

Presidential Documents

Title 3—

Executive Order 13594 of December 19, 2011

The President

Adjustments of Certain Rates of Pay

By the authority vested in me as President by the Constitution and the laws of the United States of America, including the Continuing Appropriations and Surface Transportation Extensions Act, 2011 (Public Law 111–322), which freezes certain pay schedules for civilian Federal employees at 2010 levels through 2012 and provides for the phase-in of the full applicable locality pay rates in non-foreign areas pursuant to the Non-Foreign Area Retirement Equity Assurance Act of 2009 (5 U.S.C. 5304 note), it is hereby ordered as follows:

Section 1. *Statutory Pay Systems.* Pursuant to the Continuing Appropriations and Surface Transportation Extensions Act, 2011 (Public Law 111–322; December 22, 2010), the rates of basic pay or salaries of the statutory pay systems (as defined in 5 U.S.C. 5302(1)) 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 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. 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), and section 140 of Public Law 97–92) 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.

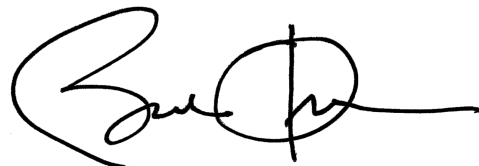
Sec. 5. *Locality-Based Comparability Payments.* (a) Pursuant to section 5304 of title 5, United States Code, the Non-Foreign Area Retirement Equity Assurance Act of 2009 (5 U.S.C. 5304 note), and the Continuing Appropriations and Surface Transportation Extensions Act, 2011 (Public Law 111–322; December 22, 2010), 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, 2012. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2012.

Sec. 8. *Prior Order Superseded.* Executive Order 13561 of December 22, 2010, is superseded.

A handwritten signature in black ink, appearing to be "Barack Obama", with a large circular flourish and a horizontal line extending to the right.

THE WHITE HOUSE,
December 19, 2011.

SCHEDULE 1--GENERAL SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2012)

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| GS-1 | \$17,803 | \$18,398 | \$18,990 | \$19,579 | \$20,171 | \$20,519 | \$21,104 | \$21,694 | \$21,717 | \$22,269 |
| GS-2 | 20,017 | 20,493 | 21,155 | 21,717 | 21,961 | 22,607 | 23,253 | 23,899 | 24,545 | 25,191 |
| GS-3 | 21,840 | 22,568 | 23,296 | 24,024 | 24,752 | 25,480 | 26,208 | 26,936 | 27,664 | 28,392 |
| GS-4 | 24,518 | 25,335 | 26,152 | 26,969 | 27,786 | 28,603 | 29,420 | 30,237 | 31,054 | 31,871 |
| GS-5 | 27,431 | 28,345 | 29,259 | 30,173 | 31,087 | 32,001 | 32,915 | 33,829 | 34,743 | 35,657 |
| GS-6 | 30,577 | 31,596 | 32,615 | 33,634 | 34,653 | 35,672 | 36,691 | 37,710 | 38,729 | 39,748 |
| GS-7 | 33,979 | 35,112 | 36,245 | 37,378 | 38,511 | 39,644 | 40,777 | 41,910 | 43,043 | 44,176 |
| GS-8 | 37,631 | 38,885 | 40,139 | 41,393 | 42,647 | 43,901 | 45,155 | 46,409 | 47,663 | 48,917 |
| GS-9 | 41,563 | 42,948 | 44,333 | 45,718 | 47,103 | 48,488 | 49,873 | 51,258 | 52,643 | 54,028 |
| GS-10 | 45,771 | 47,297 | 48,823 | 50,349 | 51,875 | 53,401 | 54,927 | 56,453 | 57,979 | 59,505 |
| GS-11 | 50,287 | 51,963 | 53,639 | 55,315 | 56,991 | 58,667 | 60,343 | 62,019 | 63,695 | 65,371 |
| GS-12 | 60,274 | 62,283 | 64,292 | 66,301 | 68,310 | 70,319 | 72,328 | 74,337 | 76,346 | 78,355 |
| GS-13 | 71,674 | 74,063 | 76,452 | 78,841 | 81,230 | 83,619 | 86,008 | 88,397 | 90,786 | 93,175 |
| GS-14 | 84,697 | 87,520 | 90,343 | 93,166 | 95,989 | 98,812 | 101,635 | 104,458 | 107,281 | 110,104 |
| GS-15 | 99,628 | 102,949 | 106,270 | 109,591 | 112,912 | 116,233 | 119,554 | 122,875 | 126,196 | 129,517 |

