

APPENDIX NO. 4
FEDERAL SALARY SCHEDULES FOR 2024

The information in the body of this report reflects grades or salaries in effect on the first pay period on or after January 1, 2024.

EXECUTIVE SCHEDULE (EX)

Level I	\$246,400
Level II	\$221,900
Level III	\$204,000
Level IV	\$191,900
Level V	\$180,000

SENIOR EXECUTIVE SERVICE SCHEDULE (ES)

Pay ranges for the Senior Executive Service (SES) are established by law. The minimum is 120 percent of the rate of basic pay for GS–15, step 1. For agencies without a certified SES performance appraisal system, SES members’ pay may not exceed the rate payable for level III of the Executive Schedule. For agencies with a certified SES performance appraisal system, SES members’ pay may not exceed the rate payable for level II of the Executive Schedule. SES members are not entitled to locality-based comparability payments.**

Structure of the SES Pay System	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System	\$147,649	\$221,900
Agencies without a Certified SES Performance Appraisal System	\$147,649	\$204,000

SENIOR LEVEL (SL)

Pay for SL positions ranges from 120 percent of the rate of basic pay for GS–15, step 1 to the rate payable for level III of the Executive Schedule. For agencies without a certified SL performance appraisal system, SL members’ pay may not exceed the rate payable for level III of the Executive Schedule. For agencies with a certified SL performance appraisal system, SL members’ pay may not exceed the rate payable for level II of the Executive Schedule. SL members are not entitled to locality-based comparability payments. **

Structure of the SL Pay System	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System	\$147,649	\$221,900
Agencies without a Certified SES Performance Appraisal System	\$147,649	\$204,000

**Certain SES and SL employees in Non-Foreign Areas receive locality pay under provisions of the Non-Foreign Area Retirement Equity Assurance (AREA) Act (as contained in the National Defense Authorization Act for Fiscal Year 2010 (Pub. L. 111–84, October 28, 2009).

GENERAL SCHEDULE (GS)

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 or fulfilling a special agency need may be paid at a rate above the minimum rate.

Step increases are granted to 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 granting a step increase. In addition to the periodic step increase, an employee whose work is outstanding may be advanced to the next higher step rate no more than once every 52 weeks. In addition to the 2024 basic pay rates listed below, GS employees are entitled to locality-based comparability payments for their respective locality pay area. The employee’s locality rate of pay may not exceed the rate payable for level IV of the Executive Schedule. Certain GS employees may receive higher special rates instead of locality rates established to address significant recruitment or retention problems.

GENERAL SCHEDULE

Grade	2024 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
GS-1	\$21,986	\$22,724	\$23,454	\$24,183	\$24,912	\$25,339	\$26,063	\$26,792	\$26,821	\$27,502
GS-2	24,722	25,310	26,129	26,821	27,124	27,922	28,720	29,518	30,316	31,114
GS-3	26,975	27,874	28,773	29,672	30,571	31,470	32,369	33,268	34,167	35,066
GS-4	30,280	31,289	32,298	33,307	34,316	35,325	36,334	37,343	38,352	39,361
GS-5	33,878	35,007	36,136	37,265	38,394	39,523	40,652	41,781	42,910	44,039
GS-6	37,765	39,024	40,283	41,542	42,801	44,060	45,319	46,578	47,837	49,096
GS-7	41,966	43,365	44,764	46,163	47,562	48,961	50,360	51,759	53,158	54,557
GS-8	46,475	48,024	49,573	51,122	52,671	54,220	55,769	57,318	58,867	60,416
GS-9	51,332	53,043	54,754	56,465	58,176	59,887	61,598	63,309	65,020	66,731
GS-10	56,528	58,412	60,296	62,180	64,064	65,948	67,832	69,716	71,600	73,484
GS-11	62,107	64,177	66,247	68,317	70,387	72,457	74,527	76,597	78,667	80,737
GS-12	74,441	76,922	79,403	81,884	84,365	86,846	89,327	91,808	94,289	96,770
GS-13	88,520	91,471	94,422	97,373	100,324	103,275	106,226	109,177	112,128	115,079
GS-14	104,604	108,091	111,578	115,065	118,552	122,039	125,526	129,013	132,500	135,987
GS-15	123,041	127,142	131,243	135,344	139,445	143,546	147,647	151,748	155,849	159,950

