

EXECUTIVE ORDER

14090

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, 2023. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2023.

Sec. 8. Prior Order Superseded. Executive Order 14061 of December 22, 2021, is superseded as of the effective dates specified in section 7 of this order.

JOSEPH R. BIDEN JR.

THE WHITE HOUSE,

December 23, 2022

SCHEDULE 1--GENERAL SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2023)

Grade	1	2	3	4	5	6	7	8	9	10
GS-1	\$20,999	\$21,704	\$22,401	\$23,097	\$23,794	\$24,202	\$24,893	\$25,589	\$25,617	\$26,273
GS-2	23,612	24,174	24,956	25,617	25,906	26,668	27,430	28,192	28,954	29,716
GS-3	25,764	26,623	27,482	28,341	29,200	30,059	30,918	31,777	32,636	33,495
GS-4	28,921	29,885	30,849	31,813	32,777	33,741	34,705	35,669	36,633	37,597
GS-5	32,357	33,436	34,515	35,594	36,673	37,752	38,831	39,910	40,989	42,068
GS-6	36,070	37,272	38,474	39,676	40,878	42,080	43,282	44,484	45,686	46,888
GS-7	40,082	41,418	42,754	44,090	45,426	46,762	48,098	49,434	50,770	52,106
GS-8	44,389	45,869	47,349	48,829	50,309	51,789	53,269	54,749	56,229	57,709
GS-9	49,028	50,662	52,296	53,930	55,564	57,198	58,832	60,466	62,100	63,734
GS-10	53,990	55,790	57,590	59,390	61,190	62,990	64,790	66,590	68,390	70,190
GS-11	59,319	61,296	63,273	65,250	67,227	69,204	71,181	73,158	75,135	77,112
GS-12	71,099	73,469	75,839	78,209	80,579	82,949	85,319	87,689	90,059	92,429
GS-13	84,546	87,364	90,182	93,000	95,818	98,636	101,454	104,272	107,090	109,908
GS-14	99,908	103,238	106,568	109,898	113,228	116,558	119,888	123,218	126,548	129,878
GS-15	117,518	121,435	125,352	129,269	133,186	137,103	141,020	144,937	148,854	152,771

SCHEDULE 2--FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2023)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$117,518	\$95,225	\$77,160	\$62,523	\$50,662	\$45,290	\$40,488	\$36,195	\$32,357
2	121,044	98,082	79,475	64,399	52,182	46,649	41,703	37,281	33,328
3	124,675	101,024	81,859	66,331	53,747	48,048	42,954	38,399	34,328
4	128,415	104,055	84,315	68,321	55,360	49,490	44,242	39,551	35,357
5	132,268	107,177	86,844	70,370	57,021	50,974	45,570	40,738	36,418
6	136,236	110,392	89,450	72,481	58,731	52,504	46,937	41,960	37,511
7	140,323	113,704	92,133	74,656	60,493	54,079	48,345	43,219	38,636
8	144,532	117,115	94,897	76,895	62,308	55,701	49,795	44,515	39,795
9	148,868	120,628	97,744	79,202	64,177	57,372	51,289	45,851	40,989
10	152,771	124,247	100,676	81,578	66,102	59,093	52,828	47,226	42,219
11	152,771	127,974	103,697	84,026	68,085	60,866	54,412	48,643	43,485
12	152,771	131,814	106,807	86,546	70,128	62,692	56,045	50,102	44,790
13	152,771	135,768	110,012	89,143	72,232	64,573	57,726	51,605	46,133
14	152,771	139,841	113,312	91,817	74,399	66,510	59,458	53,154	47,517

**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, 2023)

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>
	\$141,022	\$212,100**
Physician, Podiatrist, and Dentist Base and Longevity Pay Schedule***	<u>Minimum</u>	<u>Maximum</u>
Physician Grade	\$115,587	\$169,529
Dentist Grade	115,587	169,529
Podiatrist Grade.	115,587	169,529
Chiropractor and Optometrist Schedule	<u>Minimum</u>	<u>Maximum</u>
Chief Grade	\$117,518	\$152,771
Senior Grade.	99,908	129,878
Intermediate Grade.	84,546	109,908
Full Grade.	71,099	92,429
Associate Grade	59,319	77,112
Expanded-Function Dental Auxiliary Schedule****	<u>Minimum</u>	<u>Maximum</u>
Director Grade.	\$117,518	\$152,771
Assistant Director Grade.	99,908	129,878
Chief Grade	84,546	109,908
Senior Grade.	71,099	92,429
Intermediate Grade.	59,319	77,112
Full Grade.	49,028	63,734
Associate Grade	42,190	54,844
Junior Grade.	36,070	46,888

* 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. See also 38 U.S.C. 7404(a)(2)(B).

