
Presidential Documents

Title 3—**Executive Order 13144 of December 21, 1999****The President****Adjustments of Certain Rates of Pay**

By the authority vested in me as President by the Constitution and the laws of the United States of America, including the laws cited herein, it is hereby ordered as follows:

Section 1. *Statutory Pay Systems.* The rates of basic pay or salaries of the statutory pay systems (as defined in 5 U.S.C. 5302(1)), as adjusted under 5 U.S.C. 5303(a), in accordance with section 646(a) of the Treasury and General Government Appropriations Act, 2000, Public Law 106–58, are set forth on the schedules attached hereto and made a part hereof:

(a) The General Schedule (5 U.S.C. 5332(a)) at Schedule 1;

(b) The Foreign Service Schedule (22 U.S.C. 3963) at Schedule 2; and

(c) The schedules for the Veterans Health Administration of the Department of Veterans Affairs (38 U.S.C. 7306, 7404; section 301(a) of Public Law 102–40) at Schedule 3.

Sec. 2. *Senior Executive Service.* The rates of basic pay for senior executives in the Senior Executive Service, as adjusted under 5 U.S.C. 5382, are set forth on Schedule 4 attached hereto and made a part hereof.

Sec. 3. *Executive Salaries.* The rates of basic pay or salaries for the following offices and positions are set forth on the schedules attached hereto and made a part hereof:

(a) The Executive Schedule (5 U.S.C. 5312–5318) at Schedule 5;

(b) The Vice President (3 U.S.C. 104) and the Congress (2 U.S.C. 31) at Schedule 6; and

(c) Justices and judges (28 U.S.C. 5, 44(d), 135, 252, and 461(a)) at Schedule 7.

Sec. 4. *Uniformed Services.* Pursuant to section 601(a)–(b) of Public Law 106–65, the rates of monthly basic pay (37 U.S.C. 203(a)) for members of the uniformed services and the rate of monthly cadet or midshipman pay (37 U.S.C. 203(c)) are set forth on Schedule 8 attached hereto and made a part hereof.

Sec. 5. *Locality-Based Comparability Payments.* (a) Pursuant to section 5304 of title 5, United States Code, and in accordance with section 646(a) of the Treasury and General Government Appropriations Act, 2000, Public Law 106–58, locality-based comparability payments shall be paid in accordance with Schedule 9 attached hereto and made a part hereof.

(b) The Director of the Office of Personnel Management shall take such actions as may be necessary to implement these payments and to publish appropriate notice of such payments in the **Federal Register**.

Sec. 6. *Administrative Law Judges.* The rates of basic pay for administrative law judges, as adjusted under 5 U.S.C. 5372(b)(4), are set forth on Schedule 10 attached hereto and made a part hereof.

Sec. 7. *Effective Dates.* Schedule 8 is effective on January 1, 2000. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2000.

Sec. 8. *Prior Order Superseded.* Sections 1 through 7 of Executive Order 13106 of December 7, 1998, are superseded.



THE WHITE HOUSE,
December 21, 1999.

SCHEDULE 1--GENERAL SCHEDULE

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2000)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,870	\$14,332	\$14,794	\$15,252	\$15,715	\$15,986	\$16,440	\$16,900	\$16,918	\$17,351
2	15,594	15,964	16,481	16,918	17,107	17,610	18,113	18,616	19,119	19,622
3	17,015	17,582	18,149	18,716	19,283	19,850	20,417	20,984	21,551	22,118
4	19,100	19,737	20,374	21,011	21,648	22,285	22,922	23,559	24,196	24,833
5	21,370	22,082	22,794	23,506	24,218	24,930	25,642	26,354	27,066	27,778
6	23,820	24,614	25,408	26,202	26,996	27,790	28,584	29,378	30,172	30,966
7	26,470	27,352	28,234	29,116	29,998	30,880	31,762	32,644	33,526	34,408
8	29,315	30,292	31,269	32,246	33,223	34,200	35,177	36,154	37,131	38,108
9	32,380	33,459	34,538	35,617	36,696	37,775	38,854	39,933	41,012	42,091
10	35,658	36,847	38,036	39,225	40,414	41,603	42,792	43,981	45,170	46,359
11	39,178	40,484	41,790	43,096	44,402	45,708	47,014	48,320	49,626	50,932
12	46,955	48,520	50,085	51,650	53,215	54,780	56,345	57,910	59,475	61,040
13	55,837	57,698	59,559	61,420	63,281	65,142	67,003	68,864	70,725	72,586
14	65,983	68,182	70,381	72,580	74,779	76,978	79,177	81,376	83,575	85,774
15	77,614	80,201	82,788	85,375	87,962	90,549	93,136	95,723	98,310	100,897

