

EXECUTIVE ORDER  
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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, 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, 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. 4501) 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.*** The rates of monthly basic pay (37 U.S.C. 203(a)) for members of the uniformed services, as adjusted under section 601 of the National Defense Authorization Act for Fiscal Year 2017, [S. 2943, 114th Cong. (2016)], as signed by the President on December 23, 2016, 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 my authority to implement an alternative level of comparability payments under section 5304a of title 5, United States Code, 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.*** Pursuant to section 5372 of title 5, United States Code, the rates of basic pay for administrative law judges are set forth on Schedule 10 attached hereto and made a part hereof.

**Sec. 7. *Effective Dates.*** Schedule 8 is effective January 1, 2017. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2017.

**Sec. 8. *Prior Order Superseded.*** Executive Order 13715 of December 18, 2015, is superseded as of the effective dates specified in section 7 of this order.

BARACK OBAMA

THE WHITE HOUSE,  
December 27, 2016

**SCHEDULE 1--GENERAL SCHEDULE**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2017)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$18,526	\$19,146	\$19,762	\$20,375	\$20,991	\$21,351	\$21,960	\$22,575	\$22,599	\$23,171
GS-2	20,829	21,325	22,015	22,599	22,853	23,525	24,197	24,869	25,541	26,213
GS-3	22,727	23,485	24,243	25,001	25,759	26,517	27,275	28,033	28,791	29,549
GS-4	25,514	26,364	27,214	28,064	28,914	29,764	30,614	31,464	32,314	33,164
GS-5	28,545	29,497	30,449	31,401	32,353	33,305	34,257	35,209	36,161	37,113
GS-6	31,819	32,880	33,941	35,002	36,063	37,124	38,185	39,246	40,307	41,368
GS-7	35,359	36,538	37,717	38,896	40,075	41,254	42,433	43,612	44,791	45,970
GS-8	39,159	40,464	41,769	43,074	44,379	45,684	46,989	48,294	49,599	50,904
GS-9	43,251	44,693	46,135	47,577	49,019	50,461	51,903	53,345	54,787	56,229
GS-10	47,630	49,218	50,806	52,394	53,982	55,570	57,158	58,746	60,334	61,922
GS-11	52,329	54,073	55,817	57,561	59,305	61,049	62,793	64,537	66,281	68,025
GS-12	62,722	64,813	66,904	68,995	71,086	73,177	75,268	77,359	79,450	81,541
GS-13	74,584	77,070	79,556	82,042	84,528	87,014	89,500	91,986	94,472	96,958
GS-14	88,136	91,074	94,012	96,950	99,888	102,826	105,764	108,702	111,640	114,578
GS-15	103,672	107,128	110,584	114,040	117,496	120,952	124,408	127,864	131,320	134,776

**SCHEDULE 2--FOREIGN SERVICE SCHEDULE**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2017)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$103,672	\$84,005	\$68,069	\$55,156	\$44,693	\$39,954	\$35,718	\$31,931	\$28,545
2	106,782	86,525	70,111	56,811	46,034	41,153	36,790	32,889	29,401
3	109,986	89,121	72,214	58,515	47,415	42,387	37,893	33,876	30,283
4	113,285	91,795	74,381	60,270	48,837	43,659	39,030	34,892	31,192
5	116,684	94,548	76,612	62,079	50,302	44,969	40,201	35,939	32,128
6	120,184	97,385	78,911	63,941	51,811	46,318	41,407	37,017	33,091
7	123,790	100,306	81,278	65,859	53,366	47,707	42,649	38,127	34,084
8	127,503	103,316	83,716	67,835	54,967	49,138	43,929	39,271	35,107
9	131,329	106,415	86,228	69,870	56,616	50,613	45,246	40,449	36,160
10	134,776	109,607	88,815	71,966	58,314	52,131	46,604	41,663	37,245
11	134,776	112,896	91,479	74,125	60,064	53,695	48,002	42,913	38,362
12	134,776	116,283	94,223	76,349	61,866	55,306	49,442	44,200	39,513
13	134,776	119,771	97,050	78,639	63,722	56,965	50,925	45,526	40,698
14	134,776	123,364	99,962	80,998	65,633	58,674	52,453	46,892	41,919