SCHEDULE 2--FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2012)

| Step | Class 1 | Class 2 | Class 3 | Class 4 | Class 5 | Class 6 | Class 7 | Class 8 | Class 9 |
|------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | \$99,628 | \$80,728 | \$65,413 | \$53,003 | \$42,948 | \$38,394 | \$34,324 | \$30,684 | \$27,431 |
| 2 | 102,617 | 83,150 | 67,375 | 54,593 | 44,236 | 39,546 | 35,354 | 31,605 | 28,254 |
| 3 | 105,695 | 85,644 | 69,397 | 56,231 | 45,564 | 40,732 | 36,414 | 32,553 | 29,102 |
| 4 | 108,866 | 88,214 | 71,479 | 57,918 | 46,930 | 41,954 | 37,507 | 33,529 | 29,975 |
| 5 | 112,132 | 90,860 | 73,623 | 59,655 | 48,338 | 43,213 | 38,632 | 34,535 | 30,874 |
| 6 | 115,496 | 93,586 | 75,832 | 61,445 | 49,789 | 44,509 | 39,791 | 35,571 | 31,800 |
| 7 | 118,961 | 96,393 | 78,107 | 63,288 | 51,282 | 45,844 | 40,985 | 36,638 | 32,754 |
| 8 | 122,530 | 99,285 | 80,450 | 65,187 | 52,821 | 47,220 | 42,214 | 37,737 | 33,737 |
| 9 | 126,206 | 102,264 | 82,863 | 67,143 | 54,405 | 48,636 | 43,481 | 38,870 | 34,749 |
| 10 | 129,517 | 105,332 | 85,349 | 69,157 | 56,037 | 50,095 | 44,785 | 40,036 | 35,791 |
| 11 | 129,517 | 108,492 | 87,910 | 71,232 | 57,719 | 51,598 | 46,129 | 41,237 | 36,865 |
| 12 | 129,517 | 111,746 | 90,547 | 73,369 | 59,450 | 53,146 | 47,512 | 42,474 | 37,971 |
| 13 | 129,517 | 115,099 | 93,263 | 75,570 | 61,234 | 54,741 | 48,938 | 43,748 | 39,110 |
| 14 | 129,517 | 118,552 | 96,061 | 77,837 | 63,071 | 56,383 | 50,406 | 45,060 | 40,283 |

**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, 2012)

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

Assistant Under Secretaries for Health \$157,279**
(Only applies to incumbents who are not physicians or dentists)

| | <u>Minimum</u> | <u>Maximum</u> |
|--|----------------|----------------|
| Service Directors | \$116,844 | \$145,113 |
| Director, National Center for Preventive Health | 99,628 | 145,113 |

Physician and Dentist Base and Longevity Schedule***

| | | |
|---------------------------|----------|-----------|
| Physician Grade | \$97,987 | \$143,725 |
| Dentist Grade | 97,987 | 143,725 |

Clinical Podiatrist, Chiropractor, and Optometrist Schedule

| | | |
|-----------------------------|----------|-----------|
| Chief Grade | \$99,628 | \$129,517 |
| Senior Grade. | 84,697 | 110,104 |
| Intermediate Grade. | 71,674 | 93,175 |
| Full Grade. | 60,274 | 78,355 |
| Associate Grade | 50,287 | 65,371 |

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

| | | |
|-----------------------------------|----------|-----------|
| Director Grade. | \$99,628 | \$129,517 |
| Assistant Director Grade. | 84,697 | 110,104 |
| Chief Grade | 71,674 | 93,175 |
| Senior Grade. | 60,274 | 78,355 |
| Intermediate Grade. | 50,287 | 65,371 |
| Full Grade. | 41,563 | 54,028 |
| Associate Grade | 35,766 | 46,494 |
| Junior Grade. | 30,577 | 39,748 |

* This schedule does not apply to the Deputy Under Secretary for Health, the Associate Deputy Under Secretary for Health, Assistant Under Secretaries for Health who are physicians or dentists, Medical Directors, the Assistant Under Secretary for Nursing Programs, or the Director of Nursing Services.

