

Presidential Documents

Executive Order 12786 of December 28, 1991

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 section 704 of Public Law 101-194; section 302 of the Federal Employees Pay Comparability Act of 1990, as incorporated in section 529 of Public Law 101-509; section 633 of Public Law 101-509; section 301(a) of Public Law 102-40; section 305 of Public Law 102-140; section 601 of Public Law 102-190; section 31 of title 2, United States Code; section 104 of title 3, United States Code; sections 5303, 5318, and 5382 of title 5, United States Code; and section 461(a) of title 28, United States Code, it is hereby ordered as follows:

Section 1. Statutory pay systems. The rates of basic pay or 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. 5303, 5332(a)) at Schedule 1;

(b) The Foreign Service Schedule (5 U.S.C. 5303; 22 U.S.C. 3963) at Schedule 2; and

(c) The schedules for the Veterans Health Administration of the Department of Veterans Affairs (5 U.S.C. 5303; 38 U.S.C. 7404; section 301(a) of Public Law 102-40) at Schedule 3.

Sec. 2. Senior Executive Service. Pursuant to 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, 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, 41(d), 135, 252, and 461(a)) at Schedule 7.

Sec. 4. Uniformed services. Pursuant to section 601 of Public Law 102-190, 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. Interim geographic adjustments. (a) Pursuant to section 302 of the Federal Employees Pay Comparability Act of 1990, as incorporated in section 529 of Public Law 101-509, employees under the statutory pay systems covered under section 1 of this order, and members of the United States Park Police, who are assigned to a duty station located in one of the geographical areas listed in Schedule 9 shall be entitled, except as may be provided under subsection (b) of this section, to receive an interim geographic adjustment at the rate shown on Schedule 9, which schedule is attached hereto and made a part hereof.

(b)(1) The Office of Personnel Management shall prescribe regulations governing the application of interim geographic adjustments to General Schedule employees, including the determination of what, if any, geographic adjustment shall be payable in the case of employees receiving special pay rates.

(2) The Secretary of State shall prescribe regulations governing the application of interim geographic adjustments to employees under the Foreign Service Schedule, consistent with the regulations and determinations prescribed under paragraph (1) of this subsection.

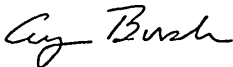
(3) The Secretary of Veterans Affairs shall prescribe regulations governing the application of interim geographic adjustments to employees under the schedules for the Veterans Health Administration of the Department of Veterans Affairs, consistent with the regulations and determinations prescribed under paragraph (1) of this subsection.

(4) The Secretary of the Interior shall prescribe regulations governing the application of interim geographic adjustments to members of the United States Park Police, consistent with the regulations and determinations prescribed under paragraph (1) of this subsection.

(c) The Office of Personnel Management is hereby designated and empowered to exercise the authority of the President under section 302(c)(1)(D) of the Federal Employees Pay Comparability Act of 1990, as incorporated in section 529 of Public Law 101-509, to extend the application of interim geographic adjustments shown on Schedule 9, upon the request of an agency head, to employees who would not otherwise be covered.

Sec. 6. *Effective dates.* The rates of monthly basic pay and allowances for subsistence and quarters for members of the uniformed services provided for at Schedule 8 are effective on January 1, 1992. The other schedules provided for herein are effective on the first day of the first applicable pay period beginning on or after January 1, 1992.

Sec. 7. Executive Order No. 12736 of December 12, 1990, is superseded.



THE WHITE HOUSE,
December 28, 1991.

SCHEDULE 1--GENERAL SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1992)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$11,478	\$11,861	\$12,242	\$12,623	\$13,006	\$13,230	\$13,606	\$13,986	\$14,003	\$14,356
2	12,905	13,212	13,640	14,003	14,157	14,573	14,989	15,405	15,821	16,237
3	14,082	14,551	15,020	15,489	15,958	16,427	16,896	17,365	17,834	18,303
4	15,808	16,335	16,862	17,389	17,916	18,443	18,970	19,497	20,024	20,551
5	17,686	18,276	18,866	19,456	20,046	20,636	21,226	21,816	22,406	22,996
6	19,713	20,370	21,027	21,684	22,341	22,998	23,655	24,312	24,969	25,626
7	21,906	22,636	23,366	24,096	24,826	25,556	26,286	27,016	27,746	28,476
8	24,262	25,071	25,880	26,689	27,498	28,307	29,116	29,925	30,734	31,543
9	26,798	27,691	28,584	29,477	30,370	31,263	32,156	33,049	33,942	34,835
10	29,511	30,495	31,479	32,463	33,447	34,431	35,415	36,399	37,383	38,367
11	32,423	33,504	34,585	35,666	36,747	37,828	38,909	39,990	41,071	42,152
12	38,861	40,156	41,451	42,746	44,041	45,336	46,631	47,926	49,221	50,516
13	46,210	47,750	49,290	50,830	52,370	53,910	55,450	56,990	58,530	60,070
14	54,607	56,427	58,247	60,067	61,887	63,707	65,527	67,347	69,167	70,987
15	64,233	66,374	68,515	70,656	72,797	74,938	77,079	79,220	81,361	83,502

