## **Presidential Documents**

Executive Order 13525 of December 23, 2009

## 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 and section 744 of Division C of the Consolidated Appropriations Act, 2010 (Public Law 111–117, December 16, 2009), 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), and section 140 of Public Law 97–92) 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 section 601 of the National Defense Authorization Act for Fiscal Year 2010 (Public Law 111–84, October 28, 2009), 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 744 of Division C of the Consolidated Appropriations Act, 2010 (Public Law 111–117, December 16, 2009), 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 January 1, 2010. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2010.

**Sec. 8.** Prior Order Superseded. Executive Order 13483 of December 18, 2008, is superseded.

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THE WHITE HOUSE, December 23, 2009.

Billing code 3195–W0–P

SCHEDULE 1 -- GENERAL SCHEDULE

\$22,269 25,191 28,392 31,871 35,657 39,748 44,176 48,917 54,028 59,505 65,371 78,355 2010) first applicable pay period beginning on or after January 1, \$21,717 24,545 27,664 31,054 38,729 43,043 52,643 57,979 63,695 76,346 107,281 \$21, 694 23, 899 30, 237 31, 694 41, 910 41, 910 51, 258 62, 453 710 710 74, 409 74, 409 75, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 409 76, 4 \$21,104 26,203 26,203 32,420 32,420 36,691 40,777 45,155 49,873 54,927 60,343 86,008 \$20,519 220,601 225,601 322,601 332,601 342,601 343,601 343,601 343,601 343,601 343,601 343,601 343,601 343,601 343,601 21,961 24,752 27,786 34,653 34,653 38,511 47,103 51,875 56,991 68,310 81,230 95,989 \$20,171 \$19,579 221,717 24,024 26,969 30,173 33,634 41,393 41,393 55,349 66,301 78,841 93,166 the \$18,990 23,295 26,155 26,152 32,615 36,245 40,139 44,333 46,245 46,245 47,245 48,823 46,245 48,823 48,823 day of the first 20,493 22,5683 21,5683 31,112 38,885 42,948 47,297 62,283 74,063 \$18,398 (Effective on G G S - 1 G G S - 2 G G S - 2 G G S - 4 G G S - 5 G G S - 5 G G S - 6 G G S - 7 G G S - 8 G G S - 9 G G S - 1 G G S - 8 G G S - 8 G G S - 9 G G S - 9 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G S - 1 G

SCHEDULE 2 -- FOREIGN SERVICE SCHEDULE

after January 1, 2010) 29,975 39,110 29,102 31,800 34,749 36,865 37,971 40,283 \$27,431 30,874 32,754 33,737 35,791 \$30,684 34,535 36,638 37,737 38,870 40,036 42,474 45,060 31,605 32,553 33,529 35,571 41,237 pay period beginning on or 44,785 46,129 40,985 42,214 47,512 \$34,324 36,414 38,632 37,507 39,791 43,481 39,546 45,844 48,636 50,095 51,598 \$38,394 40,732 41,954 43,213 44,509 47,220 Class \$42,948 44,236 51,282 54,405 56,037 57,719 45,564 46,930 48,338 49,789 52,821 59,450 63,071 Class 5 applicable \$53,003 54,593 57,918 61,445 71,232 73,369 75,570 56,231 59,655 63,288 67,143 77,837 65,187 69,157 Class the first 87,910 \$65,413 67,375 85,349 69,397 71,479 73,623 75,832 78,107 80,450 82,863 90,547 93,263 36,061 Class 3 οĘ 111,746 first day \$80,728 83,150 85,644 88,214 90,860 93,586 96,393 99,285 102,264 105,332 108,492 115,099 Class 2 Effective on the 102,617 105,695 108,866 112,132 115,496 122,530 126,206 129,517 129,517 129,517 129,517 129,517 118,961  $^{\circ}$ Ŋ 9 0 T

