



EXECUTIVE ORDER

13866

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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 and section 748 of title VII of division D of the Consolidated Appropriations Act, 2019 (Public Law 116-6), 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 sections 5304 and 5304a of title 5, United States Code, and section 748 of title VII of division D of the Consolidated Appropriations Act, 2019 (Public Law 116-6), 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 13856 of December 28, 2018, is superseded as of the effective dates specified in section 7 of this order.

THE WHITE HOUSE,  
March 28, 2019.

**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	\$19,048	\$19,686	\$20,320	\$20,949	\$21,583	\$21,953	\$22,579	\$23,211	\$23,236	\$23,827
GS-2	21,417	21,927	22,636	23,236	23,497	24,188	24,879	25,570	26,261	26,952
GS-3	23,368	24,147	24,926	25,705	26,484	27,263	28,042	28,821	29,600	30,379
GS-4	26,233	27,107	27,981	28,855	29,729	30,603	31,477	32,351	33,225	34,099
GS-5	29,350	30,328	31,306	32,284	33,262	34,240	35,218	36,196	37,174	38,152
GS-6	32,716	33,807	34,898	35,989	37,080	38,171	39,262	40,353	41,444	42,535
GS-7	36,356	37,568	38,780	39,992	41,204	42,416	43,628	44,840	46,052	47,264
GS-8	40,263	41,605	42,947	44,289	45,631	46,973	48,315	49,657	50,999	52,341
GS-9	44,471	45,953	47,435	48,917	50,399	51,881	53,363	54,845	56,327	57,809
GS-10	48,973	50,605	52,237	53,869	55,501	57,133	58,765	60,397	62,029	63,661
GS-11	53,805	55,599	57,393	59,187	60,981	62,775	64,569	66,363	68,157	69,951
GS-12	64,490	66,640	68,790	70,940	73,090	75,240	77,390	79,540	81,690	83,840
GS-13	76,687	79,243	81,799	84,355	86,911	89,467	92,023	94,579	97,135	99,691
GS-14	90,621	93,642	96,663	99,684	102,705	105,726	108,747	111,768	114,789	117,810
GS-15	106,595	110,148	113,701	117,254	120,807	124,360	127,913	131,466	135,019	138,572

**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	\$106,595	\$86,374	\$69,988	\$56,711	\$45,953	\$41,081	\$36,725	\$32,831	\$29,350
2	109,793	88,965	72,088	58,412	47,332	42,313	37,827	33,816	30,231
3	113,087	91,634	74,250	60,165	48,752	43,583	38,962	34,830	31,137
4	116,479	94,383	76,478	61,970	50,214	44,890	40,130	35,875	32,072
5	119,974	97,215	78,772	63,829	51,721	46,237	41,334	36,952	33,034
6	123,573	100,131	81,135	65,744	53,272	47,624	42,574	38,060	34,025
7	127,280	103,135	83,569	67,716	54,870	49,053	43,852	39,202	35,045
8	131,098	106,229	86,076	69,747	56,516	50,524	45,167	40,378	36,097
9	135,031	109,416	88,659	71,840	58,212	52,040	46,522	41,589	37,180
10	138,572	112,698	91,318	73,995	59,958	53,601	47,918	42,837	38,295
11	138,572	116,079	94,058	76,215	61,757	55,209	49,355	44,122	39,444
12	138,572	119,562	96,880	78,501	63,610	56,866	50,836	45,446	40,627
13	138,572	123,149	99,786	80,856	65,518	58,572	52,361	46,809	41,846
14	138,572	126,843	102,780	83,282	67,484	60,329	53,932	48,213	43,101

**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)\*

	<u>Minimum</u>	<u>Maximum</u>
	\$127,914	\$156,000**
Physician, Dentist, and Podiatrist Base and Longevity Schedule***		
Physician Grade . . . . .	\$104,843	\$153,773
Dentist Grade . . . . .	104,843	153,773
Podiatrist Grade . . . . .	104,843	153,773
Chiropractor and Optometrist Schedule		
Chief Grade . . . . .	\$106,595	\$138,572
Senior Grade. . . . .	90,621	117,810
Intermediate Grade. . . . .	76,687	99,691
Full Grade. . . . .	64,490	83,840
Associate Grade . . . . .	53,805	69,951
Physician Assistant and Expanded-Function Dental Auxiliary Schedule****		
Director Grade. . . . .	\$106,595	\$138,572
Assistant Director Grade. . . . .	90,621	117,810
Chief Grade . . . . .	76,687	99,691
Senior Grade. . . . .	64,490	83,840
Intermediate Grade. . . . .	53,805	69,951
Full Grade. . . . .	44,471	57,809
Associate Grade . . . . .	38,268	49,752
Junior Grade. . . . .	32,716	42,535

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\* This schedule does not apply to the Director of Nursing Service or any incumbents who are physicians or dentists.

\*\* 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 \$156,000.

