

# Presidential Documents

## Title 3—

Executive Order 13033 of December 27, 1996

## The President

## Adjustments of Certain Rates of Pay and Allowances

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

**Section 1. Statutory Pay Systems.** The rates of basic pay or salaries of the statutory pay systems (as defined in 5 U.S.C. 5302(1)), as adjusted under 5 U.S.C. 5303(a), are set forth on the schedules attached hereto and made a part hereof:

(a) The General Schedule (5 U.S.C. 5332(a)) at Schedule 1;

(b) The Foreign Service Schedule (22 U.S.C. 3963) at Schedule 2; and

(c) The schedules for the Veterans Health Administration of the Department of Veterans Affairs (38 U.S.C. 7306, 7404; section 301(a) of Public Law 102-40) at Schedule 3.

**Sec. 2. Senior Executive Service.** The rates of basic pay for senior executives in the Senior Executive Service, as adjusted under 5 U.S.C. 5382, are set forth on Schedule 4 attached hereto and made a part hereof.

**Sec. 3. Executive Salaries.** The rates of basic pay or salaries for the following offices and positions, which remain unchanged pursuant to section 637 of the Treasury, Postal Service, and General Government Appropriations Act, 1997, as incorporated in section 101(f) of Public Law 104-208, 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)) at Schedule 7.

**Sec. 4. Uniformed Services.** Pursuant to section 601 of Public Law 104-201, 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 allowances for quarters (37 U.S.C. 403(a)) for members of the uniformed services 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 sections 5304 and 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. Effective Dates.* Schedule 8 is effective on January 1, 1997. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 1997.

*Sec. 7. Prior Orders Superseded.* Executive Order 12984 of December 28, 1995, and Executive Order 12990 of February 29, 1996, are superseded.

*William Clinton*

THE WHITE HOUSE,  
December 27, 1996.

## SCHEDULE 1--GENERAL SCHEDULE

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 1997)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$12,669	\$13,091	\$13,512	\$13,932	\$14,355	\$14,602	\$15,017	\$15,436	\$15,454	\$15,844
2	14,243	14,583	15,055	15,454	15,628	16,088	16,548	17,008	17,468	17,928
3	15,542	16,060	16,578	17,096	17,614	18,132	18,650	19,168	19,686	20,204
4	17,447	18,029	18,611	19,193	19,775	20,357	20,939	21,521	22,103	22,685
5	19,520	20,171	20,822	21,473	22,124	22,775	23,426	24,077	24,728	25,379
6	21,758	22,483	23,208	23,933	24,658	25,383	26,108	26,833	27,558	28,283
7	24,178	24,984	25,790	26,596	27,402	28,208	29,014	29,820	30,626	31,432
8	26,777	27,670	28,563	29,456	30,349	31,242	32,135	33,028	33,921	34,814
9	29,577	30,563	31,549	32,535	33,521	34,507	35,493	36,479	37,465	38,451
10	32,571	33,657	34,743	35,829	36,915	38,001	39,087	40,173	41,259	42,345
11	35,786	36,979	38,172	39,365	40,558	41,751	42,944	44,137	45,330	46,523
12	42,890	44,320	45,750	47,180	48,610	50,040	51,470	52,900	54,330	55,760
13	51,003	52,703	54,403	56,103	57,803	59,503	61,203	62,903	64,603	66,303
14	60,270	62,279	64,288	66,297	68,306	70,315	72,324	74,333	76,342	78,351
15	70,894	73,257	75,620	77,983	80,346	82,709	85,072	87,435	89,798	92,161

## SCHEDULE 2--FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 1997)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$70,894	\$57,446	\$46,548	\$37,718	\$30,563	\$27,322	\$24,425	\$21,835	\$19,520
2	73,021	59,169	47,944	38,850	31,480	28,142	25,158	22,490	20,106
3	75,211	60,944	49,383	40,015	32,424	28,986	25,912	23,165	20,709
4	77,468	62,773	50,864	41,215	33,397	29,855	26,690	23,860	21,330
5	79,792	64,656	52,390	42,452	34,399	30,751	27,491	24,575	21,870
6	82,186	66,596	53,962	43,725	35,431	31,674	28,315	25,313	22,629
7	84,651	68,594	55,581	45,037	36,494	32,624	29,165	26,072	23,308
8	87,191	70,551	57,248	46,388	37,589	33,603	30,040	26,854	24,007
9	89,806	72,771	58,966	47,780	38,716	34,611	30,941	27,660	24,727
10	92,161	74,954	60,735	49,213	39,878	35,649	31,869	28,490	25,469
11	92,161	77,203	62,557	50,690	41,074	36,718	32,825	29,344	26,233
12	92,161	79,519	64,433	52,211	42,306	37,820	33,810	30,225	27,020
13	92,161	81,904	66,366	53,777	43,576	38,955	34,824	31,131	27,831
14	92,161	84,361	68,357	55,390	44,883	40,123	35,869	32,065	28,666

