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# Presidential Documents

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**Title 3—****Executive Order 13182 of December 23, 2000****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), 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 of Public Law 106-398, 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 sections 5304 and 5304a of title 5, United States Code, 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, 2001. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or

**Sec. 8.** *Prior Order Superseded.* Executive Order 13144 of December 21, 1999, is superseded.

A handwritten signature in black ink that reads "William J. Clinton". The signature is written in a cursive style with a large, prominent "W" and "C".

THE WHITE HOUSE,  
*December 23, 2000.*

**SCHEDULE 1--GENERAL SCHEDULE**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2001)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$14,244	\$14,719	\$15,193	\$15,664	\$16,139	\$16,418	\$16,884	\$17,356	\$17,375	\$17,819
2	16,015	16,395	16,926	17,375	17,571	18,088	18,605	19,122	19,639	20,156
3	17,474	18,056	18,638	19,220	19,802	20,384	20,966	21,548	22,130	22,712
4	19,616	20,270	20,924	21,578	22,232	22,886	23,540	24,194	24,848	25,502
5	21,947	22,679	23,411	24,143	24,875	25,607	26,339	27,071	27,803	28,535
6	24,463	25,278	26,093	26,908	27,723	28,538	29,353	30,168	30,983	31,798
7	27,185	28,091	28,997	29,903	30,809	31,715	32,621	33,527	34,433	35,339
8	30,107	31,111	32,115	33,119	34,123	35,127	36,131	37,135	38,139	39,143
9	33,254	34,362	35,470	36,578	37,686	38,794	39,902	41,010	42,118	43,226
10	36,621	37,842	39,063	40,284	41,505	42,726	43,947	45,168	46,389	47,610
11	40,236	41,577	42,918	44,259	45,600	46,941	48,282	49,623	50,964	52,305
12	48,223	49,830	51,437	53,044	54,651	56,258	57,865	59,472	61,079	62,686
13	57,345	59,257	61,169	63,081	64,993	66,905	68,817	70,729	72,641	74,553
14	67,765	70,024	72,283	74,542	76,801	79,060	81,319	83,578	85,837	88,096
15	79,710	82,367	85,024	87,681	90,338	92,995	95,652	98,309	100,966	103,623

**SCHEDULE 2--FOREIGN SERVICE SCHEDULE**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2001)

	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$79,710	\$64,588	\$52,335	\$42,407	\$34,362	\$30,719	\$27,462	\$24,550	\$21,947
2	82,101	66,526	53,905	43,679	35,393	31,641	28,286	25,287	22,605
3	84,564	68,521	55,522	44,990	36,455	32,590	29,134	26,045	23,284
4	87,101	70,577	57,188	46,339	37,548	33,567	30,008	26,826	23,982
5	89,714	72,694	58,904	47,729	38,675	34,575	30,909	27,631	24,702
6	92,406	74,875	60,671	49,161	39,835	35,612	31,836	28,460	25,443
7	95,178	77,121	62,491	50,636	41,030	36,680	32,791	29,314	26,206
8	98,033	79,435	64,365	52,155	42,261	37,780	33,775	30,193	26,992
9	100,974	81,818	66,296	53,720	43,529	38,914	34,788	31,099	27,802
10	103,623	84,273	68,285	55,332	44,835	40,081	35,832	32,032	28,636
11	103,623	86,801	70,334	56,991	46,180	41,284	36,907	32,993	29,495
12	103,623	89,405	72,444	58,701	47,565	42,522	38,014	33,983	30,380
13	103,623	92,087	74,617	60,462	48,992	43,798	39,154	35,002	31,291
14	103,623	94,850	76,856	62,276	50,462	45,112	40,329	36,053	32,230

**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, 2001)

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

Deputy Under Secretary for Health . . . . .	\$135,370	**
Associate Deputy Under Secretary for Health . . . . .	129,659	***
Assistant Under Secretaries for Health . . . . .	125,837	***