## 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, 2010)

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

Assistant Under Secretaries for Health	*
Minimum         Maximum           Service Directors         \$116,844         \$145,113           Director         National Center	
for Preventive Health	
Physician and Dentist Base and Longevity Schedule***	
Physician Grade	
Clinical Podiatrist, Chiropractor, and Optometrist Schedule	
Chief Grade       \$99,628       \$129,517         Senior Grade       84,697       110,104         Intermediate Grade       71,674       93,175         Full Grade       60,274       78,355         Associate Grade       50,287       65,371	
Physician Assistant and Expanded-Function Dental Auxiliary Schedule ****	
Director Grade.       \$99,628       \$129,517         Assistant Director Grade.       84,697       110,104         Chief Grade.       71,674       93,175         Senior Grade.       60,274       78,355         Intermediate Grade.       50,287       65,371         Full Grade.       41,563       54,028         Associate Grade       35,766       46,494         Junior Grade.       30,577       39,748	

<sup>\*</sup> 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.

<sup>\*\*</sup> 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 \$145,700.

<sup>\*\*\*</sup> 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.

<sup>\*\*\*\*</sup> 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, 2010)

Agencies with a Certified SES Performance Appraisal System	•	•						Minimum \$119,554	Maximum \$179,700
Agencies without a Certified Performance Appraisal System			•		•	•	•	\$119,554	\$165,300

## SCHEDULE 5 -- EXECUTIVE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2010)

Level	I														\$199,700
Level	ΙΙ														179,700
Level	II	Ι.													165,300
Level	IV														155,500
Level	V														145,700

## 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, 2010)

Vice President	700
Senators	000
Members of the House of Representatives	000
Delegates to the House of Representatives	000
Resident Commissioner from Puerto Rico	000
President pro tempore of the Senate	100
Majority leader and minority leader of the Senate 193,4	100
Majority leader and minority leader of the House	
of Representatives	100
Speaker of the House of Representatives	500

## SCHEDULE 7--JUDICIAL SALARIES

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2010)

Chief Justice of the United States	\$223.500
Associate Justices of the Supreme Court	213,900
Circuit Judges	184,500
District Judges	
Judges of the Court of International Trade	

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SCHEDULE 8-PAY OF THE UNIFORMED SERVICES

