

Presidential Documents

Title 3—

Executive Order 14368 of December 18, 2025

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, it is hereby ordered:

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, 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, 7401, 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. 5311–5318) at Schedule 5;

(b) The Vice President (3 U.S.C. 104) and the Congress (2 U.S.C. 4501) at Schedule 6; and

(c) Justices and judges (28 U.S.C. 5, 44(d), 135, 252, and 461(a)) at Schedule 7.

Sec. 4. *Uniformed Services and Other.* 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. Additionally, the Director of the Office of Personnel Management (Director) is directed to assess whether to provide up to a total increase of 3.8 percent (inclusive of the increase provided under Section 1) to the rates of pay of certain Federal civilian law enforcement personnel, as determined by the Director following coordination with agencies and consistent with 5 U.S.C. 5305.

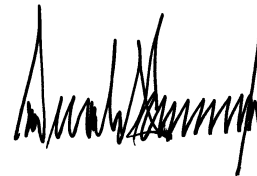
Sec. 5. *Locality-Based Comparability Payments.* (a) Pursuant to section 5304 of title 5, United States Code, and my authority to implement an alternative level of comparability payments under section 5304a of title 5, United States Code, locality-based comparability payments shall be paid in accordance with Schedule 9 attached hereto and made a part hereof.

(b) The Director 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.* Pursuant to section 5372 of title 5, United States Code, the rates of basic pay for administrative law judges are set forth on Schedule 10 attached hereto and made a part hereof.

Sec. 7. *Effective Dates.* Schedule 8 is effective January 1, 2026. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2026.

Sec. 8. *Prior Order Superseded.* Executive Order 14132 of December 23, 2024 (Adjustments of Certain Rates of Pay), is superseded as of the effective dates specified in section 7 of this order.



THE WHITE HOUSE,
December 18, 2025.

Schedule 1-General Schedule

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2026)

Grade	1	2	3	4	5	6	7	8	9	10
GS-1	\$22,584	\$23,341	\$24,092	\$24,840	\$25,589	\$26,028	\$26,771	\$27,519	\$27,550	\$28,248
GS-2	25,393	25,997	26,839	27,550	27,858	28,677	29,496	30,315	31,134	31,953
GS-3	27,708	28,632	29,556	30,480	31,404	32,328	33,252	34,176	35,100	36,024
GS-4	31,103	32,140	33,177	34,214	35,251	36,288	37,325	38,362	39,399	40,436
GS-5	34,799	35,959	37,119	38,279	39,439	40,599	41,759	42,919	44,079	45,239
GS-6	38,791	40,084	41,377	42,670	43,963	45,256	46,549	47,842	49,135	50,428
GS-7	43,106	44,543	45,980	47,417	48,854	50,291	51,728	53,165	54,602	56,039
GS-8	47,738	49,329	50,920	52,511	54,102	55,693	57,284	58,875	60,466	62,057
GS-9	52,727	54,485	56,243	58,001	59,759	61,517	63,275	65,033	66,791	68,549
GS-10	58,064	59,999	61,934	63,869	65,804	67,739	69,674	71,609	73,544	75,479
GS-11	63,795	65,922	68,049	70,176	72,303	74,430	76,557	78,684	80,811	82,938
GS-12	76,463	79,012	81,561	84,110	86,659	89,208	91,757	94,306	96,855	99,404
GS-13	90,925	93,956	96,987	100,018	103,049	106,080	109,111	112,142	115,173	118,204
GS-14	107,446	111,028	114,610	118,192	121,774	125,356	128,938	132,520	136,102	139,684
GS-15	126,384	130,597	134,810	139,023	143,236	147,449	151,662	155,875	160,088	164,301