** Pursuant to 38 U.S.C. 7404(d), the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$145,700.

*** Pursuant to section 3 of Public Law 108-445 and 38 U.S.C. 7431, Veterans Health Administration physicians and dentists may also be paid market pay and performance pay.

**** 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, 2012)

| | | |
|--|----------------|----------------|
| Agencies with a Certified SES | <u>Minimum</u> | <u>Maximum</u> |
| Performance Appraisal System | \$119,554 | \$179,700 |
| Agencies without a Certified SES | | |
| Performance Appraisal System | \$119,554 | \$165,300 |

SCHEDULE 5--EXECUTIVE SCHEDULE

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2012)

| | |
|--------------------|-----------|
| Level I | \$199,700 |
| Level II | 179,700 |
| Level III. | 165,300 |
| Level IV | 155,500 |
| Level V | 145,700 |

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, 2012)

| | |
|--|-----------|
| Vice President | \$230,700 |
| 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, 2012)

| | |
|--|-----------|
| Chief Justice of the United States | \$223,500 |
| Associate Justices of the Supreme Court. | 213,900 |
| Circuit Judges | 184,500 |
| District Judges. | 174,000 |
| Judges of the Court of International Trade | 174,000 |

SCHEDULE 8-PAY OF THE UNIFORMED SERVICES
(Effective January 1, 2012)

Part I-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 |
|-----------|------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| O-10** | - | - | - | - | - | - | - | - | - | - | - |
| O-9 | - | - | - | - | - | - | - | - | - | - | - |
| O-8 | \$9,683.10 | \$10,000.20 | \$10,210.80 | \$10,269.60 | \$10,532.40 | \$10,971.00 | \$11,073.30 | \$11,489.70 | \$11,609.10 | \$11,968.20 | \$12,487.80 |
| O-7 | 8,045.70 | 8,419.80 | 8,592.60 | 8,730.00 | 8,979.00 | 9,225.00 | 9,509.40 | 9,792.90 | 10,077.30 | 10,971.00 | 11,725.50 |
| O-6 | 5,963.40 | 6,551.70 | 6,981.30 | 6,981.30 | 7,008.00 | 7,308.60 | 7,348.20 | 7,348.20 | 7,765.80 | 8,504.10 | 8,937.60 |
| O-5 | 4,971.30 | 5,600.40 | 5,988.00 | 6,061.20 | 6,303.00 | 6,447.60 | 6,765.90 | 6,999.30 | 7,301.10 | 7,763.10 | 7,982.40 |
| O-4 | 4,289.40 | 4,965.60 | 5,296.80 | 5,370.60 | 5,678.10 | 6,007.80 | 6,418.50 | 6,738.30 | 6,960.60 | 7,088.10 | 7,161.90 |
| O-3*** | 3,771.30 | 4,275.30 | 4,614.60 | 5,031.00 | 5,271.90 | 5,536.50 | 5,707.80 | 5,988.90 | 6,135.60 | 6,135.60 | 6,135.60 |
| O-2**** | 3,258.60 | 3,711.30 | 4,274.40 | 4,418.70 | 4,509.60 | 4,509.60 | 4,509.60 | 4,509.60 | 4,509.60 | 4,509.60 | 4,509.60 |
| O-1**** | 2,828.40 | 2,943.90 | 3,558.60 | 3,558.60 | 3,558.60 | 3,558.60 | 3,558.60 | 3,558.60 | 3,558.60 | 3,558.60 | 3,558.60 |

