

Presidential Documents

Executive Order 12663 of January 6, 1989

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 section 620 of Public Law 100-440, 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.

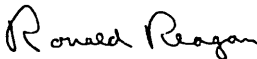
Sec. 3. Executive Salaries. The rates of pay or salaries for the following offices and positions are set forth on the Schedules attached hereto and made a part hereof:

- (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) at Schedule 7.

Sec. 4. Uniformed Services. Pursuant to section 601 of Public Law 100-456, 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, 1989. All other schedules provided for herein are effective on the first day of the first applicable pay period beginning on or after January 1, 1989.

Sec. 6. Executive Order No. 12622 of December 31, 1987, is superseded.



THE WHITE HOUSE,
January 6, 1989.

SCHEDULE 1—GENERAL SCHEDULE

	1	2	3	4	5	6	7	8	9	10
GS-1	\$10,213	\$10,555	\$10,894	\$11,233	\$11,573	\$11,773	\$12,108	\$12,445	\$12,461	\$12,780
2	11,484	11,757	12,137	12,461	12,601	12,972	13,343	13,714	14,085	14,456
3	12,531	12,949	13,367	13,785	14,203	14,621	15,039	15,457	15,875	16,293
4	14,067	14,536	15,005	15,474	15,943	16,412	16,881	17,350	17,819	18,288
5	15,738	16,263	16,788	17,313	17,838	18,363	18,888	19,413	19,938	20,463
6	17,542	18,127	18,712	19,297	19,882	20,467	21,052	21,637	22,222	22,807
7	19,493	20,143	20,793	21,443	22,093	22,743	23,393	24,043	24,693	25,343
8	21,590	22,310	23,030	23,750	24,470	25,190	25,910	26,630	27,350	28,070
9	23,846	24,641	25,436	26,231	27,026	27,821	28,616	29,411	30,206	31,001
10	26,261	27,136	28,011	28,886	29,761	30,636	31,511	32,386	33,261	34,136
11	28,852	29,814	30,776	31,738	32,700	33,662	34,624	35,586	36,548	37,510
12	34,580	35,733	36,886	38,039	39,192	40,345	41,498	42,651	43,804	44,957
13	41,121	42,492	43,863	45,234	46,605	47,976	49,347	50,718	52,089	53,460
14	48,592	50,212	51,832	53,452	55,072	56,692	58,312	59,932	61,552	63,172
15	57,158	59,063	60,968	62,873	64,778	66,683	68,588	70,493	72,398	74,303
16	67,038	69,273	71,508	73,743	75,473	76,678*	78,869*	81,060*	82,500*	
17	76,990*	79,556*	82,122*	82,500*	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 \$75,500.

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	\$57,158	\$46,315	\$37,529	\$30,410	\$24,641	\$22,028	\$19,693	\$17,605	\$15,738
2	58,873	47,704	38,655	31,322	25,380	22,689	20,284	18,133	16,210
3	60,639	49,136	39,815	32,262	26,142	23,370	20,892	18,677	16,696
4	62,458	50,610	41,009	33,230	26,926	24,071	21,519	19,237	17,197
5	64,332	52,128	42,239	34,227	27,734	24,793	22,165	19,815	17,713
6	66,262	53,692	43,506	35,254	28,566	25,536	22,830	20,409	18,245
7	68,250	55,303	44,812	36,311	29,423	26,303	23,514	21,021	18,792
8	70,297	56,962	46,156	37,400	30,305	27,092	24,220	21,652	19,356
9	72,406	58,670	47,541	38,522	31,214	27,904	24,947	22,301	19,936
10	74,303	60,431	48,967	39,678	32,151	28,742	25,695	22,971	20,535
11	74,303	62,243	50,436	40,868	33,115	29,604	26,466	23,660	21,151
12	74,303	64,111	51,949	42,095	34,109	30,492	27,260	24,369	21,785
13	74,303	66,034	53,507	43,357	35,132	31,407	28,078	25,101	22,439
14	74,303	68,015	55,113	44,658	36,186	32,349	28,920	25,854	23,112

