

## Title 3—

## Executive Order 13454 of January 4, 2008

## 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 ranges of rates of basic pay for senior executives in the Senior Executive Service, as established pursuant to 5 U.S.C. 5382, are set forth on Schedule 4 attached hereto and made a part hereof.

**Sec. 3. *Certain Executive, Legislative and Judicial 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), section 140 of Public Law 97–92, and section 305 of Division D of the Consolidated Appropriations Act, 2008), at Schedule 7.

**Sec. 4. *Uniformed Services.*** The rates of monthly basic pay (37 U.S.C. 203(a)) for members of the uniformed services, as adjusted under 37 U.S.C. 1009, 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 section 5304 of title 5, United States Code, and section 740 of Division D of the Consolidated Appropriations Act, 2008, 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, 2008. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2008.

**Sec. 8. *Prior Order Superseded.*** Executive Order 13420 of December 21, 2006, is superseded.



THE WHITE HOUSE,  
*January 4, 2008.*

## SCHEDULE 1--GENERAL SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2008)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$17,046	\$17,615	\$18,182	\$18,746	\$19,313	\$19,646	\$20,206	\$20,771	\$20,793	\$21,324
GS-2	19,165	19,621	20,255	20,793	21,025	21,643	22,261	22,879	23,497	24,115
GS-3	20,911	21,608	22,305	23,002	23,699	24,396	25,093	25,790	26,487	27,184
GS-4	23,475	24,258	25,041	25,824	26,607	27,390	28,173	28,956	29,739	30,522
GS-5	26,264	27,139	28,014	28,889	29,764	30,639	31,514	32,389	33,264	34,139
GS-6	29,276	30,252	31,228	32,204	33,180	34,156	35,132	36,108	37,084	38,060
GS-7	32,534	33,618	34,702	35,786	36,870	37,954	39,038	40,122	41,206	42,290
GS-8	36,030	37,231	38,432	39,633	40,834	42,035	43,236	44,437	45,638	46,839
GS-9	39,795	41,122	42,449	43,776	45,103	46,430	47,757	49,084	50,411	51,738
GS-10	43,824	45,285	46,746	48,207	49,668	51,129	52,590	54,051	55,512	56,973
GS-11	48,148	49,753	51,358	52,963	54,568	56,173	57,778	59,383	60,988	62,593
GS-12	57,709	59,633	61,557	63,481	65,405	67,329	69,253	71,177	73,101	75,025
GS-13	68,625	70,913	73,201	75,489	77,777	80,065	82,353	84,641	86,929	89,217
GS-14	81,093	83,796	86,499	89,202	91,905	94,608	97,311	100,014	102,717	105,420
GS-15	95,390	98,570	101,750	104,930	108,110	111,290	114,470	117,650	120,830	124,010

**SCHEDULE 2--FOREIGN SERVICE SCHEDULE**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2008)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$95,390	\$77,294	\$62,631	\$50,749	\$41,122	\$36,762	\$32,864	\$29,379	\$26,264
2	98,252	79,613	64,510	52,271	42,356	37,865	33,850	30,260	27,052
3	101,199	82,001	66,445	53,840	43,626	39,001	34,865	31,168	27,863
4	104,235	84,461	68,439	55,455	44,935	40,171	35,911	32,103	28,699
5	107,362	86,995	70,492	57,118	46,283	41,376	36,989	33,066	29,560
6	110,583	89,605	72,606	58,832	47,672	42,617	38,098	34,058	30,447
7	113,901	92,293	74,785	60,597	49,102	43,896	39,241	35,080	31,361
8	117,318	95,062	77,028	62,415	50,575	45,213	40,419	36,132	32,301
9	120,837	97,914	79,339	64,287	52,092	46,569	41,631	37,216	33,270
10	124,010	100,851	81,719	66,216	53,655	47,966	42,880	38,333	34,269
11	124,010	103,877	84,171	68,202	55,265	49,405	44,166	39,483	35,297
12	124,010	106,993	86,696	70,248	56,922	50,887	45,491	40,667	36,356
13	124,010	110,203	89,297	72,356	58,630	52,414	46,856	41,887	37,446
14	124,010	113,509	91,976	74,527	60,389	53,986	48,262	43,144	38,570

**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, 2008)

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

Assistant Under Secretaries for Health . . . . . \$150,588\*\*  
(Only applies to incumbents who are not physicians or dentists)

