

EXECUTIVE ORDER

13483

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 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, 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), section 140 of Public Law 97-92, and section 305 of Division D of the Consolidated Appropriations Act, 2008), 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, and section 142 of the Consolidated Security, Disaster Assistance, and Continuing Appropriations Act, 2009 (Public Law 110-329, September 30, 2008), 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 basic 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, 2009. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2009.

Sec. 8. Prior Order Superseded. Executive Order 13454 of January 4, 2008 is superseded.

GEORGE W. BUSH
THE WHITE HOUSE,

December 18, 2008

SCHEDULE 1--GENERAL SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2009)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$17,540	\$18,126	\$18,709	\$19,290	\$19,873	\$20,216	\$20,792	\$21,373	\$21,396	\$21,944
GS-2	19,721	20,190	20,842	21,396	21,635	22,271	22,907	23,543	24,179	24,815
GS-3	21,517	22,234	22,951	23,668	24,385	25,102	25,819	26,536	27,253	27,970
GS-4	24,156	24,961	25,766	26,571	27,376	28,181	28,986	29,791	30,596	31,401
GS-5	27,026	27,927	28,828	29,729	30,630	31,531	32,432	33,333	34,234	35,135
GS-6	30,125	31,129	32,133	33,137	34,141	35,145	36,149	37,153	38,157	39,161
GS-7	33,477	34,593	35,709	36,825	37,941	39,057	40,173	41,289	42,405	43,521
GS-8	37,075	38,311	39,547	40,783	42,019	43,255	44,491	45,727	46,963	48,199
GS-9	40,949	42,314	43,679	45,044	46,409	47,774	49,139	50,504	51,869	53,234
GS-10	45,095	46,598	48,101	49,604	51,107	52,610	54,113	55,616	57,119	58,622
GS-11	49,544	51,195	52,846	54,497	56,148	57,799	59,450	61,101	62,752	64,403
GS-12	59,383	61,362	63,341	65,320	67,299	69,278	71,257	73,236	75,215	77,194
GS-13	70,615	72,969	75,323	77,677	80,031	82,385	84,739	87,093	89,447	91,801
GS-14	83,445	86,227	89,009	91,791	94,573	97,355	100,137	102,919	105,701	108,483
GS-15	98,156	101,428	104,700	107,972	111,244	114,516	117,788	121,060	124,332	127,604

SCHEDULE 2--FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2009)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$98,156	\$79,535	\$64,447	\$52,221	\$42,314	\$37,828	\$33,817	\$30,231	\$27,026
2	101,101	81,921	66,380	53,788	43,583	38,963	34,832	31,138	27,837
3	104,134	84,379	68,372	55,401	44,891	40,132	35,876	32,072	28,672
4	107,258	86,910	70,423	57,063	46,238	41,336	36,953	33,034	29,532
5	110,475	89,517	72,536	58,775	47,625	42,576	38,061	34,025	30,418
6	113,790	92,203	74,712	60,538	49,054	43,853	39,203	35,046	31,331
7	117,203	94,969	76,953	62,355	50,525	45,169	40,379	36,097	32,270
8	120,719	97,818	79,262	64,225	52,041	46,524	41,591	37,180	33,239
9	124,341	100,753	81,640	66,152	53,602	47,919	42,838	38,296	34,236
10	127,604	103,775	84,089	68,137	55,210	49,357	44,124	39,445	35,263
11	127,604	106,888	86,611	70,181	56,866	50,838	45,447	40,628	36,321
12	127,604	110,095	89,210	72,286	58,572	52,363	46,811	41,847	37,410
13	127,604	113,398	91,886	74,455	60,330	53,934	48,215	43,102	38,533
14	127,604	116,800	94,643	76,688	62,140	55,552	49,661	44,395	39,689

**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, 2009)

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

Assistant Under Secretaries for Health \$154,955**
(Only applies to incumbents who are not physicians or dentists)

	<u>Minimum</u>	<u>Maximum</u>
Service Directors	\$115,117	\$142,968
Director, National Center for Preventive Health	98,156	142,968

Physician and Dentist Base and Longevity Schedule***

Physician Grade	\$96,539	\$141,591
Dentist Grade	96,539	141,591

Clinical Podiatrist, Chiropractor, and Optometrist Schedule

Chief Grade	\$98,156	\$127,604
Senior Grade	83,445	108,483
Intermediate Grade	70,615	91,801
Full Grade	59,383	77,194
Associate Grade	49,544	64,403

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

Director Grade	\$98,156	\$127,604
Assistant Director Grade	83,445	108,483
Chief Grade	70,615	91,801
Senior Grade	59,383	77,194
Intermediate Grade	49,544	64,403
Full Grade	40,949	53,234
Associate Grade	35,237	45,812
Junior Grade	30,125	39,161

* 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 \$143,500.

