



Office of the  
Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

December 30, 2004  
CPM 2004-31

**MEMORANDUM FOR HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES**

FROM: KAY COLES JAMES,  
DIRECTOR

SUBJECT: Implementing the January 2005 Pay Adjustments

The President has signed an Executive order to implement the January 2005 pay adjustments. (See [Attachment 1](#).) Section 640 of Division H of the Consolidated Appropriations Act, 2005 (Public Law 108-447, December 8, 2004), authorized a 3.5 percent overall average pay increase for General Schedule (GS) employees. This memorandum reviews relevant portions of the Executive order and provides general information on the 2005 pay adjustments for the GS and certain other pay systems and schedules.

**2005 Salary Tables and Effective Date**

The 2005 salary tables discussed in this memorandum can be found on the Office of Personnel Management's (OPM's) Web site at [opm.gov/oca/payrates/index.asp](http://opm.gov/oca/payrates/index.asp). Unless otherwise noted, the 2005 rates of pay will become effective on the first day of the first pay period beginning on or after January 1, 2005 (January 9, 2005).

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

The Executive order provides for an across-the-board increase of 2.5 percent in the rates of basic pay for the statutory pay systems--the GS, the Foreign Service schedule, and certain schedules for the Veterans Health Administration of the Department of Veterans Affairs.

**Locality Payments**

The President's Executive order establishes the amounts of the 2005 locality payments for GS employees. On December 13, 2004, the President's Pay Agent (the Secretary of Labor, the Director of the Office of Management and Budget (OMB), and the Director of OPM) extended the 2005 locality-based comparability payments to certain categories of non-GS employees. The maximum locality rate of pay for these employees is the rate for level III of the Executive Schedule (\$149,200 in 2005). By law, Executive Schedule officials and

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members of the Senior Executive Service (SES) and certain other equivalent pay systems are not authorized to receive locality payments.

### **Changes in Locality Pay Area Boundaries in 2005**

The President's Pay Agent has approved changes in the boundaries of most of the 32 locality pay areas. These changes will become effective on the first day of the first pay period beginning on or after January 1, 2005 (January 9, 2005). The new locality pay area boundaries are based on metropolitan statistical areas identified in OMB Bulletin 04-03, which is available on the Internet at: [whitehouse.gov/omb/bulletins/fy04/b04-03.html](http://whitehouse.gov/omb/bulletins/fy04/b04-03.html). The new locality pay area boundaries also reflect new criteria for evaluating areas adjacent to a locality pay area for inclusion in the pay area. The criteria were recommended by the Federal Salary Council and appear in the Council's recommendation letter of October 28, 2003, at <http://www.opm.gov/oca/fsc/recommendation03.asp>. The new locality pay area definitions are posted on OPM's Web site at [opm.gov/oca/05tables/locdef.asp](http://opm.gov/oca/05tables/locdef.asp).

With this memorandum, we are providing a list of the 2005 locality pay percentages for the 32 locality pay areas, as well as the net percentage increase in each area (reflecting the combined effect of the 2.5 percent across-the-board increase and the applicable increase in the locality pay percentage rate.) (See [Attachment 2](#).) Also provided is a chart showing an example of how the 2005 locality rate and net increase is computed for an employee in the "Rest of U.S." locality pay area. (See [Attachment 3](#).)

### **2004 Annual Review of Special Salary Rates**

In a separate memorandum, OPM has announced the results of the 2004 annual review of existing special salary rates. As a result of the annual review, 398 special rate schedules will be increased in tandem with the 2.5 percent increase in General Schedule rates. (See [2004 Annual Review of Special Salary Rates](#).)

