

1977 COMPARABILITY ADJUSTMENT NOT EFFECTIVE FOR
CERTAIN POSITIONS

Pub. L. 95-66, July 11, 1977, 91 Stat. 270, nullified the first adjustment in pay which would have been made after July 11, 1977, under the following provisions of law: the second sentence of section 104 of Title 3, The President; par. (2) of section 4501 of Title 2, The Congress; section 461 of Title 28, Judiciary and Judicial Procedure; and section 5318 of this title.

FISCAL YEAR 1977 LIMITATION ON USE OF FUNDS FOR
PAY ADJUSTMENTS FOR CERTAIN POSITIONS

Pub. L. 94-440, title II, Oct. 1, 1976, 90 Stat. 1446, prohibited the use of funds appropriated in any Act to pay the salary of an individual in a position or office referred to in section 356 of Title 2, The Congress, at a rate exceeding the salary rate for such position or office in effect on Sept. 30, 1976, except increases submitted by the President pursuant to sections 351 to 364 of Title 2.

SUBCHAPTER III—GENERAL SCHEDULE
PAY RATES

§ 5331. Definitions; application

(a) For the purpose of this subchapter, “agency”, “employee”, “position”, “class”, and “grade” have the meanings given them by section 5102 of this title.

(b) This subchapter applies to employees and positions to which chapter 51 applies, other than Senior Executive Service positions, positions in the Federal Bureau of Investigation and Drug Enforcement Administration Senior Executive Service, and positions to which section 5376 applies.

(Pub. L. 89-554, Sept. 6, 1966, 80 Stat. 467; Pub. L. 95-454, title IV, § 408(b)(2), Oct. 13, 1978, 92 Stat. 1173; Pub. L. 100-325, § 2(h)(3), May 30, 1988, 102 Stat. 582; Pub. L. 101-509, title V, § 529 [title I, § 102(c)], Nov. 5, 1990, 104 Stat. 1427, 1444.)

HISTORICAL AND REVISION NOTES

The section is added on authority of former sections 1081, 1082, 1084, and 1091, which are carried into section 5102.

Editorial Notes

AMENDMENTS

1990—Subsec. (b). Pub. L. 101-509 amended subsec. (b) generally. Prior to amendment, subsec. (b) read as follows: “This subchapter applies to employees and positions, other than Senior Executive Service positions and positions in the Federal Bureau of Investigation and Drug Enforcement Administration Senior Executive Service, to which chapter 51 of this title applies.”

1988—Subsec. (b). Pub. L. 100-325 inserted reference to positions in Federal Bureau of Investigation and Drug Enforcement Administration Senior Executive Service.

1978—Subsec. (b). Pub. L. 95-454 inserted reference to Senior Executive Service positions.

Statutory Notes and Related Subsidiaries

EFFECTIVE DATE OF 1990 AMENDMENT

Amendment by Pub. L. 101-509 effective on such date as the President shall determine, but not earlier than 90 days, and not later than 180 days, after Nov. 5, 1990, see section 529 [title III, § 305] of Pub. L. 101-509, set out as a note under section 5301 of this title.

EFFECTIVE DATE OF 1978 AMENDMENT

Amendment by Pub. L. 95-454 effective 9 months after Oct. 13, 1978, and congressional review of provisions of

sections 401 through 412 of Pub. L. 95-454, see section 415 of Pub. L. 95-454, set out as an Effective Date note under section 3131 of this title.

REFERENCES IN OTHER LAWS TO CHAPTER 51 AND
SUBCHAPTER III OF CHAPTER 53

References in laws to fix pay in accordance with this subchapter and chapter 51 of this title considered to include authority under section 5376 of this title, if applicable, but not to include any authority under section 5304 of this title or section 529 [title III, § 302] of Pub. L. 101-509, set out as a note under section 5304 of this title, see section 529 [title I, § 101(c)(2)] of Pub. L. 101-509, set out in a References in Other Laws to GS-16, 17, or 18 Pay Rates; Regulations note under section 5376 of this title.

§ 5332. The General Schedule

(a)(1) The General Schedule, the symbol for which is “GS”, is the basic pay schedule for positions to which this subchapter applies. Each employee to whom this subchapter applies is entitled to basic pay in accordance with the General Schedule.

(2) The General Schedule is a schedule of annual rates of basic pay, consisting of 15 grades, designated “GS-1” through “GS-15”, consecutively, with 10 rates of pay for each such grade. The rates of pay of the General Schedule are adjusted in accordance with section 5303.

(b) When payment is made on the basis of an hourly, daily, weekly, or biweekly rate, the rate is computed from the appropriate annual rate of basic pay named by subsection (a) of this section in accordance with the rules prescribed by section 5504(b) of this title.

(Pub. L. 89-554, Sept. 6, 1966, 80 Stat. 467; Pub. L. 90-83, § 1(18), Sept. 11, 1967, 81 Stat. 199; Pub. L. 90-206, title II, § 202(a), Dec. 16, 1967, 81 Stat. 624; Pub. L. 95-454, title V, § 503(e), Oct. 13, 1978, 92 Stat. 1184; Pub. L. 98-615, title II, § 204(a)(1), Nov. 8, 1984, 98 Stat. 3216; Pub. L. 102-378, § 2(29), Oct. 2, 1992, 106 Stat. 1350; Pub. L. 103-89, § 3(b)(1)(F), Sept. 30, 1993, 107 Stat. 982.)

HISTORICAL AND REVISION NOTES
1966 ACT

<i>Derivation</i>	<i>U.S. Code</i>	<i>Revised Statutes and Statutes at Large</i>
(a)	5 U.S.C. 1113 (less (c)).	Oct. 28, 1949, ch. 782, § 603 (less (d)), 63 Stat. 965. Oct. 24, 1951, ch. 554, § 1(a), 65 Stat. 612. Sept. 1, 1954, ch. 1208, § 109 (less (c)), 68 Stat. 1108. June 28, 1955, ch. 189, § 2(a), 69 Stat. 172. June 20, 1958, Pub. L. 85-462, § 2(a), 72 Stat. 203. July 1, 1960, Pub. L. 86-568, § 112(a), 74 Stat. 298. Oct. 11, 1962, Pub. L. 87-793, § 602(a), 76 Stat. 843. Aug. 14, 1964, Pub. L. 88-426, § 102(a), 78 Stat. 400. Oct. 28, 1949, ch. 782, § 603 (d), 63 Stat. 965. Sept. 1, 1954, ch. 1208, § 109(c), 68 Stat. 1108.
(b)	5 U.S.C. 1113(c).	

