

Executive Order

14132

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, 2025. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2025.

Sec. 8. Prior Order Superseded.

Executive Order 14113 of December 21, 2023 (Adjustments of Certain Rates of Pay), is superseded as of the effective dates specified in section 7 of this order.

JOSEPH R. BIDEN JR.

THE WHITE HOUSE,

December 23, 2024

Schedule 1-General Schedule

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2025)

Grade	1	2	3	4	5	6	7	8	9	10
GS-1	\$22,360	\$23,110	\$23,853	\$24,594	\$25,336	\$25,770	\$26,506	\$27,247	\$27,277	\$27,970
GS-2	25,142	25,740	26,573	27,277	27,583	28,394	29,205	30,016	30,827	31,638
GS-3	27,434	28,348	29,262	30,176	31,090	32,004	32,918	33,832	34,746	35,660
GS-4	30,795	31,822	32,849	33,876	34,903	35,930	36,957	37,984	39,011	40,038
GS-5	34,454	35,602	36,750	37,898	39,046	40,194	41,342	42,490	43,638	44,786
GS-6	38,407	39,687	40,967	42,247	43,527	44,807	46,087	47,367	48,647	49,927
GS-7	42,679	44,102	45,525	46,948	48,371	49,794	51,217	52,640	54,063	55,486
GS-8	47,265	48,841	50,417	51,993	53,569	55,145	56,721	58,297	59,873	61,449
GS-9	52,205	53,945	55,685	57,425	59,165	60,905	62,645	64,385	66,125	67,865
GS-10	57,489	59,405	61,321	63,237	65,153	67,069	68,985	70,901	72,817	74,733
GS-11	63,163	65,268	67,373	69,478	71,583	73,688	75,793	77,898	80,003	82,108
GS-12	75,706	78,230	80,754	83,278	85,802	88,326	90,850	93,374	95,898	98,422
GS-13	90,025	93,026	96,027	99,028	102,029	105,030	108,031	111,032	114,033	117,034
GS-14	106,382	109,928	113,474	117,020	120,566	124,112	127,658	131,204	134,750	138,296
GS-15	125,133	129,304	133,475	137,646	141,817	145,988	150,159	154,330	158,501	162,672

Schedule 2-Foreign Service Schedule

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2025)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$125,133	\$101,395	\$82,160	\$66,574	\$53,945	\$48,225	\$43,112	\$38,541	\$34,454
2	128,887	104,437	84,625	68,571	55,563	49,672	44,405	39,697	35,488
3	132,754	107,570	87,164	70,628	57,230	51,162	45,738	40,888	36,552
4	136,736	110,797	89,778	72,747	58,947	52,697	47,110	42,115	37,649
5	140,838	114,121	92,472	74,930	60,716	54,278	48,523	43,378	38,778
6	145,063	117,545	95,246	77,178	62,537	55,906	49,979	44,680	39,942
7	149,415	121,071	98,103	79,493	64,413	57,583	51,478	46,020	41,140
8	153,898	124,703	101,046	81,878	66,346	59,311	53,022	47,401	42,374
9	158,515	128,444	104,078	84,334	68,336	61,090	54,613	48,823	43,645
10	162,672	132,297	107,200	86,864	70,386	62,923	56,251	50,287	44,955
11	162,672	136,266	110,416	89,470	72,498	64,810	57,939	51,796	46,303
12	162,672	140,354	113,729	92,154	74,672	66,755	59,677	53,350	47,692
13	162,672	144,565	117,141	94,919	76,913	68,757	61,467	54,950	49,123
14	162,672	148,902	120,655	97,766	79,220	70,820	63,311	56,599	50,597

**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, 2025)

**Schedule for the Office of the Under Secretary for Health
(38 U.S.C. 7306) and Directors of Medical Centers and Directors of
Veterans Integrated Service Networks (38 U.S.C. 7401(4))***

Minimum	Maximum
\$150,160	\$225,700**

Physician, Podiatrist, and Dentist Base and Longevity Pay Schedule***	Minimum	Maximum
Physician Grade	\$123,077	\$180,519
Dentist Grade	123,077	180,519
Podiatrist Grade	123,077	180,519

Chiropractor and Optometrist Schedule	Minimum	Maximum
Chief Grade	\$125,133	\$162,672
Senior Grade	106,382	138,296
Intermediate Grade	90,025	117,034
Full Grade	75,706	98,422
Associate Grade	63,163	82,108

Expanded-Function Dental Auxiliary Schedule****	Minimum	Maximum
Director Grade	\$125,133	\$162,672
Assistant Director Grade	106,382	138,296
Chief Grade	90,025	117,034
Senior Grade	75,706	98,422
Intermediate Grade	63,163	82,108
Full Grade	52,205	67,865
Associate Grade	44,924	58,397
Junior Grade	38,407	49,927

