
Presidential Documents

Title 3—

Executive Order 12496 of December 23, 1984

The President

Adjustments of Certain Rates of Pay and Allowances

By the authority vested in me as President by the Constitution and laws of the United States of America, it is hereby ordered as follows:

Section 1. *Statutory Pay Systems.* Pursuant to the provisions of subchapter I of chapter 53 of title 5 of the United States Code, the rates of basic pay and salaries are adjusted, as set forth at the schedules attached hereto and made a part hereof, for the following statutory pay systems:

- (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 Department of Medicine and Surgery, Veterans' Administration (38 U.S.C. 4107) at Schedule 3.

Sec. 2. *Senior Executive Service.* Pursuant to the provisions of section 5382 of title 5 of the United States Code, the rates of basic pay are adjusted, as set forth at Schedule 4 attached hereto and made a part hereof, for members of the Senior Executive Service.

Sec. 3. *Executive Salaries.* The Executive Salary Cost-of-Living Adjustment Act (Public Law 94-82; 89 Stat. 419) provides for adjustments in rates of pay and salaries as set forth at the schedules attached hereto and made a part hereof, for the following:

- (a) The Vice President (3 U.S.C. 104) and the Executive Schedule (5 U.S.C. 5312-5318) at Schedule 5;
- (b) Congressional Salaries (2 U.S.C. 31) at Schedule 6; and
- (c) Judicial Salaries (28 U.S.C. 5, 44(d), 135, 153(a), 172(b), and 252) at Schedule 7.

Sec. 4. *Pay and Allowances for Members of the Uniformed Services.* Pursuant to the provisions of Section 601 of Public Law 98-525, the rates of monthly basic pay (37 U.S.C. 203(a)), the rates of basic allowances for subsistence (37 U.S.C. 402), and the rates of basic allowance for quarters (37 U.S.C. 403(a)) are adjusted, as set forth at Schedule 8 attached hereto and made a part hereof, for members of the uniformed services.

Sec. 5. *Effective Date.* The adjustments in rates of monthly basic pay and allowances for subsistence and quarters for members of the uniformed services, and all other adjustments of salary or rates of basic pay provided for herein, shall be effective on the first day of the first applicable pay period beginning on or after January 1, 1985.

Sec. 6. Executive Order No. 12456 of December 30, 1983, as amended, is superseded.

THE WHITE HOUSE.
December 28, 1984.

Ronald Reagan

SCHEDULE 1--GENERAL SCHEDULE

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
GS-1	\$9,339	\$9,650	\$9,961	\$10,271	\$10,582	\$10,764	\$11,071	\$11,380	\$11,393	\$11,686
2	10,501	10,750	11,097	11,393	11,521	11,860	12,199	12,538	12,877	13,216
3	11,458	11,840	12,222	12,604	12,986	13,368	13,750	14,132	14,514	14,896
4	12,862	13,291	13,720	14,149	14,578	15,007	15,436	15,865	16,294	16,723
5	14,390	14,870	15,350	15,830	16,310	16,790	17,270	17,750	18,230	18,710
6	16,040	16,575	17,110	17,645	18,180	18,715	19,250	19,785	20,320	20,855
7	17,824	18,418	19,012	19,606	20,200	20,794	21,388	21,982	22,576	23,170
8	19,740	20,398	21,056	21,714	22,372	23,030	23,688	24,346	25,004	25,662
9	21,804	22,531	23,258	23,985	24,712	25,439	26,166	26,893	27,620	28,347
10	24,011	24,811	25,611	26,411	27,211	28,011	28,811	29,611	30,411	31,211
11	26,381	27,260	28,139	29,018	29,897	30,776	31,655	32,534	33,413	34,292
12	31,619	32,673	33,727	34,781	35,835	36,889	37,943	38,997	40,051	41,105
13	37,599	38,852	40,105	41,358	42,611	43,864	45,117	46,370	47,623	48,876
14	44,430	45,911	47,392	48,873	50,354	51,835	53,316	54,797	56,278	57,759
15	52,262	54,004	55,746	57,488	59,230	60,972	62,714	64,456	66,198	67,940
16	61,296	63,339	65,382	67,425	69,468*	71,511*	73,554*	75,597*	77,640*	
17	71,804*	74,197*	76,590*	78,983*	81,376*					
18	84,157*									

* The rate of basic pay payable to employees at these rates is limited to the rate payable for level V of the Executive Schedule, which is \$68,700.