SCHEDULE 2--FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2000)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$77,614	\$62,890	\$50,960	\$41,292	\$33,459	\$29,911	\$26,740	\$23,905	\$21,370
2	79,942	64,777	52,489	42,531	34,463	30,808	27,542	24,622	22,011
3	82,341	66,720	54,063	43,807	35,497	31,733	28,368	25,361	22,671
4	84,811	68,722	55,685	45,121	36,562	32,685	29,220	26,122	23,352
5	87,355	70,783	57,356	46,475	37,658	33,665	30,096	26,905	24,052
6	89,976	72,907	59,077	47,869	38,788	34,675	30,999	27,712	24,774
7	92,675	75,094	60,849	49,305	39,952	35,715	31,929	28,544	25,517
8	95,455	77,347	62,674	50,784	41,150	36,787	32,887	29,400	26,282
9	98,319	79,667	64,555	52,307	42,385	37,890	33,873	30,282	27,071
10	100,897	82,057	66,491	53,877	43,656	39,027	34,890	31,191	27,883
11	100,897	84,519	68,486	55,493	44,966	40,198	35,936	32,126	28,719
12	100,897	87,054	70,541	57,158	46,315	41,404	37,014	33,090	29,581
13	100,897	89,666	72,657	58,873	47,705	42,646	38,125	34,083	30,469
14	100,897	92,356	74,836	60,639	49,136	43,925	39,269	35,105	31,383

**SCHEDULE 3--VETERANS HEALTH ADMINISTRATION SCHEDULES
DEPARTMENT OF VETERANS AFFAIRS**

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2000)

Schedule for the Office of the Under Secretary for Health
(38 U.S.C. 7306)*

Deputy Under Secretary for Health	\$131,811	**
Associate Deputy Under Secretary for Health	126,250	***
Assistant Under Secretaries for Health	122,529	***

	<u>Minimum</u>	<u>Maximum</u>
Medical Directors	\$104,542	\$118,484
Service Directors	91,028	113,050
Director, National Center for Preventive Health	77,614	113,050

Physician and Dentist Schedule

Director Grade	\$91,028	\$113,050
Executive Grade	84,055	107,125
Chief Grade	77,614	100,897
Senior Grade	65,983	85,774
Intermediate Grade	55,837	72,586
Full Grade	46,955	61,040
Associate Grade	39,178	50,932

Clinical Podiatrist and Optometrist Schedule

Chief Grade	\$77,614	\$100,897
Senior Grade	65,983	85,774
Intermediate Grade	55,837	72,586
Full Grade	46,955	61,040
Associate Grade	39,178	50,932

Physician Assistant and Expanded-Function
Dental Auxiliary Schedule ****

Director Grade	\$77,614	\$100,897
Assistant Director Grade	65,983	85,774
Chief Grade	55,837	72,586
Senior Grade	46,955	61,040
Intermediate Grade	39,178	50,932
Full Grade	32,380	42,091
Associate Grade	27,864	36,225
Junior Grade	23,820	30,966

* This schedule does not apply to the Assistant Under Secretary for Nursing Programs or the Director of Nursing Services. Pay for these positions is set by the Under Secretary for Health under 38 U.S.C. 7451.

