

# Presidential Documents

**Title 3—****Executive Order 12944 of December 28, 1994****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 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 301(a) of Public Law 102-40; section 630(a) of Public Law 103-329; section 601 of Public Law 103-337; 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; section 3963 of title 22, 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 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.*** Pursuant to section 5382 of title 5, United States Code, the rates of basic pay for senior executives in 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. 5312-5318) 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 103-337, the rates of monthly basic pay (37 U.S.C. 203(a)), the rates of basic allowances for subsistence (37 U.S.C. 402), 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)(1), as amended by section 601(c) of Public Law 103-337) are set forth on 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 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 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 adjustments 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, 1995. The other schedules provided for herein are effective on the first day of the first applicable pay period beginning on or after January 1, 1995.

**Sec. 7.** Executive Order No. 12826 of December 30, 1992, and Executive Order No. 12886 of December 23, 1993, are superseded.



THE WHITE HOUSE,  
December 28, 1994.

## SCHEDULE 1--GENERAL SCHEDULE

(Effective on the first day of the first applicable pay period beginning  
on or after January 1, 1995)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$12,141	\$12,546	\$12,949	\$13,352	\$13,757	\$13,994	\$14,391	\$14,793	\$14,811	\$15,183
2	13,650	13,975	14,428	14,811	14,974	15,414	15,854	16,294	16,734	17,174
3	14,895	15,392	15,889	16,386	16,883	17,380	17,877	18,374	18,871	19,368
4	16,721	17,278	17,835	18,392	18,949	19,506	20,063	20,620	21,177	21,734
5	18,707	19,331	19,955	20,579	21,203	21,827	22,451	23,075	23,699	24,323
6	20,852	21,547	22,242	22,937	23,632	24,327	25,022	25,717	26,412	27,107
7	23,171	23,943	24,715	25,487	26,259	27,031	27,803	28,575	29,347	30,119
8	25,662	26,517	27,372	28,227	29,082	29,937	30,792	31,647	32,502	33,357
9	28,345	29,290	30,235	31,180	32,125	33,070	34,015	34,960	35,905	36,850
10	31,215	32,256	33,297	34,338	35,379	36,420	37,461	38,502	39,543	40,584
11	34,295	35,438	36,581	37,724	38,867	40,010	41,153	42,296	43,439	44,582
12	41,104	42,474	43,844	45,214	46,584	47,954	49,324	50,694	52,064	53,434
13	48,878	50,507	52,136	53,765	55,394	57,023	58,652	60,281	61,910	63,539
14	57,760	59,685	61,610	63,535	65,460	67,385	69,310	71,235	73,160	75,085
15	67,941	70,206	72,471	74,736	77,001	79,266	81,531	83,796	86,061	88,326

## SCHEDULE 2--FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period beginning  
on or after January 1, 1995)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$67,941	\$55,053	\$44,609	\$36,147	\$29,290	\$26,184	\$23,408	\$20,926	\$18,707
2	69,979	56,705	45,947	37,231	30,169	26,970	24,110	21,554	19,268
3	72,079	58,406	47,326	38,348	31,074	27,779	24,834	22,200	19,846
4	74,241	60,158	48,745	39,499	32,006	28,612	25,579	22,866	20,442
5	76,468	61,963	50,208	40,684	32,966	29,470	26,346	23,552	21,055
6	78,762	63,822	51,714	41,904	33,955	30,354	27,136	24,259	21,687
7	81,125	65,736	53,265	43,161	34,974	31,265	27,950	24,987	22,337
8	83,559	67,708	54,863	44,456	36,023	32,203	28,789	25,736	23,007
9	86,066	69,739	56,509	45,790	37,104	33,169	29,653	26,508	23,697
10	88,326	71,832	58,205	47,164	38,217	34,164	30,542	27,304	24,408
11	88,326	73,987	59,951	48,579	39,363	35,189	31,458	28,123	25,141
12	88,326	76,206	61,749	50,036	40,544	36,245	32,402	28,966	25,895
13	88,326	78,492	63,602	51,537	41,761	37,332	33,374	29,835	26,672
14	88,326	80,847	65,510	53,083	43,013	38,452	34,375	30,731	27,472

