

APPENDIXES

APPENDIX NO. 1

SUMMARY OF POSITIONS SUBJECT TO NONCOMPETITIVE APPOINTMENT

PAS = Positions Subject to Presidential Appointment with Senate Confirmation
 PA = Positions Subject to Presidential Appointment without Senate Confirmation
 GEN = Positions Designated as Senior Executive Service "General"
 NA = Senior Executive Service General Positions Filled by Noncareer Appointment
 LA = Senior Executive Service Positions Filled by Limited Emergency or Limited Term Appointment
 SC = Positions Filled by Schedule C Excepted Appointment
 XS = Positions Subject to Statutory Excepted Appointment

Agency or Department	PAS	PA	GEN	NA	LA	SC	XS
ADVISORY COUNCIL ON HISTORIC PRESERVATION	1	10	0	0	0	0	0
AFRICAN DEVELOPMENT FOUNDATION	5	0	0	0	0	0	1
AGRICULTURE, DEPARTMENT OF	16	0	155	41	2	172	0
AMERICAN BATTLE MONUMENTS COMMISSION	0	12	0	0	0	0	0
ANTITRUST MODERNIZATION COMMISSION	0	4	0	0	0	0	9
APPALACHIAN REGIONAL COMMISSION	2	0	0	0	0	2	0
ARCHITECT OF THE CAPITOL	1	0	0	0	0	0	0
ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD (UNITED STATES ACCESS BOARD)	0	13	2	0	0	0	0
ARCTIC RESEARCH COMMISSION	0	0	1	0	0	0	0
BARRY GOLDWATER SCHOLARSHIP AND EXCELLENCE IN EDUCATION FOUNDATION	0	0	0	1	0	0	0
BROADCASTING BOARD OF GOVERNORS	15	0	15	4	0	6	0
CENTRAL INTELLIGENCE AGENCY	8	0	0	0	0	0	0
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	0	0	1	0	0	1	0
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	0	10	0	0	0	0	1
COMMERCE, DEPARTMENT OF	25	1	152	42	1	103	0
COMMISSION OF FINE ARTS	0	7	1	0	0	0	0
COMMISSION ON CIVIL RIGHTS	0	4	4	1	0	9	4
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	0	14	1	0	0	0	0
COMMODITY FUTURES TRADING COMMISSION	5	0	0	0	0	12	0
CONSUMER PRODUCT SAFETY COMMISSION	5	0	9	1	0	12	0
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	16	0	1	0	0	0	28
COURT SERVICES AND OFFENDER SUPERVISION AGENCY FOR THE DISTRICT OF COLUMBIA	1	0	0	0	0	0	0
DEFENSE, DEPARTMENT OF	(52)	(0)	(351)	(88)	(52)	(107)	(5)
OFFICE OF THE SECRETARY OF DEFENSE	30	0	255	66	17	90	5
AIR FORCE, DEPARTMENT OF THE	7	0	29	6	1	2	0
ARMY, DEPARTMENT OF THE	8	0	45	8	7	10	0
NAVY, DEPARTMENT OF THE	7	0	22	8	6	5	0
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	5	0	2	0	0	0	0
DELTA REGIONAL AUTHORITY	1	0	0	0	0	0	0
DEPARTMENT OF THE INTERIOR	18	0	192	31	6	34	2
DEPARTMENT OF THE TREASURY	32	0	81	23	4	35	0
DEPARTMENT OF TRANSPORTATION	23	0	172	31	2	37	6
DEPARTMENT OF VETERANS AFFAIRS	14	0	296	13	1	13	24
EDUCATION, DEPARTMENT OF	13	4	66	20	1	118	38
ENERGY, DEPARTMENT OF	20	0	340	34	13	58	4
ENVIRONMENTAL PROTECTION AGENCY	14	0	109	20	1	30	0
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	5	0	20	0	2	2	0
EXPORT-IMPORT BANK	5	0	0	0	0	10	0
FARM CREDIT ADMINISTRATION	3	0	0	0	0	4	0
FEDERAL COMMUNICATIONS COMMISSION	5	0	37	6	1	1	5
FEDERAL DEPOSIT INSURANCE CORPORATION	4	0	0	0	0	3	0
FEDERAL ELECTION COMMISSION	6	0	0	0	0	0	21
FEDERAL ENERGY REGULATORY COMMISSION	5	0	42	0	0	3	0