** 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, 2023)

<u>Structure of the SES Pay System</u>	<u>Minimum</u>	<u>Maximum</u>
Agencies with a Certified SES Performance Appraisal System	\$141,022	\$212,100
Agencies without a Certified SES Performance Appraisal System	\$141,022	\$195,000

SCHEDULE 5--EXECUTIVE SCHEDULE

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2023)

Level I	\$235,600
Level II	212,100
Level III.	195,000
Level IV	183,500
Level V	172,100

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, 2023)

Vice President	\$272,100
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, 2023)

Chief Justice of the United States	\$298,500
Associate Justices of the Supreme Court.	285,400
Circuit Judges	246,600
District Judges.	232,600
Judges of the Court of International Trade	232,600

**SCHEDULE 8--PAY OF THE UNIFORMED SERVICES
(Effective January 1, 2023)**

**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	\$12,170.70	\$12,570.00	\$12,834.30	\$12,908.10	\$13,238.40	\$13,789.50	\$13,918.20	\$14,441.70	\$14,592.60	\$15,043.50	\$15,696.60
O-7	10,113.00	10,582.80	10,800.30	10,973.40	11,286.00	11,595.30	11,952.60	12,308.70	12,666.60	13,789.50	14,737.80
O-6**	7,669.20	8,425.20	8,978.10	8,978.10	9,012.60	9,398.70	9,450.00	9,450.00	9,987.00	10,936.20	11,493.60
O-5	6,393.30	7,202.10	7,700.40	7,794.30	8,105.70	8,291.40	8,700.60	9,001.80	9,389.70	9,982.80	10,265.40
O-4	5,516.40	6,385.20	6,812.10	6,906.30	7,301.70	7,726.20	8,254.80	8,665.50	8,951.10	9,115.50	9,210.30
O-3***	4,849.80	5,497.80	5,933.40	6,469.80	6,780.30	7,120.50	7,340.10	7,701.60	7,890.60	7,890.60	7,890.60
O-2***	4,190.70	4,772.70	5,496.90	5,682.60	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30
O-1***	3,637.20	3,786.00	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80
COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER****											
O-3E	-	-	-	\$6,469.80	\$6,780.30	\$7,120.50	\$7,340.10	\$7,701.60	\$8,007.00	\$8,182.50	\$8,421.00
O-2E	-	-	-	5,682.60	5,799.30	5,983.80	6,295.50	6,536.70	6,715.80	6,715.80	6,715.80
O-1E	-	-	-	4,576.80	4,887.00	5,067.90	5,252.70	5,433.90	5,682.60	5,682.60	5,682.60
WARRANT OFFICERS											
W-5	-	-	-	-	-	-	-	-	-	-	-
W-4	\$5,012.40	\$5,391.30	\$5,546.10	\$5,698.20	\$5,960.70	\$6,220.20	\$6,483.00	\$6,877.80	\$7,224.30	\$7,554.00	\$7,824.30
W-3	4,577.70	4,767.90	4,964.10	5,027.70	5,232.30	5,635.80	6,055.80	6,253.80	6,482.70	6,718.20	7,142.40
W-2	4,050.30	4,433.40	4,551.00	4,632.30	4,894.80	5,302.80	5,505.60	5,704.50	5,948.10	6,138.60	6,310.80
W-1	3,555.00	3,938.10	4,040.70	4,258.20	4,515.00	4,893.90	5,070.60	5,318.70	5,561.70	5,753.10	5,929.20

* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2023, which is \$17,675.10 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, 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 2023, which is \$14,341.80 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, 2023)
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*	\$17,675.10*	\$17,675.10*	\$17,675.10*	\$17,675.10*	\$17,675.10*	\$17,675.10*	\$17,675.10*	\$17,675.10*	\$17,675.10*	\$17,675.10*	\$17,675.10*
O-9	17,201.40	17,449.80	17,675.10*	17,675.10*	17,675.10*	17,675.10*	17,675.10*	17,675.10*	17,675.10*	17,675.10*	17,675.10*
O-8	16,298.10	16,700.10	16,700.10	16,700.10	16,700.10	17,118.30	17,118.30	17,545.80	17,545.80	17,545.80	17,545.80
O-7	14,737.80	14,737.80	14,737.80	14,813.70	14,813.70	15,110.10	15,110.10	15,110.10	15,110.10	15,110.10	15,110.10
O-6**	12,050.40	12,367.50	12,688.80	13,310.70	13,310.70	13,576.50	13,576.50	13,576.50	13,576.50	13,576.50	13,576.50
O-5	10,544.70	10,861.80	10,861.80	10,861.80	10,861.80	10,861.80	10,861.80	10,861.80	10,861.80	10,861.80	10,861.80
O-4	9,210.30	9,210.30	9,210.30	9,210.30	9,210.30	9,210.30	9,210.30	9,210.30	9,210.30	9,210.30	9,210.30
O-3***	7,890.60	7,890.60	7,890.60	7,890.60	7,890.60	7,890.60	7,890.60	7,890.60	7,890.60	7,890.60	7,890.60
O-2***	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30
O-1***	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80
COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER****											
O-3E	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00
O-2E	6,715.80	6,715.80	6,715.80	6,715.80	6,715.80	6,715.80	6,715.80	6,715.80	6,715.80	6,715.80	6,715.80
O-1E	5,682.60	5,682.60	5,682.60	5,682.60	5,682.60	5,682.60	5,682.60	5,682.60	5,682.60	5,682.60	5,682.60
WARRANT OFFICERS											
W-5	\$8,912.10	\$9,364.20	\$9,701.10	\$10,073.40	\$10,073.40	\$10,578.00	\$10,578.00	\$11,106.00	\$11,106.00	\$11,662.50	\$11,662.50
W-4	8,087.70	8,473.80	8,791.50	9,153.60	9,153.60	9,336.30	9,336.30	9,336.30	9,336.30	9,336.30	9,336.30
W-3	7,428.30	7,599.60	7,781.40	8,029.50	8,029.50	8,029.50	8,029.50	8,029.50	8,029.50	8,029.50	8,029.50
W-2	6,517.20	6,652.80	6,760.20	6,760.20	6,760.20	6,760.20	6,760.20	6,760.20	6,760.20	6,760.20	6,760.20
W-1	6,143.40	6,143.40	6,143.40	6,143.40	6,143.40	6,143.40	6,143.40	6,143.40	6,143.40	6,143.40	6,143.40

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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 2023, which is \$14,341.80 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, 2023)

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*	-	-	-	-	-	-	\$6,055.50	\$6,192.90	\$6,365.70	\$6,568.80	\$6,774.90
E-8	-	-	-	-	-	\$4,957.20	5,176.50	5,312.10	5,474.70	5,650.80	5,968.80
E-7	\$3,445.80	\$3,760.80	\$3,905.10	\$4,095.30	\$4,244.70	4,500.60	4,644.90	4,900.50	5,113.50	5,258.70	5,413.50
E-6	2,980.50	3,279.90	3,424.80	3,565.50	3,711.90	4,042.20	4,170.90	4,419.90	4,496.10	4,551.30	4,616.40
E-5	2,730.30	2,914.20	3,055.20	3,199.20	3,423.90	3,658.50	3,851.70	3,874.80	3,874.80	3,874.80	3,874.80
E-4	2,503.50	2,631.60	2,774.10	2,914.80	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30
E-3	2,259.90	2,402.10	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60
E-2	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20
E-1**	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60
E-1***	1,773.00	-	-	-	-	-	-	-	-	-	-

* 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 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 \$9,786.00 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 (PAGE 4)
(Effective January 1, 2023)

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*	\$7,102.80	\$7,381.50	\$7,673.70	\$8,121.60	\$8,121.60	\$8,526.90	\$8,526.90	\$8,953.80	\$8,953.80	\$9,402.30	\$9,402.30
E-8	6,130.20	6,404.40	6,556.50	6,930.90	6,930.90	7,069.80	7,069.80	7,069.80	7,069.80	7,069.80	7,069.80
E-7	5,473.20	5,674.50	5,782.50	6,193.50	6,193.50	6,193.50	6,193.50	6,193.50	6,193.50	6,193.50	6,193.50
E-6	4,616.40	4,616.40	4,616.40	4,616.40	4,616.40	4,616.40	4,616.40	4,616.40	4,616.40	4,616.40	4,616.40
E-5	3,874.80	3,874.80	3,874.80	3,874.80	3,874.80	3,874.80	3,874.80	3,874.80	3,874.80	3,874.80	3,874.80
E-4	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30
E-3	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60
E-2	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20
E-1**	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60
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 \$9,786.00 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 (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 \$1,273.20.

