



## UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

CPM 2023-20  
December 21, 2023

### **Memorandum for Heads of Executive Departments and Agencies**

**From:** Kiran A. Ahuja  
Director

**Subject:** January 2024 Pay Adjustments

The President has signed an Executive order to implement the January 2024 pay adjustments. (See Attachment 1.) Pursuant to the [President's alternative plan](#) issued under [5 U.S.C. 5303\(b\)](#) and [5304a](#) on August 31, 2023, the Executive order authorizes a 4.7 percent across-the-board increase for statutory pay systems and locality pay increases costing approximately 0.5 percent of basic payroll, reflecting an overall average pay increase of 5.2 percent. This memorandum reviews relevant portions of the Executive order.

The pay adjustment guidance in this memorandum does not apply to senior political officials who have been covered by a pay freeze. We will issue separate guidance regarding the continuation of this pay freeze.

#### **New 2024 Salary Tables and Effective Date**

We have posted the [2024 salary tables](#) on OPM's website. The 2024 pay schedules are effective the first day of the first applicable pay period beginning on or after January 1, 2024 (January 14, 2024, based on the standard biweekly payroll cycle).

#### **The General Schedule and Other Statutory Pay Systems**

The Executive order provides an across-the-board increase of 4.7 percent in the rates of basic pay for the statutory pay systems—the General Schedule (GS), the Foreign Service schedule, and certain schedules for the Veterans Health Administration of the U.S. Department of Veterans Affairs. Special base rates for law enforcement officers at GS grades 3 through 10 are also increased by 4.7 percent. (These law enforcement officers are assigned the “GL” pay plan code.)

#### **Executive Schedule**

Under [5 U.S.C. 5318](#), the official Executive Schedule (EX) rates of pay are increased by 4.6 percent (rounded to the nearest \$100). The [official EX salary table](#) is available on OPM's website. The official EX rates of pay are used in establishing pay limitations for employees and pay systems unaffected by any pay freeze for certain senior political officials.

**Senior Executive Service**

Under [5 U.S.C. 5382](#), the minimum rate of basic pay for the Senior Executive Service (SES) rate range is adjusted to be consistent with the increase in the minimum rate of basic pay for senior-level positions under [5 U.S.C. 5376](#) (\$147,649 in 2024). The applicable maximum rate of basic pay for the SES is \$221,900 (EX-II) for SES members covered by an SES performance appraisal system certified pursuant to [5 U.S.C. 5307\(d\)](#) and \$204,000 (EX-III) for SES members covered by an SES performance appraisal system that has not been certified. An SES member with a pay rate below the minimum rate of the new SES rate range must receive a pay increase effective January 14, 2024, that brings the SES member's rate to at least the new minimum rate because an SES member may not receive less than the minimum rate of the SES rate range.

Other SES pay adjustments must generally be made based on individual performance, contribution to the agency's performance, or both, as determined under a rigorous performance management system, pursuant to [5 U.S.C. 5382](#). An agency's determination to adjust the rate of basic pay for an SES member that is approved by the end of the first pay period in January 2024 (January 27, 2024) may be made effective as of the first day of that first pay period (January 14, 2024). Determinations to adjust SES pay that are approved after January 27, 2024, will become effective at the beginning of the next pay period following the approval. OPM's regulations for setting and adjusting SES pay are available at [5 CFR part 534, subpart D](#).

**Senior-Level and Scientific and Professional Positions**

The minimum rate of basic pay for the senior-level (SL) and scientific and professional (ST) rate range is increased by 4.7 percent, which is the amount of the base GS increase, and is \$147,649 in 2024. An SL or ST employee with a pay rate below the minimum rate of the new SL/ST rate range must receive a pay increase effective January 14, 2024, that brings the employee's rate to at least the new minimum rate because an SL or ST employee may not receive less than the minimum rate of the SL/ST rate range. The applicable maximum rate of basic pay is \$221,900 (EX-II) for SL or ST employees covered by a certified SL/ST performance appraisal system and \$204,000 (EX-III) for SL or ST employees covered by an SL/ST performance appraisal system that has not been certified.

