

Salary Table 2026-DM
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	15.67	16.19	16.71	17.23	17.76	18.28	18.80	19.32	19.85	20.37
	O	23.51	24.29	25.07	25.85	26.64	27.42	28.20	28.98	29.78	30.56
4	B	17.59	18.17	18.76	19.35	19.93	20.52	21.11	21.69	22.28	22.86
	O	26.39	27.26	28.14	29.03	29.90	30.78	31.67	32.54	33.42	34.29
5	B	19.68	20.33	20.99	21.64	22.30	22.96	23.61	24.27	24.92	25.58
	O	29.52	30.50	31.49	32.46	33.45	34.44	35.42	36.41	37.38	38.37
6	B	21.93	22.67	23.40	24.13	24.86	25.59	26.32	27.05	27.78	28.51
	O	32.90	34.01	35.10	36.20	37.29	38.39	39.48	40.58	41.67	42.77
7	B	24.37	25.19	26.00	26.81	27.62	28.44	29.25	30.06	30.87	31.69
	O	36.56	37.79	39.00	40.22	41.43	42.66	43.88	45.09	46.31	47.54
8	B	26.99	27.89	28.79	29.69	30.59	31.49	32.39	33.29	34.19	35.09
	O	40.49	41.84	43.19	44.54	45.89	47.24	48.59	49.25	49.25	49.25
9	B	29.81	30.81	31.80	32.80	33.79	34.78	35.78	36.77	37.77	38.76
	O	44.72	46.22	47.70	49.20	49.25	49.25	49.25	49.25	49.25	49.25
10	B	32.83	33.93	35.02	36.11	37.21	38.30	39.40	40.49	41.59	42.68
	O	49.25	49.25	49.25	49.25	49.25	49.25	49.25	49.25	49.25	49.25
11	B	36.07	37.28	38.48	39.68	40.88	42.09	43.29	44.49	45.69	46.90
	O	49.25	49.25	49.25	49.25	49.25	49.25	49.25	49.25	49.25	49.25
12	B	43.24	44.68	46.12	47.56	49.00	50.44	51.88	53.33	54.77	56.21
	O	49.25	49.25	49.25	49.25	49.25	50.44	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

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/>