SCHEDULE 9--LOCALITY-BASED COMPARABILITY PAYMENTS

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2023)

<u>Locality Pay Area*</u>	<u>Rate</u>
Alaska.....	31.32%
Albany-Schenectady, NY-MA.....	19.45%
Albuquerque-Santa Fe-Las Vegas, NM.....	17.63%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL.....	23.02%
Austin-Round Rock, TX.....	19.40%
Birmingham-Hoover-Talladega, AL.....	17.41%
Boston-Worcester-Providence, MA-RI-NH-ME.....	31.05%
Buffalo-Cheektowaga, NY.....	21.35%
Burlington-South Burlington, VT.....	18.31%
Charlotte-Concord, NC-SC.....	18.63%
Chicago-Naperville, IL-IN-WI.....	29.79%
Cincinnati-Wilmington-Maysville, OH-KY-IN.....	21.35%
Cleveland-Akron-Canton, OH.....	21.69%
Colorado Springs, CO.....	19.11%
Columbus-Marion-Zanesville, OH.....	21.27%
Corpus Christi-Kingsville-Alice, TX.....	17.10%
Dallas-Fort Worth, TX-OK.....	26.37%
Davenport-Moline, IA-IL.....	18.21%
Dayton-Springfield-Sidney, OH.....	20.59%
Denver-Aurora, CO.....	29.05%
Des Moines-Ames-West Des Moines, IA.....	17.13%
Detroit-Warren-Ann Arbor, MI.....	28.37%
Harrisburg-Lebanon, PA.....	18.59%
Hartford-West Hartford, CT-MA.....	30.91%
Hawaii.....	21.17%
Houston-The Woodlands, TX.....	34.47%
Huntsville-Decatur-Albertville, AL.....	20.96%
Indianapolis-Carmel-Muncie, IN.....	17.57%
Kansas City-Overland Park-Kansas City, MO-KS.....	18.18%
Laredo, TX.....	20.64%
Las Vegas-Henderson, NV-AZ.....	18.76%
Los Angeles-Long Beach, CA.....	34.89%
Miami-Fort Lauderdale-Port St. Lucie, FL.....	24.14%
Milwaukee-Racine-Waukesha, WI.....	21.74%
Minneapolis-St. Paul, MN-WI.....	26.39%
New York-Newark, NY-NJ-CT-PA.....	36.16%
Omaha-Council Bluffs-Fremont, NE-IA.....	17.52%
Palm Bay-Melbourne-Titusville, FL.....	17.30%
Philadelphia-Reading-Camden, PA-NJ-DE-MD.....	27.84%
Phoenix-Mesa-Scottsdale, AZ.....	21.44%
Pittsburgh-New Castle-Weirton, PA-OH-WV.....	20.37%
Portland-Vancouver-Salem, OR-WA.....	24.98%
Raleigh-Durham-Chapel Hill, NC.....	21.37%
Richmond, VA.....	21.38%
Sacramento-Roseville, CA-NV.....	28.30%
San Antonio-New Braunfels-Pearsall, TX.....	18.00%
San Diego-Carlsbad, CA.....	32.01%
San Jose-San Francisco-Oakland, CA.....	44.15%
Seattle-Tacoma, WA.....	29.57%
St. Louis-St. Charles-Farmington, MO-IL.....	19.10%
Tucson-Nogales, AZ.....	18.40%
Virginia Beach-Norfolk, VA-NC.....	17.94%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA.....	32.49%
Rest of U.S.....	16.50%

* 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, 2023)

AL-3/A.....	\$122,400
AL-3/B.....	131,800
AL-3/C.....	141,300
AL-3/D.....	150,800
AL-3/E.....	160,400
AL-3/F.....	169,600
AL-2.....	178,900
AL-1.....	183,500