

Title 3—

Executive Order 13282 of December 31, 2002

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. 5311–5318) 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), and section 140 of Public Law 97–92) at Schedule 7.

Sec. 4. *Uniformed Services.* Pursuant to section 601(a)-(b) of Public Law 107–314, 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, 2003. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2003.

Sec. 8. *Prior Order Superseded.* Executive Order 13249 of December 28, 2001, is superseded.

A handwritten signature in black ink, appearing to read "G. W. Bush", written in a cursive style.

THE WHITE HOUSE,
December 31, 2002.

SCHEDULE 1--GENERAL SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2003)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$15,214	\$15,722	\$16,228	\$16,731	\$17,238	\$17,536	\$18,034	\$18,538	\$18,559	\$19,031
GS-2	17,106	17,512	18,079	18,559	18,767	19,319	19,871	20,423	20,975	21,527
GS-3	18,664	19,286	19,908	20,530	21,152	21,774	22,396	23,018	23,640	24,262
GS-4	20,952	21,650	22,348	23,046	23,744	24,442	25,140	25,838	26,536	27,234
GS-5	23,442	24,223	25,004	25,785	26,566	27,347	28,128	28,909	29,690	30,471
GS-6	26,130	27,001	27,872	28,743	29,614	30,485	31,356	32,227	33,098	33,969
GS-7	29,037	30,005	30,973	31,941	32,909	33,877	34,845	35,813	36,781	37,749
GS-8	32,158	33,230	34,302	35,374	36,446	37,518	38,590	39,662	40,734	41,806
GS-9	35,519	36,703	37,887	39,071	40,255	41,439	42,623	43,807	44,991	46,175
GS-10	39,115	40,419	41,723	43,027	44,331	45,635	46,939	48,243	49,547	50,851
GS-11	42,976	44,409	45,842	47,275	48,708	50,141	51,574	53,007	54,440	55,873
GS-12	51,508	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961
GS-13	61,251	63,293	65,335	67,377	69,419	71,461	73,503	75,545	77,587	79,629
GS-14	72,381	74,794	77,207	79,620	82,033	84,446	86,859	89,272	91,685	94,098
GS-15	85,140	87,978	90,816	93,654	96,492	99,330	102,168	105,006	107,844	110,682

SCHEDULE 2--FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2003)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$85,140	\$68,988	\$55,901	\$45,296	\$36,703	\$32,811	\$29,332	\$26,222	\$23,442
2	87,694	71,058	57,578	46,655	37,804	33,795	30,212	27,009	24,145
3	90,325	73,189	59,305	48,055	38,938	34,809	31,118	27,819	24,870
4	93,035	75,385	61,085	49,496	40,106	35,853	32,052	28,653	25,616
5	95,826	77,647	62,917	50,981	41,310	36,929	33,013	29,513	26,384
6	98,701	79,976	64,805	52,510	42,549	38,037	34,004	30,398	27,176
7	101,662	82,375	66,749	54,086	43,825	39,178	35,024	31,310	27,991
8	104,711	84,847	68,751	55,708	45,140	40,353	36,075	32,250	28,831
9	107,853	87,392	70,814	57,380	46,494	41,564	37,157	33,217	29,696
10	110,682	90,014	72,938	59,101	47,889	42,811	38,272	34,214	30,586
11	110,682	92,714	75,126	60,874	49,326	44,095	39,420	35,240	31,504
12	110,682	95,496	77,380	62,700	50,806	45,418	40,602	36,297	32,449
13	110,682	98,360	79,701	64,581	52,330	46,781	41,820	37,386	33,423
14	110,682	101,311	82,093	66,519	53,900	48,184	43,075	38,508	34,425

**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, 2003)

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

Deputy Under Secretary for Health	\$144,591	**
Associate Deputy Under Secretary for Health	138,491	***
Assistant Under Secretaries for Health	134,408	***

	<u>Minimum</u>	<u>Maximum</u>
Medical Directors	\$114,678	\$129,972 ***
Service Directors	99,853	124,011
Director, National Center for Preventive Health	85,140	124,011

Physician and Dentist Schedule

Director Grade	\$99,853	\$124,011
Executive Grade	92,204	117,511
Chief Grade	85,140	110,682
Senior Grade	72,381	94,098
Intermediate Grade	61,251	79,629
Full Grade	51,508	66,961
Associate Grade	42,976	55,873

Clinical Podiatrist and Optometrist Schedule

Chief Grade	\$85,140	\$110,682
Senior Grade	72,381	94,098
Intermediate Grade	61,251	79,629
Full Grade	51,508	66,961
Associate Grade	42,976	55,873

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

Director Grade	\$85,140	\$110,682
Assistant Director Grade	72,381	94,098
Chief Grade	61,251	79,629
Senior Grade	51,508	66,961
Intermediate Grade	42,976	55,873
Full Grade	35,519	46,175
Associate Grade	30,565	39,736
Junior Grade	26,130	33,969