SCHEDULE 2--FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1992)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$64,233	\$52,048	\$42,174	\$34,174	\$27,691	\$24,755	\$22,130	\$19,784	\$17,686
2	66,160	53,609	43,439	35,199	28,522	25,498	22,794	20,378	18,217
3	68,145	55,218	44,742	36,255	29,377	26,263	23,478	20,989	18,763
4	70,189	56,874	46,085	37,343	30,259	27,050	24,182	21,619	19,326
5	72,295	58,580	47,467	38,463	31,166	27,862	24,908	22,267	19,906
6	74,464	60,338	48,891	39,617	32,101	28,698	25,655	22,935	20,503
7	76,698	62,148	50,358	40,806	33,065	29,559	26,424	23,623	21,118
8	78,998	64,012	51,869	42,030	34,056	30,446	27,217	24,332	21,752
9	81,368	65,933	53,425	43,291	35,078	31,359	28,034	25,062	22,404
10	83,502	67,911	55,028	44,589	36,130	32,300	28,875	25,814	23,076
11	83,502	69,948	56,678	45,927	37,214	33,269	29,741	26,588	23,769
12	83,502	72,047	58,379	47,305	38,331	34,267	30,633	27,386	24,482
13	83,502	74,208	60,130	48,724	39,481	35,295	31,552	28,207	25,216
14	83,502	76,434	61,934	50,186	40,665	36,354	32,499	29,053	25,972

**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, 1992)

Office of the Chief Medical Director

Deputy Chief Medical Director	\$109,086
Associate Deputy Chief Medical Director	104,483
Assistant Chief Medical Directors	101,404

	<u>Minimum</u>	<u>Maximum</u>
Medical Directors	\$86,519	\$98,056
Director of Nursing Service	86,519	98,056
Director of Pharmacy Service	75,335	93,558
Director of Dietetic Service	75,335	93,558
Director of Podiatric Service	75,335	93,558
Director of Optometric Service	75,335	93,558
Director of Chaplain Service	75,335	93,558

Physician and Dentist Schedule

Director Grade	\$75,335	\$93,558
Executive Grade	69,562	88,655
Chief Grade	64,233	83,502
Senior Grade	54,607	70,987
Intermediate Grade	46,210	60,070
Full Grade	38,861	50,516
Associate Grade	32,423	42,152

Nurse Schedule

Director Grade	\$54,607	\$83,502
Senior Grade	38,861	60,070
Intermediate Grade	26,798	42,152
Entry Grade	19,713	29,982

Clinical Podiatrist and Optometrist Schedule

Chief Grade	\$64,233	\$83,502
Senior Grade	54,607	70,987
Intermediate Grade	46,210	60,070
Full Grade	38,861	50,516
Associate Grade	32,423	42,152

Physician Assistant and Expanded-Function
Dental Auxiliary Schedule*

Director Grade	\$64,233	\$83,502
Assistant Director Grade	54,607	70,987
Chief Grade	46,210	60,070
Senior Grade	38,861	50,516
Intermediate Grade	32,423	42,152
Full Grade	26,798	34,835
Associate Grade	23,061	29,982
Junior Grade	19,713	25,626

*Nurse Schedule in 38 U.S.C. 4107(b) as in effect on August 14, 1990, with subsequent adjustments as authorized by sec. 301(a) of Public Law 102-40.

