

(d) report to the President on the results of the efforts of executive departments and agencies to implement paragraphs (c)(i) through (iii) of this section.

**Sec. 4. General Provisions.** (a) In implementing this order, the Director shall:

(i) obtain as appropriate the assistance of the National Science and Technology Council in the performance of the Director's functions under this order, consistent with Executive Order 12881 of November 23, 1993, as amended;

(ii) coordinate as appropriate with the Director of the Office of Management and Budget; and

(iii) obtain information and advice from all sources as appropriate, including individuals associated with academic and research institutions and private organizations.

(b) The functions of the President under subsection (c) of section 101 of the National Aeronautics and Space Administration Authorization Act of 2005, except the function of designation, are assigned to the Director of the Office of Science and Technology Policy. In performing these assigned functions, the Director shall, as appropriate, consult the Administrator of the National Aeronautics and Space Administration, the Secretary of Defense, the Secretary of Transportation, the Director of the Office of Management and Budget, and other heads of executive departments and agencies as appropriate. The Director also shall ensure that all actions taken in the performance of such functions are consistent with the authority set forth in subsections (a) through (d) of section 6 of Executive Order 13346 of July 8, 2004.

(c) This order shall be implemented in a manner consistent with: (i) applicable law, including section 102A

(i) of the National Security Act of 1947, as amended (50 U.S.C. 403-1(i)), and subject to the availability of appropriations; and

(ii) statutory authority of the principal officers of executive departments and agencies as the heads of their respective departments and agencies.

(d) This order shall not be construed to impair or otherwise affect the functions of the Director of the Office of Management and Budget relating to budget, administrative, and legislative proposals.

(e) This order is not intended to, and does not, create any rights or benefits, substantive or procedural, enforceable at law or in equity by a party against the United States, its departments, agencies, instrumentalities, or entities, its officers, employees, or agents, or any other person.

GEORGE W. BUSH

THE WHITE HOUSE,  
*December 20, 2006.*

**Executive Order 13420 of December 21, 2006**

## **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, 7404; section 301(a) of Public Law 102–40) at Schedule 3.

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

**Sec. 3. *Certain Executive, Legislative, and Judicial Salaries.*** The rates of basic pay or salaries for the following offices and positions are set forth on the schedules attached hereto and made a part hereof:

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

(b) The Vice President (3 U.S.C. 104) and the Congress (2 U.S.C. 31, and section 137 of Public Law 109–289, division B, as amended by section 7 of Public Law 109–383) 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), at Schedule 7.

**Sec. 4. *Uniformed Services.*** Pursuant to section 601(a)-(c) of Public Law 109–364, 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 5 U.S.C. 5304a, 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.*** Rates for the Congress, under Schedule 6, are effective on February 16, 2007. Schedule 7 reflects continuation of the pay rates in effect as of the first day of the applicable pay period beginning on or after January 1, 2006. Schedule 8 is effective on January 1, 2007. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2007.

**EO 13420**

**Title 3—The President**

**Sec. 8.** *Prior Order Superseded.* Executive Order 13393 of December 22, 2005, is superseded.

GEORGE W. BUSH

The White House,  
*December 21, 2006.*

Executive Orders

EO 13420

SCHEDULE 1--GENERAL SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2007)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$16,630	\$17,185	\$17,739	\$18,289	\$18,842	\$19,167	\$19,713	\$20,264	\$20,286	\$20,798
GS-2	18,698	19,142	19,761	20,286	20,512	21,115	21,718	22,321	22,924	23,527
GS-3	20,401	21,081	21,761	22,441	23,121	23,801	24,481	25,161	25,841	26,521
GS-4	22,902	23,565	24,428	25,191	25,954	26,717	27,480	28,243	29,006	29,769
GS-5	25,623	26,477	27,331	28,185	29,039	29,893	30,747	31,601	32,455	33,309
GS-6	28,562	29,514	30,466	31,418	32,370	33,322	34,274	35,226	36,178	37,130
GS-7	31,740	32,798	33,856	34,914	35,972	37,030	38,088	39,146	40,204	41,262
GS-8	35,151	36,323	37,495	38,667	39,839	41,011	42,183	43,355	44,527	45,699
GS-9	38,824	40,118	41,412	42,706	44,000	45,294	46,588	47,882	49,176	50,470
GS-10	42,755	44,180	45,605	47,030	48,455	49,880	51,305	52,730	54,155	55,580
GS-11	46,974	48,540	50,106	51,672	53,238	54,804	56,370	57,936	59,502	61,068
GS-12	56,301	58,178	60,055	61,932	63,809	65,686	67,563	69,440	71,317	73,194
GS-13	66,951	69,183	71,415	73,647	75,879	78,111	80,343	82,575	84,807	87,039
GS-14	79,115	81,752	84,389	87,026	89,663	92,300	94,937	97,574	100,211	102,848
GS-15	93,063	96,165	99,267	102,369	105,471	108,573	111,675	114,777	117,879	120,981