**SCHEDULE 1--DEPARTMENT OF MEDICINE AND SURGERY SCHEDULES
VETERANS ADMINISTRATION**

Section 4103 Schedule

	1	2	3	4	5	6	7	8
Chief Medical Director	\$97,206***							
Deputy Chief Medical Director	93,248**							
Associate Deputy Chief Medical Director	89,314*							
Assistant Chief Medical Director	86,682*							
Medical Director	76,990*	\$78,128*	\$79,266*	\$80,404*	\$81,542*	\$82,500*	\$83,818*	
Director of Nursing Service	76,990*	78,128*	79,266*	80,404*	81,542*	82,500*	83,818*	
Director of Podiatric Service	67,038	69,273	71,508	73,743	75,473	76,678*	78,869*	\$81,060*
Director of Chaplain Service	67,038	69,273	71,508	73,743	75,473	76,678*	78,869*	81,060*
Director of Pharmacy Service	67,038	69,273	71,508	73,743	75,473	76,678*	78,869*	81,060*
Director of Dietetic Service	67,038	69,273	71,508	73,743	75,473	76,678*	78,869*	81,060*
Director of Optometric Service	67,038	69,273	71,508	73,743	75,473	76,678*	78,869*	81,060*

- *** 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 \$80,700.
- * The rate of basic pay is limited to the rate for level V of the Executive Schedule, which is \$75,500.

SCHEDULE 3 (Continued)

Physician and Dentist Schedule

	1	2	3	4	5	6	7	8	9	10
Director Grade	\$67,038	\$69,273	\$71,508	\$73,743	\$75,473	\$76,678*	\$78,869*	\$81,060*	\$82,500*	
Executive Grade	61,900	63,963	66,026	68,089	70,152	72,215	74,278	76,341*	78,404*	\$78,891*
Chief Grade	57,158	59,063	60,968	62,873	64,778	66,683	68,588	70,493	72,398	74,303
Senior Grade	48,592	50,212	51,832	53,452	55,072	56,692	58,312	59,932	61,552	63,172
Intermediate Grade	41,121	42,492	43,863	45,234	46,605	47,976	49,347	50,718	52,089	53,460
Full Grade	34,580	35,733	36,886	38,039	39,192	40,345	41,498	42,651	43,804	44,957
Associate Grade	28,852	29,814	30,776	31,738	32,700	33,662	34,624	35,586	36,548	37,510

Clinical Podiatrist and Optometrist Schedule

	1	2	3	4	5	6	7	8	9	10
Chief Grade	\$57,158	\$59,063	\$60,968	\$62,873	\$64,778	\$66,683	\$68,588	\$70,493	\$72,398	\$74,303
Senior Grade	48,592	50,212	51,832	53,452	55,072	56,692	58,312	59,932	61,552	63,172
Intermediate Grade	41,121	42,492	43,863	45,234	46,605	47,976	49,347	50,718	52,089	53,460
Full Grade	34,580	35,733	36,886	38,039	39,192	40,345	41,498	42,651	43,804	44,957
Associate Grade	28,852	29,814	30,776	31,738	32,700	33,662	34,624	35,586	36,548	37,510

Nurse Schedule

	1	2	3	4	5	6	7	8	9	10
Director Grade	\$57,158	\$59,063	\$60,968	\$62,873	\$64,778	\$66,683	\$68,588	\$70,493	\$72,398	\$74,303
Assistant Director Grade	48,592	50,212	51,832	53,452	55,072	56,692	58,312	59,932	61,552	63,172
Chief Grade	41,121	42,492	43,863	45,234	46,605	47,976	49,347	50,718	52,089	53,460
Senior Grade	34,580	35,733	36,886	38,039	39,192	40,345	41,498	42,651	43,804	44,957
Intermediate Grade	28,852	29,814	30,776	31,738	32,700	33,662	34,624	35,586	36,548	37,510
Full Grade	23,846	24,641	25,436	26,231	27,026	27,821	28,616	29,411	30,206	31,001
Associate Grade	20,521	21,205	21,889	22,573	23,257	23,941	24,625	25,309	25,993	26,677
Junior Grade	17,542	18,127	18,712	19,297	19,882	20,467	21,052	21,637	22,222	22,807

* 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 \$75,500.