Agency or Department	PAS	PA	GEN	NA	LA	SC	XS
FEDERAL HOUSING FINANCE BOARD	5	0	0	0	0	8	0
FEDERAL LABOR RELATIONS AUTHORITY	4	7	0	0	0	1	0
FEDERAL MARITIME COMMISSION	5	0	2	0	0	3	0
FEDERAL MEDIATION AND CONCILIATION SERVICE	1	0	2	0	1	0	0
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	5	0	2	0	0	3	0
FEDERAL RESERVE SYSTEM	7	0	0	0	0	0	0
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	5	0	2	0	0	0	1
FEDERAL TRADE COMMISSION	5	0	29	3	1	5	0
GENERAL SERVICES ADMINISTRATION	2	0	26	17	3	20	0
GOVERNMENT ACCOUNTABILITY OFFICE	2	0	0	0	0	0	0
GOVERNMENT PRINTING OFFICE	1	0	0	0	0	3	3
HEALTH AND HUMAN SERVICES, DEPARTMENT OF	19	1	284	54	6	54	0
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	0	0	0	1	0	0	0
HOMELAND SECURITY, DEPARTMENT OF	18	6	91	53	9	123	153
HOUSING AND URBAN DEVELOPMENT, DEPARTMENT OF	15	0	61	18	1	57	0
INTER-AMERICAN FOUNDATION	0	0	0	0	0	0	1
INTERAGENCY COUNCIL ON THE HOMELESS	0	0	0	1	0	0	0
INTERNATIONAL BOUNDARY AND WATER COMMISSION	0	1	0	0	0	0	0
INTERNATIONAL BOUNDARY COMMISSION: UNITED STATES AND CANADA	0	1	0	0	0	0	0
INTERSTATE COMMISSION ON THE POTOMAC RIVER BASIN	0	3	0	0	0	0	0
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	0	0	0	0	0	0	5
JAPAN UNITED STATES FRIENDSHIP COMMISSION	0	0	1	0	0	0	0
JUSTICE, DEPARTMENT OF	222	0	210	59	1	76	1
LABOR, DEPARTMENT OF	19	0	71	27	1	101	0
LIBRARY OF CONGRESS	13	6	2	0	0	0	20
MARINE MAMMAL COMMISSION	3	0	0	0	0	0	0
MEDICARE PAYMENT ADVISORY COMMISSION	0	0	0	0	0	0	19
MERIT SYSTEMS PROTECTION BOARD	3	0	4	2	0	2	0
MILLENNIUM CHALLENGE CORPORATION	1	0	6	0	0	1	12
MORRIS K UDALL SCHOLARSHIP AND EXCELLENCE IN NATIONAL ENVIRONMENTAL POLICY FOUNDATION	9	0	0	0	0	0	1
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	4	0	115	4	7	8	0
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	1	0	6	0	0	1	7
NATIONAL CAPITAL PLANNING COMMISSION	0	3	0	0	0	0	0
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	16	0	0	1	0	0	0
NATIONAL COUNCIL ON DISABILITY	15	0	0	0	0	0	0
NATIONAL CREDIT UNION ADMINISTRATION	3	0	0	0	0	6	0
NATIONAL LABOR RELATIONS BOARD	6	0	13	4	2	0	0
NATIONAL MEDIATION BOARD	3	0	2	0	0	3	0
NATIONAL SCIENCE FOUNDATION	18	0	41	0	5	0	0
NATIONAL TRANSPORTATION SAFETY BOARD	5	0	1	1	0	6	0
NUCLEAR REGULATORY COMMISSION	6	0	69	1	0	0	15
NUCLEAR WASTE TECHNICAL REVIEW BOARD	0	11	0	0	0	0	10
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	3	0	3	1	0	3	0
OFFICE OF GOVERNMENT ETHICS	1	0	0	0	0	0	0
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	1	0	2	0	0	0	0
OFFICE OF PERSONNEL MANAGEMENT	3	0	34	5	9	22	0
OFFICE OF SPECIAL COUNSEL	1	0	0	1	0	5	0
OVERSEAS PRIVATE INVESTMENT CORPORATION	10	0	0	0	0	6	13
PEACE CORPS	2	0	3	0	0	0	28
PENSION BENEFIT GUARANTY CORPORATION	0	0	0	0	0	3	0
POSTAL RATE COMMISSION	5	0	0	0	0	0	14
PRESIDENT'S COMMISSION ON WHITE HOUSE FELLOWSHIPS	0	0	0	1	0	2	0
PRESIDIO TRUST	0	7	0	0	0	0	1
RAILROAD RETIREMENT BOARD	4	0	0	0	0	0	0
SECURITIES AND EXCHANGE COMMISSION	5	0	0	0	0	18	0
SELECTIVE SERVICE SYSTEM	0	0	1	0	0	1	0
SMALL BUSINESS ADMINISTRATION	4	0	14	14	3	38	0
SMITHSONIAN INSTITUTION	0	0	0	0	0	0	2
SOCIAL SECURITY ADMINISTRATION	6	4	118	10	0	6	18
STATE, DEPARTMENT OF	193	1	921	40	1	131	1
TENNESSEE VALLEY AUTHORITY	4	0	0	0	0	0	0
TRADE AND DEVELOPMENT AGENCY	1	0	3	0	0	1	1