	<u>Minimum</u>	<u>Maximum</u>	
Medical Directors . . . . .	\$107,365	\$121,683	***
Service Directors . . . . .	93,486	116,102	
Director, National Center for Preventive Health . . . . .	79,710	116,102	

Physician and Dentist Schedule

Director Grade . . . . .	\$93,486	\$116,102
Executive Grade . . . . .	86,324	110,017
Chief Grade . . . . .	79,710	103,623
Senior Grade . . . . .	67,765	88,096
Intermediate Grade . . . . .	57,345	74,553
Full Grade . . . . .	48,223	62,686
Associate Grade . . . . .	40,236	52,305

Clinical Podiatrist and Optometrist Schedule

Chief Grade . . . . .	\$79,710	\$103,623
Senior Grade . . . . .	67,765	88,096
Intermediate Grade . . . . .	57,345	74,553
Full Grade . . . . .	48,223	62,686
Associate Grade . . . . .	40,236	52,305

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

Director Grade . . . . .	\$79,710	\$103,623
Assistant Director Grade . . . . .	67,765	88,096
Chief Grade . . . . .	57,345	74,553
Senior Grade . . . . .	48,223	62,686
Intermediate Grade . . . . .	40,236	52,305
Full Grade . . . . .	33,254	43,226
Associate Grade . . . . .	28,616	37,202
Junior Grade . . . . .	24,463	31,798

\* 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 \$125,700.

\*\*\* 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 \$117,600.

\*\*\*\* 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, 2001)

ES-1 . . . . .	\$109,100
ES-2 . . . . .	114,200
ES-3 . . . . .	119,400
ES-4 . . . . .	125,500
ES-5 . . . . .	125,700
ES-6 . . . . .	125,700

**SCHEDULE 5--EXECUTIVE SCHEDULE**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2001)

level I . . . . .	\$161,200
level II . . . . .	145,100
level III. . . . .	133,700
level IV . . . . .	125,700
level V . . . . .	117,600

**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, 2001)

Vice President . . . . .	\$186,300
Senators . . . . .	145,100
Members of the House of Representatives. . . . .	145,100
Delegates to the House of Representatives. . . . .	145,100
Resident Commissioner from Puerto Rico . . . . .	145,100
President pro tempore of the Senate. . . . .	161,200
Majority leader and minority leader of the Senate. . . . .	161,200
Majority leader and minority leader of the House of Representatives . . . . .	161,200
Speaker of the House of Representatives. . . . .	186,300

**SCHEDULE 7--JUDICIAL SALARIES**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2001)

Chief Justice of the United States . . . . .	\$186,300
Associate Justices of the Supreme Court. . . . .	178,300
Circuit Judges . . . . .	153,900
District Judges. . . . .	145,100
Judges of the Court of International Trade . . . . .	145,100