## (Effective January 1, 2010)

## Part I-MONTHLY BASIC

	16 Over 18		,	1	.20 \$12,121.20	.10 11,381.40		.10 7,748.10	.20 6,951.90	.60 5,955.60	.30 4,377.30	.20 3,454.20			.80 \$6,355.80		.10 4,289.10			.10 \$5,905.50		.20 4,763.40	
	Over 1		ı	ı	\$11,617.20	10,649.10	8,254.80	7,535.10	6,880.20	5,955.60	4,377.30	3,454.20			\$6,175.80	5,069.10	4,289.10		1	\$5,702.10	5,070.90	4,633.20	4,342.20
	Over 14		ı	1	\$11,268.60	9,781.80	7,537.80	7,086.90	6,756.60	5,955.60	4,377.30	3,454.20			\$6,043.50	5,069.10	4,289,10		1	\$5,453.40	4,892.70	4,489.50	4,197.90
2)	Over 12		,	1	\$11,152.80	9,505.50	7,132.50	6,794.10	6,540.60	5,813.40	4,377.30	3,454.20	SERVICE		\$5,813.40	4,933.80	4,101.60		1	\$5,191.80	4,720.20	4,305.90	4,014.30
YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)	Over 10	ឃ្ល	1	į	\$10,748.40	9,230.40	7,132.50	6,567.60	6,230.10	5,540.10	4,377.30	3,454.20	ACTIVE DUTY SERVICE	T OFFICER***	\$5,540.10	4,752.00	3,964.80		1	\$4,893.00	4,571.10	4,155.30	3,827.70
OMPUTED UNDER	Over 8	COMMISSIONED OFFICERS	ì	1	\$10,649.10	8,954.40	7,094.10	6,258.60	5,831.70	5,373.90	4,377.30	3,454.20	OFFICERS WITH OVER 4 YEARS	ENLISTED MEMBER OR WARRANT	\$5,373.90	4,516.80	3,825.00	WARRANT OFFICERS	1	\$4,695.00	4,254.00	4,002.90	3,694.20
F SERVICE (C	Over 6	COMMISS	ı	ı	\$10,223.40	8,715.60	6,802.50	6,117.90	5,511.60	5,117.10	4,377.30	3,454.20	OFFICERS WITH	ENLISTED MEM	\$5,117.10	4,377.30	3,688.80	WARR	1	\$4,499.10	3,949.50	3,694.80	3,408.30
YEARS (	Over 4		ı	Í	\$9,968.40	8,474.10	6,776.70	5,883.30	5,213.10	4,883.40	4,289.10	3,454.20	COMMISSIONED	AS AN	\$4,883.40	4,289.10	3,454.20		1	\$4,301.10	3,794.70	3,496.50	3,213.90
	Over 3		1	1	\$9,911.10	8,340.60	6,776.70	5,812.50	5,141.40	4,479.3	4,149.00	3,454.2	υ		i	1	ı		ı	\$4,186.50	3,746.10	3,435.30	3,049.80
	Over 2		,	,	\$9,706.80	8,172.90	6,359.40	5,436.00	4,819.80	4,149.90	3,602.40	2,857.50			1	1	ı		ı	\$4,069.50	3,598.50	3,346.20	2,971.80
	2 or less		1	ı	\$9,399.00	7,809.90	5,788.50	4,825.50	4,163.70	3,660.60	3,162.90	2,745.60			1	1			1	\$3,783.00	3,454.50	3,057.00	2,683.50
	Pay Grade		**01-0	6-0	8-0	0-7	9-0	0-5	0-4	0-3**	0-2***	0-1***			0-3臣	0-2臣	0-1臣		W-5	W-4	W-3	W-2	W-1

ers at pay for officers \$14,975.10 per month for officers at which is \$12,141.60 per month, for of Schedule, which is Executive Schedule, Executive V of the E of the r level II o for for level basic pay pay e of \* Basic pay is limited to the rate of basic F grades O-7 through O-10, and limited to the rate 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 \$19,983.60 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 \$14,975.10 per month.

warrant Does not apply to commissioned officers who have been credited with over 4 years of active duty service as an enlisted member or officer.

also creditable toward reserve retirement an enlisted member and/or warrant officer which are rg cg at least 1,460 points qualify for these rates Reservists with

# SCHEDULE 8-PAY OF THE UNIFORMED SERVICES (PAGE

5

## (Effective January 1, 2010)

## I-MONTHLY BASIC PAY Part

205)

U.S.C.