As provided in [5 U.S.C. 5376\(b\)\(2\)](#) and [5 CFR 534.507\(a\)\(1\)](#), effective at the beginning of the first applicable pay period commencing on or after the first day of the month in which an adjustment takes effect under [5 U.S.C. 5303](#) in the rates of basic pay under the General Schedule, the head of an agency must adjust an SL/ST employee's rate of basic pay by an amount the agency head considers appropriate (including a zero adjustment), subject to the regulations in [5 CFR 534.507](#), and the agency's written procedures. Therefore, each agency must make an appropriate adjustment in each

SL/ST employee's rate of basic pay because the General Schedule is being adjusted the first day of the first pay period beginning on or after January 1, 2024. The adjustment of an SL/ST employee's pay rate under [5 CFR 534.507\(a\)\(1\)](#) must be made effective on the first day of the first pay period beginning on or after January 1, 2024 (January 14, 2024, based on the standard biweekly payroll cycle). An agency's determination to adjust the rate of basic pay for an SL or ST employee that is approved by the end of the first pay period in January 2024 (January 27, 2024) may be made effective as of the first day of that first pay period (January 14, 2024). Determinations to adjust SL/ST pay that are approved after January 27, 2024, will become effective at the beginning of the next pay period following the approval. OPM's regulations for setting and adjusting SL/ST pay are available at [5 CFR part 534, subpart E](#).

### **Post-Employment Restrictions**

Agencies are required to notify SES members, SL and ST employees, and other individuals who are paid at a rate of basic pay equal to or greater than 86.5 percent of the rate for EX-II (\$221,900 x 86.5 percent = \$191,944 in 2024) that they are subject to certain post-employment restrictions in [18 U.S.C. 207\(c\)\(2\)\(A\)\(ii\)](#). OPM's regulations requiring notification of post-employment restrictions are available at [5 CFR part 730](#). Agencies may continue to use the sample notice OPM provided in its memorandum of January 6, 2004 ([CPM 2004-01](#)), to notify SES members, SL or ST employees, or other individuals that they are subject to the post-employment restrictions in [18 U.S.C. 207\(c\)](#). (Agencies will need to update the pay system, salary threshold, and effective date, as appropriate.) [View the sample notice](#).

### **Aggregate Limitation on Pay**

The aggregate limitation on pay for calendar year 2024 is \$246,400 (equivalent to the rate for EX-I). SES members and employees in SL/ST positions who are covered by a certified performance appraisal system are subject to a higher aggregate limitation on pay of the Vice President's salary (\$284,600 in 2024). (See [5 U.S.C. 5307](#) and [5 CFR part 530, subpart B](#).)

### **Administrative Law Judges**

The Executive order reflects a decision by the President to increase the rates of basic pay for administrative law judges (ALJs) by 4.7 percent, rounded to the nearest \$100 (except for those at AL-1 who will receive a 4.6 percent increase). The rate of basic pay for AL-1 is \$191,900 (equivalent to the rate for EX-IV). The rate of basic pay for AL-2 is \$187,300. The rates of basic pay for AL-3/A through 3/F range from \$128,200 to \$177,600. The [new ALJ salary table](#) is available on OPM's website.

### **Administrative Appeals Judges**

Under [5 U.S.C. 5372b](#), the rates of basic pay for administrative appeals judge (AAJ) positions must be set at a rate not less than the minimum rate of basic pay for level AL-

3 and not more than the maximum rate of basic pay for level AL-3 of the ALJ pay system established under [5 U.S.C. 5372](#). At [5 CFR 534.603](#), OPM's regulations link the structure of the AAJ pay system directly to the structure for level AL-3 of the ALJ pay system. The AAJ pay system includes six rates of basic pay—AA-1, 2, 3, 4, 5, and 6. These rates correspond to the rates of basic pay for AL-3/A, B, C, D, E, and F of the ALJ pay system. The [new AAJ salary table](#) is available on OPM's website.

### **Locality Pay Areas**

On November 16, 2023, OPM published a final rule in the Federal Register on behalf of the President's Pay Agent making certain changes to definitions of existing locality pay areas and establishing four new locality pay areas. The four new locality pay areas established are Fresno-Madera-Hanford, CA; Reno-Fernley, NV; Rochester-Batavia-Seneca Falls, NY; and Spokane-Spokane Valley-Coeur d'Alene, WA-ID. The changes are applicable the first day of the first applicable pay period beginning on or after January 1, 2024 (January 14, 2024, based on the standard biweekly pay period cycle). The [final rule](#) is available on the Federal Register's website. [Locality pay area definitions](#) are available on OPM's website.

### **Locality Payments**

The President's Executive order reflects the amounts of the new locality payments for GS employees. Attachment 2 provides a table showing the 2024 locality pay percentage and total percentage increase in each locality pay area (reflecting the combined effect of the 4.7 percent across-the-board increase and the applicable increase in the locality pay percentage). GS locality rates are limited by law to the rate for EX-IV (which is increased by 4.6 percent). (See [5 U.S.C. 5304\(g\)\(1\)](#) and the "Executive Schedule" section, above.) The [2024 locality pay tables](#) for the General Schedule are available on OPM's website.

