

## EXECUTIVE ORDER

13249

### 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 rates of basic pay for senior executives in the Senior Executive Service, as adjusted under 5 U.S.C. 5382, are set forth on Schedule 4 attached hereto and made a part hereof.

**Sec. 3. Executive 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)) at Schedule 7.

**Sec. 4. Uniformed Services.** Pursuant to section 601 of S. 1438, the National Defense Authorization Act for Fiscal Year 2002 (which I signed into law on December 28, 2001), the rates of monthly basic pay (37 U.S.C. 203(a)) for members of the uniformed services 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 sections 5304 and 5304a of title 5, United States Code, and in accordance with section 646(a) of the Treasury and General Government Appropriations Act, 2002, Public Law 107-67, 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, 2002. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2002.

**Sec. 8. Prior Order Superseded.** Executive Order 13182 of December 23, 2000, is superseded.

[SIGNED]

GEORGE W. BUSH

THE WHITE HOUSE,

December 28, 2001

**SCHEDULE 1--GENERAL SCHEDULE**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2002)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$14,757	\$15,249	\$15,740	\$16,228	\$16,720	\$17,009	\$17,492	\$17,981	\$18,001	\$18,456
2	16,592	16,985	17,535	18,001	18,201	18,736	19,271	19,806	20,341	20,876
3	18,103	18,706	19,309	19,912	20,515	21,118	21,721	22,324	22,927	23,530
4	20,322	20,999	21,676	22,353	23,030	23,707	24,384	25,061	25,738	26,415
5	22,737	23,495	24,253	25,011	25,769	26,527	27,285	28,043	28,801	29,559
6	25,344	26,189	27,034	27,879	28,724	29,569	30,414	31,259	32,104	32,949
7	28,164	29,103	30,042	30,981	31,920	32,859	33,798	34,737	35,676	36,615
8	31,191	32,231	33,271	34,311	35,351	36,391	37,431	38,471	39,511	40,551
9	34,451	35,599	36,747	37,895	39,043	40,191	41,339	42,487	43,635	44,783
10	37,939	39,204	40,469	41,734	42,999	44,264	45,529	46,794	48,059	49,324
11	41,684	43,073	44,462	45,851	47,240	48,629	50,018	51,407	52,796	54,185
12	49,959	51,624	53,289	54,954	56,619	58,284	59,949	61,614	63,279	64,944
13	59,409	61,389	63,369	65,349	67,329	69,309	71,289	73,269	75,249	77,229
14	70,205	72,545	74,885	77,225	79,565	81,905	84,245	86,585	88,925	91,265
15	82,580	85,333	88,086	90,839	93,592	96,345	99,098	101,851	104,604	107,357

**SCHEDULE 2--FOREIGN SERVICE SCHEDULE**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2002)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$82,580	\$66,914	\$54,220	\$43,934	\$35,599	\$31,825	\$28,450	\$25,434	\$22,737
2	85,057	68,921	55,847	45,252	36,667	32,780	29,304	26,197	23,419
3	87,609	70,989	57,522	46,610	37,767	33,763	30,183	26,983	24,122
4	90,237	73,119	59,248	48,008	38,900	34,776	31,088	27,792	24,845
5	92,945	75,312	61,025	49,448	40,067	35,819	32,021	28,626	25,591
6	95,733	77,572	62,856	50,932	41,269	36,894	32,981	29,485	26,358
7	98,605	79,899	64,742	52,459	42,507	38,001	33,971	30,370	27,149
8	101,563	82,296	66,684	54,033	43,782	39,141	34,990	31,281	27,964
9	104,610	84,765	68,684	55,654	45,096	40,315	36,040	32,219	28,803
10	107,357	87,308	70,745	57,324	46,449	41,524	37,121	33,186	29,667
11	107,357	89,927	72,867	59,044	47,842	42,770	38,234	34,181	30,557
12	107,357	92,625	75,053	60,815	49,277	44,053	39,381	35,207	31,473
13	107,357	95,403	77,305	62,639	50,756	45,375	40,563	36,263	32,418
14	107,357	98,265	79,624	64,519	52,278	46,736	41,780	37,351	33,390