Schedule 2-Foreign Service Schedule

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2026)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$126,384	\$102,409	\$82,982	\$67,240	\$54,485	\$48,708	\$43,543	\$38,926	\$34,799
2	130,176	105,481	85,471	69,257	56,120	50,169	44,849	40,094	35,843
3	134,081	108,646	88,036	71,335	57,803	51,674	46,195	41,297	36,918
4	138,103	111,905	90,677	73,475	59,537	53,225	47,581	42,535	38,026
5	142,246	115,262	93,397	75,679	61,323	54,821	49,008	43,812	39,167
6	146,514	118,720	96,199	77,950	63,163	56,466	50,478	45,126	40,342
7	150,909	122,282	99,085	80,288	65,058	58,160	51,993	46,480	41,552
8	155,436	125,950	102,057	82,697	67,010	59,905	53,552	47,874	42,798
9	160,099	129,729	105,119	85,178	69,020	61,702	55,159	49,310	44,082
10	164,301	133,621	108,273	87,733	71,091	63,553	56,814	50,790	45,405
11	164,301	137,629	111,521	90,365	73,223	65,459	58,518	52,313	46,767
12	164,301	141,758	114,866	93,076	75,420	67,423	60,274	53,883	48,170
13	164,301	146,011	118,312	95,868	77,683	69,446	62,082	55,499	49,615
14	164,301	150,391	121,862	98,744	80,013	71,529	63,944	57,164	51,104

**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, 2026)

**Schedule for the Office of the Under Secretary for Health
(38 U.S.C. 7306) and Directors of Medical Centers and Directors of
Veterans Integrated Service Networks (38 U.S.C. 7401(4)) ***

Minimum	Maximum
\$151,661	\$228,000**

Physician, Podiatrist, Optometrist, and Dentist Base and Longevity Pay Schedule***	Minimum	Maximum
Physician Grade	\$124,308	\$182,324
Podiatrist Grade	124,308	182,324
Optometrist Grade	124,308	182,324
Dentist Grade	124,308	182,324

Clinical Chiropractor Schedule****	Minimum	Maximum
Chief Grade	\$126,384	\$164,301
Senior Grade	107,446	139,684
Intermediate Grade	90,925	118,204
Full Grade	76,463	99,404
Associate Grade	63,795	82,938

Expanded-Function Dental Auxiliary Schedule*****	Minimum	Maximum
Director Grade	\$126,384	\$164,301
Assistant Director Grade	107,446	139,684
Chief Grade	90,925	118,204
Senior Grade	76,463	99,404
Intermediate Grade	63,795	82,938
Full Grade	52,727	68,549
Associate Grade	45,373	58,981
Junior Grade	38,791	50,428

* Pursuant to 38 U.S.C. 7404(a)(2)(A) and (e), this schedule does not apply to the Director of Nursing Service or any incumbents who are physicians, podiatrists, optometrists or dentists. Pursuant to 38 U.S.C. 7404(a)(2)(B), this schedule also does not apply to the basic pay of any incumbents who are registered nurses or physician assistants if that basic pay is determined by the Secretary under subchapter IV of chapter 74 of title 38, United States Code.

** Pursuant to 38 U.S.C. 7404(a)(3)(B), for positions that are covered by a certified performance appraisal system, the maximum rate of basic pay may not exceed the rate of basic pay payable for level II of the Executive Schedule. For positions that are not covered by a certified performance appraisal system, the maximum rate of basic pay may not exceed the rate of basic pay payable for level III of the Executive Schedule.

*** Pursuant to 38 U.S.C. 7431, Veterans Health Administration physicians, podiatrists, optometrists and dentists paid under the Physician, Podiatrist, Optometrist, and Dentist Base and Longevity Pay schedule may also be paid market pay and performance pay.

**** Pursuant to section 142 of Public Law 118-210, Veterans Health Administration optometrists are to be removed from the 38 U.S.C. 7404 Salary Table for Clinical Chiropractors and converted to the Physician, Podiatrist, Optometrist, and Dentist pay system under 38 U.S.C. 7431.

