

**SALARY TABLE 2019-TU**  
**INCORPORATING A LOCALITY PAYMENT OF 16.17%**  
**FOR THE LOCALITY PAY AREA OF TUCSON-NOGALES, AZ**  
**APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019**  
**EFFECTIVE JANUARY 2019**

*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   | 12.83    | 13.26    | 13.68    | 14.11    | 14.54    | 14.97    | 15.39    | 15.82    | 16.25    | 16.68    |
|       | O   | 19.25    | 19.89    | 20.52    | 21.17    | 21.81    | 22.46    | 23.09    | 23.73    | 24.38    | 25.02    |
| 4     | B   | 14.40    | 14.88    | 15.36    | 15.84    | 16.32    | 16.80    | 17.28    | 17.76    | 18.24    | 18.72    |
|       | O   | 21.60    | 22.32    | 23.04    | 23.76    | 24.48    | 25.20    | 25.92    | 26.64    | 27.36    | 28.08    |
| 5     | B   | 16.11    | 16.65    | 17.19    | 17.72    | 18.26    | 18.80    | 19.33    | 19.87    | 20.41    | 20.95    |
|       | O   | 24.17    | 24.98    | 25.79    | 26.58    | 27.39    | 28.20    | 29.00    | 29.81    | 30.62    | 31.43    |
| 6     | B   | 17.96    | 18.56    | 19.16    | 19.75    | 20.35    | 20.95    | 21.55    | 22.15    | 22.75    | 23.34    |
|       | O   | 26.94    | 27.84    | 28.74    | 29.63    | 30.53    | 31.43    | 32.33    | 33.23    | 34.13    | 35.01    |
| 7     | B   | 19.96    | 20.62    | 21.29    | 21.95    | 22.62    | 23.28    | 23.95    | 24.61    | 25.28    | 25.94    |
|       | O   | 29.94    | 30.93    | 31.94    | 32.93    | 33.93    | 34.92    | 35.93    | 36.92    | 37.92    | 38.91    |
| 8     | B   | 22.10    | 22.84    | 23.58    | 24.31    | 25.05    | 25.79    | 26.52    | 27.26    | 28.00    | 28.74    |
|       | O   | 33.15    | 34.26    | 35.37    | 36.47    | 37.58    | 38.69    | 39.78    | 40.32    | 40.32    | 40.32    |
| 9     | B   | 24.41    | 25.23    | 26.04    | 26.85    | 27.67    | 28.48    | 29.30    | 30.11    | 30.92    | 31.74    |
|       | O   | 36.62    | 37.85    | 39.06    | 40.28    | 40.32    | 40.32    | 40.32    | 40.32    | 40.32    | 40.32    |
| 10    | B   | 26.88    | 27.78    | 28.68    | 29.57    | 30.47    | 31.36    | 32.26    | 33.16    | 34.05    | 34.95    |
|       | O   | 40.32    | 40.32    | 40.32    | 40.32    | 40.32    | 40.32    | 40.32    | 40.32    | 40.32    | 40.32    |
| 11    | B   | 29.54    | 30.52    | 31.51    | 32.49    | 33.47    | 34.46    | 35.44    | 36.43    | 37.41    | 38.40    |
|       | O   | 40.32    | 40.32    | 40.32    | 40.32    | 40.32    | 40.32    | 40.32    | 40.32    | 40.32    | 40.32    |
| 12    | B   | 35.40    | 36.58    | 37.76    | 38.94    | 40.12    | 41.30    | 42.48    | 43.66    | 44.84    | 46.02    |
|       | O   | 40.32    | 40.32    | 40.32    | 40.32    | 40.32    | 41.30    | 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    |

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>