**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, 2002)

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

Deputy Under Secretary for Health . . . . .	\$140,243	**
Associate Deputy Under Secretary for Health . . . . .	134,327	***
Assistant Under Secretaries for Health . . . . .	130,367	***

	<u>Minimum</u>	<u>Maximum</u>
Medical Directors . . . . .	\$111,230	\$126,064 ***
Service Directors . . . . .	96,851	120,282
Director, National Center for Preventive Health . . . . .	82,580	120,282

Physician and Dentist Schedule

Director Grade . . . . .	\$96,851	\$120,282
Executive Grade . . . . .	89,432	113,978
Chief Grade . . . . .	82,580	107,357
Senior Grade . . . . .	70,205	91,265
Intermediate Grade . . . . .	59,409	77,229
Full Grade . . . . .	49,959	64,944
Associate Grade . . . . .	41,684	54,185

Clinical Podiatrist and Optometrist Schedule

Chief Grade . . . . .	\$82,580	\$107,357
Senior Grade . . . . .	70,205	91,265
Intermediate Grade . . . . .	59,409	77,229
Full Grade . . . . .	49,959	64,944
Associate Grade . . . . .	41,684	54,185

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

Director Grade . . . . .	\$82,580	\$107,357
Assistant Director Grade . . . . .	70,205	91,265
Chief Grade . . . . .	59,409	77,229
Senior Grade . . . . .	49,959	64,944
Intermediate Grade . . . . .	41,684	54,185
Full Grade . . . . .	34,451	44,783
Associate Grade . . . . .	29,646	38,538
Junior Grade . . . . .	25,344	32,949

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- \* 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 \$130,000.
  - \*\*\* 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 \$121,600.
  - \*\*\*\* 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, 2002)

ES-1 . . . . .	\$113,000
ES-2 . . . . .	118,300
ES-3 . . . . .	123,700
ES-4 . . . . .	129,800
ES-5 . . . . .	130,000
ES-6 . . . . .	130,000

**SCHEDULE 5--EXECUTIVE SCHEDULE**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2002)

level I . . . . .	\$166,700
level II . . . . .	150,000
level III. . . . .	138,200
level IV . . . . .	130,000
level V . . . . .	121,600

**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, 2002)

Vice President . . . . .	\$192,600
Senators . . . . .	150,000
Members of the House of Representatives. . . . .	150,000
Delegates to the House of Representatives. . . . .	150,000
Resident Commissioner from Puerto Rico . . . . .	150,000
President pro tempore of the Senate. . . . .	166,700
Majority leader and minority leader of the Senate. . . . .	166,700
Majority leader and minority leader of the House of Representatives . . . . .	166,700
Speaker of the House of Representatives. . . . .	192,600

**SCHEDULE 7--JUDICIAL SALARIES**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2002)

Chief Justice of the United States . . . . .	\$192,600
Associate Justices of the Supreme Court. . . . .	184,400
Circuit Judges . . . . .	159,100
District Judges. . . . .	150,000
Judges of the Court of International Trade . . . . .	150,000

