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EXECUTIVE ORDER
13686
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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 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, 2015. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2015.

Sec. 8. Prior Order Superseded. Executive Order 13655 of December 23, 2013, is superseded as of the effective dates specified in section 7 of this order.

THE WHITE HOUSE,

December 19, 2014.

SCHEDULE 1--GENERAL SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2015)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$18,161	\$18,768	\$19,372	\$19,973	\$20,577	\$20,931	\$21,528	\$22,130	\$22,153	\$22,712
GS-2	20,419	20,905	21,581	22,153	22,403	23,062	23,721	24,380	25,039	25,698
GS-3	22,279	23,022	23,765	24,508	25,251	25,994	26,737	27,480	28,223	28,966
GS-4	25,011	25,845	26,679	27,513	28,347	29,181	30,015	30,849	31,683	32,517
GS-5	27,982	28,915	29,848	30,781	31,714	32,647	33,580	34,513	35,446	36,379
GS-6	31,192	32,232	33,272	34,312	35,352	36,392	37,432	38,472	39,512	40,552
GS-7	34,662	35,817	36,972	38,127	39,282	40,437	41,592	42,747	43,902	45,057
GS-8	38,387	39,667	40,947	42,227	43,507	44,787	46,067	47,347	48,627	49,907
GS-9	42,399	43,812	45,225	46,638	48,051	49,464	50,877	52,290	53,703	55,116
GS-10	46,691	48,247	49,803	51,359	52,915	54,471	56,027	57,583	59,139	60,695
GS-11	51,298	53,008	54,718	56,428	58,138	59,848	61,558	63,268	64,978	66,688
GS-12	61,486	63,536	65,586	67,636	69,686	71,736	73,786	75,836	77,886	79,936
GS-13	73,115	75,552	77,989	80,426	82,863	85,300	87,737	90,174	92,611	95,048
GS-14	86,399	89,279	92,159	95,039	97,919	100,799	103,679	106,559	109,439	112,319
GS-15	101,630	105,018	108,406	111,794	115,182	118,570	121,958	125,346	128,734	132,122

SCHEDULE 2--FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2015)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$101,630	\$82,350	\$66,728	\$54,069	\$43,812	\$39,166	\$35,014	\$31,301	\$27,982
2	104,679	84,821	68,730	55,691	45,126	40,341	36,064	32,240	28,821
3	107,819	87,365	70,792	57,362	46,480	41,551	37,146	33,207	29,686
4	111,054	89,986	72,915	59,083	47,875	42,798	38,261	34,203	30,577
5	114,385	92,686	75,103	60,855	49,311	44,082	39,409	35,230	31,494
6	117,817	95,466	77,356	62,681	50,790	45,404	40,591	36,286	32,439
7	121,352	98,330	79,677	64,561	52,314	46,766	41,809	37,375	33,412
8	124,992	101,280	82,067	66,498	53,883	48,169	43,063	38,496	34,414
9	128,742	104,319	84,529	68,493	55,500	49,614	44,355	39,651	35,447
10	132,122	107,448	87,065	70,548	57,165	51,103	45,685	40,841	36,510
11	132,122	110,672	89,677	72,664	58,880	52,636	47,056	42,066	37,605
12	132,122	113,992	92,367	74,844	60,646	54,215	48,468	43,328	38,734
13	132,122	117,411	95,138	77,089	62,465	55,841	49,922	44,628	39,896
14	132,122	120,934	97,992	79,402	64,339	57,517	51,419	45,967	41,093

**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, 2015)

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 \$160,441**

	<u>Minimum</u>	<u>Maximum</u>
Service Directors	\$119,192	\$148,030
Director, National Center for Preventive Health	101,630	148,030

Physician and Dentist Base and Longevity Schedule***

Physician Grade	\$99,957	\$146,605
Dentist Grade	99,957	146,605

Clinical Podiatrist, Chiropractor, and Optometrist Schedule

Chief Grade	\$101,630	\$132,122
Senior Grade.	86,399	112,319
Intermediate Grade.	73,115	95,048
Full Grade.	61,486	79,936
Associate Grade	51,298	66,688