**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, 1997)

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

Deputy Under Secretary for Health . . . . .	\$120,399	**
Associate Deputy Under Secretary for Health . . . . .	115,319	***
Assistant Under Secretaries for Health . . . . .	111,920	***

	Minimum	Maximum
Medical Directors . . . . .	\$95,491	\$108,225 ***
Service Directors . . . . .	83,147	103,261
Director, National Center for Preventive Health . . . . .	70,894	103,261

**Physician and Dentist Schedule**

Director Grade . . . . .	\$83,147	\$103,261
Executive Grade . . . . .	76,777	97,849
Chief Grade . . . . .	70,894	92,161
Senior Grade . . . . .	60,270	78,351
Intermediate Grade . . . . .	51,003	66,303
Full Grade . . . . .	42,890	55,760
Associate Grade . . . . .	35,786	46,523

**Clinical Podiatrist and Optometrist Schedule**

Chief Grade . . . . .	\$70,894	\$92,161
Senior Grade . . . . .	60,270	78,351
Intermediate Grade . . . . .	51,003	66,303
Full Grade . . . . .	42,890	55,760
Associate Grade . . . . .	35,786	46,523

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

Director Grade . . . . .	\$70,894	\$92,161
Assistant Director Grade . . . . .	60,270	78,351
Chief Grade . . . . .	51,003	66,303
Senior Grade . . . . .	42,890	55,760
Intermediate Grade . . . . .	35,786	46,523
Full Grade . . . . .	29,577	38,451
Associate Grade . . . . .	25,452	33,084
Junior Grade . . . . .	21,758	28,283

- \* This schedule does not apply to the Assistant Under Secretary for Nursing Programs or the Director of Nursing Services. Pay for these positions is set by the Under Secretary for Health under 38 U.S.C. 7451.
- \*\* Pursuant to section 7404(d)(1) of title 38, United States Code, the rate of basic pay payable to this employee is limited to the rate for level IV of the Executive Schedule, which is \$115,700.
- \*\*\* Pursuant to section 7404(d)(2) of title 38, United States Code, the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$108,200.
- \*\*\*\* 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, 1997)

ES-1	\$97,000
ES-2	101,600
ES-3	106,200
ES-4	111,900
ES-5	115,700
ES-6	115,700

**SCHEDULE 5--EXECUTIVE SCHEDULE**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1997)

level I	\$148,400
level II	133,600
level III	123,100
level IV	115,700
level V	108,200

**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, 1997)

Vice President	\$171,500
Senators	133,600
Members of the House of Representatives	133,600
Delegates to the House of Representatives	133,600
Resident Commissioner from Puerto Rico	133,600
President pro tempore of the Senate	148,400
Majority leader and minority leader of the Senate	148,400
Majority leader and minority leader of the House of Representatives	148,400
Speaker of the House of Representatives	171,500

**SCHEDULE 7--JUDICIAL SALARIES**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1997)

Chief Justice of the United States	\$171,500
Associate Justices of the Supreme Court	164,100
Circuit Judges	141,700
District Judges	133,600
Judges of the Court of International Trade	133,600

