777	67,657	69,537	71,417	73,296	75,176	77,056
9	64,346	66,421	68,497	70,572	72,647	74,723	76,798	78,874	80,949	83,025
10	70,858	73,144	75,429	77,714	80,000	82,285	84,571	86,856	89,142	91,427
11	75,341	77,852	80,363	82,873	85,384	87,895	90,406	92,917	95,428	97,938
12	90,302	93,313	96,323	99,334	102,345	105,355	108,366	111,377	114,387	117,398
13	107,382	110,961	114,541	118,121	121,700	125,280	128,859	132,439	136,019	139,598
14	126,892	131,122	135,352	139,581	143,811	148,041	152,270	156,500	160,730	164,959
15	149,259	154,234	159,209	164,184	169,159	174,134	179,110	184,085	189,060	194,035

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 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>