

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

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	\$ 12.78	\$ 13.21	\$ 13.63	\$ 14.06	\$ 14.48	\$ 14.73	\$ 15.15	\$ 15.57	\$ 15.59	\$ 15.99
	O	19.17	19.82	20.45	21.09	21.72	22.10	22.73	23.36	23.39	23.99
2	B	14.37	14.71	15.19	15.59	15.76	16.23	16.69	17.16	17.62	18.08
	O	21.56	22.07	22.79	23.39	23.64	24.35	25.04	25.74	26.43	27.12
3	B	18.81	19.34	19.86	20.38	20.90	21.43	21.95	22.47	22.99	23.52
	O	28.22	29.01	29.79	30.57	31.35	32.15	32.93	33.71	34.49	35.28
4	B	21.12	21.71	22.30	22.88	23.47	24.06	24.64	25.23	25.82	26.40
	O	31.68	32.57	33.45	34.32	35.21	36.09	36.96	37.85	38.73	39.60
5	B	24.28	24.94	25.60	26.25	26.91	27.57	28.22	28.88	29.53	30.19
	O	36.42	37.41	38.40	39.38	40.37	41.36	42.33	43.32	44.30	45.29
6	B	25.61	26.34	27.07	27.80	28.54	29.27	30.00	30.73	31.46	32.19
	O	38.42	39.51	40.61	41.70	42.81	43.91	45.00	46.10	47.19	48.29
7	B	27.65	28.46	29.27	30.09	30.90	31.71	32.53	33.34	34.15	34.97
	O	41.48	42.69	43.91	45.14	46.35	47.57	48.80	50.01	50.93	50.93
8	B	28.82	29.72	30.62	31.52	32.42	33.32	34.22	35.12	36.02	36.92
	O	43.23	44.58	45.93	47.28	48.63	49.98	50.93	50.93	50.93	50.93
9	B	30.83	31.83	32.82	33.82	34.81	35.80	36.80	37.79	38.79	39.78
	O	46.25	47.75	49.23	50.73	50.93	50.93	50.93	50.93	50.93	50.93
10	B	33.95	35.05	36.14	37.24	38.33	39.43	40.52	41.62	42.71	43.81
	O	50.93	50.93	50.93	50.93	50.93	50.93	50.93	50.93	50.93	50.93
11	B	36.10	37.30	38.51	39.71	40.91	42.12	43.32	44.52	45.72	46.93
	O	50.93	50.93	50.93	50.93	50.93	50.93	50.93	50.93	50.93	50.93
12	B	43.27	44.71	46.15	47.60	49.04	50.48	51.92	53.37	54.81	56.25
	O	50.93	50.93	50.93	50.93	50.93	50.93	51.92	53.37	54.81	56.25
13	B	51.45	53.17	54.88	56.60	58.31	60.03	61.74	63.46	65.17	66.89
	O	51.45	53.17	54.88	56.60	58.31	60.03	61.74	63.46	65.17	66.89
14	B	60.80	62.83	64.85	66.88	68.91	70.93	72.96	74.99	77.01	79.04
	O	60.80	62.83	64.85	66.88	68.91	70.93	72.96	74.99	77.01	79.04
15	B	71.52	73.90	76.29	78.67	81.05	83.44	85.82	88.21	90.59	92.97
	O	71.52	73.90	76.29	78.67	81.05	83.44	85.82	88.21	90.59	92.97

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 2025 Locality Pay Area Definitions page:

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