### **The Senior Executive Service**

On December 6, 2004, the Office of Personnel Management (OPM) issued final regulations on the administration of rates of basic pay and performance awards for members of the Senior Executive Service (SES). These final regulations also address the higher aggregate limitation on pay for SES members and employees in senior-level (SL) and scientific or professional (ST) positions covered by certified performance appraisal systems. On July 29, 2004, OPM issued regulations at 5 CFR part 430, subpart D, to establish the criteria for certifying SES and SL/ST performance appraisal systems for the purpose of obtaining access to the higher pay rates. Taken together, these two sets of regulations comprise the new SES pay-for-performance system. Information on setting and adjusting SES rates of basic pay may be found at [opm.gov/oca/compmemo/2004/2004-25.asp](http://opm.gov/oca/compmemo/2004/2004-25.asp).

With these new regulations, agencies with certified performance appraisal systems for senior executives are permitted to pay their highest-performing SES members above the rate for

level III of the Executive Schedule (\$149,200 in 2005)—up to the rate for level II of the Executive Schedule (\$162,100 in 2005). Agencies with certified performance appraisal systems for senior executives and/or SL/ST employees must also apply a higher aggregate limitation on pay—up to the Vice President's salary (\$208,100 in 2005). Information on obtaining certification of performance appraisal systems for senior executives and SL/ST employees is available at [opm.gov/oca/compmemo/2004/2004-13.asp](http://opm.gov/oca/compmemo/2004/2004-13.asp).

### **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 2.5 percent (rounded to the nearest \$100). The rate of basic pay for AL-1 will be \$140,300. The rate of basic pay for AL-2 will be \$136,600. The rates of basic pay for AL-3/A through 3/F range from \$93,500 to \$129,300, as shown in the table following "Administrative Appeals Judges," below.

### **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. OPM's regulations at 5 CFR 534.603 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, as shown in the following table:

<b>AAJ Pay Level</b>	<b>ALJ Pay Level</b>	<b>Rate of Basic Pay in 2005</b>
AA-1	AL-3/A	\$93,500
AA-2	AL-3/B	\$100,600
AA-3	AL-3/C	\$107,800
AA-4	AL-3/D	\$115,000
AA-5	AL-3/E	\$122,200
AA-6	AL-3/F	\$129,300

### **The Executive Schedule**

Under 5 U.S.C. 5318, Executive Schedule rates of pay will be increased by 2.5 percent, rounded to the nearest \$100. The new Executive Schedule rates of pay will become effective on the first day of the first pay period beginning on or after January 1, 2005 (January 9, 2005).

## **Order for Processing Pay Actions**

The general pay adjustments that take effect in January 2005 must be processed **before** any individual pay action (e.g., a within-grade increase or promotion) that takes effect on the same date. General pay adjustments include across-the-board increases under 5 U.S.C. 5303, increases in locality payments or other geographic adjustments, special rate increases, increases in retained rates, and increases in continued rates under 5 CFR 531.703 or 531.307. If multiple individual pay actions become effective on the date of the January 2005 pay adjustment, those actions must be processed in the order that satisfies the simultaneous action rule in 5 CFR 531.203(f).

## **2005 Premium Pay Caps**

Under 5 U.S.C. 5547(a) and 5 CFR 550.105, GS employees 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 premium pay for the pay period does not exceed the greater of the biweekly rate for (1) GS-15, step 10 (including any applicable locality rate or special salary rate), or (2) level V of the Executive Schedule (\$131,400 in 2005). 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 by law and regulation. (See 5 U.S.C. 5547(b) and 5 CFR 550.106-550.107.) We have posted the biweekly premium pay caps on OPM's Web site at [opm.gov/oca/pay/html/05GSCap.asp](http://opm.gov/oca/pay/html/05GSCap.asp).

## **Pay Administration**

We are providing examples of pay computations to assist agencies in administering the 2005 pay adjustments for GS employees. These examples are available on OPM's Web site, as follows:

Examples of January 2005 Pay Computations - See [opm.gov/oca/compmemo/2004/05PAYCOMP.ASP](http://opm.gov/oca/compmemo/2004/05PAYCOMP.ASP).

How to Compute Rates of Pay -- See <http://www.opm.gov/oca/pay/HTML/computerates.asp>.