SCHEDULE 4--SENIOR EXECUTIVE SERVICE

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 1992)

ES-1	.....	\$90,000
ES-2	.....	94,400
ES-3	.....	98,600
ES-4	.....	104,000
ES-5	.....	108,300
ES-6	.....	112,100

SCHEDULE 5--EXECUTIVE SCHEDULE

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 1992)

level I	.....	\$143,800
level II	.....	129,500
level III	.....	119,300
level IV	.....	112,100
level V	.....	104,800

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, 1992)

Vice President	.....	\$166,200
Senators	.....	129,500
Members of the House of Representatives	.....	129,500
Delegates to the House of Representatives	.....	129,500
Resident Commissioner from Puerto Rico	.....	129,500
President pro tempore of the Senate	.....	143,800
Majority leader and minority leader of the Senate	.....	143,800
Majority leader and minority leader of the House of Representatives	.....	143,800
Speaker of the House of Representatives	.....	166,200

SCHEDULE 7--JUDICIAL SALARIES

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 1992)

Chief Justice of the United States	.....	\$166,200
Associate Justices of the Supreme Court	.....	159,000
Circuit Judges	.....	137,300
District Judges	.....	129,500
Judges of the Court of International Trade	.....	129,500

SCHEDULE C—PAY AND ALLOWANCES OF THE UNIFORMED SERVICES

(Effective on January 1, 1992)

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	Over 20	Over 22	Over 26
COMMISSIONED OFFICERS														
O-10**	\$6417.60	\$6643.50	\$6643.50	\$6643.50	\$6643.50	\$6898.20	\$6898.20	\$7280.40	\$7280.40	\$7801.20	\$7801.20	\$8323.50	\$8323.50	\$8842.20*
O-9	5687.70	5836.50	5961.00	5961.00	5961.00	6112.50	6112.50	6366.90	6366.90	6898.20	6898.20	7280.40	7280.40	7801.20
O-8	5151.60	5306.10	5431.80	5431.80	5431.80	5636.50	5636.50	6112.50	6112.50	6366.90	6366.90	6898.20	7068.30	7068.30
O-7	4280.40	4571.40	4571.40	4571.40	4776.60	4776.60	5053.50	5053.50	5306.10	5836.50	6238.20	6238.20	6238.20	6238.20
O-6	3172.80	3485.70	3714.30	3714.30	3714.30	3714.30	3714.30	3714.30	3840.30	4447.50	4674.60	4776.60	5053.50	5480.70
O-5	2537.40	2979.30	3185.40	3185.40	3185.40	3185.40	3281.70	3458.40	3690.30	3966.60	4193.70	4320.90	4471.80	4471.80
O-4	2138.70	2604.60	2778.30	2778.30	2829.90	2954.70	3156.30	3331.60	3485.70	3638.70	3739.20	3739.20	3739.20	3739.20
O-3***	1987.50	2222.40	2375.70	2628.60	2754.30	2853.00	3007.50	3156.30	3233.70	3233.70	3233.70	3233.70	3233.70	3233.70
O-2***	1733.10	1892.70	2274.30	2350.50	2399.40	2399.40	2399.40	2399.40	2399.40	2399.40	2399.40	2399.40	2399.40	2399.40
O-1***	1504.80	1566.30	1892.70	1892.70	1892.70	1892.70	1892.70	1892.70	1892.70	1892.70	1892.70	1892.70	1892.70	1892.70

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

O-3	-	-	-	\$2628.60	\$2754.30	\$2853.00	\$3007.50	\$3156.30	\$3281.70	\$3281.70	\$3281.70	\$3281.70	\$3281.70	\$3281.70
O-2	-	-	-	2350.50	2399.40	2475.60	2604.60	2704.20	2778.30	2778.30	2778.30	2778.30	2778.30	2778.30
O-1	-	-	-	1892.70	2022.30	2096.70	2172.60	2248.20	2350.50	2350.50	2350.50	2350.50	2350.50	2350.50

