Presidential Documents

Vol. 69, No. 45

Monday, March 8, 2004

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. <i>Executive and Certain Other Salaries.</i> 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 accord- ance 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. <i>Effective Dates.</i> 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.

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THE WHITE HOUSE, March 3, 2004.

Billing code 3195-01-P

GS-1 \$15,625 \$16,146 \$16,666 \$17,183 \$17,703 \$18,000 \$18,521 \$19,060 \$19,542 22,109 GS-2 17,568 17,985 18,567 19,060 19,274 19,841 20,975 21,542 22,109 GS-3 19,168 19,807 20,446 21,085 21,724 22,363 23,641 24,280 24,919 GS-4 21,518 22,235 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 24,075 24,876 27,731 28,626 29,521 30,416 31,301 33,996 30,499 31,302 GS-6 27,731 28,626 29,521 31,311 32,206 30,499 31,302 GS-7 26,831 36,433 36,3293 36,479 31,313 32,206 31,493		г. т	7	Υ	4	IJ	9	7	ω	თ	10
17,568 $17,985$ $18,567$ $19,060$ $19,274$ $19,841$ $20,408$ $20,975$ $21,542$ $19,168$ $19,807$ $20,446$ $21,085$ $21,724$ $22,363$ $23,641$ $24,280$ $21,518$ $22,235$ $22,952$ $23,669$ $24,386$ $25,103$ $25,820$ $26,537$ $27,254$ $24,075$ $24,878$ $25,681$ $26,484$ $27,287$ $28,090$ $28,893$ $29,696$ $30,499$ $26,836$ $27,731$ $28,626$ $29,521$ $30,416$ $31,311$ $32,29,696$ $30,499$ $26,836$ $27,731$ $28,626$ $29,521$ $30,416$ $31,311$ $32,29,696$ $30,499$ $26,836$ $27,731$ $28,626$ $29,521$ $30,416$ $31,311$ $32,29,696$ $30,499$ $26,821$ $30,416$ $31,311$ $32,29,696$ $30,779$ $37,773$ $29,821$ $30,815$ $31,311$ $32,206$ $33,101$ $33,996$ $29,821$ $30,815$ $31,311$ $32,206$ $34,173$ $41,834$ $35,478$ $37,774$ $44,990$ $46,206$ $41,335,228$ $36,779$ $37,773$ $36,478$ $37,774$ $42,558$ $43,774$ $44,990$ $46,206$ $40,171$ $41,510$ $42,849$ $44,188$ $45,5527$ $46,866$ $48,205$ $49,433$ $55,904$ $40,171$ $41,510$ $42,8949$ $56,425$ $58,128$ $55,904$ $52,962$ $54,433$ $55,904$ $52,805$ $54,662$ $56,425$ <t< td=""><td></td><td>\$15,625</td><td>\$16,146</td><td>\$16,666</td><td>\$17,183</td><td>\$17,703</td><td>\$18,009</td><td>\$18,521</td><td>\$19,039</td><td>\$19,060</td><td>\$19,543</td></t<>		\$15,625	\$16,146	\$16,666	\$17,183	\$17,703	\$18,009	\$18,521	\$19,039	\$19,060	\$19,543
19, 168 $19, 807$ $20, 446$ $21, 085$ $21, 724$ $22, 363$ $23, 002$ $23, 641$ $24, 280$ $21, 518$ $22, 235$ $22, 952$ $23, 669$ $24, 386$ $25, 103$ $25, 820$ $26, 537$ $27, 254$ $24, 075$ $24, 878$ $25, 681$ $26, 484$ $27, 287$ $28, 090$ $28, 893$ $29, 696$ $30, 499$ $26, 836$ $27, 731$ $28, 626$ $29, 521$ $30, 416$ $31, 311$ $32, 206$ $33, 101$ $33, 996$ $26, 836$ $27, 731$ $28, 626$ $29, 521$ $30, 416$ $31, 311$ $32, 206$ $31, 779$ $37, 773$ $26, 836$ $27, 731$ $28, 626$ $29, 521$ $30, 416$ $31, 311$ $32, 206$ $30, 499$ $29, 821$ $30, 815$ $31, 809$ $32, 803$ $33, 797$ $34, 791$ $35, 779$ $37, 773$ $29, 821$ $30, 416$ $38, 531$ $37, 791$ $35, 779$ $37, 779$ $37, 773$ $33, 026$ $34, 127$ $35, 229$ $41, 332$ $41, 834$ $36, 478$ $38, 531$ $37, 774$ $44, 990$ $46, 206$ $40, 171$ $41, 510$ $42, 849$ $44, 138$ $45, 527$ $46, 866$ $48, 205$ $40, 171$ $41, 510$ $42, 849$ $45, 527$ $46, 866$ $48, 205$ $49, 776$ $49, 70, 703$ $41, 136$ $45, 607$ $47, 138$ $59, 951$ $61, 714$ $63, 477$ $65, 240$ $67, 003$ $52, 899$ $54, 662$ $56, 1029$ $69, 196$ $71, 293$ <td< td=""><td></td><td>17,568</td><td>17,985</td><td>18,567</td><td>19,060</td><td>19,274</td><td>19,841</td><td>20,408</td><td>20,975</td><td>21,542</td><td>22,109</td></td<>		17,568	17,985	18,567	19,060	19,274	19,841	20,408	20,975	21,542	22,109
