

**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**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates 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	\$ 10.06	\$ 10.40	\$ 10.74	\$ 11.07	\$ 11.40	\$ 11.60	\$ 11.93	\$ 12.26	\$ 12.28	\$ 12.59
	O	15.09	15.60	16.11	16.61	17.10	17.40	17.90	18.39	18.42	18.89
2	B	11.32	11.59	11.96	12.28	12.42	12.78	13.15	13.51	13.88	14.24
	O	16.98	17.39	17.94	18.42	18.63	19.17	19.73	20.27	20.82	21.36
3	B	14.82	15.23	15.64	16.05	16.46	16.87	17.28	17.70	18.11	18.52
	O	22.23	22.85	23.46	24.08	24.69	25.31	25.92	26.55	27.17	27.78
4	B	16.63	17.09	17.56	18.02	18.48	18.94	19.40	19.87	20.33	20.79
	O	24.95	25.64	26.34	27.03	27.72	28.41	29.10	29.81	30.50	31.19
5	B	19.13	19.64	20.16	20.68	21.19	21.71	22.23	22.74	23.26	23.78
	O	28.70	29.46	30.24	31.02	31.79	32.57	33.35	34.11	34.89	35.67
6	B	20.17	20.74	21.32	21.89	22.47	23.05	23.62	24.20	24.78	25.35
	O	30.26	31.11	31.98	32.84	33.71	34.58	35.43	36.30	37.17	38.03
7	B	21.77	22.41	23.05	23.69	24.33	24.97	25.61	26.25	26.89	27.53
	O	32.66	33.62	34.58	35.54	36.50	37.46	38.42	39.38	40.11	40.11
8	B	22.69	23.40	24.11	24.82	25.53	26.24	26.94	27.65	28.36	29.07
	O	34.04	35.10	36.17	37.23	38.30	39.36	40.11	40.11	40.11	40.11
9	B	24.28	25.06	25.85	26.63	27.41	28.19	28.98	29.76	30.54	31.33
	O	36.42	37.59	38.78	39.95	40.11	40.11	40.11	40.11	40.11	40.11
10	B	26.74	27.60	28.46	29.32	30.19	31.05	31.91	32.77	33.64	34.50
	O	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11
11	B	28.43	29.38	30.32	31.27	32.22	33.17	34.11	35.06	36.01	36.96
	O	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11
12	B	34.07	35.21	36.35	37.48	38.62	39.75	40.89	42.02	43.16	44.30
	O	40.11	40.11	40.11	40.11	40.11	40.11	40.89	42.02	43.16	44.30
13	B	40.52	41.87	43.22	44.57	45.92	47.27	48.62	49.97	51.32	52.68
	O	40.52	41.87	43.22	44.57	45.92	47.27	48.62	49.97	51.32	52.68
14	B	47.88	49.48	51.07	52.67	54.26	55.86	57.46	59.05	60.65	62.24
	O	47.88	49.48	51.07	52.67	54.26	55.86	57.46	59.05	60.65	62.24
15	B	56.32	58.20	60.08	61.95	63.83	65.71	67.59	69.46	71.34	73.22
	O	56.32	58.20	60.08	61.95	63.83	65.71	67.59	69.46	71.34	73.22

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/>