In subsection (a), the words “the symbol for which is ‘GS’” are added on authority of former section 1111 which is carried into section 5104. So much as related to the Crafts, Protective, and Custodial Schedule is omitted as repealed effective not later than Sept. 11, 1955, by the Act of Sept. 1, 1954, §§ 109(b), 110(b), 68 Stat. 1108.

In subsection (b), reference to payment made on the basis of a “monthly” rate is omitted since section 5504(b), former section 944(c), no longer provides for converting a basic annual rate to a basic monthly rate.

Standard changes are made to conform with the definitions applicable and the style of this title as outlined in the preface to the report.

1967 ACT

<i>Section of title 5</i>	<i>Source (U.S. Code)</i>	<i>Source (Statutes at Large)</i>
5332(a)	5 App.: 1113(b).	Oct. 29, 1965, Pub. L. 89-301, §2(a), 79 Stat. 1111. July 18, 1966, Pub. L. 89-504, §102(a), 80 Stat. 288.

Editorial Notes

AMENDMENTS

1993—Subsec. (a)(1). Pub. L. 103-89 struck out “, except an employee covered by the performance management and recognition system established under chapter 54,” after “whom this subchapter applies”.

1992—Subsec. (a). Pub. L. 102-378 amended subsec. (a) generally. Prior to amendment, subsec. (a) read as follows: “The General Schedule, the symbol for which is ‘GS’, is the basic pay schedule for positions to which this subchapter applies. Each employee to whom this subchapter applies, except an employee covered by the performance management and recognition system established under chapter 54 of this title, is entitled to basic pay in accordance with the General Schedule.”

1984—Subsec. (a). Pub. L. 98-615 substituted “the performance management and recognition system established under chapter 54” for “the merit pay system established under section 5402”.

1978—Subsec. (a). Pub. L. 95-454 inserted in second sentence reference to an employee covered by the merit pay system established under section 5402 of this title.

1967—Subsec. (a). Pub. L. 90-206 increased the compensation in each step of each grade.

Statutory Notes and Related Subsidiaries

EFFECTIVE DATE OF 1993 AMENDMENT

Amendment by Pub. L. 103-89 effective Nov. 1, 1993, see section 3(c) of Pub. L. 103-89, set out as a note under section 3372 of this title.

EFFECTIVE DATE OF 1992 AMENDMENT

Amendment by Pub. L. 102-378 effective May 4, 1991, see section 9(b)(4) of Pub. L. 102-378, set out as a note under section 6303 of this title.

EFFECTIVE DATE OF 1984 AMENDMENT

Pub. L. 98-615, title II, §205, Nov. 8, 1984, 98 Stat. 3217, provided that amendment by Pub. L. 98-615 was effective Oct. 1, 1984, and applicable with respect to pay periods commencing on or after that date, with certain exceptions and qualifications.

EFFECTIVE DATE OF 1978 AMENDMENT

Pub. L. 95-454, title V, §504(a), Oct. 13, 1978, 92 Stat. 1184, provided that amendment by Pub. L. 95-454 was effective on first day of first applicable pay period which began on or after Oct. 1, 1981, except it could take effect with respect to any category or categories of positions before such day to extent prescribed by Director of Office of Personnel Management.

EFFECTIVE DATE OF 1967 AMENDMENT

Pub. L. 90-206, title II, §220(a)(2), Dec. 16, 1967, 81 Stat. 639, provided, except as otherwise expressly provided, that: “Sections 202 [amending this section and enacting provisions set out as a note under this section], 203 [amending section 3301 of Title 39, The Postal Service], 204 [enacting section 3512A of Title 39, amending sec-

tions 3512, and 3513-3531 of Title 39, and enacting provisions set out as a note under section 3512A of Title 39], 205 [amending sections 3542-3544 of Title 39, and enacting provisions set out as notes under sections 3542, 3544, 3552, and 3560 of Title 39], 206 [amending sections 3560, 3573, and 3575 of Title 39, and enacting provisions set out as a note under section 3542 of Title 39], 208 [amending former section 4107 of Title 38, Veterans’ Benefits], 209 [amending sections 867 and 870 of Title 22, Foreign Relations and Intercourse, and enacting provisions set out as a note under section 867 of Title 22], 210 [enacting provisions set out as a note under section 590h of Title 16, Conservation], 211 [enacting provisions set out as a note under this section and section 548 of Title 28, Judiciary and Judicial Procedure], 213 (except subsections (d) and (e)) [enacting provisions set out as notes under sections 603, 604, and 753 of Title 28], 214 (except subsections (j), (k), (l), (n), and (o)) [enacting sections 60e-14, 61-2, 293c, and 4302 of Title 2, The Congress, amending section 1847 of Title 2, and enacting provisions set out as a note under section 8339 of this title], and 216 [enacting provisions set out as a note under section 60e-14 of Title 2] shall become effective as of the beginning of the first pay period which began on or after October 1, 1967.”

SHORT TITLE

Pub. L. 90-206, §1, Dec. 16, 1967, 81 Stat. 613, provided: “That this Act [see Tables for classification] may be cited as the ‘Postal Revenue and Federal Salary Act of 1967.’”

Pub. L. 90-206, title II, §201, Dec. 16, 1967, 81 Stat. 624, provided that: “This title [see Tables for classification] may be cited as the ‘Federal Salary Act of 1967.’”