SCHEDULE 2--FOREIGN SERVICE SCHEDULE

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$52,262	\$42,348	\$34,315	\$27,806	\$22,531	\$20,142	\$18,006	\$16,097	\$14,390
2	53,830	43,618	35,344	28,640	23,207	20,746	18,546	16,580	14,822
3	55,445	44,927	36,405	29,499	23,903	21,369	19,103	17,077	15,266
4	57,108	46,275	37,497	30,384	24,620	22,010	19,676	17,590	15,724
5	58,821	47,663	38,622	31,296	25,359	22,670	20,266	18,117	16,196
6	60,586	49,093	39,780	32,235	26,120	23,350	20,874	18,661	16,682
7	62,404	50,566	40,974	33,202	26,903	24,051	21,500	19,221	17,182
8	64,276	52,083	42,203	34,198	27,710	24,772	22,145	19,797	17,698
9	66,204	53,645	43,469	35,224	28,542	25,515	22,809	20,391	18,229
10	67,940	55,255	44,773	36,281	29,398	26,281	23,494	21,003	18,776
11	67,940	56,912	46,116	37,369	30,280	27,069	24,199	21,633	19,339
12	67,940	58,620	47,500	38,490	31,188	27,881	24,925	22,282	19,919
13	67,940	60,378	48,925	39,645	32,124	28,718	25,672	22,950	20,517
14	67,940	62,189	50,393	40,834	33,088	29,579	26,442	23,639	21,132

**SCHEDULE 3—DEPARTMENT OF MEDICINE AND SURGERY SCHEDULES
VETERANS ADMINISTRATION**

Section 4103 Schedule

Chief Medical Director	\$94,375***
Deputy Chief Medical Director	90,532**
Associate Deputy Chief Medical Director	86,713*
Assistant Chief Medical Director	84,157*

	<u>Minimum</u>	<u>Maximum</u>
Medical Director	\$71,804*	\$81,376*
Director of Nursing Service	71,804*	81,376*
Director of Podiatric Service	61,296	77,640*
Director of Chaplain Service	61,296	77,640*
Director of Pharmacy Service	61,296	77,640*
Director of Dietetic Service	61,296	77,640*
Director of Optometric Service	61,296	77,640*

Physician and Dentist Schedule

Director grade	\$61,296	\$77,640*
Executive grade	56,599	73,582*
Chief grade	52,262	67,940
Senior grade	44,430	57,759
Intermediate grade	37,599	48,876
Full grade	31,619	41,105
Associate grade	26,381	34,292

Nurse Schedule

Director grade	\$52,262	\$67,940
Assistant Director grade	44,430	57,759
Chief grade	37,599	48,876
Senior grade	31,619	41,105
Intermediate grade	26,381	34,292
Full grade	21,804	28,347
Associate grade	18,763	24,388
Junior grade	16,040	20,855

Clinical Podiatrist and Optometrist Schedule

Chief grade	\$52,262	\$67,940
Senior grade	44,430	57,759
Intermediate grade	37,599	48,876
Full grade	31,619	41,105
Associate grade	26,381	34,292

*** The rate of basic pay is limited to the rate payable for level III of the Executive Schedule, which is \$73,600.

** The rate of basic pay is limited to the rate payable for level IV of the Executive Schedule, which is \$72,300.

* The rate of basic pay is limited to the rate payable for level V of the Executive Schedule, which is \$68,700.

SCHEDULE 4--SENIOR EXECUTIVE SERVICE SCHEDULE

ES-1	\$61,296
ES-2	63,764
ES-3	66,232
ES-4	68,700
ES-5	70,500
ES-6	72,300

SCHEDULE 5--VICE PRESIDENT AND EXECUTIVE SCHEDULE

Vice President	\$97,900
level I	86,200
level II	75,100
level III	73,600
level IV	72,300
level V	68,700

SCHEDULE 6--CONGRESSIONAL SALARIES

Senators	\$75,100
Members of the House of Representatives	75,100
Delegates to the House of Representatives	75,100
Resident Commissioner from Puerto Rico	75,100
President pro tempore of the Senate	85,000
Majority leader and minority leader of the Senate	85,000
Majority leader and minority leader of the House of Representatives	85,000
Speaker of the House of Representatives	97,900

SCHEDULE 7--JUDICIAL SALARIES

Chief Justice of the United States	\$104,700*
Associate Justices of the Supreme Court	100,600*
Circuit Judges	80,400*
District Judges	76,000*
Judges of the Court of International Trade	76,000*
Judges of the United States Claims Court	70,200
Bankruptcy Judges	68,400

* Under section 140 of Public Law 97-92 (95 Stat. 1200), salaries for Federal judges and Justices of the Supreme Court are not increased.

