

## Title 3—

## Executive Order 13856 of December 28, 2018

## The President

## 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 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.***

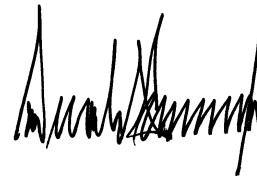
(a) Pursuant to section 5304 of title 5, United States Code, and my authority to implement an alternative level of comparability payments under section 5304a of title 5, United States Code, locality-based comparability payments shall be paid in accordance with Schedule 9 attached hereto and made a part 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, 2019. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2019.

**Sec. 8. *Prior Order Superseded.*** Executive Order 13819 of December 22, 2017, is superseded as of the effective dates specified in section 7 of this order.



THE WHITE HOUSE,  
*December 28, 2018.*

## SCHEDULE 1--GENERAL SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2019)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$18,785	\$19,414	\$20,039	\$20,660	\$21,285	\$21,650	\$22,267	\$22,891	\$22,915	\$23,502
GS-2	21,121	21,624	22,323	22,915	23,175	23,857	24,539	25,221	25,903	26,585
GS-3	23,045	23,813	24,581	25,349	26,117	26,885	27,653	28,421	29,189	29,957
GS-4	25,871	26,733	27,595	28,457	29,319	30,181	31,043	31,905	32,767	33,629
GS-5	28,945	29,910	30,875	31,840	32,805	33,770	34,735	35,700	36,665	37,630
GS-6	32,264	33,339	34,414	35,489	36,564	37,639	38,714	39,789	40,864	41,939
GS-7	35,854	37,049	38,244	39,439	40,634	41,829	43,024	44,219	45,414	46,609
GS-8	39,707	41,031	42,355	43,679	45,003	46,327	47,651	48,975	50,299	51,623
GS-9	43,857	45,319	46,781	48,243	49,705	51,167	52,629	54,091	55,553	57,015
GS-10	48,297	49,907	51,517	53,127	54,737	56,347	57,957	59,567	61,177	62,787
GS-11	53,062	54,831	56,600	58,369	60,138	61,907	63,676	65,445	67,214	68,983
GS-12	63,600	65,720	67,840	69,960	72,080	74,200	76,320	78,440	80,560	82,680
GS-13	75,628	78,149	80,670	83,191	85,712	88,233	90,754	93,275	95,796	98,317
GS-14	89,370	92,349	95,328	98,307	101,286	104,265	107,244	110,223	113,202	116,181
GS-15	105,123	108,627	112,131	115,635	119,139	122,643	126,147	129,651	133,155	136,659

## SCHEDULE 2--FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2019)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$105,123	\$85,181	\$69,022	\$55,929	\$45,319	\$40,514	\$36,218	\$32,378	\$28,945
2	108,277	87,736	71,093	57,607	46,679	41,729	37,305	33,349	29,813
3	111,525	90,369	73,225	59,335	48,079	42,981	38,424	34,350	30,708
4	114,871	93,080	75,422	61,115	49,521	44,271	39,576	35,380	31,629
5	118,317	95,872	77,685	62,949	51,007	45,599	40,764	36,442	32,578
6	121,866	98,748	80,015	64,837	52,537	46,967	41,987	37,535	33,555
7	125,522	101,711	82,416	66,782	54,113	48,376	43,246	38,661	34,562
8	129,288	104,762	84,888	68,786	55,737	49,827	44,544	39,821	35,599
9	133,167	107,905	87,435	70,849	57,409	51,322	45,880	41,015	36,667
10	136,659	111,142	90,058	72,975	59,131	52,862	47,256	42,246	37,767
11	136,659	114,476	92,760	75,164	60,905	54,447	48,674	43,513	38,900
12	136,659	117,910	95,543	77,419	62,732	56,081	50,134	44,819	40,067
13	136,659	121,448	98,409	79,741	64,614	57,763	51,638	46,163	41,269
14	136,659	125,091	101,361	82,134	66,552	59,496	53,187	47,548	42,507