**SCHEDULE 8--PAY AND ALLOWANCES OF THE UNIFORMED SERVICES**  
(effective on January 1, 1995)

**PART 1--MONTHLY BASIC PAY**

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

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 24	Over 26
O-10	\$17,360.20	\$17,419.10	\$17,478.00	\$17,536.90	\$17,595.80	\$17,654.70	\$17,713.60	\$17,772.50	\$17,831.40	\$17,890.30	\$17,949.20	\$18,008.10	\$18,067.00	\$18,125.90	\$18,184.80
O-9	\$16,881.10	\$16,939.90	\$16,998.80	\$17,057.70	\$17,116.60	\$17,175.50	\$17,234.40	\$17,293.30	\$17,352.20	\$17,411.10	\$17,470.00	\$17,528.90	\$17,587.80	\$17,646.70	\$17,705.60
O-8	\$16,402.00	\$16,460.80	\$16,519.70	\$16,578.60	\$16,637.50	\$16,696.40	\$16,755.30	\$16,814.20	\$16,873.10	\$16,932.00	\$16,990.90	\$17,049.80	\$17,108.70	\$17,167.60	\$17,226.50
O-7	\$15,923.00	\$15,981.80	\$16,040.70	\$16,099.60	\$16,158.50	\$16,217.40	\$16,276.30	\$16,335.20	\$16,394.10	\$16,453.00	\$16,511.90	\$16,570.80	\$16,629.70	\$16,688.60	\$16,747.50
O-6	\$15,444.00	\$15,502.80	\$15,561.70	\$15,620.60	\$15,679.50	\$15,738.40	\$15,797.30	\$15,856.20	\$15,915.10	\$15,974.00	\$16,032.90	\$16,091.80	\$16,150.70	\$16,209.60	\$16,268.50
O-5	\$14,965.00	\$15,023.80	\$15,082.70	\$15,141.60	\$15,200.50	\$15,259.40	\$15,318.30	\$15,377.20	\$15,436.10	\$15,495.00	\$15,553.90	\$15,612.80	\$15,671.70	\$15,730.60	\$15,789.50
O-4	\$14,486.00	\$14,544.80	\$14,603.70	\$14,662.60	\$14,721.50	\$14,780.40	\$14,839.30	\$14,898.20	\$14,957.10	\$15,016.00	\$15,074.90	\$15,133.80	\$15,192.70	\$15,251.60	\$15,310.50
O-3	\$14,007.00	\$14,065.80	\$14,124.70	\$14,183.60	\$14,242.50	\$14,301.40	\$14,360.30	\$14,419.20	\$14,478.10	\$14,537.00	\$14,595.90	\$14,654.80	\$14,713.70	\$14,772.60	\$14,831.50
O-2	\$13,528.00	\$13,586.80	\$13,645.70	\$13,704.60	\$13,763.50	\$13,822.40	\$13,881.30	\$13,940.20	\$13,999.10	\$14,058.00	\$14,116.90	\$14,175.80	\$14,234.70	\$14,293.60	\$14,352.50
O-1	\$13,049.00	\$13,107.80	\$13,166.70	\$13,225.60	\$13,284.50	\$13,343.40	\$13,402.30	\$13,461.20	\$13,520.10	\$13,579.00	\$13,637.90	\$13,696.80	\$13,755.70	\$13,814.60	\$13,873.50

**COMMISSIONED OFFICERS WITH OVER 4 YEARS OF ACTIVE DUTY SERVICE**  
**AS AN ENLISTED MEMBER OF THE MARINE CORPS**

O-10	\$17,360.20	\$17,419.10	\$17,478.00	\$17,536.90	\$17,595.80	\$17,654.70	\$17,713.60	\$17,772.50	\$17,831.40	\$17,890.30	\$17,949.20	\$18,008.10	\$18,067.00	\$18,125.90	\$18,184.80
O-9	\$16,881.10	\$16,939.90	\$16,998.80	\$17,057.70	\$17,116.60	\$17,175.50	\$17,234.40	\$17,293.30	\$17,352.20	\$17,411.10	\$17,470.00	\$17,528.90	\$17,587.80	\$17,646.70	\$17,705.60
O-8	\$16,402.00	\$16,460.80	\$16,519.70	\$16,578.60	\$16,637.50	\$16,696.40	\$16,755.30	\$16,814.20	\$16,873.10	\$16,932.00	\$16,990.90	\$17,049.80	\$17,108.70	\$17,167.60	\$17,226.50
O-7	\$15,923.00	\$15,981.80	\$16,040.70	\$16,099.60	\$16,158.50	\$16,217.40	\$16,276.30	\$16,335.20	\$16,394.10	\$16,453.00	\$16,511.90	\$16,570.80	\$16,629.70	\$16,688.60	\$16,747.50
O-6	\$15,444.00	\$15,502.80	\$15,561.70	\$15,620.60	\$15,679.50	\$15,738.40	\$15,797.30	\$15,856.20	\$15,915.10	\$15,974.00	\$16,032.90	\$16,091.80	\$16,150.70	\$16,209.60	\$16,268.50
O-5	\$14,965.00	\$15,023.80	\$15,082.70	\$15,141.60	\$15,200.50	\$15,259.40	\$15,318.30	\$15,377.20	\$15,436.10	\$15,495.00	\$15,553.90	\$15,612.80	\$15,671.70	\$15,730.60	\$15,789.50
O-4	\$14,486.00	\$14,544.80	\$14,603.70	\$14,662.60	\$14,721.50	\$14,780.40	\$14,839.30	\$14,898.20	\$14,957.10	\$15,016.00	\$15,074.90	\$15,133.80	\$15,192.70	\$15,251.60	\$15,310.50
O-3	\$14,007.00	\$14,065.80	\$14,124.70	\$14,183.60	\$14,242.50	\$14,301.40	\$14,360.30	\$14,419.20	\$14,478.10	\$14,537.00	\$14,595.90	\$14,654.80	\$14,713.70	\$14,772.60	\$14,831.50
O-2	\$13,528.00	\$13,586.80	\$13,645.70	\$13,704.60	\$13,763.50	\$13,822.40	\$13,881.30	\$13,940.20	\$13,999.10	\$14,058.00	\$14,116.90	\$14,175.80	\$14,234.70	\$14,293.60	\$14,352.50
O-1	\$13,049.00	\$13,107.80	\$13,166.70	\$13,225.60	\$13,284.50	\$13,343.40	\$13,402.30	\$13,461.20	\$13,520.10	\$13,579.00	\$13,637.90	\$13,696.80	\$13,755.70	\$13,814.60	\$13,873.50

