Salary Table 2025-TU

Incorporating the 1.7% General Schedule Increase and a Locality Payment of 19.28%

For the Locality Pay Area of Tucson-Nogales, AZ

Total Increase: 2.01%

Effective January 2025

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	$ 12.78	$ 13.21	$ 13.63	$ 14.06	$ 14.48	$ 14.73	$ 15.15	$ 15.57	$ 15.59	$ 15.99
	O	*19.17*	*19.82*	*20.45*	*21.09*	*21.72*	*22.10*	*22.73*	*23.36*	*23.39*	*23.99*
2	B	14.37	14.71	15.19	15.59	15.76	16.23	16.69	17.16	17.62	18.08
	O	*21.56*	*22.07*	*22.79*	*23.39*	*23.64*	*24.35*	*25.04*	*25.74*	*26.43*	*27.12*
3	B	15.68	16.20	16.72	17.25	17.77	18.29	18.81	19.34	19.86	20.38
	O	*23.52*	*24.30*	*25.08*	*25.88*	*26.66*	*27.44*	*28.22*	*29.01*	*29.79*	*30.57*
4	B	17.60	18.19	18.77	19.36	19.95	20.54	21.12	21.71	22.30	22.88
	O	*26.40*	*27.29*	*28.16*	*29.04*	*29.93*	*30.81*	*31.68*	*32.57*	*33.45*	*34.32*
5	B	19.69	20.35	21.00	21.66	22.32	22.97	23.63	24.28	24.94	25.60
	O	*29.54*	*30.53*	*31.50*	*32.49*	*33.48*	*34.46*	*35.45*	*36.42*	*37.41*	*38.40*
6	B	21.95	22.68	23.41	24.15	24.88	25.61	26.34	27.07	27.80	28.54
	O	*32.93*	*34.02*	*35.12*	*36.23*	*37.32*	*38.42*	*39.51*	*40.61*	*41.70*	*42.81*
7	B	24.39	25.21	26.02	26.83	27.65	28.46	29.27	30.09	30.90	31.71
	O	*36.59*	*37.82*	*39.03*	*40.25*	*41.48*	*42.69*	*43.91*	*45.14*	*46.35*	*47.57*
8	B	27.01	27.91	28.82	29.72	30.62	31.52	32.42	33.32	34.22	35.12
	O	*40.52*	*41.87*	*43.23*	*44.58*	*45.93*	*47.28*	*48.63*	*49.29*	*49.29*	*49.29*
9	B	29.84	30.83	31.83	32.82	33.82	34.81	35.80	36.80	37.79	38.79
	O	*44.76*	*46.25*	*47.75*	*49.23*	*49.29*	*49.29*	*49.29*	*49.29*	*49.29*	*49.29*
10	B	32.86	33.95	35.05	36.14	37.24	38.33	39.43	40.52	41.62	42.71
	O	*49.29*	*49.29*	*49.29*	*49.29*	*49.29*	*49.29*	*49.29*	*49.29*	*49.29*	*49.29*
11	B	36.10	37.30	38.51	39.71	40.91	42.12	43.32	44.52	45.72	46.93
	O	*49.29*	*49.29*	*49.29*	*49.29*	*49.29*	*49.29*	*49.29*	*49.29*	*49.29*	*49.29*
12	B	43.27	44.71	46.15	47.60	49.04	50.48	51.92	53.37	54.81	56.25
	O	*49.29*	*49.29*	*49.29*	*49.29*	*49.29*	*50.48*	*51.92*	*53.37*	*54.81*	*56.25*
13	B	51.45	53.17	54.88	56.60	58.31	60.03	61.74	63.46	65.17	66.89
	O	*51.45*	*53.17*	*54.88*	*56.60*	*58.31*	*60.03*	*61.74*	*63.46*	*65.17*	*66.89*
14	B	60.80	62.83	64.85	66.88	68.91	70.93	72.96	74.99	77.01	79.04
	O	*60.80*	*62.83*	*64.85*	*66.88*	*68.91*	*70.93*	*72.96*	*74.99*	*77.01*	*79.04*
15	B	71.52	73.90	76.29	78.67	81.05	83.44	85.82	88.21	90.59	92.97
	O	*71.52*	*73.90*	*76.29*	*78.67*	*81.05*	*83.44*	*85.82*	*88.21*	*90.59*	*92.97*

Applicable locations are shown on the 2025 Locality Pay Area Definitions page:
https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/