* 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, 2025)

	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System	\$150,160	\$225,700
Agencies without a Certified SES Performance Appraisal System	\$150,160	\$207,500

Schedule 5-Executive Schedule

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2025)

Level I	\$250,600
Level II	225,700
Level III	207,500
Level IV	195,200
Level V	183,100

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, 2025)

Vice President	\$289,400
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, 2025)

Chief Justice of the United States	\$317,500
Associate Justices of the Supreme Court	303,600
Circuit Judges	262,300
District Judges	247,400
Judges of the Court of International Trade	247,400

* This pay schedule assumes that Congress will continue to impose a freeze on the salaries of Members of Congress as it has since 2009, and so this schedule would be subject to further revisions if Congress proceeds differently.

Schedule 8-Pay of The Uniformed Services

(Effective January 1, 2025)

Part I-Monthly Basic Pay

Years of Service (Computed Under 37 U.S.C. 205)

Commissioned Officers

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
O-10*	-	-	-	-	-	-	-	-	-	-	-
O-9*	-	-	-	-	-	-	-	-	-	-	-
O-8	\$13,380.00	\$13,818.90	\$14,109.30	\$14,190.30	\$14,553.60	\$15,159.30	\$15,300.60	\$15,876.30	\$16,042.20	\$16,538.10	\$17,256.00
O-7	11,117.70	11,634.00	11,873.10	12,063.60	12,407.10	12,747.30	13,140.00	13,531.50	13,925.10	15,159.30	16,202.10
O-6**	8,430.90	9,261.90	9,870.00	9,870.00	9,907.80	10,332.30	10,388.70	10,388.70	10,979.10	12,022.80	12,635.40
O-5	7,028.40	7,917.30	8,465.40	8,568.60	8,910.90	9,114.90	9,564.90	9,895.80	10,322.70	10,974.30	11,285.10
O-4	6,064.20	7,019.70	7,488.90	7,592.40	8,027.10	8,493.60	9,075.00	9,526.20	9,840.60	10,020.90	10,125.00
O-3***	5,331.60	6,044.10	6,522.60	7,112.40	7,453.80	7,827.90	8,069.10	8,466.60	8,674.50	8,674.50	8,674.50
O-2***	4,606.80	5,246.70	6,042.90	6,247.20	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30
O-1***	3,998.40	4,161.90	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30

* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2025, which is \$18,808.20 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 2025, which is \$15,258.30 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.

Commissioned Officers with Over 4 Years Active Duty Service as an Enlisted Member or Warrant Officer****

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
O-3E	-	-	-	\$7,112.40	\$7,453.80	\$7,827.90	\$8,069.10	\$8,466.60	\$8,802.60	\$8,995.20	\$9,257.70
O-2E	-	-	-	6,247.20	6,375.30	6,578.10	6,920.70	7,185.90	7,383.00	7,383.00	7,383.00
O-1E	-	-	-	5,031.30	5,372.40	5,571.30	5,774.40	5,973.60	6,247.20	6,247.20	6,247.20

Warrant Officers

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
W-5	-	-	-	-	-	-	-	-	-	-	-
W-4	\$5,510.40	\$5,926.80	\$6,096.90	\$6,264.30	\$6,552.90	\$6,838.20	\$7,127.10	\$7,560.90	\$7,941.90	\$8,304.30	\$8,601.60
W-3	5,032.20	5,241.30	5,457.00	5,526.90	5,752.20	6,195.60	6,657.60	6,875.10	7,126.80	7,385.40	7,851.90
W-2	4,452.60	4,873.80	5,003.10	5,092.50	5,380.80	5,829.60	6,052.50	6,271.20	6,539.10	6,748.50	6,937.80
W-1	3,908.10	4,329.30	4,442.10	4,681.20	4,963.50	5,379.90	5,574.30	5,847.00	6,114.30	6,324.60	6,518.40

**** 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

(Effective January 1, 2025)

Part I-Monthly Basic Pay

Years of Service (Computed Under 37 U.S.C. 205)