SCHEDULE 4 -- SENIOR EXECUTIVE SERVICE

ES-1	the sum of \$68,700 and an amount equaling 28.8 percent of the amount by which the rate in effect from time to time for level IV of the Executive Schedule exceeds \$80,700, rounded to the nearest multiple of \$100.
ES-2	the sum of \$71,800 and an amount equaling 31.0 percent of the amount by which the rate in effect from time to time for level IV of the Executive Schedule exceeds \$80,700, rounded to the nearest multiple of \$100.
ES-3	the sum of \$74,900 and an amount equaling 38.4 percent of the amount by which the rate in effect from time to time for level IV of the Executive Schedule exceeds \$80,700, rounded to the nearest multiple of \$100.
ES-4	the sum of \$76,400 and an amount equaling 55.0 percent of the amount by which the rate in effect from time to time for level IV of the Executive Schedule exceeds \$80,700, rounded to the nearest multiple of \$100.
ES-5	the sum of \$78,600 and an amount equaling 74.8 percent of the amount by which the rate in effect from time to time for level IV of the Executive Schedule exceeds \$80,700, rounded to the nearest multiple of \$100.
ES-6	the rate in effect from time to time for level IV of the Executive Schedule.

SCHEDULE 5 -- EXECUTIVE SCHEDULE

level I	\$99,500
level II	89,500
level III	82,500
level IV	80,700
level V	75,500

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	85,500
Judges of the Court of International Trade	89,500
Judges of the United States Claims Court	89,500

SCHEDULE 8--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-1C**	\$5710.80	\$5911.80	\$5911.80	\$5911.80	\$5911.80	\$6138.30	\$6138.30	\$6478.80*	\$6478.80*	\$6875.10*	\$6875.10*	\$7115.10*	\$7115.10*	\$7558.50*
O-9	5061.30	5193.90	5304.30	5304.30	5304.30	5439.30	5439.30	5665.80	5665.80	6138.30	6138.30	6478.80*	6478.80*	6875.10*
O-8	4584.30	4721.40	4833.60	4833.60	4833.60	5193.90	5193.90	5439.30	5439.30	5665.80	5911.80	6138.30	6289.50	6289.50
O-7	3809.10	4068.00	4068.00	4068.00	4250.40	4250.40	4496.70	4496.70	4721.40	5193.90	5551.20	5551.20	5551.20	5551.20
O-6	2823.30	3102.00	3305.10	3305.10	3305.10	3305.10	3305.10	3305.10	3417.30	3957.60	4159.80	4250.40	4496.70	4877.10
O-5	2257.80	2651.40	2834.70	2834.70	2834.70	2920.50	3077.40	3283.80	3529.50	3732.00	3845.10	3979.20	3979.20	3979.20
O-4	1903.50	2117.80	2472.30	2472.30	2518.20	2629.20	2868.60	2966.40	3102.00	3237.90	3327.60	3327.60	3327.60	3327.60
O-3***	1768.80	1977.60	2114.10	2114.10	2319.10	2451.00	2538.90	2676.30	2808.60	2877.90	2877.90	2877.90	2877.90	2877.90
O-2***	1542.30	1684.50	2023.50	2023.50	2091.60	2135.40	2135.40	2135.40	2135.40	2135.40	2135.40	2135.40	2135.40	2135.40
O-1***	1338.90	1394.10	1684.50	1684.50	1684.50	1684.50	1684.50	1684.50	1684.50	1684.50	1684.50	1684.50	1684.50	1684.50
COMMISSIONED OFFICERS WITH OVER 4 YEARS' ACTIVE DUTY AS AN ENLISTED MEMBER OR WARRANT OFFICER														
O-3	----	----	----	----	\$2339.10	\$2451.00	\$2538.90	\$2676.30	\$2808.60	\$2920.50	\$2920.50	\$2920.50	\$2920.50	\$2920.50
O-2	----	----	----	----	2091.60	2135.40	2202.90	2317.80	2406.30	2472.30	2472.30	2472.30	2472.30	2472.30
O-1	----	----	----	----	1684.50	1799.40	1865.70	1933.20	2000.70	2091.60	2091.60	2091.60	2091.60	2091.60