21,51822,23522,95223,66924,38625,10325,82026,53727,25424,07524,87825,68126,48427,28728,09028,89329,69630,49926,83627,73128,62629,52130,41631,31132,20633,10133,99626,83627,73128,62629,52130,41631,31132,20633,10133,99629,82130,81531,80932,80333,79734,79135,78536,77937,77333,02634,12735,32937,43038,53139,63240,73341,83436,47837,69438,91040,12641,34242,55843,77444,99046,20640,17141,51042,84944,18845,52746,86648,20549,54450,88340,17141,51042,84950,02051,49152,96254,43355,90452,89954,66256,42558,18859,95161,71465,24067,00362,90565,00267,09969,19671,29373,39075,48777,58479,68174,33576,81379,29181,76984,24786,72589,20391,68194,15987,43990,35493,26996,18499,099102,014104,929107,84410,759	e	19,168	19,807	20,446	21,085	21,724	22,363	23,002	23,641	24,280	24,919
24,075 $24,878$ $25,681$ $26,484$ $27,287$ $28,090$ $28,893$ $29,696$ $30,499$ $26,836$ $27,731$ $28,626$ $29,521$ $30,416$ $31,311$ $32,206$ $33,101$ $33,996$ $26,836$ $27,731$ $28,626$ $29,521$ $30,416$ $31,311$ $32,206$ $33,101$ $33,996$ $29,821$ $30,815$ $31,809$ $32,803$ $33,797$ $34,791$ $35,779$ $37,779$ $37,773$ $29,626$ $34,127$ $35,228$ $36,329$ $37,430$ $38,531$ $39,632$ $40,773$ $41,834$ $35,478$ $37,694$ $38,910$ $40,126$ $41,342$ $42,558$ $43,774$ $44,990$ $46,206$ $40,171$ $41,510$ $42,849$ $50,020$ $51,491$ $52,962$ $54,433$ $55,904$ $40,171$ $41,510$ $42,888$ $59,951$ $61,714$ $52,962$ $54,433$ $55,904$ $52,899$ $54,662$ $56,425$ $58,188$ $59,951$ $61,714$ $52,962$ $54,433$ $55,904$ $52,809$ $54,662$ $56,425$ $58,188$ $59,951$ $61,714$ $52,962$ $54,433$ $55,904$ $74,335$ $76,813$ $79,291$ $81,769$ $71,293$ $73,390$ $75,487$ $77,584$ $79,681$ $74,335$ $76,813$ $79,201$ $81,729$ $99,203$ $91,681$ $94,159$ $74,335$ $76,813$ $79,099$ $96,184$ $29,099$ $102,014$ $104,929$ $107,844$ $110,759$	4	21,518	22,235	22,952	23,669	24,386	25,103	25,820	26,537	27,254	27,971
26,836 27,731 28,626 29,521 30,416 31,311 32,206 33,101 33,996 29,821 30,815 31,809 32,803 33,797 34,791 35,785 36,779 37,773 29,821 30,815 31,809 32,803 33,797 34,791 35,775 36,779 37,773 33,026 34,127 35,228 36,329 37,430 38,531 39,632 40,733 41,834 35,478 37,694 38,910 40,126 41,342 42,558 43,774 44,990 46,206 40,171 41,510 42,849 50,020 51,491 52,962 54,433 55,904 44,136 45,607 47,078 48,549 50,020 51,491 52,962 54,433 55,904 52,899 54,662 56,425 58,188 59,951 61,714 63,477 65,240 67,003 62,905 65,002 67,099 69,196 71,293 73,390 75,487 77,584 79,681 79,681 74,335 76,813 79,291	5	24,075	24,878	25,681	26,484	27,287	28,090	28,893	29,696	30,499	31,302
29,82130,81531,80932,80333,79734,79135,78536,77937,77333,02634,12735,22836,32937,43038,53139,63240,73341,83436,47837,69438,91040,12641,34242,55843,77444,99046,20640,17141,51042,84944,18845,52746,86648,20549,54450,88340,17141,51042,84944,18845,52746,86648,20549,54450,88344,13645,60747,07848,54950,02051,49152,96254,43355,90452,89954,66256,42558,18859,95161,71463,47765,24067,00362,90565,00267,09969,19671,29373,39075,48777,58479,68174,33576,81379,29181,76984,24786,72589,20391,68194,15987,43990,35493,26996,18499,099102,014104,929107,844110,759	و	26,836	27,731	28,626	29,521	30,416	31,311	32,206	33,101	33,996	34,891
