

EXECUTIVE ORDER

13970

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, 2021. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2021.

Sec. 8. Prior Order Superseded. Executive Order 13901 of December 26, 2019, is superseded as of the effective dates specified in section 7 of this order.

DONALD J. TRUMP

THE WHITE HOUSE,  
December 31, 2020

**SCHEDULE 1--GENERAL SCHEDULE**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2021)

|       | 1        | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       |
|-------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| GS-1  | \$19,738 | \$20,400 | \$21,056 | \$21,709 | \$22,365 | \$22,749 | \$23,398 | \$24,052 | \$24,078 | \$24,690 |
| GS-2  | 22,194   | 22,722   | 23,457   | 24,078   | 24,349   | 25,065   | 25,781   | 26,497   | 27,213   | 27,929   |
| GS-3  | 24,216   | 25,023   | 25,830   | 26,637   | 27,444   | 28,251   | 29,058   | 29,865   | 30,672   | 31,479   |
| GS-4  | 27,184   | 28,090   | 28,996   | 29,902   | 30,808   | 31,714   | 32,620   | 33,526   | 34,432   | 35,338   |
| GS-5  | 30,414   | 31,428   | 32,442   | 33,456   | 34,470   | 35,484   | 36,498   | 37,512   | 38,526   | 39,540   |
| GS-6  | 33,903   | 35,033   | 36,163   | 37,293   | 38,423   | 39,553   | 40,683   | 41,813   | 42,943   | 44,073   |
| GS-7  | 37,674   | 38,930   | 40,186   | 41,442   | 42,698   | 43,954   | 45,210   | 46,466   | 47,722   | 48,978   |
| GS-8  | 41,723   | 43,114   | 44,505   | 45,896   | 47,287   | 48,678   | 50,069   | 51,460   | 52,851   | 54,242   |
| GS-9  | 46,083   | 47,619   | 49,155   | 50,691   | 52,227   | 53,763   | 55,299   | 56,835   | 58,371   | 59,907   |
| GS-10 | 50,748   | 52,440   | 54,132   | 55,824   | 57,516   | 59,208   | 60,900   | 62,592   | 64,284   | 65,976   |
| GS-11 | 55,756   | 57,615   | 59,474   | 61,333   | 63,192   | 65,051   | 66,910   | 68,769   | 70,628   | 72,487   |
| GS-12 | 66,829   | 69,057   | 71,285   | 73,513   | 75,741   | 77,969   | 80,197   | 82,425   | 84,653   | 86,881   |
| GS-13 | 79,468   | 82,117   | 84,766   | 87,415   | 90,064   | 92,713   | 95,362   | 98,011   | 100,660  | 103,309  |
| GS-14 | 93,907   | 97,037   | 100,167  | 103,297  | 106,427  | 109,557  | 112,687  | 115,817  | 118,947  | 122,077  |
| GS-15 | 110,460  | 114,142  | 117,824  | 121,506  | 125,188  | 128,870  | 132,552  | 136,234  | 139,916  | 143,598  |

**SCHEDULE 2--FOREIGN SERVICE SCHEDULE**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2021)

| Step | Class<br>1 | Class<br>2 | Class<br>3 | Class<br>4 | Class<br>5 | Class<br>6 | Class<br>7 | Class<br>8 | Class<br>9 |
|------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| 1    | \$110,460  | \$89,505   | \$72,526   | \$58,767   | \$47,619   | \$42,570   | \$38,056   | \$34,021   | \$30,414   |
| 2    | 113,774    | 92,190     | 74,702     | 60,530     | 49,048     | 43,847     | 39,198     | 35,042     | 31,326     |
| 3    | 117,187    | 94,956     | 76,943     | 62,346     | 50,519     | 45,163     | 40,374     | 36,093     | 32,266     |
| 4    | 120,703    | 97,805     | 79,251     | 64,216     | 52,035     | 46,517     | 41,585     | 37,176     | 33,234     |
| 5    | 124,324    | 100,739    | 81,629     | 66,143     | 53,596     | 47,913     | 42,832     | 38,291     | 34,231     |
| 6    | 128,053    | 103,761    | 84,078     | 68,127     | 55,203     | 49,350     | 44,117     | 39,440     | 35,258     |
| 7    | 131,895    | 106,874    | 86,600     | 70,171     | 56,860     | 50,831     | 45,441     | 40,623     | 36,316     |
| 8    | 135,852    | 110,080    | 89,198     | 72,276     | 58,565     | 52,356     | 46,804     | 41,842     | 37,405     |
| 9    | 139,927    | 113,382    | 91,874     | 74,444     | 60,322     | 53,926     | 48,208     | 43,097     | 38,528     |
| 10   | 143,598    | 116,784    | 94,630     | 76,678     | 62,132     | 55,544     | 49,654     | 44,390     | 39,683     |
| 11   | 143,598    | 120,287    | 97,469     | 78,978     | 63,996     | 57,211     | 51,144     | 45,721     | 40,874     |
| 12   | 143,598    | 123,896    | 100,393    | 81,347     | 65,916     | 58,927     | 52,678     | 47,093     | 42,100     |
| 13   | 143,598    | 127,613    | 103,405    | 83,788     | 67,893     | 60,695     | 54,259     | 48,506     | 43,363     |
| 14   | 143,598    | 131,441    | 106,507    | 86,301     | 69,930     | 62,515     | 55,887     | 49,961     | 44,664     |