\* Basic pay for these officers is limited to the rate of basic pay for level V of the Executive Schedule, which is \$9,016.80 per month.

\*\* While 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, or Commandant of the Coast Guard, basic pay for these officers is limited to the rate of basic pay for level V of the Executive Schedule, which is \$9,016.80 per month.

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

**SCHEDULE 8--PAY AND ALLOWANCES OF THE UNIFORMED SERVICES (PAGE 2)**  
**YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 305)**

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	Over 20	Over 22	Over 24	Over 26
WARRANT OFFICERS															
M-5												\$1,963.60	\$4,113.60	\$4,312.70	\$4,410.90
M-4	\$2,222.20	\$2,491.80	\$2,586.50	\$2,664.40	\$2,781.90	\$2,898.40	\$3,101.40	\$3,245.40	\$3,359.40	\$3,449.40		\$1,566.70	1,679.80	1,794.40	1,964.60
M-3	2,440.00	2,709.60	2,804.30	2,882.20	2,999.70	3,116.30	3,244.60	3,358.60	3,458.60	3,548.60		1,717.30	1,830.40	1,945.00	2,115.40
M-2	2,660.00	2,929.60	3,024.30	3,102.20	3,219.70	3,336.30	3,464.60	3,578.60	3,678.60	3,768.60		1,868.30	1,981.40	2,096.00	2,266.40
M-1	2,880.00	3,149.60	3,244.30	3,322.20	3,439.70	3,556.30	3,684.60	3,798.60	3,898.60	3,988.60		2,019.30	2,132.40	2,247.00	2,417.40
ENLISTED MEMBERS															
E-9*															
E-8															
E-7	\$1,581.90	\$1,707.90	\$1,770.60	\$1,833.00	\$1,895.40	\$1,957.80	\$2,020.20	\$2,082.60	\$2,145.00	\$2,207.40	\$2,269.80	\$2,332.20	\$2,394.60	\$2,457.00	\$2,519.40
E-6	1,760.80	1,886.80	1,949.50	2,011.90	2,074.30	2,136.70	2,199.10	2,261.50	2,323.90	2,386.30	2,448.70	2,511.10	2,573.50	2,635.90	2,698.30
E-5	1,940.00	2,066.00	2,128.70	2,191.10	2,253.50	2,315.90	2,378.30	2,440.70	2,503.10	2,565.50	2,627.90	2,690.30	2,752.70	2,815.10	2,877.50
E-4	2,120.00	2,246.00	2,308.70	2,371.10	2,433.50	2,495.90	2,558.30	2,620.70	2,683.10	2,745.50	2,807.90	2,870.30	2,932.70	2,995.10	3,057.50
E-3	2,300.00	2,426.00	2,488.70	2,551.10	2,613.50	2,675.90	2,738.30	2,800.70	2,863.10	2,925.50	2,987.90	3,050.30	3,112.70	3,175.10	3,237.50
E-2	2,480.00	2,606.00	2,668.70	2,731.10	2,793.50	2,855.90	2,918.30	2,980.70	3,043.10	3,105.50	3,167.90	3,230.30	3,292.70	3,355.10	3,417.50
E-1**	2,660.00	2,786.00	2,848.70	2,911.10	2,973.50	3,035.90	3,098.30	3,160.70	3,223.10	3,285.50	3,347.90	3,410.30	3,472.70	3,535.10	3,597.50
E-1***	2,840.00	2,966.00	3,028.70	3,091.10	3,153.50	3,215.90	3,278.30	3,340.70	3,403.10	3,465.50	3,527.90	3,590.30	3,652.70	3,715.10	3,777.50

\* 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 \$4,227.90, regardless of cumulative years of service computed under section 305 of title 37, United States Code.

