

Salary Table 2025-DM (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% 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: 1.99%
Effective January 2025

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	\$ 12.64	\$ 13.07	\$ 13.49	\$ 13.91	\$ 14.33	\$ 14.57	\$ 14.99	\$ 15.41	\$ 15.42	\$ 15.82
	O	18.96	19.61	20.24	20.87	21.50	21.86	22.49	23.12	23.13	23.73
2	B	14.22	14.55	15.03	15.42	15.60	16.06	16.51	16.97	17.43	17.89
	O	21.33	21.83	22.55	23.13	23.40	24.09	24.77	25.46	26.15	26.84
3	B	18.61	19.13	19.65	20.16	20.68	21.20	21.71	22.23	22.75	23.26
	O	27.92	28.70	29.48	30.24	31.02	31.80	32.57	33.35	34.13	34.89
4	B	20.90	21.48	22.06	22.64	23.22	23.80	24.38	24.96	25.54	26.12
	O	31.35	32.22	33.09	33.96	34.83	35.70	36.57	37.44	38.31	39.18
5	B	24.03	24.68	25.32	25.97	26.62	27.27	27.92	28.57	29.22	29.87
	O	36.05	37.02	37.98	38.96	39.93	40.91	41.88	42.86	43.83	44.81
6	B	25.34	26.06	26.78	27.51	28.23	28.95	29.68	30.40	31.13	31.85
	O	38.01	39.09	40.17	41.27	42.35	43.43	44.52	45.60	46.70	47.78
7	B	27.35	28.16	28.96	29.77	30.57	31.37	32.18	32.98	33.79	34.59
	O	41.03	42.24	43.44	44.66	45.86	47.06	48.27	49.47	50.39	50.39
8	B	28.51	29.40	30.29	31.18	32.07	32.96	33.86	34.75	35.64	36.53
	O	42.77	44.10	45.44	46.77	48.11	49.44	50.39	50.39	50.39	50.39
9	B	30.50	31.49	32.47	33.46	34.44	35.42	36.41	37.39	38.37	39.36
	O	45.75	47.24	48.71	50.19	50.39	50.39	50.39	50.39	50.39	50.39
10	B	33.59	34.67	35.76	36.84	37.92	39.01	40.09	41.17	42.26	43.34
	O	50.39	50.39	50.39	50.39	50.39	50.39	50.39	50.39	50.39	50.39
11	B	35.72	36.91	38.10	39.29	40.48	41.67	42.86	44.05	45.24	46.43
	O	50.39	50.39	50.39	50.39	50.39	50.39	50.39	50.39	50.39	50.39
12	B	42.81	44.24	45.66	47.09	48.52	49.94	51.37	52.80	54.23	55.65
	O	50.39	50.39	50.39	50.39	50.39	50.39	51.37	52.80	54.23	55.65
13	B	50.91	52.60	54.30	56.00	57.69	59.39	61.09	62.78	64.48	66.18
	O	50.91	52.60	54.30	56.00	57.69	59.39	61.09	62.78	64.48	66.18
14	B	60.15	62.16	64.16	66.17	68.17	70.18	72.18	74.19	76.19	78.20
	O	60.15	62.16	64.16	66.17	68.17	70.18	72.18	74.19	76.19	78.20
15	B	70.76	73.12	75.47	77.83	80.19	82.55	84.91	87.27	89.62	91.98
	O	70.76	73.12	75.47	77.83	80.19	82.55	84.91	87.27	89.62	91.98

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 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>