
Presidential Documents

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.*

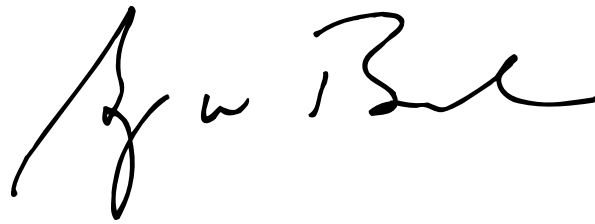
(a) Pursuant to section 5304 of title 5, United States Code, and in accordance with section 640(a) of Division F of Public Law 108–199, locality-based comparability payments shall be paid in accordance with Schedule 9 attached hereto and made a part hereof.

(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 a large initial "G" and a distinct "W" and "B".

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 (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 Area¹</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 |

¹Locality Pay Areas are defined in 5 CFR 531.603.