COMMISSIONED OFFICERS

COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE

AS AN ENLISTED MEMBER OR WARRANT OFFICER***

| | | | | | | | | | | | |
|------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| O-3E | - | - | - | \$5,031.00 | \$5,271.90 | \$5,536.50 | \$5,707.80 | \$5,988.90 | \$6,226.20 | \$6,362.40 | \$6,548.10 |
| O-2E | - | - | - | 4,418.70 | 4,509.60 | 4,653.30 | 4,895.70 | 5,082.90 | 5,222.40 | 5,222.40 | 5,222.40 |
| O-1E | - | - | - | 3,558.60 | 3,800.10 | 3,940.80 | 4,084.50 | 4,225.50 | 4,418.70 | 4,418.70 | 4,418.70 |
| W-5 | - | - | - | - | - | - | - | - | - | - | - |
| W-4 | \$3,897.60 | \$4,192.50 | \$4,312.80 | \$4,431.30 | \$4,635.00 | \$4,836.90 | \$5,040.90 | \$5,348.70 | \$5,618.10 | \$5,874.30 | \$6,084.00 |
| W-3 | 3,558.90 | 3,707.40 | 3,859.50 | 3,909.30 | 4,068.90 | 4,382.70 | 4,709.10 | 4,862.70 | 5,040.60 | 5,224.20 | 5,553.60 |
| W-2 | 3,149.40 | 3,447.30 | 3,539.10 | 3,602.10 | 3,806.40 | 4,123.80 | 4,281.00 | 4,436.10 | 4,625.40 | 4,773.30 | 4,907.40 |
| W-1 | 2,764.50 | 3,061.80 | 3,141.90 | 3,311.10 | 3,511.20 | 3,805.80 | 3,943.50 | 4,135.50 | 4,324.80 | 4,473.60 | 4,610.70 |

* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule, which is \$14,975.10 per month for officers at pay grades O-7 through O-10, and limited to the rate of basic pay for level V of the Executive Schedule, which is \$12,141.60 per month, for officers at O-6 and below.

** For 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, Commandant of the Coast Guard, or commander of a unified or specified combatant command (as defined in 10 U.S.C. 161(c)), basic pay for this grade is calculated to be \$20,587.80 per month, regardless of cumulative years of service computed under 37 U.S.C. 205. Nevertheless, actual basic pay for these officers is limited to the rate of basic pay for level II of the Executive Schedule, which is \$14,975.10 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.

**** Reservists with at least 1,460 points as an enlisted member and/or warrant officer which are creditable toward reserve retirement also qualify for these rates.

SCHEDULE 8-PAY OF THE UNIFORMED SERVICES (PAGE 2)
(Effective January 1, 2012)

