
Presidential Documents

Title 3—

Executive Order 12984 of December 28, 1995

The President

Adjustments of Certain Rates of Pay and Allowances

By the authority vested in me as President by the Constitution and the laws of the United States of America, including section 704 of Public Law 101-194; section 301(a) of Public Law 102-40; section 633 of Public Law 104-52; section 31 of title 2, United States Code; section 104 of title 3, United States Code; sections 5303, 5304, 5304a, 5318, and 5382 of title 5, United States Code; section 3963 of title 22, United States Code; section 461(a) of title 28, United States Code; and section 1009 of title 37, United States Code; and sections 7306 and 7404 of title 38, United States Code, 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(b), 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, which remain unchanged pursuant to section 633 of Public Law 104-52, 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 1009 of title 37, United States Code, the rates of monthly basic pay (37 U.S.C. 203(a)), the rates of basic allowances for subsistence (37 U.S.C. 402), and the rates of basic allowances for quarters (37 U.S.C. 403(a)) for members of the uniformed services and the rate of monthly cadet or midshipman pay (37 U.S.C. 203(c)(1)) 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, 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. *Effective Dates.* Schedule 8 is effective on January 1, 1996. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 1996.

Sec. 7. *Prior Order Superseded.* Executive Order No. 12944 of December 28, 1994, is superseded.



THE WHITE HOUSE,
December 28, 1995.

SCHEDULE 1--GENERAL SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1996)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$12,384	\$12,797	\$13,208	\$13,619	14,032	\$14,274	\$14,679	\$15,089	\$15,107	15,489
2	13,923	14,255	14,717	15,107	15,274	15,723	16,172	16,621	17,070	17,519
3	15,193	15,699	16,205	16,711	17,217	17,723	18,229	18,735	19,241	19,747
4	17,055	17,624	18,193	18,762	19,331	19,900	20,469	21,038	21,607	22,176
5	19,081	19,717	20,353	20,989	21,625	22,261	22,897	23,533	24,169	24,805
6	21,269	21,978	22,687	23,396	24,105	24,814	25,523	26,232	26,941	27,650
7	23,634	24,422	25,210	25,998	26,786	27,574	28,362	29,150	29,938	30,726
8	26,175	27,048	27,921	28,794	29,667	30,540	31,413	32,286	33,159	34,032
9	28,912	29,876	30,840	31,804	32,768	33,732	34,696	35,660	36,624	37,588
10	31,839	32,900	33,961	35,022	36,083	37,144	38,205	39,266	40,327	41,388
11	34,981	36,147	37,313	38,479	39,645	40,811	41,977	43,143	44,309	45,475
12	41,926	43,324	44,722	46,120	47,518	48,916	50,314	51,712	53,110	54,508
13	49,856	51,518	53,180	54,842	56,504	58,166	59,828	61,490	63,152	64,814
14	58,915	60,879	62,843	64,807	66,771	68,735	70,699	72,663	74,627	76,591
15	69,300	71,610	73,920	76,230	78,540	80,850	83,160	85,470	87,780	90,090

SCHEDULE 2--FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1996)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$69,300	\$56,154	\$45,502	\$36,870	\$29,876	\$26,708	\$23,876	\$21,344	\$19,081
2	71,379	57,839	46,867	37,976	30,772	27,509	24,592	21,984	19,653
3	73,520	59,574	48,273	39,115	31,695	28,335	25,330	22,644	20,243
4	75,726	61,361	49,721	40,289	32,646	29,185	26,090	23,323	20,850
5	77,998	63,202	51,213	41,498	33,626	30,060	26,873	24,023	21,476
6	80,338	65,098	52,749	42,742	34,634	30,962	27,679	24,744	22,120
7	82,748	67,051	54,332	44,025	35,674	31,891	28,509	25,486	22,784
8	85,230	69,062	55,962	45,345	36,744	32,847	29,364	26,250	23,467
9	87,787	71,134	57,641	46,706	37,846	33,833	30,245	27,038	24,171
10	90,090	73,268	59,370	48,107	38,981	34,848	31,153	27,849	24,896
11	90,090	75,466	61,151	49,550	40,151	35,893	32,087	28,685	25,643
12	90,090	77,730	62,985	51,037	41,355	36,970	33,050	29,545	26,413
13	90,090	80,062	64,875	52,568	42,596	38,079	34,041	30,431	27,205
14	90,090	82,464	66,821	54,145	43,874	39,222	35,063	31,344	28,021

