

**Executive Order 13105 of November 2, 1998****Open Enrollment Season for Participants in the Foreign Service Retirement and Disability System and the Central Intelligence Agency Retirement and Disability System**

By the authority vested in me as President by the Constitution and the laws of the United States of America, including section 827 of the Foreign Service Act of 1980 (22 U.S.C. 4067) and section 292 of the Central Intelligence Agency Retirement Act of 1964 (50 U.S.C. 2141), and in order to conform further the Foreign Service Retirement and Disability System and the Central Intelligence Agency Retirement and Disability System to the Civil Service Retirement and Disability System, it is hereby ordered as follows:

**Section 1.** In conjunction with section 860 of the Foreign Service Act of 1980 (22 U.S.C. 4071i), the Secretary of State shall issue regulations providing for an open enrollment period from November 1, 1998, to April 30, 1999, during which employee participants in the Foreign Service Retirement and Disability System may elect to become subject to the Foreign Service Pension System.

**Sec. 2.** In conjunction with section 307(a) of the Central Intelligence Agency Retirement Act of 1964 (50 U.S.C. 2157(a)), the Director shall provide for an open enrollment period from November 1, 1998, to April 30, 1999, during which employee participants in the Central Intelligence Agency Retirement and Disability System may elect to become subject to the Federal Employees' Retirement System, comparable to the election for civil service employees provided for by the Federal Employees' Retirement System Open Enrollment Act of 1997, Public Law 105-61.

WILLIAM J. CLINTON

THE WHITE HOUSE,  
November 2, 1998.**Executive Order 13106 of December 7, 1998****Adjustments of Certain Rates of Pay and Delegation of a Federal Pay Administration Authority**

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), in accordance with section 647(a) of the Treasury and General Government Appropriations Act, 1999, as incorporated in Division A, section 101(h) of Public Law 105-277, 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

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(c) The schedules for the Veterans Health Administration of the Department of Veterans Affairs (38 U.S.C. 7306, 7404; section 301(a) of Public Law 102-40) at Schedule 3.

**Sec. 2. *Senior Executive Service.*** The rates of basic pay for senior executives in the Senior Executive Service, as adjusted under 5 U.S.C. 5382, are set forth on Schedule 4 attached hereto and made a part hereof.

**Sec. 3. *Executive Salaries.*** The rates of basic pay or salaries for the following offices and positions, which remain unchanged pursuant to section 621 of the Treasury and General Government Appropriations Act, 1999, as incorporated in Division A, section 101(h) of Public Law 105-277, are set forth on the schedules attached hereto and made a part hereof:

(a) The Executive Schedule (5 U.S.C. 5312-5318) at Schedule 5;

(b) The Vice President (3 U.S.C. 104) and the Congress (2 U.S.C. 31) 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.*** Pursuant to sections 601 and 604 of Public Law 105-85, the rates of monthly basic pay (37 U.S.C. 203(a)) for members of the uniformed services 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 in accordance with section 647(a) of the Treasury and General Government Appropriations Act, 1999, as incorporated in Division A, section 101(h) of Public Law 105-277, 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. *Effective Dates.*** Schedule 8 is effective on January 1, 1999. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 1999.

**Sec. 7. *Prior Order Superseded.*** Executive Order 13071 of December 29, 1997, is superseded.

**Sec. 8. *Delegation of a Federal Pay Administration Authority.*** Executive Order 12748, as amended, is further amended in section 2(c) by deleting "5304(h)" and inserting "5304(g)-(h)" in lieu thereof.

WILLIAM J. CLINTON

THE WHITE HOUSE,

December 7, 1998.