UNDER 37

(COMPUTED

SERVICE

E4 O

Over 40	\$18,675,30*	16,477.80*	13,549.80	11,668.20	10,247.70	8,198.40	6,951.90	5,955.60	4,377.30	3,454.20			\$6,355.80	5,069.10	4,289.10		\$8,802.60	7,047.00	6,060.00	5,102.70	4,636.80
Over 38	\$18.675.30*	16,477.80*	13,549.80	11,668.20	10,247.70	8,198.40	6,951.90	5,955.60	4,377.30	3,454.20			\$6,355.80	5,069.10	4,289.10		\$8,802.60	7,047.00	6,060.00	5,102.70	4,636.80
Over 36	\$17.785.80*	15,693.30*	13,549.80	11,668.20	10,247.70	8,198.40	6,951.90	5,955.60	4,377.30	3,454.20			\$6,355.80	5,069.10	4,289.10		\$8,383.20	7,047.00	6,060.00	5,102.70	4,636.80
Over 34	\$17.785.80*	15,693.30*	13,549.80	11,668.20	10,247.70	8,198.40	6,951.90	5,955.60	4,377.30	3,454.20	TY SERVICE		\$6,355.80	5,069.10	4,289.10		\$8,383.20	7,047.00	6,060.00	5,102.70	4,636.80
Over 32	\$3 \$16,939,20*	14,946.00	13,219.20	11,668.20	10,247.70	8,198.40	6,951.90	5,955.60	4,377.30	3,454.20	COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE	T OFFICER***	\$6,355.80	5,069.10	4,289.10		\$7,983.90	7,047.00	6,060.00	5,102.70	4,636.80
Over 30	COMMISSIONED OFFICERS		13,219.20	11,668.20	10,247.70	8,198.40	6,951.90	5,955.60	4,377.30	3,454.20	TIH OVER 4 YE	ENLISTED MEMBER OR WARRANT	\$6,355.80	5,069.10	4,289.10	WARRANT OFFICERS	\$7,983.90	7,047.00	6,060.00	5,102.70	4,636.80
Over 28	COMMISS \$16.132.50*	14,233.80	12,896.70	11,439.30	10,047.00	8,198.40	6,951.90	5,955.60	4,377.30	3,454.20	ED OFFICERS W	ENLISTED MEM	\$6,355.80	5,069.10	4,289.10	WAR	\$7,603.50	6,909.00	6,060.00	5,102.70	4,636.80
Over 26	\$16.132.50*					8,198.40	6,951.90	5,955.60	4,377.30	3,454.20	COMMISSIONE	AS AN	\$6,355.80	5,069.10	4,289.10		\$7,603.50	00.606,9	6,060.00	5,102.70	4,636.80
Over 24		13,751.40			9,577.20					3,454.20			\$6,355.80				\$7,322.10	6,635.40	5,873.40	5,102.70	4,636.80
Over 22	\$15,262,20*				9,334.80	8,198.40	6,951.90	5,955.60	4,377.30	3,454.20				5,069.10			\$7,068.00	6,396.00	5,736.00	5,021.40	4,636.80
Over 20	\$15,188.10*	13,283.70	12,586.20	11,381.40	9,095.70	7,959.00	6,951.90	5,955.60	4,377.30	3,454.20			\$6,355.80	5,069.10	4,289.10		\$6,726.60	6,104.10	5,606.70	4,918.80	4,636.80
Pay Grade	0-10**	6-0	8-0	0-7	9-0	0-2	0-4	****0	0-2***	****			0-3E	0-2E	0-1臣		W-5	W-4	W-3	W-2	M-1

ers at pay for officers officers month, for Executive Schedule, which is \$14,975.10 per month for V of the Executive Schedule, which is \$12,141.60 per II of the for level for level I \* Basic pay is limited to the rate of basic pay grades O-7 through O-10, and limited to the rate of 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 \$19,983.60 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 \$14,975.10 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

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

SCHEDULE 8-PAY OF THE UNIFORMED SERVICES (PAGE 3)

(Effective January 1, 2010)

BASIC

Part I-MONTHLY

	Over 18		\$5,112.90	4,505.40	4,085.70	3,484.50	2,924.70	2,293.80	1,923.00	1,622.10	1,447.20	•
	Over 16		\$4,958.40	4,265.40	3,969.00	3,435.60	2,924.70	2,293.80	1,923.00	1,622.10	1,447.20	•
	Over 14		\$4,804.80	4,132.50	3,859.50	3,393.60	2,924.70	2,293.80	1,923.00	1,622.10	1,447.20	1
2)	Over 12		\$4,674.30	4,009.50	3,699.00	3,336.00	2,924.70	2,293.80	1,923.00	1,622.10	1,447.20	1
UNDER 37 U.S.C. 205)	Over 10		\$4,570.80	3,907.20	3,505.50	3,148.20	2,906.70	2,293.80	1,923.00	1,622.10	1,447.20	ı
MPUTED UNDER	Over 8	ENLISTED MEMBERS	ı	\$3,741.60	3,396.90	3,051.00	2,761.80	2,293.80	1,923.00	1,622.10	1,447.20	
SERVICE (COMPUTED	Over 6	ENLIS	1	1	\$3,204.00	2,801.40	2,583.90	2,293.80	1,923.00	1,622.10	1,447.20	
YEARS OF	Over 4		ı	ı	\$3,091.80	2,690.70	2,414.40	2,199.90	1,923.00	1,622.10	1,447.20	
	Over 3		1	1	\$2,947.50	2,584.50	2,305.50	2,094.00	1,923.00	1,622.10	1,447.20	
	Over 2		ì		\$2,838.90	2,475.30	2,199.30	1,986.30	1,813.20	1,622.10	1,447.20	
	2 or less		ı	3	\$2,601.00	2,249.70	2,061.30	1,889.70	1,705.80	1,622.10	1,447.20	1,338.60
	Pay Grade		王-9*	E-8	E-7	∃-6	围-5	E-4	E-3	E-2	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, or Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff, basic pay for this grade is \$7,386.30 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 January 1, 2010)