ADJUSTMENT OF PAY RATES EFFECTIVE OCTOBER 1, 1972

Pub. L. 93-549, Dec. 26, 1974, 88 Stat. 1743, provided that no officer or employee of the United States shall have his or her pay reduced by reason of Ex. Ord. No. 11777, Apr. 12, 1974.

1970 INCREASE IN PAY RATES

Pub. L. 91-231, Apr. 15, 1970, 84 Stat. 195, known as the Federal Employees Salary Act of 1970, and effective on the first day of the first pay period beginning on or after Dec. 27, 1969, provided for an increase in the rates of basic pay, basic compensation, and salaries contained in the General Schedule, the Postal Field Service Schedule and Rural Carrier Schedule, the schedule relating to certain positions within the Department of Medicine and Surgery of the Veterans’ Administration, and the Foreign Service schedules, and also for employees of Agricultural Stabilization and Conservation County Committees, for certain employees of the Legislative and Judicial Branches, for United States Attorneys, and for other employees of the United States Government and the government of the District of Columbia whose rates of pay were fixed by administrative action and not otherwise increased.

INITIAL ADJUSTMENT OF 1967 PAY INCREASES

Pub. L. 90-206, title II, §§202(b), 220(a)(2), Dec. 16, 1967, 81 Stat. 625, 639, effective as of the beginning of the first pay period which began on or after Oct. 1, 1967, made various initial adjustments to the rates of basic pay of officers and employees referred to in the General Schedule set forth in the amendment to this section made by section 202(a) of Pub. L. 90-206.

1967 SALARY INCREASE FOR PERSONS WHOSE COMPENSATION RATES ARE FIXED BY ADMINISTRATIVE ACTION

Pub. L. 90-206, title II, §§211(b)-(d), 220(a)(2), Dec. 16, 1967, 81 Stat. 633, 639, effective as of the beginning of the first pay period which began on or after Oct. 1, 1967, authorized the increase of the rates of pay of certain officers and employees of the Federal Government and of the municipal government of the District of Columbia by amounts not to exceed the increases provided by

title II of Pub. L. 90-206 for corresponding rates of pay in the appropriate schedule or scale of pay.

RETROACTIVE COMPENSATION UNDER 1967 PAY
INCREASES

Pub. L. 90-206, title II, §218, Dec. 16, 1967, 81 Stat. 638, provided for retroactive pay under title II of Pub. L. 90-206 only in the case of an individual in the service of the United States, including service in the Armed Forces, or the municipal government of the District of Columbia on Dec. 16, 1967, subject to certain restrictions.

Executive Documents

EX. ORD. NO. 14090. ADJUSTMENTS OF CERTAIN RATES OF
PAY

Ex. Ord. No. 14090, Dec. 23, 2022, 87 F.R. 79985, provided:

By the authority vested in me as President by the Constitution and the laws of the United States of America, 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, 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.* 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 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 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.* 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, 2023. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2023.

SEC. 8. *Prior Order Superseded.* Executive Order 14061 of December 22, 2021, is superseded as of the effective dates specified in section 7 of this order.

J.R. BIDEN, JR.

SCHEDULE 1

General Schedule

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2023)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$20,999	\$21,704	\$22,401	\$23,097	\$23,794	\$24,202	\$24,893	\$25,589	\$25,617	\$26,273
GS-2	23,612	24,174	24,956	25,617	25,906	26,668	27,430	28,192	28,954	29,716
GS-3	25,764	26,623	27,482	28,341	29,200	30,059	30,918	31,777	32,636	33,495
GS-4	28,921	29,885	30,849	31,813	32,777	33,741	34,705	35,669	36,633	37,597
GS-5	32,357	33,436	34,515	35,594	36,673	37,752	38,831	39,910	40,989	42,068
GS-6	36,070	37,272	38,474	39,676	40,878	42,080	43,282	44,484	45,686	46,888
GS-7	40,082	41,418	42,754	44,090	45,426	46,762	48,098	49,434	50,770	52,106
GS-8	44,389	45,869	47,349	48,829	50,309	51,789	53,269	54,749	56,229	57,709
GS-9	49,028	50,662	52,296	53,930	55,564	57,198	58,832	60,466	62,100	63,734
GS-10	53,990	55,790	57,590	59,390	61,190	62,990	64,790	66,590	68,390	70,190
GS-11	59,319	61,296	63,273	65,250	67,227	69,204	71,181	73,158	75,135	77,112
GS-12	71,099	73,469	75,839	78,209	80,579	82,949	85,319	87,689	90,059	92,429
GS-13	84,546	87,364	90,182	93,000	95,818	98,636	101,454	104,272	107,090	109,908
GS-14	99,908	103,238	106,568	109,898	113,228	116,558	119,888	123,218	126,548	129,878
GS-15	117,518	121,435	125,352	129,269	133,186	137,103	141,020	144,937	148,854	152,771

SCHEDULE 2

Foreign Service Schedule

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2023)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$117,518	\$95,225	\$77,160	\$62,523	\$50,662	\$45,290	\$40,488	\$36,195	\$32,357
2	121,044	98,082	79,475	64,399	52,182	46,649	41,703	37,281	33,328
3	124,675	101,024	81,859	66,331	53,747	48,048	42,954	38,399	34,328
4	128,415	104,055	84,315	68,321	55,360	49,490	44,242	39,551	35,357
5	132,268	107,177	86,844	70,370	57,021	50,974	45,570	40,738	36,418
6	136,236	110,392	89,450	72,481	58,731	52,504	46,937	41,960	37,511
7	140,323	113,704	92,133	74,656	60,493	54,079	48,345	43,219	38,636
8	144,532	117,115	94,897	76,895	62,308	55,701	49,795	44,515	39,795
9	148,868	120,628	97,744	79,202	64,177	57,372	51,289	45,851	40,989
10	152,771	124,247	100,676	81,578	66,102	59,093	52,828	47,226	42,219
11	152,771	127,974	103,697	84,026	68,085	60,866	54,412	48,643	43,485
12	152,771	131,814	106,807	86,546	70,128	62,692	56,045	50,102	44,790
13	152,771	135,768	110,012	89,143	72,232	64,573	57,726	51,605	46,133
14	152,771	139,841	113,312	91,817	74,399	66,510	59,458	53,154	47,517