** Pursuant to section 7404(d)(1) of title 38, United States Code, the rate of basic pay payable to this employee is limited to the rate for level IV of the Executive Schedule, which is \$122,400.

*** Pursuant to section 7404(d)(2) of title 38, United States Code, the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$114,500.

**** Pursuant to section 301(a) of Public Law 102-40, these positions are paid according to the Nurse Schedule in 38 U.S.C. 4107(b) as in effect on August 14, 1990, with subsequent adjustments.

SCHEDULE 4--SENIOR EXECUTIVE SERVICE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2000)

ES-1	\$106,200
ES-2	111,200
ES-3	116,300
ES-4	122,200
ES-5	122,400
ES-6	122,400

SCHEDULE 5--EXECUTIVE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2000)

level I	\$157,000
level II	141,300
level III	130,200
level IV	122,400
level V	114,500

SCHEDULE 6--VICE PRESIDENT AND MEMBERS OF CONGRESS

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2000)

Vice President	\$181,400
Senators	141,300
Members of the House of Representatives	141,300
Delegates to the House of Representatives	141,300
Resident Commissioner from Puerto Rico	141,300
President pro tempore of the Senate	157,000
Majority leader and minority leader of the Senate	157,000
Majority leader and minority leader of the House of Representatives	157,000
Speaker of the House of Representatives	181,400

SCHEDULE 7--JUDICIAL SALARIES

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2000)

Chief Justice of the United States	\$181,400
Associate Justices of the Supreme Court	173,600
Circuit Judges	149,900
District Judges	141,300
Judges of the Court of International Trade	141,300

SCHEDULE 8—PAY OF THE UNIFORMED SERVICES
(Effective on January 1, 2000)

Part I—MONTHLY BASIC PAY

YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 24	Over 26
O-10 **	\$8,214.90	\$8,503.80	\$8,503.80	\$8,503.80	\$8,503.80	\$8,830.20	\$8,830.20	\$9,319.50	\$9,319.50	\$9,986.40	\$9,986.40	\$10,655.10	\$10,655.10	\$10,655.10	\$11,318.40*
O-9	7,280.70	7,471.50	7,630.50	7,630.50	7,630.50	7,824.60	7,824.60	8,150.10	8,150.10	8,830.20	8,830.20	9,319.50	9,319.50	9,319.50	9,986.40
O-8	6,594.30	6,792.30	6,953.10	6,953.10	6,953.10	7,151.50	7,151.50	7,471.50	7,471.50	8,150.10	8,150.10	8,830.20	8,830.20	8,830.20	9,048.00
O-7	5,479.50	5,851.80	5,851.80	5,851.80	5,851.80	6,114.60	6,114.60	6,468.90	6,468.90	7,151.50	7,151.50	7,985.40	7,985.40	7,985.40	7,985.40
O-6	4,061.10	4,461.60	4,461.60	4,461.60	4,461.60	4,754.40	4,754.40	4,754.40	4,754.40	5,693.10	5,693.10	6,114.60	6,114.60	6,114.60	6,687.30
O-5	3,248.40	3,813.90	4,077.90	4,077.90	4,077.90	4,077.90	4,200.30	4,427.10	4,427.10	5,077.50	5,077.50	5,368.20	5,368.20	5,368.20	5,724.60
O-4	2,737.80	3,333.90	3,556.20	3,556.20	3,556.20	3,781.80	4,040.40	4,267.50	4,461.60	4,658.10	4,785.90	4,785.90	4,785.90	4,785.90	4,785.90
O-3 ***	2,544.00	2,844.30	3,041.10	3,364.80	3,525.90	3,652.20	3,850.20	4,040.40	4,139.10	4,139.10	4,139.10	4,139.10	4,139.10	4,139.10	4,139.10
O-2 ***	2,218.80	2,423.10	2,910.90	3,009.00	3,071.10	3,071.10	3,071.10	3,071.10	3,071.10	3,071.10	3,071.10	3,071.10	3,071.10	3,071.10	3,071.10
O-1 ***	1,926.30	2,004.90	2,423.10	2,423.10	2,423.10	2,423.10	2,423.10	2,423.10	2,423.10	2,423.10	2,423.10	2,423.10	2,423.10	2,423.10	2,423.10

