

(b) *Agency Status and Reporting.* Within 45 days of the date of this order, OPM will issue guidance, concurrent with guidance in section 3(a)(v) of this order, that defines regular reporting on the status of each agency's implementation of the provisions in this order.

Sec. 5. General Provisions. (a) Nothing in this order shall be construed to impair or otherwise affect:

(i) the authority granted by law to an executive department or agency, or the head thereof; or

(ii) the functions of the Director of OMB relating to budgetary, administrative, or legislative proposals.

(b) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.

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

BARACK OBAMA

The White House,
December 15, 2015.

Executive Order 13715 of December 18, 2015

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, 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. 4501) at Schedule 6; and

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(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, 2016. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2016.

Sec. 8. *Prior Order Superseded.* Executive Order 13686 of December 19, 2014, is superseded as of the effective dates specified in section 7 of this order.

BARACK OBAMA

The White House,
December 18, 2015.

SCHEDULE 1--GENERAL SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2016)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$18,343	\$18,956	\$19,566	\$20,173	\$20,783	\$21,140	\$21,743	\$22,351	\$22,375	\$22,941
GS-2	20,623	21,114	21,797	22,375	22,629	23,295	23,961	24,627	25,293	25,959
GS-3	22,502	23,252	24,002	24,752	25,502	26,252	27,002	27,752	28,502	29,252
GS-4	25,261	26,103	26,945	27,787	28,629	29,471	30,313	31,155	31,997	32,839
GS-5	28,262	29,204	30,146	31,088	32,030	32,972	33,914	34,856	35,798	36,740
GS-6	31,504	32,554	33,604	34,654	35,704	36,754	37,804	38,854	39,904	40,954
GS-7	35,009	36,176	37,343	38,510	39,677	40,844	42,011	43,178	44,345	45,512
GS-8	38,771	40,063	41,355	42,647	43,939	45,231	46,523	47,815	49,107	50,399
GS-9	42,823	44,250	45,677	47,104	48,531	49,958	51,385	52,812	54,239	55,666
GS-10	47,158	48,730	50,302	51,874	53,446	55,018	56,590	58,162	59,734	61,306
GS-11	51,811	53,538	55,265	56,992	58,719	60,446	62,173	63,900	65,627	67,354
GS-12	62,101	64,171	66,241	68,311	70,381	72,451	74,521	76,591	78,661	80,731
GS-13	73,846	76,308	78,770	81,232	83,694	86,156	88,618	91,080	93,542	96,004
GS-14	87,263	90,172	93,081	95,990	98,899	101,808	104,717	107,626	110,535	113,444
GS-15	102,646	106,068	109,490	112,912	116,334	119,756	123,178	126,600	130,022	133,444

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SCHEDULE 2--FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2016)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$102,646	\$83,173	\$67,395	\$54,610	\$44,250	\$39,558	\$35,364	\$31,614	\$28,262
2	105,725	85,668	69,417	56,248	45,578	40,745	36,425	32,562	29,110
3	108,897	88,238	71,499	57,936	46,945	41,967	37,518	33,539	29,983
4	112,164	90,885	73,644	59,674	48,353	43,226	38,643	34,545	30,883
5	115,529	93,612	75,854	61,464	49,804	44,523	39,802	35,582	31,809
6	118,995	96,420	78,129	63,308	51,298	45,859	40,997	36,649	32,763
7	122,565	99,313	80,473	65,207	52,837	47,234	42,226	37,749	33,746
8	126,242	102,292	82,887	67,163	54,422	48,651	43,493	38,881	34,759
9	130,029	105,361	85,374	69,178	56,055	50,111	44,798	40,048	35,801
10	133,444	108,522	87,935	71,254	57,736	51,614	46,142	41,249	36,875
11	133,444	111,778	90,573	73,391	59,468	53,163	47,526	42,487	37,982
12	133,444	115,131	93,290	75,593	61,252	54,758	48,952	43,761	39,121
13	133,444	118,585	96,089	77,861	63,090	56,400	50,421	45,074	40,295
14	133,444	122,142	98,972	80,197	64,983	58,092	51,933	46,426	41,504

**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, 2016)

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

(Only applies to incumbents who are not physicians or dentists)