**SCHEDULE 8-PAY OF THE UNIFORMED SERVICES**  
(Effective on January 1, 2002)

**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
<b>COMMISSIONED OFFICERS</b>															
O-10 **	-	-	-	-	-	-	-	-	-	-	-	\$11,601.90*	\$11,659.20*	\$11,901.30*	\$12,324.00*
O-9	-	-	-	-	-	-	-	-	-	-	-	10,147.50	10,293.60	10,504.80	10,873.80
O-8	\$7,180.20	\$7,415.40	\$7,571.10	\$7,614.90	\$7,809.30	\$8,135.10	\$8,210.70	\$8,519.70	\$8,608.50	\$8,874.30	\$9,259.50	9,614.70	9,852.00	9,852.00	9,852.00
O-7	5,966.40	6,371.70	6,371.70	6,418.20	6,657.90	6,840.30	7,051.20	7,261.80	7,472.70	8,135.10	8,694.90	8,694.90	8,694.90	8,694.90	8,738.70
O-6	4,422.00	4,857.90	5,176.80	5,176.80	5,196.60	5,418.90	5,448.60	5,448.60	5,628.60	6,305.70	6,627.00	6,948.30	7,131.00	7,316.10	7,675.20
O-5	3,537.00	4,152.60	4,440.30	4,494.30	4,673.10	4,673.10	4,813.50	5,073.30	5,413.50	5,755.80	5,919.00	6,079.80	6,262.80	6,262.80	6,262.80
O-4	3,023.70	3,681.90	3,927.60	3,982.50	4,210.50	4,395.90	4,696.20	4,930.20	5,092.50	5,255.70	5,310.60	5,310.60	5,310.60	5,310.60	5,310.60
O-3 ***	2,796.60	3,170.40	3,421.80	3,698.70	3,875.70	4,070.10	4,232.40	4,441.20	4,549.50	4,549.50	4,549.50	4,549.50	4,549.50	4,549.50	4,549.50
O-2 ***	2,416.20	2,751.90	3,169.50	3,276.30	3,344.10	3,344.10	3,344.10	3,344.10	3,344.10	3,344.10	3,344.10	3,344.10	3,344.10	3,344.10	3,344.10
O-1 ***	2,097.60	2,183.10	2,638.50	2,638.50	2,638.50	2,638.50	2,638.50	2,638.50	2,638.50	2,638.50	2,638.50	2,638.50	2,638.50	2,638.50	2,638.50

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

O-3E	-	-	-	\$3,698.70	\$3,875.70	\$4,070.10	\$4,232.40	\$4,441.20	\$4,617.00	\$4,717.50	\$4,855.20	\$4,855.20	\$4,855.20	\$4,855.20	\$4,855.20
O-2E	-	-	-	3,276.30	3,344.10	3,450.30	3,630.00	3,768.90	3,872.40	3,872.40	3,872.40	3,872.40	3,872.40	3,872.40	3,872.40
O-1E	-	-	-	2,638.50	2,818.20	2,922.30	3,028.50	3,133.20	3,276.30	3,276.30	3,276.30	3,276.30	3,276.30	3,276.30	3,276.30

\* Basic pay for these officers is limited to the rate of basic pay for level III of the Executive Schedule, which is \$11,516.70 per month.

\*\* 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, or Commandant of the Coast Guard, basic pay for this grade is calculated to be \$13,598.10 per month, 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 III of the Executive Schedule, which is \$11,516.70 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 8-PAY 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 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 24	Over 26
<b>WARRANT OFFICERS</b>															
W-5	-	-	-	-	-	-	-	-	-	-	-	\$4,965.60	\$5,136.00	\$5,307.00	\$5,478.60
W-4	\$2,889.60	\$3,108.60	\$3,198.00	\$3,285.90	\$3,437.10	\$3,586.50	\$3,737.70	\$3,885.30	\$4,038.00	\$4,184.40	\$4,334.40	4,480.80	4,632.60	4,782.00	4,935.30
W-3	2,638.80	2,862.00	2,862.00	2,898.90	3,017.40	3,152.40	3,330.90	3,439.50	3,558.30	3,693.90	3,828.60	3,963.60	4,098.30	4,233.30	4,368.90
W-2	2,321.40	2,454.00	2,569.80	2,654.10	2,726.40	2,875.20	2,984.40	3,093.90	3,200.40	3,318.00	3,438.90	3,559.80	3,680.10	3,801.30	3,801.30
W-1	2,049.90	2,217.60	2,330.10	2,402.70	2,511.90	2,624.70	2,737.80	2,850.00	2,963.70	3,077.10	3,189.90	3,275.10	3,275.10	3,275.10	3,275.10
<b>ENLISTED MEMBERS</b>															
E-9 *	-	-	-	-	-	-	\$3,423.90	\$3,501.30	\$3,599.40	\$3,714.60	\$3,830.40	\$3,944.10	\$4,098.30	\$4,251.30	\$4,467.00
E-8	-	-	-	-	-	\$2,858.10	2,940.60	3,017.70	3,110.10	3,210.30	3,314.70	3,420.30	3,573.00	3,724.80	3,937.80
E-7	\$1,986.90	\$2,169.00	\$2,251.50	\$2,332.50	\$2,417.40	2,562.90	2,645.10	2,726.40	2,808.00	2,892.60	2,975.10	3,057.30	3,200.40	3,292.80	3,526.80
E-6	1,701.00	1,870.80	1,953.60	2,033.70	2,117.40	2,254.50	2,337.30	2,417.40	2,499.30	2,558.10	2,602.80	2,602.80	2,602.80	2,602.80	2,602.80
E-5	1,561.50	1,665.30	1,745.70	1,828.50	1,912.80	2,030.10	2,110.20	2,193.30	2,193.30	2,193.30	2,193.30	2,193.30	2,193.30	2,193.30	2,193.30
E-4	1,443.60	1,517.70	1,599.60	1,680.30	1,752.30	1,752.30	1,752.30	1,752.30	1,752.30	1,752.30	1,752.30	1,752.30	1,752.30	1,752.30	1,752.30
E-3	1,303.50	1,385.40	1,468.50	1,468.50	1,468.50	1,468.50	1,468.50	1,468.50	1,468.50	1,468.50	1,468.50	1,468.50	1,468.50	1,468.50	1,468.50
E-2	1,239.30	1,239.30	1,239.30	1,239.30	1,239.30	1,239.30	1,239.30	1,239.30	1,239.30	1,239.30	1,239.30	1,239.30	1,239.30	1,239.30	1,239.30
E-1 **	1,105.50	1,105.50	1,105.50	1,105.50	1,105.50	1,105.50	1,105.50	1,105.50	1,105.50	1,105.50	1,105.50	1,105.50	1,105.50	1,105.50	1,105.50
E-1 ***	1,022.70	-	-	-	-	-	-	-	-	-	-	-	-	-	-