- * 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 \$134,000.
- *** 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 \$125,400.
- **** 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, 2003)

ES-1	\$116,500
ES-2	122,000
ES-3	127,500
ES-4	133,800
ES-5	134,000
ES-6	134,000

SCHEDULE 5--EXECUTIVE SCHEDULE

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2003)

level I	\$171,900
level II	154,700
level III.	142,500
level IV	134,000
level V	125,400

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, 2003)

Vice President	\$198,600
Senators	154,700
Members of the House of Representatives.	154,700
Delegates to the House of Representatives.	154,700
Resident Commissioner from Puerto Rico	154,700
President pro tempore of the Senate.	171,900
Majority leader and minority leader of the Senate.	171,900
Majority leader and minority leader of the House of Representatives	171,900
Speaker of the House of Representatives.	198,600

SCHEDULE 7--JUDICIAL SALARIES

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2003)

Chief Justice of the United States	\$192,600
Associate Justices of the Supreme Court.	184,400
Circuit Judges	159,100
District Judges.	150,000
Judges of the Court of International Trade	150,000

SCHEDULE 8-PAY OF THE UNIFORMED SERVICES
(Effective on January 1, 2003)

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
COMMISSIONED OFFICERS															
O-10 **	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
O-9	\$7,474.50	\$7,719.30	\$7,881.60	\$7,927.20	\$8,129.40	\$8,468.70	\$8,547.30	\$8,868.90	\$8,961.30	\$9,238.20	\$9,639.00	\$10,008.60	\$10,715.70	\$12,137.10*	\$12,829.20*
O-8	6,210.90	6,499.20	6,633.00	6,739.20	6,930.90	7,120.80	7,340.40	7,559.40	7,779.00	8,468.70	9,051.30	10,051.30	10,255.80	10,935.60	11,319.60
O-7	4,603.20	5,057.10	5,388.90	5,388.90	5,409.60	5,641.20	5,672.10	5,672.10	5,994.60	6,564.30	6,898.80	7,233.30	7,423.50	9,051.30	9,096.90
O-6	3,837.60	4,323.00	4,622.40	4,678.50	4,864.80	4,977.00	5,222.70	5,403.00	5,635.50	5,991.90	6,151.70	6,329.10	6,519.60	7,616.10	7,989.90
O-5	3,311.10	3,832.80	4,088.70	4,145.70	4,383.00	4,637.70	4,954.50	5,201.40	5,372.70	5,471.10	5,528.40	5,528.40	5,528.40	6,519.60	6,519.60
O-4	2,911.20	3,300.30	3,562.20	3,683.50	4,069.50	4,273.50	4,405.80	4,623.30	4,736.10	4,736.10	4,736.10	4,736.10	4,736.10	5,528.40	5,528.40
O-3 ***	2,515.20	2,864.70	3,299.40	3,410.70	3,481.20	3,481.20	3,481.20	3,481.20	3,481.20	3,481.20	3,481.20	3,481.20	3,481.20	3,481.20	3,481.20
O-2 ***	2,183.70	2,272.50	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80

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

O-3E	-	-	-	\$3,883.50	\$4,069.50	\$4,273.50	\$4,405.80	\$4,623.30	\$4,806.30	\$4,911.00	\$5,054.40	\$5,054.40	\$5,054.40	\$5,054.40	\$5,054.40
O-2E	-	-	-	3,410.70	3,481.20	3,591.90	3,778.80	3,923.40	4,031.10	4,031.10	4,031.10	4,031.10	4,031.10	4,031.10	4,031.10
O-1E	-	-	-	2,746.80	2,933.70	3,042.00	3,152.70	3,261.60	3,410.70	3,410.70	3,410.70	3,410.70	3,410.70	3,410.70	3,410.70

* Basic pay for these officers is limited to the rate of basic pay for level III of the Executive Schedule, which is \$11,874.90 per month.

