



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

December 22, 2021  
CPM 2021-27

## Memorandum for Heads of Executive Departments and Agencies

From: Kiran A. Ahuja  
Director

Subject: January 2022 Pay Adjustments

The President has signed an Executive order to implement the January 2022 pay adjustments. (See Attachment 1.) Pursuant to the [President's alternative plan](#) issued under [5 U.S.C. 5303\(b\)](#) and [5304a](#) on August 27, 2021, the Executive order authorizes a 2.2 percent across-the-board increase for statutory pay systems and locality pay increases costing approximately 0.5 percent of basic payroll, reflecting an overall average pay increase of 2.7 percent. This memorandum reviews relevant portions of the Executive order.

The pay adjustment guidance in this memorandum does not apply to senior political officials that have been covered by a pay freeze. We will issue separate guidance regarding whether this pay freeze will be continued or terminated.

### New 2022 Salary Tables and Effective Date

We have posted the [new 2022 salary tables](#) on OPM's website. The 2022 pay schedules are effective the first day of the first applicable pay period beginning on or after January 1, 2022 (January 2, 2022, based on the standard biweekly payroll cycle).

### The General Schedule and Other Statutory Pay Systems

The Executive order provides an across-the-board increase of 2.2 percent in the rates of basic pay for the statutory pay systems—the General Schedule (GS), the Foreign Service schedule, and certain schedules for the Veterans Health Administration of the U.S. Department of Veterans Affairs. Special base rates for law enforcement officers at GS grades 3 through 10 are also increased by 2.2 percent. (These law enforcement officers are assigned the “GL” pay plan code.)

### Executive Schedule

Under [5 U.S.C. 5318](#), the official Executive Schedule (EX) rates of pay are increased by 2.2 percent (rounded to the nearest \$100). The [official EX salary table](#) is available on OPM's website. The official EX rates of pay are used in establishing pay limitations for employees and pay systems unaffected by any pay freeze for certain senior political officials.

## Senior Executive Service

Under [5 U.S.C. 5382](#), the minimum rate of basic pay for the Senior Executive Service (SES) rate range is adjusted to be consistent with the increase in the minimum rate of basic pay for senior-level positions under [5 U.S.C. 5376](#) (\$135,468 in 2022). The applicable maximum rate of basic pay for the SES is \$203,700 (EX-II) for SES members covered by an SES performance appraisal system certified pursuant to [5 U.S.C. 5307\(d\)](#) and \$187,300 (EX-III) for SES members covered by an SES performance appraisal system that has not been certified. An SES member with a pay rate below the minimum rate of the new SES rate range must receive a pay increase effective January 2, 2022, that brings the SES member's rate to at least the new minimum rate because an SES member may not receive less than the minimum rate of the SES rate range.

Other SES pay adjustments must generally be made based on individual performance, contribution to the agency's performance, or both, as determined under a rigorous performance management system, pursuant to [5 U.S.C. 5382](#). An agency's determination to adjust the rate of basic pay for an SES member that is approved by the end of the first pay period in January 2022 (January 15, 2022) may be made effective as of the first day of that first pay period (January 2, 2022). Determinations to adjust SES pay that are approved after January 15, 2022, will become effective at the beginning of the next pay period following the approval. OPM's regulations for setting and adjusting SES pay are available at [5 CFR part 534, subpart D](#).

## Senior-Level and Scientific and Professional Positions

The minimum rate of basic pay for the senior-level (SL) and scientific and professional (ST) rate range is increased by 2.2 percent, which is the amount of the base GS increase, and is \$135,468 in 2022. An SL or ST employee with a pay rate below the minimum rate of the new SL/ST rate range must receive a pay increase effective January 2, 2022, that brings the employee's rate to at least the new minimum rate because an SL or ST employee may not receive less than the minimum rate of the SL/ST rate range. The applicable maximum rate of basic pay is \$203,700 (EX-II) for SL or ST employees covered by a certified SL/ST performance appraisal system and \$187,300 (EX-III) for SL or ST employees covered by an SL/ST performance appraisal system that has not been certified.