33,026 34,127 35,228 36,329 37,430 38,531 39,632 40,733 41,834 36,478 37,694 38,910 40,126 41,342 42,558 43,774 44,990 46,206 40,171 41,510 42,849 44,188 45,527 46,866 48,205 49,544 50,883 44,136 45,607 47,078 48,549 50,020 51,491 52,962 54,433 55,904 52,899 54,662 56,425 58,188 59,951 61,714 63,477 65,240 67,003 62,905 65,002 67,099 69,196 71,293 73,390 75,487 77,584 79,681 74,335 76,813 79,291 81,769 84,247 86,725 89,203 91,681 94,159 87,439 90,354 92,099 102,014 104,929 107,844 110,759	-7	29,821	30,815	31,809	32,803	33,797	34,791	35,785	36,779	37,773	38,767
36,478 37,694 38,910 40,126 41,342 42,558 43,774 44,990 46,206 40,171 41,510 42,849 44,188 45,527 46,866 48,205 49,544 50,883 44,136 45,607 47,078 48,549 50,020 51,491 52,962 54,433 55,904 52,899 54,662 56,425 58,188 59,951 61,714 63,477 65,240 67,003 62,905 65,002 67,099 69,196 71,293 73,330 75,487 77,584 79,681 74,335 76,813 79,291 81,769 84,247 86,725 89,203 91,681 94,159 87,439 90,354 93,269 96,184 99,099 102,014 104,929 107,844 110,759	œ	33,026	34,127	35,228	36,329	37,430	38,531	39,632	40,733	41,834	42,935
40,171 41,510 42,849 44,188 45,527 46,866 48,205 49,544 50,883 44,136 45,607 47,078 48,549 50,020 51,491 52,962 54,433 55,904 52,899 54,662 56,425 58,188 59,951 61,714 63,477 65,240 67,003 62,905 65,002 67,099 69,196 71,293 73,390 75,487 77,584 79,681 74,335 76,813 79,291 81,769 84,247 86,725 89,203 91,681 94,159 87,439 90,354 93,269 96,184 99,099 102,014 104,929 107,844 110,759	<i>б</i>	36,478	37,694	38,910	40,126	41,342	42,558	43,774	44,990	46,206	47,422
44,136 45,607 47,078 48,549 50,020 51,491 52,962 54,433 55,904 52,899 54,662 56,425 58,188 59,951 61,714 63,477 65,240 67,003 62,905 65,002 67,099 69,196 71,293 73,390 75,487 77,584 79,681 74,335 76,813 79,291 81,769 84,247 86,725 89,203 91,681 94,159 87,439 90,354 93,269 96,184 99,099 102,014 104,929 100,759	10	40,171	41,510	42,849	44,188	45,527	46,866	48,205	49,544	50,883	52,222
52,899 54,662 56,425 58,188 59,951 61,714 63,477 65,240 67,003 62,905 65,002 67,099 69,196 71,293 73,390 75,487 77,584 79,681 74,335 76,813 79,291 81,769 84,247 86,725 89,203 91,681 94,159 87,439 90,354 93,269 96,184 99,099 102,014 104,929 107,844 110,759	11	44,136	45,607	47,078	48,549	50,020	51,491	52,962	54,433	55,904	57,375
62,905 65,002 67,099 69,196 71,293 73,390 75,487 77,584 79,681 74,335 76,813 79,291 81,769 84,247 86,725 89,203 91,681 94,159 87,439 90,354 93,269 96,184 99,099 102,014 104,929 107,844 110,759	12	52,899	54,662	56,425	58,188	59,951	61,714	63,477	65,240	67,003	68,766
74,335 76,813 79,291 81,769 84,247 86,725 89,203 91,681 94,159 87,439 90,354 93,269 96,184 99,099 102,014 104,929 107,844 110,759	-13	62,905	65,002	67,099	69,196	71,293	73,390	75,487	77,584	79,681	81,778
87,439 90,354 93,269 96,184 99,099 102,014 104,929 107,844 110,759	14	74,335	76,813	79,291	81,769	84,247	86,725	89,203	91,681	94,159	96,637
	15	87,439	90,354	93,269	96,184	99,099	102,014	104,929	107,844	110,759	113,674