Schedule 8--PAY AND ALLOWANCES OF THE UNIFORMED SERVICES
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	
0-10 <u>1/</u>	\$5069.40	\$5247.90	\$5247.90	\$5247.90	\$5247.90	\$5449.20	\$5449.20	
0-9	4493.10	4610.70	4708.80	4708.80	4708.80	4828.50	4828.50	
0-8	4069.50	4191.30	4290.90	4290.90	4290.90	4610.70	4610.70	
0-7	3381.60	3611.40	3611.40	3611.40	3773.10	3773.10	3992.10	
0-6	2506.20	2753.70	2934.00	2934.00	2934.00	2934.00	2934.00	
0-5	2004.60	2354.10	2516.40	2516.40	2516.40	2516.40	2592.90	
0-4	1689.60	2057.40	2194.80	2194.80	2235.30	2334.30	2493.30	
0-3 <u>2/</u>	1570.20	1755.30	1876.50	2076.30	2175.60	2254.20	2375.70	
0-2 <u>2/</u>	1369.20	1495.20	1796.10	1856.70	1895.70	1895.70	1895.70	
0-1 <u>2/</u>	1188.60	1237.50	1495.20	1495.20	1495.20	1495.20	1495.20	

	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 26	
0-10 <u>1/</u>	\$5866.20*	\$5866.20*	\$6285.90*	\$6285.90*	\$6706.50*	\$6706.50*	\$7124.70*	
0-9	5029.50	5029.50	5449.20	5449.20	5866.20*	5866.20*	6285.90*	
0-8	4828.50	4828.50	5029.50	5247.90	5449.20	5667.60	5667.60	
0-7	3992.10	4191.30	4610.70	4927.50	4927.50	4927.50	4927.50	
0-6	2934.00	3033.60	3513.30	3693.00	3773.10	3992.10	4329.60	
0-5	2732.10	2915.10	3133.20	3313.20	3413.40	3532.50	3532.50	
0-4	2633.70	2753.70	2874.60	2954.10	2954.10	2954.10	2954.10	
0-3 <u>2/</u>	2493.30	2554.80	2554.80	2554.80	2554.80	2554.80	2554.80	
0-2 <u>2/</u>	1895.70	1895.70	1895.70	1895.70	1895.70	1895.70	1895.70	
0-1 <u>2/</u>	1495.20	1495.20	1495.20	1495.20	1495.20	1495.20	1495.20	

* Basic pay is limited to the rate of basic pay payable for level V of the Executive Schedule, which is \$5,724.90 per month.

1/ While serving as Chairman of the Joint Chiefs of Staff, Chief of Staff of the Army, Chief of Naval Operations, Chief of Staff of the Air Force, or Commandant of the Marine Corps, basic pay for this grade is \$7,861.20* regardless of cumulative years of service computed under section 205 of title 37, United States Code.

2/ Does not apply to commissioned officers who have been credited with over 4 years' active service as enlisted members and/or as warrant officers.

Commissioned Officers credited with over 4 years' active duty as an enlisted member and/or warrant officer

Pay Grade	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14
O-3	\$2076.30	\$2175.60	\$2254.20	\$2375.70	\$2493.30	\$2592.90
O-2	1856.70	1895.70	1955.70	2057.40	2136.00	2194.80
O-1	1495.20	1597.20	1656.00	1716.00	1775.70	1856.70
	Over 16	Over 18	Over 20	Over 22	Over 26	
O-3	\$2592.90	\$2592.90	\$2592.90	\$2592.90	\$2592.90	
O-2	2194.80	2194.80	2194.80	2194.80	2194.80	
O-1	1856.70	1856.70	1856.70	1856.70	1856.70	

Warrant Officers

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10
W-4	\$1599.60	\$1716.00	\$1716.00	\$1755.30	\$1835.10	\$1916.10	\$1996.50
W-3	1453.80	1577.10	1577.10	1597.20	1616.10	1734.30	1835.10
W-2	1273.50	1377.60	1377.60	1417.80	1495.20	1577.10	1636.80
W-1	1061.10	1216.50	1216.50	1317.90	1377.60	1436.70	1495.20
	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 26
W-4	\$2136.00	\$2235.30	\$2313.90	\$2375.70	\$2452.50	\$2534.70	\$2732.10
W-3	1895.70	1955.70	2014.20	2076.30	2157.00	2235.30	2313.90
W-2	1696.80	1755.30	1816.80	1876.50	1935.90	2014.20	2014.20
W-1	1557.30	1616.10	1675.80	1734.30	1796.10	1796.10	1796.10

