

Presidential Documents

Title 3—

Executive Order 12622 of December 31, 1987

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, including sections 108 and 110 of Public Law 100-202, it is hereby ordered as follows:

Section 1. Statutory Pay Systems. The rates of basic pay and salaries of the following statutory pay systems 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 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, United States Code, the rates of basic pay for members of the Senior Executive Service are set forth on Schedule 4 attached hereto and made a part hereof.

Sec. 3. Executive Salaries. The rates of pay or salaries for the following offices and positions are set forth on the schedules attached hereto and made a part hereof:

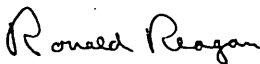
- (a) The Executive Schedule (5 U.S.C. 5312-5316) at Schedule 5;
- (b) The Vice President (3 U.S.C. 104) and Congressional Salaries (2 U.S.C. 31) at Schedule 6; and
- (c) Salaries for justices and judges (28 U.S.C. 5, 44(d), 135, 252) and for other judicial officers (28 U.S.C. 153(a), 172(b)) at Schedule 7.

Sec. 4. Uniformed Services. Pursuant to section 601 of Public Law 100-180, as amended by section 110(b) of Public Law 100-202, 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 are set forth at Schedule 8 attached hereto and made a part hereof.

Sec. 5. Effective Dates. The rates of monthly basic pay and allowances for subsistence and quarters for members of the uniformed services provided for herein are effective on January 1, 1988. All other schedules provided for herein are effective on the first day of the first applicable pay period beginning on or after January 1, 1988.

Sec. 6. Executive Order No. 12578 of December 31, 1986, is superseded.

THE WHITE HOUSE,
December 31, 1987.



SCHEDULE 1--GENERAL SCHEDULE

	1	2	3	4	5	6	7	8	9	10
GS-1	\$9,811	\$10,139	\$10,465	\$10,791	\$11,117	\$11,309	\$11,631	\$11,955	\$11,970	\$12,275
2	11,032	11,294	11,659	11,970	12,103	12,459	12,815	13,171	13,527	13,883
3	12,038	12,439	12,840	13,241	13,642	14,043	14,444	14,845	15,246	15,647
4	13,513	13,963	14,413	14,863	15,313	15,763	16,213	16,663	17,113	17,563
5	15,118	15,622	16,126	16,630	17,134	17,638	18,142	18,646	19,150	19,654
6	16,851	17,413	17,975	18,537	19,099	19,661	20,223	20,785	21,347	21,909
7	18,726	19,350	19,974	20,598	21,222	21,846	22,470	23,094	23,718	24,342
8	20,739	21,430	22,121	22,812	23,503	24,194	24,885	25,576	26,267	26,958
9	22,907	23,671	24,435	25,199	25,963	26,727	27,491	28,255	29,019	29,783
10	25,226	26,067	26,908	27,749	28,590	29,431	30,272	31,113	31,954	32,795
11	27,716	28,640	29,564	30,488	31,412	32,336	33,260	34,184	35,108	36,032
12	33,218	34,325	35,432	36,539	37,646	38,753	39,860	40,967	42,074	43,181
13	39,501	40,818	42,135	43,452	44,769	46,086	47,403	48,720	50,037	51,354
14	46,679	48,235	49,791	51,347	52,903	54,459	56,015	57,571	59,127	60,683
15	54,907	56,737	58,567	60,397	62,227	64,057	65,887	67,717	69,547	71,377
16	64,397	66,544	68,691	70,838	72,500	73,660*	75,765*	77,870*	79,975*	
17	73,958*	76,423*	78,888*	81,353*	83,818*					
18	86,682*									

* The rate of basic pay payable to employees at these rates is limited to the rate for level V of the Executive Schedule, which is \$72,500.

