

Executive Order

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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, 7401, 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. 5311-5318) 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, 2024. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2024.

Sec. 8. Prior Order Superseded. Executive Order 14090 of December 23, 2022, is superseded as of the effective dates specified in section 7 of this order.

JOSEPH R. BIDEN JR.

THE WHITE HOUSE,

December 21, 2023

Schedule 1--General Schedule

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2024)

Grade	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

Schedule 2--Foreign Service Schedule

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2024)

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

**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, 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)).*

	<u>Minimum</u>	<u>Maximum</u>
	\$147,649	\$221,900**
Physician, Podiatrist, and Dentist Base and Longevity Pay Schedule.***	<u>Minimum</u>	<u>Maximum</u>
Physician Grade	\$121,020	\$177,496
Dentist Grade	121,020	177,496
Podiatrist Grade.	121,020	177,496
Chiropractor and Optometrist Schedule	<u>Minimum</u>	<u>Maximum</u>
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
Expanded-Function Dental Auxiliary Schedule.****	<u>Minimum</u>	<u>Maximum</u>
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.

Schedule 4--Senior Executive Service

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2024)

	<u>Minimum</u>	<u>Maximum</u>
Agencies with a Certified SES Performance Appraisal System	\$147,649	\$221,900
Agencies without a Certified SES Performance Appraisal System	\$147,649	\$204,000

Schedule 5--Executive Schedule

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2024)

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

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, 2024)

Vice President	\$284,600
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, 2024)

Chief Justice of the United States	\$312,200
Associate Justices of the Supreme Court.	298,500
Circuit Judges	257,900
District Judges.	243,300
Judges of the Court of International Trade	243,300

**Schedule 8--Pay of The Uniformed Services
(Effective January 1, 2024)**

**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
Commissioned Officers											
O-10*	-	-	-	-	-	-	-	-	-	-	-
O-9*	-	-	-	-	-	-	-	-	-	-	-
O-8	\$12,803.70	\$13,223.70	\$13,501.80	\$13,579.20	\$13,926.90	\$14,506.50	\$14,641.80	\$15,192.60	\$15,351.30	\$15,825.90	\$16,512.90
O-7	10,638.90	11,133.00	11,361.90	11,544.00	11,872.80	12,198.30	12,574.20	12,948.90	13,325.40	14,506.50	15,504.30
O-6**	8,067.90	8,863.20	9,444.90	9,444.90	9,481.20	9,887.40	9,941.40	9,941.40	10,506.30	11,505.00	12,091.20
O-5	6,725.70	7,576.50	8,100.90	8,199.60	8,527.20	8,722.50	9,153.00	9,469.80	9,878.10	10,501.80	10,799.10
O-4	5,803.20	6,717.30	7,166.40	7,265.40	7,681.50	8,127.90	8,684.10	9,116.10	9,416.70	9,589.50	9,689.10
O-3***	5,102.10	5,783.70	6,241.80	6,806.10	7,132.80	7,490.70	7,721.70	8,102.10	8,301.00	8,301.00	8,301.00
O-2***	4,408.50	5,020.80	5,782.80	5,978.10	6,100.80	6,100.80	6,100.80	6,100.80	6,100.80	6,100.80	6,100.80
O-1***	3,826.20	3,982.80	4,814.70	4,814.70	4,814.70	4,814.70	4,814.70	4,814.70	4,814.70	4,814.70	4,814.70
Commissioned Officers with Over 4 Years Active Duty Service as an Enlisted Member or Warrant Officer****											
O-3E	-	-	-	\$6,806.10	\$7,132.80	\$7,490.70	\$7,721.70	\$8,102.10	\$8,423.40	\$8,607.90	\$8,859.00
O-2E	-	-	-	5,978.10	6,100.80	6,294.90	6,622.80	6,876.60	7,065.00	7,065.00	7,065.00
O-1E	-	-	-	4,814.70	5,141.10	5,331.30	5,525.70	5,716.50	5,978.10	5,978.10	5,978.10
Warrant Officers											
W-5	-	-	-	-	-	-	-	-	-	-	-
W-4	\$5,273.10	\$5,671.50	\$5,834.40	\$5,994.60	\$6,270.60	\$6,543.60	\$6,820.20	\$7,235.40	\$7,599.90	\$7,946.70	\$8,231.10
W-3	4,815.60	5,015.70	5,222.10	5,289.00	5,504.40	5,928.90	6,370.80	6,579.00	6,819.90	7,067.40	7,513.80
W-2	4,260.90	4,663.80	4,787.70	4,873.20	5,149.20	5,578.50	5,791.80	6,001.20	6,257.40	6,457.80	6,639.00
W-1	3,739.80	4,143.00	4,250.70	4,479.60	4,749.90	5,148.30	5,334.30	5,595.30	5,850.90	6,052.20	6,237.60

* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2024, which is \$18,491.70 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, Chief of Space Operations, 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 2024, which is \$15,000.00 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, 2024)
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*	\$18,491.70*	\$18,491.70*	\$18,491.70*	\$18,491.70*	\$18,491.70*	\$18,491.70*	\$18,491.70*	\$18,491.70*	\$18,491.70*	\$18,491.70*	\$18,491.70*
O-9	18,096.00	18,357.30	18,491.70*	18,491.70*	18,491.70*	18,491.70*	18,491.70*	18,491.70*	18,491.70*	18,491.70*	18,491.70*
O-8	17,145.60	17,568.60	17,568.60	17,568.60	17,568.60	18,008.40	18,008.40	18,458.10	18,458.10	18,458.10	18,458.10
O-7	15,504.30	15,504.30	15,504.30	15,584.10	15,584.10	15,895.80	15,895.80	15,895.80	15,895.80	15,895.80	15,895.80
O-6**	12,677.10	13,010.70	13,348.50	14,002.80	14,002.80	14,282.40	14,282.40	14,282.40	14,282.40	14,282.40	14,282.40
O-5	11,093.10	11,426.70	11,426.70	11,426.70	11,426.70	11,426.70	11,426.70	11,426.70	11,426.70	11,426.70	11,426.70
O-4	9,689.10	9,689.10	9,689.10	9,689.10	9,689.10	9,689.10	9,689.10	9,689.10	9,689.10	9,689.10	9,689.10
O-3***	8,301.00	8,301.00	8,301.00	8,301.00	8,301.00	8,301.00	8,301.00	8,301.00	8,301.00	8,301.00	8,301.00
O-2***	6,100.80	6,100.80	6,100.80	6,100.80	6,100.80	6,100.80	6,100.80	6,100.80	6,100.80	6,100.80	6,100.80
O-1***	4,814.70	4,814.70	4,814.70	4,814.70	4,814.70	4,814.70	4,814.70	4,814.70	4,814.70	4,814.70	4,814.70
Commissioned Officers with Over 4 Years Active Duty Service As An Enlisted Member Or Warrant Officer****											
O-3E	\$8,859.00	\$8,859.00	\$8,859.00	\$8,859.00	\$8,859.00	\$8,859.00	\$8,859.00	\$8,859.00	\$8,859.00	\$8,859.00	\$8,859.00
O-2E	7,065.00	7,065.00	7,065.00	7,065.00	7,065.00	7,065.00	7,065.00	7,065.00	7,065.00	7,065.00	7,065.00
O-1E	5,978.10	5,978.10	5,978.10	5,978.10	5,978.10	5,978.10	5,978.10	5,978.10	5,978.10	5,978.10	5,978.10
Warrant Officers											
W-5	\$9,375.60	\$9,851.10	\$10,205.70	\$10,597.20	\$10,597.20	\$11,128.20	\$11,128.20	\$11,683.50	\$11,683.50	\$12,269.10	\$12,269.10
W-4	8,508.30	8,914.50	9,248.70	9,629.70	9,629.70	9,821.70	9,821.70	9,821.70	9,821.70	9,821.70	9,821.70
W-3	7,814.70	7,994.70	8,186.10	8,447.10	8,447.10	8,447.10	8,447.10	8,447.10	8,447.10	8,447.10	8,447.10
W-2	6,856.20	6,998.70	7,111.80	7,111.80	7,111.80	7,111.80	7,111.80	7,111.80	7,111.80	7,111.80	7,111.80
W-1	6,462.90	6,462.90	6,462.90	6,462.90	6,462.90	6,462.90	6,462.90	6,462.90	6,462.90	6,462.90	6,462.90

