

**SALARY TABLE 2016-TU (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**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**

*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     | \$ 21,005 | \$ 21,707 | \$ 22,405 | \$ 23,100 | \$ 23,799 | \$ 24,207 | \$ 24,898 | \$ 25,594 | \$ 25,622 | \$ 26,270 |
| 2     | 23,615    | 24,178    | 24,960    | 25,622    | 25,912    | 26,675    | 27,438    | 28,200    | 28,963    | 29,726    |
| 3     | 30,920    | 31,779    | 32,638    | 33,496    | 34,355    | 35,214    | 36,073    | 36,932    | 37,791    | 38,649    |
| 4     | 34,711    | 35,676    | 36,640    | 37,604    | 38,568    | 39,532    | 40,496    | 41,461    | 42,425    | 43,389    |
| 5     | 39,914    | 40,992    | 42,071    | 43,150    | 44,228    | 45,307    | 46,386    | 47,464    | 48,543    | 49,622    |
| 6     | 42,087    | 43,289    | 44,492    | 45,694    | 46,896    | 48,099    | 49,301    | 50,503    | 51,706    | 52,908    |
| 7     | 45,434    | 46,770    | 48,107    | 49,443    | 50,779    | 52,116    | 53,452    | 54,788    | 56,125    | 57,461    |
| 8     | 47,356    | 48,835    | 50,315    | 51,794    | 53,273    | 54,753    | 56,232    | 57,712    | 59,191    | 60,671    |
| 9     | 50,671    | 52,305    | 53,939    | 55,573    | 57,207    | 58,841    | 60,475    | 62,109    | 63,743    | 65,377    |
| 10    | 55,801    | 57,601    | 59,401    | 61,201    | 63,001    | 64,801    | 66,601    | 68,401    | 70,202    | 72,002    |
| 11    | 59,329    | 61,306    | 63,284    | 65,262    | 67,239    | 69,217    | 71,194    | 73,172    | 75,149    | 77,127    |
| 12    | 71,112    | 73,482    | 75,853    | 78,223    | 80,593    | 82,964    | 85,334    | 87,704    | 90,075    | 92,445    |
| 13    | 84,561    | 87,380    | 90,200    | 93,019    | 95,838    | 98,657    | 101,476   | 104,296   | 107,115   | 109,934   |
| 14    | 99,925    | 103,256   | 106,587   | 109,918   | 113,249   | 116,580   | 119,911   | 123,243   | 126,574   | 129,905   |
| 15    | 117,540   | 121,458   | 125,377   | 129,296   | 133,214   | 137,133   | 141,051   | 144,970   | 148,888   | 152,807   |

NOTE: Locality pay rates for law enforcement officers (LEOs) at grades 03 through 10 are computed using special base pay rates for LEOs (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended.

Applicable locations are shown on the 2016 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2016/locality-pay-area-definitions/>