

Salary Table 2023-DM (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 17.13%
For the Locality Pay Area of Des Moines-Ames-West Des Moines, IA
Total Increase: 4.64%
Effective January 2023

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	\$ 11.79	\$ 12.18	\$ 12.57	\$ 12.96	\$ 13.35	\$ 13.58	\$ 13.97	\$ 14.36	\$ 14.38	\$ 14.75
	O	17.69	18.27	18.86	19.44	20.03	20.37	20.96	21.54	21.57	22.13
2	B	13.25	13.57	14.01	14.38	14.54	14.97	15.39	15.82	16.25	16.68
	O	19.88	20.36	21.02	21.57	21.81	22.46	23.09	23.73	24.38	25.02
3	B	17.35	17.83	18.32	18.80	19.28	19.76	20.24	20.73	21.21	21.69
	O	26.03	26.75	27.48	28.20	28.92	29.64	30.36	31.10	31.82	32.54
4	B	19.48	20.02	20.56	21.10	21.64	22.18	22.72	23.26	23.81	24.35
	O	29.22	30.03	30.84	31.65	32.46	33.27	34.08	34.89	35.72	36.53
5	B	22.40	23.00	23.61	24.22	24.82	25.43	26.03	26.64	27.24	27.85
	O	33.60	34.50	35.42	36.33	37.23	38.15	39.05	39.96	40.86	41.78
6	B	23.62	24.29	24.97	25.64	26.32	26.99	27.66	28.34	29.01	29.69
	O	35.43	36.44	37.46	38.46	39.48	40.49	41.49	42.51	43.52	44.54
7	B	25.49	26.24	26.99	27.74	28.49	29.24	29.99	30.74	31.49	32.24
	O	38.24	39.36	40.49	41.61	42.74	43.86	44.99	46.11	46.97	46.97
8	B	26.57	27.40	28.24	29.07	29.90	30.73	31.56	32.39	33.22	34.05
	O	39.86	41.10	42.36	43.61	44.85	46.10	46.97	46.97	46.97	46.97
9	B	28.43	29.35	30.27	31.18	32.10	33.02	33.94	34.85	35.77	36.69
	O	42.65	44.03	45.41	46.77	46.97	46.97	46.97	46.97	46.97	46.97
10	B	31.31	32.32	33.33	34.34	35.35	36.36	37.37	38.38	39.39	40.40
	O	46.97	46.97	46.97	46.97	46.97	46.97	46.97	46.97	46.97	46.97
11	B	33.29	34.40	35.51	36.62	37.73	38.84	39.95	41.06	42.17	43.28
	O	46.97	46.97	46.97	46.97	46.97	46.97	46.97	46.97	46.97	46.97
12	B	39.90	41.23	42.56	43.89	45.22	46.55	47.88	49.21	50.54	51.87
	O	46.97	46.97	46.97	46.97	46.97	46.97	47.88	49.21	50.54	51.87
13	B	47.45	49.03	50.61	52.20	53.78	55.36	56.94	58.52	60.10	61.68
	O	47.45	49.03	50.61	52.20	53.78	55.36	56.94	58.52	60.10	61.68
14	B	56.07	57.94	59.81	61.68	63.55	65.42	67.29	69.15	71.02	72.89
	O	56.07	57.94	59.81	61.68	63.55	65.42	67.29	69.15	71.02	72.89
15	B	65.96	68.15	70.35	72.55	74.75	76.95	79.15	81.34	83.54	85.74
	O	65.96	68.15	70.35	72.55	74.75	76.95	79.15	81.34	83.54	85.74

Note: Locality rates for "law enforcement officers" (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>