As provided in [5 U.S.C. 5376\(b\)\(2\)](#) and [5 CFR 534.507\(a\)\(1\)](#), effective at the beginning of the first applicable pay period commencing on or after the first day of the month in which an adjustment takes effect under [5 U.S.C. 5303](#) in the rates of basic pay under the General Schedule, the head of an agency must adjust an SL/ST employee's rate of basic pay by an amount the agency head considers appropriate (including a zero adjustment), subject to the regulations in [5 CFR 534.507](#), and the agency's written procedures. Therefore, each agency must make an appropriate adjustment in each SL/ST employee's rate of basic pay because the General Schedule is being adjusted the first day of the first pay period beginning on or after January 1, 2022. The adjustment of an SL/ST employee's pay rate under [5 CFR 534.507\(a\)\(1\)](#) must be made effective on the first day of the first pay period beginning on or after January 1, 2022 (January 2, 2022, based on the standard biweekly payroll cycle).

## Post-Employment Restrictions

Agencies are required to notify SES members, SL and ST employees, and other individuals who are paid at a rate of basic pay equal to or greater than 86.5 percent of the rate for EX-II (\$203,700 x 86.5 percent = \$176,201 in 2022) that they are subject to certain post-employment restrictions in [18 U.S.C. 207\(c\)\(2\)\(A\)\(ii\)](#). OPM's regulations requiring notification of post-employment restrictions are available at [5 CFR part 730](#). Agencies may continue to use the sample notice OPM provided in its memorandum of January 6, 2004 ([CPM 2004-01](#)), to notify SES members, SL or ST employees, or other individuals that they are subject to the post-employment restrictions in [18 U.S.C. 207\(c\)](#). (Agencies will need to update the pay system, salary threshold, and effective date, as appropriate.) [View the sample notice](#).

## Aggregate Limitation on Pay

The aggregate limitation on pay for calendar year 2022 is \$226,300 (equivalent to the rate for EX-I). SES members and employees in SL/ST positions who are covered by a certified performance appraisal system are subject to a higher aggregate limitation on pay of the Vice President's salary (\$261,400 in 2022). (See [5 U.S.C. 5307](#) and [5 CFR part 530, subpart B](#).)

## Administrative Law Judges

The Executive order reflects a decision by the President to increase the rates of basic pay for administrative law judges (ALJs) by 2.2 percent, rounded to the nearest \$100. The rate of basic pay for AL-1 is \$176,300 (equivalent to the rate for EX-IV). The rate of basic pay for AL-2 is \$171,900. The rates of basic pay for AL-3/A through 3/F range from \$117,600 to \$162,900. The [new ALJ salary table](#) is available on OPM's website.

## Administrative Appeals Judges

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

## Locality Payments

The President's Executive order reflects the amounts of the new locality payments for GS employees. Attachment 2 provides a table showing the 2022 locality pay percentage and total percentage increase in each locality pay area (reflecting the combined effect of the 2.2 percent across-the-board increase and the applicable increase in the locality pay percentage). Attachment 3 provides a chart showing an example of how the 2022 locality rate and total increase are computed for an employee in the Rest of U.S. locality pay area. GS locality rates are limited to the rate for EX-IV. (See [5 U.S.C. 5304\(g\)\(1\)](#) and the "Executive Schedule" section, above.) The [2022 locality pay tables for the General Schedule](#) are available on OPM's website. [Locality pay area definitions](#) are available on OPM's website.

## Locality Pay Extensions

On November 30, 2021, OPM issued a memorandum on behalf of the President's Pay Agent (the Secretary of Labor and the Directors of the U.S. Office of Management and Budget and OPM) that continues GS locality payments for ALJs and certain other non-GS employee categories in 2022. The [memo](#) is available on OPM's website.

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

As provided under the Nonforeign Area Retirement Equity Assurance Act of 2009 (subtitle B of title XIX of the National Defense Authorization Act for Fiscal Year 2010 (Public Law 111-84, October 28, 2009)), employees in nonforeign areas entitled to cost-of-living allowances (COLAs) have corresponding reductions in their COLAs when locality rates increase. The [locality and COLA rates in each COLA area](#) are available on OPM's website.

## Special Rates

We are issuing a separate memorandum announcing the results of OPM's annual review of special rates and the 2022 special rate adjustments.

