

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

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	\$ 26,651	\$ 27,545	\$ 28,431	\$ 29,314	\$ 30,198	\$ 30,716	\$ 31,592	\$ 32,475	\$ 32,512	\$ 33,335
2	29,966	30,679	31,673	32,512	32,875	33,842	34,808	35,775	36,741	37,708
3	39,241	40,331	41,422	42,512	43,602	44,693	45,783	46,874	47,964	49,054
4	44,047	45,271	46,495	47,719	48,942	50,166	51,390	52,614	53,837	55,061
5	50,649	52,018	53,387	54,755	56,124	57,493	58,862	60,231	61,600	62,969
6	53,407	54,932	56,458	57,984	59,510	61,036	62,562	64,088	65,614	67,139
7	57,653	59,348	61,044	62,740	64,436	66,132	67,827	69,523	71,219	72,915
8	60,091	61,968	63,846	65,723	67,601	69,478	71,356	73,233	75,111	76,989
9	64,298	66,372	68,447	70,522	72,596	74,671	76,745	78,820	80,895	82,969
10	70,805	73,088	75,372	77,655	79,939	82,222	84,506	86,789	89,073	91,356
11	75,284	77,795	80,305	82,815	85,325	87,835	90,345	92,855	95,365	97,875
12	90,234	93,242	96,250	99,258	102,266	105,274	108,282	111,291	114,299	117,307
13	107,301	110,877	114,454	118,031	121,608	125,185	128,762	132,339	135,916	139,493
14	126,797	131,024	135,251	139,478	143,705	147,933	152,160	156,387	160,614	164,841
15	149,146	154,118	159,089	164,061	169,033	174,005	178,976	183,948	188,920	193,892

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 2026 Locality Pay Area Definitions page:

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