## SCHEDULE 1--GENERAL SCHEDULE

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 1999)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,362	\$13,807	\$14,252	\$14,694	\$15,140	\$15,401	\$15,838	\$16,281	\$16,299	\$16,718
2	15,023	15,380	15,878	16,299	16,482	16,967	17,452	17,937	18,422	18,907
3	16,392	16,938	17,484	18,030	18,576	19,122	19,668	20,214	20,760	21,306
4	18,401	19,014	19,627	20,240	20,853	21,466	22,079	22,692	23,305	23,918
5	20,588	21,274	21,960	22,646	23,332	24,018	24,704	25,390	26,076	26,762
6	22,948	23,713	24,478	25,243	26,008	26,773	27,538	28,303	29,068	29,833
7	25,501	26,351	27,201	28,051	28,901	29,751	30,601	31,451	32,301	33,151
8	28,242	29,183	30,124	31,065	32,006	32,947	33,888	34,829	35,770	36,711
9	31,195	32,235	33,275	34,315	35,355	36,395	37,435	38,475	39,515	40,555
10	34,353	35,498	36,643	37,788	38,933	40,078	41,223	42,368	43,513	44,658
11	37,744	39,002	40,260	41,518	42,776	44,034	45,292	46,550	47,808	49,066
12	45,236	46,744	48,252	49,760	51,268	52,776	54,284	55,792	57,300	58,808
13	53,793	55,586	57,379	59,172	60,965	62,758	64,551	66,344	68,137	69,930
14	63,567	65,686	67,805	69,924	72,043	74,162	76,281	78,400	80,519	82,638
15	74,773	77,265	79,757	82,249	84,741	87,233	89,725	92,217	94,709	97,201

**SCHEDULE 2--FOREIGN SERVICE SCHEDULE**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 1999)

Step	Executive Orders									EO 13106
	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9	
1	\$74,773	\$60,589	\$49,095	\$39,782	\$32,235	\$28,817	\$25,761	\$23,030	\$20,588	
2	77,016	62,407	50,568	40,975	33,202	29,682	26,534	23,721	21,206	
3	79,327	64,279	52,085	42,205	34,198	30,572	27,330	24,433	21,842	
4	81,706	66,207	53,647	43,471	35,224	31,489	28,150	25,166	22,497	
5	84,158	68,193	55,257	44,775	36,281	32,434	28,994	25,920	23,172	
6	86,682	70,239	56,915	46,118	37,369	33,407	29,864	26,698	23,867	
7	89,283	72,346	58,622	47,502	38,490	34,409	30,760	27,499	24,583	
8	91,961	74,517	60,381	48,927	39,645	35,441	31,683	28,324	25,321	
9	94,720	76,752	62,192	50,395	40,834	36,505	32,633	29,174	26,080	
10	97,201	79,055	64,058	51,906	42,059	37,600	33,612	30,049	26,863	
11	97,201	81,427	65,980	53,464	43,321	38,728	34,621	30,950	27,669	
12	97,201	83,869	67,959	55,068	44,621	39,889	35,659	31,879	28,499	
13	97,201	86,385	69,998	56,720	45,959	41,086	36,729	32,835	29,354	
14	97,201	88,977	72,098	58,421	47,338	42,319	37,831	33,820	30,234	

**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, 1993)

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

Deputy Under Secretary for Health . . . . .	\$126,986	**
Associate Deputy Under Secretary for Health . . . . .	121,628	***
Assistant Under Secretaries for Health . . . . .	118,043	***

	<u>Minimum</u>	<u>Maximum</u>
Medical Directors . . . . .	\$100,715	\$114,146
Service Directors . . . . .	87,696	108,911
Director, National Center for Preventive Health . . . . .	74,773	108,911

Physician and Dentist Schedule

Director Grade . . . . .	\$87,696	\$108,911
Executive Grade . . . . .	80,978	103,203
Chief Grade . . . . .	74,773	97,201
Senior Grade . . . . .	63,567	82,638
Intermediate Grade . . . . .	53,793	69,930
Full Grade . . . . .	45,236	58,808
Associate Grade . . . . .	37,744	49,066

