

**SALARY TABLE 2021-TU**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.19%**  
**FOR THE LOCALITY PAY AREA OF TUCSON-NOGALES, AZ**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*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	\$ 11.08	\$ 11.46	\$ 11.82	\$ 12.19	\$ 12.56	\$ 12.77	\$ 13.14	\$ 13.51	\$ 13.52	\$ 13.86
	O	16.62	17.19	17.73	18.29	18.84	19.16	19.71	20.27	20.28	20.79
2	B	12.46	12.76	13.17	13.52	13.67	14.07	14.48	14.88	15.28	15.68
	O	18.69	19.14	19.76	20.28	20.51	21.11	21.72	22.32	22.92	23.52
3	B	13.60	14.05	14.50	14.96	15.41	15.86	16.32	16.77	17.22	17.68
	O	20.40	21.08	21.75	22.44	23.12	23.79	24.48	25.16	25.83	26.52
4	B	15.26	15.77	16.28	16.79	17.30	17.81	18.32	18.83	19.33	19.84
	O	22.89	23.66	24.42	25.19	25.95	26.72	27.48	28.25	29.00	29.76
5	B	17.08	17.65	18.22	18.79	19.36	19.93	20.49	21.06	21.63	22.20
	O	25.62	26.48	27.33	28.19	29.04	29.90	30.74	31.59	32.45	33.30
6	B	19.04	19.67	20.31	20.94	21.58	22.21	22.84	23.48	24.11	24.75
	O	28.56	29.51	30.47	31.41	32.37	33.32	34.26	35.22	36.17	37.13
7	B	21.15	21.86	22.57	23.27	23.98	24.68	25.39	26.09	26.80	27.50
	O	31.73	32.79	33.86	34.91	35.97	37.02	38.09	39.14	40.20	41.25
8	B	23.43	24.21	24.99	25.77	26.55	27.33	28.11	28.90	29.68	30.46
	O	35.15	36.32	37.49	38.66	39.83	41.00	42.17	42.75	42.75	42.75
9	B	25.88	26.74	27.60	28.46	29.33	30.19	31.05	31.91	32.78	33.64
	O	38.82	40.11	41.40	42.69	42.75	42.75	42.75	42.75	42.75	42.75
10	B	28.50	29.45	30.40	31.35	32.30	33.25	34.20	35.15	36.10	37.05
	O	42.75	42.75	42.75	42.75	42.75	42.75	42.75	42.75	42.75	42.75
11	B	31.31	32.35	33.40	34.44	35.48	36.53	37.57	38.62	39.66	40.70
	O	42.75	42.75	42.75	42.75	42.75	42.75	42.75	42.75	42.75	42.75
12	B	37.53	38.78	40.03	41.28	42.53	43.78	45.03	46.28	47.53	48.79
	O	42.75	42.75	42.75	42.75	42.75	43.78	45.03	46.28	47.53	48.79
13	B	44.62	46.11	47.60	49.09	50.57	52.06	53.55	55.04	56.52	58.01
	O	44.62	46.11	47.60	49.09	50.57	52.06	53.55	55.04	56.52	58.01
14	B	52.73	54.49	56.25	58.00	59.76	61.52	63.28	65.03	66.79	68.55
	O	52.73	54.49	56.25	58.00	59.76	61.52	63.28	65.03	66.79	68.55
15	B	62.03	64.09	66.16	68.23	70.30	72.36	74.43	76.50	78.57	80.63
	O	62.03	64.09	66.16	68.23	70.30	72.36	74.43	76.50	78.57	80.63

Applicable locations are shown on the 2021 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>