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, 2023)

Schedule for the Office of the Under Secretary for Health (38 U.S.C. 7306) and Directors of Medical Centers and Veterans Integrated Service Networks (38 U.S.C. 7401(a))¹

	Minimum	Maximum
	\$141,022	\$212,100 ²
Physician, Podiatrist, and Dentist Base and Longevity Pay Schedule ³		
Physician Grade	\$115,587	\$169,529
Dentist Grade	115,587	169,529
Podiatrist Grade	115,587	169,529
Chiropractor and Optometrist Schedule		
Chief Grade	\$117,518	\$152,771
Senior Grade	99,908	129,878
Intermediate Grade	84,546	109,908
Full Grade	71,099	92,429
Associate Grade	59,319	77,112
Expanded-Function Dental Auxiliary Schedule ⁴		
Director Grade	\$117,518	\$152,771
Assistant Director Grade	99,908	129,878
Chief Grade	84,546	109,908
Senior Grade	71,099	92,429
Intermediate Grade	59,319	77,112
Full Grade	49,028	63,734
Associate Grade	42,190	54,844
Junior Grade	36,070	46,888

¹Pursuant 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, or dentists. See also 38 U.S.C. 7404(a)(2)(B).²Pursuant 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.³Pursuant to 38 U.S.C. 7431, Veterans Health Administration physicians, podiatrists, and dentists paid under the Physician, Podiatrist, and Dentist Base and Longevity Pay schedule may also be paid market pay and performance pay.⁴Pursuant to section 301(a) of Public Law 102-40 [38 U.S.C. 7451 note], 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, 2023)

	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System	\$141,022	\$212,100
Agencies without a Certified SES Performance Appraisal System	\$141,022	\$195,000

SCHEDULE 5

Executive Schedule

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2023)

Level I	\$235,600
Level II	212,100
Level III	195,000
Level IV	183,500
Level V	172,100

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, 2023)

Vice President	\$272,100
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, 2023)

Chief Justice of the United States	\$298,500
Associate Justices of the Supreme Court	285,400
Circuit Judges	246,600
District Judges	232,600
Judges of the Court of International Trade	232,600

SCHEDULE 8

Pay of the Uniformed Services

(Effective January 1, 2023)

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 ¹											
O-9											
O-8	\$12,170.70	\$12,570.00	\$12,834.30	\$12,908.10	\$13,238.40	\$13,789.50	\$13,918.20	\$14,441.70	\$14,592.60	\$15,043.50	\$15,696.60
O-7	10,113.00	10,582.80	10,800.30	10,973.40	11,286.00	11,595.30	11,952.60	12,308.70	12,666.60	13,789.50	14,737.80
O-6 ²	7,669.20	8,425.20	8,978.10	8,978.10	9,012.60	9,398.70	9,450.00	9,450.00	9,987.00	10,936.20	11,493.60
O-5	6,393.30	7,202.10	7,700.40	7,794.30	8,105.70	8,291.40	8,700.60	9,001.80	9,389.70	9,982.80	10,265.40
O-4	5,516.40	6,385.20	6,812.10	6,906.30	7,301.70	7,726.20	8,254.80	8,665.50	8,951.10	9,115.50	9,210.30
O-3 ³	4,849.80	5,497.80	5,933.40	6,469.80	6,780.30	7,120.50	7,340.10	7,701.60	7,890.60	7,890.60	7,890.60
O-2 ³	4,190.70	4,772.70	5,496.90	5,682.60	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30
O-1 ³	3,637.20	3,786.00	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80
	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
O-10 ¹	¹ \$17,675.10	¹ \$17,675.10	¹ \$17,675.10	¹ \$17,675.10	¹ \$17,675.10	¹ \$17,675.10	¹ \$17,675.10	¹ \$17,675.10	¹ \$17,675.10	¹ \$17,675.10	¹ \$17,675.10
O-9	17,201.40	17,449.80	¹ 17,675.10	¹ 17,675.10	¹ 17,675.10	¹ 17,675.10	¹ 17,675.10	¹ 17,675.10	¹ 17,675.10	¹ 17,675.10	¹ 17,675.10
O-8	16,298.10	16,700.10	16,700.10	16,700.10	16,700.10	17,118.30	17,118.30	17,545.80	17,545.80	17,545.80	17,545.80
O-7	14,737.80	14,737.80	14,737.80	14,813.70	14,813.70	15,110.10	15,110.10	15,110.10	15,110.10	15,110.10	15,110.10
O-6 ²	12,050.40	12,367.50	12,688.80	13,310.70	13,310.70	13,576.50	13,576.50	13,576.50	13,576.50	13,576.50	13,576.50
O-5	10,544.70	10,861.80	10,861.80	10,861.80	10,861.80	10,861.80	10,861.80	10,861.80	10,861.80	10,861.80	10,861.80
O-4	9,210.30	9,210.30	9,210.30	9,210.30	9,210.30	9,210.30	9,210.30	9,210.30	9,210.30	9,210.30	9,210.30
O-3 ³	7,890.60	7,890.60	7,890.60	7,890.60	7,890.60	7,890.60	7,890.60	7,890.60	7,890.60	7,890.60	7,890.60
O-2 ³	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30
O-1 ³	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80

¹Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2023, which is \$17,675.10 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)).²Basic pay is limited to the rate of basic pay for level V of the Executive Schedule in effect during calendar year 2023, which is \$14,341.80 per month, for officers at pay grades O-6 and below.³Does 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 Officer⁴

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 .....	.....	.....	.....	\$6,469.80	\$6,780.30	\$7,120.50	\$7,340.10	\$7,701.60	\$8,007.00	\$8,182.50	\$8,421.00
O-2E .....	.....	.....	.....	5,682.60	5,799.30	5,983.80	6,295.50	6,536.70	6,715.80	6,715.80	6,715.80
O-1E .....	.....	.....	.....	4,576.80	4,887.00	5,067.90	5,252.70	5,433.90	5,682.60	5,682.60	5,682.60
	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
O-3E	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00
O-2E	6,715.80	6,715.80	6,715.80	6,715.80	6,715.80	6,715.80	6,715.80	6,715.80	6,715.80	6,715.80	6,715.80
O-1E	5,682.60	5,682.60	5,682.60	5,682.60	5,682.60	5,682.60	5,682.60	5,682.60	5,682.60	5,682.60	5,682.60

⁴ 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.