Agency or Department	PAS	PA	GEN	NA	LA	SC	XS
UNITED STATES-CHINA ECONOMIC AND SECURITY REVIEW COM- MISSION	0	0	0	0	0	0	11
UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT	13	0	313	1	0	0	55
UNITED STATES COMMISSION ON INTERNATIONAL RELIGIOUS FREEDOM	0	3	0	0	0	0	0
UNITED STATES ELECTION ASSISTANCE COMMISSION	4	0	0	0	0	0	0
UNITED STATES HOLOCAUST MEMORIAL COUNCIL	0	54	0	0	0	0	0
UNITED STATES INSTITUTE OF PEACE	12	0	0	0	0	0	0
UNITED STATES INTERNATIONAL TRADE COMMISSION	6	0	6	0	1	10	0
UNITED STATES POSTAL SERVICE	9	0	0	0	0	0	46
UNITED STATES TAX COURT	19	0	0	0	0	37	0
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMIS- SION	0	5	0	0	0	0	0
VALLES CALDERA TRUST	0	7	0	0	0	0	1
VIETNAM EDUCATION FOUNDATION	0	6	0	0	0	0	0
WHITE HOUSE COMMISSION ON THE NATIONAL MOMENT OF RE- MEMBRANCE	0	0	0	0	0	0	1
WOODROW WILSON INTERNATIONAL CENTER FOR SCHOLARS	0	0	0	0	0	0	2
TOTAL (9051)	1137	320	4555	701	118	1596	624

APPENDIX NO. 2

SENIOR EXECUTIVE SERVICE

The Senior Executive Service (SES) is a personnel system covering top level policy, supervisory, and managerial positions in most Federal agencies. Positions in Government corporations, the FBI and Drug Enforcement Administration, certain intelligence agencies, certain financial regulatory agencies, and the Foreign Service are exempt from the SES.

The SES includes most Civil Service positions above grade 15 of the General Schedule. An agency may establish an SES position only within an allocation approved by the Office of Personnel Management (OPM). Currently, there are 7,815 SES positions allocated by OPM to agencies.

Types of SES Positions

There are two types of SES positions: Career Reserved and General. About half of the SES positions are designated in each category. Once a position is designated by an agency, the designation may not be changed without prior OPM approval.

SES positions are designated Career Reserved when the need to ensure impartiality, or the public's confidence in the impartiality of the Government, requires that they be filled only by career employees (e.g., law enforcement and audit positions).

The remaining SES positions are designated General and may be filled by career, noncareer, or limited appointment.

A given General position may be filled at one time by a career appointee and at another time by a noncareer or limited appointee, or vice versa. Because of the limitations on the number of noncareer and limited appointees, as discussed below, most General positions are filled by career appointees. This publication lists only General positions since Career Reserved positions must be filled by a career appointee.

Appointments to SES Positions

The legislation establishing the SES provides three methods of appointment. Veterans preference is not applicable in the SES.

(1) Career appointment: Career appointments are made through a Governmentwide or an "all sources" merit staffing (competitive) process, including recruitment through a published announcement, rating and ranking of eligible candidates, approval by the agency of the professional qualifications of the selected candidate, and a further review and approval of the executive/managerial qualifications of the proposed selectee by an OPM-administered SES Qualifications Review Board.

