



# Federal Register

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**Monday,  
March 8, 2004**

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**Part IV**

## **The President**

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**Executive Order 13332—Further  
Adjustment of Certain Rates of Pay**



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# Presidential Documents

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**Title 3—****Executive Order 13332 of March 3, 2004****The President****Further Adjustment 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 ranges of rates of basic pay for senior executives in the Senior Executive Service, as established pursuant to 5 U.S.C. 5382, as amended by section 1125 of Public Law 108–136, are set forth on Schedule 4 attached hereto and made a part hereof.

**Sec. 3. *Executive and Certain Other 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), section 140 of Public Law 97–92, and Public Law 108–167) at Schedule 7.

**Sec. 4. *Uniformed Services.*** Pursuant to section 601(a)–(b) of Public Law 108–136, the rates of monthly basic pay (37 U.S.C. 203) for members of the uniformed services, as adjusted under 37 U.S.C. 1009, and the rate of monthly cadet or midshipman pay are set forth on Schedule 8 attached hereto and made a part hereof.

**Sec. 5. *Locality-Based Comparability Payments.***

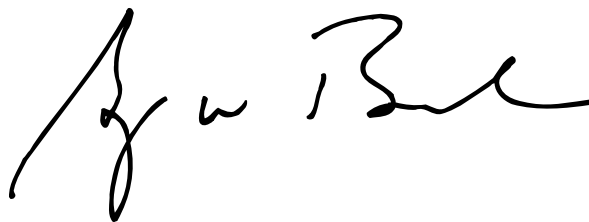
(a) Pursuant to section 5304 of title 5, United States Code, and in accordance with section 640(a) of Division F of Public Law 108–199, locality-based comparability payments shall be paid in accordance with Schedule 9 attached hereto and made a part hereof.

(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 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, 2004. The other schedules contained herein are effective on the first day of the first pay period beginning on or after January 1, 2004.

**Sec. 8.** *Prior Order Superseded.* Executive Order 13322 of December 30, 2003, is superseded.

A handwritten signature in black ink, appearing to read "G. W. Bush". The signature is fluid and cursive, with the first letters of each name being capitalized and prominent.

THE WHITE HOUSE,  
March 3, 2004.

## SCHEDULE 1--GENERAL SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2004)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$15,625	\$16,146	\$16,666	\$17,183	\$17,703	\$18,009	\$18,521	\$19,039	\$19,060	\$19,543
GS-2	17,568	17,985	18,567	19,060	19,274	19,841	20,408	20,975	21,542	22,109
GS-3	19,168	19,807	20,446	21,085	21,724	22,363	23,002	23,641	24,280	24,919
GS-4	21,518	22,235	22,952	23,669	24,386	25,103	25,820	26,537	27,254	27,971
GS-5	24,075	24,878	25,681	26,484	27,287	28,090	28,893	29,696	30,499	31,302
GS-6	26,836	27,731	28,626	29,521	30,416	31,311	32,206	33,101	33,996	34,891
GS-7	29,821	30,815	31,809	32,803	33,797	34,791	35,785	36,779	37,773	38,767
GS-8	33,026	34,127	35,228	36,329	37,430	38,531	39,632	40,733	41,834	42,935
GS-9	36,478	37,694	38,910	40,126	41,342	42,558	43,774	44,990	46,206	47,422
GS-10	40,171	41,510	42,849	44,188	45,527	46,866	48,205	49,544	50,883	52,222
GS-11	44,136	45,607	47,078	48,549	50,020	51,491	52,962	54,433	55,904	57,375
GS-12	52,899	54,662	56,425	58,188	59,951	61,714	63,477	65,240	67,003	68,766
GS-13	62,905	65,002	67,099	69,196	71,293	73,390	75,487	77,584	79,681	81,778
GS-14	74,335	76,813	79,291	81,769	84,247	86,725	89,203	91,681	94,159	96,637
GS-15	87,439	90,354	93,269	96,184	99,099	102,014	104,929	107,844	110,759	113,674