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	\$54,907	\$44,491	\$36,051	\$29,213	\$23,671	\$21,161	\$18,917	\$16,911	\$15,118
2	56,554	45,826	37,133	30,089	24,381	21,796	19,485	17,418	15,572
3	58,251	47,201	38,247	30,992	25,113	22,450	20,069	17,941	16,039
4	59,998	48,617	39,394	31,922	25,866	23,123	20,671	18,479	16,520
5	61,798	50,075	40,576	32,879	26,642	23,817	21,291	19,033	17,015
6	63,652	51,577	41,793	33,866	27,441	24,531	21,930	19,604	17,526
7	65,562	53,125	43,047	34,882	28,264	25,267	22,588	20,193	18,052
8	67,529	54,718	44,338	35,928	29,112	26,025	23,266	20,798	18,593
9	69,555	56,360	45,668	37,006	29,986	26,806	23,963	21,422	19,151
10	71,377	58,051	47,038	38,116	30,885	27,610	24,682	22,065	19,726
11	71,377	59,792	48,450	39,260	31,812	28,439	25,423	22,727	20,317
12	71,377	61,586	49,903	40,438	32,766	29,292	26,186	23,409	20,927
13	71,377	63,434	51,400	41,651	33,749	30,171	26,971	24,111	21,555
14	71,377	65,337	52,942	42,900	34,762	31,076	27,780	24,834	22,201

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

Section 4103 Schedule

Chief Medical Director	\$97,206***
Deputy Chief Medical Director	93,248**
Associate Deputy Chief Medical Director	89,314*
Assistant Chief Medical Director	86,682*

	<u>Minimum</u>	<u>Maximum</u>
Medical Director	\$73,958*	\$83,818*
Director of Nursing Service	73,958*	83,818*
Director of Podiatric Service	64,397	79,975*
Director of Chaplain Service	64,397	79,975*
Director of Pharmacy Service	64,397	79,975*
Director of Dietetic Service	64,397	79,975*
Director of Optometric Service	64,397	79,975*

Physician and Dentist Schedule

Director Grade	\$64,397	\$79,975*
Executive Grade	59,462	75,784*
Chief Grade	54,907	71,377
Senior Grade	46,679	60,683
Intermediate Grade	39,501	51,354
Full Grade	33,218	43,181
Associate Grade	27,716	36,032

Clinical Podiatrist and Optometrist Schedule

Chief Grade	\$54,907	\$71,377
Senior Grade	46,679	60,683
Intermediate Grade	39,501	51,354
Full Grade	33,218	43,181
Associate Grade	27,716	36,032

Nurse Schedule

Director Grade	\$54,907	\$71,377
Assistant Director Grade	46,679	60,683
Chief Grade	39,501	51,354
Senior Grade	33,218	43,181
Intermediate Grade	27,716	36,032
Full Grade	22,907	29,783
Associate Grade	19,713	25,626
Junior Grade	16,851	21,909

- *** The rate of basic pay is limited to the rate for level III of the Executive Schedule, which is \$82,500.
- ** The rate of basic pay is limited to the rate for level IV of the Executive Schedule, which is \$77,500.
- * The rate of basic pay is limited to the rate for level V of the Executive Schedule, which is \$72,500.

SCHEDULE 4—SENIOR EXECUTIVE SERVICE

ES-1	.....	\$65,994
ES-2	.....	68,952
ES-3	.....	71,910
ES-4	.....	73,400
ES-5	.....	75,500
ES-6	.....	77,500

SCHEDULE 5—EXECUTIVE SCHEDULE

level I	.....	\$99,500
level II	.....	89,500
level III	.....	82,500
level IV	.....	77,500
level V	.....	72,500

SCHEDULE 6—VICE PRESIDENT AND MEMBERS OF CONGRESS

Vice President	.....	\$115,000
Senators	.....	89,500
Members of the House of Representatives	.....	89,500
Delegates to the House of Representatives	.....	89,500
Resident Commissioner from Puerto Rico	.....	89,500
President pro tempore of the Senate	.....	99,500
Majority leader and minority leader of the Senate	.....	99,500
Majority leader and minority leader of the House of Representatives	.....	99,500
Speaker of the House of Representatives	.....	115,000