2024 LOCALITY PAY AREAS* AND RATES

ALASKA	31.96%
ALBANY–SCHENECTADY, NY–MA	20.25%
ALBUQUERQUE–SANTA FE–LAS VEGAS, NM	18.05%
ATLANTA—ATHENS—CLARKE COUNTY—SANDY SPRINGS, GA—AL	23.45%
AUSTIN—ROUND ROCK—GEORGETOWN, TX	19.99%
BIRMINGHAM—HOOVER—TALLADEGA, AL	17.91%
BOSTON—WORCESTER—PROVIDENCE, MA—RI—NH—CT—ME—VT	31.97%
BUFFALO—CHEEKTOWAGA—OLEAN, NY	21.99%
BURLINGTON—SOUTH BURLINGTON—BARRE, VT	18.97%
CHARLOTTE—CONCORD, NC—SC	19.26%
CHICAGO—NAPERVILLE, IL—IN—WI	30.41%
CINCINNATI—WILMINGTON—MAYSVILLE, OH—KY—IN	21.69%
CLEVELAND—AKRON—CANTON, OH—PA	22.01%
COLORADO SPRINGS, CO	19.73%
COLUMBUS—MARION—ZANESVILLE, OH	21.80%
CORPUS CHRISTI—KINGSVILLE—ALICE, TX	17.40%
DALLAS—FORT WORTH, TX—OK	26.91%
DAVENPORT—MOLINE, IA—IL	18.66%
DAYTON—SPRINGFIELD—KETTERING, OH	21.14%
DENVER—AURORA, CO	29.88%
DES MOINES—AMES—WEST DES MOINES, IA	17.68%
DETROIT—WARREN—ANN ARBOR, MI	28.82%
FRESNO—MADERA—HANFORD, CA	17.15%
HARRISBURG—LEBANON, PA	19.10%
HARTFORD—EAST HARTFORD, CT—MA	31.62%
HAWAII	21.79%
HOUSTON—THE WOODLANDS, TX	34.72%
HUNTSVILLE—DECATUR, AL—TN	21.48%
INDIANAPOLIS—CARMEL—MUNCIE, IN	17.89%
KANSAS CITY—OVERLAND PARK—KANSAS CITY, MO—KS	18.65%
LAREDO, TX	21.33%
LAS VEGAS—HENDERSON, NV—AZ	19.23%
LOS ANGELES—LONG BEACH, CA	35.84%
MIAMI—PORT ST. LUCIE—FORT LAUDERDALE, FL	24.42%
MILWAUKEE—RACINE—WAUKESHA, WI	22.15%
MINNEAPOLIS—ST. PAUL, MN—WI	27.15%
NEW YORK—NEWARK, NY—NJ—CT—PA	37.24%
OMAHA—COUNCIL BLUFFS—FREMONT, NE—IA	17.94%
PALM BAY—MELBOURNE—TITUSVILLE, FL	17.60%
PHILADELPHIA—READING—CAMDEN, PA—NJ—DE—MD	28.55%
PHOENIX—MESA, AZ	22.02%
PITTSBURGH—NEW CASTLE—WEIRTON, PA—OH—WV	20.78%
PORTLAND—VANCOUVER—SALEM, OR—WA	25.66%
RALEIGH—DURHAM—CARY, NC	21.90%
RENO—FERNLEY, NV	17.11%
RICHMOND, VA	21.91%
ROCHESTER—BATAVIA—SENECA FALLS, NY	17.35%
SACRAMENTO—ROSEVILLE, CA—NV	29.16%
SAN ANTONIO—NEW BRAUNFELS—PEARSALL, TX	18.49%
SAN DIEGO—CHULA VISTA—CARLSBAD, CA	33.05%
SAN JOSE—SAN FRANCISCO—OAKLAND, CA	45.41%