**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, 1995)

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

Deputy Under Secretary for Health . . . . .	\$115,384	
Associate Deputy Under Secretary for Health . . . . .	110,516**	
Assistant Under Secretaries for Health . . . . .	107,259	
	<u>Minimum</u>	<u>Maximum</u>
Medical Directors . . . . .	\$91,514	\$103,718
Service Directors . . . . .	79,684	98,960
Director, National Center for Preventive Health . . . . .	67,941	98,960

**Physician and Dentist Schedule**

Director Grade . . . . .	\$79,684	\$98,960
Executive Grade . . . . .	73,579	93,774
Chief Grade . . . . .	67,941	88,326
Senior Grade . . . . .	57,760	75,085
Intermediate Grade . . . . .	48,878	63,539
Full Grade . . . . .	41,104	53,434
Associate Grade . . . . .	34,295	44,582

**Clinical Podiatrist and Optometrist Schedule**

Chief Grade . . . . .	\$67,941	\$88,326
Senior Grade . . . . .	57,760	75,085
Intermediate Grade . . . . .	48,878	63,539
Full Grade . . . . .	41,104	53,434
Associate Grade . . . . .	34,295	44,582

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

Director Grade . . . . .	\$67,941	\$88,326
Assistant Director Grade . . . . .	57,760	75,085
Chief Grade . . . . .	48,878	63,539
Senior Grade . . . . .	41,104	53,434
Intermediate Grade . . . . .	34,295	44,582
Full Grade . . . . .	28,345	36,850
Associate Grade . . . . .	24,392	31,709
Junior Grade . . . . .	20,852	27,107

\* This schedule does not apply to the Assistant Under Secretary for Nursing Programs or the Director of Nursing Service. Pay for these positions is set by the Under Secretary for Health under 38 U.S.C. 7451.

\*\* Pursuant to section 7404(d)(2) of title 38, United States Code, the rate of basic pay payable to this employee 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, 1995)

ES-1	\$ 92,900
ES-2	97,400
ES-3	101,800
ES-4	107,300
ES-5	111,800
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, 1995)

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, 1995)

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, 1995)

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 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 24	Over 26
O-10**	\$6,978.30	\$7,223.70	\$7,223.70	\$7,223.70	\$7,223.70	\$7,501.20	\$7,501.20	\$7,916.70	\$7,916.70	\$8,482.80	\$8,482.80	\$9,051.00*	\$9,051.00*	\$9,051.00*	\$9,614.70*
O-9	6,184.50	6,346.50	6,481.80	6,481.80	6,481.80	6,646.50	6,646.50	6,923.10	6,923.10	7,501.20	7,501.20	7,916.70	7,916.70	7,916.70	8,482.80
O-8	5,601.60	5,769.60	5,906.40	5,906.40	5,906.40	6,071.10	6,071.10	6,346.50	6,346.50	6,923.10	6,923.10	7,338.60	7,338.60	7,338.60	7,916.70
O-7	4,654.50	4,971.00	4,971.00	4,971.00	4,971.00	5,139.90	5,139.90	5,494.80	5,494.80	6,071.10	6,071.10	6,486.00	6,486.00	6,486.00	7,057.10
O-6	3,449.70	3,790.20	4,038.60	4,038.60	4,038.60	4,038.60	4,038.60	4,363.80	4,363.80	4,944.80	4,944.80	5,359.30	5,359.30	5,359.30	5,930.40
O-5	2,759.10	3,239.70	3,463.80	3,463.80	3,463.80	3,463.80	3,463.80	3,789.00	3,789.00	4,370.10	4,370.10	4,784.60	4,784.60	4,784.60	5,355.70
O-4	2,325.60	2,832.00	3,021.00	3,021.00	3,021.00	3,021.00	3,021.00	3,346.20	3,346.20	3,927.30	3,927.30	4,341.80	4,341.80	4,341.80	4,912.90
O-3***	2,161.20	2,416.50	2,583.30	2,583.30	2,583.30	2,583.30	2,583.30	2,908.50	2,908.50	3,489.60	3,489.60	3,904.10	3,904.10	3,904.10	4,475.20
O-2***	1,884.60	2,058.00	2,472.90	2,556.00	2,556.00	2,556.00	2,556.00	2,881.20	2,881.20	3,462.30	3,462.30	3,876.80	3,876.80	3,876.80	4,447.90
O-1***	1,636.20	1,703.10	2,058.00	2,058.00	2,058.00	2,058.00	2,058.00	2,383.40	2,383.40	2,964.50	2,964.50	3,379.00	3,379.00	3,379.00	3,950.10