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** Basic pay is limited to the rate of basic pay for level V of the Executive Schedule in effect during calendar year 2024, which is \$15,000.00 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, 2024)**

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*	-	-	-	-	-	-	\$6,370.50	\$6,514.80	\$6,696.60	\$6,910.50	\$7,127.10
E-8	-	-	-	-	-	\$5,214.90	5,445.60	5,588.40	5,759.40	5,944.50	6,279.30
E-7	\$3,624.90	\$3,956.40	\$4,108.20	\$4,308.30	\$4,465.50	4,734.60	4,886.40	5,155.20	5,379.30	5,532.30	5,694.90
E-6	3,135.60	3,450.60	3,603.00	3,750.90	3,904.80	4,252.50	4,387.80	4,649.70	4,729.80	4,788.00	4,856.40
E-5	2,872.20	3,065.70	3,214.20	3,365.70	3,601.80	3,848.70	4,052.10	4,076.40	4,076.40	4,076.40	4,076.40
E-4	2,633.70	2,768.40	2,918.40	3,066.30	3,197.40	3,197.40	3,197.40	3,197.40	3,197.40	3,197.40	3,197.40
E-3	2,377.50	2,526.90	2,680.20	2,680.20	2,680.20	2,680.20	2,680.20	2,680.20	2,680.20	2,680.20	2,680.20
E-2	2,261.10	2,261.10	2,261.10	2,261.10	2,261.10	2,261.10	2,261.10	2,261.10	2,261.10	2,261.10	2,261.10
E-1**	2,017.20	2,017.20	2,017.20	2,017.20	2,017.20	2,017.20	2,017.20	2,017.20	2,017.20	2,017.20	2,017.20
E-1***	1,865.10	-	-	-	-	-	-	-	-	-	-

* 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, Chief Master Sergeant of the Space Force, 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 \$10,294.80 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, 2024)**

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*	\$7,472.10	\$7,765.20	\$8,072.70	\$8,544.00	\$8,544.00	\$8,970.30	\$8,970.30	\$9,419.40	\$9,419.40	\$9,891.30	\$9,891.30
E-8	6,449.10	6,737.40	6,897.30	7,291.20	7,291.20	7,437.30	7,437.30	7,437.30	7,437.30	7,437.30	7,437.30
E-7	5,757.90	5,969.70	6,083.10	6,515.70	6,515.70	6,515.70	6,515.70	6,515.70	6,515.70	6,515.70	6,515.70
E-6	4,856.40	4,856.40	4,856.40	4,856.40	4,856.40	4,856.40	4,856.40	4,856.40	4,856.40	4,856.40	4,856.40
E-5	4,076.40	4,076.40	4,076.40	4,076.40	4,076.40	4,076.40	4,076.40	4,076.40	4,076.40	4,076.40	4,076.40
E-4	3,197.40	3,197.40	3,197.40	3,197.40	3,197.40	3,197.40	3,197.40	3,197.40	3,197.40	3,197.40	3,197.40
E-3	2,680.20	2,680.20	2,680.20	2,680.20	2,680.20	2,680.20	2,680.20	2,680.20	2,680.20	2,680.20	2,680.20
E-2	2,261.10	2,261.10	2,261.10	2,261.10	2,261.10	2,261.10	2,261.10	2,261.10	2,261.10	2,261.10	2,261.10
E-1**	2,017.20	2,017.20	2,017.20	2,017.20	2,017.20	2,017.20	2,017.20	2,017.20	2,017.20	2,017.20	2,017.20
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, Chief Master Sergeant of the Space Force, 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 \$10,294.80 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 \$1,339.50.

Schedule 9--Locality-Based Comparability Payments

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2024)

<u>Locality Pay Area*</u>	<u>Rate</u>
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.

SCHEDULE 10--ADMINISTRATIVE LAW JUDGES

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2024)

AL-3/A.....	\$128,200
AL-3/B.....	138,000
AL-3/C.....	147,900
AL-3/D.....	157,900
AL-3/E.....	167,900
AL-3/F.....	177,600
AL-2.....	187,300
AL-1*.....	191,900

* Pursuant to 5 U.S.C. 5372(b) (1) (C), the rate of basic pay for AL-1 may not exceed the rate for level IV of the Executive Schedule.