***** 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, 2026)

	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System	\$151,661	\$228,000
Agencies without a Certified SES Performance Appraisal System	\$151,661	\$209,600

Schedule 5-Executive Schedule

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2026)

Level I	\$253,100
Level II	228,000
Level III	209,600
Level IV	197,200
Level V	184,900

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, 2026)

Vice President	\$292,300
Senators	174,000
Members of the House of Representatives	174,000
Delegates to the House of Representatives	174,000
Resident Commissioner from Puerto Rico	174,000
President pro tempore of the Senate	193,400
Majority leader and minority leader of the Senate	193,400
Majority leader and minority leader of the House of Representatives	193,400
Speaker of the House of Representatives	223,500

Schedule 7-Judicial Salaries

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2026)

Chief Justice of the United States	\$320,700
Associate Justices of the Supreme Court	306,600
Circuit Judges	264,900
District Judges	249,900
Judges of the Court of International Trade	249,900

Schedule 8-Pay of the Uniformed Services

(Effective January 1, 2026)

Part I-Monthly Basic Pay

Years of Service (Computed Under 37 U.S.C. 205)

Commissioned Officers

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
O-10*	-	-	-	-	-	-	-	-	-	-	-
O-9*	-	-	-	-	-	-	-	-	-	-	-
O-8*	\$13,888.50	\$14,343.90	\$14,645.40	\$14,729.40	\$15,106.50	\$15,735.30	\$15,882.00	\$16,479.60	\$16,651.80	\$17,166.60	\$17,911.80
O-7	11,540.10	12,076.20	12,324.30	12,522.00	12,878.70	13,231.80	13,639.20	14,045.70	14,454.30	15,735.30	16,817.70
O-6**	8,751.30	9,613.80	10,245.00	10,245.00	10,284.30	10,725.00	10,783.50	10,783.50	11,396.40	12,479.70	13,115.40
O-5	7,295.40	8,218.20	8,787.00	8,894.10	9,249.60	9,461.40	9,928.50	10,271.70	10,715.10	11,391.30	11,713.80
O-4	6,294.60	7,286.40	7,773.60	7,881.00	8,332.20	8,816.40	9,420.00	9,888.30	10,214.40	10,401.60	10,509.90
O-3***	5,534.10	6,273.90	6,770.40	7,382.70	7,737.00	8,125.50	8,375.70	8,788.20	9,004.20	9,004.20	9,004.20
O-2***	4,782.00	5,446.20	6,272.40	6,484.50	6,617.70	6,617.70	6,617.70	6,617.70	6,617.70	6,617.70	6,617.70
O-1***	4,150.20	4,320.00	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40

* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2026, which is \$18,899.90 per month, for officers at pay grades O-7 through O-10. This includes 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, Chief of Space Operations, Commandant of the Coast Guard, Chief of the National Guard Bureau, or commander of a unified or specified combatant command (as defined in 10 U.S.C. 161(c)).

** Basic pay is limited to the rate of basic pay for level V of the Executive Schedule in effect during calendar year 2026, which is \$15,408.30 per month, for officers at pay grades O-6 and below.

*** 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.

Commissioned Officers with Over 4 Years Active Duty Service as an Enlisted Member or Warrant Officer****

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
O-3E	-	-	-	\$7,382.70	\$7,737.00	\$8,125.50	\$8,375.70	\$8,788.20	\$9,137.10	\$9,336.90	\$9,609.60
O-2E	-	-	-	6,484.50	6,617.70	6,828.00	7,183.80	7,458.90	7,663.50	7,663.50	7,663.50
O-1E	-	-	-	5,222.40	5,576.70	5,783.10	5,993.70	6,200.70	6,484.50	6,484.50	6,484.50

Warrant Officers

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
W-5	-	-	-	-	-	-	-	-	-	-	-
W-4	\$5,719.80	\$6,152.10	\$6,328.50	\$6,502.20	\$6,801.90	\$7,098.00	\$7,398.00	\$7,848.30	\$8,243.70	\$8,619.90	\$8,928.60
W-3	5,223.30	5,440.50	5,664.30	5,736.90	5,970.90	6,431.10	6,910.50	7,136.40	7,397.70	7,665.90	8,150.40
W-2	4,621.80	5,058.90	5,193.30	5,286.00	5,585.40	6,051.00	6,282.60	6,509.40	6,787.50	7,005.00	7,201.50
W-1	4,056.60	4,493.70	4,611.00	4,859.10	5,152.20	5,584.20	5,786.10	6,069.30	6,346.50	6,564.90	6,766.20

**** Reservists also qualify for these rates, provided that they have at least 1,460 points as an enlisted member, a warrant officer, or a warrant officer and an enlisted member, and that those points are creditable toward reserve retirement.