**SCHEDULE 2 -- FOREIGN SERVICE SCHEDULE**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2007)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$93,063	\$75,408	\$61,102	\$49,511	\$40,118	\$35,864	\$32,062	\$28,662	\$25,623
2	95,855	77,670	62,935	50,996	41,322	36,940	33,024	29,522	26,392
3	98,731	80,000	64,823	52,526	42,561	38,048	34,015	30,408	27,183
4	101,692	82,400	66,768	54,102	43,838	39,190	35,035	31,320	27,999
5	104,743	84,872	68,771	55,725	45,153	40,365	36,086	32,259	28,839
6	107,886	87,419	70,834	57,397	46,508	41,576	37,169	33,227	29,704
7	111,122	90,041	72,959	59,119	47,903	42,823	38,284	34,224	30,595
8	114,456	92,742	75,148	60,892	49,340	44,108	39,432	35,251	31,513
9	117,889	95,525	77,402	62,719	50,820	45,431	40,615	36,308	32,458
10	120,981	98,390	79,724	64,601	52,345	46,794	41,834	37,397	33,432
11	120,981	101,342	82,116	66,539	53,915	48,198	43,089	38,519	34,435
12	120,981	104,382	84,579	68,535	55,533	49,644	44,381	39,675	35,468
13	120,981	107,514	87,117	70,591	57,199	51,133	45,713	40,865	36,532
14	120,981	110,739	89,730	72,709	58,915	52,667	47,084	42,091	37,628

Executive Orders

EO 13420

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, 2007)

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

Assistant Under Secretaries for Health . . . . . 146,915\*\*  
(Only applies to incumbents who are not physicians or dentists)

	<u>Minimum</u>	<u>Maximum</u>
Service Directors . . . . .	109,144	135,550
Director, National Center for Preventive Health . . . . .	93,063	135,550

Physician and Dentist Base and Longevity Schedule\*\*\*

Physician Grade . . . . .	91,530	\$134,244
Dentist Grade . . . . .	91,530	134,244

Clinical Podiatrist, Chiropractor, and Optometrist Schedule

Chief Grade . . . . .	\$93,063	\$120,981
Senior Grade. . . . .	79,115	102,848
Intermediate Grade. . . . .	66,951	87,039
Full Grade. . . . .	56,301	73,194
Associate Grade . . . . .	46,974	61,068

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

Director Grade. . . . .	\$93,063	\$120,981
Assistant Director Grade. . . . .	79,115	102,848
Chief Grade . . . . .	66,951	87,039
Senior Grade. . . . .	56,301	73,194
Intermediate Grade. . . . .	46,974	61,068
Full Grade. . . . .	38,824	50,470
Associate Grade . . . . .	33,409	43,435
Junior Grade. . . . .	28,562	37,130

- 
- \* This schedule does not apply to the Deputy Under Secretary for Health, the Associate Deputy Under Secretary for Health, Assistant Under Secretaries for Health who are physicians or dentists, Medical Directors, the Assistant Under Secretary for Nursing Programs, or the Director of Nursing Services. Pay for these positions is set under 38 U.S.C. 7431 for physicians and dentists, and under 38 U.S.C. 7451 for registered nurses.
  - \*\* Pursuant to 38 U.S.C. 7404(d), the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$136,200.
  - \*\*\* Pursuant to section 3 of Public Law 108-445 and 38 U.S.C. 7431, Veterans Health Administration physicians and dentists 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, 2007)