**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, 1996)

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

Deputy Under Secretary for Health	\$117,692**
Associate Deputy Under Secretary for Health	112,726***
Assistant Under Secretaries for Health.	109,404***

	<u>Minimum</u>	<u>Maximum</u>
Medical Directors	\$93,344	\$105,792
Service Directors	81,278	100,939
Director, National Center for Preventive Health	69,300	100,939

Physician and Dentist Schedule

Director Grade.	\$81,278	\$100,939
Executive Grade	75,051	95,649
Chief Grade	69,300	90,090
Senior Grade.	58,915	76,591
Intermediate Grade.	49,856	64,814
Full Grade.	41,926	54,508
Associate Grade	34,981	45,475

Clinical Podiatrist and Optometrist Schedule

Chief Grade	\$69,300	\$90,090
Senior Grade.	58,915	76,591
Intermediate Grade.	49,856	64,814
Full Grade.	41,926	54,508
Associate Grade	34,981	45,475

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

Director Grade.	\$69,300	\$90,090
Assistant Director Grade.	58,915	76,591
Chief Grade	49,856	64,814
Senior Grade.	41,926	54,508
Intermediate Grade.	34,981	45,475
Full Grade.	28,912	37,588
Associate Grade	24,880	32,341
Junior Grade.	21,269	27,650

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- * This schedule does not apply to the Assistant Under Secretary for Nursing Programs or the Director of Nursing Service. 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 \$115,700.
- *** 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 \$108,200.
- **** 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.

SCHEDULE 4--SENIOR EXECUTIVE SERVICE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1996)

ES-1	\$94,800
ES-2	99,300
ES-3	103,800
ES-4	109,400
ES-5	114,000
ES-6	115,700

SCHEDULE 5--EXECUTIVE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1996)

level I	\$148,400
level II	133,600
level III	123,100
level IV	115,700
level V	108,200

SCHEDULE 6--VICE PRESIDENT AND MEMBERS OF CONGRESS

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1996)

Vice President	\$171,500
Senators	133,600
Members of the House of Representatives	133,600
Delegates to the House of Representatives	133,600
Resident Commissioner from Puerto Rico	133,600
President pro tempore of the Senate	148,400
Majority leader and minority leader of the Senate	148,400
Majority leader and minority leader of the House of Representatives	148,400
Speaker of the House of Representatives	171,500

SCHEDULE 7--JUDICIAL SALARIES

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1996)

Chief Justice of the United States	\$171,500
Associate Justices of the Supreme Court	164,100
Circuit Judges	141,700
District Judges	133,600
Judges of the Court of International Trade	133,600

SCHEDULE 8--PAY AND ALLOWANCES OF THE UNIFORMED SERVICES
(Effective on January 1, 1996)

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
O-10**	\$7,117.80	\$7,368.30	\$7,368.30	\$7,368.30	\$7,368.30	\$7,651.20	\$7,651.20	\$8,075.10	\$8,075.10	\$8,652.60	\$8,652.60	\$9,231.90*	\$9,231.90*	\$9,231.90*	\$9,807.00*
O-9	6,308.10	6,473.40	6,611.40	6,779.40	6,779.40	7,061.70	7,061.70	7,651.20	7,651.20	8,075.10	8,075.10	8,652.60	8,652.60	8,652.60	9,231.90*
O-8	5,713.50	5,885.10	6,024.60	6,244.60	6,244.60	6,473.40	6,473.40	7,061.70	7,061.70	7,651.20	7,651.20	8,231.90*	8,231.90*	8,231.90*	8,807.00*
O-7	4,747.50	5,070.30	5,070.30	5,297.70	5,297.70	5,604.60	5,604.60	6,184.60	6,184.60	6,764.60	6,764.60	7,344.60	7,344.60	7,344.60	7,924.60
O-6	3,518.70	3,866.10	4,119.30	4,119.30	4,119.30	4,466.70	4,466.70	5,046.70	5,046.70	5,626.70	5,626.70	6,206.70	6,206.70	6,206.70	6,786.70
O-5	2,814.30	3,004.50	3,533.10	3,533.10	3,533.10	3,839.90	3,839.90	4,319.90	4,319.90	4,799.90	4,799.90	5,279.90	5,279.90	5,279.90	5,759.90
O-4	2,372.10	2,888.70	3,081.30	3,081.30	3,138.60	3,276.90	3,500.70	3,866.10	3,866.10	4,231.50	4,231.50	4,596.90	4,596.90	4,596.90	4,962.30
O-3***	2,204.40	2,464.80	2,634.90	2,915.40	3,054.90	3,164.40	3,335.70	3,500.70	3,586.50	3,586.50	3,586.50	3,586.50	3,586.50	3,586.50	3,586.50
O-2***	1,922.40	2,099.10	2,522.40	2,607.00	2,661.00	2,661.00	2,661.00	2,661.00	2,661.00	2,661.00	2,661.00	2,661.00	2,661.00	2,661.00	2,661.00
O-1***	1,668.90	1,737.30	2,099.10	2,099.10	2,099.10	2,099.10	2,099.10	2,099.10	2,099.10	2,099.10	2,099.10	2,099.10	2,099.10	2,099.10	2,099.10