Assistant Under Secretaries for Health		\$162,045**	
	<u>Minimum</u>		<u>Maximum</u>
Service Directors	\$120,384		\$149,510
Director, National Center for Preventive Health	102,646		149,510
Physician and Dentist Base and Longevity Schedule***			
Physician Grade	\$100,957		\$148,071
Dentist Grade	100,957		148,071
Clinical Podiatrist, Chiropractor, and Optometrist Schedule			
Chief Grade	\$102,646		\$133,444
Senior Grade	87,263		113,444
Intermediate Grade	73,846		96,004
Full Grade	62,101		80,731
Associate Grade	51,811		67,354
Physician Assistant and Expanded-Function Dental Auxiliary Schedule****			
Director Grade	\$102,646		\$133,444
Assistant Director Grade	87,263		113,444
Chief Grade	73,846		96,004
Senior Grade	62,101		80,731
Intermediate Grade	51,811		67,354
Full Grade	42,823		55,666
Associate Grade	36,850		47,902
Junior Grade	31,504		40,954

* This schedule does not apply to the Deputy Under Secretary for Health, Associate Deputy Under Secretary for Health, Assistant Under Secretaries for Health, and Medical Directors, Service Directors, and the Director of the National Center for Preventive Health who are physicians or dentists pursuant to 38 U.S.C. 7306(a) and 38 U.S.C. 7404(a). This schedule does not apply to the Chief Nursing Officer, Office of Nursing Services, pursuant to 38 U.S.C. 7404(e).

** 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 \$150,200.

*** 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.

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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, 2016)

	<u>Minimum</u>	<u>Maximum</u>
Agencies with a Certified SES		
Performance Appraisal System	\$123,175	\$185,100
Agencies without a Certified SES		
Performance Appraisal System	\$123,175	\$170,400

SCHEDULE 5--EXECUTIVE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2016)

Level I	\$205,700
Level II	185,100
Level III.	170,400
Level IV	160,300
Level V	150,200

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, 2016)

Vice President	\$237,700
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, 2016)

Chief Justice of the United States	\$260,700
Associate Justices of the Supreme Court.	249,300
Circuit Judges	215,400
District Judges.	203,100
Judges of the Court of International Trade	203,100

SCHEDULE B—PAY OF THE UNIFORMED SERVICES
(Effective January 1, 2016)

Part I—MONTHLY BASIC PAY

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

Pay Grade	YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)											
	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	
O-10**	-	-	-	-	-	-	-	-	-	-	-	-
O-9	-	-	-	-	-	-	-	-	-	-	-	-
O-8	\$9,946.20	\$10,272.00	\$10,488.30	\$10,548.60	\$10,618.60	\$11,269.20	\$11,373.90	\$11,802.00	\$11,924.70	\$12,293.40	\$12,827.10	-
O-7	8,264.40	8,648.40	8,826.00	8,967.30	9,272.90	9,727.70	10,093.00	10,594.00	10,351.20	11,269.20	12,043.80	-
O-6	6,267.00	6,885.30	7,337.10	7,337.10	7,365.00	7,689.90	7,710.30	7,365.00	7,161.20	8,337.00	9,382.70	-
O-5	5,224.50	5,885.70	6,292.80	6,369.60	6,624.00	6,776.10	7,110.30	7,081.50	7,081.50	8,138.50	9,388.90	-
O-4	4,507.80	5,218.20	5,566.50	5,643.90	5,967.00	6,313.80	6,745.80	7,081.50	7,081.50	8,138.50	9,388.90	-
O-3***	3,963.60	4,492.80	4,849.20	5,287.20	5,540.70	5,818.80	5,998.20	6,293.70	6,293.70	7,449.50	8,738.20	-
O-2***	3,424.50	3,900.30	4,491.90	4,643.70	4,739.40	4,739.40	4,739.40	4,739.40	4,739.40	5,488.20	6,448.20	-
O-1***	2,972.40	3,083.90	3,740.10	3,740.10	3,740.10	3,740.10	3,740.10	3,740.10	3,740.10	4,739.40	4,739.40	-

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

O-3E	\$5,287.20	\$5,540.70	\$5,818.80	\$5,998.20	\$6,293.70	\$6,293.70	\$6,543.30	\$6,686.70	\$6,881.40	-	-	-
O-2E	4,643.70	4,739.40	4,990.30	5,145.00	5,341.80	5,488.50	5,488.50	5,488.50	5,488.50	5,488.50	5,488.50	-
O-1E	3,740.10	3,993.60	4,141.50	4,292.40	4,440.60	4,440.60	4,440.60	4,440.60	4,440.60	4,440.60	4,440.60	-