Clinical Podiatrist and Optometrist Schedule

Chief Grade . . . . .	\$74,773	\$97,201
Senior Grade . . . . .	63,567	82,638
Intermediate Grade . . . . .	53,793	69,930
Full Grade . . . . .	45,236	58,808
Associate Grade . . . . .	37,744	49,066

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

Director Grade . . . . .	\$74,773	\$97,201
Assistant Director Grade . . . . .	63,567	82,638
Chief Grade . . . . .	53,793	69,930
Senior Grade . . . . .	45,236	58,808
Intermediate Grade . . . . .	37,744	49,066
Full Grade . . . . .	31,195	40,555
Associate Grade . . . . .	26,844	34,899
Junior Grade . . . . .	22,948	29,833

\* 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 \$118,400.

\*\*\* 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 \$110,700.

\*\*\*\* 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.

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**SCHEDULE 4--SENIOR EXECUTIVE SERVICE**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1999)

ES-1 . . . . .	\$102,300
ES-2 . . . . .	107,100
ES-3 . . . . .	112,000
ES-4 . . . . .	118,000
ES-5 . . . . .	118,400
ES-6 . . . . .	118,400

**SCHEDULE 5--EXECUTIVE SCHEDULE**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1999)

level I . . . . .	\$151,800
level II . . . . .	136,700
level III . . . . .	125,900
level IV . . . . .	118,400
level V . . . . .	110,700

**SCHEDULE 6--VICE PRESIDENT AND MEMBERS OF CONGRESS**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1999)

Vice President . . . . .	\$175,400
Senators . . . . .	136,700
Members of the House of Representatives . . . . .	136,700
Delegates to the House of Representatives . . . . .	136,700
Resident Commissioner from Puerto Rico . . . . .	136,700
President pro tempore of the Senate . . . . .	151,800
Majority leader and minority leader of the Senate . . . . .	151,800
Majority leader and minority leader of the House of Representatives . . . . .	151,800
Speaker of the House of Representatives . . . . .	175,400

**SCHEDULE 7--JUDICIAL SALARIES**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1999)

Chief Justice of the United States . . . . .	\$175,400
Associate Justices of the Supreme Court . . . . .	167,900
Circuit Judges . . . . .	145,000
District Judges . . . . .	136,700
Judges of the Court of International Trade . . . . .	136,700

SCHEDULE B—PAY OF THE UNIFORMED SERVICES  
(Effective on January 1, 1999)

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
O-10 **	\$7,838.70	\$8,114.40	\$8,114.40	\$8,114.40	\$8,114.40	\$8,425.80	\$8,425.80	\$8,892.60	\$8,892.60	\$9,528.90*	\$9,528.90*	\$10,167.00*	\$10,167.00*	\$10,167.00*	\$10,800.00*
O-9	6,947.10	7,129.20	7,281.00	7,281.00	7,281.00	7,466.10	7,466.10	7,776.90	7,776.90	8,425.80	8,425.80	8,892.60	8,892.60	8,892.60	9,528.90*
O-8	6,292.20	6,481.20	6,634.50	6,634.50	6,634.50	7,129.20	7,129.20	7,466.10	7,466.10	7,776.90	8,114.40	8,425.80	8,633.70	8,633.70	8,633.70
O-7	5,228.40	5,583.90	5,883.90	5,883.90	5,883.90	6,172.50	6,172.50	6,481.20	6,481.20	6,819.70	7,129.20	7,466.10	7,619.70	7,619.70	7,619.70
O-6	3,875.10	4,257.30	4,536.60	4,536.60	4,536.60	4,834.40	4,834.40	5,172.50	5,172.50	5,432.40	5,709.60	5,834.40	6,172.50	6,381.00	6,694.20
O-5	3,099.60	3,639.30	3,891.00	3,891.00	3,891.00	4,008.00	4,008.00	4,224.30	4,224.30	4,444.80	4,685.50	4,855.30	5,122.20	5,462.40	5,462.40
O-4	2,612.40	3,181.20	3,393.30	3,393.30	3,393.30	3,456.30	3,456.30	3,608.70	3,608.70	3,855.30	4,071.90	4,257.30	4,444.80	4,566.60	4,566.60
O-3 ***	2,427.60	2,714.10	2,901.90	2,901.90	2,901.90	3,036.50	3,036.50	3,210.60	3,210.60	3,364.50	3,484.80	3,673.80	3,855.30	3,949.50	3,949.50
O-2 ***	2,117.10	2,312.10	2,477.70	2,477.70	2,477.70	2,630.40	2,630.40	2,830.40	2,830.40	2,930.40	2,930.40	2,930.40	2,930.40	2,930.40	2,930.40
O-1 ***	1,838.10	1,913.10	2,312.10	2,312.10	2,312.10	2,312.10	2,312.10	2,312.10	2,312.10	2,312.10	2,312.10	2,312.10	2,312.10	2,312.10	2,312.10