**SCHEDULE 2--FOREIGN SERVICE SCHEDULE**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2004)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$87,439	\$70,851	\$57,410	\$46,519	\$37,694	\$33,697	\$30,124	\$26,930	\$24,075
2	90,062	72,977	59,132	47,915	38,825	34,708	31,028	27,738	24,797
3	92,764	75,166	60,906	49,352	39,990	35,749	31,959	28,570	25,541
4	95,547	77,421	62,733	50,833	41,189	36,822	32,917	29,427	26,307
5	98,413	79,743	64,615	52,358	42,425	37,926	33,905	30,310	27,097
6	101,366	82,136	66,554	53,928	43,698	39,064	34,922	31,219	27,910
7	104,407	84,600	68,551	55,546	45,009	40,236	35,970	32,156	28,747
8	107,539	87,138	70,607	57,213	46,359	41,443	37,049	33,121	29,609
9	110,765	89,752	72,725	58,929	47,750	42,686	38,160	34,114	30,497
10	113,674	92,444	74,907	60,697	49,182	43,967	39,305	35,138	31,412
11	113,674	95,218	77,154	62,518	50,658	45,286	40,484	36,192	32,355
12	113,674	98,074	79,469	64,393	52,177	46,645	41,699	37,277	33,325
13	113,674	101,017	81,853	66,325	53,743	48,044	42,950	38,396	34,325
14	113,674	104,047	84,309	68,315	55,355	49,485	44,238	39,548	35,355

**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, 2004)

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

Deputy Under Secretary for Health . . . . .	\$148,495	**
Associate Deputy Under Secretary for Health . . . . .	142,230	***
Assistant Under Secretaries for Health . . . . .	138,037	***

	<u>Minimum</u>	<u>Maximum</u>
Medical Directors . . . . .	\$117,774	\$133,481 ***
Service Directors . . . . .	102,549	127,359
Director, National Center for Preventive Health . . . . .	87,439	127,359

Physician and Dentist Schedule

Director Grade . . . . .	\$102,549	\$127,359
Executive Grade . . . . .	94,694	120,684
Chief Grade . . . . .	87,439	113,674
Senior Grade . . . . .	74,335	96,637
Intermediate Grade . . . . .	62,905	81,778
Full Grade . . . . .	52,899	68,766
Associate Grade . . . . .	44,136	57,375

Clinical Podiatrist and Optometrist Schedule

Chief Grade . . . . .	\$87,439	\$113,674
Senior Grade . . . . .	74,335	96,637
Intermediate Grade . . . . .	62,905	81,778
Full Grade . . . . .	52,899	68,766
Associate Grade . . . . .	44,136	57,375

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

Director Grade . . . . .	\$87,439	\$113,674
Assistant Director Grade . . . . .	74,335	96,637
Chief Grade . . . . .	62,905	81,778
Senior Grade . . . . .	52,899	68,766
Intermediate Grade . . . . .	44,136	57,375
Full Grade . . . . .	36,478	47,422
Associate Grade . . . . .	31,390	40,804
Junior Grade . . . . .	26,836	34,891

- \* 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 \$136,900.
- \*\*\* 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 \$128,200.
- \*\*\*\* 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, 2004)

	<u>Minimum</u>	<u>Maximum</u>
Agencies with a Certified SES Performance Appraisal System. . . . .	\$104,927	\$158,100
Agencies without a Certified SES Performance Appraisal System. . . . .	\$104,927	\$145,600

**SCHEDULE 5--EXECUTIVE SCHEDULE**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2004)

Level I . . . . .	\$175,700
Level II . . . . .	158,100
Level III. . . . .	145,600
Level IV . . . . .	136,900
Level V . . . . .	128,200

**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, 2004)

Vice President . . . . .	\$203,000
Senators . . . . .	158,100
Members of the House of Representatives. . . . .	158,100
Delegates to the House of Representatives. . . . .	158,100
Resident Commissioner from Puerto Rico . . . . .	158,100
President pro tempore of the Senate. . . . .	175,700
Majority leader and minority leader of the Senate. . . . .	175,700
Majority leader and minority leader of the House of Representatives . . . . .	175,700
Speaker of the House of Representatives. . . . .	203,000

**SCHEDULE 7--JUDICIAL SALARIES**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2004)

Chief Justice of the United States . . . . .	\$203,000
Associate Justices of the Supreme Court. . . . .	194,300
Circuit Judges . . . . .	167,600
District Judges. . . . .	158,100
Judges of the Court of International Trade . . . . .	158,100



