

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

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	\$ 26,387	\$ 27,272	\$ 28,149	\$ 29,023	\$ 29,899	\$ 30,411	\$ 31,280	\$ 32,154	\$ 32,190	\$ 33,007
2	29,670	30,376	31,359	32,190	32,551	33,508	34,465	35,422	36,379	37,336
3	38,847	39,925	41,004	42,082	43,161	44,240	45,318	46,397	47,475	48,554
4	43,613	44,825	46,037	47,249	48,461	49,673	50,885	52,097	53,309	54,521
5	50,142	51,497	52,852	54,207	55,561	56,916	58,271	59,626	60,980	62,335
6	52,877	54,387	55,898	57,408	58,919	60,429	61,940	63,450	64,961	66,471
7	57,083	58,762	60,441	62,120	63,800	65,479	67,158	68,838	70,517	72,196
8	59,497	61,357	63,217	65,077	66,936	68,796	70,656	72,516	74,376	76,236
9	63,660	65,714	67,767	69,821	71,874	73,927	75,981	78,034	80,087	82,141
10	70,104	72,365	74,626	76,887	79,148	81,409	83,670	85,931	88,192	90,453
11	74,539	77,023	79,507	81,991	84,475	86,959	89,443	91,927	94,412	96,896
12	89,341	92,319	95,298	98,276	101,255	104,234	107,212	110,191	113,169	116,148
13	106,239	109,780	113,321	116,863	120,404	123,946	127,487	131,029	134,570	138,112
14	125,541	129,726	133,911	138,095	142,280	146,465	150,649	154,834	159,018	163,203
15	147,669	152,592	157,514	162,436	167,358	172,280	177,203	182,125	187,047	191,969

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 2025 Locality Pay Area Definitions page:

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