*** 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, 2009)

	<u>Minimum</u>	<u>Maximum</u>
Agencies with a Certified SES Performance Appraisal System	\$117,787	\$177,000
Agencies without a Certified SES Performance Appraisal System	\$117,787	\$162,900

SCHEDULE 5--EXECUTIVE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2009)

Level I	\$196,700
Level II	177,000
Level III	162,900
Level IV	153,200
Level V	143,500

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, 2009)

Vice President	\$227,300
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, 2008)

Chief Justice of the United States	\$217,400
Associate Justices of the Supreme Court	208,100
Circuit Judges	179,500
District Judges	169,300
Judges of the Court of International Trade	169,300

**SCHEDULE 8-PAY OF THE UNIFORMED SERVICES
(Effective January 1, 2009)**

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
COMMISSIONED OFFICERS											
O-10**	-	-	-	-	-	-	-	-	-	-	-
O-9	-	-	-	-	-	-	-	-	-	-	-
O-8	\$9,090.00	\$9,387.60	\$9,585.30	\$9,640.50	\$9,887.10	\$10,299.00	\$10,395.00	\$10,786.20	\$10,898.10	\$11,235.30	\$11,722.50
O-7	7,553.10	7,904.10	8,066.40	8,195.40	8,429.10	8,660.10	8,926.80	9,192.90	9,460.20	10,299.00	11,007.30
O-6	5,598.30	6,150.30	6,553.80	6,553.80	6,578.70	6,860.70	6,897.90	6,897.90	7,290.00	7,983.30	8,390.10
O-5	4,666.80	5,257.20	5,621.40	5,689.80	5,916.60	6,052.80	6,351.60	6,570.60	6,853.80	7,287.30	7,493.40
O-4	4,026.90	4,661.40	4,972.20	5,041.80	5,330.40	5,640.00	6,025.20	6,325.50	6,534.30	6,654.00	6,723.30
O-3***	3,540.30	4,013.40	4,332.00	4,722.90	4,948.80	5,197.20	5,358.00	5,622.30	5,759.70	5,759.70	5,759.70
O-2***	3,058.80	3,483.90	4,012.50	4,148.10	4,233.30	4,233.30	4,233.30	4,233.30	4,233.30	4,233.30	4,233.30
O-1***	2,655.30	2,763.60	3,340.50	3,340.50	3,340.50	3,340.50	3,340.50	3,340.50	3,340.50	3,340.50	3,340.50

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

O-3E	-	-	-	\$4,722.90	\$4,948.80	\$5,197.20	\$5,358.00	\$5,622.30	\$5,844.90	\$5,972.70	\$6,146.70
O-2E	-	-	-	4,148.10	4,233.30	4,368.30	4,595.70	4,771.50	4,902.30	4,902.30	4,902.30
O-1E	-	-	-	3,340.50	3,567.60	3,699.30	3,834.30	3,966.60	4,148.10	4,148.10	4,148.10

WARRANT OFFICERS

W-5	-	-	-	-	-	-	-	-	-	-	-
W-4	3,658.50	3,935.70	4,048.80	4,159.80	4,351.20	4,540.50	4,732.20	5,021.10	5,274.00	5,514.60	5,711.40
W-3	3,340.80	3,480.30	3,622.80	3,669.90	3,819.60	4,114.20	4,420.80	4,565.10	4,731.90	4,904.10	5,213.10
W-2	2,956.50	3,236.10	3,322.20	3,381.60	3,573.30	3,871.20	4,018.80	4,164.30	4,341.90	4,480.80	4,606.80
W-1	2,595.30	2,874.00	2,949.60	3,108.30	3,296.10	3,572.70	3,701.70	3,882.30	4,059.90	4,199.40	4,328.10

* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule, which is \$14,750.10 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 \$11,958.30 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 \$19,326.60 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 \$14,750.10 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, 2009)**