\* 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 \$5,382.90 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.



**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 \$734.10.

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, 2002)

<u>Locality Pay Area<sup>1</sup></u>	<u>Rate</u>
Atlanta, GA . . . . .	9.74%
Boston-Worcester-Lawrence, MA-NH-ME-CT-RI . . . . .	13.57%
Chicago-Gary-Kenosha, IL-IN-WI . . . . .	14.58%
Cincinnati-Hamilton, OH-KY-IN . . . . .	12.09%
Cleveland-Akron, OH . . . . .	10.33%
Columbus, OH . . . . .	10.70%
Dallas-Fort Worth, TX . . . . .	10.90%
Dayton-Springfield, OH . . . . .	9.62%
Denver-Boulder-Greeley, CO . . . . .	13.34%
Detroit-Ann Arbor-Flint, MI . . . . .	14.71%
Hartford, CT . . . . .	14.11%
Houston-Galveston-Brazoria, TX . . . . .	18.61%
Huntsville, AL . . . . .	9.08%
Indianapolis, IN . . . . .	8.85%
Kansas City, MO-KS . . . . .	9.28%
Los Angeles-Riverside-Orange County, CA . . . . .	16.05%
Miami-Fort Lauderdale, FL . . . . .	12.45%
Milwaukee-Racine, WI . . . . .	10.05%
Minneapolis-St. Paul, MN-WI . . . . .	11.56%
New York-Northern New Jersey-Long Island, NY-NJ-CT-PA . . . . .	15.23%
Orlando, FL . . . . .	8.67%
Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD . . . . .	12.11%
Pittsburgh, PA . . . . .	9.52%
Portland-Salem, OR-WA . . . . .	11.64%
Richmond-Petersburg, VA . . . . .	9.67%
Sacramento-Yolo, CA . . . . .	11.99%
St. Louis, MO-IL . . . . .	8.98%
San Diego, CA . . . . .	12.70%
San Francisco-Oakland-San Jose, CA . . . . .	19.04%
Seattle-Tacoma-Bremerton, WA . . . . .	11.77%
Washington-Baltimore, DC-MD-VA-WV . . . . .	11.48%
Rest of U.S. . . . .	8.64%

**SCHEDULE 10-ADMINISTRATIVE LAW JUDGES**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2002)

AL-3/A . . . . .	\$ 86,500
AL-3/B . . . . .	93,100
AL-3/C . . . . .	99,800
AL-3/D . . . . .	106,500
AL-3/E . . . . .	113,100
AL-3/F . . . . .	119,700
AL-2 . . . . .	126,500
AL-1 . . . . .	130,000