SCHEDULE 7—JUDICIAL SALARIES

Chief Justice of the United States	.....	\$115,000
Associate Justices of the Supreme Court	.....	110,000
Circuit Judges	.....	95,000
District Judges	.....	89,500
Judges of the Court of International Trade	.....	89,500
Judges of the United States Claims Court	.....	82,500
Bankruptcy Judges	.....	72,500

SCHEDULE B--PAY AND ALLOWANCES OF THE UNIFORMED SERVICES

PART I--MONTHLY BASIC PAY TABLE

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 26
COMMISSIONED OFFICERS														
O-10**	\$5485.80	\$5679.00	\$5679.00	\$5679.00	\$5679.00	\$5896.50	\$5896.50	\$6223.50*	\$6223.50*	\$6668.70*	\$6668.70*	\$7115.10*	\$7115.10*	\$7558.50*
O-9	4862.10	4989.30	5095.50	5095.50	5095.50	5225.10	5225.10	5442.60	5442.60	5896.50	5896.50	6223.50*	6223.50*	6668.70*
O-8	4403.70	4535.40	4643.10	4643.10	4643.10	4989.30	4989.30	5225.10	5225.10	5442.60	5679.00	5896.50	6041.70	6041.70
O-7	3659.10	3907.80	3907.80	3907.80	4083.00	4319.70	4319.70	4535.40	4535.40	4989.30	5332.50	5332.50	5332.50	5332.50
O-6	2712.00	2979.90	3174.90	3174.90	3174.90	3174.90	3174.90	3225.10	3225.10	3601.60	3996.00	4083.00	4319.70	4685.10
O-5	2169.00	2547.00	2723.10	2723.10	2723.10	2723.10	2805.60	2956.20	3154.50	3390.60	3585.00	3693.60	3822.60	3822.60
O-4	1828.50	2226.60	2374.80	2374.80	2418.90	2525.70	2697.90	2849.70	2979.90	3110.40	3196.50	3196.50	3196.50	3196.50
O-3***	1699.20	1899.60	2030.70	2030.70	2030.70	2030.70	2030.70	2030.70	2030.70	2030.70	2030.70	2030.70	2030.70	2030.70
O-2***	1481.70	1618.20	1943.70	2009.10	2051.40	2051.40	2051.40	2051.40	2051.40	2051.40	2051.40	2051.40	2051.40	2051.40
O-1***	1286.10	1339.20	1618.20	1618.20	1618.20	1618.20	1618.20	1618.20	1618.20	1618.20	1618.20	1618.20	1618.20	1618.20

**COMMISSIONED OFFICERS WITH OVER 4 YEARS' ACTIVE DUTY
AS AN ENLISTED MEMBER OR WARRANT OFFICER**

O-3	----	----	----	\$2247.00	\$2354.40	\$2439.00	\$2571.00	\$2697.90	\$2805.60	\$2805.60	\$2805.60	\$2805.60	\$2805.60	\$2805.60
O-2	----	----	----	2009.10	2051.40	2116.20	2226.60	2311.50	2374.80	2374.80	2374.80	2374.80	2374.80	2374.80
O-1	----	----	----	1618.20	1728.60	1792.20	1857.00	1921.80	2009.10	2009.10	2009.10	2009.10	2009.10	2009.10

* Basic pay is limited to the rate of basic pay for level V of the Executive Schedule, which is \$6,041.70 per month.

** 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, Commandant of the Marine Corps, or Commandant of the Coast Guard, basic pay for this grade is \$8,340.00*, regardless of cumulative years of service computed under section 205 of title 37, United States Code.