Commissioned Officers

Pay Grade	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
O-10*	\$18,808.20*	\$18,808.20*	\$18,808.20*	\$18,808.20*	\$18,808.20*	\$18,808.20*	\$18,808.20*	\$18,808.20*	\$18,808.20*	\$18,808.20*	\$18,808.20*
O-9	18,808.20*	18,808.20*	18,808.20*	18,808.20*	18,808.20*	18,808.20*	18,808.20*	18,808.20*	18,808.20*	18,808.20*	18,808.20*
O-8	17,917.20	18,359.10	18,359.10	18,359.10	18,359.10	18,808.20*	18,808.20*	18,808.20*	18,808.20*	18,808.20*	18,808.20*
O-7	16,202.10	16,202.10	16,202.10	16,285.50	16,285.50	16,611.00	16,611.00	16,611.00	16,611.00	16,611.00	16,611.00
O-6**	13,247.70	13,596.30	13,949.10	14,632.80	14,632.80	14,925.00	14,925.00	14,925.00	14,925.00	14,925.00	14,925.00
O-5	11,592.30	11,940.90	11,940.90	11,940.90	11,940.90	11,940.90	11,940.90	11,940.90	11,940.90	11,940.90	11,940.90
O-4	10,125.00	10,125.00	10,125.00	10,125.00	10,125.00	10,125.00	10,125.00	10,125.00	10,125.00	10,125.00	10,125.00
O-3***	8,674.50	8,674.50	8,674.50	8,674.50	8,674.50	8,674.50	8,674.50	8,674.50	8,674.50	8,674.50	8,674.50
O-2***	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30
O-1***	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30

* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2025, which is \$18,808.20 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 2025, which is \$15,258.30 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.

Commissioned Officers with Over 4 Years Active Duty Service As An Enlisted Member Or Warrant Officer****

Pay Grade	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
O-3E	\$9,257.70	\$9,257.70	\$9,257.70	\$9,257.70	\$9,257.70	\$9,257.70	\$9,257.70	\$9,257.70	\$9,257.70	\$9,257.70	\$9,257.70
O-2E	7,383.00	7,383.00	7,383.00	7,383.00	7,383.00	7,383.00	7,383.00	7,383.00	7,383.00	7,383.00	7,383.00
O-1E	6,247.20	6,247.20	6,247.20	6,247.20	6,247.20	6,247.20	6,247.20	6,247.20	6,247.20	6,247.20	6,247.20

Warrant Officers

Pay Grade	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
W-5	\$9,797.40	\$10,294.50	\$10,665.00	\$11,074.20	\$11,074.20	\$11,628.90	\$11,628.90	\$12,209.40	\$12,209.40	\$12,821.10	\$12,821.10
W-4	8,891.10	9,315.60	9,664.80	10,062.90	10,062.90	10,263.60	10,263.60	10,263.60	10,263.60	10,263.60	10,263.60
W-3	8,166.30	8,354.40	8,554.50	8,827.20	8,827.20	8,827.20	8,827.20	8,827.20	8,827.20	8,827.20	8,827.20
W-2	7,164.60	7,313.70	7,431.90	7,431.90	7,431.90	7,431.90	7,431.90	7,431.90	7,431.90	7,431.90	7,431.90
W-1	6,753.60	6,753.60	6,753.60	6,753.60	6,753.60	6,753.60	6,753.60	6,753.60	6,753.60	6,753.60	6,753.60

**** 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

(Effective January 1, 2025)

Part I-Monthly Basic Pay

Years of Service (Computed Under 37 U.S.C. 205)

Enlisted Members*

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
E-9**	-	-	-	-	-	-	\$6,657.30	\$6,807.90	\$6,997.80	\$7,221.60	\$7,447.80
E-8	-	-	-	-	-	\$5,449.50	5,690.70	5,839.80	6,018.60	6,212.10	6,561.90
E-7	\$3,788.10	\$4,134.30	\$4,293.00	\$4,502.10	\$4,666.50	4,947.60	5,106.30	5,387.10	5,621.40	5,781.30	5,951.10
E-6	3,276.60	3,606.00	3,765.00	3,919.80	4,080.60	4,443.90	4,585.20	4,858.80	4,942.50	5,003.40	5,074.80
E-5	3,001.50	3,203.70	3,358.80	3,517.20	3,763.80	4,021.80	4,234.50	4,259.70	4,259.70	4,259.70	4,259.70
E-4	2,752.20	2,892.90	3,049.80	3,204.30	3,341.40	3,341.40	3,341.40	3,341.40	3,341.40	3,341.40	3,341.40
E-3	2,484.60	2,640.60	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80
E-2	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80
E-1***	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10
E-1****	1,949.10	-	-	-	-	-	-	-	-	-	-

* This schedule is subject to possible future revision in light of an anticipated statutory enactment.