Enlisted Members

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10
E-9 <u>1/</u>							\$1860.60
E-8						\$1560.60	1605.00
E-7	\$1089.60	\$1176.00	\$1219.80	\$1262.40	\$1305.60	1347.00	1390.20
E-6	937.20	1021.80	1064.40	1109.70	1150.80	1192.80	1236.60
E-5	822.60	895.50	938.70	979.80	1044.00	1086.30	1129.80
E-4	767.40	810.30	857.70	924.60	960.90	960.90	960.90
E-3	723.00	762.30	793.20	824.70	824.70	824.70	824.70
E-2	695.40	695.40	695.40	695.40	695.40	695.40	695.40
E-1 <u>2/</u>	620.40	620.40	620.40	620.40	620.40	620.40	620.40
E-1 <u>3/</u>	573.60	573.60	573.60	573.60	573.60	573.60	573.60
	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 26
E-9 <u>1/</u>	\$1902.90	\$1945.80	\$1990.50	\$2034.90	\$2074.50	\$2183.70	\$2395.80
E-8	1647.00	1690.20	1734.60	1774.80	1818.30	1925.10	2139.90
E-7	1433.40	1498.20	1540.80	1584.00	1604.70	1712.40	1925.10
E-6	1300.20	1341.00	1384.20	1405.20	1405.20	1405.20	1405.20
E-5	1171.20	1192.80	1192.80	1192.80	1192.80	1192.80	1192.80
E-4	960.90	960.90	960.90	960.90	960.90	960.90	960.90
E-3	824.70	824.70	824.70	824.70	824.70	824.70	824.70
E-2	695.40	695.40	695.40	695.40	695.40	695.40	695.40
E-1 <u>2/</u>	620.40	620.40	620.40	620.40	620.40	620.40	620.40
E-1 <u>3/</u>	573.60	573.60	573.60	573.60	573.60	573.60	573.60

1/ While serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy or Coast Guard, Chief Master Sergeant of the Air Force, or Sergeant Major of the Marine Corps, basic pay for this grade is \$2,912.10

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—Basic Allowance for Subsistence Rates

Officers (per month): \$106.18

Enlisted Members (per day):

	<u>E-1 (less than 4 months)¹</u>	<u>All Other Enlisted</u>
When on leave or authorized to mess separately:	\$4.68	\$5.06
When rations-in-kind are not available:	\$5.29	\$5.72
When assigned to duty under emergency conditions where no messing facilities of the United States are available:	\$7.00	\$7.57

¹ Applies to personnel who have served less than 4 months on active duty.

Part III--Monthly Basic Allowance For Quarters Rates

Pay Grade	Without dependents		With dependents
	Full rate 1/	Partial rate 2/	
Commissioned officers:			
O-10	\$537.30	\$50.70	\$660.90
O-9	537.30	50.70	660.90
O-8	537.30	50.70	660.90
O-7	537.30	50.70	660.90
O-6	493.20	39.60	599.40
O-5	465.30	33.00	552.30
O-4	426.60	26.70	504.90
O-3	345.30	22.20	420.90
O-2	278.10	17.70	360.90
O-1	238.50	13.20	323.70
Warrant officers:			
W-4	\$391.20	\$25.20	\$453.90
W-3	330.30	20.70	405.90
W-2	297.00	15.90	379.50
W-1	251.40	13.80	330.90
Enlisted members:			
E-9	\$315.30	\$18.60	\$429.90
E-8	292.20	15.30	400.50
E-7	249.30	12.00	372.60
E-6	227.40	9.90	337.80
E-5	204.90	8.70	300.30
E-4	177.60	8.10	259.50
E-3	172.50	7.80	238.50
E-2	146.40	7.20	238.50
E-1	133.50	6.90	238.50

1/ Payment of the full rate of basic allowance for quarters at these rates to members of the uniformed services without dependents is authorized by title 37, United States Code, and part IV of Executive Order 11157, as amended.

2/ Payment of the partial rate of basic allowance for quarters at these rates to members of the uniformed services without dependents who, under 37 U.S.C. 403(b) or 403(c), are not entitled to the full rate of basic allowance for quarters, is authorized by 37 U.S.C. 1009(d) and part IV of Executive Order 11157, as amended.

Note: The rate for a member who is entitled to a basic allowance for quarters on or after January 1, 1985, and who was entitled to such an allowance on December 31, 1984, shall not be less than the rate that was in effect for that member on December 31, 1984 (unless the member holds a lower grade than held on that date or has changed from a "with dependents" to a "without dependents" status).