	<u>Minimum</u>	<u>Maximum</u>
Service Directors . . . . .	\$111,873	\$138,939
Director, National Center for Preventive Health . . . . .	95,390	138,939

Physician and Dentist Base and Longevity Schedule\*\*\*

Physician Grade . . . . .	\$93,818	\$137,596
Dentist Grade . . . . .	93,818	137,596

Clinical Podiatrist, Chiropractor, and Optometrist Schedule

Chief Grade . . . . .	\$95,390	\$124,010
Senior Grade . . . . .	81,093	105,420
Intermediate Grade . . . . .	68,625	89,217
Full Grade . . . . .	57,709	75,025
Associate Grade . . . . .	48,148	62,593

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

Director Grade . . . . .	\$95,390	\$124,010
Assistant Director Grade . . . . .	81,093	105,420
Chief Grade . . . . .	68,625	89,217
Senior Grade . . . . .	57,709	75,025
Intermediate Grade . . . . .	48,148	62,593
Full Grade . . . . .	39,795	51,738
Associate Grade . . . . .	34,244	44,513
Junior Grade . . . . .	29,276	38,060

\* This schedule does not apply to the Deputy Under Secretary for Health, the Associate Deputy Under Secretary for Health, Assistant Under Secretaries for Health who are physicians or dentists, Medical Directors, the Assistant Under Secretary for Nursing Programs, or the Director of Nursing Services.

\*\* Pursuant to 38 U.S.C. 7404(d), the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$139,600.

\*\*\* Pursuant to section 3 of Public Law 108-445 and 38 U.S.C. 7431, Veterans Health Administration physicians and dentists may also be paid market pay and performance pay.

\*\*\*\* 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, 2008)

	<u>Minimum</u>	<u>Maximum</u>
Agencies with a Certified SES Performance Appraisal System . . . . .	\$114,468	\$172,200
Agencies without a Certified SES Performance Appraisal System . . . . .	\$114,468	\$158,500

**SCHEDULE 5--EXECUTIVE SCHEDULE**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2008)

Level I . . . . .	\$191,300
Level II . . . . .	172,200
Level III . . . . .	158,500
Level IV . . . . .	149,000
Level V . . . . .	139,600

**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, 2008)

Vice President . . . . .	\$221,100
Senators . . . . .	169,300
Members of the House of Representatives . . . . .	169,300
Delegates to the House of Representatives . . . . .	169,300
Resident Commissioner from Puerto Rico . . . . .	169,300
President pro tempore of the Senate . . . . .	188,100
Majority leader and minority leader of the Senate . . . . .	188,100
Majority leader and minority leader of the House of Representatives . . . . .	188,100
Speaker of the House of Representatives . . . . .	217,400

**SCHEDULE 7--JUDICIAL SALARIES**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2008)

Chief Justice of the United States . . . . .	\$217,400
Associate Justices of the Supreme Court . . . . .	208,100
Circuit Judges . . . . .	179,500
District Judges . . . . .	169,300
Judges of the Court of International Trade . . . . .	169,300

**SCHEDULE 8-PAY OF THE UNIFORMED SERVICES**  
(Effective on January 1, 2008)

**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
0-10**	-	-	-	-	-	-	-	-	-	-	-
0-9	-	-	-	-	-	-	-	-	-	-	-
0-8	\$8,706.60	\$8,991.60	\$9,180.90	\$9,233.70	\$9,469.80	\$9,864.60	\$9,956.40	\$10,331.10	\$10,438.20	\$10,761.30	\$11,227.80
0-7	7,234.50	7,570.50	7,726.20	7,849.80	8,073.60	8,294.40	8,550.30	8,805.30	9,061.20	9,864.60	10,543.20
0-6	5,362.50	5,890.80	6,277.20	6,277.20	6,301.20	6,571.50	6,606.90	6,606.90	6,982.50	7,646.40	8,036.10
0-5	4,470.00	5,035.50	5,384.40	5,449.80	5,667.00	5,797.50	6,083.70	6,233.40	6,564.30	6,979.80	7,177.20
0-4	3,856.80	4,464.60	4,762.50	4,829.10	5,105.70	5,401.80	5,770.80	6,058.80	6,258.60	6,373.20	6,439.80
0-3***	3,390.90	3,844.20	4,149.30	4,523.70	4,740.00	4,977.90	5,132.10	5,385.30	5,516.70	5,516.70	5,516.70
0-2***	2,929.50	3,336.90	3,843.30	3,973.20	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80
0-1***	2,543.40	2,646.90	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80