### **Locality Pay Extensions**

On November 29, 2023, OPM issued a memorandum on behalf of the President's Pay Agent (the Secretary of Labor and the Directors of the U.S. Office of Management and Budget and OPM) that continues GS locality payments for ALJs and certain other non-GS employee categories in 2024. The [memo](#) is available on OPM's website.

### **Locality Pay for Domestic Employees Teleworking Overseas**

Section 9717 of the James M. Inhofe National Defense Authorization Act for Fiscal Year 2023 (Public Law 117-263, December 23, 2022) authorizes certain employees working overseas under a Domestic Employee Teleworking Overseas (DETO) agreement to receive a special locality payment calculated as the lesser of (1) the amount of locality pay the employee would have been paid under 5 U.S.C. 5304 or 5304a if the employee's official duty station had not been changed to an overseas location under the applicable DETO agreement or (2) the amount of overseas locality pay the employee would be

paid if the employee were an eligible member of the Foreign Service (which, under current law, is two-thirds of the locality pay authorized for a duty station within the District of Columbia). We have updated the fact sheet on [Domestic Employees Teleworking Overseas \(DETO\) – Locality Pay](#) to include 2024 rates and to update the list of special pay table identifier codes.

### **Cost-of-Living Allowance Rates for Nonforeign Areas**

As provided under the Nonforeign Area Retirement Equity Assurance Act of 2009 (subtitle B of title XIX of the National Defense Authorization Act for Fiscal Year 2010 (Public Law 111-84, October 28, 2009)), employees in nonforeign areas entitled to cost-of-living allowances (COLAs) have corresponding reductions in their COLAs when locality rates increase. The locality and COLA rates in each COLA area are available at <https://www.opm.gov/policy-data-oversight/pay-leave/pay-systems/nonforeign-areas/>.

### **Special Rates**

We are issuing a separate memorandum announcing the results of OPM’s annual review of special rates and the 2024 special rate adjustments.

### **Prevailing Rate Pay Adjustments**

We are issuing a separate memorandum on pay adjustments for certain prevailing rate (wage) employees.

### **2024 Premium Pay Caps**

Under [5 U.S.C. 5547\(a\)](#) and [5 CFR 550.105](#), GS and other covered employees may receive certain types of premium pay in a biweekly pay period only to the extent that the sum of basic pay and such premium pay for the pay period does not exceed the greater of the biweekly rate payable for (1) GS-15, step 10 (including any applicable locality payment or special rate supplement), or (2) the rate payable for EX-V (\$180,000 in 2024). In certain emergency or mission-critical situations, an agency may apply an annual premium pay cap instead of a biweekly premium pay cap, subject to the conditions prescribed in law and regulation. (See [5 U.S.C. 5547\(b\)](#) and [5 CFR 550.106–550.107](#).) We have posted the [2024 biweekly premium pay caps fact sheet](#) on OPM’s website.

### **Adjusting Retained Rates**

Certain employees are entitled to retained rates above the applicable rate range under [5 U.S.C. 5363](#) and [5 CFR part 536](#). As provided in [5 U.S.C. 5363\(b\)\(2\)\(B\)](#) and [5 CFR 536.305](#), when the maximum rate of the highest applicable rate range for an employee’s position of record is increased while the employee is receiving a retained rate, the employee is entitled to 50 percent of the amount of the increase in that maximum rate. An [example of adjusting a retained rate](#) can be found in the fact sheet on OPM’s website.

**Pay Administration**

We have updated examples of pay computations to reflect the pay adjustment for GS employees:

[Examples of January 2024 Pay Computations](#)

[How to Compute Rates of Pay](#)

[How to Compute Fair Labor Standards Act Overtime Pay](#)

**Questions**

Agency headquarters-level human resources offices may contact OPM at [paypolicy@opm.gov](mailto:paypolicy@opm.gov). Employees should contact their agency human resources offices for assistance.

Attachments

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs, and Human Resources Directors

## Executive Order

14113

## 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

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\* 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
<b>Commissioned Officers</b>											
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
<b>Commissioned Officers with Over 4 Years Active Duty Service as an Enlisted Member or Warrant Officer****</b>											
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
<b>Warrant Officers</b>											
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
<b>Commissioned Officers</b>											
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
<b>Commissioned Officers with Over 4 Years Active Duty Service          As An Enlisted Member Or Warrant Officer****</b>											
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
<b>Warrant Officers</b>											
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

\* 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 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
	<b>Enlisted Members</b>										
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
	<b>Enlisted Members</b>										
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.