**SCHEDULE B-PAY OF THE UNIFORMED SERVICES**  
(Effective on January 1, 2001)

**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 **	\$8,518.80	\$8,818.50	\$8,818.50	\$8,818.50	\$9,156.90	\$9,156.90	\$9,664.20	\$9,664.20	\$10,356.00	\$10,356.00	\$10,356.00	\$11,049.30	\$11,103.90	\$11,334.60*	\$11,737.20*
O-9	7,550.10	7,747.80	7,912.80	7,912.80	8,114.10	8,114.10	8,451.60	8,451.60	8,959.90	8,959.90	8,959.90	9,664.20	9,803.40	10,004.70	10,356.00
O-8	6,838.20	7,062.30	7,210.50	7,252.20	7,437.30	7,747.80	7,819.80	8,114.10	8,198.70	8,451.60	8,451.60	8,818.50	9,156.90	9,382.80	9,382.80
O-7	5,682.30	6,068.40	6,068.40	6,112.50	6,340.80	6,514.50	6,715.50	6,915.90	7,116.90	7,747.80	8,280.90	8,280.90	8,280.90	8,280.90	8,322.60
O-6	4,211.40	4,626.60	4,930.20	4,930.20	4,930.20	5,160.90	5,189.10	5,360.70	6,005.40	6,311.40	6,311.40	6,617.40	6,791.40	6,967.80	7,309.80
O-5	3,368.70	3,954.90	4,228.80	4,280.40	4,450.50	4,584.30	4,831.80	5,155.80	5,481.60	5,637.00	5,637.00	5,790.30	5,964.60	5,964.60	5,964.60
O-4	2,839.20	3,457.20	3,687.90	3,739.50	3,953.40	4,127.70	4,409.70	4,629.30	4,781.70	4,935.00	4,935.00	4,986.60	4,986.60	4,986.60	4,986.60
O-3 ***	2,638.20	2,991.00	3,228.00	3,489.30	3,656.40	3,839.70	4,029.70	4,189.80	4,292.10	4,292.10	4,292.10	4,292.10	4,292.10	4,292.10	4,292.10
O-2 ***	2,301.00	2,620.80	3,018.60	3,120.30	3,184.80	3,184.80	3,184.80	3,184.80	3,184.80	3,184.80	3,184.80	3,184.80	3,184.80	3,184.80	3,184.80
O-1 ***	1,997.70	2,079.00	2,512.80	2,512.80	2,512.80	2,512.80	2,512.80	2,512.80	2,512.80	2,512.80	2,512.80	2,512.80	2,512.80	2,512.80	2,512.80

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

O-3E	-	-	-	\$3,489.30	\$3,656.40	\$3,839.70	\$3,992.70	\$4,189.80	\$4,355.70	\$4,450.50	\$4,580.40	\$4,580.40	\$4,580.40	\$4,580.40	\$4,580.40
O-2E	-	-	-	3,120.30	3,184.80	3,285.90	3,457.20	3,589.50	3,687.90	3,687.90	3,687.90	3,687.90	3,687.90	3,687.90	3,687.90
O-1E	-	-	-	2,512.80	2,684.10	2,783.10	2,884.20	2,984.10	3,120.30	3,120.30	3,120.30	3,120.30	3,120.30	3,120.30	3,120.30

\* Basic pay for these officers is limited to the rate of basic pay for level III of the Executive Schedule, which is \$11,141.70 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 \$12,950.70 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 \$11,141.70 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 22	Over 24	Over 26			
		Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20						
W-5																	
W-4	\$2,688.00	\$2,891.70	\$2,974.80	\$3,056.70	\$3,197.40	\$3,336.30	\$3,477.00	\$3,614.10	\$3,756.30	\$3,892.50	\$4,032.00	\$4,168.20	\$4,309.50	\$4,448.40	\$4,590.90	\$4,731.80	\$4,874.10
W-3	2,443.20	2,649.90	2,684.10	2,793.90	2,919.00	3,084.30	3,184.80	3,294.60	3,420.30	3,545.10	3,669.90	3,794.70	3,919.80	4,045.20	4,170.90	4,296.90	4,423.10
W-2	2,139.60	2,315.10	2,315.10	2,391.00	2,512.80	2,649.90	2,750.70	2,851.50	2,949.60	3,058.20	3,169.50	3,280.80	3,391.80	3,503.40	3,614.70	3,726.30	3,838.10
W-1	1,782.60	2,043.90	2,043.90	2,214.60	2,315.10	2,419.20	2,523.30	2,626.80	2,731.50	2,835.90	2,940.00	3,044.10	3,148.20	3,252.30	3,356.40	3,460.50	3,564.60
WARRANT OFFICERS																	
E-9 *																	
E-8																	
E-7	\$1,831.20	\$1,999.20	\$2,075.10	\$2,149.80	\$2,227.20	\$2,303.10	\$2,379.00	\$2,454.90	\$2,529.60	\$2,607.00	\$2,683.80	\$2,758.80	\$2,830.80	\$2,904.50	\$2,978.10	\$3,051.60	\$3,125.10
E-6	1,575.00	1,740.30	1,817.40	1,891.80	1,969.50	2,046.00	2,122.80	2,196.90	2,272.50	2,327.70	2,367.90	2,367.90	2,370.30	2,370.30	2,370.30	2,370.30	2,370.30
E-5	1,381.80	1,549.20	1,623.90	1,701.00	1,777.80	1,855.80	1,930.50	2,007.90	2,077.90	2,007.90	2,007.90	2,007.90	2,007.90	2,007.90	2,007.90	2,007.90	2,007.90
E-4	1,288.80	1,423.80	1,500.60	1,576.20	1,653.00	1,653.00	1,653.00	1,653.00	1,653.00	1,653.00	1,653.00	1,653.00	1,653.00	1,653.00	1,653.00	1,653.00	1,653.00
E-3	1,214.70	1,307.10	1,383.60	1,385.40	1,385.40	1,385.40	1,385.40	1,385.40	1,385.40	1,385.40	1,385.40	1,385.40	1,385.40	1,385.40	1,385.40	1,385.40	1,385.40
E-2	1,169.10	1,169.10	1,169.10	1,169.10	1,169.10	1,169.10	1,169.10	1,169.10	1,169.10	1,169.10	1,169.10	1,169.10	1,169.10	1,169.10	1,169.10	1,169.10	1,169.10
E-1 **	1,042.80	1,042.80	1,042.80	1,042.80	1,042.80	1,042.80	1,042.80	1,042.80	1,042.80	1,042.80	1,042.80	1,042.80	1,042.80	1,042.80	1,042.80	1,042.80	1,042.80
E-1 ***	964.80																

