

Sec. 4. *Management Reforms.* (a) The Corporation should implement internal management reforms to strengthen its oversight of national and community service programs through enforcement of performance and compliance standards and other management tools.

(b) Management reforms should include, but should not be limited to, the following:

- (i) Institutionalized changes to the budgetary and grant-making processes to ensure that financial commitments remain within available resources;
- (ii) Enhanced accounting and management systems that would ensure compliance with fiscal restrictions and provide timely, accurate, and readily available information about enrollment in AmeriCorps and about funding and obligations incurred for all national and community service programs;
- (iii) Assurance by the Chief Executive Officer and the Chief Financial Officer in the Corporation's Management Representation Letter that its financial statements, including the Statement of Budgetary Resources, are accurate and reliable; and
- (iv) Management reforms that tie employee performance to fiscal responsibility, attainment of management goals, and professional conduct.

Sec. 5. *Report.* Within 180 days after the date of this order, the Chief Executive Officer shall report to the President, through the Assistant to the President and Director of the USA Freedom Corps Office, the actions the Corporation proposes to undertake to accomplish the objectives set forth in this order.

Sec. 6. *Judicial Review.* This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by a party against the United States, its departments, agencies, or other entities, its officers or employees, or any other person.

GEORGE W. BUSH

The White House,
February 27, 2004.

Executive Order 13332 of March 3, 2004

Further Adjustment 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 laws cited herein, 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)), as adjusted under 5 U.S.C. 5303(a), 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, as amended by section 1125 of Public Law 108–136, are set forth on Schedule 4 attached hereto and made a part hereof.

Sec. 3. *Executive and Certain Other 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. 5311–5318) 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), section 140 of Public Law 97–92, and Public Law 108–167) at Schedule 7.

Sec. 4. *Uniformed Services.* Pursuant to section 601(a)–(b) of Public Law 108–136, the rates of monthly basic pay (37 U.S.C. 203) for members of the uniformed services, as adjusted under 37 U.S.C. 1009, and the rate of monthly cadet or midshipman pay 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, and in accordance with section 640(a) of Division F of Public Law 108–199, 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.* The rates of pay for administrative law judges, as adjusted under 5 U.S.C. 5372(b)(4), are set forth on Schedule 10 attached hereto and made a part hereof.

Sec. 7. *Effective Dates.* Schedule 8 is effective on January 1, 2004. The other schedules contained herein are effective on the first day of the first pay period beginning on or after January 1, 2004.

Sec. 8. *Prior Order Superseded.* Executive Order 13322 of December 30, 2003, is superseded.

GEORGE W. BUSH

The White House,
March 3, 2004.

SCHEDULE 1--GENERAL SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2004)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$15,625	\$16,146	\$16,666	\$17,183	\$17,703	\$18,009	\$18,521	\$19,039	\$19,060	\$19,543
GS-2	17,568	17,985	18,567	19,060	19,274	19,841	20,408	20,975	21,542	22,109
GS-3	19,168	19,807	20,446	21,085	21,724	22,363	23,002	23,641	24,280	24,919
GS-4	21,518	22,235	22,952	23,669	24,386	25,103	25,820	26,537	27,254	27,971
GS-5	24,075	24,878	25,681	26,484	27,287	28,090	28,893	29,696	30,499	31,302
GS-6	26,836	27,731	28,626	29,521	30,416	31,311	32,206	33,101	33,996	34,891
GS-7	29,821	30,815	31,809	32,803	33,797	34,791	35,785	36,779	37,773	38,767
GS-8	33,026	34,127	35,228	36,329	37,430	38,531	39,632	40,733	41,834	42,935
GS-9	36,478	37,694	38,910	40,126	41,342	42,558	43,774	44,990	46,206	47,422
GS-10	40,171	41,510	42,849	44,188	45,527	46,866	48,205	49,544	50,883	52,222
GS-11	44,136	45,607	47,078	48,549	50,020	51,491	52,962	54,433	55,904	57,375
GS-12	52,899	54,662	56,425	58,188	59,951	61,714	63,477	65,240	67,003	68,766
GS-13	62,905	65,002	67,099	69,196	71,293	73,390	75,487	77,584	79,681	81,778
GS-14	74,335	76,813	79,291	81,769	84,247	86,725	89,203	91,681	94,159	96,637
GS-15	87,439	90,354	93,269	96,184	99,099	102,014	104,929	107,844	110,759	113,674