**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, 2017)

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

(Only applies to incumbents who are not physicians or dentists)

Assistant Under Secretaries for Health . . . . .		\$163,665**	
		<u>Minimum</u>	<u>Maximum</u>
Service Directors . . . . .		\$121,588	\$151,005
Director, National Center for Preventive Health . . . . .		103,672	151,005
Physician and Dentist Base and Longevity Schedule***			
Physician Grade . . . . .		\$101,967	\$149,553
Dentist Grade . . . . .		101,967	149,553
Clinical Podiatrist, Chiropractor, and Optometrist Schedule			
Chief Grade . . . . .		\$103,672	\$134,776
Senior Grade. . . . .		88,136	114,578
Intermediate Grade. . . . .		74,584	96,958
Full Grade. . . . .		62,722	81,541
Associate Grade . . . . .		52,329	68,025
Physician Assistant and Expanded-Function Dental Auxiliary Schedule****			
Director Grade. . . . .		\$103,672	\$134,776
Assistant Director Grade. . . . .		88,136	114,578
Chief Grade . . . . .		74,584	96,958
Senior Grade. . . . .		62,722	81,541
Intermediate Grade. . . . .		52,329	68,025
Full Grade. . . . .		43,251	56,229
Associate Grade . . . . .		37,219	48,388
Junior Grade. . . . .		31,819	41,368

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\* 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 \$151,700.

\*\*\* 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, 2017)

	<u>Minimum</u>	<u>Maximum</u>
Agencies with a Certified SES Performance Appraisal System . . . . .	\$124,406	\$187,000
Agencies without a Certified SES Performance Appraisal System . . . . .	\$124,406	\$172,100

**SCHEDULE 5--EXECUTIVE SCHEDULE**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2017)

Level I . . . . .	\$207,800
Level II . . . . .	187,000
Level III. . . . .	172,100
Level IV . . . . .	161,900
Level V . . . . .	151,700

**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, 2017)

Vice President . . . . .	\$240,100
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, 2017)

Chief Justice of the United States . . . . .	\$263,300
Associate Justices of the Supreme Court. . . . .	251,800
Circuit Judges . . . . .	217,600
District Judges. . . . .	205,100
Judges of the Court of International Trade . . . . .	205,100