ENLISTED MEMBERS

\* 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 \$4,893.60 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, 2001)

<u>Locality Pay Area<sup>1</sup></u>	<u>Rate</u>
Atlanta, GA . . . . .	8.66%
Boston-Worcester-Lawrence, MA-NH-ME-CT-RI . . . . .	12.13%
Chicago-Gary-Kenosha, IL-IN-WI . . . . .	13.00%
Cincinnati-Hamilton, OH-KY-IN . . . . .	10.76%
Cleveland-Akron, OH . . . . .	9.17%
Columbus, OH . . . . .	9.61%
Dallas-Fort Worth, TX . . . . .	9.71%
Dayton-Springfield, OH . . . . .	8.60%
Denver-Boulder-Greeley, CO . . . . .	11.90%
Detroit-Ann Arbor-Flint, MI . . . . .	13.14%
Hartford, CT . . . . .	12.65%
Houston-Galveston-Brazoria, TX . . . . .	16.66%
Huntsville, AL . . . . .	8.12%
Indianapolis, IN . . . . .	7.89%
Kansas City, MO-KS . . . . .	8.32%
Los Angeles-Riverside-Orange County, CA . . . . .	14.37%
Miami-Fort Lauderdale, FL . . . . .	11.09%
Milwaukee-Racine, WI . . . . .	8.91%
Minneapolis-St. Paul, MN-WI . . . . .	10.30%
New York-Northern New Jersey-Long Island, NY-NJ-CT-PA . . . . .	13.62%
Orlando, FL . . . . .	7.71%
Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD . . . . .	10.80%
Pittsburgh, PA . . . . .	8.54%
Portland-Salem, OR-WA . . . . .	10.32%
Richmond-Petersburg, VA . . . . .	8.60%
Sacramento-Yolo, CA . . . . .	10.73%
St. Louis, MO-IL . . . . .	8.00%
San Diego, CA . . . . .	11.31%
San Francisco-Oakland-San Jose, CA . . . . .	16.98%
Seattle-Tacoma-Bremerton, WA . . . . .	10.45%
Washington-Baltimore, DC-MD-VA-WV . . . . .	10.23%
Rest of U.S. . . . .	7.68%

**SCHEDULE 10-ADMINISTRATIVE LAW JUDGES**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2001)

AL-3/A . . . . .	\$ 82,100
AL-3/B . . . . .	88,300
AL-3/C . . . . .	94,700
AL-3/D . . . . .	101,000
AL-3/E . . . . .	107,300
AL-3/F . . . . .	113,600
AL-2 . . . . .	120,000
AL-1 . . . . .	125,700

<sup>1</sup>Locality Pay Areas are defined in 5 CFR 531.603.