How to Compute FLSA Overtime Pay -- See [opm.gov/oca/pay/HTML/computeflsa.asp](http://opm.gov/oca/pay/HTML/computeflsa.asp).

## **Salary Tables for 2005**

The Government Printing Office will publish the "Salary Tables for 2005" book in early 2005. The salary table book will provide the 2005 salary tables, locality pay tables (including hourly rate tables), and detailed information on administering locality rates of pay, calculating rates of pay, maximum limitations on pay, and deductions for benefits. The Internal Revenue Service (IRS) Publication 15, Circular E, Employer's Tax Guide (revised January 2005), will

show the 2005 wage bracket income tax withholding tables for both single and married persons who are paid on a biweekly basis. IRS will mail Publication 15 to employers, and this publication also should be available at IRS offices in December 2004. (Call 1-800-829-3676 to order copies.) IRS publications may be downloaded from the IRS Web site at <http://www.irs.gov/formspubs/index.html>.

### **Questions**

For additional information, agency Chief Human Capital Officers and/or Human Resources Directors should contact their assigned OPM Human Capital Officers. Employees should contact their agency human resources offices for assistance.

### [Attachment](#)

cc: Chief Human Capital Officers  
Human Resources Directors

**Attachment 1**

THE WHITE HOUSE  
Office of the Press Secretary

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For Immediate Release

December 30, 2004

EXECUTIVE ORDER

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**ADJUSTMENTS OF CERTAIN RATES OF PAY**

By the authority vested in me as President by the Constitution and the laws of the United States of America, including the laws cited herein, 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(a), 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), section 140 of Public Law 97-92, and section 306 of Division B of Public Law 108-447) at Schedule 7.

Sec. 4. Uniformed Services. Pursuant to section 601(a)-(b) of Public Law 108-375, 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 section 640 of Division H of Public Law 108-447, 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. The rates of basic pay for administrative law judges, as adjusted under 5 U.S.C. 5372(b)(4), are set forth on Schedule 10 attached hereto and made a part hereof.

Sec. 7. Effective Dates. Schedule 8 is effective on January 1, 2005. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2005.

Sec. 8. Prior Order Superseded. Executive Order 13332 of March 3, 2004, is superseded.

GEORGE W. BUSH

THE WHITE HOUSE,  
December 30, 2004.

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**SCHEDULE 1--GENERAL SCHEDULE**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2005)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$16,016	\$16,550	\$17,083	\$17,613	\$18,146	\$18,459	\$18,984	\$19,515	\$19,537	\$20,036
GS-2	18,007	18,435	19,031	19,537	19,755	20,336	20,917	21,498	22,079	22,660
GS-3	19,647	20,302	20,957	21,612	22,267	22,922	23,577	24,232	24,887	25,542
GS-4	22,056	22,791	23,526	24,261	24,996	25,731	26,466	27,201	27,936	28,671
GS-5	24,677	25,500	26,323	27,146	27,969	28,792	29,615	30,438	31,261	32,084
GS-6	27,507	28,424	29,341	30,258	31,175	32,092	33,009	33,926	34,843	35,760
GS-7	30,567	31,586	32,605	33,624	34,643	35,662	36,681	37,700	38,719	39,738
GS-8	33,852	34,980	36,108	37,236	38,364	39,492	40,620	41,748	42,876	44,004
GS-9	37,390	38,636	39,882	41,128	42,374	43,620	44,866	46,112	47,358	48,604
GS-10	41,175	42,548	43,921	45,294	46,667	48,040	49,413	50,786	52,159	53,532
GS-11	45,239	46,747	48,255	49,763	51,271	52,779	54,287	55,795	57,303	58,811
GS-12	54,221	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484
GS-13	64,478	66,627	68,776	70,925	73,074	75,223	77,372	79,521	81,670	83,819
GS-14	76,193	78,733	81,813	83,813	86,353	88,893	91,433	93,973	96,513	99,053
GS-15	89,625	92,613	95,601	98,589	101,577	104,565	107,553	110,541	113,529	116,517