**COMMISSIONED OFFICERS**

**COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE**

**AS AN ENLISTED MEMBER OR WARRANT OFFICER\*\*\*\***

0-3E	-	-	-	\$4,523.70	\$4,740.00	\$4,977.90	\$5,132.10	\$5,385.30	\$5,598.60	\$5,720.70	\$5,887.50
0-2E	-	-	-	3,973.20	4,054.80	4,183.80	4,401.60	4,570.20	4,695.60	4,695.60	4,695.60
0-1E	-	-	-	3,199.80	3,417.30	3,543.30	3,672.60	3,799.50	3,973.20	3,973.20	3,973.20

**WARRANT OFFICERS**

W-5	-	-	-	-	-	-	-	-	-	-	-
W-4	\$3,504.00	\$3,769.80	\$3,878.10	\$3,984.60	\$4,167.90	\$4,348.80	\$4,532.70	\$4,809.30	\$5,051.40	\$5,282.10	\$5,470.20
W-3	3,200.10	3,333.60	3,470.10	3,515.10	3,658.50	3,940.80	4,234.20	4,372.80	4,532.40	4,697.10	4,993.20
W-2	2,831.70	3,099.60	3,182.10	3,238.80	3,422.40	3,708.00	3,849.30	3,988.50	4,158.90	4,291.80	4,412.40
W-1	2,485.50	2,752.50	2,825.10	2,977.20	3,157.20	3,421.80	3,545.40	3,718.50	3,888.90	4,022.40	4,145.10

\* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule, which is \$14,349.90 per month for officers at pay grades O-7 through O-10, and limited to the rate of basic pay for level V of the Executive Schedule, which is \$11,633.40 per month, for officers at O-6 and below.

\*\* 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, Commandant of the Coast Guard, or commander of a unified or specified combatant command (as defined in 10 U.S.C. 161(c)), basic pay for this grade is calculated to be \$18,511.20 per month, regardless of cumulative years of service computed under 37 U.S.C. 205. Nevertheless, actual basic pay for these officers is limited to the rate of basic pay for level II of the Executive Schedule, which is \$14,349.90 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.

\*\*\*\* Reservists with at least 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)**  
 (Effective on January 1, 2008)

**Part I-MONTHLY BASIC PAY**

**YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)**

Pay Grade	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
O-10**	\$14,068.80	\$14,137.80	\$14,431.50*	\$14,943.90*	\$14,943.90*	\$15,690.90*	\$15,690.90*	\$16,475.70*	\$16,475.70*	\$17,299.50*	\$17,299.50*
O-9	12,305.10	12,482.10	12,738.30	13,185.30	13,185.30	13,844.70	13,844.70	14,536.80*	14,536.80*	15,263.70*	15,263.70*
O-8	11,658.60	11,946.30	11,946.30	11,946.30	11,946.30	12,245.10	12,245.10	12,551.40	12,551.40	12,551.40	12,551.40
O-7	10,543.20	10,543.20	10,543.20	10,596.60	10,596.60	10,808.40	10,808.40	10,808.40	10,808.40	10,808.40	10,808.40
O-6	8,425.50	8,647.20	8,871.30	9,306.90	9,306.90	9,492.90	9,492.90	9,492.90	9,492.90	9,492.90	9,492.90
O-5	7,372.80	7,594.20	7,594.20	7,594.20	7,594.20	7,594.20	7,594.20	7,594.20	7,594.20	7,594.20	7,594.20
O-4	6,439.80	6,439.80	6,439.80	6,439.80	6,439.80	6,439.80	6,439.80	6,439.80	6,439.80	6,439.80	6,439.80
O-3***	5,516.70	5,516.70	5,516.70	5,516.70	5,516.70	5,516.70	5,516.70	5,516.70	5,516.70	5,516.70	5,516.70
O-2***	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80
O-1***	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80

**COMMISSIONED OFFICERS**

Pay Grade	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
O-3E	\$5,887.50	\$5,887.50	\$5,887.50	\$5,887.50	\$5,887.50	\$5,887.50	\$5,887.50	\$5,887.50	\$5,887.50	\$5,887.50	\$5,887.50
O-2E	4,695.60	4,695.60	4,695.60	4,695.60	4,695.60	4,695.60	4,695.60	4,695.60	4,695.60	4,695.60	4,695.60
O-1E	3,973.20	3,973.20	3,973.20	3,973.20	3,973.20	3,973.20	3,973.20	3,973.20	3,973.20	3,973.20	3,973.20