**SCHEDULE 8--PAY OF THE UNIFORMED SERVICES  
(Effective January 1, 2017)**

**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
<b>COMMISSIONED OFFICERS</b>											
O-10*	-	-	-	-	-	-	-	-	-	-	-
O-9	-	-	-	-	-	-	-	-	-	-	-
O-8	\$10,155.00	\$10,487.70	\$10,708.50	\$10,770.00	\$11,045.70	\$11,505.90	\$11,612.70	\$12,049.80	\$12,175.20	\$12,551.70	\$13,096.50
O-7	8,438.10	8,829.90	9,011.40	9,155.70	9,416.70	9,674.70	9,972.90	10,270.20	10,568.70	11,505.90	12,296.70
O-6**	6,398.70	7,029.90	7,491.30	7,491.30	7,519.80	7,842.30	7,884.60	7,884.60	8,332.50	9,124.80	9,589.80
O-5	5,334.30	6,009.30	6,424.80	6,503.40	6,763.20	6,918.30	7,259.70	7,510.50	7,834.20	8,329.80	8,565.00
O-4	4,602.60	5,327.70	5,683.50	5,762.40	6,092.40	6,446.40	6,887.40	7,230.30	7,468.50	7,605.60	7,684.80
O-3***	4,046.70	4,587.00	4,950.90	5,398.20	5,657.10	5,940.90	6,124.20	6,426.00	6,583.50	6,583.50	6,583.50
O-2***	3,496.50	3,982.20	4,586.10	4,741.20	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00
O-1***	3,034.80	3,159.00	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70
<b>COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER****</b>											
O-3E	-	-	-	\$5,398.20	\$5,657.10	\$5,940.90	\$6,124.20	\$6,426.00	\$6,680.70	\$6,827.10	\$7,026.00
O-2E	-	-	-	4,741.20	4,839.00	4,992.90	5,253.00	5,454.00	5,603.70	5,603.70	5,603.70
O-1E	-	-	-	3,818.70	4,077.60	4,228.50	4,382.40	4,533.90	4,741.20	4,741.20	4,741.20
<b>WARRANT OFFICERS</b>											
W-5	-	-	-	-	-	-	-	-	-	-	-
W-4	\$4,182.00	\$4,498.50	\$4,627.50	\$4,754.70	\$4,973.40	\$5,190.00	\$5,409.30	\$5,738.70	\$6,027.90	\$6,303.00	\$6,528.30
W-3	3,819.00	3,978.30	4,141.50	4,195.20	4,365.90	4,702.50	5,052.90	5,218.20	5,409.00	5,605.50	5,959.20
W-2	3,379.50	3,699.00	3,797.40	3,864.90	4,084.20	4,424.70	4,593.60	4,759.50	4,962.90	5,121.60	5,265.60
W-1	2,966.40	3,285.60	3,371.40	3,552.90	3,767.40	4,083.60	4,231.20	4,437.30	4,640.40	4,800.30	4,947.00

\* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2017, which is \$15,583.20 per month for officers at pay grades O-7 through O-10. This includes 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, Chief of the National Guard Bureau, or commander of a unified or specified combatant command (as defined in 10 U.S.C. 161(c)).

\*\* Basic pay is limited to the rate of basic pay for level V of the Executive Schedule in effect during calendar year 2017, which is \$12,641.70 per month, for officers at pay grades O-6 and below.

\*\*\* 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, a warrant officer, or a warrant officer and an enlisted member which are creditable toward reserve retirement also qualify for these rates.

**SCHEDULE 8--PAY OF THE UNIFORMED SERVICES (PAGE 2)**  
**(Effective January 1, 2017)**

**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
<b>COMMISSIONED OFFICERS</b>											
O-10*	\$15,583.20*	\$15,583.20*	\$15,583.20*	\$15,583.20*	\$15,583.20*	\$15,583.20*	\$15,583.20*	\$15,583.20*	\$15,583.20*	\$15,583.20*	\$15,583.20*
O-9	14,352.00	14,559.30	14,857.80	15,378.60	15,378.60	15,583.20*	15,583.20*	15,583.20*	15,583.20*	15,583.20*	15,583.20*
O-8	13,598.70	13,933.80	13,933.80	13,933.80	13,933.80	14,282.70	14,282.70	14,639.70	14,639.70	14,639.70	14,639.70
O-7	12,296.70	12,296.70	12,296.70	12,359.70	12,359.70	12,606.90	12,606.90	12,606.90	12,606.90	12,606.90	12,606.90
O-6**	10,054.50	10,318.80	10,587.00	11,106.00	11,106.00	11,328.00	11,328.00	11,328.00	11,328.00	11,328.00	11,328.00
O-5	8,798.10	9,062.70	9,062.70	9,062.70	9,062.70	9,062.70	9,062.70	9,062.70	9,062.70	9,062.70	9,062.70
O-4	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80
O-3***	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50
O-2***	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00
O-1***	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70
<b>COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER****</b>											
O-3E	\$7,026.00	\$7,026.00	\$7,026.00	\$7,026.00	\$7,026.00	\$7,026.00	\$7,026.00	\$7,026.00	\$7,026.00	\$7,026.00	\$7,026.00
O-2E	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70
O-1E	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20
<b>WARRANT OFFICERS</b>											
W-5	\$7,436.10	\$7,813.20	\$8,094.00	\$8,405.10	\$8,405.10	\$8,826.00	\$8,826.00	\$9,266.70	\$9,266.70	\$9,730.80	\$9,730.80
W-4	6,747.60	7,070.10	7,335.00	7,637.40	7,637.40	7,789.80	7,789.80	7,789.80	7,789.80	7,789.80	7,789.80
W-3	6,198.00	6,340.80	6,492.60	6,699.30	6,699.30	6,699.30	6,699.30	6,699.30	6,699.30	6,699.30	6,699.30
W-2	5,437.80	5,550.90	5,640.60	5,640.60	5,640.60	5,640.60	5,640.60	5,640.60	5,640.60	5,640.60	5,640.60
W-1	5,125.80	5,125.80	5,125.80	5,125.80	5,125.80	5,125.80	5,125.80	5,125.80	5,125.80	5,125.80	5,125.80

\* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2017, which is \$15,583.20 per month for officers at pay grades O-7 through O-10. This includes 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, Chief of the National Guard Bureau, or commander of a unified or specified combatant command (as defined in 10 U.S.C. 161(c)).

\*\* Basic pay is limited to the rate of basic pay for level V of the Executive Schedule in effect during calendar year 2017, which is \$12,641.70 per month, for officers at pay grades O-6 and below.

\*\*\* 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, a warrant officer, or a warrant officer and an enlisted member which are creditable toward reserve retirement also qualify for these rates.



**SCHEDULE 8--PAY OF THE UNIFORMED SERVICES (PAGE 3)  
(Effective January 1, 2017)**

**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
<b>ENLISTED MEMBERS</b>											
E-9*	-	-	-	-	-	-	\$5,052.60	\$5,166.90	\$5,311.50	\$5,481.00	\$5,652.60
E-8	-	-	-	-	-	\$4,136.10	4,318.80	4,432.20	4,567.80	4,715.10	4,980.30
E-7	\$2,875.20	\$3,138.00	\$3,258.30	\$3,417.30	\$3,541.80	3,755.10	3,875.40	4,088.70	4,266.60	4,387.80	4,516.80
E-6	2,486.70	2,736.60	2,857.20	2,974.80	3,097.20	3,372.60	3,480.30	3,688.20	3,751.50	3,797.70	3,851.70
E-5	2,278.20	2,431.50	2,549.10	2,669.10	2,856.60	3,052.50	3,213.60	3,232.80	3,232.80	3,232.80	3,232.80
E-4	2,088.90	2,195.70	2,314.80	2,432.10	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60
E-3	1,885.80	2,004.30	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80
E-2	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40
E-1**	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90
E-1***	1,479.30	-	-	-	-	-	-	-	-	-	-

\* 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, Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff, or Senior Enlisted Advisor to the Chief of the National Guard Bureau, basic pay for this grade is \$8,165.10 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, 2017)**

**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
	<b>ENLISTED MEMBERS</b>										
E-9*	\$5,926.50	\$6,158.70	\$6,402.60	\$6,776.40	\$6,776.40	\$7,114.80	\$7,114.80	\$7,470.60	\$7,470.60	\$7,844.70	\$7,844.70
E-8	5,114.70	5,343.60	5,470.50	5,782.80	5,782.80	5,898.90	5,898.90	5,898.90	5,898.90	5,898.90	5,898.90
E-7	4,566.60	4,734.60	4,824.60	5,167.50	5,167.50	5,167.50	5,167.50	5,167.50	5,167.50	5,167.50	5,167.50
E-6	3,851.70	3,851.70	3,851.70	3,851.70	3,851.70	3,851.70	3,851.70	3,851.70	3,851.70	3,851.70	3,851.70
E-5	3,232.80	3,232.80	3,232.80	3,232.80	3,232.80	3,232.80	3,232.80	3,232.80	3,232.80	3,232.80	3,232.80
E-4	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60
E-3	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80
E-2	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40
E-1**	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90
E-1***	-	-	-	-	-	-	-	-	-	-	-

\* 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, Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff, or Senior Enlisted Advisor to the Chief of the National Guard Bureau, basic pay for this grade is \$8,165.10 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 \$1,062.30.