SEATTLE-TACOMA, WA	30.81%
SPOKANE-SPOKANE VALLEY-COEUR D'ALENE, WA-ID	17.18%
ST. LOUIS-ST. CHARLES-FARMINGTON, MO-IL	19.63%
TUCSON-NOGALES, AZ	18.92%
VIRGINIA BEACH-NORFOLK, VA-NC	18.46%
WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA	33.26%
REST OF U.S.	16.82%

* Locality Pay Areas are defined in 5 CFR 531.603

**WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA-WV-PA
LOCALITY PAY SCHEDULE**

The following salary tables reflect the locality pay rates for the Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA locality pay area in 2024. The tables incorporate a locality payment of 33.26 percent.

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$29,299	\$30,282	\$31,255	\$32,226	\$33,198	\$33,767	\$34,732	\$35,703	\$35,742	\$36,649
2	32,945	33,728	34,820	35,742	36,145	37,209	38,272	39,336	40,399	41,463
3	35,947	37,145	38,343	39,541	40,739	41,937	43,135	44,333	45,531	46,729
4	40,351	41,696	43,040	44,385	45,730	47,074	48,419	49,763	51,108	52,452
5	45,146	46,650	48,155	49,659	51,164	52,668	54,173	55,677	57,182	58,686
6	50,326	52,003	53,681	55,359	57,037	58,714	60,392	62,070	63,748	65,425
7	55,924	57,788	59,653	61,517	63,381	65,245	67,110	68,974	70,838	72,703
8	61,933	63,997	66,061	68,125	70,189	72,254	74,318	76,382	78,446	80,510
9	68,405	70,685	72,965	75,245	77,525	79,805	82,085	84,366	86,646	88,926
10	75,329	77,840	80,350	82,861	85,372	87,882	90,393	92,904	95,414	97,925
11	82,764	85,522	88,281	91,039	93,798	96,556	99,315	102,073	104,832	107,590
12	99,200	102,506	105,812	109,119	112,425	115,731	119,037	122,343	125,650	128,956
13	117,962	121,894	125,827	129,759	133,692	137,624	141,557	145,489	149,422	153,354
14	139,395	144,042	148,689	153,336	157,982	162,629	167,276	171,923	176,570	181,216
15	163,964	169,429	174,894	180,359	185,824	191,289	191,900*	191,900*	191,900*	191,900*

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

SPECIAL LAW ENFORCEMENT OFFICER (LEO) PAY SCHEDULES

Law enforcement officers at grades GS-3 through GS-10 are entitled to special base rates that are higher than General Schedule base rates. Such LEOs receive the locality payments applicable in their locality pay area on top of these special base rates. 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	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Within Grade Amounts
3	\$32,369	\$33,268	\$34,167	\$35,066	\$35,965	\$36,864	\$37,763	\$38,662	\$39,561	\$40,460	\$899
4	36,334	37,343	38,352	39,361	40,370	41,379	42,388	43,397	44,406	45,415	1,009
5	41,781	42,910	44,039	45,168	46,297	47,426	48,555	49,684	50,813	51,942	1,129
6	44,060	45,319	46,578	47,837	49,096	50,355	51,614	52,873	54,132	55,391	1,259
7	47,562	48,961	50,360	51,759	53,158	54,557	55,956	57,355	58,754	60,153	1,399
8	49,573	51,122	52,671	54,220	55,769	57,318	58,867	60,416	61,965	63,514	1,549
9	53,043	54,754	56,465	58,176	59,887	61,598	63,309	65,020	66,731	68,442	1,711
10	58,412	60,296	62,180	64,064	65,948	67,832	69,716	71,600	73,484	75,368	1,884

NOTE: These special base 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, as amended. By law, these rates must be the basis for computing locality payments. (5 CFR part 531, subpart F.)