** For officers serving as Chairman or Vice Chairman of the Joint Chiefs of Staff, Chief of Staff of the Army, 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 \$14,155.50 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 \$11,874.90 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 (COMPUTED UNDER 37 U.S.C. 205)														
		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	\$3,008.10	\$3,236.10	\$3,329.10	\$3,420.60	\$3,578.10	\$3,733.50	\$3,891.00	\$4,044.60	\$4,203.60	\$4,356.00	\$4,512.00	\$4,664.40	\$5,169.30	\$5,346.60	\$5,524.50	\$5,703.30
W-3	2,747.10	2,862.00	2,979.30	3,017.70	3,141.00	3,281.70	3,467.40	3,580.50	3,771.90	3,915.60	4,058.40	4,201.50	4,664.40	4,822.50	4,978.20	5,137.50
W-2	2,416.50	2,554.50	2,675.10	2,763.00	2,838.30	2,993.10	3,148.50	3,264.00	3,376.50	3,453.90	3,579.90	3,705.90	3,831.00	4,266.30	4,407.00	4,548.00
W-1	2,133.90	2,308.50	2,425.50	2,501.10	2,662.50	2,782.20	2,888.40	3,006.90	3,085.20	3,203.40	3,320.70	3,409.50	3,409.50	3,831.00	3,957.30	3,957.30
ENLISTED MEMBERS																
E-9 *	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
E-8	\$2,068.50	\$2,257.80	\$2,343.90	\$2,428.20	\$2,516.40	\$2,607.50	\$2,701.40	\$2,838.30	\$2,990.40	\$3,066.30	\$3,138.60	\$3,231.50	\$3,625.50	\$3,787.50	\$3,877.50	\$4,099.20
E-7	1,770.60	1,947.60	2,033.70	2,117.10	2,204.10	2,400.90	2,477.40	2,562.30	2,636.70	2,663.10	2,709.60	2,783.30	2,883.30	2,909.60	3,427.80	3,671.40
E-6	1,625.40	1,733.70	1,817.40	1,903.50	2,037.00	2,151.90	2,236.80	2,283.30	2,283.30	2,283.30	2,283.30	2,283.30	2,283.30	2,709.60	2,709.60	2,709.60
E-5	1,502.70	1,579.80	1,665.30	1,749.30	1,824.00	1,824.00	1,824.00	1,824.00	1,824.00	1,824.00	1,824.00	1,824.00	1,824.00	2,283.30	2,283.30	2,283.30
E-4	1,356.90	1,442.10	1,528.80	1,528.80	1,528.80	1,528.80	1,528.80	1,528.80	1,528.80	1,528.80	1,528.80	1,528.80	1,528.80	1,824.00	1,824.00	1,824.00
E-3	1,290.00	1,290.00	1,290.00	1,290.00	1,290.00	1,290.00	1,290.00	1,290.00	1,290.00	1,290.00	1,290.00	1,290.00	1,290.00	1,528.80	1,528.80	1,528.80
E-2	1,150.80	1,150.80	1,150.80	1,150.80	1,150.80	1,150.80	1,150.80	1,150.80	1,150.80	1,150.80	1,150.80	1,150.80	1,150.80	1,290.00	1,290.00	1,290.00
E-1 **	1,064.70	-	-	-	-	-	-	-	-	-	-	-	-	1,150.80	1,150.80	1,150.80

* 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 \$5,732.70 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 \$764.40.

Note: As a result of the enactment of sections 602-694 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 PAY

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2003)

<u>Locality Pay Area¹</u>	<u>Rate</u>
Atlanta, GA	9.74%
Boston-Worcester-Lawrence, MA-NH-ME-CT-RI	13.57%
Chicago-Gary-Kenosha, IL-IN-WI	14.58%
Cincinnati-Hamilton, OH-KY-IN	12.09%
Cleveland-Akron, OH	10.33%
Columbus, OH	10.70%
Dallas-Fort Worth, TX	10.90%
Dayton-Springfield, OH	9.62%
Denver-Boulder-Greeley, CO	13.34%
Detroit-Ann Arbor-Flint, MI	14.71%
Hartford, CT	14.11%
Houston-Galveston-Brazoria, TX	18.61%
Huntsville, AL	9.08%
Indianapolis, IN	8.85%
Kansas City, MO-KS	9.28%
Los Angeles-Riverside-Orange County, CA	16.05%
Miami-Fort Lauderdale, FL	12.45%
Milwaukee-Racine, WI	10.05%
Minneapolis-St. Paul, MN-WI	11.56%
New York-Northern New Jersey-Long Island, NY-NJ-CT-PA	15.23%
Orlando, FL	8.67%
Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD	12.11%
Pittsburgh, PA	9.52%
Portland-Salem, OR-WA	11.64%
Richmond-Petersburg, VA	9.67%
Sacramento-Yolo, CA	11.99%
St. Louis, MO-IL	8.98%
San Diego, CA	12.70%
San Francisco-Oakland-San Jose, CA	19.04%
Seattle-Tacoma-Bremerton, WA	11.77%
Washington-Baltimore, DC-MD-VA-WV	11.48%
Rest of U.S.	8.64%

SCHEDULE 10--ADMINISTRATIVE LAW JUDGES

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2003)

AL-3/A	\$ 89,200
AL-3/B	96,000
AL-3/C	102,900
AL-3/D	109,800
AL-3/E	116,600
AL-3/F	123,400
AL-2	130,400
AL-1	134,000

¹Locality Pay Areas are defined in 5 CFR 531.603.