SCHEDULE 2--FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2004)

Step	Executive Orders								
	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$87,439	\$70,851	\$57,410	\$46,519	\$37,694	\$33,697	\$30,124	\$26,930	\$24,075
2	90,062	72,977	59,132	47,915	38,825	34,708	31,028	27,738	24,797
3	92,764	75,166	60,906	49,352	39,990	35,749	31,959	28,570	25,541
4	95,547	77,421	62,733	50,833	41,189	36,822	32,917	29,427	26,307
5	98,413	79,743	64,615	52,358	42,425	37,926	33,905	30,310	27,097
6	101,366	82,136	66,554	53,928	43,698	39,064	34,922	31,219	27,910
7	104,407	84,600	68,551	55,546	45,009	40,236	35,970	32,156	28,747
8	107,539	87,138	70,607	57,213	46,359	41,443	37,049	33,121	29,609
9	110,765	89,752	72,725	58,929	47,750	42,686	38,160	34,114	30,497
10	113,674	92,444	74,907	60,697	49,182	43,967	39,305	35,138	31,412
11	113,674	95,218	77,154	62,518	50,658	45,286	40,484	36,192	32,355
12	113,674	98,074	79,469	64,393	52,177	46,645	41,699	37,277	33,325
13	113,674	101,017	81,853	66,325	53,743	48,044	42,950	38,396	34,325
14	113,674	104,047	84,309	68,315	55,355	49,485	44,238	39,548	35,355

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**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, 2004)

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

Deputy Under Secretary for Health	\$148,495	**
Associate Deputy Under Secretary for Health	142,230	***
Assistant Under Secretaries for Health	138,037	***

	<u>Minimum</u>	<u>Maximum</u>
Medical Directors	\$117,774	\$133,481
Service Directors	102,549	127,359
Director, National Center for Preventive Health	87,439	127,359

Physician and Dentist Schedule

Director Grade	\$102,549	\$127,359
Executive Grade	94,694	120,684
Chief Grade	87,439	113,674
Senior Grade	74,335	96,637
Intermediate Grade	62,905	81,778
Full Grade	52,899	68,766
Associate Grade	44,136	57,375

Clinical Podiatrist and Optometrist Schedule

Chief Grade	\$87,439	\$113,674
Senior Grade	74,335	96,637
Intermediate Grade	62,905	81,778
Full Grade	52,899	68,766
Associate Grade	44,136	57,375

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

Director Grade	\$87,439	\$113,674
Assistant Director Grade	74,335	96,637
Chief Grade	62,905	81,778
Senior Grade	52,899	68,766
Intermediate Grade	44,136	57,375
Full Grade	36,478	47,422
Associate Grade	31,390	40,804
Junior Grade	26,836	34,891

- * This schedule does not apply to the Assistant Under Secretary for Nursing Programs or the Director of Nursing Services. Pay for these positions is set by the Under Secretary for Health under 38 U.S.C. 7451.
- ** Pursuant to section 7404(d)(1) of title 38, United States Code, the rate of basic pay payable to this employee is limited to the rate for level IV of the Executive Schedule, which is \$136,900.
- *** Pursuant to section 7404(d)(2) of title 38, United States Code, the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$128,200.
- **** 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.

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SCHEDULE 4--SENIOR EXECUTIVE SERVICE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2004)

	<u>Minimum</u>	<u>Maximum</u>
Agencies with a Certified SES Performance Appraisal System.	\$104,927	\$158,100
Agencies without a Certified SES Performance Appraisal System.	\$104,927	\$145,600

SCHEDULE 5--EXECUTIVE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2004)

Level I	\$175,700
Level II	158,100
Level III.	145,600
Level IV	136,900
Level V	128,200

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, 2004)