COMMISSIONED OFFICERS

COMMISSIONED OFFICERS WITH OVER 4 YEARS OF ACTIVE DUTY SERVICE  
AS AN ENLISTED MEMBER OR WARRANT OFFICER

O-2E	-	-	-	3,210.60	3,364.50	3,484.80	3,673.80	3,855.30	4,008.00	4,008.00	4,008.00	4,008.00	4,008.00	4,008.00	4,008.00
O-2E	-	-	-	2,871.30	2,930.40	3,023.40	3,181.20	3,393.30	3,393.30	3,393.30	3,393.30	3,393.30	3,393.30	3,393.30	3,393.30
O-1E	-	-	-	2,312.10	2,469.50	2,560.80	2,653.80	2,745.90	2,871.30	2,871.30	2,871.30	2,871.30	2,871.30	2,871.30	2,871.30

\* Basic pay for these officers is limited to the rate of basic pay for level V of the Executive Schedule, which is \$9,225.00 per month.  
 \*\* For officers serving as Chairman or Vice Chairman of the Joint Chiefs of Staff, Chief of Staff of the Army, Chief of Staff of the Air Force, Commandant of the Marine Corps, or Commandant of the Coast Guard, basic pay for this grade is calculated to be \$11,916.60 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 V of the Executive Schedule, which is \$9,225.00 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.

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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
W-5	\$2,473.20	\$2,653.80	\$2,838.00	\$2,714.10	\$2,838.00	\$2,962.80	\$3,087.30	\$3,212.40	\$3,337.50	\$3,462.60	\$3,587.70	\$3,712.80	\$3,837.90	\$3,963.00	\$4,088.10
W-4	2,247.80	2,438.40	2,498.70	2,469.90	2,498.70	2,681.70	2,838.00	2,930.40	3,022.80	3,114.00	3,205.20	3,296.40	3,387.60	3,478.80	3,570.00
W-3	1,968.90	2,130.30	2,130.30	2,192.10	2,312.10	2,438.40	2,531.10	2,623.80	2,714.10	2,809.50	2,901.90	2,993.10	3,084.30	3,175.50	3,266.70
W-2	1,640.40	1,880.70	1,880.70	2,037.90	2,130.30	2,221.50	2,312.10	2,407.20	2,498.70	2,591.70	2,681.70	2,777.70	2,877.70	2,977.70	3,077.70
WARRANT OFFICERS															
E-9 *							\$2,877.30	\$2,942.10	\$3,008.40	\$3,078.00	\$3,147.00	\$3,207.60	\$3,275.90	\$3,350.70	\$3,424.70
E-8	1,604.80	1,818.90	1,885.50	1,952.10	2,018.70	2,082.90	2,149.50	2,216.70	2,283.60	2,350.10	2,417.10	2,484.60	2,551.60	2,619.10	2,686.10
E-7	1,371.90	1,538.80	1,645.50	1,715.40	1,779.90	1,844.10	1,911.60	2,010.00	2,073.30	2,140.20	2,212.60	2,280.60	2,348.10	2,416.10	2,484.10
E-6	1,171.90	1,358.80	1,485.50	1,554.40	1,614.30	1,680.30	1,746.30	1,811.10	1,884.10	1,944.10	2,014.10	2,084.10	2,154.10	2,224.10	2,294.10
E-5	1,075.80	1,275.80	1,485.80	1,575.80	1,674.70	1,774.70	1,874.70	1,974.70	2,074.70	2,174.70	2,274.70	2,374.70	2,474.70	2,574.70	2,674.70
E-4	959.40	1,159.40	1,359.40	1,459.40	1,559.40	1,659.40	1,759.40	1,859.40	1,959.40	2,059.40	2,159.40	2,259.40	2,359.40	2,459.40	2,559.40
E-3	887.70	1,087.70	1,287.70	1,387.70	1,487.70	1,587.70	1,687.70	1,787.70	1,887.70	1,987.70	2,087.70	2,187.70	2,287.70	2,387.70	2,487.70
E-2	816.10	1,016.10	1,216.10	1,316.10	1,416.10	1,516.10	1,616.10	1,716.10	1,816.10	1,916.10	2,016.10	2,116.10	2,216.10	2,316.10	2,416.10
E-1 ***	744.50	944.50	1,144.50	1,244.50	1,344.50	1,444.50	1,544.50	1,644.50	1,744.50	1,844.50	1,944.50	2,044.50	2,144.50	2,244.50	2,344.50