Schedule 8-Pay of the Uniformed Services

(Effective January 1, 2026)

Part I-Monthly Basic Pay

Years of Service (Computed Under 37 U.S.C. 205)

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-10*	\$18,999.90	\$18,999.90	\$18,999.90	\$18,999.90	\$18,999.90	\$18,999.90	\$18,999.90	\$18,999.90	\$18,999.90	\$18,999.90	\$18,999.90
O-9*	18,999.90	18,999.90	18,999.90	18,999.90	18,999.90	18,999.90	18,999.90	18,999.90	18,999.90	18,999.90	18,999.90
O-8*	18,598.20	18,999.90	18,999.90	18,999.90	18,999.90	18,999.90	18,999.90	18,999.90	18,999.90	18,999.90	18,999.90
O-7	16,817.70	16,817.70	16,817.70	16,904.40	16,904.40	17,242.20	17,242.20	17,242.20	17,242.20	17,242.20	17,242.20
O-6**	13,751.10	14,112.90	14,479.20	15,188.70	15,188.70	15,408.30	15,408.30	15,408.30	15,408.30	15,408.30	15,408.30
O-5	12,032.70	12,394.80	12,394.80	12,394.80	12,394.80	12,394.80	12,394.80	12,394.80	12,394.80	12,394.80	12,394.80
O-4	10,509.90	10,509.90	10,509.90	10,509.90	10,509.90	10,509.90	10,509.90	10,509.90	10,509.90	10,509.90	10,509.90
O-3***	9,004.20	9,004.20	9,004.20	9,004.20	9,004.20	9,004.20	9,004.20	9,004.20	9,004.20	9,004.20	9,004.20
O-2***	6,617.70	6,617.70	6,617.70	6,617.70	6,617.70	6,617.70	6,617.70	6,617.70	6,617.70	6,617.70	6,617.70
O-1***	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40

* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2026, which is \$18,899.90 per month, for officers at pay grades O-7 through O-10. This includes 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, Chief of Space Operations, Commandant of the Coast Guard, Chief of the National Guard Bureau, or commander of a unified or specified combatant command (as defined in 10 U.S.C. 161(c)).

** Basic pay is limited to the rate of basic pay for level V of the Executive Schedule in effect during calendar year 2026, which is \$15,408.30 per month, for officers at pay grades O-6 and below.

*** 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.

Commissioned Officers with Over 4 Years Active Duty Service 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
O-3E	\$9,609.60	\$9,609.60	\$9,609.60	\$9,609.60	\$9,609.60	\$9,609.60	\$9,609.60	\$9,609.60	\$9,609.60	\$9,609.60	\$9,609.60
O-2E	7,663.50	7,663.50	7,663.50	7,663.50	7,663.50	7,663.50	7,663.50	7,663.50	7,663.50	7,663.50	7,663.50
O-1E	6,484.50	6,484.50	6,484.50	6,484.50	6,484.50	6,484.50	6,484.50	6,484.50	6,484.50	6,484.50	6,484.50

Warrant 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
W-5	10,169.70	10,685.70	11,070.30	11,495.10	11,495.10	12,070.80	12,070.80	12,673.50	12,673.50	13,308.30	13,308.30
W-4	9,228.90	9,669.60	10,032.00	10,445.40	10,445.40	10,653.60	10,653.60	10,653.60	10,653.60	10,653.60	10,653.60
W-3	8,476.50	8,671.80	8,879.70	9,162.60	9,162.60	9,162.60	9,162.60	9,162.60	9,162.60	9,162.60	9,162.60
W-2	7,437.00	7,591.50	7,714.20	7,714.20	7,714.20	7,714.20	7,714.20	7,714.20	7,714.20	7,714.20	7,714.20
W-1	7,010.10	7,010.10	7,010.10	7,010.10	7,010.10	7,010.10	7,010.10	7,010.10	7,010.10	7,010.10	7,010.10

**** Reservists with at least 1,460 points as an enlisted member, a warrant officer, or a warrant officer and an enlisted member which are creditable toward reserve retirement also qualify for these rates.