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

O-3E	-	-	-	-	\$2,915.40	\$3,054.90	\$3,164.40	\$3,335.70	\$3,500.70	\$3,639.90	\$3,639.90	\$3,639.90	\$3,639.90	\$3,639.90	\$3,639.90
O-2E	-	-	-	-	2,607.00	2,661.00	2,745.30	2,888.70	2,999.40	3,081.30	3,081.30	3,081.30	3,081.30	3,081.30	3,081.30
O-1E	-	-	-	-	2,099.10	2,243.10	2,325.60	2,409.90	2,493.30	2,607.00	2,607.00	2,607.00	2,607.00	2,607.00	2,607.00

* Basic pay for these officers is limited to the rate of basic pay for level V of the Executive Schedule, which is \$9,016.80 per month.
 ** While 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 \$10,863.60, 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 V of the Executive Schedule, which is \$9,016.80 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 AND ALLOWANCES OF THE UNIFORMED SERVICES (PAGE 2)
YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)

Pay Grade	2 or less	YEARS OF SERVICE													
		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
WARRANT OFFICERS															
W-5															
W-4	\$2,409.90	\$2,409.90	\$2,464.80	\$2,576.70	\$2,690.40	\$2,803.20	\$2,999.40	\$3,138.60	\$3,248.70	\$3,335.70	\$3,443.40	\$3,558.90	\$3,669.60	\$3,833.10	\$4,093.50
W-3	2,041.20	2,214.30	2,214.30	2,243.10	2,268.90	2,435.10	2,576.70	2,661.00	2,745.30	2,827.50	2,915.40	3,029.10	3,138.60	3,248.70	3,443.40
W-2	1,789.00	1,934.10	1,934.10	1,990.50	2,099.10	2,214.30	2,298.30	2,382.60	2,464.80	2,551.50	2,634.90	2,718.00	2,827.50	2,915.40	3,029.10
W-1	1,489.20	1,707.90	1,707.90	1,850.40	1,934.10	2,017.20	2,099.10	2,186.10	2,268.90	2,353.50	2,435.10	2,522.40	2,634.90	2,718.00	2,827.50
ENLISTED MEMBERS															
E-9*															
E-8															
E-7	\$1,529.70	\$1,651.50	\$1,712.40	\$1,772.70	\$1,833.00	\$1,891.50	\$1,952.10	\$2,013.00	\$2,073.30	\$2,133.30	\$2,193.30	\$2,253.40	\$2,313.30	\$2,373.30	\$2,433.30
E-6	1,316.10	1,434.60	1,494.30	1,557.90	1,616.40	1,674.30	1,735.80	1,825.20	1,882.50	1,943.40	1,992.80	2,052.80	2,113.30	2,173.30	2,233.30
E-5	1,154.70	1,257.00	1,318.20	1,375.50	1,466.10	1,525.20	1,586.10	1,644.30	1,674.30	1,735.80	1,792.80	1,852.80	1,913.30	1,973.30	2,033.30
E-4	1,077.00	1,137.60	1,204.80	1,297.50	1,348.80	1,348.80	1,348.80	1,348.80	1,348.80	1,348.80	1,348.80	1,348.80	1,348.80	1,348.80	1,348.80
E-3	1,014.90	1,070.70	1,113.30	1,157.40	1,157.40	1,157.40	1,157.40	1,157.40	1,157.40	1,157.40	1,157.40	1,157.40	1,157.40	1,157.40	1,157.40
E-2	976.80	976.80	976.80	976.80	976.80	976.80	976.80	976.80	976.80	976.80	976.80	976.80	976.80	976.80	976.80
E-1**	871.50	871.50	871.50	871.50	871.50	871.50	871.50	871.50	871.50	871.50	871.50	871.50	871.50	871.50	871.50
E-1***	806.10														