Part I-MONTHLY BASIC PAY

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

| Pay Grade | Over 20 | Over 22 | Over 24 | Over 26 | Over 28 | Over 30 | Over 32 | Over 34 | Over 36 | Over 38 | Over 40 |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| COMMISSIONED OFFICERS | | | | | | | | | | | |
| O-10** | \$15,647.10* | \$15,723.30* | \$16,050.60* | \$16,620.00* | \$16,620.00* | \$17,451.00* | \$17,451.00* | \$18,323.40* | \$18,323.40* | \$19,239.90* | \$19,239.90* |
| O-9 | 13,685.10 | 13,882.50 | 14,167.20 | 14,664.00 | 14,664.00 | 15,397.50* | 15,397.50* | 16,167.60* | 16,167.60* | 16,975.80* | 16,975.80* |
| O-8 | 12,966.60 | 13,286.40 | 13,286.40 | 13,286.40 | 13,286.40 | 13,618.80 | 13,618.80 | 13,959.30 | 13,959.30 | 13,959.30 | 13,959.30 |
| O-7 | 11,725.50 | 11,725.50 | 11,725.50 | 11,785.20 | 11,785.20 | 12,021.00 | 12,021.00 | 12,021.00 | 12,021.00 | 12,021.00 | 12,021.00 |
| O-6 | 9,370.50 | 9,617.10 | 9,866.70 | 10,350.60 | 10,350.60 | 10,557.30 | 10,557.30 | 10,557.30 | 10,557.30 | 10,557.30 | 10,557.30 |
| O-5 | 8,199.30 | 8,446.20 | 8,446.20 | 8,446.20 | 8,446.20 | 8,446.20 | 8,446.20 | 8,446.20 | 8,446.20 | 8,446.20 | 8,446.20 |
| O-4 | 7,161.90 | 7,161.90 | 7,161.90 | 7,161.90 | 7,161.90 | 7,161.90 | 7,161.90 | 7,161.90 | 7,161.90 | 7,161.90 | 7,161.90 |
| O-3*** | 6,135.60 | 6,135.60 | 6,135.60 | 6,135.60 | 6,135.60 | 6,135.60 | 6,135.60 | 6,135.60 | 6,135.60 | 6,135.60 | 6,135.60 |
| O-2*** | 4,509.60 | 4,509.60 | 4,509.60 | 4,509.60 | 4,509.60 | 4,509.60 | 4,509.60 | 4,509.60 | 4,509.60 | 4,509.60 | 4,509.60 |
| O-1*** | 3,558.60 | 3,558.60 | 3,558.60 | 3,558.60 | 3,558.60 | 3,558.60 | 3,558.60 | 3,558.60 | 3,558.60 | 3,558.60 | 3,558.60 |
| COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE | | | | | | | | | | | |
| AS AN ENLISTED MEMBER OR WARRANT OFFICER**** | | | | | | | | | | | |
| O-3E | \$6,548.10 | \$6,548.10 | \$6,548.10 | \$6,548.10 | \$6,548.10 | \$6,548.10 | \$6,548.10 | \$6,548.10 | \$6,548.10 | \$6,548.10 | \$6,548.10 |
| O-2E | 5,222.40 | 5,222.40 | 5,222.40 | 5,222.40 | 5,222.40 | 5,222.40 | 5,222.40 | 5,222.40 | 5,222.40 | 5,222.40 | 5,222.40 |
| O-1E | 4,418.70 | 4,418.70 | 4,418.70 | 4,418.70 | 4,418.70 | 4,418.70 | 4,418.70 | 4,418.70 | 4,418.70 | 4,418.70 | 4,418.70 |
| WARRANT OFFICERS | | | | | | | | | | | |
| W-5 | \$6,930.00 | \$7,281.60 | \$7,543.50 | \$7,833.30 | \$7,833.30 | \$8,225.40 | \$8,225.40 | \$8,636.40 | \$8,636.40 | \$9,068.70 | \$9,068.70 |
| W-4 | 6,288.60 | 6,589.20 | 6,836.10 | 7,117.80 | 7,117.80 | 7,260.00 | 7,260.00 | 7,260.00 | 7,260.00 | 7,260.00 | 7,260.00 |
| W-3 | 5,776.20 | 5,909.40 | 6,051.00 | 6,243.30 | 6,243.30 | 6,243.30 | 6,243.30 | 6,243.30 | 6,243.30 | 6,243.30 | 6,243.30 |
| W-2 | 5,067.60 | 5,173.20 | 5,256.90 | 5,256.90 | 5,256.90 | 5,256.90 | 5,256.90 | 5,256.90 | 5,256.90 | 5,256.90 | 5,256.90 |
| W-1 | 4,776.90 | 4,776.90 | 4,776.90 | 4,776.90 | 4,776.90 | 4,776.90 | 4,776.90 | 4,776.90 | 4,776.90 | 4,776.90 | 4,776.90 |

* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule, which is \$14,975.10 per month for officers at pay grades O-7 through O-10, and limited to the rate of basic pay for level V of the Executive Schedule, which is \$12,141.60 per month, for officers at O-6 and below.

** For 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, Commandant of the Coast Guard, or commander of a unified or specified combatant command (as defined in 10 U.S.C. 161(c)), basic pay for this grade is calculated to be \$20,587.80 per month, regardless of cumulative years of service computed under 37 U.S.C. 205. Nevertheless, actual basic pay for these officers is limited to the rate of basic pay for level II of the Executive Schedule, which is \$14,975.10 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.

**** Reservists with at least 1,460 points as an enlisted member and/or warrant officer which are creditable toward reserve retirement also qualify for these rates.

SCHEDULE 8-PAY OF THE UNIFORMED SERVICES (PAGE 3)
(Effective January 1, 2012)

