

**COURT PERSONNEL SYSTEM**  
**Tucson-Nogales, AZ - Table TU**  
**19.28% Locality Payment Included**  
**Effective January 12, 2026**

|                                                                                                                                      | STEP      | CLASSIFICATION LEVEL |       |       |       |       |       |       |        |        |        |        |          | Number of<br>Default Steps <sup>1</sup> |
|--------------------------------------------------------------------------------------------------------------------------------------|-----------|----------------------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|----------|-----------------------------------------|
|                                                                                                                                      |           | CL 21                | CL 22 | CL 23 | CL 24 | CL 25 | CL 26 | CL 27 | CL 28  | CL 29  | CL 30  | CL 31  | CL 32    |                                         |
| <b>D<br/>E<br/>V<br/>E<br/>L<br/>O<br/>P<br/>M<br/>E<br/>N<br/>T<br/>A<br/>L<br/><br/>R<br/>A<br/>N<br/>G<br/>E</b>                  | <b>1</b>  | 26437                | 33206 | 41111 | 45548 | 50297 | 55403 | 60865 | 72941  | 86756  | 102512 | 120578 | 141421   | 2                                       |
|                                                                                                                                      | <b>2</b>  | 26713                | 33552 | 41540 | 46023 | 50822 | 55980 | 61500 | 73702  | 87660  | 103580 | 121835 | 142895   | 2                                       |
|                                                                                                                                      | <b>3</b>  | 26988                | 33898 | 41970 | 46498 | 51346 | 56558 | 62134 | 74463  | 88564  | 104649 | 123092 | 144369   | 2                                       |
|                                                                                                                                      | <b>4</b>  | 27264                | 34244 | 42399 | 46972 | 51871 | 57135 | 62769 | 75224  | 89468  | 105718 | 124349 | 145844   | 2                                       |
|                                                                                                                                      | <b>5</b>  | 27539                | 34590 | 42829 | 47447 | 52396 | 57712 | 63403 | 75985  | 90372  | 106787 | 125607 | 147318   | 2                                       |
|                                                                                                                                      | <b>6</b>  | 27815                | 34936 | 43258 | 47922 | 52921 | 58290 | 64038 | 76746  | 91277  | 107855 | 126864 | 148792   | 2                                       |
|                                                                                                                                      | <b>7</b>  | 28090                | 35282 | 43687 | 48397 | 53446 | 58867 | 64672 | 77507  | 92181  | 108924 | 128121 | 150267   | 2                                       |
|                                                                                                                                      | <b>8</b>  | 28366                | 35628 | 44117 | 48871 | 53971 | 59444 | 65307 | 78268  | 93085  | 109993 | 129378 | 151741   | 2                                       |
|                                                                                                                                      | <b>9</b>  | 28642                | 35974 | 44546 | 49346 | 54495 | 60022 | 65942 | 79029  | 93989  | 111062 | 130635 | 153215   | 2                                       |
|                                                                                                                                      | <b>10</b> | 28917                | 36320 | 44976 | 49821 | 55020 | 60599 | 66576 | 79790  | 94893  | 112130 | 131893 | 154689   | 2                                       |
|                                                                                                                                      | <b>11</b> | 29193                | 36665 | 45405 | 50296 | 55545 | 61176 | 67211 | 80551  | 95797  | 113199 | 133150 | 156164   | 2                                       |
|                                                                                                                                      | <b>12</b> | 29468                | 37011 | 45835 | 50770 | 56070 | 61754 | 67845 | 81312  | 96701  | 114268 | 134407 | 157638   | 2                                       |
|                                                                                                                                      | <b>13</b> | 29744                | 37357 | 46264 | 51245 | 56595 | 62331 | 68480 | 82073  | 97606  | 115337 | 135664 | 159112   | 2                                       |
|                                                                                                                                      | <b>14</b> | 30019                | 37703 | 46693 | 51720 | 57120 | 62908 | 69114 | 82834  | 98510  | 116405 | 136922 | 160587   | 2                                       |
|                                                                                                                                      | <b>15</b> | 30295                | 38049 | 47123 | 52195 | 57644 | 63486 | 69749 | 83595  | 99414  | 117474 | 138179 | 162061   | 2                                       |
|                                                                                                                                      | <b>16</b> | 30570                | 38395 | 47552 | 52669 | 58169 | 64063 | 70384 | 84356  | 100318 | 118543 | 139436 | 163535   | 2                                       |
|                                                                                                                                      | <b>17</b> | 30846                | 38741 | 47982 | 53144 | 58694 | 64640 | 71018 | 85117  | 101222 | 119612 | 140693 | 165010   | 2                                       |
|                                                                                                                                      | <b>18</b> | 31121                | 39087 | 48411 | 53619 | 59219 | 65218 | 71653 | 85878  | 102126 | 120680 | 141950 | 166484   | 2                                       |