COMMISSIONED OFFICERS

COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER

O-3E	-	-	-	-	\$3,364.80	\$3,525.90	\$3,652.20	\$3,850.20	\$4,040.40	\$4,200.30	\$4,200.30	\$4,200.30	\$4,200.30	\$4,200.30	\$4,200.30
O-2E	-	-	-	-	3,009.00	3,071.10	3,168.60	3,333.90	3,461.40	3,556.20	3,556.20	3,556.20	3,556.20	3,556.20	3,556.20
O-1E	-	-	-	-	2,423.10	2,588.40	2,683.80	2,781.30	2,877.60	3,009.00	3,009.00	3,009.00	3,009.00	3,009.00	3,009.00

* Basic pay for these officers is limited to the rate of basic pay for level III of the Executive Schedule, which is \$10,850.10 per month.

** For officers serving as Chairman or Vice Chairman of the Joint Chiefs of Staff, Chief of Staff of the Army, Chief of Naval Operations, Chief of Staff of the Air Force, Commandant of the Marine Corps, or Commandant of the Coast Guard, basic pay for this grade is calculated to be \$12,488.70 per month, regardless of cumulative years of service computed under section 205 of title 37, United States Code. Nevertheless, actual basic pay for these officers is limited to the rate of basic pay for level III of the Executive Schedule, which is \$10,850.10 per month.

*** Does not apply to commissioned officers who have been credited with over 4 years of active duty service as an enlisted member or warrant officer.

SCHEDULE 8-PAY OF THE UNIFORMED SERVICES (PAGE 2)
YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)

Pay Grade	2 or less	YEARS OF SERVICE													
		Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 24	Over 26
WARRANT OFFICERS															
W-5															
W-4	\$2,592.00	\$2,781.30	\$2,781.30	\$2,844.30	\$2,974.20	\$3,105.00	\$3,235.50	\$3,461.40	\$3,622.20	\$3,749.40	\$3,850.20	\$4,423.80	\$4,591.20	\$4,724.10	\$4,923.30
W-3	2,355.90	2,555.40	2,555.40	2,588.40	2,618.70	2,810.40	2,974.20	3,071.10	3,168.60	3,263.40	3,364.80	3,495.90	3,622.20	3,749.40	4,427.10
W-2	2,063.40	2,232.60	2,232.60	2,297.40	2,423.10	2,555.40	2,652.60	2,749.80	2,844.30	2,944.50	3,041.10	3,136.80	3,263.40	3,426.30	3,749.40
W-1	1,719.00	1,971.00	1,971.00	2,135.70	2,232.60	2,328.00	2,423.10	2,522.70	2,618.70	2,716.20	2,810.40	2,910.90	2,910.90	2,910.90	2,910.90
ENLISTED MEMBERS															
E-9 *															
E-8															
E-7	\$1,765.80	\$1,906.20	\$1,976.10	\$2,045.70	\$2,115.60	\$2,182.80	\$2,252.70	\$2,323.20	\$2,427.90	\$2,496.90	\$2,566.20	\$2,599.50	\$2,774.40	\$2,912.40	\$3,467.10
E-6	1,518.90	1,655.70	1,724.40	1,797.60	1,865.40	1,932.60	2,003.40	2,106.60	2,172.90	2,242.80	2,277.00	2,277.00	2,277.00	2,277.00	2,277.00
E-5	1,332.60	1,450.50	1,521.00	1,587.30	1,651.70	1,761.00	1,830.00	1,898.10	1,932.60	1,932.60	1,932.60	1,932.60	1,932.60	1,932.60	1,932.60
E-4	1,242.90	1,312.80	1,390.20	1,497.30	1,556.70	1,556.70	1,556.70	1,556.70	1,556.70	1,556.70	1,556.70	1,556.70	1,556.70	1,556.70	1,556.70
E-3	1,171.50	1,235.70	1,284.60	1,335.90	1,335.90	1,335.90	1,335.90	1,335.90	1,335.90	1,335.90	1,335.90	1,335.90	1,335.90	1,335.90	1,335.90
E-2	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40
E-1 **	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60
E-1 ***	930.30														