Part I-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 |
|------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| ENLISTED MEMBERS | | | | | | | | | | | |
| E-9* | - | - | - | - | - | - | \$4,708.80 | \$4,815.60 | \$4,950.00 | \$5,108.10 | \$5,267.70 |
| E-8 | - | - | - | - | - | \$3,854.70 | 4,025.10 | 4,130.70 | 4,257.30 | 4,394.40 | 4,641.60 |
| E-7 | \$2,679.60 | \$2,924.70 | \$3,036.60 | \$3,185.10 | \$3,300.90 | 3,499.80 | 3,611.70 | 3,810.90 | 3,976.20 | 4,089.00 | 4,209.30 |
| E-6 | 2,317.80 | 2,550.30 | 2,662.80 | 2,772.30 | 2,886.30 | 3,143.10 | 3,243.30 | 3,436.80 | 3,496.20 | 3,539.40 | 3,589.80 |
| E-5 | 2,123.40 | 2,265.90 | 2,375.40 | 2,487.60 | 2,662.20 | 2,845.20 | 2,994.60 | 3,012.90 | 3,012.90 | 3,012.90 | 3,012.90 |
| E-4 | 1,946.70 | 2,046.30 | 2,157.30 | 2,266.50 | 2,363.10 | 2,363.10 | 2,363.10 | 2,363.10 | 2,363.10 | 2,363.10 | 2,363.10 |
| E-3 | 1,757.40 | 1,868.10 | 1,981.20 | 1,981.20 | 1,981.20 | 1,981.20 | 1,981.20 | 1,981.20 | 1,981.20 | 1,981.20 | 1,981.20 |
| E-2 | 1,671.30 | 1,671.30 | 1,671.30 | 1,671.30 | 1,671.30 | 1,671.30 | 1,671.30 | 1,671.30 | 1,671.30 | 1,671.30 | 1,671.30 |
| E-1** | 1,491.00 | 1,491.00 | 1,491.00 | 1,491.00 | 1,491.00 | 1,491.00 | 1,491.00 | 1,491.00 | 1,491.00 | 1,491.00 | 1,491.00 |
| E-1*** | 1,378.80 | - | - | - | - | - | - | - | - | - | - |

* 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, or Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff, basic pay for this grade is \$7,609.50 per month, regardless of cumulative years of service 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 OF THE UNIFORMED SERVICES (PAGE 4)
(Effective January 1, 2012)

Part I-MONTHLY BASIC PAY

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

| Pay Grade | Over 20 | Over 22 | Over 24 | Over 26 | Over 28 | Over 30 | Over 32 | Over 34 | Over 36 | Over 38 | Over 40 |
|-------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| ENLISTED MEMBERS | | | | | | | | | | | |
| E-9* | \$5,523.60 | \$5,739.60 | \$5,967.30 | \$6,315.30 | \$6,315.30 | \$6,630.60 | \$6,630.60 | \$6,962.40 | \$6,962.40 | \$7,311.00 | \$7,311.00 |
| E-8 | 4,766.70 | 4,980.00 | 5,098.20 | 5,389.50 | 5,389.50 | 5,497.80 | 5,497.80 | 5,497.80 | 5,497.80 | 5,497.80 | 5,497.80 |
| E-7 | 4,256.10 | 4,412.40 | 4,496.40 | 4,815.90 | 4,815.90 | 4,815.90 | 4,815.90 | 4,815.90 | 4,815.90 | 4,815.90 | 4,815.90 |
| E-6 | 3,589.80 | 3,589.80 | 3,589.80 | 3,589.80 | 3,589.80 | 3,589.80 | 3,589.80 | 3,589.80 | 3,589.80 | 3,589.80 | 3,589.80 |
| E-5 | 3,012.90 | 3,012.90 | 3,012.90 | 3,012.90 | 3,012.90 | 3,012.90 | 3,012.90 | 3,012.90 | 3,012.90 | 3,012.90 | 3,012.90 |
| E-4 | 2,363.10 | 2,363.10 | 2,363.10 | 2,363.10 | 2,363.10 | 2,363.10 | 2,363.10 | 2,363.10 | 2,363.10 | 2,363.10 | 2,363.10 |
| E-3 | 1,981.20 | 1,981.20 | 1,981.20 | 1,981.20 | 1,981.20 | 1,981.20 | 1,981.20 | 1,981.20 | 1,981.20 | 1,981.20 | 1,981.20 |
| E-2 | 1,671.30 | 1,671.30 | 1,671.30 | 1,671.30 | 1,671.30 | 1,671.30 | 1,671.30 | 1,671.30 | 1,671.30 | 1,671.30 | 1,671.30 |
| E-1** | 1,491.00 | 1,491.00 | 1,491.00 | 1,491.00 | 1,491.00 | 1,491.00 | 1,491.00 | 1,491.00 | 1,491.00 | 1,491.00 | 1,491.00 |
| E-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, or Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff, basic pay for this grade is \$7,609.50 per month, regardless of cumulative years of service 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 OF THE UNIFORMED SERVICES (PAGE 5)**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 \$990.00.