Vice President	\$203,000
Senators	158,100
Members of the House of Representatives.	158,100
Delegates to the House of Representatives.	158,100
Resident Commissioner from Puerto Rico	158,100
President pro tempore of the Senate.	175,700
Majority leader and minority leader of the Senate.	175,700
Majority leader and minority leader of the House of Representatives	175,700
Speaker of the House of Representatives.	203,000

SCHEDULE 7--JUDICIAL SALARIES

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2004)

Chief Justice of the United States	\$203,000
Associate Justices of the Supreme Court.	194,300
Circuit Judges	167,600
District Judges.	158,100
Judges of the Court of International Trade	158,100

Executive Orders

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SCHEDULE 8-PAY OF THE UNIFORMED SERVICES (PAGE 2)
YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)

Pay Grade	2 or less	2	3	4	6	8	10	12	14	16	18	20	22	24	26
W-5	\$3,119.40	\$3,355.80	\$3,452.40	\$3,547.20	\$3,710.40	\$3,871.50	\$4,035.00	\$4,194.30	\$4,359.00	\$4,617.30	\$4,782.60	\$5,360.70	\$5,544.30	\$5,728.80	\$5,914.20
W-4	2,848.80	2,967.90	3,089.40	3,129.30	3,257.10	3,403.20	3,595.80	3,786.30	3,988.80	4,140.60	4,291.80	4,356.90	4,424.10	4,570.20	4,716.30
W-3	2,505.90	2,649.00	2,774.10	2,865.30	2,943.30	3,157.80	3,321.60	3,443.40	3,562.20	3,643.80	3,712.50	3,843.00	3,972.60	4,103.70	4,103.70
W-1	2,212.80	2,394.00	2,515.20	2,593.50	2,802.30	2,928.30	3,039.90	3,164.70	3,247.20	3,321.90	3,443.70	3,535.80	3,535.80	3,535.80	3,535.80
WARRANT OFFICERS															
E-9 *	-	-	-	-	-	-	\$3,769.20	\$3,854.70	\$3,962.40	\$4,089.30	\$4,216.50	\$4,421.10	\$4,594.20	\$4,776.60	\$5,054.70
E-8	-	-	-	-	-	\$3,085.50	3,222.00	3,306.30	3,407.70	3,517.50	3,715.50	3,815.70	3,986.40	4,081.20	4,314.30
E-7	\$2,145.00	\$2,341.20	\$2,430.60	\$2,549.70	\$2,642.10	2,801.40	2,891.10	2,980.20	3,139.80	3,219.60	3,295.50	3,341.70	3,498.00	3,599.10	3,855.00
E-6	1,855.50	2,041.20	2,131.20	2,218.80	2,310.00	2,516.10	2,596.20	2,685.30	2,763.30	2,790.90	2,809.80	2,809.80	2,809.80	2,809.80	2,809.80
E-5	1,700.10	1,813.50	1,901.10	1,991.10	2,130.60	2,250.90	2,339.70	2,367.90	2,367.90	2,367.90	2,367.90	2,367.90	2,367.90	2,367.90	2,367.90
E-4	1,558.20	1,638.30	1,726.80	1,814.10	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50
E-3	1,407.00	1,495.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50
E-2	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70	1,337.70
E-1 ***	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40	1,193.40
E-1 ***	1,104.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-

ENLISTED MEMBERS

* 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, or Sergeant Major of the Marine Corps, basic pay for this grade is \$6,090.90 per month, regardless of cumulative years of service 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.

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Title 3—The President

SCHEDULE 8—PAY OF THE UNIFORMED SERVICES (PAGE 3)

Part II—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 \$792.60.

Note: As a result of the enactment of sections 602-694 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.

Executive Orders

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SCHEDULE 9--LOCALITY-BASED COMPARABILITY PAYMENTS

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2004)

Table with 2 columns: Locality Pay Area and Rate. Lists various cities and states with their corresponding rates, such as Atlanta, GA at 12.61% and Rest of U.S. at 10.90%.

SCHEDULE 10 ADMINISTRATIVE LAW JUDGES

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2004)

Table with 2 columns: Grade and Rate. Lists grades AL-3/A through AL-1 with their corresponding rates, such as AL-3/A at \$91,200 and AL-1 at 136,900.

1Locality Pay Areas are defined in 5 CFR 531.603.