

**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,596	\$ 25,422	\$ 26,238	\$ 27,054	\$ 27,870	\$ 28,348	\$ 29,157	\$ 29,972	\$ 30,005	\$ 30,774
2	27,657	28,315	29,231	30,005	30,344	31,236	32,129	33,021	33,914	34,806
3	36,214	37,220	38,227	39,233	40,239	41,245	42,251	43,257	44,263	45,270
4	40,650	41,779	42,908	44,037	45,166	46,296	47,425	48,554	49,683	50,812
5	46,747	48,010	49,274	50,538	51,802	53,066	54,330	55,593	56,857	58,121
6	49,288	50,696	52,104	53,512	54,920	56,328	57,736	59,144	60,552	61,959
7	53,207	54,772	56,337	57,902	59,467	61,032	62,597	64,161	65,726	67,291
8	55,460	57,193	58,927	60,660	62,394	64,128	65,861	67,595	69,328	71,062
9	59,340	61,254	63,168	65,082	66,996	68,910	70,824	72,738	74,652	76,566
10	65,347	67,455	69,564	71,672	73,780	75,889	77,997	80,105	82,214	84,322
11	69,480	71,796	74,112	76,427	78,743	81,059	83,374	85,690	88,006	90,321
12	83,278	86,054	88,830	91,606	94,382	97,158	99,934	102,710	105,486	108,262
13	99,029	102,329	105,630	108,931	112,232	115,532	118,833	122,134	125,435	128,735
14	117,022	120,923	124,823	128,724	132,624	136,524	140,425	144,325	148,226	152,126
15	137,649	142,237	146,825	151,413	156,001	160,589	165,177	169,765	174,353	178,941

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>