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	\$5,012.40	\$5,391.30	\$5,546.10	\$5,698.20	\$5,960.70	\$6,220.20	\$6,483.00	\$6,877.80	\$7,224.30	\$7,554.00	\$7,824.30
W-3	4,577.70	4,767.90	4,964.10	5,027.70	5,232.30	5,635.80	6,055.80	6,253.80	6,482.70	6,718.20	7,142.40
W-2	4,050.30	4,433.40	4,551.00	4,632.30	4,894.80	5,302.80	5,505.60	5,704.50	5,948.10	6,138.60	6,310.80
W-1	3,555.00	3,938.10	4,040.70	4,258.20	4,515.00	4,893.90	5,070.60	5,318.70	5,561.70	5,753.10	5,929.20
	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
W-5	\$8,912.10	\$9,364.20	\$9,701.10	\$10,073.40	\$10,073.40	\$10,578.00	\$10,578.00	\$11,106.00	\$11,106.00	\$11,662.50	\$11,662.50
W-4	8,087.70	8,473.80	8,791.50	9,153.60	9,153.60	9,336.30	9,336.30	9,336.30	9,336.30	9,336.30	9,336.30
W-3	7,428.30	7,599.60	7,781.40	8,029.50	8,029.50	8,029.50	8,029.50	8,029.50	8,029.50	8,029.50	8,029.50
W-2	6,517.20	6,652.80	6,760.20	6,760.20	6,760.20	6,760.20	6,760.20	6,760.20	6,760.20	6,760.20	6,760.20
W-1	6,143.40	6,143.40	6,143.40	6,143.40	6,143.40	6,143.40	6,143.40	6,143.40	6,143.40	6,143.40	6,143.40

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 ¹ .....	.....	.....	.....	.....	.....	.....	\$6,055.50	\$6,192.90	\$6,365.70	\$6,568.80	\$6,774.90
E-8 .....	.....	.....	.....	.....	.....	\$4,957.20	5,176.50	5,312.10	5,474.70	5,650.80	5,968.80
E-7	\$3,445.80	\$3,760.80	\$3,905.10	\$4,095.30	\$4,244.70	4,500.60	4,644.90	4,900.50	5,113.50	5,258.70	5,413.50
E-6	2,980.50	3,279.90	3,424.80	3,565.50	3,711.90	4,042.20	4,170.90	4,419.90	4,496.10	4,551.30	4,616.40
E-5	2,730.30	2,914.20	3,055.20	3,199.20	3,423.90	3,658.50	3,851.70	3,874.80	3,874.80	3,874.80	3,874.80
E-4	2,503.50	2,631.60	2,774.10	2,914.80	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30
E-3	2,259.90	2,402.10	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60
E-2	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20
E-1 ²	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60
E-1 ³	1,773.00	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
E-9 ¹	\$7,102.80	\$7,381.50	\$7,673.70	\$8,121.60	\$8,121.60	\$8,526.90	\$8,526.90	\$8,953.80	\$8,953.80	\$9,402.30	\$9,402.30
E-8	6,130.20	6,404.40	6,556.50	6,930.90	6,930.90	7,069.80	7,069.80	7,069.80	7,069.80	7,069.80	7,069.80
E-7	5,473.20	5,674.50	5,782.50	6,193.50	6,193.50	6,193.50	6,193.50	6,193.50	6,193.50	6,193.50	6,193.50
E-6	4,616.40	4,616.40	4,616.40	4,616.40	4,616.40	4,616.40	4,616.40	4,616.40	4,616.40	4,616.40	4,616.40
E-5	3,874.80	3,874.80	3,874.80	3,874.80	3,874.80	3,874.80	3,874.80	3,874.80	3,874.80	3,874.80	3,874.80
E-4	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30
E-3	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60
E-2	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20
E-1 ²	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60
E-1 ³ .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

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, Senior Enlisted Advisor 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 \$9,786.00 per month, regardless of cumulative years of service under 37 U.S.C. 205.

² Applies to personnel who have served 4 months or more on active duty.

³ Applies to personnel who have served less than 4 months on active duty.

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 \$1,273.20.

SCHEDULE 9

Locality-Based Comparability Payments

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2023)

Locality Pay Area ¹	Rate
Alaska	31.32%
Albany-Schenectady, NY-MA	19.45%
Albuquerque-Santa Fe-Las Vegas, NM	17.63%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL	23.02%
Austin-Round Rock, TX	19.40%
Birmingham-Hoover-Talladega, AL	17.41%
Boston-Worcester-Providence, MA-RI-NH-ME	31.05%
Buffalo-Cheektowaga, NY	21.35%
Burlington-South Burlington, VT	18.31%
Charlotte-Concord, NC-SC	18.63%
Chicago-Naperville, IL-IN-WI	29.79%

SCHEDULE 9—Continued

Locality-Based Comparability Payments

Locality Pay Area ¹	Rate
Cincinnati-Wilmington-Maysville, OH-KY-IN	21.35%
Cleveland-Akron-Canton, OH	21.69%
Colorado Springs, CO	19.11%
Columbus-Marion-Zanesville, OH	21.27%
Corpus Christi-Kingsville-Alice, TX	17.10%
Dallas-Fort Worth, TX-OK	26.37%
Davenport-Moline, IA-IL	18.21%
Dayton-Springfield-Sidney, OH	20.59%
Denver-Aurora, CO	29.05%
Des Moines-Ames-West Des Moines, IA	17.13%
Detroit-Warren-Ann Arbor, MI	28.37%
Harrisburg-Lebanon, PA	18.59%
Hartford-West Hartford, CT-MA	30.91%
Hawaii	21.17%
Houston-The Woodlands, TX	34.47%
Huntsville-Decatur-Albertville, AL	20.96%
Indianapolis-Carmel-Muncie, IN	17.57%