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

Director Grade.	\$101,630	\$132,122
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* This schedule does not apply to the Deputy Under Secretary for Health, Associate Deputy Under Secretary for Health, Assistant Under Secretaries for Health, and Medical Directors, Service Directors, and the Director of the National Center for Preventative Health who are physicians or dentists pursuant to 38 U.S.C. 7306(a) and 38 U.S.C. 7404(a). This schedule does not apply to the Chief Nursing Officer, Office of Nursing Services, pursuant to 38 U.S.C. 7404(e).

** 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 \$148,700.

*** 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.

Assistant Director Grade.	86,399	112,319
Chief Grade	73,115	95,048
Senior Grade.	61,486	79,936
Intermediate Grade.	51,298	66,688
Full Grade.	42,399	55,116
Associate Grade	36,485	47,429
Junior Grade.	31,192	40,552

SCHEDULE 4--SENIOR EXECUTIVE SERVICE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2015)

	<u>Minimum</u>	<u>Maximum</u>
Agencies with a Certified SES Performance Appraisal System	\$121,956	\$183,300
Agencies without a Certified SES Performance Appraisal System	\$121,956	\$168,700

SCHEDULE 5--EXECUTIVE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2015)

Level I	\$203,700
Level II	183,300
Level III.	168,700
Level IV	158,700
Level V	148,700

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, 2015)

Vice President	\$235,300
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, 2015)

Chief Justice of the United States	\$258,100
Associate Justices of the Supreme Court.	246,800

Circuit Judges	213,300
District Judges.	201,100
Judges of the Court of International Trade	201,100

W-4	\$4,043.40	\$4,349.70	\$4,474.20	\$4,597.20	\$4,808.70	\$5,018.10	\$5,229.90	\$5,548.80	\$5,828.10	\$6,094.20	\$6,311.70
W-3	3,692.40	3,846.30	4,004.10	4,056.00	4,221.30	4,546.80	4,885.50	5,045.10	5,229.60	5,419.80	5,761.50
W-2	3,267.30	3,576.30	3,671.70	3,736.80	3,948.90	4,278.30	4,441.50	4,602.00	4,798.50	4,951.80	5,091.00
W-1	2,868.30	3,176.70	3,259.80	3,435.00	3,642.60	3,948.30	4,091.10	4,290.30	4,486.80	4,641.30	4,783.20

* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2014, which is \$15,125.10 per month for officers at pay grades O-7 through O-10, and limited to the rate of basic pay for level V of the Executive Schedule in effect during calendar year 2015, which is \$12,391.80 per month, for officers at O-6 and below.

** For 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 for this grade is calculated to be \$21,147.30 per month, regardless of cumulative years of service computed under 37 U.S.C. 205. Nevertheless, actual basic pay for these officers is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2014, which is \$15,125.10 per month.

*** Does not apply to commissioned officers who have been credited with over 4 years of active duty service 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, 2015)

