

**SALARY TABLE 2018-TU (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.17%**  
**FOR THE LOCALITY PAY AREA OF TUCSON-NOGALES, AZ**  
**TOTAL INCREASE: 1.85%**  
**EFFECTIVE JANUARY 2018**

*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	\$ 10.46	\$ 10.81	\$ 11.15	\$ 11.50	\$ 11.85	\$ 12.05	\$ 12.39	\$ 12.74	\$ 12.76	\$ 13.08
	O	15.69	16.22	16.73	17.25	17.78	18.08	18.59	19.11	19.14	19.62
2	B	11.76	12.04	12.43	12.76	12.90	13.28	13.66	14.04	14.42	14.80
	O	17.64	18.06	18.65	19.14	19.35	19.92	20.49	21.06	21.63	22.20
3	B	15.39	15.82	16.25	16.68	17.10	17.53	17.96	18.39	18.81	19.24
	O	23.09	23.73	24.38	25.02	25.65	26.30	26.94	27.59	28.22	28.86
4	B	17.28	17.76	18.24	18.72	19.20	19.68	20.16	20.64	21.12	21.60
	O	25.92	26.64	27.36	28.08	28.80	29.52	30.24	30.96	31.68	32.40
5	B	19.87	20.41	20.95	21.48	22.02	22.56	23.09	23.63	24.17	24.71
	O	29.81	30.62	31.43	32.22	33.03	33.84	34.64	35.45	36.26	37.07
6	B	20.95	21.55	22.15	22.75	23.34	23.94	24.54	25.14	25.74	26.34
	O	31.43	32.33	33.23	34.13	35.01	35.91	36.81	37.71	38.61	39.51
7	B	22.62	23.28	23.95	24.61	25.28	25.94	26.61	27.27	27.94	28.61
	O	33.93	34.92	35.93	36.92	37.92	38.91	39.92	40.91	41.67	41.67
8	B	23.58	24.31	25.05	25.79	26.52	27.26	28.00	28.74	29.47	30.21
	O	35.37	36.47	37.58	38.69	39.78	40.89	41.67	41.67	41.67	41.67
9	B	25.23	26.04	26.85	27.67	28.48	29.30	30.11	30.92	31.74	32.55
	O	37.85	39.06	40.28	41.51	41.67	41.67	41.67	41.67	41.67	41.67
10	B	27.78	28.68	29.57	30.47	31.36	32.26	33.16	34.05	34.95	35.85
	O	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67
11	B	29.54	30.52	31.51	32.49	33.47	34.46	35.44	36.43	37.41	38.40
	O	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67
12	B	35.40	36.58	37.76	38.94	40.12	41.30	42.48	43.66	44.84	46.02
	O	41.67	41.67	41.67	41.67	41.67	41.67	42.48	43.66	44.84	46.02
13	B	42.10	43.50	44.90	46.31	47.71	49.11	50.52	51.92	53.32	54.73
	O	42.10	43.50	44.90	46.31	47.71	49.11	50.52	51.92	53.32	54.73
14	B	49.75	51.40	53.06	54.72	56.38	58.04	59.70	61.35	63.01	64.67
	O	49.75	51.40	53.06	54.72	56.38	58.04	59.70	61.35	63.01	64.67
15	B	58.52	60.47	62.42	64.37	66.32	68.27	70.22	72.17	74.12	76.07
	O	58.52	60.47	62.42	64.37	66.32	68.27	70.22	72.17	74.12	76.07

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 2018 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/locality-pay-area-definitions/>