**SCHEDULE 8-PAY OF THE UNIFORMED SERVICES**  
(Effective on January 1, 2004)

**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 **	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
O-9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
O-8	\$7,751.10	\$8,004.90	\$8,173.20	\$8,220.60	\$8,430.30	\$8,781.90	\$8,863.50	\$9,197.10	\$9,292.80	\$9,579.90	\$9,995.70	\$10,954.50	\$12,524.70*	\$12,847.80*	\$13,303.80*
O-7	6,440.70	6,739.80	6,878.40	6,988.50	7,187.40	7,384.20	7,611.90	7,839.00	8,066.70	8,781.90	9,386.10	10,379.10	11,112.30	11,340.30	11,738.40
O-6	4,773.60	5,244.30	5,588.40	5,888.40	5,609.70	5,850.00	5,882.10	5,882.10	6,216.30	6,807.30	7,154.10	7,500.90	7,698.30	7,886.10	9,433.50
O-5	3,979.50	4,482.90	4,793.40	4,851.60	5,044.80	5,161.20	5,415.90	5,602.80	5,844.00	6,213.60	6,389.70	6,563.40	6,760.80	7,333.00	8,285.40
O-4	3,433.50	3,974.70	4,239.90	4,299.00	4,545.30	4,809.30	5,137.80	5,394.00	5,571.60	5,673.60	5,733.00	5,733.00	5,733.00	5,733.00	6,760.80
O-3 ***	3,018.90	3,422.40	3,693.90	4,027.20	4,220.10	4,431.60	4,568.70	4,794.30	4,911.30	4,911.30	4,911.30	4,911.30	4,911.30	4,911.30	5,733.00
O-2 ***	2,608.20	2,970.60	3,421.50	3,537.00	3,609.90	3,609.90	3,609.90	3,609.90	3,609.90	3,609.90	3,609.90	3,609.90	3,609.90	3,609.90	3,609.90
O-1 ***	2,264.40	2,356.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50

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

O-3E	-	-	-	\$4,027.20	\$4,220.10	\$4,431.60	\$4,568.70	\$4,794.30	\$4,984.20	\$5,092.80	\$5,241.30	\$5,241.30	\$5,241.30	\$5,241.30	\$5,241.30
O-2E	-	-	-	3,537.00	3,609.90	3,724.80	3,918.60	4,068.60	4,180.20	4,180.20	4,180.20	4,180.20	4,180.20	4,180.20	4,180.20
O-1E	-	-	-	2,848.50	3,042.30	3,154.50	3,269.40	3,382.20	3,537.00	3,537.00	3,537.00	3,537.00	3,537.00	3,537.00	3,537.00

\* Basic pay for these officers is limited to the rate of basic pay for level III of the Executive Schedule, which is \$12,133.20 per month:

\*\* For officers serving as Chairman or Vice Chairmen 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, Commandant of the Coast Guard, or commander of a unified or specified combatant command (as defined in section 161(c) of title 10, United States Code), basic pay for this grade is calculated to be \$14,634.20 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 \$12,133.20 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.

\*\*\*\* Reservists with more than 1,460 points as an enlisted member and/or warrant officer which are creditable toward reserve retirement also qualify for these rates.