* For noncommissioned officers serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy or Coast Guard, Chief Master Sergeant of the Air Force, or Sergeant Major of the Marine Corps, basic pay for this grade is \$4,719.00 per month, regardless of cumulative years of service under section 205 of title 37, United States Code.

** Applies to personnel who have served 4 months or more on active duty.

*** Applies to personnel who have served less than 4 months on active duty.

SCHEDULE 8-PAY OF THE UNIFORMED SERVICES (PAGE 3)**Part II-RATE OF MONTHLY CADET OR MIDSHIPMAN PAY**

The rate of monthly cadet or midshipman pay authorized by section 203(c) of title 37, United States Code, is \$600.00.

Note: As a result of the enactment of sections 602-604 of Public Law 105-85, the National Defense Authorization Act for Fiscal Year 1998, the Secretary of Defense now has the authority to adjust the rates of basic allowances for subsistence and housing. Therefore, these allowances are no longer adjusted by the President in conjunction with the adjustment of basic pay for members of the uniformed services. Accordingly, the tables of allowances included in previous orders are not included here.

SCHEDULE 9--LOCALITY-BASED COMPARABILITY PAYMENTS

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2000)

<u>Locality Pay Area¹</u>	<u>Rate</u>
Atlanta, GA	7.66%
Boston-Worcester-Lawrence, MA-NH,ME,CT	10.72%
Chicago-Gary-Kenosha, IL-IN-WI	11.49%
Cincinnati-Hamilton, OH-KY-IN	9.52%
Cleveland-Akron, OH	8.05%
Columbus, OH	8.55%
Dallas-Fort Worth, TX	8.59%
Dayton-Springfield, OH	7.63%
Denver-Boulder-Greeley, CO	10.54%
Detroit-Ann Arbor-Flint, MI	11.64%
Hartford, CT	11.25%
Houston-Galveston-Brazoria, TX	14.79%
Huntsville, AL	7.22%
Indianapolis, IN	6.99%
Kansas City, MO-KS	7.42%
Los Angeles-Riverside-Orange County, CA	12.76%
Miami-Fort Lauderdale, FL	9.80%
Milwaukee-Racine, WI	7.83%
Minneapolis-St. Paul, MN-WI	9.11%
New York-Northern New Jersey-Long Island, NY-NJ-CT-PA	12.09%
Orlando, FL	6.79%
Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD	9.55%
Pittsburgh, PA	7.61%
Portland-Salem, OR-WA	9.06%
Richmond-Petersburg, VA	7.60%
Sacramento-Yolo, CA	9.50%
St. Louis, MO-IL	7.08%
San Diego, CA	9.97%
San Francisco-Oakland-San Jose, CA	15.01%
Seattle-Tacoma-Bremerton, WA	9.20%
Washington-Baltimore, DC-MD-VA-WV	9.05%
Rest of U.S.	6.78%

¹Locality Pay Areas are defined in 5 CFR 531.603.

SCHEDULE 10-ADMINISTRATIVE LAW JUDGES

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2000)

AL-3/A	\$ 79,900
AL-3/B	86,000
AL-3/C	92,200
AL-3/D	98,300
AL-3/E	104,500
AL-3/F	110,600
AL-2	116,800
AL-1	122,400