**SCHEDULE 2--FOREIGN SERVICE SCHEDULE**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2005)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$89,625	\$72,622	\$58,845	\$47,682	\$38,636	\$34,540	\$30,878	\$27,604	\$24,677
2	92,314	74,801	60,610	49,112	39,795	35,576	31,804	28,432	25,417
3	95,083	77,045	62,429	50,586	40,989	36,643	32,758	29,285	26,180
4	97,936	79,356	64,302	52,103	42,219	37,743	33,741	30,164	26,965
5	100,874	81,737	66,231	53,667	43,485	38,875	34,753	31,069	27,774
6	103,900	84,189	68,217	55,277	44,790	40,041	35,796	32,001	28,607
7	107,017	86,714	70,264	56,935	46,133	41,243	36,870	32,961	29,466
8	110,227	89,316	72,372	58,643	47,517	42,480	37,976	33,949	30,350
9	113,534	91,995	74,543	60,402	48,943	43,754	39,115	34,968	31,260
10	116,517	94,755	76,779	62,214	50,411	45,067	40,289	36,017	32,198
11	116,517	97,598	79,083	64,081	51,924	46,419	41,497	37,097	33,164
12	116,517	100,526	81,455	66,003	53,481	47,811	42,742	38,210	34,159
13	116,517	103,542	83,899	67,983	55,086	49,246	44,025	39,357	35,184
14	116,517	106,648	86,416	70,023	56,738	50,723	45,345	40,537	36,239

**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, 2005)

Schedule for the Office of the Under Secretary for Health  
(38 U.S.C. 7306)\*

Deputy Under Secretary for Health.....	\$152,207	**
Associate Deputy Under Secretary for Health.....	145,786	***
Assistant Under Secretaries for Health.....	141,488	***

	<u>Minimum</u>	<u>Maximum</u>	
Medical Directors.....	\$120,718	\$136,818	***
Service Directors.....	105,113	130,543	
Director, National Center for Preventive Health.....	89,625	130,543	

Physician and Dentist Schedule

Director Grade.....	\$105,113	\$130,543
Executive Grade.....	97,061	123,701
Chief Grade.....	89,625	116,517
Senior Grade.....	76,193	99,053
Intermediate Grade.....	64,478	83,819
Full Grade.....	54,221	70,484
Associate Grade.....	45,239	58,811

Clinical Podiatrist, Chiropractor, and Optometrist Schedule

Chief Grade.....	\$89,625	\$116,517
Senior Grade.....	76,193	99,053
Intermediate Grade.....	64,478	83,819
Full Grade.....	54,221	70,484
Associate Grade.....	45,239	58,811

Physician Assistant and Expanded-Function  
Dental Auxiliary Schedule \*\*\*\*

Director Grade.....	\$89,625	\$116,517
Assistant Director Grade.....	76,193	99,053
Chief Grade.....	64,478	83,819
Senior Grade.....	54,221	70,484
Intermediate Grade.....	45,239	58,811
Full Grade.....	37,390	48,604
Associate Grade.....	32,175	41,832
Junior Grade.....	27,507	35,760

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- \* This schedule does not apply to the Assistant Under Secretary for Nursing Programs or the Director of Nursing Services. Pay for these positions is set by the Under Secretary for Health under 38 U.S.C. 7451.
- \*\* Pursuant to section 7404(d)(1) of title 38, United States Code, the rate of basic pay payable to this employee is limited to the rate for level IV of the Executive Schedule, which is \$140,300.
- \*\*\* Pursuant to section 7404(d)(2) of title 38, United States Code, the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$131,400.
- \*\*\*\* 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, 2005)

	<u>Minimum</u>	<u>Maximum</u>
Agencies with a Certified SES Performance Appraisal System.....	\$107,550	\$162,100
Agencies without a Certified SES Performance Appraisal System.....	\$107,550	\$149,200