|                                                                                                                                      | <b>19</b> | 31397                | 39433 | 48840 | 54093 | 59744 | 65795 | 72287 | 86639  | 103030 | 121749 | 143208 | 167958   | 2                                       |
|                                                                                                                                      | <b>20</b> | 31672                | 39779 | 49270 | 54568 | 60269 | 66372 | 72922 | 87400  | 103935 | 122818 | 144465 | 169432   | 2                                       |
|                                                                                                                                      | <b>21</b> | 31948                | 40125 | 49699 | 55043 | 60793 | 66949 | 73556 | 88161  | 104839 | 123887 | 145722 | 170907   | 2                                       |
|                                                                                                                                      | <b>22</b> | 32223                | 40471 | 50129 | 55518 | 61318 | 67527 | 74191 | 88922  | 105743 | 124955 | 146979 | 172381   | 2                                       |
|                                                                                                                                      | <b>23</b> | 32499                | 40816 | 50558 | 55992 | 61843 | 68104 | 74826 | 89683  | 106647 | 126024 | 148236 | 173855   | 2                                       |
|                                                                                                                                      | <b>24</b> | 32775                | 41162 | 50987 | 56467 | 62368 | 68681 | 75460 | 90444  | 107551 | 127093 | 149494 | 175330   | 1                                       |
| <b>F<br/>U<br/>L<br/>L<br/><br/>P<br/>E<br/>R<br/>F<br/>O<br/>R<br/>M<br/>A<br/>N<br/>C<br/>E<br/><br/>R<br/>A<br/>N<br/>G<br/>E</b> | <b>25</b> | 33050                | 41508 | 51417 | 56942 | 62893 | 69259 | 76095 | 91205  | 108455 | 128162 | 150751 | 176804   | 1                                       |
|                                                                                                                                      | <b>26</b> | 33326                | 41854 | 51846 | 57417 | 63418 | 69836 | 76729 | 91966  | 109359 | 129230 | 152008 | 178278   | 1                                       |
|                                                                                                                                      | <b>27</b> | 33601                | 42200 | 52276 | 57891 | 63942 | 70413 | 77364 | 92727  | 110264 | 130299 | 153265 | 179753   | 1                                       |
|                                                                                                                                      | <b>28</b> | 33877                | 42546 | 52705 | 58366 | 64467 | 70991 | 77998 | 93488  | 111168 | 131368 | 154522 | 181227   | 1                                       |
|                                                                                                                                      | <b>29</b> | 34152                | 42892 | 53134 | 58841 | 64992 | 71568 | 78633 | 94249  | 112072 | 132437 | 155780 | 182701   | 1                                       |
|                                                                                                                                      | <b>30</b> | 34428                | 43238 | 53564 | 59316 | 65517 | 72145 | 79268 | 95010  | 112976 | 133505 | 157037 | 184175   | 1                                       |
|                                                                                                                                      | <b>31</b> | 34703                | 43584 | 53993 | 59790 | 66042 | 72723 | 79902 | 95771  | 113880 | 134574 | 158294 | 185650   | 1                                       |
|                                                                                                                                      | <b>32</b> | 34979                | 43930 | 54423 | 60265 | 66567 | 73300 | 80537 | 96532  | 114784 | 135643 | 159551 | 187124   | 1                                       |
|                                                                                                                                      | <b>33</b> | 35254                | 44276 | 54852 | 60740 | 67091 | 73877 | 81171 | 97293  | 115688 | 136712 | 160809 | 188598   | 1                                       |
|                                                                                                                                      | <b>34</b> | 35530                | 44621 | 55282 | 61214 | 67616 | 74455 | 81806 | 98054  | 116593 | 137780 | 162066 | 190073   | 1                                       |
|                                                                                                                                      | <b>35</b> | 35805                | 44967 | 55711 | 61689 | 68141 | 75032 | 82440 | 98815  | 117497 | 138849 | 163323 | 191547   | 1                                       |
|                                                                                                                                      | <b>36</b> | 36081                | 45313 | 56140 | 62164 | 68666 | 75609 | 83075 | 99576  | 118401 | 139918 | 164580 | 193021   | 1                                       |
|                                                                                                                                      | <b>37</b> | 36357                | 45659 | 56570 | 62639 | 69191 | 76187 | 83710 | 100337 | 119305 | 140987 | 165837 | 194496   | 1                                       |
|                                                                                                                                      | <b>38</b> | 36632                | 46005 | 56999 | 63113 | 69716 | 76764 | 84344 | 101098 | 120209 | 142055 | 167095 | 195970   | 1                                       |
|                                                                                                                                      | <b>39</b> | 36908                | 46351 | 57429 | 63588 | 70240 | 77341 | 84979 | 101859 | 121113 | 143124 | 168352 | 197444   | 1                                       |
|                                                                                                                                      | <b>40</b> | 37183                | 46697 | 57858 | 64063 | 70765 | 77918 | 85613 | 102620 | 122017 | 144193 | 169609 | 198918   | 1                                       |