Part I-MONTHLY BASIC PAY

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**	\$14,688.60	\$14,760.30*	\$15,067.20*	\$15,602.10*	\$15,602.10*	\$16,382.10*	\$16,382.10*	\$17,201.10*	\$17,201.10*	\$18,061.20*	\$18,061.20 *
O-9	12,846.90	13,032.00	13,299.30	13,765.80	13,765.80	14,454.60	14,454.60	15,177.30*	15,177.30*	15,936.00*	15,936.00 *
O-8	12,172.20	12,472.50	12,472.50	12,472.50	12,472.50	12,784.50	12,784.50	13,104.30	13,104.30	13,104.30	13,104.30
O-7	11,007.30	11,007.30	11,007.30	11,063.10	11,063.10	11,284.50	11,284.50	11,284.50	11,284.50	11,284.50	11,284.50
O-6	8,796.60	9,027.90	9,262.20	9,716.70	9,716.70	9,910.80	9,910.80	9,910.80	9,910.80	9,910.80	9,910.80
O-5	7,697.40	7,928.70	7,928.70	7,928.70	7,928.70	7,928.70	7,928.70	7,928.70	7,928.70	7,928.70	7,928.70
O-4	6,723.30	6,723.30	6,723.30	6,723.30	6,723.30	6,723.30	6,723.30	6,723.30	6,723.30	6,723.30	6,723.30
O-3***	5,759.70	5,759.70	5,759.70	5,759.70	5,759.70	5,759.70	5,759.70	5,759.70	5,759.70	5,759.70	5,759.70
O-2***	4,233.30	4,233.30	4,233.30	4,233.30	4,233.30	4,233.30	4,233.30	4,233.30	4,233.30	4,233.30	4,233.30
O-1***	3,340.50	3,340.50	3,340.50	3,340.50	3,340.50	3,340.50	3,340.50	3,340.50	3,340.50	3,340.50	3,340.50
COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER****											
O-3E	\$6,146.70	\$6,146.70	\$6,146.70	\$6,146.70	\$6,146.70	\$6,146.70	\$6,146.70	\$6,146.70	\$6,146.70	\$6,146.70	\$6,146.70
O-2E	4,902.30	4,902.30	4,902.30	4,902.30	4,902.30	4,902.30	4,902.30	4,902.30	4,902.30	4,902.30	4,902.30
O-1E	4,148.10	4,148.10	4,148.10	4,148.10	4,148.10	4,148.10	4,148.10	4,148.10	4,148.10	4,148.10	4,148.10
WARRANT OFFICERS											
W-5	\$6,505.50	\$6,835.50	\$7,081.20	\$7,353.60	\$7,353.60	\$7,721.40	\$7,721.40	\$8,107.50	\$8,107.50	\$8,513.10	\$8,513.10
W-4	5,903.40	6,185.70	6,417.30	6,681.90	6,681.90	6,815.40	6,815.40	6,815.40	6,815.40	6,815.40	6,815.40
W-3	5,422.20	5,547.30	5,680.20	5,860.80	5,860.80	5,860.80	5,860.80	5,860.80	5,860.80	5,860.80	5,860.80
W-2	4,757.10	4,856.40	4,935.00	4,935.00	4,935.00	4,935.00	4,935.00	4,935.00	4,935.00	4,935.00	4,935.00
W-1	4,484.40	4,484.40	4,484.40	4,484.40	4,484.40	4,484.40	4,484.40	4,484.40	4,484.40	4,484.40	4,484.40

* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule, which is \$14,750.10 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 \$11,958.30 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 \$19,326.60 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 \$14,750.10 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, 2009)

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
E-9*	-	-	-	-	-	-	\$4,420.50	\$4,520.70	\$4,646.70	\$4,795.50	\$4,944.90
E-8	-	-	-	-	-	\$3,618.60	3,778.80	3,877.80	3,996.60	4,125.00	4,357.20
E-7	\$2,515.50	\$2,745.60	\$2,850.60	\$2,990.10	\$3,098.70	3,285.30	3,390.30	3,577.50	3,732.60	3,838.50	3,951.30
E-6	2,175.60	2,394.00	2,499.60	2,602.20	2,709.30	2,950.80	3,044.70	3,226.20	3,282.00	3,322.50	3,369.90
E-5	1,993.50	2,127.00	2,229.60	2,334.90	2,499.00	2,670.90	2,811.00	2,828.40	2,828.40	2,828.40	2,828.40
E-4	1,827.60	1,920.90	2,025.00	2,127.60	2,218.50	2,218.50	2,218.50	2,218.50	2,218.50	2,218.50	2,218.50
E-3	1,649.70	1,753.50	1,859.70	1,859.70	1,859.70	1,859.70	1,859.70	1,859.70	1,859.70	1,859.70	1,859.70
E-2	1,568.70	1,568.70	1,568.70	1,568.70	1,568.70	1,568.70	1,568.70	1,568.70	1,568.70	1,568.70	1,568.70
E-1**	1,399.50	1,399.50	1,399.50	1,399.50	1,399.50	1,399.50	1,399.50	1,399.50	1,399.50	1,399.50	1,399.50
E-1***	1,294.50										