A career appointee serves a 1-year probationary period. Upon completion, the appointee acquires tenure rights and may be removed from the SES only for cause or for poor performance. (A performance appraisal for a career appointee may not be made, however, within 120 days after the beginning of a new Presidential Administration, i.e., one where the President changes.)

When a career appointee is reassigned within an agency, he or she must be given at least a 15-day advance written notice. If the reassignment is to another commuting area, the notice period is 60 days; the agency first must consult with the individual as to the reasons and the individual's preferences.

A career appointee may not be involuntarily reassigned within 120 days after the appointment of a new agency head, or during the same period after the appointment of a noncareer supervisor who has the authority to make an initial appraisal of the career appointee's performance. A career appointee may not be involuntarily transferred to another agency.

Like all career Federal employees, a career SES appointee is entitled to protection against retaliatory or politically motivated personnel actions and may lodge a complaint with the Office of the Special Counsel if a prohibited personnel practice has occurred.

(2) Noncareer appointment: By law, no more than 10 percent of total SES positions Governmentwide may be filled by noncareer appointees. The proportion of noncareer appointees may, however, vary from agency to agency (up to a limit of 25 percent) within the overall total. OPM approves each use of a noncareer authority by an agency, and the authority reverts to OPM when the noncareer appointee leaves the position.

Noncareer appointees may be appointed to any SES General position. There is no requirement for competitive staffing, but the agency head must certify that the appointee meets the qualifications requirements for the position.

Any noncareer appointee may be removed by the appointing authority (e.g., for loss of confidence or change in policy). There is no appeal right.

(3) Limited appointment: Limited appointments are used in situations where the position is not continuing (e.g., to head a special project), or where a prompt selection must be made to meet an emergency need. Limited term appointments may not exceed 3 years; limited emergency appointments, 18 months.

By law, limited appointments Governmentwide may not exceed 5 percent of total SES positions. The appointments may be made only to General positions. Generally, OPM allocates limited appointment authorities on a case-by-case basis. However, each agency has a small pool of limited authorities equal to 3 percent of their total SES position allocation from OPM. Such pool authorities may be used only for appointment of career or career-type Federal civil service employees. Selection procedures and qualification requirements are determined by the agency, and the incumbent serves at the pleasure of the appointing authority.

By law, the appointment to or removal from any SES position in an independent regulatory commission shall not be subject, directly or indirectly, to review or approval by an officer or entity within the Executive Office of the President.

APPENDIX NO. 3

SCHEDULE C POSITIONS

Schedule C positions are excepted from the competitive service because of their confidential or policy-determining character. Most such positions are at grade 15 of the General Schedule or lower. Schedule C positions above the GS-15 level are either in the Senior Level (SL) personnel system or are specifically authorized in law.

The decision concerning whether to place a position in Schedule C is made by the Director, U.S. Office of Personnel Management, upon agency request. Such requests are considered on a case-by-case basis. In addition to consideration of the justification submitted by the agency, OPM may conduct an independent review and analysis. In addition to the Schedule C positions authorized by the OPM Director, a limited number of positions may be placed under Schedule C by Executive Order of the President or by legislation.

Requests for Schedule C exception are appropriate when:

- (1) The position involves making or approving substantive policy recommendations; or
- (2) The work of the position can be performed successfully only by someone with a thorough knowledge of and sympathy with the goals, priorities, and preferences of an official who has a confidential or policy determining relationship with the President or the agency head. There are special requirements for the types of superiors who are eligible for Schedule C secretaries.

The immediate supervisor of a Schedule C position must be a Presidential appointee, a Senior Executive Service appointee (career or noncareer) occupying a General position, or a Schedule C appointee. The immediate supervisor may not occupy a position in the competitive service or a Career Reserved position in the Senior Executive Service.

The only time when OPM approval is not required for a Schedule C position is when a position is filled by a temporary Schedule C appointment during a Presidential transition, a change of agency head, or establishment of a new agency. Temporary Schedule C positions may be established for 120 days, with one extension of 120 days, under conditions prescribed by OPM. There is a limit on the number of such positions that can be established by an agency. New appointments may be made only during the 1-year period beginning on the date of the agency head's appointment, a new Administration or establishment of a new agency.

By law, the agency head must certify to OPM that both Schedule C and temporary Schedule C positions are not being requested for the sole purpose of detailing the incumbent to the White House.