|                                                                                                                                      | <b>41</b> | 37459                | 47043 | 58287 | 64538 | 71290 | 78496 | 86248 | 103381 | 122922 | 145262 | 170866 | 200393   | 1                                       |
|                                                                                                                                      | <b>42</b> | 37734                | 47389 | 58717 | 65012 | 71815 | 79073 | 86882 | 104142 | 123826 | 146330 | 172123 | 201867   | 1                                       |
|                                                                                                                                      | <b>43</b> | 38010                | 47735 | 59146 | 65487 | 72340 | 79650 | 87517 | 104903 | 124730 | 147399 | 173381 | 203341   | 1                                       |
|                                                                                                                                      | <b>44</b> | 38285                | 48081 | 59576 | 65962 | 72865 | 80228 | 88151 | 105664 | 125634 | 148468 | 174638 | 204816   | 1                                       |
|                                                                                                                                      | <b>45</b> | 38561                | 48426 | 60005 | 66437 | 73389 | 80805 | 88786 | 106425 | 126538 | 149537 | 175895 | 206290   | 1                                       |
|                                                                                                                                      | <b>46</b> | 38836                | 48772 | 60434 | 66911 | 73914 | 81382 | 89421 | 107186 | 127442 | 150605 | 177152 | 207764   | 1                                       |
|                                                                                                                                      | <b>47</b> | 39112                | 49118 | 60864 | 67386 | 74439 | 81960 | 90055 | 107947 | 128346 | 151674 | 178409 | 209239   | 1                                       |
|                                                                                                                                      | <b>48</b> | 39387                | 49464 | 61293 | 67861 | 74964 | 82537 | 90690 | 108708 | 129251 | 152743 | 179667 | 209600 * | 1                                       |
|                                                                                                                                      | <b>49</b> | 39663                | 49810 | 61723 | 68336 | 75489 | 83114 | 91324 | 109469 | 130155 | 153812 | 180924 | 209600 * | 1                                       |
|                                                                                                                                      | <b>50</b> | 39939                | 50156 | 62152 | 68810 | 76014 | 83692 | 91959 | 110230 | 131059 | 154880 | 182181 | 209600 * | 1                                       |
|                                                                                                                                      | <b>51</b> | 40214                | 50502 | 62581 | 69285 | 76538 | 84269 | 92593 | 110991 | 131963 | 155949 | 183438 | 209600 * | 1                                       |
|                                                                                                                                      | <b>52</b> | 40490                | 50848 | 63011 | 69760 | 77063 | 84846 | 93228 | 111752 | 132867 | 157018 | 184696 | 209600 * | 1                                       |
|                                                                                                                                      | <b>53</b> | 40765                | 51194 | 63440 | 70234 | 77588 | 85424 | 93863 | 112513 | 133771 | 158087 | 185953 | 209600 * | 1                                       |
|                                                                                                                                      | <b>54</b> | 41041                | 51540 | 63870 | 70709 | 78113 | 86001 | 94497 | 113274 | 134675 | 159155 | 187210 | 209600 * | 1                                       |
|                                                                                                                                      | <b>55</b> | 41316                | 51886 | 64299 | 71184 | 78638 | 86578 | 95132 | 114035 | 135580 | 160224 | 188467 | 209600 * | 1                                       |
|                                                                                                                                      | <b>56</b> | 41592                | 52232 | 64728 | 71659 | 79163 | 87156 | 95766 | 114796 | 136484 | 161293 | 189724 | 209600 * | 1                                       |
|                                                                                                                                      | <b>57</b> | 41867                | 52577 | 65158 | 72133 | 79687 | 87733 | 96401 | 115557 | 137388 | 162362 | 190982 | 209600 * | 1                                       |
|                                                                                                                                      | <b>58</b> | 42143                | 52923 | 65587 | 72608 | 80212 | 88310 | 97035 | 116318 | 138292 | 163430 | 192239 | 209600 * | 1                                       |
|                                                                                                                                      | <b>59</b> | 42418                | 53269 | 66017 | 73083 | 80737 | 88887 | 97670 | 117079 | 139196 | 164499 | 193496 | 209600 * | 1                                       |
|                                                                                                                                      | <b>60</b> | 42694                | 53615 | 66446 | 73558 | 81262 | 89465 | 98305 | 117840 | 140100 | 165568 | 194753 | 209600 * | 1                                       |
|                                                                                                                                      | <b>61</b> | 42969                | 53961 | 66876 | 74032 | 81787 | 90042 | 98939 | 118601 | 141004 | 166637 | 196010 | 209600 * | 0                                       |

\* Rate limited to the rate for Level III of the Executive Schedule.

<sup>1</sup>The default step increase for employees in the developmental range is two steps every six months.  
The default step increase for employees in the full performance range is one step every year.