THE FOREIGN SERVICE SCHEDULE

Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	123,041	126,732	130,534	134,450	138,484	142,638	146,917	151,325	155,865	159,950	159,950	159,950	159,950	159,950
2	99,700	102,691	105,772	108,945	112,213	115,580	119,047	122,618	126,297	130,086	133,988	138,008	142,148	146,413
3	80,787	83,211	85,707	88,278	90,926	93,654	96,464	99,358	102,339	105,409	108,571	111,828	115,183	118,638
4	65,461	67,425	69,448	71,531	73,677	75,887	78,164	80,509	82,924	85,412	87,974	90,613	93,332	96,132
5	53,043	54,634	56,273	57,962	59,700	61,491	63,336	65,236	67,193	69,209	71,285	73,424	75,627	77,895
6	47,419	48,842	50,307	51,816	53,371	54,972	56,621	58,319	60,069	61,871	63,727	65,639	67,608	69,636
7	42,391	43,663	44,973	46,322	47,711	49,143	50,617	52,136	53,700	55,311	56,970	58,679	60,439	62,253
8	37,896	39,033	40,204	41,410	42,652	43,932	45,250	46,607	48,006	49,446	50,929	52,457	54,031	55,652
9	33,878	34,894	35,941	37,019	38,130	39,274	40,452	41,666	42,916	44,203	45,529	46,895	48,302	49,751

SENIOR FOREIGN SERVICE SCHEDULE

The Senior Foreign Service (SFS) pay system is an open-range, performance-based pay system that is linked to the SES pay system. SFS members, like SES members, are not 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 2024 pay ranges for the SFS classes are:

SFS Class	Minimum	Maximum
OC	\$135,468	\$191,046
MC	\$135,468	\$200,411
CM, CA	\$135,468	\$203,700

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, 2024

SCHEDULE FOR THE OFFICE OF THE UNDER SECRETARY FOR HEALTH (38 U.S.C. 7306) AND DIRECTORS OF MEDICAL CENTERS AND VETERANS INTEGRATED SERVICE NETWORKS (38 U.S.C. 7401(4))*

	Minimum	Maximum
Assistant Under Secretaries for Health	\$147,649	\$221,900**
(Only applies to incumbents who are not physicians or dentists)		
Service Directors (non Physicians)	\$147,649	\$221,900
Physician and Dentist Base and Longevity Schedule***		
Physician Grade	\$121,020	\$177,496
Dentist Grade	121,020	177,496
Chiropractor, and Optometrist Schedule		
Chief Grade	\$123,041	\$159,950
Senior Grade	104,604	135,987
Intermediate Grade	88,520	115,079
Full Grade	74,441	96,770
Associate Grade	62,107	80,737
*Rate limited to level IV of the Executive Schedule		
Expanded-Function Dental Auxiliary Schedule ****		
Director Grade	\$123,041	\$159,950
Assistant Director Grade	104,604	135,987
Chief Grade	88,520	115,079
Senior Grade	74,441	96,770
Intermediate Grade	62,107	80,737
Full Grade	51,332	66,731
Associate Grade	44,173	57,421
Junior Grade	37,765	49,096

*Pursuant to 38 U.S.C. 7404(a)(2)(A) and (e), this schedule does not apply to the Director of Nursing Service or any incumbents who are physicians, podiatrists, or dentists. Pursuant to 38 U.S.C. 7404(a)(2)(B), this schedule also does not apply to the basic pay of any incumbents who are registered nurses or physician assistants if that basic pay is determined by the Secretary under subchapter IV of chapter 74 of title 38, United States Code.

** Pursuant to 38 U.S.C. 7404(a)(3)(B), for positions that are covered by a certified performance appraisal system, the maximum rate of basic pay may not exceed the rate of basic pay payable for level II of the Executive Schedule. For positions that are not covered by a certified performance appraisal system, the maximum rate of basic pay may not exceed the rate of basic pay payable for level III of the Executive Schedule.

*** Pursuant to 38 U.S.C. 7431, Veterans Health Administration physicians, podiatrists, and dentists paid under the Physician, Podiatrist, and Dentist Base and Longevity Pay schedule 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.

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