WARRANT OFFICERS

W-5	\$4,091.90	\$4,406.10	\$4,532.40	\$4,656.90	\$4,871.10	\$5,083.20	\$5,298.00	\$5,620.80	\$5,904.00	\$6,173.40	\$6,393.90	-
W-4	3,740.40	3,896.40	4,056.30	4,108.80	4,276.20	4,605.90	4,949.10	5,110.80	5,297.70	5,490.30	5,836.50	-
W-3	3,303.90	3,622.80	3,719.40	3,785.40	4,000.20	4,333.80	4,499.10	4,661.70	4,860.90	5,016.30	5,157.30	-
W-2	2,905.50	3,218.10	3,302.10	3,479.70	3,690.00	3,999.60	4,144.20	4,346.10	4,545.00	4,701.60	4,845.30	-

* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2014, which is \$15,125.10 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 in effect during calendar year 2016, which is \$12,516.60 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, 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 for this grade is calculated to be \$21,147.30 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 in effect during calendar year 2014, which is \$15,125.10 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, 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 UNITED STATES SERVICES (PAGE 3)
(Effective January 1, 2016)

Part I—MONTHLY BASIC PAY

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

Pay Grade	YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)										
	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18
E-9*	-	-	-	-	-	-	\$4,948.80	\$5,060.70	\$5,202.30	\$5,368.20	\$5,536.20
E-8	-	-	-	-	-	\$4,050.90	4,230.00	4,341.00	4,473.90	4,618.20	4,878.00
E-7	\$2,816.10	\$3,073.50	\$3,191.40	\$3,347.10	\$3,468.90	3,678.00	3,795.60	4,004.70	4,178.70	4,297.50	4,423.80
E-6	2,435.70	2,600.20	2,748.60	2,913.60	3,033.60	3,203.30	3,408.60	3,612.30	3,674.40	3,719.70	3,772.50
E-5	2,231.40	2,381.40	2,486.40	2,614.20	2,797.60	2,989.80	3,147.60	3,166.20	3,166.20	3,166.20	3,166.20
E-4	2,046.00	2,150.40	2,229.10	2,382.00	2,463.40	2,483.40	2,483.40	2,483.40	2,483.40	2,483.40	2,483.40
E-3	1,847.10	1,983.20	2,082.00	2,282.00	2,392.00	2,482.00	2,482.00	2,482.00	2,482.00	2,482.00	2,482.00
E-2	1,756.50	1,756.50	1,756.50	1,756.50	1,756.50	1,756.50	1,756.50	1,756.50	1,756.50	1,756.50	1,756.50
E-1**	1,566.90	1,566.90	1,566.90	1,566.90	1,566.90	1,566.90	1,566.90	1,566.90	1,566.90	1,566.90	1,566.90
E-1***	1,449.00	-	-	-	-	-	-	-	-	-	-

ENLISTED MEMBERS

* For noncommissioned officers serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy or Coast Guard, Chief Master Sergeant of the Air Force, Sergeant Major of the Marine Corps, Senior Enlisted Advisor 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 \$7,997.10 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.

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SCHEDULE 8--PAY OF THE INFORMED SERVICES (PAGE 4)
(Effective January 1, 2016)

Part I--MONTHLY BASIC PAY

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

Pay Grade	YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)										
	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
E-9*	\$5,804.70	\$6,032.10	\$6,270.90	\$6,536.90	\$6,836.90	\$7,177.70	\$7,566.40	\$7,997.70	\$8,477.00	\$8,997.70	\$9,566.30
E-8	5,009.40	5,233.80	5,472.70	5,736.00	6,036.00	6,377.70	6,766.40	7,197.70	7,677.00	8,197.70	8,766.30
E-7	4,472.70	4,637.10	4,825.30	5,041.30	5,291.30	5,577.70	5,901.30	6,272.50	6,691.30	7,166.20	7,691.30
E-6	3,772.50	3,916.20	4,083.40	4,283.40	4,516.20	4,783.40	5,091.30	5,441.30	5,836.20	6,272.50	6,756.30
E-5	3,166.20	3,283.40	3,425.30	3,601.30	3,811.30	4,056.20	4,336.20	4,651.30	5,001.30	5,391.30	5,821.30
E-4	2,483.40	2,583.40	2,701.30	2,843.40	3,011.30	3,206.20	3,431.30	3,686.20	3,971.30	4,286.20	4,631.30
E-3	2,082.00	2,156.50	2,241.30	2,346.20	2,471.30	2,616.20	2,781.30	2,966.20	3,171.30	3,396.20	3,641.30
E-2	1,756.50	1,811.30	1,876.20	1,951.30	2,036.20	2,131.30	2,236.20	2,351.30	2,486.20	2,641.30	2,816.20
E-1**	1,566.90	1,611.30	1,666.20	1,721.30	1,786.20	1,851.30	1,926.20	2,001.30	2,086.20	2,181.30	2,286.20
E-1***	1,566.90	1,611.30	1,666.20	1,721.30	1,786.20	1,851.30	1,926.20	2,001.30	2,086.20	2,181.30	2,286.20

* For noncommissioned officers serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy or Coast Guard, Chief Master Sergeant of the Air Force, Sergeant Major of the Marine Corps, Senior Enlisted Advisor 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 \$7,997.10 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.