	<u>Minimum</u>	<u>Maximum</u>
Agencies with a Certified SES Performance Appraisal System . . . . .	\$111,676	\$168,000
Agencies without a Certified SES Performance Appraisal System . . . . .	\$111,676	\$154,600

SCHEDULE 5--EXECUTIVE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2007)

Level I . . . . .	\$186,600
Level II . . . . .	168,000
Level III . . . . .	154,600
Level IV . . . . .	145,400
Level V . . . . .	136,200

SCHEDULE 6--VICE PRESIDENT AND MEMBERS OF CONGRESS

(The rate of pay for the Vice President is effective on the first day of the first applicable pay period beginning on or after January 1, 2007, and the rates of pay for Members of Congress are effective February 16, 2007)

Vice President . . . . .	\$215,700
Senators . . . . .	168,000
Members of the House of Representatives . . . . .	168,000
Delegates to the House of Representatives . . . . .	168,000
Resident Commissioner from Puerto Rico . . . . .	168,000
President pro tempore of the Senate . . . . .	186,600
Majority leader and minority leader of the Senate . . . . .	186,600
Majority leader and minority leader of the House of Representatives . . . . .	186,600
Speaker of the House of Representatives . . . . .	215,700

SCHEDULE 7--JUDICIAL SALARIES

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2006)

Chief Justice of the United States . . . . .	\$212,100
Associate Justices of the Supreme Court . . . . .	203,000
Circuit Judges . . . . .	175,100
District Judges . . . . .	165,200
Judges of the Court of International Trade . . . . .	165,200

SCHEDULE 8-PAY OF THE UNIFORMED SERVICES  
(Effective on January 1, 2007)

Part I-MONTHLY BASIC PAY

YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)

COMMISSIONED OFFICERS

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 15	Over 16	Over 20	Over 22	Over 24	Over 26
O-10**	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
O-9	\$8,453.10	\$9,729.70	\$9,213.60	\$9,964.90	\$9,194.10	\$9,577.20	\$9,666.30	\$10,030.20	\$10,134.30	\$10,447.80	\$10,900.80	\$13,659.00	\$11,946.60	\$12,118.50	\$14,011.20*
O-8	7,991.50	7,991.50	7,991.50	7,991.50	7,991.50	7,991.50	7,991.50	7,991.50	7,991.50	7,991.50	7,991.50	10,236.00	10,236.00	10,236.00	10,236.00
O-7	7,526.20	7,526.20	7,526.20	7,526.20	7,526.20	7,526.20	7,526.20	7,526.20	7,526.20	7,526.20	7,526.20	9,771.20	9,771.20	9,771.20	9,771.20
O-6	7,061.50	7,061.50	7,061.50	7,061.50	7,061.50	7,061.50	7,061.50	7,061.50	7,061.50	7,061.50	7,061.50	9,068.10	9,068.10	9,068.10	9,068.10
O-5	6,596.80	6,596.80	6,596.80	6,596.80	6,596.80	6,596.80	6,596.80	6,596.80	6,596.80	6,596.80	6,596.80	8,568.10	8,568.10	8,568.10	8,568.10
O-4	6,131.50	6,131.50	6,131.50	6,131.50	6,131.50	6,131.50	6,131.50	6,131.50	6,131.50	6,131.50	6,131.50	7,973.10	7,973.10	7,973.10	7,973.10
O-3***	5,666.50	5,666.50	5,666.50	5,666.50	5,666.50	5,666.50	5,666.50	5,666.50	5,666.50	5,666.50	5,666.50	7,252.30	7,252.30	7,252.30	7,252.30
O-2****	5,201.50	5,201.50	5,201.50	5,201.50	5,201.50	5,201.50	5,201.50	5,201.50	5,201.50	5,201.50	5,201.50	6,737.10	6,737.10	6,737.10	6,737.10
O-1****	4,736.50	4,736.50	4,736.50	4,736.50	4,736.50	4,736.50	4,736.50	4,736.50	4,736.50	4,736.50	4,736.50	5,355.90	5,355.90	5,355.90	5,355.90
O-1****	4,271.50	4,271.50	4,271.50	4,271.50	4,271.50	4,271.50	4,271.50	4,271.50	4,271.50	4,271.50	4,271.50	4,936.60	4,936.60	4,936.60	4,936.60
O-1****	3,806.50	3,806.50	3,806.50	3,806.50	3,806.50	3,806.50	3,806.50	3,806.50	3,806.50	3,806.50	3,806.50	3,106.50	3,106.50	3,106.50	3,106.50

COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE  
AS AN ENLISTED MEMBER AND/OR WARRANT OFFICER\*\*\*

O-3E	-	-	-	\$4,392.00	\$4,602.00	\$4,833.00	\$4,982.70	\$5,228.40	\$5,435.40	\$5,554.20	\$5,715.90	\$5,715.90	\$5,715.90	\$5,715.90	\$5,715.90
O-2E	-	-	-	3,857.40	3,936.60	4,062.00	4,273.50	4,437.00	4,558.80	4,558.80	4,558.80	4,558.80	4,558.80	4,558.80	4,558.80
O-1E	-	-	-	3,106.50	3,117.70	3,440.10	3,565.50	3,688.80	3,857.40	3,857.40	3,857.40	3,857.40	3,857.40	3,857.40	3,857.40

\* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule, which is \$14,000.10 per month for officers at pay grades O-7 through O-10, and limited to the rate of basic pay for level V of the Executive Schedule, which is \$11,949.90 per month, for officers at O-6 and below.

\*\* For 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, Commandant of the Coast Guard, or commander of a unified or specified combatant command (as defined in 10 U.S.C. 161(c)), basic pay for this grade is calculated to be \$15,959.40 per month, regardless of cumulative years of service computed under 37 U.S.C. 205. Nevertheless, actual basic pay for these officers is limited to the rate of basic pay for level II of the Executive Schedule, which is \$14,000.10 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)  
(Effective on January 1, 2007)

Part I-MONTHLY BASIC PAY

YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)

Pay Grade	2 or Less	Over													
		2	3	4	5	6	8	10	12	14	16				
M-5		\$3,402.00	\$3,460.00	\$3,765.00	\$3,868.50	\$4,046.40	\$4,222.20	\$4,400.70	\$4,574.10	\$4,753.80	\$5,035.50	\$5,645.80	\$6,046.50	\$6,247.50	\$6,450.00
M-4		3,506.80	3,428.40	3,485.00	3,412.80	3,562.70	3,713.70	3,864.70	4,015.70	4,166.70	4,317.70	4,688.80	4,911.00	4,985.20	5,059.40
M-3		3,611.60	3,533.20	3,589.80	3,517.60	3,667.50	3,818.50	3,969.50	4,120.50	4,271.50	4,422.50	4,793.60	5,015.80	5,090.00	5,164.20
M-1		2,413.20	2,610.60	2,742.90	2,828.40	3,056.10	3,193.50	3,315.30	3,451.20	3,541.20	3,622.80	3,755.40	3,856.20	3,856.20	3,856.20
WARRANT OFFICERS															
B-9*		-	-	-	-	-	\$4,110.60	\$4,203.90	\$4,321.20	\$4,459.50	\$4,598.40	\$4,821.60	\$5,010.30	\$5,209.20	\$5,412.80
B-8		\$2,319.10	\$2,553.00	\$2,650.80	\$2,780.70	\$2,981.50	\$3,164.80	\$3,358.90	\$3,506.00	\$3,716.40	\$3,833.90	\$4,061.80	\$4,237.30	\$4,500.50	\$4,704.90
B-7		2,023.20	2,326.00	2,524.80	2,439.80	2,519.40	2,744.10	2,831.40	2,929.30	3,013.50	3,043.50	3,064.50	3,064.50	3,064.50	3,064.50
B-6		1,854.00	1,977.50	2,073.40	2,171.40	2,323.80	2,454.90	2,582.10	2,682.10	2,782.10	2,882.10	2,982.10	2,982.10	2,982.10	2,982.10
B-5		1,659.50	1,786.50	1,883.10	1,978.50	2,062.80	2,062.80	2,062.80	2,062.80	2,062.80	2,062.80	2,062.80	2,062.80	2,062.80	2,062.80
B-4		1,534.20	1,630.80	1,725.20	1,729.20	1,729.20	1,729.20	1,729.20	1,729.20	1,729.20	1,729.20	1,729.20	1,729.20	1,729.20	1,729.20
B-3		1,458.90	1,458.90	1,458.90	1,458.90	1,458.90	1,458.90	1,458.90	1,458.90	1,458.90	1,458.90	1,458.90	1,458.90	1,458.90	1,458.90
B-2		1,301.40	1,301.40	1,301.40	1,301.40	1,301.40	1,301.40	1,301.40	1,301.40	1,301.40	1,301.40	1,301.40	1,301.40	1,301.40	1,301.40
B-1**		1,203.90	1,203.90	1,203.90	1,203.90	1,203.90	1,203.90	1,203.90	1,203.90	1,203.90	1,203.90	1,203.90	1,203.90	1,203.90	1,203.90