**COMMISSIONED OFFICERS**

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

O-3E	-	-	-	-	-	\$2,858.10	\$2,994.90	\$3,102.30	\$3,270.30	\$3,432.00	\$3,568.50	\$3,568.50	\$3,568.50	\$3,568.50	\$3,568.50
O-2E	-	-	-	-	-	2,556.00	2,608.80	2,691.60	2,832.00	2,940.60	3,021.00	3,021.00	3,021.00	3,021.00	3,021.00
O-1E	-	-	-	-	-	2,058.00	2,199.00	2,280.00	2,362.50	2,444.40	2,556.00	2,556.00	2,556.00	2,556.00	2,556.00

\* 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 this grade is calculated to be \$10,608.90, regardless of cumulative years of service computed under section 205 of title 37, United States Code. Nevertheless, actual 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 6--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**	
<b>COMMISSIONED OFFICERS</b>			
O-10	\$749.40	\$50.70	\$922.50
O-9	749.40	50.70	922.50
O-8	749.40	50.70	922.50
O-7	749.40	50.70	922.50
O-6	687.60	39.60	810.70
O-5	682.10	39.00	800.70
O-4	613.80	26.70	705.90
O-3	492.00	22.20	584.10
O-2	390.00	17.70	458.30
O-1	328.50	13.20	445.80
<b>COMMISSIONED OFFICERS WITH OVER 4 YEARS OF ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER</b>			
O-10	\$531.00	\$22.20	\$627.60
O-9	491.50	17.70	566.40
O-10	389.20	13.20	523.20
<b>WARRANT OFFICERS</b>			
W-5	\$623.40	\$25.20	\$681.30
W-4	593.60	25.20	624.60
W-3	465.30	20.70	572.40
W-2	413.10	15.90	526.80
W-1	345.90	13.80	455.40
<b>ENLISTED MEMBERS</b>			
E-9	\$454.80	\$18.60	\$599.40
E-8	417.60	15.30	552.60
E-7	356.40	12.00	513.00
E-6	322.80	9.90	474.30
E-5	297.60	8.10	426.30
E-4	258.90	8.10	370.80
E-3	254.10	7.80	345.00
E-2	206.40	7.20	328.50
E-1	183.90	6.90	328.50

\* 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 401(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)		\$146.16
Enlisted Members (per day):		
	E-1 (less than 4 months of active duty)	All Other Enlisted
When on leave or authorized to mess separately	\$6.44	\$ 6.98
When rations in-kind are not available	7.26	7.87
When assigned to duty under emergency conditions where no messing facilities of the United States are available	9.63	10.42

## 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, as amended by section 601(c) of Public Law 103-337, is \$598.04.

SCHEDULE 9--INTERIM GEOGRAPHIC ADJUSTMENTS FOR CERTAIN EMPLOYEES IN SPECIFIED AREAS	
(Effective the first day of the first applicable pay period beginning on or after January 1, 1995)	
AREA	ADJUSTMENT RATE
New York-Northern New Jersey-Long Island, NY-NJ-CT-PA Consolidated Metropolitan Statistical Area . . . . .	8%
Los Angeles-Riverside-Orange County, CA Consolidated Metropolitan Statistical Area . . . . .	8%

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