* Basic pay is limited to the rate of basic pay for level V of the Executive Schedule, which is \$8,733.30 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 \$9,756.60*, 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 duty 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 5	Over 6	Over 7	Over 8	Over 9	Over 10	Over 11	Over 12	Over 13	Over 14	Over 15	Over 16	Over 17	Over 18	Over 19	Over 20	Over 21	Over 22	Over 23	Over 24	Over 25	Over 26	
WARRANT OFFICERS																											
W-5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$3455.90	\$3587.10	\$3846.30					
W-4	\$2025.00	\$2172.60	\$2172.60	\$2222.40	\$2323.20	\$2425.80	\$2527.50	\$2704.20	\$2829.90	\$2929.20	\$3007.50	\$3104.70	\$3208.50	\$3458.40													
W-3	1840.50	1996.50	1996.50	2022.30	2045.70	2195.40	2323.20	2399.40	2475.60	2549.40	2628.60	2710.90	2829.90	2929.20													
W-2	1611.90	1743.90	1743.90	1794.90	1892.70	1996.50	2072.10	2148.30	2222.40	2300.40	2375.70	2450.70	2549.40	2549.40													
W-1	1342.80	1539.90	1539.90	1668.30	1743.90	1818.90	1892.70	1971.00	2045.70	2121.90	2195.40	2274.30	2274.30	2274.30													
ENLISTED MEMBERS																											
E-9*	-	-	-	-	-	-	\$2155.90	\$2408.70	\$2463.30	\$2519.70	\$2576.10	\$2636.20	\$2763.90	\$3032.70													
E-8	-	-	-	-	-	\$1975.50	2031.90	2085.60	2139.60	2196.30	2246.70	2301.90	2436.90	2708.40													
E-7	\$1379.10	\$1488.90	\$1544.10	\$1598.10	\$1652.40	1705.20	1759.80	1814.70	1896.90	1950.60	2004.90	2031.00	2167.20	2436.90													
E-6	1186.80	1293.30	1347.30	1404.60	1457.10	1509.60	1565.10	1645.80	1697.40	1752.30	1779.00	1779.00	1779.00	1779.00													
E-5	1041.30	1133.40	1188.60	1240.20	1321.80	1375.50	1430.10	1482.60	1509.60	1509.60	1509.60	1509.60	1509.60	1509.60													
E-4	971.10	1025.70	1086.00	1170.00	1216.20	1216.20	1216.20	1216.20	1216.20	1216.20	1216.20	1216.20	1216.20	1216.20													
E-3	915.00	965.40	1003.80	1043.40	1043.40	1043.40	1043.40	1043.40	1043.40	1043.40	1043.40	1043.40	1043.40	1043.40													
E-2	880.50	880.50	880.50	880.50	880.50	880.50	880.50	880.50	880.50	880.50	880.50	880.50	880.50	880.50													
E-1**	785.70	785.70	785.70	785.70	785.70	785.70	785.70	785.70	785.70	785.70	785.70	785.70	785.70	785.70													
E-1***	726.60	-	-	-	-	-	-	-	-	-	-	-	-	-													

* 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 \$3,686.40, regardless of cumulative years of service computed under section 205 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		With dependents
	Full rate*	Partial rate**	

COMMISSIONED OFFICERS

O-10	\$689.40	\$50.70	\$848.10
O-9	689.40	50.70	848.10
O-8	689.40	50.70	848.10
O-7	689.40	50.70	848.10
O-6	632.40	39.60	764.10
O-5	609.00	33.00	736.20
O-4	564.30	26.70	649.20
O-3	452.40	22.20	537.30
O-2	358.80	17.70	458.70
O-1	302.10	13.20	409.80

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

O-3	\$488.40	\$22.20	\$577.20
O-2	415.20	17.70	520.80
O-1	357.00	13.20	481.20

WARRANT OFFICERS

W-5	\$573.00	\$25.20	\$626.40
W-4	509.10	25.20	574.20
W-3	427.80	20.70	526.50
W-2	379.80	15.90	484.20
W-1	318.30	13.80	418.80

ENLISTED MEMBERS

E-9	\$418.20	\$18.60	\$551.10
E-8	384.30	15.30	507.90
E-7	327.90	12.00	471.90
E-6	296.70	9.90	436.20
E-5	273.60	8.70	392.10
E-4	238.20	8.10	341.10
E-3	233.70	7.80	317.40
E-2	190.20	7.20	302.10
E-1	168.90	6.90	302.10

* 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.

** 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(c)(2) 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) \$134.42

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	\$5.92	\$6.41
When rations in-kind are not available	6.68	7.23
When assigned to duty under emergency conditions where no messing facilities of the United States are available	8.86	9.59

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 \$543.90.

SCHEDULE 9--INTERIM GEOGRAPHIC ADJUSTMENTS
FOR CERTAIN EMPLOYEES IN SPECIFIED AREAS

(Effective on the first day of the first applicable pay period beginning on or
after January 1, 1992)

<u>AREA</u>	<u>ADJUSTMENT RATE</u>
New York-Northern New Jersey-Long Island, NY-NJ-CT Consolidated Metropolitan Statistical Area	8%
San Francisco-Oakland-San Jose, CA Consolidated Metropolitan Statistical Area	8%
Los Angeles-Anaheim-Riverside, CA Consolidated Metropolitan Statistical Area	8%

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