SCHEDULE 1--GENERAL SCHEDULE

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

)		1				
	Class	Class	Class	Class	Class	Class	Class	Class	Class
Step	1	7	m	4	ß	9	7	ω	6
	\$87,439	\$70,851	\$57, 4 10	\$46,519	\$37,694	\$33,697	\$30,12 4	\$26,930	\$24,075
7	90,062	72,977	59,132	47,915	38,825	34,708	31,028	27,738	24,797
Ś	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	6,
5	98,413	79,743	64,615	52,358	42,425	37,926	33,905	30,310	27,097
9	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
ω	107,539	87,138	70,607	57,213	46,359	41,443	37,049	33,121	29,609
б	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 2--FOREIGN SERVICE SCHEDULE

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

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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	. 142,230 ***
MinimumMedical Directors\$117,774Service Directors102,549Director, National Center87,439	<u>Maximum</u> \$133,481 *** 127,359 127,359
Physician and Dentist Schedule	
Director Grade \$102,549 Executive Grade 94,694 Chief Grade 87,439 Senior Grade 74,335 Intermediate Grade 62,905	\$127,359 120,684 113,674 96,637 81,778
- 11 m 1	

. Clinical Podiatrist and Optometrist Schedule

. . 52,899

44,136

68,766 57,375

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

Associate Grade

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)

Agencies with a Certified SES	<u>Minimum</u>	<u>Maximum</u>
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	•	•	•	•		•			•	•	•			•	•	•	•		•	٠	•			\$175,700
Level	II	•							•			•	•		•										158,100
Level	III	Ξ.					•							•	•		•	•							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	3,000
Senators	8,100
Members of the House of Representatives	8,100
Delegates to the House of Representatives	8,100
Resident Commissioner from Puerto Rico	8,100
President pro tempore of the Senate	5,700
Majority leader and minority leader of the Senate 17	5,700
Majority leader and minority leader of the House	
of Representatives	5,700
Speaker of the House of Representatives	3,000