Agencies may fill Schedule C positions noncompetitively. Because of the confidential or policy-determining nature of Schedule C positions, the incumbents serve at the pleasure of the appointing authority (usually the agency head) and may be removed at any time. They are not covered under conduct-based or performance-removal procedures that apply to certain other excepted Service appointees.

Schedule C positions authorized by OPM are automatically revoked when the incumbent leaves the position (i.e., there is no such thing as a "vacant" Schedule C position).

APPENDIX NO. 4

FEDERAL SALARY SCHEDULES FOR 2004

The information in the body of this report reflects grades or salaries in effect on the first pay period on or after January 1, 2004.

EXECUTIVE SCHEDULE (EX)

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

SENIOR EXECUTIVE SERVICE SCHEDULE (ES)

The National Defense Authorization Act for Fiscal Year 2004 (Public Law 108-136, November 24, 2003) authorized a new performance-based pay system for members of the Senior Executive Service (SES). Pay ranges for the SES are established by law. The minimum is 120 percent of the rate for GS-15, step 1. For agencies without a certified SES performance appraisal system, SES members' pay may not exceed the pay for level III of the Executive Schedule. For agencies with a certified SES performance appraisal system, SES members' pay may not exceed the pay for level II of the Executive Schedule. SES members are no longer entitled to locality-based comparability payments.

Structure of the SES Pay System	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System	\$104,927	\$158,100
Agencies without a Certified SES Performance Appraisal System	104,927	145,600

SENIOR LEVEL (SL)

Pay for Senior Level positions ranges from 120 percent of basic pay payable for GS-15, step 1, of the General Schedule to the rate of pay for level IV of the Executive Schedule. In addition to the 2004 basic pay rates listed below, the SL employees are entitled to locality-based comparability payments for their respective pay area. The employee's locality rate of pay may not exceed the pay for level III of the Executive Schedule.

Minimum	\$104,927
Maximum	136,900

GENERAL SCHEDULE

Initial appointments to positions under the General Schedule are normally made at the minimum rate of the grade, although under certain circumstances, individuals with superior qualifications may be appointed at a rate above the minimum rate.

Step increases are granted General Schedule (GS) employees at the end of 52 weeks of service in steps 1, 2, and 3 of each grade; at the end of 104 weeks of service in steps 4, 5, and 6; and at the end of 156 weeks of service in steps 7, 8, and 9. An employee's work must be determined to be of an acceptable level of competence before each step increase. In addition to the periodic step increase, an employee whose work is outstanding may be advanced to a higher step on this basis no more than once every 52 weeks. In addition to the 2004 basic pay rates listed below, GS employees are entitled to locality-based comparability payments for their respective pay area. The employee's locality rate of pay may not exceed the pay for level IV of the Executive Schedule.

GENERAL SCHEDULE

Grade	2004 Annual Rates and Steps									
	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

LOCALITY PAY AREAS WITH RESPECTIVE RATES

Atlanta, GA	12.61%
*Boston-Worcester-Lawrence, MA-NH-ME-CT-RI	16.99%
Chicago-Gary-Kenosha, IL-IN-WI	18.26%
Cincinnati-Hamilton, OH-KY-IN	15.07%
Cleveland-Akron, OH	13.14%
Columbus, OH	13.14%
Dallas-Fort Worth, TX	13.85%
Dayton-Springfield, OH	12.03%
Denver-Boulder-Greeley, CO	16.66%
Detroit-Ann Arbor-Flint, MI	18.32%
*Hartford, CT	17.87%
Houston-Galveston-Brazoria, TX	23.14%
Huntsville, AL	11.49%
Indianapolis, IN	11.11%
Kansas City, MO-KS	11.54%
*Los Angeles-Riverside-Orange County, CA	20.05%
Miami-Fort Lauderdale, FL	15.54%
Milwaukee-Racine, WI	12.64%
Minneapolis-St. Paul, MN-WI	14.75%
New York-Northern New Jersey-Long Island, NY-NJ-CT-PA	19.29%
Orlando, FL	10.93%
Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD	15.32%
Pittsburgh, PA	11.92%
Portland-Salem, OR-WA	14.69%
Richmond-Petersburg, VA	12.13%
Sacramento-Yolo, CA	15.18%
St. Louis, MO-IL	11.27%
San Diego, CA	16.16%
*San Francisco-Oakland-San Jose, CA	24.21%
Seattle-Tacoma-Bremerton, WA	15.12%
*Washington-Baltimore, DC-MD-VA-WV	14.63%
Rest of United States (in the contiguous 48 states)	10.90%