**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, 2019)

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 . . . . .		\$165,956**
	<u>Minimum</u>	<u>Maximum</u>
Service Directors . . . . .	\$123,290	\$153,119
Director, National Center for Preventive Health . . . . .	105,123	153,119
Physician, Dentist, and Podiatrist Base and Longevity Schedule***		
Physician Grade . . . . .	\$103,395	\$151,653
Dentist Grade . . . . .	103,395	151,653
Podiatrist Grade . . . . .	103,395	151,653
Chiropractor and Optometrist Schedule		
Chief Grade . . . . .	\$105,123	\$136,659
Senior Grade. . . . .	89,370	116,181
Intermediate Grade. . . . .	75,628	98,317
Full Grade. . . . .	63,600	82,680
Associate Grade . . . . .	53,062	68,983
Physician Assistant and Expanded-Function Dental Auxiliary Schedule****		
Director Grade. . . . .	\$105,123	\$136,659
Assistant Director Grade. . . . .	89,370	116,181
Chief Grade . . . . .	75,628	98,317
Senior Grade. . . . .	63,600	82,680
Intermediate Grade. . . . .	53,062	68,983
Full Grade. . . . .	43,857	57,015
Associate Grade . . . . .	37,740	49,062
Junior Grade. . . . .	32,264	41,939

\* 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, dentists, or podiatrists, 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 \$153,800.

\*\*\* 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, 2019)

	<u>Minimum</u>	<u>Maximum</u>
Agencies with a Certified SES Performance Appraisal System . . . . .	\$126,148	\$189,600
Agencies without a Certified SES Performance Appraisal System . . . . .	\$126,148	\$174,500

**SCHEDULE 5--EXECUTIVE SCHEDULE**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2019)

Level I . . . . .	\$210,700
Level II . . . . .	189,600
Level III. . . . .	174,500
Level IV . . . . .	164,200
Level V . . . . .	153,800

**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, 2019)

Vice President . . . . .	\$243,500
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, 2019)

Chief Justice of the United States . . . . .	\$267,000
Associate Justices of the Supreme Court. . . . .	255,300
Circuit Judges . . . . .	220,600
District Judges. . . . .	208,000
Judges of the Court of International Trade . . . . .	208,000

**SCHEDULE 8--PAY OF THE UNIFORMED SERVICES  
(Effective January 1, 2019)**

**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	\$10,668.90	\$11,018.70	\$11,250.60	\$11,315.40	\$11,604.90	\$12,088.20	\$12,200.70	\$12,659.70	\$12,791.70	\$13,187.10	\$13,759.50
O-7	8,865.30	9,276.90	9,467.70	9,619.20	9,893.40	10,164.60	10,477.80	10,790.10	11,103.60	12,088.20	12,919.20
O-6**	6,722.70	7,385.70	7,870.50	7,870.50	7,900.50	8,239.20	8,283.90	8,283.90	8,754.30	9,586.80	10,075.20
O-5	5,604.30	6,313.50	6,750.00	6,832.50	7,105.50	7,268.40	7,627.20	7,890.90	8,230.80	8,751.30	8,998.50
O-4	4,835.40	5,597.40	5,971.20	6,054.00	6,400.80	6,772.80	7,236.00	7,596.30	7,846.50	7,990.50	8,073.90
O-3***	4,251.60	4,819.20	5,201.40	5,671.50	5,943.60	6,241.50	6,434.40	6,751.20	6,916.80	6,916.80	6,916.80
O-2***	3,673.50	4,183.80	4,818.30	4,981.20	5,083.80	5,083.80	5,083.80	5,083.80	5,083.80	5,083.80	5,083.80
O-1***	3,188.40	3,318.90	4,011.90	4,011.90	4,011.90	4,011.90	4,011.90	4,011.90	4,011.90	4,011.90	4,011.90
<b>COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER****</b>											
O-3E	-	-	-	\$5,671.50	\$5,943.60	\$6,241.50	\$6,434.40	\$6,751.20	\$7,018.80	\$7,172.70	\$7,381.80
O-2E	-	-	-	4,981.20	5,083.80	5,245.50	5,518.80	5,730.00	5,887.20	5,887.20	5,887.20
O-1E	-	-	-	4,011.90	4,284.00	4,442.40	4,604.40	4,763.40	4,981.20	4,981.20	4,981.20
<b>WARRANT OFFICERS</b>											
W-5	-	-	-	-	-	-	-	-	-	-	-
W-4	\$4,393.80	\$4,726.20	\$4,861.80	\$4,995.30	\$5,225.10	\$5,452.80	\$5,683.20	\$6,029.10	\$6,333.00	\$6,621.90	\$6,858.60
W-3	4,012.50	4,179.60	4,351.20	4,407.60	4,586.70	4,940.40	5,308.50	5,482.20	5,682.90	5,889.00	6,261.00
W-2	3,550.50	3,886.20	3,989.70	4,060.50	4,290.90	4,648.80	4,826.10	5,000.40	5,214.00	5,381.10	5,532.00
W-1	3,116.40	3,452.10	3,542.10	3,732.60	3,957.90	4,290.30	4,445.10	4,662.00	4,875.30	5,043.30	5,197.50

\* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2019, which is \$15,800.10 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 2019, which is \$12,816.60 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, 2019)

Pay Grade	Part I--MONTHLY BASIC PAY YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)										
	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*	\$15,800.10*	\$15,800.10*	\$15,800.10*	\$15,800.10*	\$15,800.10*	\$15,800.10*	\$15,800.10*	\$15,800.10*	\$15,800.10*	\$15,800.10*	\$15,800.10*
O-9	15,078.60	15,296.40	15,610.20	15,800.10*	15,800.10*	15,800.10*	15,800.10*	15,800.10*	15,800.10*	15,800.10*	15,800.10*
O-8	14,287.20	14,639.40	14,639.40	14,639.40	14,639.40	15,006.00	15,006.00	15,380.70	15,380.70	15,380.70	15,380.70
O-7	12,919.20	12,919.20	12,919.20	12,985.50	12,985.50	13,245.30	13,245.30	13,245.30	13,245.30	13,245.30	13,245.30
O-6**	10,563.30	10,841.40	11,123.10	11,668.20	11,668.20	11,901.30	11,901.30	11,901.30	11,901.30	11,901.30	11,901.30
O-5	9,243.60	9,521.40	9,521.40	9,521.40	9,521.40	9,521.40	9,521.40	9,521.40	9,521.40	9,521.40	9,521.40
O-4	8,073.90	8,073.90	8,073.90	8,073.90	8,073.90	8,073.90	8,073.90	8,073.90	8,073.90	8,073.90	8,073.90
O-3***	6,916.80	6,916.80	6,916.80	6,916.80	6,916.80	6,916.80	6,916.80	6,916.80	6,916.80	6,916.80	6,916.80
O-2***	5,083.80	5,083.80	5,083.80	5,083.80	5,083.80	5,083.80	5,083.80	5,083.80	5,083.80	5,083.80	5,083.80
O-1***	4,011.90	4,011.90	4,011.90	4,011.90	4,011.90	4,011.90	4,011.90	4,011.90	4,011.90	4,011.90	4,011.90
<b>COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER****</b>											
O-3E	\$7,381.80	\$7,381.80	\$7,381.80	\$7,381.80	\$7,381.80	\$7,381.80	\$7,381.80	\$7,381.80	\$7,381.80	\$7,381.80	\$7,381.80
O-2E	5,887.20	5,887.20	5,887.20	5,887.20	5,887.20	5,887.20	5,887.20	5,887.20	5,887.20	5,887.20	5,887.20
O-1E	4,981.20	4,981.20	4,981.20	4,981.20	4,981.20	4,981.20	4,981.20	4,981.20	4,981.20	4,981.20	4,981.20
<b>WARRANT OFFICERS</b>											
W-5	\$7,812.60	\$8,208.60	\$8,503.80	\$8,830.50	\$8,830.50	\$9,272.70	\$9,272.70	\$9,735.60	\$9,735.60	\$10,223.40	\$10,223.40
W-4	7,089.30	7,428.00	7,706.40	8,024.10	8,024.10	8,184.00	8,184.00	8,184.00	8,184.00	8,184.00	8,184.00
W-3	6,511.80	6,661.80	6,821.10	7,038.60	7,038.60	7,038.60	7,038.60	7,038.60	7,038.60	7,038.60	7,038.60
W-2	5,713.20	5,832.00	5,926.20	5,926.20	5,926.20	5,926.20	5,926.20	5,926.20	5,926.20	5,926.20	5,926.20
W-1	5,385.30	5,385.30	5,385.30	5,385.30	5,385.30	5,385.30	5,385.30	5,385.30	5,385.30	5,385.30	5,385.30

\* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2019, which is \$15,800.10 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 2019, which is \$12,816.60 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, 2019)**

**Part I--MONTHLY BASIC PAY**

Pay Grade	YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)										
	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*	-	-	-	-	-	-	\$5,308.20	\$5,428.50	\$5,580.30	\$5,758.20	\$5,938.80
E-8	-	-	-	-	-	\$4,345.50	4,537.50	4,656.60	4,798.80	4,953.60	5,232.30
E-7	\$3,020.70	\$3,296.70	\$3,423.30	\$3,590.10	\$3,720.90	3,945.00	4,071.60	4,295.70	4,482.60	4,609.80	4,745.40
E-6	2,612.70	2,875.20	3,002.10	3,125.40	3,254.10	3,543.30	3,656.40	3,874.80	3,941.40	3,990.00	4,046.70
E-5	2,393.40	2,554.80	2,678.10	2,804.40	3,001.50	3,207.00	3,376.20	3,396.60	3,396.60	3,396.60	3,396.60
E-4	2,194.50	2,307.00	2,431.80	2,555.40	2,664.00	2,664.00	2,664.00	2,664.00	2,664.00	2,664.00	2,664.00
E-3	1,981.20	2,105.70	2,233.50	2,233.50	2,233.50	2,233.50	2,233.50	2,233.50	2,233.50	2,233.50	2,233.50
E-2	1,884.00	1,884.00	1,884.00	1,884.00	1,884.00	1,884.00	1,884.00	1,884.00	1,884.00	1,884.00	1,884.00
E-1**	1,680.90	1,680.90	1,680.90	1,680.90	1,680.90	1,680.90	1,680.90	1,680.90	1,680.90	1,680.90	1,680.90
E-1***	1,554.00	-	-	-	-	-	-	-	-	-	-

\* 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 \$8,578.50 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, 2019)

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
ENLISTED MEMBERS											
E-9*	\$6,226.50	\$6,470.70	\$6,726.60	\$7,119.30	\$7,119.30	\$7,474.80	\$7,474.80	\$7,848.90	\$7,848.90	\$8,241.90	\$8,241.90
E-8	5,373.60	5,613.90	5,747.40	6,075.60	6,075.60	6,197.70	6,197.70	6,197.70	6,197.70	6,197.70	6,197.70
E-7	4,797.60	4,974.30	5,068.80	5,429.10	5,429.10	5,429.10	5,429.10	5,429.10	5,429.10	5,429.10	5,429.10
E-6	4,046.70	4,046.70	4,046.70	4,046.70	4,046.70	4,046.70	4,046.70	4,046.70	4,046.70	4,046.70	4,046.70
E-5	3,396.60	3,396.60	3,396.60	3,396.60	3,396.60	3,396.60	3,396.60	3,396.60	3,396.60	3,396.60	3,396.60
E-4	2,664.00	2,664.00	2,664.00	2,664.00	2,664.00	2,664.00	2,664.00	2,664.00	2,664.00	2,664.00	2,664.00
E-3	2,233.50	2,233.50	2,233.50	2,233.50	2,233.50	2,233.50	2,233.50	2,233.50	2,233.50	2,233.50	2,233.50
E-2	1,884.00	1,884.00	1,884.00	1,884.00	1,884.00	1,884.00	1,884.00	1,884.00	1,884.00	1,884.00	1,884.00
E-1**	1,680.90	1,680.90	1,680.90	1,680.90	1,680.90	1,680.90	1,680.90	1,680.90	1,680.90	1,680.90	1,680.90
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 \$8,578.50 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 \$1,116.00.