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

Pay Grade	2 or less	2	3	4	6	8	10	12	14	16	18	20	22	24	26
W-5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
W-4	\$3,119.40	\$3,355.80	\$3,452.40	\$3,547.20	\$3,710.40	\$3,871.50	\$4,035.00	\$4,194.30	\$4,359.00	\$4,617.30	\$4,782.60	\$5,360.70	\$5,544.30	\$5,728.80	\$5,914.20
W-3	2,848.80	2,967.90	3,089.40	3,129.30	3,257.10	3,403.20	3,595.80	3,786.30	3,988.80	4,140.60	4,291.80	4,944.30	5,112.00	5,277.00	5,445.90
W-2	2,505.90	2,649.00	2,774.10	2,865.30	2,943.30	3,157.80	3,321.60	3,443.40	3,562.20	3,643.80	3,712.50	4,356.90	4,424.10	4,570.20	4,716.30
W-1	2,212.80	2,394.00	2,515.20	2,593.50	2,802.30	2,928.30	3,039.90	3,164.70	3,247.20	3,321.90	3,443.70	3,843.00	3,972.60	4,103.70	4,233.80
WARRANT OFFICERS															
E-9 *	-	-	-	-	-	-	\$3,769.20	\$3,854.70	\$3,962.40	\$4,089.30	\$4,216.50	\$4,421.10	\$4,594.20	\$4,776.60	\$5,054.70
E-8	-	-	-	-	-	-	\$3,222.00	\$3,306.30	\$3,407.70	\$3,517.50	\$3,715.50	\$3,815.70	\$3,986.40	\$4,081.20	\$4,314.30
E-7	\$2,145.00	\$2,341.20	\$2,430.60	\$2,549.70	\$2,642.10	\$2,801.40	\$2,891.10	\$2,980.20	\$3,139.80	\$3,219.60	\$3,295.50	\$3,341.70	\$3,496.00	\$3,599.10	\$3,855.00
E-6	1,855.50	2,041.20	2,131.20	2,218.80	2,310.00	2,516.10	2,596.20	2,685.30	2,763.30	2,790.90	2,809.80	2,809.80	2,809.80	2,809.80	2,809.80
E-5	1,700.10	1,813.50	1,901.10	1,991.10	2,130.60	2,250.90	2,339.70	2,367.90	2,367.90	2,367.90	2,367.90	2,367.90	2,367.90	2,367.90	2,367.90
E-4	1,558.20	1,638.30	1,726.80	1,814.10	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50
E-3	1,407.00	1,495.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50
E-2	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70
E-1 **	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40
E-1 ***	1,104.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-

\* 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 \$6,090.90 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 \$792.60.

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 PAYMENTS**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2004)

<u>Locality Pay Area<sup>1</sup></u>	<u>Rate</u>
Atlanta, GA . . . . .	12.61%
Boston-Worcester-Lawrence, MA-NH-ME-CT-RI . . . . .	16.99%
Chicago-Gary-Kenosha, IL-IN-WI . . . . .	18.26%
Cincinnati-Hamilton, OH-KY-IN . . . . .	15.07%
Cleveland-Akron, OH . . . . .	13.14%
Columbus, OH . . . . .	13.14%
Dallas-Fort Worth, TX . . . . .	13.85%
Dayton-Springfield, OH . . . . .	12.03%
Denver-Boulder-Greeley, CO . . . . .	16.66%
Detroit-Ann Arbor-Flint, MI . . . . .	18.32%
Hartford, CT . . . . .	17.87%
Houston-Galveston-Brazoria, TX . . . . .	23.14%
Huntsville, AL . . . . .	11.49%
Indianapolis, IN . . . . .	11.11%
Kansas City, MO-KS . . . . .	11.54%
Los Angeles-Riverside-Orange County, CA . . . . .	20.05%
Miami-Fort Lauderdale, FL . . . . .	15.54%
Milwaukee-Racine, WI . . . . .	12.64%
Minneapolis-St. Paul, MN-WI . . . . .	14.75%
New York-Northern New Jersey-Long Island, NY-NJ-CT-PA . . . . .	19.29%
Orlando, FL . . . . .	10.93%
Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD . . . . .	15.32%
Pittsburgh, PA . . . . .	11.92%
Portland-Salem, OR-WA . . . . .	14.69%
Richmond-Petersburg, VA . . . . .	12.13%
Sacramento-Yolo, CA . . . . .	15.18%
St. Louis, MO-IL . . . . .	11.27%
San Diego, CA . . . . .	16.16%
San Francisco-Oakland-San Jose, CA . . . . .	24.21%
Seattle-Tacoma-Bremerton, WA . . . . .	15.12%
Washington-Baltimore, DC-MD-VA-WV . . . . .	14.63%
Rest of U.S. . . . .	10.90%

**SCHEDULE 10 ADMINISTRATIVE LAW JUDGES**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2004)

AL-3/A . . . . .	\$91,200
AL-3/B . . . . .	98,100
AL-3/C . . . . .	105,200
AL-3/D . . . . .	112,200
AL-3/E . . . . .	119,200
AL-3/F . . . . .	126,100
AL-2 . . . . .	133,300
AL-1 . . . . .	136,900

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