*The locality pay area boundaries generally correspond to established Metropolitan Statistical Areas. However, the Boston-Worcester-Lawrence, MA-NH-ME-CT-RI, locality pay area includes the State of Rhode Island and all of Bristol County, MA; the Los Angeles-Riverside-Orange County, CA, locality pay area includes Santa Barbara County and Edwards Air Force Base, CA; the Hartford locality pay area includes all of New London County, CT; the San Francisco-Oakland-San Jose locality pay area includes Monterey County, CA; and the Washington-Baltimore DC-MD-VA-WV locality pay area includes St. Mary's County, MD.

WASHINGTON-BALTIMORE, DC-MD-VA-WV LOCALITY PAY SCHEDULE

The following salary tables reflect the locality pay rates for the Washington-Baltimore, DC-MD-VA-WV locality pay area in 2004. The tables incorporate a locality payment of 14.63 percent.

GENERAL SCHEDULE

Grade	2004 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
GS-1	\$17,911	\$18,508	\$19,104	\$19,697	\$20,293	\$20,644	\$21,231	\$21,824	\$21,848	\$22,402
GS-2	20,138	20,616	21,283	21,848	22,094	22,744	23,394	24,044	24,694	25,344
GS-3	21,972	22,705	23,437	24,170	24,902	25,635	26,367	27,100	27,832	28,565
GS-4	24,666	25,488	26,310	27,132	27,954	28,776	29,597	30,419	31,241	32,063
GS-5	27,597	28,518	29,438	30,359	31,279	32,200	33,120	34,041	34,961	35,881
GS-6	30,762	31,788	32,814	33,840	34,866	35,892	36,918	37,944	38,970	39,996
GS-7	34,184	35,323	36,463	37,602	38,742	39,881	41,020	42,160	43,299	44,439
GS-8	37,858	39,120	40,382	41,644	42,906	44,168	45,430	46,692	47,954	49,216
GS-9	41,815	43,209	44,603	45,996	47,390	48,784	50,178	51,572	52,966	54,360
GS-10	46,048	47,583	49,118	50,653	52,188	53,722	55,257	56,792	58,327	59,862
GS-11	50,593	52,279	53,966	55,652	57,338	59,024	60,710	62,397	64,083	65,769
GS-12	60,638	62,659	64,680	66,701	68,722	70,743	72,764	74,785	76,806	78,826
GS-13	72,108	74,512	76,916	79,319	81,723	84,127	86,531	88,935	91,338	93,742
GS-14	85,210	88,051	90,891	93,732	96,572	99,413	102,253	105,094	107,934	110,775
GS-15	100,231	103,573	106,914	110,256	113,597	116,939	120,280	123,622	126,963	130,305

SENIOR-LEVEL (SL)

Minimum	\$120,278
Maximum	145,600

SPECIAL LAW ENFORCEMENT OFFICER (LEO) PAY SCHEDULES

The salary tables for LEOs are computed based on the annual rates of basic pay of the 2004 General Schedule, including special salary rates for LEOs at grades GS-3 through GS-10 established under section 403 of the Federal Employees Pay Comparability Act of 1990 (FEPCA). In addition, LEOs are entitled to the greater of the applicable locality payment or special geographic adjustment for LEOs under section 404 of FEPCA. The locality pay area definitions and pay percentages are the same as those used for regular General Schedule employees.

SPECIAL SALARY RATES FOR LEOs

Grade	2004 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
GS-3	\$23,002	\$23,641	\$24,280	\$24,919	\$25,558	\$26,197	\$26,836	\$27,475	\$28,114	\$28,753
GS-4	25,820	26,537	27,254	27,971	28,688	29,405	30,122	30,839	31,556	32,273
GS-5	29,696	30,499	31,302	32,105	32,908	33,711	34,514	35,317	36,120	36,923
GS-6	31,311	32,206	33,101	33,996	34,891	35,786	36,681	37,576	38,471	39,366
GS-7	33,797	34,791	35,785	36,779	37,773	38,767	39,761	40,755	41,749	42,743
GS-8	35,228	36,329	37,430	38,531	39,632	40,733	41,834	42,935	44,036	45,137
GS-9	37,694	38,910	40,126	41,342	42,558	43,774	44,990	46,206	47,422	48,638
GS-10	41,510	42,849	44,188	45,527	46,866	48,205	49,544	50,883	52,222	53,561

NOTE: These special salary rates for law enforcement officers (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are authorized by section 403 of the Federal Employees Pay Comparability Act of 1990. By law, these rates must be the basis for computing locality and other geographic adjusted rates of pay. (See section 404 of FEPCA and 5 CFR part 531, subparts C and F.)

