

**Salary Table 2024-DM**  
**Incorporating the 4.7% General Schedule Increase and a Locality Payment of 17.68%**  
**For the Locality Pay Area of Des Moines-Ames-West Des Moines, IA**  
**Total Increase: 5.19%**  
**Effective January 2024**

*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	\$ 12.40	\$ 12.81	\$ 13.23	\$ 13.64	\$ 14.05	\$ 14.29	\$ 14.70	\$ 15.11	\$ 15.12	\$ 15.51
	O	18.60	19.22	19.85	20.46	21.08	21.44	22.05	22.67	22.68	23.27
2	B	13.94	14.27	14.73	15.12	15.29	15.74	16.19	16.64	17.09	17.54
	O	20.91	21.41	22.10	22.68	22.94	23.61	24.29	24.96	25.64	26.31
3	B	15.21	15.72	16.22	16.73	17.24	17.75	18.25	18.76	19.27	19.77
	O	22.82	23.58	24.33	25.10	25.86	26.63	27.38	28.14	28.91	29.66
4	B	17.07	17.64	18.21	18.78	19.35	19.92	20.49	21.06	21.63	22.19
	O	25.61	26.46	27.32	28.17	29.03	29.88	30.74	31.59	32.45	33.29
5	B	19.10	19.74	20.38	21.01	21.65	22.29	22.92	23.56	24.20	24.83
	O	28.65	29.61	30.57	31.52	32.48	33.44	34.38	35.34	36.30	37.25
6	B	21.29	22.00	22.71	23.42	24.13	24.84	25.55	26.26	26.97	27.68
	O	31.94	33.00	34.07	35.13	36.20	37.26	38.33	39.39	40.46	41.52
7	B	23.66	24.45	25.24	26.03	26.82	27.61	28.40	29.19	29.97	30.76
	O	35.49	36.68	37.86	39.05	40.23	41.42	42.60	43.79	44.96	46.14
8	B	26.21	27.08	27.95	28.83	29.70	30.57	31.45	32.32	33.19	34.07
	O	39.32	40.62	41.93	43.25	44.55	45.86	47.18	47.81	47.81	47.81
9	B	28.94	29.91	30.87	31.84	32.80	33.77	34.73	35.70	36.66	37.63
	O	43.41	44.87	46.31	47.76	47.81	47.81	47.81	47.81	47.81	47.81
10	B	31.87	32.94	34.00	35.06	36.12	37.19	38.25	39.31	40.37	41.44
	O	47.81	47.81	47.81	47.81	47.81	47.81	47.81	47.81	47.81	47.81
11	B	35.02	36.19	37.35	38.52	39.69	40.86	42.02	43.19	44.36	45.53
	O	47.81	47.81	47.81	47.81	47.81	47.81	47.81	47.81	47.81	47.81
12	B	41.98	43.37	44.77	46.17	47.57	48.97	50.37	51.77	53.17	54.57
	O	47.81	47.81	47.81	47.81	47.81	48.97	50.37	51.77	53.17	54.57
13	B	49.91	51.58	53.24	54.91	56.57	58.23	59.90	61.56	63.23	64.89
	O	49.91	51.58	53.24	54.91	56.57	58.23	59.90	61.56	63.23	64.89
14	B	58.98	60.95	62.92	64.88	66.85	68.81	70.78	72.75	74.71	76.68
	O	58.98	60.95	62.92	64.88	66.85	68.81	70.78	72.75	74.71	76.68
15	B	69.38	71.69	74.00	76.32	78.63	80.94	83.25	85.57	87.88	90.19
	O	69.38	71.69	74.00	76.32	78.63	80.94	83.25	85.57	87.88	90.19

Applicable locations are shown on the 2024 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/locality-pay-area-definitions/>