BASIC

Part I-MONTHLY

\* 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 \$7,386.30 per month, regardless of cumulative years of service under 37 U.S.C. 205.

duty. active O Ci more or served 4 months who have to personnel Applies \*

months on active duty. less than 4 served who have personnel t 0 Applies \*\*

## 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 \$960.90.

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, 2010)

Locality Pay Area <sup>1</sup>	Rate
Atlanta-Sandy Springs-Gainesville, GA-AL	19.29%
Boston-Worcester-Manchester, MA-NH-RI-ME	24.80%
Buffalo-Niagara-Cattaraugus, NY	16.98%
Chicago-Naperville-Michigan City, IL-IN-WI	25.10%
Cincinnati-Middletown-Wilmington, OH-KY-IN	18.55%
Cleveland-Akron-Elyria, OH	18.68%
Columbus-Marion-Chillicothe, OH	17.16%
Dallas-Fort Worth, TX	20.67%
Dayton-Springfield-Greenville, OH	16.24%
Denver-Aurora-Boulder, CO	22.52%
Detroit-Warren-Flint, MI	24.09%
Hartford-West Hartford-Willimantic, CT-MA	25.82%
Houston-Baytown-Huntsville, TX	28.71%
Huntsville-Decatur, AL	16.02%
Indianapolis-Anderson-Columbus, IN	14.68%
Los Angeles-Long Beach-Riverside, CA	27.16%
Miami-Fort Lauderdale-Pompano Beach, FL	20.79%
Milwaukee-Racine-Waukesha, WI	18.10%
Minneapolis-St. Paul-St. Cloud, MN-WI	20.96%
New York-Newark-Bridgeport, NY-NJ-CT-PA	28.72%
Philadelphia-Camden-Vineland, PA-NJ-DE-MD	21.79%
Phoenix-Mesa-Scottsdale, AZ	16.76%
Pittsburgh-New Castle, PA	16.37%
Portland-Vancouver-Beaverton, OR-WA	20.35%
Raleigh-Durham-Cary, NC	17.64%
Richmond, VA	16.47%
Sacramento—Arden-Arcade—Yuba City, CA-NV	22.20%
San Diego-Carlsbad-San Marcos, CA	24.19%
San Jose-San Francisco-Oakland, CA	35.15%
Seattle-Tacoma-Olympia, WA	21.81%
Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA	24.22%
Rest of U.S	14.16%

## SCHEDULE 10-ADMINISTRATIVE LAW JUDGES

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2010)

7 T ~ / 7																												
AL-3/A		•																										\$103,900
AL-3/B								_		_																		111,800
7.T 2/0											•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	TTT,000
AL-3/C	٠	•	٠		•	•	•	•	٠																			119,900
AL-3/D																				_								127,800
7 T _ 2 / E																			•	•	•	•	•	•	•	•	•	127,000
MI-2/E	•	٠	•	٠	٠	٠	٠	•	٠	٠	٠	•	٠	٠						•								135,900
AL-3/F	•			•						•																		143,700
AL-2 .					_	_																						151,800
7. T 1				•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	151,800
AL-1.		•																							_			155.500

 $<sup>^{1}</sup>$ Locality Pay Areas are defined in 5 CFR 531.603.

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