**SCHEDULE 5--EXECUTIVE SCHEDULE**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2005)

Level I.....	\$180,100
Level II.....	162,100
Level III.....	149,200
Level IV.....	140,300
Level V.....	131,400

**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, 2005)

Vice President.....	\$208,100
Senators.....	162,100
Members of the House of Representatives.....	162,100
Delegates to the House of Representatives.....	162,100
Resident Commissioner from Puerto Rico.....	162,100
President pro tempore of the Senate.....	180,100
Majority leader and minority leader of the Senate.....	180,100
Majority leader and minority leader of the House of Representatives.....	180,100
Speaker of the House of Representatives.....	208,100

**SCHEDULE 7--JUDICIAL SALARIES**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2005)

Chief Justice of the United States.....	\$208,100
Associate Justices of the Supreme Court.....	199,200
Circuit Judges.....	171,800
District Judges.....	162,100
Judges of the Court of International Trade.....	162,100

**SCHEDULE 8--PAY OF THE UNIFORMED SERVICES**

(Effective January 1, 2005)

**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	Over 20	Over 22	Over 24	Over 26
<b>COMMISSIONED OFFICERS</b>															
O-10**	-	-	-	-	-	-	-	-	-	-	-	\$12,963.00*	\$13,026.60*	\$13,297.50*	\$13,769.40*
O-9	-	-	-	-	-	-	-	-	-	-	-	11,337.90	11,501.10	11,737.20	12,149.10
O-8	\$8,022.30	\$8,285.10	\$8,459.40	\$8,508.30	\$8,725.50	\$9,089.40	\$9,173.70	\$9,519.00	\$9,618.00	\$9,915.30	\$10,345.50	10,742.40	11,007.60	11,007.60	11,007.60
O-7	6,666.00	6,975.60	7,119.00	7,233.00	7,439.10	7,642.50	7,878.30	8,113.50	8,349.00	9,089.40	9,714.60	9,714.60	9,714.60	9,714.60	9,763.80
O-6	4,940.70	5,427.90	5,784.00	5,784.00	5,805.90	6,054.90	6,087.90	6,087.90	6,433.80	7,045.50	7,404.60	7,763.40	7,967.70	8,174.10	8,575.50
O-5	4,118.70	4,639.80	4,961.10	5,021.40	5,221.50	5,341.80	5,605.50	5,799.00	6,048.60	6,431.10	6,613.20	6,793.20	6,997.50	6,997.50	6,997.50
O-4	3,553.80	4,113.90	4,388.40	4,449.60	4,704.30	4,977.60	5,317.50	5,582.70	5,766.60	5,872.20	5,933.70	5,933.70	5,933.70	5,933.70	5,933.70
O-3***	3,124.50	3,542.10	3,823.20	4,168.20	4,367.70	4,586.70	4,728.60	4,962.00	5,083.20	5,083.20	5,083.20	5,083.20	5,083.20	5,083.20	5,083.20
O-2***	2,699.40	3,074.70	3,541.20	3,660.90	3,736.20	3,736.20	3,736.20	3,736.20	3,736.20	3,736.20	3,736.20	3,736.20	3,736.20	3,736.20	3,736.20
O-1***	2,343.60	2,439.00	2,948.10	2,948.10	2,948.10	2,948.10	2,948.10	2,948.10	2,948.10	2,948.10	2,948.10	2,948.10	2,948.10	2,948.10	2,948.10
<b>COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER****</b>															
O-3E	-	-	-	\$4,168.20	\$4,367.70	\$4,586.70	\$4,728.60	\$4,962.00	\$5,158.50	\$5,271.00	\$5,424.60	\$5,424.60	\$5,424.60	\$5,424.60	\$5,424.60
O-2E	-	-	-	3,660.90	3,736.20	3,855.30	4,055.70	4,211.10	4,326.60	4,326.60	4,326.60	4,326.60	4,326.60	4,326.60	4,326.60
O-1E	-	-	-	2,948.10	3,148.80	3,264.90	3,383.70	3,500.70	3,660.90	3,660.90	3,660.90	3,660.90	3,660.90	3,660.90	3,660.90

\* Basic pay for these officers is limited to the rate of basic pay for level III of the Executive Schedule, which is \$12,433.20 per month.