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

						SCHE	DULE 8-PAY (Effective	SCHEDULE 8-PAY OF THE UNIFORMED SERVICES (Effective on January 1, 2004)	ORMED SERVI 1, 2004)	CES					
							Part I-	Part I-MONTHLY BASIC PAY	IC PAY						
						YEARS OI	F SERVICE (YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)	DER 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
							COMMIS	COMMISSIONED OFFICERS	CERS						
0	: *	i	ı	ł	1	ı	ł	ı	T	I	I	\$12,524.70*	\$12,586.20*	\$12,847.80*	\$13,303.80*
6-0 6-0	- 47 751 10	- \$8 004 90	- 48 173 20		- \$8.430.30	- 58.781 90	- \$8.863 50	- 49 197 10	¢0 292 80	40 570 00	40 995 70	10,954.50 10 379 10	11,112.30 10 635 30	11,340.30 10 635 30	11,738.40 10 635 30
0-7	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	9,386.10	9,386.10	9,386.10	9,433.50
0-e	4,773.60	5,244.30	5,588.40	5,588.40	5,609.70	5,850.00	5,882.10 5 415 00	5,882.10	6,216.30 5,214,00	6,807.30	7,154.10	7,500.90	7,698.30	7,897.80	8,285.40
- 4	3.433.50		4,733.40	4,299.00	4.545.30	4,809.30	5,137.80	5,394.00	5.571.60	0, ∠13.00 5.673.60	5,733,00	5.733.00	6,733.00	5,733,00	5,733,00
*** 8-0			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	4,911.30
0-2 *	*** 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
0-1 *	0-1 *** 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
					COM	MISSIONED C AS AN ENT	JFFICERS WI	SSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SE AS AN ENLISTED MEMBER AND/OR WARRANT OFFICER****	LARS ACTIVE ARRANT OFFI	COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER AND/OR WARRANT OFFICER****	Þ				
0-3E 0-2E	I I	1 1	1 1	\$4,027.20 3,537.00	\$4,220.10 3,609.90	\$4,431.60 3,724.80	\$4,568.70 3,918.60	\$4,794.30 4,068.60	\$4,984.20 4,180.20	\$5,092.80 4,180.20	\$5,241.30 4,180.20	\$5,241.30 4,180.20	\$5,241-30 4,180.20	\$5,241.30 4,180.20	\$5,241.30 4,180.20
0-1E	1	, 	I	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 f	Basic pay for these officers is limited to the rate	icers is 1:	imited to th		asic pay fc	r level II.	I of the Exe	scutive Sch€	adule, which	is \$12,133	of basic pay for level III of the Executive Schedule, which is \$12,133.20 per month:	h:		
*	For officers Commandant of States Code), States Code. month.	For officers serving as Chairman or Vice Chairman of Commandant of the Marine Corps, Commandant of the C States Code), basic pay for this grade is calculate States Code. Nevertheless, actual basic pay for th month.	t Chairman (e Corps, C for this ess, actua.	or Vice Cha: ommandant of grade is cai 1 basic pay	irman of the f the Coast lculated to for these o	<pre>Joint Chie Guard, or c be \$14,634. fficers is</pre>	efs of Staf commander o .20 per mon limited to	f, Chief of f a unified th, regardl¢ the rate of	Staff of th or specific sss of cumul basic pay	ne Army, Chi ed combatant Lative years for level I	ef of Naval command (a. of service II of the E	Operations, s defined in computed un xecutive Sch	For officers serving as Chairman or Vice Chairman of the Joint Chiefs of Staff, Chief 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 1611c) 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.	ff of the Ai c) of title 05 of title is \$12,133.2	r Force, 10, United 37, United 3 per
* * *	Does not a	Does not apply to commissioned officers who have	uissioned o	fficers who		redited wit	th over 4 y	ears of act	ive duty se:	rvice as an	enlisted me	been credited with over 4 years of active duty service as an enlisted member or warrant officer.	ant officer.		
* * * *		Reservists with more than 1,460 points as an enli	han 1,460	points as a	n enlisted n	nember and/c	or warrant	officer whi	ch are cred.	itable towaı	:d reserve r	etirement al	sted member and/or warrant officer which are creditable toward reserve retirement also qualify for these rates.	or these rate	w