\*\* 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 AND ALLOWANCES OF THE UNIFORMED SERVICES (PAGE 3)

## Part II--BASIC ALLOWANCE FOR QUARTERS RATES

Pay Grade	Without dependents Full rate*	Partial rate**	With dependents
<b>COMMISSIONED OFFICERS</b>			
O-10	\$824.70	\$50.70	\$1,015.20
O-9	824.70	50.70	1,015.20
O-8	824.70	50.70	1,015.20
O-7	824.70	50.70	1,015.20
O-6	756.60	39.60	914.10
O-5	728.70	33.00	881.10
O-4	675.30	26.70	776.70
O-3	541.20	22.20	642.60
O-2	429.30	17.70	548.70
O-1	361.50	13.20	490.50
<b>COMMISSIONED OFFICERS WITH OVER 4 YEARS OF ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER</b>			
O-1E	\$584.40	\$22.20	\$690.60
O-2E	496.80	17.70	623.10
O-1E	427.20	13.20	575.70
<b>WARRANT OFFICERS</b>			
W-5	\$686.10	\$25.20	\$749.70
W-4	609.30	25.20	687.30
W-3	512.10	20.70	629.70
W-2	454.80	15.90	579.30
W-1	380.70	13.80	501.00
<b>ENLISTED MEMBERS</b>			
E-9	\$500.40	\$18.60	\$659.70
E-8	459.30	15.30	608.10
E-7	392.40	12.00	564.60
E-6	355.20	9.90	521.70
E-5	327.60	8.70	469.20
E-4	285.00	8.10	408.00
E-3	279.60	7.80	379.80
E-2	227.10	7.20	361.50
E-1	202.50	6.90	361.50

- \* Payment of the full rate of basic allowance for quarters at these rates to members of the uniformed services without dependents is authorized by section 403 of title 37, United States Code, and Part IV of Executive Order 11157, as amended.
- \*\* Payment of the partial rate of basic allowance for quarters at these rates to members of the uniformed services without dependents who, under section 403(b) or (c) of title 37, United States Code, are not entitled to the full rate of basic allowance for quarters, is authorized by section 1009(c)(2) of title 37, United States Code, and Part IV of Executive Order 11157, as amended.

## Part III--BASIC ALLOWANCE FOR SUBSISTENCE

Officers (per month)		\$154.16
Enlisted Members (per day):		
When on leave or authorized to mess separately	E-1 (less than 4 months of active duty) \$ 6.79	All Other Enlisted \$ 7.36
When rations in-kind are not available	7.65	8.30
When assigned to duty under emergency conditions where no messing facilities of the United States are available	10.16	10.99

## Part IV--RATE OF MONTHLY CADET OR MIDSHIPMAN PAY

The rate of monthly cadet or midshipman pay authorized by section 203(c) of title 37, United States Code, is \$558.04.

**SCHEDULE 9--LOCALITY-BASED COMPARABILITY PAYMENTS**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 1997)

<u>Locality Pay Area<sup>1</sup></u>	<u>Rate</u>
Atlanta, GA .....	5.65%
Boston-Worcester-Lawrence, MA-NH-ME-CT .....	7.97%
Chicago-Gary-Kenosha, IL-IN-WI .....	8.13%
Cincinnati-Hamilton, OH-KY-IN .....	6.75%
Cleveland-Akron, OH .....	5.51%
Columbus, OH .....	6.62%
Dallas-Fort Worth, TX .....	6.40%
Dayton-Springfield, OH .....	5.66%
Denver-Boulder-Greeley, CO .....	7.06%
Detroit-Ann Arbor-Flint, MI .....	8.14%
Houston-Galveston-Brazoria, TX .....	11.52%
Huntsville, AL .....	5.18%
Indianapolis, IN .....	5.49%
Kansas City, MO-KS .....	5.10%
Los Angeles-Riverside-Orange County, CA .....	9.46%
Miami-Fort Lauderdale, FL .....	6.74%
Milwaukee-Racine, WI .....	5.58%
Minneapolis-St. Paul, MN-WI .....	6.53%
New York-Northern New Jersey-Long Island, NY-NJ-CT-PA .....	9.15%
Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD .....	7.28%
Pittsburgh, PA .....	5.07%
Portland-Salem, OR-WA .....	6.13%
Richmond-Petersburg, VA .....	5.27%
Sacramento-Yolo, CA .....	6.56%
St. Louis, MO-IL .....	5.18%
San Diego, CA .....	7.07%
San Francisco-Oakland-San Jose, CA .....	10.66%
Seattle-Tacoma-Bremerton, WA .....	6.62%
Washington-Baltimore, DC-MD-VA-WV .....	7.11%
Rest of U.S. ....	4.81%

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

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