THE FOREIGN SERVICE SCHEDULE

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

SENIOR FOREIGN SERVICE SCHEDULE

The National Defense Authorization Act for FY 2004 (Public Law 108–136, November 24, 2003) abolished the six-level Senior Executive Service (SES) pay system upon which the Senior Foreign Service (SFS) was based. Consequently, the SFS pay system has been replaced by an open-range, performance-based pay system that is linked to the new SES pay system. SFS members, like SES members, are no longer entitled to automatic across-the-board increases and locality-based comparability payments. Instead, pay adjustments are based on a member's individual performance and/or contribution to the agency's performance.

The Executive order prescribes three SFS salary classes that are linked to the SES as follows:

- (1) Career Minister (CM), with a range from 94 percent of the rate payable to level III of the Executive Schedule to 100 percent of the rate payable to level III of the Executive Schedule (Note: Career Ambassador (CA) SFS members are also paid within the CM rate range);
- (2) Minister-Counselor (MC), with a range from 90 percent of the rate payable to level III of the Executive Schedule to 100 percent of the rate payable to level III of the Executive Schedule; and
- (3) Counselor (OC), with a range from 120 percent of the rate payable to GS–15, step 1, to 100 percent of the rate payable to level III of the Executive Schedule.

The 2004 pay ranges for SFS classes are:

SFS Class	Minimum	Maximum
OC	\$104,927	\$145,600*
MC	\$131,040	\$145,600*
CM, CA	\$136,864	\$145,600*

*Linked to the rate of pay for level III of the Executive Schedule. If/when an agency's performance appraisal system is certified by OPM and OMB as making "meaningful distinctions based on relative performance," this cap will rise to level II of the Executive Schedule (\$158,100).

**DEPARTMENT OF VETERANS AFFAIRS, VETERANS HEALTH ADMINISTRATION
FEDERAL SALARY SCHEDULES 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)*

	Minimum	Maximum
Deputy Under Secretary for Health		\$148,495 **
Associate Deputy Under Secretary for Health		142,230***
Assistant Under Secretaries for Health		138,037***
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	74,355	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.

APPENDIX NO. 5

OFFICE OF THE VICE PRESIDENT

The Vice Presidency is a unique office that is neither a part of the executive branch nor a part of the legislative branch, but is attached by the Constitution to the latter. The Vice Presidency performs functions in both the legislative branch (see article I, section 3 of the Constitution) and in the executive branch (see article II, and amendments XII and XXV, of the Constitution, and section 106 of title 3 of the United States Code).

The annual legislative branch appropriations act (see, for example, Public Law 108–83) and the annual transportation-treasury appropriations act (see, for example, Public Law 108–199) provide funds for the Vice President to hire employees to assist him in carrying out his legislative and executive functions. Executive branch employees also may be assigned or detailed to the Vice President (see 3 U.S.C. 112) and the Vice President may employ consultants (see 3 U.S.C. 106(a)). The Office of the Vice President (OVP) consists of the aggregation of Vice Presidential employees whose salary is disbursed by the Secretary of the Senate from the Vice President's legislative appropriation, Vice Presidential employees employed with the Vice President's executive appropriation, employees assigned or detailed to the Vice President, and consultants engaged by the Vice President.

The numbers, titles and salaries of OVP personnel change with some frequency. The salaries of Vice Presidential employees whose salary is disbursed by the Secretary of the Senate from the Vice President's legislative appropriation cannot exceed a maximum specified by law (see 2 U.S.C. 60a–1). The salaries of Vice Presidential employees whose salary comes from the Vice President's executive appropriation also cannot exceed a maximum specified by law (see 3 U.S.C. 106). The authority to appoint, administratively determine the pay of, and discharge Vice Presidential employees rests with the Vice President.

The current duty station of all OVP positions is Washington, DC.

