

Salary Table 2025-DM
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	15.51	16.03	16.55	17.06	17.58	18.10	18.61	19.13	19.65	20.16
	O	23.27	24.05	24.83	25.59	26.37	27.15	27.92	28.70	29.48	30.24
4	B	17.41	17.99	18.57	19.16	19.74	20.32	20.90	21.48	22.06	22.64
	O	26.12	26.99	27.86	28.74	29.61	30.48	31.35	32.22	33.09	33.96
5	B	19.48	20.13	20.78	21.43	22.08	22.73	23.38	24.03	24.68	25.32
	O	29.22	30.20	31.17	32.15	33.12	34.10	35.07	36.05	37.02	37.98
6	B	21.72	22.44	23.16	23.89	24.61	25.34	26.06	26.78	27.51	28.23
	O	32.58	33.66	34.74	35.84	36.92	38.01	39.09	40.17	41.27	42.35
7	B	24.13	24.94	25.74	26.55	27.35	28.16	28.96	29.77	30.57	31.37
	O	36.20	37.41	38.61	39.83	41.03	42.24	43.44	44.66	45.86	47.06
8	B	26.73	27.62	28.51	29.40	30.29	31.18	32.07	32.96	33.86	34.75
	O	40.10	41.43	42.77	44.10	45.44	46.77	48.11	48.77	48.77	48.77
9	B	29.52	30.50	31.49	32.47	33.46	34.44	35.42	36.41	37.39	38.37
	O	44.28	45.75	47.24	48.71	48.77	48.77	48.77	48.77	48.77	48.77
10	B	32.51	33.59	34.67	35.76	36.84	37.92	39.01	40.09	41.17	42.26
	O	48.77	48.77	48.77	48.77	48.77	48.77	48.77	48.77	48.77	48.77
11	B	35.72	36.91	38.10	39.29	40.48	41.67	42.86	44.05	45.24	46.43
	O	48.77	48.77	48.77	48.77	48.77	48.77	48.77	48.77	48.77	48.77
12	B	42.81	44.24	45.66	47.09	48.52	49.94	51.37	52.80	54.23	55.65
	O	48.77	48.77	48.77	48.77	48.77	49.94	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

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/>