**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, 2021)

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> |
|---|----------------|----------------|
|   | \$132,552      | \$199,300**    |
| Physician, Dentist, and Podiatrist Base and Longevity Schedule*** |                |                |
| Physician Grade . . . . .   | \$108,645      | \$159,353      |
| Dentist Grade . . . . .   | 108,645        | 159,353        |
| Podiatrist Grade. . . . .   | 108,645        | 159,353        |
| Chiropractor and Optometrist Schedule                             |                |                |
| Chief Grade . . . . .   | \$110,460      | \$143,598      |
| Senior Grade. . . . .   | 93,907         | 122,077        |
| Intermediate Grade. . . . .                                       | 79,468         | 103,309        |
| Full Grade. . . . .   | 66,829         | 86,881         |
| Associate Grade . . . . .   | 55,756         | 72,487         |
| Expanded-Function Dental Auxiliary Schedule****                   |                |                |
| Director Grade. . . . .   | \$110,460      | \$143,598      |
| Assistant Director Grade. . . . .                                 | 93,907         | 122,077        |
| Chief Grade . . . . .   | 79,468         | 103,309        |
| Senior Grade. . . . .   | 66,829         | 86,881         |
| Intermediate Grade. . . . .                                       | 55,756         | 72,487         |
| Full Grade. . . . .   | 46,083         | 59,907         |
| Associate Grade . . . . .   | 39,656         | 51,554         |
| Junior Grade. . . . .   | 33,903         | 44,073         |

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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(a)(3)(B), these positions are covered by a certified performance appraisal system and the maximum rate of basic pay may not exceed the rate of basic pay 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 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, Dentist, and Podiatrist Base and Longevity 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, 2021)

|  | <u>Minimum</u> | <u>Maximum</u> |
|--|----------------|----------------|
| Agencies with a Certified SES<br>Performance Appraisal System . . . . .    | \$132,552      | \$199,300      |
| Agencies without a Certified SES<br>Performance Appraisal System . . . . . | \$132,552      | \$183,300      |

**SCHEDULE 5--EXECUTIVE SCHEDULE**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2021)

|                    |           |
|--------------------|-----------|
| Level I . . . . .  | \$221,400 |
| Level II . . . . . | 199,300   |
| Level III. . . . . | 183,300   |
| Level IV . . . . . | 172,500   |
| Level V . . . . .  | 161,700   |

**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, 2021)

|  |           |
|--|-----------|
| Vice President . . . . .   | \$255,800 |
| 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<br>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, 2021)

|  |           |
|--|-----------|
| Chief Justice of the United States . . . . .         | \$280,500 |
| Associate Justices of the Supreme Court. . . . .     | 268,300   |
| Circuit Judges . . . . .                             | 231,800   |
| District Judges. . . . .                             | 218,600   |
| Judges of the Court of International Trade . . . . . | 218,600   |