\*\* For officers serving as Chairman or Vice Chairman of the Joint Chiefs of Staff of the Army, Chief of Naval Operations, Chief of Staff of the Air Force, Commandant of the Marine Corps, Commandant of the Coast Guard, or commander of a unified or specified combatant command (as defined in section 161(c) of title 10, United States Code)m basic pay for this grade is calculated to be \$15,146.40 per month, regardless of cumulative years of service computed under section 205 of title 37, United States Code. Nevertheless, actual basic pay for these officers is limited to the rate of basic pay for level III of the Executive Schedule, which is \$12,433.20 per month.

\*\*\* 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, and/or warrant officer which are creditable toward reserve retirement also qualify for these rates.

## SCHEDULE 8--PAY OF THE UNIFORMED SERVICES (PAGE 2)

## 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	Over 20	Over 22	Over 24	Over 26
<b>WARRANT OFFICERS</b>															
W-5	-	-	-	-	-	-	-	-	-	-	-	\$5,548.20	\$5,738.40	\$5,929.20	\$6,121.20
W-4	\$3,228.60	\$3,473.40	\$3,573.30	\$3,671.40	\$3,840.30	\$4,007.10	\$4,176.30	\$4,341.00	\$4,511.70	\$4,779.00	\$4,950.00	5,117.40	5,290.80	5,461.80	5,636.40
W-3	2,948.40	3,071.70	3,197.40	3,238.80	3,371.10	3,522.30	3,721.80	3,918.90	4,128.30	4,285.50	4,442.10	4,509.30	4,578.90	4,730.10	4,881.30
W-2	2,593.50	2,741.70	2,871.30	2,965.50	3,046.20	3,268.20	3,438.00	3,564.00	3,687.00	3,771.30	3,842.40	3,977.40	4,111.50	4,247.40	4,247.40
W-1	2,290.20	2,477.70	2,603.10	2,684.40	2,900.40	3,030.90	3,146.40	3,275.40	3,360.90	3,438.30	3,564.30	3,659.70	3,659.70	3,659.70	3,659.70
<b>ENLISTED MEMBERS</b>															
E-9 *	-	-	-	-	-	-	\$3,901.20	\$3,989.70	\$4,101.00	\$4,232.40	\$4,364.10	\$4,575.90	\$4,755.00	\$4,943.70	\$5,231.70
E-8	-	-	-	-	-	\$3,193.50	3,334.80	3,422.10	3,527.10	3,640.50	3,845.40	3,949.20	4,125.90	4,224.00	4,465.20
E-7	\$2,220.00	\$2,423.10	\$2,515.80	\$2,638.80	\$2,734.50	2,899.50	2,992.20	3,084.60	3,249.60	3,332.40	3,410.70	3,458.70	3,620.40	3,725.10	3,990.00
E-6	1,920.30	2,112.60	2,205.90	2,296.50	2,391.00	2,604.30	2,687.10	2,779.20	2,859.90	2,888.70	2,908.20	2,908.20	2,908.20	2,908.20	2,908.20
E-5	1,759.50	1,877.10	1,967.70	2,060.70	2,205.30	2,329.80	2,421.60	2,450.70	2,450.70	2,450.70	2,450.70	2,450.70	2,450.70	2,450.70	2,450.70
E-4	1,612.80	1,695.60	1,787.10	1,877.70	1,957.80	1,957.80	1,957.80	1,957.80	1,957.80	1,957.80	1,957.80	1,957.80	1,957.80	1,957.80	1,957.80
E-3	1,456.20	1,547.70	1,641.00	1,641.00	1,641.00	1,641.00	1,641.00	1,641.00	1,641.00	1,641.00	1,641.00	1,641.00	1,641.00	1,641.00	1,641.00
E-2	1,384.50	1,384.50	1,384.50	1,384.50	1,384.50	1,384.50	1,384.50	1,384.50	1,384.50	1,384.50	1,384.50	1,384.50	1,384.50	1,384.50	1,384.50
E-1 **	1,235.10	1,235.10	1,235.10	1,235.10	1,235.10	1,235.10	1,235.10	1,235.10	1,235.10	1,235.10	1,235.10	1,235.10	1,235.10	1,235.10	1,235.10
E-1 ***	1,142.70	-	-	-	-	-	-	-	-	-	-	-	-	-	-