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Title 3—The President

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 \$1,040.70.

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, 2016)

Locality Pay Area*	Rate
Alaska	25.16%
Albany-Schenectady, NY	14.49%
Albuquerque-Santa Fe-Las Vegas, NM	14.37%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL	19.58%
Austin-Round Rock, TX	14.51%
Boston-Worcester-Providence, MA-RI-NH-CT-ME	25.19%
Buffalo-Cheektowaga, NY	17.31%
Charlotte-Concord, NC-SC	14.44%
Chicago-Naperville, IL-IN-WI	25.44%
Cincinnati-Wilmington-Maysville, OH-KY-IN	18.76%
Cleveland-Akron-Canton, OH	18.87%
Colorado Springs, CO	14.52%
Columbus-Marion-Zanesville, OH	17.41%
Dallas-Fort Worth, TX-OK	21.04%
Davenport-Moline, IA-IL	14.43%
Dayton-Springfield-Sidney, OH	16.50%
Denver-Aurora, CO	22.93%
Detroit-Warren-Ann Arbor, MI	24.40%
Harrisburg-Lebanon, PA	14.47%
Hartford-West Hartford, CT-MA	26.20%
Hawaii	16.81%
Houston-The Woodlands, TX	29.11%
Huntsville-Decatur-Albertville, AL	16.37%
Indianapolis-Carmel-Muncie, IN	14.92%
Kansas City-Overland Park-Kansas City, MO-KS	14.49%
Laredo, TX	14.59%
Las Vegas-Henderson, NV-AZ	14.55%
Los Angeles-Long Beach, CA	27.65%
Miami-Fort Lauderdale-Port St. Lucie, FL	21.05%
Milwaukee-Racine-Waukesha, WI	18.39%
Minneapolis-St. Paul, MN-WI	21.30%
New York-Newark, NY-NJ-CT-PA	29.20%
Palm Bay-Melbourne-Titusville, FL	14.42%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	22.22%
Phoenix-Mesa-Scottsdale, AZ	17.12%
Pittsburgh-New Castle-Weirton, PA-OH-WV	16.68%
Portland-Vancouver-Salem, OR-WA	20.69%
Raleigh-Durham-Chapel Hill, NC	17.94%
Richmond, VA	16.76%
Sacramento-Roseville, CA-NV	22.61%
San Diego-Carlsbad, CA	24.73%
San Jose-San Francisco-Oakland, CA	35.75%
Seattle-Tacoma, WA	22.26%
St. Louis-St. Charles-Farmington, MO-IL	14.49%
Tucson-Nogales, AZ	14.51%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	24.78%
Rest of U.S.	14.35%

* 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, 2016)

AL-3/A	\$107,000
AL-3/B	115,100
AL-3/C	123,500
AL-3/D	131,700
AL-3/E	140,100
AL-3/F	148,100
AL-2	156,300
AL-1	160,300

OTHER PRESIDENTIAL DOCUMENTS

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Subchapter B— Administrative Orders

Memorandum of January 15, 2015

**Modernizing Federal Leave Policies for Childbirth, Adoption,
and Foster Care to Recruit and Retain Talent and Improve
Productivity**

Memorandum for the Heads of Executive Departments and Agencies

Now more than ever, our Nation's economic success rests on our ability to empower our citizens to choose jobs that best utilize their talents and interests. All employers, including the Federal Government, should support parents to ensure they can both contribute fully in the workplace and also meet the needs of their families. The availability of paid maternity leave, for example, has been shown to increase the likelihood that mothers return to their jobs following the birth of a child, and paid maternity and paternity leave has been shown to improve the health and development outcomes of the infant. In addition, it is critically important for parents and their newborn or newly adopted child to have the opportunity to form strong family attachments and relationships.

Men and women both need time to care for their families and should have access to workplace flexibilities that help them succeed at work and at home. Offering family leave and other workplace flexibilities to parents can help achieve the goals of recruiting and retaining talent, lowering costly worker turnover, increasing employee engagement, boosting employee morale, and ensuring a diverse and inclusive workforce. Yet, the United States