**SCHEDULE 8--PAY OF THE UNIFORMED SERVICES  
(Effective January 1, 2021)**

**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   | \$11,329.50 | \$11,701.20 | \$11,947.50 | \$12,016.20 | \$12,323.40 | \$12,836.70 | \$12,956.40 | \$13,443.60 | \$13,584.00 | \$14,004.00 | \$14,611.80 |
| O-7   | 9,414.30    | 9,851.40    | 10,053.90   | 10,215.00   | 10,506.00   | 10,794.00   | 11,126.70   | 11,458.20   | 11,791.20   | 12,836.70   | 13,719.30   |
| O-6**   | 7,139.10    | 7,842.90    | 8,357.70    | 8,357.70    | 8,389.80    | 8,749.20    | 8,796.90    | 8,796.90    | 9,296.70    | 10,180.50   | 10,699.20   |
| O-5   | 5,951.40    | 6,704.40    | 7,168.20    | 7,255.50    | 7,545.60    | 7,718.40    | 8,099.40    | 8,379.60    | 8,740.80    | 9,293.10    | 9,555.90    |
| O-4   | 5,135.10    | 5,943.90    | 6,341.10    | 6,429.00    | 6,797.10    | 7,192.20    | 7,684.20    | 8,066.70    | 8,332.50    | 8,485.50    | 8,573.70    |
| O-3***  | 4,514.70    | 5,117.70    | 5,523.30    | 6,022.80    | 6,311.70    | 6,628.20    | 6,832.80    | 7,169.40    | 7,345.20    | 7,345.20    | 7,345.20    |
| O-2***  | 3,901.20    | 4,442.70    | 5,116.80    | 5,289.90    | 5,398.50    | 5,398.50    | 5,398.50    | 5,398.50    | 5,398.50    | 5,398.50    | 5,398.50    |
| O-1***  | 3,385.80    | 3,524.40    | 4,260.60    | 4,260.60    | 4,260.60    | 4,260.60    | 4,260.60    | 4,260.60    | 4,260.60    | 4,260.60    | 4,260.60    |
| <b>COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE<br/>AS AN ENLISTED MEMBER OR WARRANT OFFICER****</b> |             |             |             |             |             |             |             |             |             |             |             |
| O-3E  | -           | -           | -           | \$6,022.80  | \$6,311.70  | \$6,628.20  | \$6,832.80  | \$7,169.40  | \$7,453.50  | \$7,617.00  | \$7,839.00  |
| O-2E  | -           | -           | -           | 5,289.90    | 5,398.50    | 5,570.40    | 5,860.50    | 6,084.90    | 6,251.70    | 6,251.70    | 6,251.70    |
| O-1E  | -           | -           | -           | 4,260.60    | 4,549.50    | 4,717.50    | 4,889.70    | 5,058.30    | 5,289.90    | 5,289.90    | 5,289.90    |
| <b>WARRANT OFFICERS</b>   |             |             |             |             |             |             |             |             |             |             |             |
| W-5   | -           | -           | -           | -           | -           | -           | -           | -           | -           | -           | -           |
| W-4   | \$4,665.90  | \$5,018.70  | \$5,162.70  | \$5,304.60  | \$5,548.80  | \$5,790.30  | \$6,035.10  | \$6,402.60  | \$6,725.10  | \$7,032.00  | \$7,283.40  |
| W-3   | 4,261.20    | 4,438.50    | 4,620.90    | 4,680.30    | 4,870.80    | 5,246.40    | 5,637.30    | 5,821.50    | 6,034.80    | 6,253.80    | 6,648.90    |
| W-2   | 3,770.40    | 4,127.10    | 4,236.60    | 4,312.20    | 4,556.40    | 4,936.50    | 5,125.20    | 5,310.30    | 5,537.10    | 5,714.40    | 5,874.60    |
| W-1   | 3,309.30    | 3,666.00    | 3,761.40    | 3,963.90    | 4,203.00    | 4,555.80    | 4,720.20    | 4,950.90    | 5,177.40    | 5,355.60    | 5,519.40    |

\* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2021, which is \$16,608.30 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 2021, which is \$13,475.10 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, 2021)**  
**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*   | \$16,608.30* | \$16,608.30* | \$16,608.30* | \$16,608.30* | \$16,608.30* | \$16,608.30* | \$16,608.30* | \$16,608.30* | \$16,608.30* | \$16,608.30* | \$16,608.30* |
| O-9   | 16,012.50    | 16,243.80    | 16,576.80    | 16,608.30*   | 16,608.30*   | 16,608.30*   | 16,608.30*   | 16,608.30*   | 16,608.30*   | 16,608.30*   | 16,608.30*   |
| O-8   | 15,171.90    | 15,546.00    | 15,546.00    | 15,546.00    | 15,546.00    | 15,935.40    | 15,935.40    | 16,333.20    | 16,333.20    | 16,333.20    | 16,333.20    |
| O-7   | 13,719.30    | 13,719.30    | 13,719.30    | 13,789.80    | 13,789.80    | 14,065.80    | 14,065.80    | 14,065.80    | 14,065.80    | 14,065.80    | 14,065.80    |
| O-6**   | 11,217.60    | 11,512.80    | 11,811.90    | 12,390.90    | 12,390.90    | 12,638.40    | 12,638.40    | 12,638.40    | 12,638.40    | 12,638.40    | 12,638.40    |
| O-5   | 9,816.00     | 10,111.20    | 10,111.20    | 10,111.20    | 10,111.20    | 10,111.20    | 10,111.20    | 10,111.20    | 10,111.20    | 10,111.20    | 10,111.20    |
| O-4   | 8,573.70     | 8,573.70     | 8,573.70     | 8,573.70     | 8,573.70     | 8,573.70     | 8,573.70     | 8,573.70     | 8,573.70     | 8,573.70     | 8,573.70     |
| O-3***  | 7,345.20     | 7,345.20     | 7,345.20     | 7,345.20     | 7,345.20     | 7,345.20     | 7,345.20     | 7,345.20     | 7,345.20     | 7,345.20     | 7,345.20     |
| O-2***  | 5,398.50     | 5,398.50     | 5,398.50     | 5,398.50     | 5,398.50     | 5,398.50     | 5,398.50     | 5,398.50     | 5,398.50     | 5,398.50     | 5,398.50     |
| O-1***  | 4,260.60     | 4,260.60     | 4,260.60     | 4,260.60     | 4,260.60     | 4,260.60     | 4,260.60     | 4,260.60     | 4,260.60     | 4,260.60     | 4,260.60     |
| <b>COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE<br/>AS AN ENLISTED MEMBER OR WARRANT OFFICER****</b> |              |              |              |              |              |              |              |              |              |              |              |
| O-3E  | \$7,839.00   | \$7,839.00   | \$7,839.00   | \$7,839.00   | \$7,839.00   | \$7,839.00   | \$7,839.00   | \$7,839.00   | \$7,839.00   | \$7,839.00   | \$7,839.00   |
| O-2E  | 6,251.70     | 6,251.70     | 6,251.70     | 6,251.70     | 6,251.70     | 6,251.70     | 6,251.70     | 6,251.70     | 6,251.70     | 6,251.70     | 6,251.70     |
| O-1E  | 5,289.90     | 5,289.90     | 5,289.90     | 5,289.90     | 5,289.90     | 5,289.90     | 5,289.90     | 5,289.90     | 5,289.90     | 5,289.90     | 5,289.90     |
| <b>WARRANT OFFICERS</b>   |              |              |              |              |              |              |              |              |              |              |              |
| W-5   | \$8,296.20   | \$8,716.80   | \$9,030.60   | \$9,377.10   | \$9,377.10   | \$9,846.90   | \$9,846.90   | \$10,338.60  | \$10,338.60  | \$10,856.40  | \$10,856.40  |
| W-4   | 7,528.50     | 7,888.20     | 8,183.70     | 8,520.90     | 8,520.90     | 8,691.00     | 8,691.00     | 8,691.00     | 8,691.00     | 8,691.00     | 8,691.00     |
| W-3   | 6,915.00     | 7,074.30     | 7,243.50     | 7,474.50     | 7,474.50     | 7,474.50     | 7,474.50     | 7,474.50     | 7,474.50     | 7,474.50     | 7,474.50     |
| W-2   | 6,066.90     | 6,193.20     | 6,293.10     | 6,293.10     | 6,293.10     | 6,293.10     | 6,293.10     | 6,293.10     | 6,293.10     | 6,293.10     | 6,293.10     |
| W-1   | 5,718.60     | 5,718.60     | 5,718.60     | 5,718.60     | 5,718.60     | 5,718.60     | 5,718.60     | 5,718.60     | 5,718.60     | 5,718.60     | 5,718.60     |

\* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2021, which is \$16,608.30 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 2021, which is \$13,475.10 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, 2021)**