\* 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, or Sergeant Major of the Marine Corps, basic pay for this grade is \$6,304.20 per month, regardless of cumulative years of service under section 205 of title 37, United States Code.

\*\* 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 3)**

**Part II-RATE OF MONTHLY CADET OR MIDSHIPMAN PAY**

The rate of monthly cadet or midshipman pay authorized by section 203(c) of title 37, United States Code, is \$820.20.

Note: As a result of the enactment of sections 602-694 of Public Law 105-85, the National Defense Authorization Act of Fiscal Year 1998, the Secretary of Defense now has the authority to adjust the rates of basic allowances for subsistence and housing. Therefore, these allowances are no longer adjusted by the President in conjunction with the adjustment of basic pay for members of the uniformed services. Accordingly, the tables of allowances included in previous orders are not included here.

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

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2005)

<u>Locality Pay Area<sup>1</sup></u>	<u>Rate</u>
Atlanta-Sandy Springs-Gainesville, GA-AL .....	13.87%
Boston-Worcester-Manchester, MA-NH-ME-RI.....	18.49%
Chicago-Naperville-Michigan City, IL-IN-WI.....	19.70%
Cincinnati-Middletown-Wilmington, OH-KY-IN.....	16.04%
Cleveland-Akron-Elyria, OH.....	14.24%
Columbus-Marion-Chillicothe, OH .....	13.98%
Dallas-Fort Worth, TX.....	15.07%
Dayton-Springfield-Greenville, OH.....	12.86%
Denver-Aurora-Boulder, CO.....	18.06%
Detroit-Warren-Flint, MI.....	19.67%
Hartford-West Hartford-Willimantic, CT-MA.....	19.52%
Houston-Baytown-Huntsville, TX .....	24.77%
Huntsville-Decatur, AL.....	12.42%
Indianapolis-Anderson-Columbus, IN.....	12.01%
Kansas City-Overland Park-Kansas City, MO-KS .....	12.36%
Los Angeles-Long Beach-Riverside, CA.....	21.65%
Miami-Fort Lauderdale-Miami Beach, FL.....	16.77%
Milwaukee-Racine-Waukesha, WI.....	13.62%
Minneapolis-St. Paul-St. Cloud, MN-WI .....	15.99%
New York-Newark-Bridgeport, NY-NJ-CT-PA.....	20.99%
Orlando-The Villages, FL.....	11.75%
Philadelphia-Camden-Vineland, PA-NJ-DE-MD.....	16.67%
Pittsburgh-New Castle, PA.....	12.86%
Portland-Vancouver-Beaverton, OR-WA.....	15.93%
Richmond, VA.....	13.15%
Sacramento--Arden-Arcade--Truckee, CA-NV.....	16.51%
St. Louis-St. Charles-Farmington, MO-IL .....	12.09%
San Diego-Carlsbad-San Marcos, CA .....	17.68%
San Jose-San Francisco-Oakland, CA.....	26.39%
Seattle-Tacoma-Olympia, WA.....	16.53%
Washington-Baltimore-Northern Virginia, DC-MD-PA-VA-WV....	15.98%
Rest of U.S.....	11.72%

**SCHEDULE 10--ADMINISTRATIVE LAW JUDGES**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2005)

AL-3/A.....	\$93,500
AL-3/B.....	100,600
AL-3/C.....	107,800
AL-3/D.....	115,000
AL-3/E.....	122,200
AL-3/F.....	129,300
AL-2.....	136,600
AL-1.....	140,300

<sup>1</sup> Locality Pay Areas are defined in 5 CFR 531.603.