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, 2019)

<u>Locality Pay Area*</u>	<u>Rate</u>
Alaska .....	28.02%
Albany-Schenectady, NY-MA .....	16.50%
Albuquerque-Santa Fe-Las Vegas, NM .....	15.76%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL .....	21.16%
Austin-Round Rock, TX .....	16.71%
Birmingham-Hoover-Talladega, AL .....	15.37%
Boston-Worcester-Providence, MA-RI-NH-ME .....	27.48%
Buffalo-Cheektowaga, NY .....	19.18%
Burlington-South Burlington, VT .....	15.37%
Charlotte-Concord, NC-SC .....	16.21%
Chicago-Naperville, IL-IN-WI .....	27.47%
Cincinnati-Wilmington-Maysville, OH-KY-IN .....	19.87%
Cleveland-Akron-Canton, OH .....	20.08%
Colorado Springs, CO .....	16.59%
Columbus-Marion-Zanesville, OH .....	18.97%
Corpus Christi-Kingsville-Alice, TX .....	15.37%
Dallas-Fort Worth, TX-OK .....	23.40%
Davenport-Moline, IA-IL .....	16.08%
Dayton-Springfield-Sidney, OH .....	18.11%
Denver-Aurora, CO .....	25.47%
Detroit-Warren-Ann Arbor, MI .....	26.25%
Harrisburg-Lebanon, PA .....	16.15%
Hartford-West Hartford, CT-MA .....	28.21%
Hawaii .....	18.43%
Houston-The Woodlands, TX .....	31.74%
Huntsville-Decatur-Albertville, AL .....	18.49%
Indianapolis-Carmel-Muncie, IN .....	16.23%
Kansas City-Overland Park-Kansas City, MO-KS .....	16.10%
Laredo, TX .....	17.40%
Las Vegas-Henderson, NV-AZ .....	16.49%
Los Angeles-Long Beach, CA .....	30.57%
Miami-Fort Lauderdale-Port St. Lucie, FL .....	22.64%
Milwaukee-Racine-Waukesha, WI .....	20.14%
Minneapolis-St. Paul, MN-WI .....	23.37%
New York-Newark, NY-NJ-CT-PA .....	32.13%
Omaha-Council Bluffs-Fremont, NE-IA .....	15.37%
Palm Bay-Melbourne-Titusville, FL .....	15.93%
Philadelphia-Reading-Camden, PA-NJ-DE-MD .....	24.59%
Phoenix-Mesa-Scottsdale, AZ .....	19.09%
Pittsburgh-New Castle-Weirton, PA-OH-WV .....	18.35%
Portland-Vancouver-Salem, OR-WA .....	22.53%
Raleigh-Durham-Chapel Hill, NC .....	19.52%
Richmond, VA .....	18.79%
Sacramento-Roseville, CA-NV .....	24.86%
San Antonio-New Braunfels-Pearsall, TX .....	15.37%
San Diego-Carlsbad, CA .....	27.88%
San Jose-San Francisco-Oakland, CA .....	39.28%
Seattle-Tacoma, WA .....	25.11%
St. Louis-St. Charles-Farmington, MO-IL .....	16.47%
Tucson-Nogales, AZ .....	16.17%
Virginia Beach-Norfolk, VA-NC .....	15.37%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA .....	28.22%
Rest of U.S. ....	15.37%

\* 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, 2019)

AL-3/A .....	\$109,600
AL-3/B .....	117,900
AL-3/C .....	126,400
AL-3/D .....	134,900
AL-3/E .....	143,500
AL-3/F .....	151,700
AL-2 .....	160,100
AL-1 .....	164,200