**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*                    | -          | -          | -          | -          | -          | -          | \$5,637.00 | \$5,764.80 | \$5,925.90 | \$6,114.90 | \$6,306.60 |
| E-8                     | -          | -          | -          | -          | -          | \$4,614.60 | 4,818.60   | 4,944.90   | 5,096.10   | 5,260.50   | 5,556.30   |
| E-7                     | \$3,207.60 | \$3,501.00 | \$3,635.40 | \$3,812.40 | \$3,951.30 | 4,189.50   | 4,323.90   | 4,561.80   | 4,760.10   | 4,895.10   | 5,039.10   |
| E-6                     | 2,774.40   | 3,053.10   | 3,188.10   | 3,318.90   | 3,455.40   | 3,762.60   | 3,882.90   | 4,114.50   | 4,185.30   | 4,236.90   | 4,297.20   |
| E-5                     | 2,541.60   | 2,712.90   | 2,844.00   | 2,978.10   | 3,187.20   | 3,405.60   | 3,585.30   | 3,606.90   | 3,606.90   | 3,606.90   | 3,606.90   |
| E-4                     | 2,330.40   | 2,449.80   | 2,582.40   | 2,713.50   | 2,829.00   | 2,829.00   | 2,829.00   | 2,829.00   | 2,829.00   | 2,829.00   | 2,829.00   |
| E-3                     | 2,103.90   | 2,236.20   | 2,371.80   | 2,371.80   | 2,371.80   | 2,371.80   | 2,371.80   | 2,371.80   | 2,371.80   | 2,371.80   | 2,371.80   |
| E-2                     | 2,000.70   | 2,000.70   | 2,000.70   | 2,000.70   | 2,000.70   | 2,000.70   | 2,000.70   | 2,000.70   | 2,000.70   | 2,000.70   | 2,000.70   |
| E-1**                   | 1,785.00   | 1,785.00   | 1,785.00   | 1,785.00   | 1,785.00   | 1,785.00   | 1,785.00   | 1,785.00   | 1,785.00   | 1,785.00   | 1,785.00   |
| E-1***                  | 1,650.30   | -          | -          | -          | -          | -          | -          | -          | -          | -          | -          |

\* 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 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 \$9,109.50 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, 2021)**

**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*                    | \$6,612.00 | \$6,871.50 | \$7,143.30 | \$7,560.30 | \$7,560.30 | \$7,937.70 | \$7,937.70 | \$8,334.90 | \$8,334.90 | \$8,752.50 | \$8,752.50 |
| E-8                     | 5,706.30   | 5,961.60   | 6,103.50   | 6,451.80   | 6,451.80   | 6,581.40   | 6,581.40   | 6,581.40   | 6,581.40   | 6,581.40   | 6,581.40   |
| E-7                     | 5,094.90   | 5,282.40   | 5,382.90   | 5,765.40   | 5,765.40   | 5,765.40   | 5,765.40   | 5,765.40   | 5,765.40   | 5,765.40   | 5,765.40   |
| E-6                     | 4,297.20   | 4,297.20   | 4,297.20   | 4,297.20   | 4,297.20   | 4,297.20   | 4,297.20   | 4,297.20   | 4,297.20   | 4,297.20   | 4,297.20   |
| E-5                     | 3,606.90   | 3,606.90   | 3,606.90   | 3,606.90   | 3,606.90   | 3,606.90   | 3,606.90   | 3,606.90   | 3,606.90   | 3,606.90   | 3,606.90   |
| E-4                     | 2,829.00   | 2,829.00   | 2,829.00   | 2,829.00   | 2,829.00   | 2,829.00   | 2,829.00   | 2,829.00   | 2,829.00   | 2,829.00   | 2,829.00   |
| E-3                     | 2,371.80   | 2,371.80   | 2,371.80   | 2,371.80   | 2,371.80   | 2,371.80   | 2,371.80   | 2,371.80   | 2,371.80   | 2,371.80   | 2,371.80   |
| E-2                     | 2,000.70   | 2,000.70   | 2,000.70   | 2,000.70   | 2,000.70   | 2,000.70   | 2,000.70   | 2,000.70   | 2,000.70   | 2,000.70   | 2,000.70   |
| E-1**                   | 1,785.00   | 1,785.00   | 1,785.00   | 1,785.00   | 1,785.00   | 1,785.00   | 1,785.00   | 1,785.00   | 1,785.00   | 1,785.00   | 1,785.00   |
| 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 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 \$9,109.50 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 \$1,185.00.