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
COMMISSIONED OFFICERS											
O-10**	\$16,072.20*	\$16,150.50*	\$16,486.80*	\$17,071.50*	\$17,071.50*	\$17,925.30*	\$17,925.30*	\$18,821.10*	\$18,821.10*	\$19,762.50*	\$19,762.50*
O-9	14,056.80	14,259.90	14,552.10	15,062.40	15,062.40	15,816.00*	15,816.00*	16,606.80*	16,606.80*	17,436.90*	17,436.90*
O-8	13,319.10	13,647.30	13,647.30	13,647.30	13,647.30	13,989.00	13,989.00	14,338.50	14,338.50	14,338.50	14,338.50
O-7	12,043.80	12,043.80	12,043.80	12,105.60	12,105.60	12,347.70	12,347.70	12,347.70	12,347.70	12,347.70	12,347.70
O-6	9,721.50	9,977.10	10,236.00	10,738.20	10,738.20	10,952.40	10,952.40	10,952.40	10,952.40	10,952.40	10,952.40
O-5	8,506.50	8,762.40	8,762.40	8,762.40	8,762.40	8,762.40	8,762.40	8,762.40	8,762.40	8,762.40	8,762.40
O-4	7,430.10	7,430.10	7,430.10	7,430.10	7,430.10	7,430.10	7,430.10	7,430.10	7,430.10	7,430.10	7,430.10
O-3***	6,365.40	6,365.40	6,365.40	6,365.40	6,365.40	6,365.40	6,365.40	6,365.40	6,365.40	6,365.40	6,365.40
O-2***	4,678.50	4,678.50	4,678.50	4,678.50	4,678.50	4,678.50	4,678.50	4,678.50	4,678.50	4,678.50	4,678.50
O-1***	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10
COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER****											
O-3E	\$6,793.20	\$6,793.20	\$6,793.20	\$6,793.20	\$6,793.20	\$6,793.20	\$6,793.20	\$6,793.20	\$6,793.20	\$6,793.20	\$6,793.20
O-2E	5,418.00	5,418.00	5,418.00	5,418.00	5,418.00	5,418.00	5,418.00	5,418.00	5,418.00	5,418.00	5,418.00
O-1E	4,584.00	4,584.00	4,584.00	4,584.00	4,584.00	4,584.00	4,584.00	4,584.00	4,584.00	4,584.00	4,584.00
WARRANT OFFICERS											
W-5	\$7,189.50	\$7,554.30	\$7,825.80	\$8,126.70	\$8,126.70	\$8,533.50	\$8,533.50	\$8,959.80	\$8,959.80	\$9,408.30	\$9,408.30

W-4	6,523.80	6,835.80	7,092.00	7,384.20	7,384.20	7,531.80	7,531.80	7,531.80	7,531.80	7,531.80	7,531.80
W-3	5,992.50	6,130.50	6,277.50	6,477.30	6,477.30	6,477.30	6,477.30	6,477.30	6,477.30	6,477.30	6,477.30
W-2	5,257.50	5,366.70	5,453.70	5,453.70	5,453.70	5,453.70	5,453.70	5,453.70	5,453.70	5,453.70	5,453.70
W-1	4,956.00	4,956.00	4,956.00	4,956.00	4,956.00	4,956.00	4,956.00	4,956.00	4,956.00	4,956.00	4,956.00

* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2014, which is \$15,125.10 per month for officers at pay grades O-7 through O-10, and limited to the rate of basic pay for level V of the Executive Schedule in effect during calendar year 2015, which is \$12,391.80 per month, for officers at O-6 and below.

** For 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 for this grade is calculated to be \$21,147.30 per month, regardless of cumulative years of service computed under 37 U.S.C. 205. Nevertheless, actual basic pay for these officers is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2014, which is \$15,125.10 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.

**** 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, 2015)

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
ENLISTED MEMBERS											
E-9*	-	-	-	-	-	-	\$4,885.20	\$4,995.90	\$5,135.40	\$5,299.20	\$5,465.10
E-8	-	-	-	-	-	\$3,999.00	4,175.70	4,285.20	4,416.60	4,558.80	4,815.30
E-7	\$2,780.10	\$3,034.20	\$3,150.30	\$3,304.20	\$3,424.50	3,630.90	3,747.00	3,953.40	4,125.00	4,242.30	4,367.10
E-6	2,404.50	2,645.70	2,762.40	2,876.10	2,994.60	3,261.00	3,364.80	3,565.80	3,627.30	3,672.00	3,724.20
E-5	2,202.90	2,350.80	2,464.50	2,580.60	2,761.80	2,951.40	3,107.10	3,125.70	3,125.70	3,125.70	3,125.70
E-4	2,019.60	2,122.80	2,238.00	2,351.40	2,451.60	2,451.60	2,451.60	2,451.60	2,451.60	2,451.60	2,451.60
E-3	1,823.40	1,938.00	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30
E-2	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00
E-1**	1,546.80	1,546.80	1,546.80	1,546.80	1,546.80	1,546.80	1,546.80	1,546.80	1,546.80	1,546.80	1,546.80
E-1***	1,430.40	-	-	-	-	-	-	-	-	-	-