## Prevailing Rate Pay Adjustments

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

## 2022 Premium Pay Caps

Under [5 U.S.C. 5547\(a\)](#) and [5 CFR 550.105](#), GS and other covered employees may receive certain types of premium pay in a biweekly pay period only to the extent that the sum of basic pay and such premium pay for the pay period does not exceed the greater of the biweekly rate payable for (1) GS-15, step 10 (including any applicable locality payment or special rate supplement), or (2) the rate payable for EX-V (\$165,300 in 2022). In certain emergency or

mission-critical situations, an agency may apply an annual premium pay cap instead of a biweekly premium pay cap, subject to the conditions prescribed in law and regulation. (See [5 U.S.C. 5547\(b\)](#) and [5 CFR 550.106–550.107](#).) We have posted the [2022 biweekly premium pay caps fact sheet](#) on OPM’s website.

### **Adjusting Retained Rates**

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

### **Pay Administration**

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

- [Examples of January 2022 Pay Computations](#)
- [How to Compute Rates of Pay](#)
- [How to Compute Fair Labor Standards Act Overtime Pay](#)

### **Questions**

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

### **Attachments**

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

EXECUTIVE ORDER

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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, 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

(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, 2022. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2022.

Sec. 8. Prior Order Superseded. Executive Order 13970 of December 31, 2020, is superseded as of the effective dates specified in section 7 of this order.

JOSEPH R. BIDEN JR.

THE WHITE HOUSE,

December 22, 2021

**SCHEDULE 1--GENERAL SCHEDULE**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2022)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$20,172	\$20,849	\$21,519	\$22,187	\$22,857	\$23,249	\$23,913	\$24,581	\$24,608	\$25,234
GS-2	22,682	23,222	23,973	24,608	24,886	25,618	26,350	27,082	27,814	28,546
GS-3	24,749	25,574	26,399	27,224	28,049	28,874	29,699	30,524	31,349	32,174
GS-4	27,782	28,708	29,634	30,560	31,486	32,412	33,338	34,264	35,190	36,116
GS-5	31,083	32,119	33,155	34,191	35,227	36,263	37,299	38,335	39,371	40,407
GS-6	34,649	35,804	36,959	38,114	39,269	40,424	41,579	42,734	43,889	45,044
GS-7	38,503	39,786	41,069	42,352	43,635	44,918	46,201	47,484	48,767	50,050
GS-8	42,641	44,062	45,483	46,904	48,325	49,746	51,167	52,588	54,009	55,430
GS-9	47,097	48,667	50,237	51,807	53,377	54,947	56,517	58,087	59,657	61,227
GS-10	51,864	53,593	55,322	57,051	58,780	60,509	62,238	63,967	65,696	67,425
GS-11	56,983	58,882	60,781	62,680	64,579	66,478	68,377	70,276	72,175	74,074
GS-12	68,299	70,576	72,853	75,130	77,407	79,684	81,961	84,238	86,515	88,792
GS-13	81,216	83,923	86,630	89,337	92,044	94,751	97,458	100,165	102,872	105,579
GS-14	95,973	99,172	102,371	105,570	108,769	111,968	115,167	118,366	121,565	124,764
GS-15	112,890	116,653	120,416	124,179	127,942	131,705	135,468	139,231	142,994	146,757

**SCHEDULE 2--FOREIGN SERVICE SCHEDULE**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2022)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$112,890	\$91,475	\$74,122	\$60,061	\$48,667	\$43,507	\$38,894	\$34,770	\$31,083
2	116,277	94,219	76,346	61,863	50,127	44,812	40,061	35,813	32,015
3	119,765	97,046	78,636	63,719	51,631	46,157	41,263	36,887	32,976
4	123,358	99,957	80,995	65,630	53,180	47,541	42,501	37,994	33,965
5	127,059	102,956	83,425	67,599	54,775	48,968	43,776	39,134	34,984
6	130,870	106,045	85,928	69,627	56,418	50,437	45,089	40,308	36,034
7	134,797	109,226	88,506	71,716	58,111	51,950	46,441	41,517	37,115
8	138,840	112,503	91,161	73,867	59,854	53,508	47,835	42,763	38,228
9	143,006	115,878	93,896	76,083	61,650	55,113	49,270	44,046	39,375
10	146,757	119,354	96,712	78,366	63,499	56,767	50,748	45,367	40,556
11	146,757	122,935	99,614	80,717	65,404	58,470	52,270	46,728	41,773
12	146,757	126,623	102,602	83,138	67,367	60,224	53,838	48,130	43,026
13	146,757	130,421	105,680	85,633	69,388	62,031	55,454	49,574	44,317
14	146,757	134,334	108,851	88,202	71,469	63,891	57,117	51,061	45,646