**Attachment 2—Locality-Based Comparability Payments and Increases in 2024**

<b>Locality Pay Area<sup>1</sup></b>	<b>Locality Payment<sup>2</sup></b>	<b>Total 2024 Pay Adjustment</b>
Alaska	31.96%	5.21%
Albany-Schenectady, NY-MA	20.25%	5.40%
Albuquerque-Santa Fe-Las Vegas, NM	18.05%	5.07%
Atlanta--Athens-Clarke County--Sandy Springs, GA-AL	23.45%	5.07%
Austin-Round Rock-Georgetown, TX	19.99%	5.22%
Birmingham-Hoover-Talladega, AL	17.91%	5.15%
Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT	31.97%	5.44%
Buffalo-Cheektowaga-Olean, NY	21.99%	5.25%
Burlington-South Burlington-Barre, VT	18.97%	5.28%
Charlotte-Concord, NC-SC	19.26%	5.26%
Chicago-Naperville, IL-IN-WI	30.41%	5.20%
Cincinnati-Wilmington-Maysville, OH-KY-IN	21.69%	4.99%
Cleveland-Akron-Canton, OH-PA	22.01%	4.98%
Colorado Springs, CO	19.73%	5.24%
Columbus-Marion-Zanesville, OH	21.80%	5.16%
Corpus Christi-Kingsville-Alice, TX	17.40%	4.97%
Dallas-Fort Worth, TX-OK	26.91%	5.15%
Davenport-Moline, IA-IL	18.66%	5.10%
Dayton-Springfield-Kettering, OH	21.14%	5.18%
Denver-Aurora, CO	29.88%	5.37%
Des Moines-Ames-West Des Moines, IA	17.68%	5.19%
Detroit-Warren-Ann Arbor, MI	28.82%	5.07%
Fresno-Madera-Hanford, CA	17.15%	5.28%
Harrisburg-Lebanon, PA	19.10%	5.15%
Hartford-East Hartford, CT-MA	31.62%	5.27%
Hawaii	21.79%	5.24%
Houston-The Woodlands, TX	34.72%	4.89%
Huntsville-Decatur, AL-TN	21.48%	5.15%
Indianapolis-Carmel-Muncie, IN	17.89%	4.98%
Kansas City-Overland Park-Kansas City, MO-KS	18.65%	5.12%
Laredo, TX	21.33%	5.30%
Las Vegas-Henderson, NV-AZ	19.23%	5.11%
Los Angeles-Long Beach, CA	35.84%	5.44%
Miami-Port St. Lucie-Fort Lauderdale, FL	24.42%	4.94%
Milwaukee-Racine-Waukesha, WI	22.15%	5.05%
Minneapolis-St. Paul, MN-WI	27.15%	5.33%

<b>Locality Pay Area<sup>1</sup></b>	<b>Locality Payment<sup>2</sup></b>	<b>Total 2024 Pay Adjustment</b>
New York-Newark, NY-NJ-CT-PA	37.24%	5.53%
Omaha-Council Bluffs-Fremont, NE-IA	17.94%	5.07%
Palm Bay-Melbourne-Titusville, FL	17.60%	4.97%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	28.55%	5.28%
Phoenix-Mesa, AZ	22.02%	5.20%
Pittsburgh-New Castle-Weirton, PA-OH-WV	20.78%	5.06%
Portland-Vancouver-Salem, OR-WA	25.66%	5.27%
Raleigh-Durham-Cary, NC	21.90%	5.16%
Reno-Fernley, NV	17.11%	5.25%
Rest of US	16.82%	4.99%
Richmond, VA	21.91%	5.16%
Rochester-Batavia-Seneca Falls, NY	17.35%	5.46%
Sacramento-Roseville, CA-NV	29.16%	5.40%
San Antonio-New Braunfels-Pearsall, TX	18.49%	5.13%
San Diego-Chula Vista-Carlsbad, CA	33.05%	5.52%
San Jose-San Francisco-Oakland, CA	45.41%	5.62%
Seattle-Tacoma, WA	30.81%	5.70%
Spokane-Spokane Valley-Coeur d'Alene, WA-ID	17.18%	5.31%
St. Louis-St. Charles-Farmington, MO-IL	19.63%	5.17%
Tucson-Nogales, AZ	18.92%	5.16%
Virginia Beach-Norfolk, VA-NC	18.46%	5.16%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	33.26%	5.31%
<b>Total/Averages</b>	<b>25.54%</b>	<b>5.20%</b>

<sup>1</sup> [The 2024 locality pay area definitions](#) are available on OPM's website.

<sup>2</sup> The 2024 locality rate replaces the 2023 locality rate. It is not paid in addition to or on top of the 2023 locality rate.