** 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 \$10,758.00 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

(Effective January 1, 2025)

Part I-Monthly Basic Pay

Years of Service (Computed Under 37 U.S.C. 205)

Enlisted Members*

Pay Grade	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
E-9**	\$7,808.40	\$8,114.70	\$8,436.00	\$8,928.60	\$8,928.60	\$9,374.10	\$9,374.10	\$9,843.30	\$9,843.30	\$10,336.50	\$10,336.50
E-8	6,739.20	7,040.70	7,207.80	7,619.40	7,619.40	7,772.10	7,772.10	7,772.10	7,772.10	7,772.10	7,772.10
E-7	6,017.10	6,238.20	6,356.70	6,808.80	6,808.80	6,808.80	6,808.80	6,808.80	6,808.80	6,808.80	6,808.80
E-6	5,074.80	5,074.80	5,074.80	5,074.80	5,074.80	5,074.80	5,074.80	5,074.80	5,074.80	5,074.80	5,074.80
E-5	4,259.70	4,259.70	4,259.70	4,259.70	4,259.70	4,259.70	4,259.70	4,259.70	4,259.70	4,259.70	4,259.70
E-4	3,341.40	3,341.40	3,341.40	3,341.40	3,341.40	3,341.40	3,341.40	3,341.40	3,341.40	3,341.40	3,341.40
E-3	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80
E-2	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80
E-1***	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10
E-1****	-	-	-	-	-	-	-	-	-	-	-

* This schedule is subject to possible future revision in light of an anticipated statutory enactment.

** 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 \$10,758.00 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

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 \$1,399.80.

Schedule 9-Locality-Based Comparability Payments

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2025)

Locality Pay Area	Rate
Alaska	32.36%
Albany-Schenectady, NY-MA	20.77%
Albuquerque-Santa Fe-Las Vegas, NM	18.33%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL	23.79%
Austin-Round Rock-Georgetown, TX	20.35%
Birmingham-Hoover-Talladega, AL	18.24%
Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT	32.58%
Buffalo-Cheektowaga-Olean, NY	22.41%
Burlington-South Burlington-Barre, VT	19.45%
Charlotte-Concord, NC-SC	19.67%
Chicago-Naperville, IL-IN-WI	30.86%
Cincinnati-Wilmington-Maysville, OH-KY-IN	21.93%
Cleveland-Akron-Canton, OH-PA	22.23%
Colorado Springs, CO	20.15%
Columbus-Marion-Zanesville, OH	22.15%
Corpus Christi-Kingsville-Alice, TX	17.63%
Dallas-Fort Worth, TX-OK	27.26%
Davenport-Moline, IA-IL	18.93%
Dayton-Springfield-Kettering, OH	21.42%
Denver-Aurora, CO	30.52%
Des Moines-Ames-West Des Moines, IA	18.01%
Detroit-Warren-Ann Arbor, MI	29.12%
Fresno-Madera-Hanford, CA	17.65%
Harrisburg-Lebanon, PA	19.43%
Hartford-East Hartford, CT-MA	32.08%
Hawaii	22.21%
Houston-The Woodlands, TX	35.00%
Huntsville-Decatur, AL-TN	21.91%
Indianapolis-Carmel-Muncie, IN	18.15%
Kansas City-Overland Park-Kansas City, MO-KS	18.97%
Laredo, TX	21.59%
Las Vegas-Henderson, NV-AZ	19.57%
Los Angeles-Long Beach, CA	36.47%
Miami-Port St. Lucie-Fort Lauderdale, FL	24.67%
Milwaukee-Racine-Waukesha, WI	22.42%
Minneapolis-St. Paul, MN-WI	27.62%
New York-Newark, NY-NJ-CT-PA	37.95%
Omaha-Council Bluffs-Fremont, NE-IA	18.23%
Palm Bay-Melbourne-Titusville, FL	17.93%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	28.99%
Phoenix-Mesa, AZ	22.45%
Pittsburgh-New Castle-Weirton, PA-OH-WV	21.03%
Portland-Vancouver-Salem, OR-WA	26.13%
Raleigh-Durham-Cary, NC	22.24%
Reno-Fernley, NV	17.52%
Richmond, VA	22.28%
Rochester-Batavia-Seneca Falls, NY	17.88%
Sacramento-Roseville, CA-NV	29.76%
San Antonio-New Braunfels-Pearsall, TX	18.78%
San Diego-Chula Vista-Carlsbad, CA	33.72%
San Jose-San Francisco-Oakland, CA	46.34%
Seattle-Tacoma, WA	31.57%
Spokane-Spokane Valley-Coeur d'Alene, WA-ID	17.67%
St. Louis-St. Charles-Farmington, MO-IL	20.03%
Tucson-Nogales, AZ	19.28%
Virginia Beach-Norfolk, VA-NC	18.80%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	33.94%
Rest of U.S.	17.06%

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, 2025)

AL-3/A	\$130,400
AL-3/B	140,300
AL-3/C	150,400
AL-3/D	160,600
AL-3/E	170,800
AL-3/F	180,600
AL-2	190,500
AL-1 *	195,200

* 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.