Schedule 8-Pay of the Uniformed Services

(Effective January 1, 2026)

Part I-Monthly Basic Pay

Years of Service (Computed Under 37 U.S.C. 205)

Enlisted Members

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
E-9*	-	-	-	-	-	-	\$6,910.20	\$7,066.50	\$7,263.60	\$7,496.10	\$7,730.70
E-8	-	-	-	-	-	\$5,656.50	5,907.00	6,061.80	6,247.20	6,448.20	6,811.20
E-7	\$3,932.10	\$4,291.50	\$4,456.20	\$4,673.10	\$4,843.80	5,135.70	5,300.40	5,591.70	5,835.00	6,000.90	6,177.30
E-6	3,401.10	3,743.10	3,908.10	4,068.90	4,235.70	4,612.80	4,759.50	5,043.30	5,130.30	5,193.60	5,267.70
E-5	3,342.90	3,598.20	3,775.80	3,946.80	4,110.00	4,299.90	4,395.30	4,421.70	4,421.70	4,421.70	4,421.70
E-4	3,142.20	3,303.00	3,482.40	3,658.50	3,815.40	3,815.40	3,815.40	3,815.40	3,815.40	3,815.40	3,815.40
E-3	2,836.80	3,015.00	3,198.00	3,198.00	3,198.00	3,198.00	3,198.00	3,198.00	3,198.00	3,198.00	3,198.00
E-2	2,697.90	2,697.90	2,697.90	2,697.90	2,697.90	2,697.90	2,697.90	2,697.90	2,697.90	2,697.90	2,697.90
E-1**	2,407.20	2,407.20	2,407.20	2,407.20	2,407.20	2,407.20	2,407.20	2,407.20	2,407.20	2,407.20	2,407.20
E-1***	2,225.70	-	-	-	-	-	-	-	-	-	-

* 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, Chief Master Sergeant of the Space Force, Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff, or Senior Enlisted Advisor to the Chief of the National Guard Bureau, basic pay for this grade is \$11,166.90 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

(Effective January 1, 2026)

Part I-Monthly Basic Pay

Years of Service (Computed Under 37 U.S.C. 205)

Enlisted Members

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*	\$8,105.10	\$8,423.10	\$8,756.70	\$9,267.90	\$9,267.90	\$9,730.20	\$9,730.20	\$10,217.40	\$10,217.40	\$10,729.20	\$10,729.20
E-8	6,995.40	7,308.30	7,481.70	7,908.90	7,908.90	8,067.30	8,067.30	8,067.30	8,067.30	8,067.30	8,067.30
E-7	6,245.70	6,475.20	6,598.20	7,067.40	7,067.40	7,067.40	7,067.40	7,067.40	7,067.40	7,067.40	7,067.40
E-6	5,267.70	5,267.70	5,267.70	5,267.70	5,267.70	5,267.70	5,267.70	5,267.70	5,267.70	5,267.70	5,267.70
E-5	4,421.70	4,421.70	4,421.70	4,421.70	4,421.70	4,421.70	4,421.70	4,421.70	4,421.70	4,421.70	4,421.70
E-4	3,815.40	3,815.40	3,815.40	3,815.40	3,815.40	3,815.40	3,815.40	3,815.40	3,815.40	3,815.40	3,815.40
E-3	3,198.00	3,198.00	3,198.00	3,198.00	3,198.00	3,198.00	3,198.00	3,198.00	3,198.00	3,198.00	3,198.00
E-2	2,697.90	2,697.90	2,697.90	2,697.90	2,697.90	2,697.90	2,697.90	2,697.90	2,697.90	2,697.90	2,697.90
E-1**	2,407.20	2,407.20	2,407.20	2,407.20	2,407.20	2,407.20	2,407.20	2,407.20	2,407.20	2,407.20	2,407.20
E-1***	-	-	-	-	-	-	-	-	-	-	-

* 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, Chief Master Sergeant of the Space Force, Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff, or Senior Enlisted Advisor to the Chief of the National Guard Bureau, basic pay for this grade is \$11,166.90 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

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 \$1,452.90.