\* 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 \$4,503.00 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.

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**Title 3—The President**

**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 \$600.00.

Note: As a result of the enactment of sections 602-604 of Public Law 105-85, the National Defense Authorization Act for 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.

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SCHEDULE 9--LOCALITY-BASED COMPARABILITY PAYMENTS

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1999)

<u>Locality Pay Area<sup>1</sup></u>	<u>Rate</u>
Atlanta, GA . . . . .	6.67%
Boston-Worcester-Lawrence, MA-NH,ME,CT . . . . .	9.32%
Chicago-Gary-Kenosha, IL-IN-WI . . . . .	9.98%
Cincinnati-Hamilton, OH-KY-IN . . . . .	8.31%
Cleveland-Akron, OH . . . . .	6.92%
Columbus, OH . . . . .	7.46%
Dallas-Fort Worth, TX . . . . .	7.47%
Dayton-Springfield, OH . . . . .	6.67%
Denver-Boulder-Greeley, CO . . . . .	9.16%
Detroit-Ann Arbor-Flint, MI . . . . .	10.13%
Hartford, CT . . . . .	9.85%
Houston-Galveston-Brazoria, TX . . . . .	12.92%
Huntsville, AL . . . . .	6.31%
Indianapolis, IN . . . . .	6.08%
Kansas City, MO-KS . . . . .	6.51%
Los Angeles-Riverside-Orange County, CA . . . . .	11.14%
Miami-Fort Lauderdale, FL . . . . .	8.51%
Milwaukee-Racine, WI . . . . .	6.74%
Minneapolis-St. Paul, MN-WI . . . . .	7.92%
New York-Northern New Jersey-Long Island, NY-NJ-CT-PA . . . . .	10.55%
Orlando, FL . . . . .	5.87%
Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD . . . . .	8.30%
Pittsburgh, PA . . . . .	6.68%
Portland-Salem, OR-WA . . . . .	7.80%
Richmond-Petersburg, VA . . . . .	6.61%
Sacramento-Yolo, CA . . . . .	8.27%
St. Louis, MO-IL . . . . .	6.17%
San Diego, CA . . . . .	8.62%
San Francisco-Oakland-San Jose, CA . . . . .	13.06%
Seattle-Tacoma-Bremerton, WA . . . . .	7.96%
Washington-Baltimore, DC-MD-VA-WV . . . . .	7.87%
Rest of U.S. . . . .	5.87%

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