Note: As a result of the enactment of sections 602-604 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, 2017)

<u>Locality Pay Area*</u>	<u>Rate</u>
Alaska.....	27.13%
Albany-Schenectady, NY.....	15.85%
Albuquerque-Santa Fe-Las Vegas, NM.....	15.36%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL.....	20.70%
Austin-Round Rock, TX.....	15.97%
Boston-Worcester-Providence, MA-RI-NH-CT-ME.....	26.73%
Buffalo-Cheektowaga, NY.....	18.66%
Charlotte-Concord, NC-SC.....	15.65%
Chicago-Naperville, IL-IN-WI.....	26.85%
Cincinnati-Wilmington-Maysville, OH-KY-IN.....	19.52%
Cleveland-Akron-Canton, OH.....	19.71%
Colorado Springs, CO.....	15.99%
Columbus-Marion-Zanesville, OH.....	18.49%
Dallas-Fort Worth, TX-OK.....	22.61%
Davenport-Moline, IA-IL.....	15.56%
Dayton-Springfield-Sidney, OH.....	17.59%
Denver-Aurora, CO.....	24.65%
Detroit-Warren-Ann Arbor, MI.....	25.68%
Harrisburg-Lebanon, PA.....	15.63%
Hartford-West Hartford, CT-MA.....	27.57%
Hawaii.....	17.92%
Houston-The Woodlands, TX.....	30.97%
Huntsville-Decatur-Albertville, AL.....	17.82%
Indianapolis-Carmel-Muncie, IN.....	15.85%
Kansas City-Overland Park-Kansas City, MO-KS.....	15.59%
Laredo, TX.....	16.68%
Las Vegas-Henderson, NV-AZ.....	15.93%
Los Angeles-Long Beach, CA.....	29.65%
Miami-Fort Lauderdale-Port St. Lucie, FL.....	22.13%
Milwaukee-Racine-Waukesha, WI.....	19.61%
Minneapolis-St. Paul, MN-WI.....	22.72%
New York-Newark, NY-NJ-CT-PA.....	31.22%
Palm Bay-Melbourne-Titusville, FL.....	15.48%
Philadelphia-Reading-Camden, PA-NJ-DE-MD.....	23.87%
Phoenix-Mesa-Scottsdale, AZ.....	18.57%
Pittsburgh-New Castle-Weirton, PA-OH-WV.....	17.86%
Portland-Vancouver-Salem, OR-WA.....	21.95%
Raleigh-Durham-Chapel Hill, NC.....	19.02%
Richmond, VA.....	18.19%
Sacramento-Roseville, CA-NV.....	24.14%
San Diego-Carlsbad, CA.....	26.98%
San Jose-San Francisco-Oakland, CA.....	38.17%
Seattle-Tacoma, WA.....	24.24%
St. Louis-St. Charles-Farmington, MO-IL.....	15.83%
Tucson-Nogales, AZ.....	15.66%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA.....	27.10%
Rest of U.S.....	15.06%

\* Locality Pay Areas are defined in 5 CFR 531.603.

**SCHEDULE 10--ADMINISTRATIVE LAW JUDGES**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2017)

AL-3/A.....	\$108,100
AL-3/B.....	116,300
AL-3/C.....	124,700
AL-3/D.....	133,000
AL-3/E.....	141,500
AL-3/F.....	149,600
AL-2.....	157,900
AL-1.....	161,900