* 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 \$7,143.30 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, 2009)

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
E-9*	\$5,185.20	\$5,388.00	\$5,601.90	\$5,928.30	\$5,928.30	\$6,224.70	\$6,224.70	\$6,536.10	\$6,536.10	\$6,863.10	\$6,863.10
E-8	4,474.80	4,674.90	4,785.90	5,059.50	5,059.50	5,160.90	5,160.90	5,160.90	5,160.90	5,160.90	5,160.90
E-7	3,995.40	4,142.10	4,221.00	4,521.00	4,521.00	4,521.00	4,521.00	4,521.00	4,521.00	4,521.00	4,521.00
E-6	3,369.90	3,369.90	3,369.90	3,369.90	3,369.90	3,369.90	3,369.90	3,369.90	3,369.90	3,369.90	3,369.90
E-5	2,828.40	2,828.40	2,828.40	2,828.40	2,828.40	2,828.40	2,828.40	2,828.40	2,828.40	2,828.40	2,828.40
E-4	2,218.50	2,218.50	2,218.50	2,218.50	2,218.50	2,218.50	2,218.50	2,218.50	2,218.50	2,218.50	2,218.50
E-3	1,859.70	1,859.70	1,859.70	1,859.70	1,859.70	1,859.70	1,859.70	1,859.70	1,859.70	1,859.70	1,859.70
E-2	1,568.70	1,568.70	1,568.70	1,568.70	1,568.70	1,568.70	1,568.70	1,568.70	1,568.70	1,568.70	1,568.70
E-1**	1,399.50	1,399.50	1,399.50	1,399.50	1,399.50	1,399.50	1,399.50	1,399.50	1,399.50	1,399.50	1,399.50

* 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 \$7,143.30 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 \$929.40.

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.

SCHEDULE 9--LOCALITY-BASED COMPARABILITY PAYMENTS

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2009)

<u>Locality Pay Area¹</u>	Rate
Atlanta-Sandy Springs-Gainesville, GA-AL.	18.55%
Boston-Worcester-Manchester, MA-NH-RI-ME.	23.98%
Buffalo-Niagara-Cattaraugus, NY	16.39%
Chicago-Naperville-Michigan City, IL-IN-WI.	24.47%
Cincinnati-Middletown-Wilmington, OH-KY-IN	18.28%
Cleveland-Akron-Elyria, OH	18.16%
Columbus-Marion-Chillicothe, OH	16.62%
Dallas-Fort Worth, TX	19.95%
Dayton-Springfield-Greenville, OH	15.90%
Denver-Aurora-Boulder, CO	22.03%
Detroit-Warren-Flint, MI	23.56%
Hartford-West Hartford-Willimantic, CT-MA	25.08%
Houston-Baytown-Huntsville, TX	28.28%
Huntsville-Decatur, AL.	15.46%
Indianapolis-Anderson-Columbus, IN.	14.23%
Los Angeles-Long Beach-Riverside, CA.	26.51%
Miami-Fort Lauderdale-Pompano Beach, FL	20.21%
Milwaukee-Racine-Waukesha, WI	17.65%
Minneapolis-St. Paul-St. Cloud, MN-WI	20.36%
New York-Newark-Bridgeport, NY-NJ-CT-PA	27.96%
Philadelphia-Camden-Vineland, PA-NJ-DE-MD	21.25%
Phoenix-Mesa-Scottsdale, AZ	16.08%
Pittsburgh-New Castle, PA	15.86%
Portland-Vancouver-Beaverton, OR-WA	19.71%
Raleigh-Durham-Cary, NC	17.38%
Richmond, VA.	16.10%
Sacramento--Arden-Arcade-Yuba City, CA-NV	21.53%
San Diego-Carlsbad-San Marcos, CA	23.44%
San Jose-San Francisco-Oakland, CA	34.35%
Seattle-Tacoma-Olympia, WA.	21.06%
Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA.	23.10%
Rest of U.S.	13.86%

SCHEDULE 10-ADMINISTRATIVE LAW JUDGES

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2009)

AL-3/A	\$102,400
AL-3/B	110,100
AL-3/C	118,100
AL-3/D	125,900
AL-3/E	133,900
AL-3/F	141,600
AL-2	149,600
AL-1	153,200

¹Locality Pay Areas are defined in 5 CFR 531.603.