SCHEDULE 9—Continued
Locality-Based Comparability Payments

Locality Pay Area ¹	Rate
Kansas City-Overland Park-Kansas City, MO-KS	18.18%
Laredo, TX	20.64%
Las Vegas-Henderson, NV-AZ	18.76%
Los Angeles-Long Beach, CA	34.89%
Miami-Fort Lauderdale-Port St. Lucie, FL	24.14%
Milwaukee-Racine-Waukesha, WI	21.74%
Minneapolis-St. Paul, MN-WI	26.39%
New York-Newark, NY-NJ-CT-PA	36.16%
Omaha-Council Bluffs-Fremont, NE-IA	17.52%
Palm Bay-Melbourne-Titusville, FL	17.30%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	27.84%
Phoenix-Mesa-Scottsdale, AZ	21.44%
Pittsburgh-New Castle-Weirton, PA-OH-WV	20.37%
Portland-Vancouver-Salem, OR-WA	24.98%
Raleigh-Durham-Chapel Hill, NC	21.37%
Richmond, VA	21.38%
Sacramento-Roseville, CA-NV	28.30%
San Antonio-New Braunfels-Pearsall, TX	18.00%
San Diego-Carlsbad, CA	32.01%
San Jose-San Francisco-Oakland, CA	44.15%
Seattle-Tacoma, WA	29.57%
St. Louis-St. Charles-Farmington, MO-IL	19.10%
Tucson-Nogales, AZ	18.40%
Virginia Beach-Norfolk, VA-NC	17.94%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA ..	32.49%
Rest of U.S.	16.50%

¹ 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, 2023)

AL-3/A	\$122,400
AL-3/B	131,800
AL-3/C	141,300
AL-3/D	150,800
AL-3/E	160,400
AL-3/F	169,600
AL-2	178,900
AL-1	183,500

PRIOR ADJUSTMENTS OF CERTAIN RATES OF PAY WERE
CONTAINED IN THE FOLLOWING:

Ex. Ord. No. 14061, Dec. 22, 2021, 86 F.R. 73601, effective Jan. 1, 2022, superseded by Ex. Ord. No. 14090.

Ex. Ord. No. 13970, Dec. 31, 2020, 86 F.R. 421, effective Jan. 1, 2021, superseded by Ex. Ord. No. 14061.

Ex. Ord. No. 13901, Dec. 26, 2019, 84 F.R. 72213, effective Jan. 1, 2020, superseded by Ex. Ord. No. 13970.

Ex. Ord. No. 13866, Mar. 28, 2019, 84 F.R. 12853, effective Jan. 1, 2019, superseded by Ex. Ord. No. 13901.

Ex. Ord. No. 13856, Dec. 28, 2018, 84 F.R. 65, effective Jan. 1, 2019, superseded by Ex. Ord. No. 13866.

Ex. Ord. No. 13819, Dec. 22, 2017, 82 F.R. 61431, effective Jan. 1, 2018, superseded by Ex. Ord. No. 13856.

Ex. Ord. No. 13756, Dec. 27, 2016, 81 F.R. 97099, effective Jan. 1, 2017, superseded by Ex. Ord. No. 13819.

Ex. Ord. No. 13715, Dec. 18, 2015, 80 F.R. 80195, effective Jan. 1, 2016, superseded by Ex. Ord. No. 13756.

Ex. Ord. No. 13686, Dec. 19, 2014, 79 F.R. 77361, effective Jan. 1, 2015, superseded by Ex. Ord. No. 13715.

Ex. Ord. No. 13655, Dec. 23, 2013, 78 F.R. 80451, effective Jan. 1, 2014, superseded by Ex. Ord. No. 13686.

Ex. Ord. No. 13641, Apr. 5, 2013, 78 F.R. 21503, effective Jan. 1, 2013, superseded by Ex. Ord. No. 13655.

Ex. Ord. No. 13635, Dec. 27, 2012, 78 F.R. 649, effective Jan. 1, 2013, superseded by Ex. Ord. No. 13641.

Ex. Ord. No. 13594, Dec. 19, 2011, 76 F.R. 80191, effective Jan. 1, 2012, superseded by Ex. Ord. No. 13635.

Ex. Ord. No. 13561, Dec. 22, 2010, 75 F.R. 81817, effective Jan. 1, 2011, superseded by Ex. Ord. No. 13594.

Ex. Ord. No. 13525, Dec. 23, 2009, 74 F.R. 69231, effective Jan. 1, 2010, superseded by Ex. Ord. No. 13561.

Ex. Ord. No. 13483, Dec. 18, 2008, 73 F.R. 78587, effective Jan. 1, 2009, superseded by Ex. Ord. No. 13525.

Ex. Ord. No. 13454, Jan. 4, 2008, 73 F.R. 1481, effective Jan. 1, 2008, superseded by Ex. Ord. No. 13483.

Ex. Ord. No. 13420, Dec. 21, 2006, 71 F.R. 77571, effective Jan. 1, 2007, superseded by Ex. Ord. No. 13454.

Ex. Ord. No. 13393, Dec. 22, 2005, 70 F.R. 76655, effective Jan. 1, 2006, superseded by Ex. Ord. No. 13420.

Ex. Ord. No. 13368, Dec. 30, 2004, 70 F.R. 1147, effective Jan. 1, 2005, superseded by Ex. Ord. No. 13393.

Ex. Ord. No. 13332, Mar. 3, 2004, 69 F.R. 10891, effective Jan. 1, 2004, superseded by Ex. Ord. No. 13368.

Ex. Ord. No. 13322, Dec. 30, 2003, 69 F.R. 231, effective Jan. 1, 2004, superseded by Ex. Ord. No. 13332.