\*\*\* 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 . . . . .	\$127,914	\$192,300
Agencies without a Certified SES Performance Appraisal System . . . . .	\$127,914	\$176,900

**SCHEDULE 5--EXECUTIVE SCHEDULE**

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

Level I . . . . .	\$213,600
Level II . . . . .	192,300
Level III. . . . .	176,900
Level IV . . . . .	166,500
Level V . . . . .	156,000

**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 . . . . .	\$246,900
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 . . . . .	\$270,700
Associate Justices of the Supreme Court. . . . .	258,900
Circuit Judges . . . . .	223,700
District Judges. . . . .	210,900
Judges of the Court of International Trade . . . . .	210,900

**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 \$16,025.10 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 \$12,999.90 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)**

**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*	\$16,025.10*	\$16,025.10*	\$16,025.10*	\$16,025.10*	\$16,025.10*	\$16,025.10*	\$16,025.10*	\$16,025.10*	\$16,025.10*	\$16,025.10*	\$16,025.10*
O-9	15,078.60	15,296.40	15,610.20	16,025.10*	16,025.10*	16,025.10*	16,025.10*	16,025.10*	16,025.10*	16,025.10*	16,025.10*
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 \$16,025.10 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 \$12,999.90 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**

**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*	-	-	-	-	-	-	\$5,308.20	\$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
	<b>ENLISTED MEMBERS</b>										
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.....	28.89%
Albany-Schenectady, NY-MA.....	17.19%
Albuquerque-Santa Fe-Las Vegas, NM.....	16.20%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL.....	21.64%
Austin-Round Rock, TX.....	17.46%
Birmingham-Hoover-Talladega, AL.....	15.77%
Boston-Worcester-Providence, MA-RI-NH-ME.....	28.27%
Buffalo-Cheektowaga, NY.....	19.67%
Burlington-South Burlington, VT.....	16.18%
Charlotte-Concord, NC-SC.....	16.79%
Chicago-Naperville, IL-IN-WI.....	28.05%
Cincinnati-Wilmington-Maysville, OH-KY-IN.....	20.21%
Cleveland-Akron-Canton, OH.....	20.45%
Colorado Springs, CO.....	17.19%
Columbus-Marion-Zanesville, OH.....	19.47%
Corpus Christi-Kingsville-Alice, TX.....	16.01%
Dallas-Fort Worth, TX-OK.....	24.21%
Davenport-Moline, IA-IL.....	16.49%
Dayton-Springfield-Sidney, OH.....	18.61%
Denver-Aurora, CO.....	26.30%
Detroit-Warren-Ann Arbor, MI.....	26.81%
Harrisburg-Lebanon, PA.....	16.65%
Hartford-West Hartford, CT-MA.....	28.87%
Hawaii.....	18.98%
Houston-The Woodlands, TX.....	32.54%
Huntsville-Decatur-Albertville, AL.....	19.18%
Indianapolis-Carmel-Muncie, IN.....	16.57%
Kansas City-Overland Park-Kansas City, MO-KS.....	16.60%
Laredo, TX.....	18.22%
Las Vegas-Henderson, NV-AZ.....	17.04%
Los Angeles-Long Beach, CA.....	31.47%
Miami-Fort Lauderdale-Port St. Lucie, FL.....	23.12%
Milwaukee-Racine-Waukesha, WI.....	20.58%
Minneapolis-St. Paul, MN-WI.....	24.00%
New York-Newark, NY-NJ-CT-PA.....	33.06%
Omaha-Council Bluffs-Fremont, NE-IA.....	15.87%
Palm Bay-Melbourne-Titusville, FL.....	16.33%
Philadelphia-Reading-Camden, PA-NJ-DE-MD.....	25.30%
Phoenix-Mesa-Scottsdale, AZ.....	19.60%
Pittsburgh-New Castle-Weirton, PA-OH-WV.....	18.86%
Portland-Vancouver-Salem, OR-WA.....	23.13%
Raleigh-Durham-Chapel Hill, NC.....	19.99%
Richmond, VA.....	19.38%
Sacramento-Roseville, CA-NV.....	25.59%
San Antonio-New Braunfels-Pearsall, TX.....	16.07%
San Diego-Carlsbad, CA.....	28.80%
San Jose-San Francisco-Oakland, CA.....	40.35%
Seattle-Tacoma, WA.....	26.04%
St. Louis-St. Charles-Farmington, MO-IL.....	17.05%
Tucson-Nogales, AZ.....	16.68%
Virginia Beach-Norfolk, VA-NC.....	15.91%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA.....	29.32%
Rest of U.S.....	15.67%

\* 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.....	\$111,100
AL-3/B.....	119,600
AL-3/C.....	128,200
AL-3/D.....	136,800
AL-3/E.....	145,500
AL-3/F.....	153,800
AL-2.....	162,300
AL-1.....	166,500

[FR Doc. 2019-06548 Filed: 4/1/2019 11:15 am; Publication Date: 4/2/2019]