**SCHEDULE 9--LOCALITY-BASED COMPARABILITY PAYMENTS**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2021)

| <u>Locality Pay Area*</u>                              | <u>Rate</u> |
|--|-------------|
| Alaska.....  | 29.67%      |
| Albany-Schenectady, NY-MA.....                         | 17.88%      |
| Albuquerque-Santa Fe-Las Vegas, NM.....                | 16.68%      |
| Atlanta-Athens-Clarke County-Sandy Springs, GA-AL..... | 22.16%      |
| Austin-Round Rock, TX.....                             | 18.17%      |
| Birmingham-Hoover-Talladega, AL.....                   | 16.26%      |
| Boston-Worcester-Providence, MA-RI-NH-ME.....          | 29.11%      |
| Buffalo-Cheektowaga, NY.....                           | 20.20%      |
| Burlington-South Burlington, VT.....                   | 16.89%      |
| Charlotte-Concord, NC-SC.....                          | 17.44%      |
| Chicago-Naperville, IL-IN-WI.....                      | 28.59%      |
| Cincinnati-Wilmington-Maysville, OH-KY-IN.....         | 20.55%      |
| Cleveland-Akron-Canton, OH.....                        | 20.82%      |
| Colorado Springs, CO.....                              | 17.78%      |
| Columbus-Marion-Zanesville, OH.....                    | 20.02%      |
| Corpus Christi-Kingsville-Alice, TX.....               | 16.56%      |
| Dallas-Fort Worth, TX-OK.....                          | 24.98%      |
| Davenport-Moline, IA-IL.....                           | 17.04%      |
| Dayton-Springfield-Sidney, OH.....                     | 19.18%      |
| Denver-Aurora, CO.....                                 | 27.13%      |
| Des Moines-Ames-West Des Moines, IA.....               | 15.95%      |
| Detroit-Warren-Ann Arbor, MI.....                      | 27.32%      |
| Harrisburg-Lebanon, PA.....                            | 17.20%      |
| Hartford-West Hartford, CT-MA.....                     | 29.49%      |
| Hawaii.....  | 19.56%      |
| Houston-The Woodlands, TX.....                         | 33.32%      |
| Huntsville-Decatur-Albertville, AL.....                | 19.85%      |
| Indianapolis-Carmel-Muncie, IN.....                    | 16.92%      |
| Kansas City-Overland Park-Kansas City, MO-KS.....      | 17.13%      |
| Laredo, TX.....  | 18.88%      |
| Las Vegas-Henderson, NV-AZ.....                        | 17.68%      |
| Los Angeles-Long Beach, CA.....                        | 32.41%      |
| Miami-Fort Lauderdale-Port St. Lucie, FL.....          | 23.51%      |
| Milwaukee-Racine-Waukesha, WI.....                     | 20.96%      |
| Minneapolis-St. Paul, MN-WI.....                       | 24.66%      |
| New York-Newark, NY-NJ-CT-PA.....                      | 33.98%      |
| Omaha-Council Bluffs-Fremont, NE-IA.....               | 16.33%      |
| Palm Bay-Melbourne-Titusville, FL.....                 | 16.73%      |
| Philadelphia-Reading-Camden, PA-NJ-DE-MD.....          | 26.04%      |
| Phoenix-Mesa-Scottsdale, AZ.....                       | 20.12%      |
| Pittsburgh-New Castle-Weirton, PA-OH-WV.....           | 19.40%      |
| Portland-Vancouver-Salem, OR-WA.....                   | 23.74%      |
| Raleigh-Durham-Chapel Hill, NC.....                    | 20.49%      |
| Richmond, VA.....                                      | 19.95%      |
| Sacramento-Roseville, CA-NV.....                       | 26.37%      |
| San Antonio-New Braunfels-Pearsall, TX.....            | 16.77%      |
| San Diego-Carlsbad, CA.....                            | 29.77%      |
| San Jose-San Francisco-Oakland, CA.....                | 41.44%      |
| Seattle-Tacoma, WA.....                                | 27.02%      |
| St. Louis-St. Charles-Farmington, MO-IL.....           | 17.65%      |
| Tucson-Nogales, AZ.....                                | 17.19%      |
| Virginia Beach-Norfolk, VA-NC.....                     | 16.51%      |
| Washington-Baltimore-Arlington, DC-MD-VA-WV-PA.....    | 30.48%      |
| Rest of U.S.....                                       | 15.95%      |

\* 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, 2021)

|             |           |
|-------------|-----------|
| AL-3/A..... | \$115,100 |
| AL-3/B..... | 123,900   |
| AL-3/C..... | 132,800   |
| AL-3/D..... | 141,800   |
| AL-3/E..... | 150,800   |
| AL-3/F..... | 159,400   |
| AL-2.....   | 168,200   |
| AL-1.....   | 172,500   |