**Locality-Based Comparability Payments and Pay Increases in 2005 for  
General Schedule Employees**

Locality Pay Area [1]	New Locality Rate [2]	Net Increase Over 2004 Pay
Atlanta-Sandy Springs-Gainesville, GA-AL	13.87%	3.65%
Boston-Worcester-Manchester, MA-NH-ME-RI	18.49%	3.81%
Chicago-Naperville-Michigan City, IL-IN-WI	19.70%	3.75%
Cincinnati-Middletown-Wilmington, OH-KY-IN	16.04%	3.36%
Cleveland-Akron-Elyria, OH	14.24%	3.50%
Columbus-Marion-Chillicothe, OH	13.98%	3.26%
Dallas-Fort Worth, TX	15.07%	3.60%
Dayton-Springfield-Greenville, OH	12.86%	3.26%
Denver-Aurora-Boulder, CO	18.06%	3.73%
Detroit-Warren-Flint, MI	19.67%	3.67%
Hartford-West Hartford-Willimantic, CT-MA	19.52%	3.93%
Houston-Baytown-Huntsville, TX	24.77%	3.86%
Huntsville-Decatur, AL	12.42%	3.36%
Indianapolis-Anderson-Columbus, IN	12.01%	3.33%
Kansas City-Overland Park-Kansas City, MO-KS	12.36%	3.25%
Los Angeles-Long Beach-Riverside, CA	21.65%	3.87%
Miami-Fort Lauderdale-Miami Beach, FL	16.77%	3.59%
Milwaukee-Racine-Waukesha, WI	13.62%	3.39%
Minneapolis-St. Paul-St. Cloud, MN-WI	15.99%	3.61%
New York-Newark-Bridgeport, NY-NJ-CT-PA	20.99%	3.96%
Orlando-The Villages, FL	11.75%	3.26%
Philadelphia-Camden-Vineland, PA-NJ-DE-MD	16.67%	3.70%
Pittsburgh-New Castle, PA	12.86%	3.36%
Portland-Vancouver-Beaverton, OR-WA	15.93%	3.61%
Richmond, VA	13.15%	3.43%
Sacramento--Arden-Arcade--Truckee, CA-NV	16.51%	3.68%
St. Louis-St. Charles-Farmington, MO-IL	12.09%	3.26%
San Diego-Carlsbad-San Marcos, CA	17.68%	3.84%
San Jose-San Francisco-Oakland, CA	26.39%	4.30%
Seattle-Tacoma-Olympia, WA	16.53%	3.76%
Washington-Baltimore-Northern Virginia, DC-MD-PA-VA-WV	15.98%	3.71%
Rest of U.S.	11.72%	3.26%

[1] Locality pay areas are defined in 5 CFR 531.603(b) and are available at [opm.gov/oca/05tables/locdef.asp](http://opm.gov/oca/05tables/locdef.asp).

[2] The 2005 locality rate replaces the 2004 rate. It is not paid in addition to or on top of the 2004 locality rate.



**General Schedule Pay Adjustment  
January 2005  
(Rest of U.S. Locality Pay Area)**

To calculate the 2005 **locality rate of pay** for an employee at GS-9, step 1:

(1) Increase the 2004 **basic rate** (\$36,478) by the 2.5 percent **across-the-board increase**;

(2) Increase the 2005 **basic rate** (\$37,390 as computed in Step 1) by the **locality pay percentage** for 2005 (11.72 percent).

The resulting 2005 locality rate of pay is \$41,772. The total increase is 3.26 percent, as illustrated in the chart below.