Note: As a result of the enactment of sections 602-604 of Public Law 105-85, the National Defense Authorization Act for Fiscal Year 1998, the Secretary of Defense now has the authority to adjust the rates of basic allowances for subsistence and housing. Therefore, these allowances are no longer adjusted by the President in conjunction with the adjustment of basic pay for members of the uniformed services. Accordingly, the tables of allowances included in previous orders are not included here.

SCHEDULE 9--LOCALITY-BASED COMPARABILITY PAYMENTS

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2012)

| <u>Locality Pay Area*</u> | <u>Rate</u> |
|--|-------------|
| Alaska** | 24.69% |
| Atlanta-Sandy Springs-Gainesville, GA-AL. | 19.29% |
| Boston-Worcester-Manchester, MA-NH-RI-ME. | 24.80% |
| Buffalo-Niagara-Cattaraugus, NY | 16.98% |
| Chicago-Naperville-Michigan City, IL-IN-WI. | 25.10% |
| Cincinnati-Middletown-Wilmington, OH-KY-IN | 18.55% |
| Cleveland-Akron-Elyria, OH | 18.68% |
| Columbus-Marion-Chillicothe, OH | 17.16% |
| Dallas-Fort Worth, TX | 20.67% |
| Dayton-Springfield-Greenville, OH | 16.24% |
| Denver-Aurora-Boulder, CO | 22.52% |
| Detroit-Warren-Flint, MI | 24.09% |
| Hartford-West Hartford-Willimantic, CT-MA | 25.82% |
| Hawaii** | 16.51% |
| Houston-Baytown-Huntsville, TX | 28.71% |
| Huntsville-Decatur, AL. | 16.02% |
| Indianapolis-Anderson-Columbus, IN. | 14.68% |
| Los Angeles-Long Beach-Riverside, CA. | 27.16% |
| Miami-Fort Lauderdale-Pompano Beach, FL | 20.79% |
| Milwaukee-Racine-Waukesha, WI | 18.10% |
| Minneapolis-St. Paul-St. Cloud, MN-WI | 20.96% |
| New York-Newark-Bridgeport, NY-NJ-CT-PA | 28.72% |
| Philadelphia-Camden-Vineland, PA-NJ-DE-MD | 21.79% |
| Phoenix-Mesa-Scottsdale, AZ | 16.76% |
| Pittsburgh-New Castle, PA | 16.37% |
| Portland-Vancouver-Beaverton, OR-WA | 20.35% |
| Raleigh-Durham-Cary, NC | 17.64% |
| Richmond, VA. | 16.47% |
| Sacramento-Arden-Arcade-Yuba City, CA-NV. | 22.20% |
| San Diego-Carlsbad-San Marcos, CA | 24.19% |
| San Jose-San Francisco-Oakland, CA | 35.15% |
| Seattle-Tacoma-Olympia, WA. | 21.81% |
| Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA | 24.22% |
| Rest of U.S.** | 14.16% |

* Locality Pay Areas are defined in 5 CFR 531.603.

** Under the Non-Foreign Area Retirement Equity Assurance Act of 2009 (sections 1911-1919, Public Law 111-84, October 28, 2009), the full amount of the applicable locality pay rate approved by the President applies in non-foreign areas effective with the first pay period beginning in January 2012. Alaska and Hawaii have separate locality pay rates as shown above. Other non-foreign areas (as identified in 5 CFR 591.205(b)(3)-(16)) are part of the Rest of U.S. locality pay area.

SCHEDULE 10-ADMINISTRATIVE LAW JUDGES

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2012)

| | |
|------------------|-----------|
| AL-3/A | \$103,900 |
| AL-3/B | 111,800 |
| AL-3/C | 119,900 |
| AL-3/D | 127,800 |
| AL-3/E | 135,900 |
| AL-3/F | 143,700 |
| AL-2 | 151,800 |
| AL-1 | 155,500 |