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Over 26		\$5,914.20 5,445.90 4,716.30 4,103.70 3,535.80		\$5,054.70 4,314.30 2,805.00 2,805.80 2,367.90 1,891.50 1,337.70 1,337.70 1,193.40 1,193.40
Over 24		\$5,728.80 5,277.00 4,570.20 4,103.70 3,535.80		\$4,776.60 4,081.20 3,599.10 2,509.10 2,367.90 2,367.90 1,337.50 1,337.70 1,337.70 1,193.40 1,193.40 1,193.40 1,193.40 1,193.40
Over 22		\$5,544.30 5,112.00 4,424.10 3,535.80 3,535.80		 \$3,769.20 \$3,776.20 \$3,965.40 \$4,081.50 \$4,421.10 \$4,594.20 \$4,776.60 \$5,054 \$4,776.60 \$5,054 \$4,776.60 \$5,054 \$4,776.60 \$5,054 \$4,776.60 \$4,776.60 \$5,054 \$4,776.60 \$5,054 \$4,776.60 \$5,054 \$4,776.60 \$5,054 \$4,776.60 \$5,054 \$4,776.60 \$5,054 \$4,776.70 \$4,714 \$4,776.70 \$4,776.70 \$4,775.70 \$4,776.70 \$4,776.70 \$4,775.70 \$4,775.70 \$4,775.70 \$4,775.70 \$4,775.70 \$4,776.70 \$4,981.50 \$4,981.50 \$4,891.50 \$4,91.50 \$4,91.50 \$4,91.50 \$4,91.50 \$4,91.50 \$4,91.50 \$4,91.50 \$4,91.55 \$4,91.55 \$4,01.1,93.40 \$4,01.1,93.40 \$4,193.40 <
Over 20		\$5,360.70 4,944.30 4,356.90 3,843.00 3,535.80		\$4,421.10 3,812,70 3,812,70 2,869.80 2,367.90 1,891.50 1,585.50 1,585.50 1,585.50 1,93.40 1,193.40 1,193.40 1,193.40 1,193.40
Over 18		- \$4,782.60 4,291.80 3,712.50 3,443.70		\$4,216.50 3,715.50 3,295.50 3,295.50 2,809.80 1,891.50 1,891.50 1,337.70 1,193.40 1,193.40 1,193.40
Over 16		\$4,617.30 4,140.60 3,643.80 3,321.90		\$4,089.30 3,517.50 3,219.60 2,790.90 2,790.90 1,891.50 1,891.50 1,337.70 1,193.40 1,193.40 1,193.40
Over 14	S	\$4,359.00 3,988.80 3,562.20 3,247.20	S	<pre>\$3,962.40 3,407.70 3,439.80 2,763.30 2,763.30 1,891.50 1,931.70 1,193.40 1,193.40 1,193.40 1,193.40 </pre>
Over 12	WARRANT OFFICERS	\$4,194.30 3,786.30 3,443.40 3,164.70	ENLISTED MEMBERS	<pre>\$3,854.70 3,306.30 2,960.20 2,960.20 2,665.30 1,831.50 1,831.50 1,337.70 1,193.40 1,193.</pre>
Over 10	WARF	- \$4,035.00 3,595.80 3,321.60 3,039.90	I'INA	\$3,769.20 3,222.000 2,891.10 2,596.20 2,596.20 1,891.50 1,891.50 1,397.70 1,193.40 1,193.40 1,193.40 1,193.40 1,193.40
Over 8		\$3,871.50 3,403.20 3,157.80 2,928.30		\$3,085.50 \$3,085.50 2,816.10 2,516.10 2,550.90 1,891.50 1,891.50 1,337.70 1,193.40 1,193.40 1,193.40 1,193.40 1,193.40
Over 6		\$3,710.40 3,257.10 2,943.30 2,802.30		
Over 4		\$3,547.20 3,129.30 2,865.30 2,593.50		- - 2,218.80 2,218.80 1,911.10 1,911.40 1,911.40 1,337.70 1,193.40 1,193.40 1,193.40 1,193.40 1,193.40 1,193.40
Over 3		<pre>53,452.40 3,089.40 2,774.10 2,515.20</pre>		<pre></pre>
Over 2		\$3,355.80 2,967.90 2,649.00 2,394.00		
2 or less		- \$3,119.40 2,848.80 2,505.90 2,212.80		
Pay Grade		W + 5 W - 4 W - 2 W - 2		で 「 で し し し し し し し し し し し し し

SCHEDULE 8-PAY OF THE UNIFORMED SERVICES (PAGE 2)

** 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.

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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)

Locality Pay Area¹

Rate

Atlanta, GA	61%
Boston-Worcester-Lawrence, MA-NH-ME-CT-RI	
Chicago-Gary-Kenosha, IL-IN-WI	
Cincinnati-Hamilton, OH-KY-IN	
Cleveland-Akron, OH	
Denver-Boulder-Greeley, CO	
Detroit-Ann Arbor-Flint, MI	
Hartford, CT	
Houston-Galveston-Brazoria, TX	14%
Huntsville, AL	
Indianapolis, IN	
Kansas Čity, MO-KS	54%
Los Angeles-Riverside-Orange County, CA 20.	05%
Miami-Fort Lauderdale, FL	54%
Milwaukee-Racine, WI	64%
Minneapolis-St. Paul, MN-WI	75%
New York-Northern New Jersey-Long Island, NY-NJ-CT-PA 19.	29%
Orlando, FL	93%
Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD 15.	32%
Pittsburgh, PA	92%
Portland-Salem, OR-WA	69%
Richmond-Petersburg, VA	
Sacramento-Yolo, CA	
Sacramento-1010, CA	
San Francisco-Oakland-San Jose, CA	170
Seatter racona Brenercon, with the the the the the the	
Washington-Baltimore, DC-MD-VA-WV	
Rest of U.S	ソリち

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												٠	•					98,100
AL-3/C																		105,200
AL-3/D							۰.											112,200
AL-3/E				•			•		•		•						•	119,200
AL-3/F																•		126,100
AL-2 .															-		•	133,300
AL-1 .														•				136,900

 $^{1}\mbox{Locality}$ Pay Areas are defined in 5 CFR 531.603.

Filed 3–5–04; 8:55 am] Billing code 3195–01–C