\* 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, noncommissioned officers in the pay grade of Sergeant Major of the Marine Corps, noncommissioned officers in the pay grade of Sergeant Major of the Marine Corps, or noncommissioned officers in the pay grade of Sergeant Major of the Marine Corps, 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 3)

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 \$864.30.

Note: As a result of the enactment of sections 602-694 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.

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

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2007)

<u>Locality Pay Area<sup>1</sup></u>	<u>Rate</u>
Atlanta-Sandy Springs-Gainesville, GA-AL . . . . .	15.89%
Boston-Worcester-Manchester, MA-NH-ME-RI . . . . .	20.97%
Buffalo-Niagara-Cattaraugus, NY . . . . .	14.15%
Chicago-Naperville-Michigan City, IL-IN-WI . . . . .	21.79%
Cincinnati-Middletown-Wilmington, OH-KY-IN . . . . .	17.38%
Cleveland-Akron-Elyria, OH . . . . .	15.96%
Columbus-Marion-Chillicothe, OH . . . . .	15.00%
Dallas-Fort Worth, TX . . . . .	17.34%
Dayton-Springfield-Greenville, OH . . . . .	14.27%
Denver-Aurora-Boulder, CO . . . . .	20.02%
Detroit-Warren-Flint, MI . . . . .	21.53%
Hartford-West Hartford-Willimantic, CT-MA . . . . .	22.44%
Houston-Baytown-Huntsville, TX . . . . .	26.65%
Huntsville-Decatur, AL . . . . .	13.60%
Indianapolis-Anderson-Columbus, IN . . . . .	13.00%
Los Angeles-Long Beach-Riverside, CA . . . . .	24.03%
Miami-Fort Lauderdale-Miami Beach, FL . . . . .	18.30%
Milwaukee-Racine-Waukesha, WI . . . . .	15.54%
Minneapolis-St. Paul-St. Cloud, MN-WI . . . . .	18.17%
New York-Newark-Bridgeport, NY-NJ-CT-PA . . . . .	24.57%
Philadelphia-Camden-Vineland, PA-NJ-DE-MD . . . . .	18.85%
Phoenix-Mesa-Scottsdale, AZ . . . . .	13.22%
Pittsburgh-New Castle, PA . . . . .	14.16%
Portland-Vancouver-Beaverton, OR-WA . . . . .	17.63%
Raleigh-Durham-Cary, NC . . . . .	16.18%
Richmond, VA . . . . .	14.41%
Sacramento--Arden-Arcade--Truckee, CA-NV . . . . .	18.99%
San Diego-Carlsbad-San Marcos, CA . . . . .	20.34%
San Jose-San Francisco-Oakland, CA . . . . .	30.33%
Seattle-Tacoma-Olympia, WA . . . . .	18.58%
Washington-Baltimore-Northern Virginia, DC-MD-PA-VA-WV . . . . .	18.59%
Rest of U.S. . . . .	12.64%

**SCHEDULE 10--ADMINISTRATIVE LAW JUDGES**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2007)

AL-3/A . . . . .	\$97,100
AL-3/B . . . . .	104,400
AL-3/C . . . . .	112,000
AL-3/D . . . . .	119,400
AL-3/E . . . . .	126,900
AL-3/F . . . . .	134,200
AL-2 . . . . .	141,900
AL-1 . . . . .	145,400

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