

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/>