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/