

Salary Table 2024-DM (LEO)
Including Special Base Rates at GS-3 through GS-10 and
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	18.25	18.76	19.27	19.77	20.28	20.79	21.29	21.80	22.31	22.81
	O	27.38	28.14	28.91	29.66	30.42	31.19	31.94	32.70	33.47	34.22
4	B	20.49	21.06	21.63	22.19	22.76	23.33	23.90	24.47	25.04	25.61
	O	30.74	31.59	32.45	33.29	34.14	35.00	35.85	36.71	37.56	38.42
5	B	23.56	24.20	24.83	25.47	26.11	26.74	27.38	28.02	28.65	29.29
	O	35.34	36.30	37.25	38.21	39.17	40.11	41.07	42.03	42.98	43.94
6	B	24.84	25.55	26.26	26.97	27.68	28.39	29.10	29.81	30.52	31.23
	O	37.26	38.33	39.39	40.46	41.52	42.59	43.65	44.72	45.78	46.85
7	B	26.82	27.61	28.40	29.19	29.97	30.76	31.55	32.34	33.13	33.92
	O	40.23	41.42	42.60	43.79	44.96	46.14	47.33	48.51	49.41	49.41
8	B	27.95	28.83	29.70	30.57	31.45	32.32	33.19	34.07	34.94	35.81
	O	41.93	43.25	44.55	45.86	47.18	48.48	49.41	49.41	49.41	49.41
9	B	29.91	30.87	31.84	32.80	33.77	34.73	35.70	36.66	37.63	38.59
	O	44.87	46.31	47.76	49.20	49.41	49.41	49.41	49.41	49.41	49.41
10	B	32.94	34.00	35.06	36.12	37.19	38.25	39.31	40.37	41.44	42.50
	O	49.41	49.41	49.41	49.41	49.41	49.41	49.41	49.41	49.41	49.41
11	B	35.02	36.19	37.35	38.52	39.69	40.86	42.02	43.19	44.36	45.53
	O	49.41	49.41	49.41	49.41	49.41	49.41	49.41	49.41	49.41	49.41
12	B	41.98	43.37	44.77	46.17	47.57	48.97	50.37	51.77	53.17	54.57
	O	49.41	49.41	49.41	49.41	49.41	49.41	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

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 2024 Locality Pay Area Definitions page:

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