Ex. Ord. No. 13282, Dec. 31, 2002, 68 F.R. 1133, as amended by Ex. Ord. No. 13291, Mar. 21, 2003, 68 F.R. 14525, effective Jan. 1, 2003, superseded by Ex. Ord. No. 13322.

Ex. Ord. No. 13249, Dec. 28, 2001, 67 F.R. 639, effective Jan. 1, 2002, superseded by Ex. Ord. No. 13282, as amended.

Ex. Ord. No. 13182, Dec. 23, 2000, 65 F.R. 82879, 66 F.R. 10057, effective Jan. 1, 2001, superseded by Ex. Ord. No. 13249.

Ex. Ord. No. 13144, Dec. 21, 1999, 64 F.R. 72237, effective Jan. 1, 2000, superseded by Ex. Ord. No. 13182.

Ex. Ord. No. 13106, Dec. 7, 1998, 63 F.R. 68151, effective Jan. 1, 1999, substantially superseded by Ex. Ord. No. 13144.

Ex. Ord. No. 13071, Dec. 29, 1997, 62 F.R. 68521, effective Jan. 1, 1998, superseded by Ex. Ord. No. 13106.

Ex. Ord. No. 13033, Dec. 27, 1996, 61 F.R. 68987, effective Jan. 1, 1997, superseded by Ex. Ord. No. 13071.

Ex. Ord. No. 12990, Feb. 29, 1996, 61 F.R. 8467, effective Jan. 1, 1996, superseded by Ex. Ord. No. 13033.

Ex. Ord. No. 12984, Dec. 28, 1995, 61 F.R. 237, as amended by Ex. Ord. No. 12990, § 3, Feb. 29, 1996, 61 F.R. 8467, effective Jan. 1, 1996, superseded by Ex. Ord. No. 13033.

Ex. Ord. No. 12944, Dec. 28, 1994, 60 F.R. 309, effective Jan. 1, 1995, superseded by Ex. Ord. No. 12984, as amended.

Ex. Ord. No. 12886, Dec. 23, 1993, 58 F.R. 68709, effective Jan. 1, 1994, superseded by Ex. Ord. No. 12944.

Ex. Ord. No. 12826, Dec. 30, 1992, 57 F.R. 62909, as amended by Ex. Ord. No. 12886, § 3, Dec. 23, 1993, 58 F.R. 68709, effective Jan. 1, 1993, superseded by Ex. Ord. No. 12944.

Ex. Ord. No. 12786, Dec. 26, 1991, 56 F.R. 67453, effective Jan. 1, 1992, superseded by Ex. Ord. No. 12826, as amended.

Ex. Ord. No. 12736, Dec. 12, 1990, 55 F.R. 51385, effective Jan. 1, 1991, superseded by Ex. Ord. No. 12786.

Ex. Ord. No. 12698, Dec. 23, 1989, 54 F.R. 53473, effective Jan. 1 and 31, 1990, superseded by Ex. Ord. No. 12736.

Ex. Ord. No. 12663, Jan. 6, 1989, 54 F.R. 791, effective Jan. 1, 1989, superseded by Ex. Ord. No. 12698.

Ex. Ord. No. 12622, Dec. 31, 1987, 53 F.R. 222, effective Jan. 1, 1988, superseded by Ex. Ord. No. 12663.

Ex. Ord. No. 12578, Dec. 31, 1986, 52 F.R. 505, effective Jan. 1, 1987, superseded by Ex. Ord. No. 12622.

Ex. Ord. No. 12496, Dec. 28, 1984, 50 F.R. 211, as amended by Ex. Ord. No. 12540, Dec. 30, 1985, 51 F.R. 577, effective Jan. 1, 1985, superseded by Ex. Ord. No. 12578.

Ex. Ord. No. 12456, Dec. 30, 1983, 49 F.R. 347, as amended by Ex. Ord. No. 12477, May 23, 1984, 49 F.R. 22041; Ex. Ord. No. 12487, Sept. 14, 1984, 49 F.R. 36493, effective Jan. 1, 1984, superseded by Ex. Ord. No. 12496, as amended.

Ex. Ord. No. 12387, Oct. 8, 1982, 47 F.R. 44981, effective Oct. 1, 1982, superseded by Ex. Ord. No. 12456, as amended.

Ex. Ord. No. 12330, Oct. 15, 1981, 46 F.R. 50921, effective Oct. 1, 1981, superseded by Ex. Ord. No. 12387.

Ex. Ord. No. 12248, Oct. 16, 1980, 45 F.R. 69199, effective Oct. 1, 1980, superseded by Ex. Ord. No. 12330.

Ex. Ord. No. 12165, Oct. 9, 1979, 44 F.R. 58671, as amended by Ex. Ord. No. 12200, Mar. 12, 1980, 44 F.R. 16443, effective Oct. 1, 1979, superseded by Ex. Ord. No. 12248.

Ex. Ord. No. 12087, Oct. 7, 1978, 43 F.R. 46823, effective Oct. 1, 1978, superseded by Ex. Ord. No. 12165, as amended.

Ex. Ord. No. 12010, Sept. 28, 1977, 42 F.R. 52365, effective Oct. 1, 1977, superseded by Ex. Ord. No. 12087.

Ex. Ord. No. 11941, Oct. 1, 1976, 41 F.R. 43899, as amended by Ex. Ord. No. 11943, Oct. 25, 1976, 41 F.R. 47213, effective Oct. 1, 1976, superseded by Ex. Ord. No. 12010.

Ex. Ord. No. 11883, Oct. 6, 1975, 40 F.R. 47091, effective Oct. 1, 1975, superseded by Ex. Ord. No. 11941, as amended.

Ex. Ord. No. 11811, Oct. 7, 1974, 39 F.R. 36302, effective Oct. 1, 1974, superseded by Ex. Ord. No. 11883.

Ex. Ord. No. 11739, Oct. 3, 1973, 38 F.R. 27581, effective Oct. 1, 1973, superseded by Ex. Ord. No. 11811.