* 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 \$7,894.50 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, 2015)

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*	\$5,730.30	\$5,954.70	\$6,190.50	\$6,551.70	\$6,551.70	\$6,879.00	\$6,879.00	\$7,223.10	\$7,223.10	\$7,584.60	\$7,584.60
E-8	4,945.20	5,166.60	5,289.30	5,591.40	5,591.40	5,703.60	5,703.60	5,703.60	5,703.60	5,703.60	5,703.60
E-7	4,415.40	4,577.70	4,664.70	4,996.20	4,996.20	4,996.20	4,996.20	4,996.20	4,996.20	4,996.20	4,996.20
E-6	3,724.20	3,724.20	3,724.20	3,724.20	3,724.20	3,724.20	3,724.20	3,724.20	3,724.20	3,724.20	3,724.20
E-5	3,125.70	3,125.70	3,125.70	3,125.70	3,125.70	3,125.70	3,125.70	3,125.70	3,125.70	3,125.70	3,125.70
E-4	2,451.60	2,451.60	2,451.60	2,451.60	2,451.60	2,451.60	2,451.60	2,451.60	2,451.60	2,451.60	2,451.60
E-3	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30
E-2	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00
E-1**	1,546.80	1,546.80	1,546.80	1,546.80	1,546.80	1,546.80	1,546.80	1,546.80	1,546.80	1,546.80	1,546.80
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 \$7,894.50 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 \$1,027.20.

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, 2015)

<u>Locality Pay Area*</u>	<u>Rate</u>
Alaska.	24.69%
Atlanta-Sandy Springs-Gainesville, GA-AL.	19.29%
Boston-Worcester-Manchester, MA-NH-RI-ME.	24.80%
Buffalo-Niagara-Cattaraugus, NY	16.98%
Chicago-Naperville-Michigan City, IL-IN-WI.	25.10%
Cincinnati-Middletown-Wilmington, OH-KY-IN	18.55%
Cleveland-Akron-Elyria, OH	18.68%
Columbus-Marion-Chillicothe, OH	17.16%
Dallas-Fort Worth, TX	20.67%
Dayton-Springfield-Greenville, OH	16.24%
Denver-Aurora-Boulder, CO	22.52%
Detroit-Warren-Flint, MI	24.09%
Hartford-West Hartford-Willimantic, CT-MA	25.82%
Hawaii.	16.51%
Houston-Baytown-Huntsville, TX	28.71%
Huntsville-Decatur, AL.	16.02%
Indianapolis-Anderson-Columbus, IN.	14.68%
Los Angeles-Long Beach-Riverside, CA.	27.16%
Miami-Fort Lauderdale-Pompano Beach, FL	20.79%
Milwaukee-Racine-Waukesha, WI	18.10%
Minneapolis-St. Paul-St. Cloud, MN-WI	20.96%
New York-Newark-Bridgeport, NY-NJ-CT-PA	28.72%
Philadelphia-Camden-Vineland, PA-NJ-DE-MD	21.79%
Phoenix-Mesa-Scottsdale, AZ	16.76%
Pittsburgh-New Castle, PA	16.37%
Portland-Vancouver-Hillsboro, OR-WA	20.35%
Raleigh-Durham-Cary, NC	17.64%
Richmond, VA.	16.47%
Sacramento-Arden-Arcade-Yuba City, CA-NV.	22.20%
San Diego-Carlsbad-San Marcos, CA	24.19%
San Jose-San Francisco-Oakland, CA	35.15%
Seattle-Tacoma-Olympia, WA.	21.81%

Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA.	24.22%
Rest of U.S	14.16%

* 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, 2015)

AL-3/A	\$105,900
AL-3/B	114,000
AL-3/C	122,300
AL-3/D	130,400
AL-3/E	138,700
AL-3/F	146,600
AL-2	154,800
AL-1	158,700

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