* While 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 \$4,104.90, regardless of cumulative years of service computed 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 AND ALLOWANCES OF THE UNIFORMED SERVICES (PAGE 3)

Part II--BASIC ALLOWANCE FOR QUARTERS RATES

Pay Grade	Without dependents		With dependents
	Full rate*	Partial rate**	
COMMISSIONED OFFICERS			
O-10	\$764.40	\$50.70	\$941.10
O-9	764.40	50.70	941.10
O-8	764.40	50.70	941.10
O-7	764.40	50.70	941.10
O-6	701.40	39.60	847.20
O-5	675.30	33.00	816.60
O-4	626.10	26.70	720.00
O-3	501.90	22.20	595.80
O-2	397.80	17.70	508.80
O-1	335.10	13.20	454.80
COMMISSIONED OFFICERS WITH OVER 4 YEARS OF ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER			
O-3E	\$541.50	\$22.20	\$640.20
O-2E	460.50	17.70	577.80
O-1E	396.00	13.20	533.70
WARRANT OFFICERS			
W-5	\$636.00	\$25.20	\$694.80
W-4	564.90	25.20	637.20
W-3	474.60	20.70	583.80
W-2	421.50	15.90	537.00
W-1	352.80	13.80	464.40
ENLISTED MEMBERS			
E-9	\$463.80	\$18.60	\$611.40
E-8	426.00	15.30	563.70
E-7	363.60	12.00	523.20
E-6	329.40	9.90	483.90
E-5	303.60	8.70	434.70
E-4	264.00	8.10	378.30
E-3	259.20	7.80	351.90
E-2	210.60	7.20	335.10
E-1>4	187.50	6.90	335.10
E-1<4	187.50	6.90	335.10

* Payment of the full rate of basic allowance for quarters at these rates to members of the uniformed services without dependents is authorized by section 403 of title 37, United States Code, and Part IV of Executive Order 11157, as amended.

** Payment of the partial rate of basic allowance for quarters at these rates to members of the uniformed services without dependents who, under section 403(b) or (c) of title 37, United States Code, are not entitled to the full rate of basic allowance for quarters, is authorized by section 1009(c)(2) of title 37, United States Code, and Part IV of Executive Order 11157, as amended.

Part III--BASIC ALLOWANCE FOR SUBSISTENCE

Officers (per month)		\$149.08
Enlisted Members (per day):		
	E-1 (less than 4 months of active duty)	All Other Enlisted
When on leave or authorized to mess separately	\$6.57	\$7.12
When rations in-kind are not available	7.41	8.03
When assigned to duty under emergency conditions where no messing facilities of the United States are available	9.82	10.63

Part IV--RATE OF MONTHLY CADET OR MIDSHIPMAN PAY

The rate of monthly cadet or midshipman pay authorized by section 203(c)(1) of title 37, United States Code, is \$558.04.

SCHEDULE 9--LOCALITY-BASED COMPARABILITY PAYMENTS

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 1996)

Locality Pay Area ¹	Rate
Atlanta, GA.....	5.14%
Boston-Worcester-Lawrence, MA-NH-ME-CT.....	7.68%
Chicago-Gary-Kenosha, IL-IN-WI.....	7.63%
Cincinnati-Hamilton, OH-KY-IN.....	5.87%
Cleveland-Akron, OH.....	4.67%
Columbus, OH.....	5.84%
Dallas-Fort Worth, TX.....	6.23%
Dayton-Springfield, OH.....	5.72%
Denver-Boulder-Greeley, CO.....	6.34%
Detroit-Ann Arbor-Flint, MI.....	7.26%
Houston-Galveston-Brazoria, TX.....	9.40%
Huntsville, AL.....	4.84%
Indianapolis, IN.....	5.04%
Kansas City, MO-KS.....	4.38%
Los Angeles-Riverside-Orange County, CA.....	8.15%
Miami-Fort Lauderdale, FL.....	5.94%
New York-Northern New Jersey-Long Island, NY-NJ-CT-PA.....	8.05%
Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD...	6.90%
Portland-Salem, OR-WA.....	5.20%
Richmond-Petersburg, VA.....	4.41%
Sacramento-Yolo, CA.....	5.81%
St. Louis, MO-IL.....	4.72%
San Diego, CA.....	6.76%
San Francisco-Oakland-San Jose, CA.....	8.97%
Seattle-Tacoma-Bremerton, WA.....	6.44%
Washington-Baltimore, DC-MD-VA-WV.....	6.04%
Rest of U.S.	4.13%

¹Locality Pay Areas are defined in 5 CFR 531.603.

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