Ex. Ord. No. 11691, Dec. 15, 1972, 37 F.R. 27607, as amended by Ex. Ord. No. 11777, Apr. 12, 1974, 39 F.R. 13519, effective Oct. 1, 1972, superseded by Ex. Ord. No. 11811.

Ex. Ord. No. 11637, Dec. 22, 1971, 36 F.R. 24911, effective Jan. 1, 1972, superseded by Ex. Ord. No. 11811.

Ex. Ord. No. 11576, Jan. 8, 1971, 36 F.R. 347, effective Jan. 1, 1971, superseded by Ex. Ord. No. 11811.

Ex. Ord. No. 11524, Apr. 15, 1970, 35 F.R. 6247, effective first pay period on or after Dec. 27, 1969, superseded by Ex. Ord. No. 11811.

Ex. Ord. No. 11474, June 16, 1969, 34 F.R. 9605, effective July 1, 1969, superseded by Ex. Ord. No. 11811.

Ex. Ord. No. 11413, June 11, 1968, 33 F.R. 8641, effective July 1, 1968, superseded by Ex. Ord. No. 11811.

FREEZING FEDERAL EMPLOYEE PAY SCHEDULES AND RATES THAT ARE SET BY ADMINISTRATIVE DISCRETION

Memorandum of President of the United States, Dec. 22, 2010, 75 F.R. 81829, provided:

Memorandum for the Heads of Executive Departments and Agencies

On November 29, 2010, I proposed a two-year freeze in the pay of civilian Federal employees as the first of a number of difficult actions required to put our Nation on a sound fiscal footing. As I said then, Federal workers are not just a line in a budget. They are public servants who, like their private sector counterparts, may be struggling in these difficult economic times.

Despite the sacrifices that I knew a pay freeze would entail for our dedicated civil servants, I concluded that a two-year freeze in the upward statutory adjustment of pay schedules is a necessary first step in our effort to address the challenge of our fiscal reality. The Congress responded to my proposal by including such a freeze in the Continuing Appropriations and Surface Transportation Extensions Act, 2011 (H.R. 3082) [Pub. L. 111-322], which I signed into law today (the “Act”). The Act freezes statutory pay adjustments for all executive branch pay schedules for a two-year period. It also generally prohibits executive departments and agencies from providing any base salary increases at all to senior executives or senior level employees, including performance-based increases.

While this legislation will prevent adjustments in executive branch pay schedules that are made by statute, some laws allow such adjustments to be made by agency heads as an exercise of administrative discretion. In order to ensure consistent treatment of executive branch employees and to promote the fiscal purposes of my original proposal, agency heads who have such discretion should not provide any upward adjustments in Federal employees’ pay schedules or rates during the two-year period covered by the statutory pay freeze.

Accordingly, you should suspend any increases to any pay systems or pay schedules covering executive branch employees that could otherwise take effect as a result of an exercise of administrative discretion during the period beginning on January 1, 2011, and ending on December 31, 2012. You also should forgo any general increases (including general increases for a geographic area, such as locality pay) in covered employees’ rates of pay that could otherwise take effect as a result of the exercise of administrative discretion during the same period. To the extent that an agency pay system provides performance-based increases in lieu of general increases, funds allocated for those performance-based increases should be correspondingly reduced to reflect the freezing of the employees’ base pay schedule.

This memorandum shall be carried out to the extent permitted by law and consistent with executive departments’ and agencies’ legal authorities. This memorandum is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

The Director of the Office of Personnel Management shall issue guidance on implementing this memorandum, and is also hereby authorized and directed to publish this memorandum in the Federal Register.

BARACK OBAMA.

FEDERAL EMPLOYEE PAY SCHEDULES AND RATES THAT ARE SET BY ADMINISTRATIVE DISCRETION

Memorandum of President of the United States, Dec. 21, 2012, 78 F.R. 647, provided:

Memorandum for the Heads of Executive Departments and Agencies

On December 22, 2010, I issued a memorandum stating that the heads of executive departments and agencies should suspend any increases to any pay systems or pay schedules covering executive branch employees, and should forgo any general increases in covered employees’ rates of pay, that could otherwise take effect as a result of the exercise of administrative discretion during the period beginning on January 1, 2011, and ending on December 31, 2012. In light of section 114 of the Continuing Appropriations Resolution, 2013 (Public Law 112-175), I am hereby instructing the heads of executive departments and agencies that they should continue to adhere to this policy through March 27, 2013, the date after which statutory pay adjustments may be made pursuant to section 114 of Public Law 112-175.

This memorandum shall be carried out to the extent permitted by law and consistent with executive departments’ and agencies’ legal authorities. This memorandum is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

The Director of the Office of Personnel Management shall issue any necessary guidance on implementing this memorandum, and is also hereby authorized and directed to publish this memorandum in the Federal Register.

BARACK OBAMA.

Memorandum of President of the United States, Apr. 5, 2013, 78 F.R. 21213, provided:

Memorandum for the Heads of Executive Departments and Agencies

Section 1112 of the Consolidated and Further Continuing Appropriations Act, 2013 (Public Law 113-6), reflects the Congress’s decision to continue to deny statutory adjustments to any pay systems or pay schedules covering executive branch employees. In light of the Congress’s action, I am instructing heads of executive departments and agencies to continue through December 31, 2013, to adhere to the policy set forth in my memoranda of December 22, 2010, and December 21, 2012, regarding general increases in pay schedules and employees’ rates of pay that might otherwise take effect as a result of the exercise of administrative discretion.

This memorandum shall be carried out to the extent permitted by law and consistent with executive departments’ and agencies’ legal authorities. This memorandum is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

The Director of the Office of Personnel Management shall issue any necessary guidance on implementing this memorandum, and is also hereby authorized and directed to publish this memorandum in the Federal Register.

BARACK OBAMA.

§ 5333. Minimum rate for new appointments

New appointments shall be made at the minimum rate of the appropriate grade. However, under regulations prescribed by the Office of Personnel Management which provide for such considerations as the existing pay or unusually