

Salary Table 2026-DM (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 18.01%
For the Locality Pay Area of Des Moines-Ames-West Des Moines, IA
Total Increase: 1%
Effective January 2026

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	\$ 12.77	\$ 13.20	\$ 13.62	\$ 14.05	\$ 14.47	\$ 14.72	\$ 15.14	\$ 15.56	\$ 15.58	\$ 15.97
	O	19.16	19.80	20.43	21.08	21.71	22.08	22.71	23.34	23.37	23.96
2	B	14.36	14.70	15.18	15.58	15.75	16.22	16.68	17.14	17.60	18.07
	O	21.54	22.05	22.77	23.37	23.63	24.33	25.02	25.71	26.40	27.11
3	B	18.80	19.32	19.85	20.37	20.89	21.41	21.94	22.46	22.98	23.50
	O	28.20	28.98	29.78	30.56	31.34	32.12	32.91	33.69	34.47	35.25
4	B	21.11	21.69	22.28	22.86	23.45	24.04	24.62	25.21	25.80	26.38
	O	31.67	32.54	33.42	34.29	35.18	36.06	36.93	37.82	38.70	39.57
5	B	24.27	24.92	25.58	26.24	26.89	27.55	28.20	28.86	29.52	30.17
	O	36.41	37.38	38.37	39.36	40.34	41.33	42.30	43.29	44.28	45.26
6	B	25.59	26.32	27.05	27.78	28.51	29.25	29.98	30.71	31.44	32.17
	O	38.39	39.48	40.58	41.67	42.77	43.88	44.97	46.07	47.16	48.26
7	B	27.62	28.44	29.25	30.06	30.87	31.69	32.50	33.31	34.13	34.94
	O	41.43	42.66	43.88	45.09	46.31	47.54	48.75	49.97	50.90	50.90
8	B	28.79	29.69	30.59	31.49	32.39	33.29	34.19	35.09	35.99	36.89
	O	43.19	44.54	45.89	47.24	48.59	49.94	50.90	50.90	50.90	50.90
9	B	30.81	31.80	32.80	33.79	34.78	35.78	36.77	37.77	38.76	39.76
	O	46.22	47.70	49.20	50.69	50.90	50.90	50.90	50.90	50.90	50.90
10	B	33.93	35.02	36.11	37.21	38.30	39.40	40.49	41.59	42.68	43.77
	O	50.90	50.90	50.90	50.90	50.90	50.90	50.90	50.90	50.90	50.90
11	B	36.07	37.28	38.48	39.68	40.88	42.09	43.29	44.49	45.69	46.90
	O	50.90	50.90	50.90	50.90	50.90	50.90	50.90	50.90	50.90	50.90
12	B	43.24	44.68	46.12	47.56	49.00	50.44	51.88	53.33	54.77	56.21
	O	50.90	50.90	50.90	50.90	50.90	50.90	51.88	53.33	54.77	56.21
13	B	51.41	53.13	54.84	56.56	58.27	59.98	61.70	63.41	65.13	66.84
	O	51.41	53.13	54.84	56.56	58.27	59.98	61.70	63.41	65.13	66.84
14	B	60.76	62.78	64.81	66.83	68.86	70.88	72.91	74.93	76.96	78.98
	O	60.76	62.78	64.81	66.83	68.86	70.88	72.91	74.93	76.96	78.98
15	B	71.46	73.85	76.23	78.61	80.99	83.38	85.76	88.14	90.52	92.90
	O	71.46	73.85	76.23	78.61	80.99	83.38	85.76	88.14	90.52	92.90

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 2026 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/>