**AS AN ENLISTED MEMBER OR WARRANT OFFICER\*\*\***

Pay Grade	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
W-5	\$6,231.00	\$6,547.20	\$6,782.70	\$7,043.40	\$7,043.40	\$7,395.60	\$7,395.60	\$7,765.50	\$7,765.50	\$8,154.00	\$8,154.00
W-4	5,654.40	5,924.70	6,146.70	6,399.90	6,399.90	6,528.00	6,528.00	6,528.00	6,528.00	6,528.00	6,528.00
W-3	5,193.60	5,313.30	5,440.50	5,613.60	5,613.60	5,613.60	5,613.60	5,613.60	5,613.60	5,613.60	5,613.60
W-2	4,556.40	4,651.50	4,727.10	4,727.10	4,727.10	4,727.10	4,727.10	4,727.10	4,727.10	4,727.10	4,727.10
W-1	4,295.10	4,295.10	4,295.10	4,295.10	4,295.10	4,295.10	4,295.10	4,295.10	4,295.10	4,295.10	4,295.10

\* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule, which is \$14,349.90 per month for officers at pay grades O-7 through O-10, and limited to the rate of basic pay for level V of the Executive Schedule, which is \$11,633.40 per month, for officers at O-6 and below.

\*\* 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, Commandant of the Coast Guard, or commander of a unified or specified combatant command (as defined in 10 U.S.C. 161(c)), basic pay for this grade is calculated to be \$18,511.20 per month, regardless of cumulative years of service computed under 37 U.S.C. 205. Nevertheless, actual basic pay for these officers is limited to the rate of basic pay for level II of the Executive Schedule, which is \$14,349.90 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.

\*\*\*\* Reservists with at least 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 3)**  
 (Effective on January 1, 2008)

**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	ENLISTED MEMBERS	
												Over 10	Over 12
E-9*	-	-	-	-	-	-	\$4,233.90	\$4,329.90	\$4,450.80	\$4,593.30	\$4,736.40		
E-8	-	-	-	-	-	\$3,465.60	3,619.20	3,714.30	3,828.00	3,951.00	4,173.30		
E-7	\$2,409.30	\$2,629.50	\$2,730.30	\$2,864.10	\$2,967.90	3,147.00	3,247.20	3,426.60	3,575.10	3,676.80	3,784.50		
E-6	2,083.80	2,292.90	2,394.00	2,492.40	2,595.00	2,826.30	2,916.30	3,090.00	3,143.40	3,182.40	3,227.40		
E-5	1,909.50	2,037.30	2,135.40	2,236.50	2,393.40	2,558.10	2,692.20	2,709.00	2,709.00	2,709.00	2,709.00		
E-4	1,750.50	1,840.20	1,939.50	2,037.90	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60		
E-3	1,580.10	1,679.70	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10		
E-2	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70		
E-1**	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40		
E-1***	1,239.90	-	-	-	-	-	-	-	-	-	-		

\* 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, Sergeant Major of the Marine Corps, or Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff, basic pay for this grade is \$6,841.80 per month, regardless of cumulative years of service under 37 U.S.C. 205.

\*\* 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 4)**  
 (Effective on January 1, 2008)