* Basic pay is limited to the rate of basic pay for level V of Executive Schedule, which is \$6,291.60 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 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 B--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	\$1802.10	\$1931.20	\$1931.20	\$1977.60	\$2067.30	\$2158.50	\$2249.10	\$2406.30	\$2518.20	\$2606.40	\$2676.30	\$2762.70	\$2855.10	\$3077.40
W-3	1637.70	1776.60	1776.60	1799.40	1820.40	1953.60	2067.30	2135.40	2202.90	2268.60	2339.10	2430.00	2518.20	2606.40
W-2	1434.30	1551.90	1551.90	1597.20	1684.50	1776.60	1844.10	1911.60	1977.60	2046.90	2114.10	2180.70	2268.60	2268.60
W-1	1195.20	1370.40	1370.40	1484.70	1551.90	1618.80	1684.50	1754.10	1820.40	1888.20	1953.60	2023.50	2023.50	2023.50

ENLISTED MEMBERS

E-9*	---	---	---	---	---	---	\$2096.10	\$2143.50	\$2192.10	\$2242.20	\$2292.30	\$2337.00	\$2459.70	\$2698.80
E-8	---	---	---	---	---	\$1758.00	1808.10	1855.80	1904.10	1954.20	1999.20	2048.40	2168.70	2410.20
E-7	\$1227.30	\$1324.80	\$1374.00	\$1422.00	\$1470.60	1517.40	1566.00	1614.60	1687.80	1735.80	1784.10	1807.20	1928.70	2168.70
E-6	1056.00	1150.80	1198.80	1249.80	1296.30	1343.40	1392.90	1464.60	1510.50	1559.40	1583.10	1583.10	1583.10	1583.10
E-5	926.70	1008.60	1057.50	1103.70	1176.00	1224.00	1272.60	1319.40	1343.40	1343.40	1343.40	1343.40	1343.40	1343.40
E-4	864.30	912.60	966.30	1041.30	1082.40	1082.40	1082.40	1082.40	1082.40	1082.40	1082.40	1082.40	1082.40	1082.40
E-3	814.20	858.90	893.40	928.80	928.80	928.80	928.80	928.80	928.80	928.80	928.80	928.80	928.80	928.80
E-2	783.60	783.60	783.60	783.60	783.60	783.60	783.60	783.60	783.60	783.60	783.60	783.60	783.60	783.60
E-1**	699.00	699.00	699.00	699.00	699.00	699.00	699.00	699.00	699.00	699.00	699.00	699.00	699.00	699.00
E-1***	646.20	646.20	646.20	646.20	646.20	646.20	646.20	646.20	646.20	646.20	646.20	646.20	646.20	646.20

* 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 \$3,280.50 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	\$613.20	\$50.70	\$754.50
O-9	613.20	50.70	754.50
O-8	613.20	50.70	754.50
O-7	613.20	50.70	754.50
O-6	562.50	39.60	679.80
O-5	541.80	33.00	654.90
O-4	502.20	26.70	577.80
O-3	402.60	22.20	478.20
O-2	319.50	17.70	408.00
O-1	268.80	13.20	364.50

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

O-3	\$434.40	\$22.20	\$513.30
O-2	369.60	17.70	463.20
O-1	317.70	13.20	428.10

WARRANT OFFICERS

W-4	\$453.30	\$25.20	\$511.20
W-3	380.70	20.70	468.60
W-2	337.80	15.90	410.80
W-1	283.20	13.80	372.60

ENLISTED MEMBERS

E-9	\$372.00	\$18.60	\$490.50
E-8	342.00	15.30	452.10
E-7	291.90	12.00	420.30
E-6	264.00	9.90	387.90
E-5	243.60	8.70	348.90
E-4	212.10	8.10	303.60
E-3	208.20	7.80	282.30
E-2	169.20	7.20	268.80
E-1	150.30	6.90	268.80

* 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 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.

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

Part III--BASIC ALLOWANCE FOR SUBSISTENCE RATES

Officers (per month) \$119.61

Enlisted Members (per day):

	E-1 (less than 4 months' active duty)	All Other Enlisted
When on leave or authorized to mess separately	\$5.27	\$5.70
When rations-in-kind are not available	5.95	6.44
When assigned to duty under emergency conditions where no messing facilities of the United States are available	7.89	8.53

Part IV--RATE OF MONTHLY CADET OR MIDSHIPMAN PAY

The rate of monthly cadet or midshipman pay authorized by section 203(c)(1) of title 37, United States Code, is \$525.00.

HTR Doc. 89-598

Filed 1-6-89; 4:33 pm]

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