

SALARY TABLE 2022-DM (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.2% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.52%
FOR THE LOCALITY PAY AREA OF DES MOINES-AMES-WEST DES MOINES, IA
TOTAL INCREASE: 2.70%
EFFECTIVE JANUARY 2022

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 | \$ 11.26 | \$ 11.64 | \$ 12.01 | \$ 12.39 | \$ 12.76 | \$ 12.98 | \$ 13.35 | \$ 13.72 | \$ 13.74 | \$ 14.09 |
| | O | 16.89 | 17.46 | 18.02 | 18.59 | 19.14 | 19.47 | 20.03 | 20.58 | 20.61 | 21.14 |
| 2 | B | 12.66 | 12.97 | 13.38 | 13.74 | 13.89 | 14.30 | 14.71 | 15.12 | 15.53 | 15.94 |
| | O | 18.99 | 19.46 | 20.07 | 20.61 | 20.84 | 21.45 | 22.07 | 22.68 | 23.30 | 23.91 |
| 3 | B | 16.58 | 17.04 | 17.50 | 17.96 | 18.42 | 18.88 | 19.34 | 19.81 | 20.27 | 20.73 |
| | O | 24.87 | 25.56 | 26.25 | 26.94 | 27.63 | 28.32 | 29.01 | 29.72 | 30.41 | 31.10 |
| 4 | B | 18.61 | 19.13 | 19.65 | 20.16 | 20.68 | 21.20 | 21.71 | 22.23 | 22.75 | 23.27 |
| | O | 27.92 | 28.70 | 29.48 | 30.24 | 31.02 | 31.80 | 32.57 | 33.35 | 34.13 | 34.91 |
| 5 | B | 21.40 | 21.98 | 22.56 | 23.14 | 23.72 | 24.30 | 24.87 | 25.45 | 26.03 | 26.61 |
| | O | 32.10 | 32.97 | 33.84 | 34.71 | 35.58 | 36.45 | 37.31 | 38.18 | 39.05 | 39.92 |
| 6 | B | 22.57 | 23.21 | 23.86 | 24.50 | 25.15 | 25.79 | 26.44 | 27.08 | 27.73 | 28.37 |
| | O | 33.86 | 34.82 | 35.79 | 36.75 | 37.73 | 38.69 | 39.66 | 40.62 | 41.60 | 42.56 |
| 7 | B | 24.36 | 25.08 | 25.79 | 26.51 | 27.23 | 27.94 | 28.66 | 29.38 | 30.09 | 30.81 |
| | O | 36.54 | 37.62 | 38.69 | 39.77 | 40.85 | 41.91 | 42.99 | 44.07 | 44.88 | 44.88 |
| 8 | B | 25.39 | 26.19 | 26.98 | 27.77 | 28.57 | 29.36 | 30.15 | 30.95 | 31.74 | 32.53 |
| | O | 38.09 | 39.29 | 40.47 | 41.66 | 42.86 | 44.04 | 44.88 | 44.88 | 44.88 | 44.88 |
| 9 | B | 27.17 | 28.05 | 28.92 | 29.80 | 30.68 | 31.55 | 32.43 | 33.31 | 34.18 | 35.06 |
| | O | 40.76 | 42.08 | 43.38 | 44.70 | 44.88 | 44.88 | 44.88 | 44.88 | 44.88 | 44.88 |
| 10 | B | 29.92 | 30.89 | 31.85 | 32.82 | 33.78 | 34.75 | 35.71 | 36.68 | 37.64 | 38.61 |
| | O | 44.88 | 44.88 | 44.88 | 44.88 | 44.88 | 44.88 | 44.88 | 44.88 | 44.88 | 44.88 |
| 11 | B | 31.81 | 32.87 | 33.93 | 35.00 | 36.06 | 37.12 | 38.18 | 39.24 | 40.30 | 41.36 |
| | O | 44.88 | 44.88 | 44.88 | 44.88 | 44.88 | 44.88 | 44.88 | 44.88 | 44.88 | 44.88 |
| 12 | B | 38.13 | 39.40 | 40.67 | 41.95 | 43.22 | 44.49 | 45.76 | 47.03 | 48.30 | 49.57 |
| | O | 44.88 | 44.88 | 44.88 | 44.88 | 44.88 | 44.88 | 45.76 | 47.03 | 48.30 | 49.57 |
| 13 | B | 45.34 | 46.86 | 48.37 | 49.88 | 51.39 | 52.90 | 54.41 | 55.92 | 57.43 | 58.95 |
| | O | 45.34 | 46.86 | 48.37 | 49.88 | 51.39 | 52.90 | 54.41 | 55.92 | 57.43 | 58.95 |
| 14 | B | 53.58 | 55.37 | 57.16 | 58.94 | 60.73 | 62.51 | 64.30 | 66.09 | 67.87 | 69.66 |
| | O | 53.58 | 55.37 | 57.16 | 58.94 | 60.73 | 62.51 | 64.30 | 66.09 | 67.87 | 69.66 |
| 15 | B | 63.03 | 65.13 | 67.23 | 69.33 | 71.43 | 73.53 | 75.63 | 77.73 | 79.84 | 81.94 |
| | O | 63.03 | 65.13 | 67.23 | 69.33 | 71.43 | 73.53 | 75.63 | 77.73 | 79.84 | 81.94 |

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 2022 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2022/locality-pay-area-definitions/>