**Part I-MONTHLY BASIC PAY**

**YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)**

Pay Grade	Over 20		Over 22		Over 24		Over 26		Over 28		Over 30		Over 32		Over 34		Over 36		Over 38		Over 40		
E-9*	\$4,966.20	\$5,160.60	\$5,365.50	\$5,678.10	\$5,678.10	\$5,962.20	\$5,962.20	\$5,962.20	\$5,962.20	\$5,962.20	\$5,962.20	\$5,962.20	\$5,962.20	\$5,962.20	\$5,962.20	\$5,962.20	\$5,962.20	\$5,962.20	\$5,962.20	\$5,962.20	\$5,962.20	\$5,962.20	\$5,962.20
E-8	4,286.10	4,477.80	4,584.00	4,845.90	4,845.90	4,943.10	4,943.10	4,943.10	4,943.10	4,943.10	4,943.10	4,943.10	4,943.10	4,943.10	4,943.10	4,943.10	4,943.10	4,943.10	4,943.10	4,943.10	4,943.10	4,943.10	4,943.10
E-7	3,827.10	3,967.50	4,043.10	4,330.20	4,330.20	4,330.20	4,330.20	4,330.20	4,330.20	4,330.20	4,330.20	4,330.20	4,330.20	4,330.20	4,330.20	4,330.20	4,330.20	4,330.20	4,330.20	4,330.20	4,330.20	4,330.20	4,330.20
E-6	3,227.40	3,227.40	3,227.40	3,227.40	3,227.40	3,227.40	3,227.40	3,227.40	3,227.40	3,227.40	3,227.40	3,227.40	3,227.40	3,227.40	3,227.40	3,227.40	3,227.40	3,227.40	3,227.40	3,227.40	3,227.40	3,227.40	3,227.40
E-5	2,709.00	2,709.00	2,709.00	2,709.00	2,709.00	2,709.00	2,709.00	2,709.00	2,709.00	2,709.00	2,709.00	2,709.00	2,709.00	2,709.00	2,709.00	2,709.00	2,709.00	2,709.00	2,709.00	2,709.00	2,709.00	2,709.00	2,709.00
E-4	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60	2,124.60
E-3	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10	1,781.10
E-2	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70	1,502.70
E-1**	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40	1,340.40
E-1***																							

**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, Sergeant Major of the Marine Corps, or Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff, basic pay for this grade is \$6,841.80 per month, regardless of cumulative years of service under 37 U.S.C. 205.

\*\* 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 5)****Part II-RATE OF MONTHLY CADET OR MIDSHIPMAN PAY**

The rate of monthly cadet or midshipman pay authorized by 37 U.S.C. 203(c) is \$890.10.

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, 2008)

<u>Locality Pay Area<sup>1</sup></u>	<u>Rate</u>
Atlanta-Sandy Springs-Gainesville, GA-AL. . . . .	17.30%
Boston-Worcester-Manchester, MA-NH-RI-ME. . . . .	22.51%
Buffalo-Niagara-Cattaraugus, NY . . . . .	15.37%
Chicago-Naperville-Michigan City, IL-IN-WI. . . . .	23.16%
Cincinnati-Middletown-Wilmington, OH-KY-IN . . . . .	17.77%
Cleveland-Akron-Elyria, OH . . . . .	17.11%
Columbus-Marion-Chillicothe, OH . . . . .	15.80%
Dallas-Fort Worth, TX . . . . .	18.74%
Dayton-Springfield-Greenville, OH . . . . .	15.26%
Denver-Aurora-Boulder, CO . . . . .	21.03%
Detroit-Warren-Flint, MI . . . . .	22.53%
Hartford-West Hartford-Willimantic, CT-MA . . . . .	23.97%
Houston-Baytown-Huntsville, TX . . . . .	27.39%
Huntsville-Decatur, AL. . . . .	14.23%
Indianapolis-Anderson-Columbus, IN. . . . .	13.51%
Los Angeles-Long Beach-Riverside, CA. . . . .	25.26%
Miami-Fort Lauderdale-Pompano Beach, FL . . . . .	19.11%
Milwaukee-Racine-Waukesha, WI . . . . .	16.73%
Minneapolis-St. Paul-St. Cloud, MN-WI . . . . .	19.43%
New York-Newark-Bridgeport, NY-NJ-CT-PA . . . . .	26.36%
Philadelphia-Camden-Vineland, PA-NJ-DE-MD . . . . .	20.14%
Phoenix-Mesa-Scottsdale, AZ . . . . .	14.74%
Pittsburgh-New Castle, PA . . . . .	14.93%
Portland-Vancouver-Beaverton, OR-WA . . . . .	18.72%
Raleigh-Durham-Cary, NC . . . . .	16.82%
Richmond, VA. . . . .	15.40%
Sacramento-Arden-Arcade-Yuba City, CA-NV . . . . .	20.25%
San Diego-Carlsbad-San Marcos, CA . . . . .	22.00%
San Jose-San Francisco-Oakland, CA . . . . .	32.53%
Seattle-Tacoma-Olympia, WA. . . . .	19.75%
Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA . . . . .	20.89%
Rest of U.S. . . . .	13.18%

**SCHEDULE 10-ADMINISTRATIVE LAW JUDGES**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2008)

AL-3/A . . . . .	\$99,500
AL-3/B . . . . .	107,000
AL-3/C . . . . .	114,800
AL-3/D . . . . .	122,400
AL-3/E . . . . .	130,100
AL-3/F . . . . .	137,600
AL-2 . . . . .	145,400
AL-1 . . . . .	149,000

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