Schedule 9-Locality-Based Comparability Payments

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2026)

Locality Pay Area	Rate
Alaska	32.36%
Albany-Schenectady, NY-MA	20.77%
Albuquerque-Santa Fe-Las Vegas, NM	18.33%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL	23.79%
Austin-Round Rock-Georgetown, TX	20.35%
Birmingham-Hoover-Talladega, AL	18.24%
Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT	32.58%
Buffalo-Cheektowaga-Olean, NY	22.41%
Burlington-South Burlington-Barre, VT	19.45%
Charlotte-Concord, NC-SC	19.67%
Chicago-Naperville, IL-IN-WI	30.86%
Cincinnati-Wilmington-Maysville, OH-KY-IN	21.93%
Cleveland-Akron-Canton, OH-PA	22.23%
Colorado Springs, CO	20.15%
Columbus-Marion-Zanesville, OH	22.15%
Corpus Christi-Kingsville-Alice, TX	17.63%
Dallas-Fort Worth, TX-OK	27.26%
Davenport-Moline, IA-IL	18.93%
Dayton-Springfield-Kettering, OH	21.42%
Denver-Aurora, CO	30.52%
Des Moines-Ames-West Des Moines, IA	18.01%
Detroit-Warren-Ann Arbor, MI	29.12%
Fresno-Madera-Hanford, CA	17.65%
Harrisburg-Lebanon, PA	19.43%
Hartford-East Hartford, CT-MA	32.08%
Hawaii	22.21%
Houston-The Woodlands, TX	35.00%
Huntsville-Decatur, AL-TN	21.91%
Indianapolis-Carmel-Muncie, IN	18.15%
Kansas City-Overland Park-Kansas City, MO-KS	18.97%
Laredo, TX	21.59%
Las Vegas-Henderson, NV-AZ	19.57%
Los Angeles-Long Beach, CA	36.47%
Miami-Port St. Lucie-Fort Lauderdale, FL	24.67%
Milwaukee-Racine-Waukesha, WI	22.42%
Minneapolis-St. Paul, MN-WI	27.62%
New York-Newark, NY-NJ-CT-PA	37.95%
Omaha-Council Bluffs-Fremont, NE-IA	18.23%
Palm Bay-Melbourne-Titusville, FL	17.93%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	28.99%
Phoenix-Mesa, AZ	22.45%
Pittsburgh-New Castle-Weirton, PA-OH-WV	21.03%
Portland-Vancouver-Salem, OR-WA	26.13%
Raleigh-Durham-Cary, NC	22.24%
Reno-Fernley, NV	17.52%
Richmond, VA	22.28%
Rochester-Batavia-Seneca Falls, NY	17.88%
Sacramento-Roseville, CA-NV	29.76%
San Antonio-New Braunfels-Pearsall, TX	18.78%
San Diego-Chula Vista-Carlsbad, CA	33.72%
San Jose-San Francisco-Oakland, CA	46.34%
Seattle-Tacoma, WA	31.57%
Spokane-Spokane Valley-Coeur d'Alene, WA-ID	17.67%
St. Louis-St. Charles-Farmington, MO-IL	20.03%
Tucson-Nogales, AZ	19.28%
Virginia Beach-Norfolk, VA-NC	18.80%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	33.94%
Rest of U.S.	17.06%

Locality Pay Areas are defined in 5 CFR 531.603.

Schedule 10-Administrative Law Judges

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2026)

AL-3/A	\$131,700
AL-3/B	141,700
AL-3/C	151,900
AL-3/D	162,200
AL-3/E	172,500
AL-3/F	182,400
AL-2	192,400
AL-1*	197,200

* Pursuant to 5 U.S.C. 5372(b)(1)(C), the rate of basic pay for AL-1 may not exceed the rate for level IV of the Executive Schedule.