*** Does not apply to commissioned officers who have been credited with over 4 years' active 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. 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 26
WARRANT OFFICERS														
W-4	\$1731.00	\$1857.00	\$1857.00	\$1899.60	\$1986.00	\$2073.60	\$2160.60	\$2311.50	\$2418.90	\$2503.80	\$2571.00	\$2653.80	\$2742.60	\$2956.20
W-3	1573.20	1706.70	1706.70	1728.60	1748.70	1876.80	1986.00	2051.40	2116.20	2179.20	2247.00	2334.30	2418.90	2503.80
W-2	1377.90	1490.70	1490.70	1534.20	1618.20	1706.70	1771.30	1816.30	1899.60	1966.20	2030.70	2094.90	2179.20	2179.20
W-1	1148.10	1316.40	1316.40	1426.20	1490.70	1554.90	1618.20	1683.10	1748.70	1813.80	1876.80	1943.70	1943.70	1943.70
ENLISTED MEMBERS														
E-9*	-----	-----	-----	-----	-----	-----	\$2013.60	\$2059.20	\$2105.70	\$2154.00	\$2202.00	\$2244.90	\$2362.80	\$2592.60
E-8	-----	-----	-----	-----	-----	\$1688.70	1737.00	1782.60	1829.10	1877.10	1920.60	1967.70	2083.20	2315.40
E-7	\$1179.00	\$1272.60	\$1320.00	\$1365.90	\$1412.70	1457.70	1504.20	1551.00	1621.70	1667.40	1713.90	1736.10	1852.80	2083.20
E-6	1014.30	1105.50	1151.70	1200.60	1245.30	1290.60	1338.00	1407.00	1451.10	1497.90	1520.70	1520.70	1520.70	1520.70
E-5	890.10	969.00	1015.80	1060.20	1129.80	1175.70	1232.50	1267.50	1290.60	1290.60	1290.60	1290.60	1290.60	1290.60
E-4	830.40	876.60	928.20	1000.20	1039.80	1039.80	1039.80	1039.80	1039.80	1039.80	1039.80	1039.80	1039.80	1039.80
E-3	782.10	825.00	858.30	892.20	892.20	892.20	892.20	892.20	892.20	892.20	892.20	892.20	892.20	892.20
E-2	752.70	752.70	752.70	752.70	752.70	752.70	752.70	752.70	752.70	752.70	752.70	752.70	752.70	752.70
E-1**	671.40	671.40	671.40	671.40	671.40	671.40	671.40	671.40	671.40	671.40	671.40	671.40	671.40	671.40
E-1***	620.70	620.70	620.70	620.70	620.70	620.70	620.70	620.70	620.70	620.70	620.70	620.70	620.70	620.70

* 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 \$3,131.20 regardless of cumulative years of service computed 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 AND ALLOWANCES OF THE UNIFORMED SERVICES (PAGE 3)

Part II--BASIC ALLOWANCE FOR QUARTERS RATES

PAY GRADE	Without dependents	With dependents
	Full rate*	Partial rate**
COMMISSIONED OFFICERS		
O-10	\$581.40	\$715.20
O-9	581.40	715.20
O-8	581.40	715.20
O-7	581.40	715.20
O-6	533.70	648.60
O-5	503.70	597.60
O-4	461.70	546.30
O-3	373.80	455.40
O-2	301.20	390.60
O-1	258.30	350.10
WARRANT OFFICERS		
W-4	\$423.30	\$491.10
W-3	357.30	439.50
W-2	321.60	410.70
W-1	272.10	357.90
ENLISTED MEMBERS		
E-9	\$341.10	\$465.00
E-8	316.20	433.20
E-7	270.00	402.90
E-6	239.70	365.70
E-5	221.40	324.90
E-4	192.30	280.80
E-3	186.60	258.30
E-2	158.40	258.30
E-1	144.30	258.30

* Payment of the full rate of basic allowance for quarters at these rates to members of the uniformed service without dependents is authorized by 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 service 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.

SCHEDULE 8--PAY AND ALLOWANCES OF THE UNIFORMED SERVICES (PAGE 4)

Part III--BASIC ALLOWANCE FOR SUBSISTENCE RATES

Officers (per month) \$114.90

Enlisted Members (per day):

	<u>E-1 (less than 4 months' active duty)</u>	<u>All Other Enlisted</u>
When on leave or authorized to mess separately	\$5.06	\$5.48
When rations-in-kind are not available	5.72	6.19
When assigned to duty under emergency conditions where no messing facilities of the United States are available	7.58	8.19

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 \$504.30.

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