**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, 2022)

Schedule for the Office of the Under Secretary for Health  
(38 U.S.C. 7306) and Directors of Medical Centers and Veterans Integrated Service  
Networks (38 U.S.C. 7401(4))\*

	<u>Minimum</u>	<u>Maximum</u>
	\$135,468	\$203,700**
Physician, Podiatrist, and Dentist Base and Longevity Pay Schedule***		
Physician Grade . . . . .	\$111,035	\$162,849
Dentist Grade . . . . .	111,035	162,849
Podiatrist Grade. . . . .	111,035	162,849
Chiropractor and Optometrist Schedule		
Chief Grade . . . . .	\$112,890	\$146,757
Senior Grade. . . . .	95,973	124,764
Intermediate Grade. . . . .	81,216	105,579
Full Grade. . . . .	68,299	88,792
Associate Grade . . . . .	56,983	74,074
Expanded-Function Dental Auxiliary Schedule****		
Director Grade. . . . .	\$112,890	\$146,757
Assistant Director Grade. . . . .	95,973	124,764
Chief Grade . . . . .	81,216	105,579
Senior Grade. . . . .	68,299	88,792
Intermediate Grade. . . . .	56,983	74,074
Full Grade. . . . .	47,097	61,227
Associate Grade . . . . .	40,528	52,687
Junior Grade. . . . .	34,649	45,044

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\* This schedule does not apply to the Director of Nursing Service or any incumbents who are physicians or dentists.

\*\* Pursuant to 38 U.S.C. 7404(a)(3)(B), for positions that are covered by a certified performance appraisal system, the maximum rate of basic pay may not exceed the rate of basic pay payable for level II of the Executive Schedule. For positions that are not covered by a certified performance appraisal system, the maximum rate of basic pay may not exceed the rate of basic pay payable for level III of the Executive Schedule.

\*\*\* Pursuant to 38 U.S.C. 7431, Veterans Health Administration physicians, podiatrists, and dentists paid under the Physician, Podiatrist, and Dentist Base and Longevity Pay schedule may also be paid market pay and performance pay.

\*\*\*\* Pursuant to section 301(a) of Public Law 102-40, these positions are paid according to the Nurse Schedule in 38 U.S.C. 4107(b), as in effect on August 14, 1990, with subsequent adjustments.

**SCHEDULE 4--SENIOR EXECUTIVE SERVICE**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2022)

	<u>Minimum</u>	<u>Maximum</u>
Agencies with a Certified SES Performance Appraisal System . . . . .	\$135,468	\$203,700
Agencies without a Certified SES Performance Appraisal System . . . . .	\$135,468	\$187,300

**SCHEDULE 5--EXECUTIVE SCHEDULE**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2022)

Level I . . . . .	\$226,300
Level II . . . . .	203,700
Level III. . . . .	187,300
Level IV . . . . .	176,300
Level V . . . . .	165,300

**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, 2022)

Vice President . . . . .	\$261,400
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, 2022)

Chief Justice of the United States . . . . .	\$286,700
Associate Justices of the Supreme Court. . . . .	274,200
Circuit Judges . . . . .	236,900
District Judges. . . . .	223,400
Judges of the Court of International Trade . . . . .	223,400

**SCHEDULE 8--PAY OF THE UNIFORMED SERVICES  
(Effective January 1, 2022)**

**Part I--MONTHLY BASIC PAY  
YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)**

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18
<b>COMMISSIONED OFFICERS</b>											
O-10*	-	-	-	-	-	-	-	-	-	-	-
O-9	-	-	-	-	-	-	-	-	-	-	-
O-8	\$11,635.50	\$12,017.10	\$12,270.00	\$12,340.50	\$12,656.10	\$13,183.20	\$13,306.20	\$13,806.60	\$13,950.90	\$14,382.00	\$15,006.30
O-7	9,668.40	10,117.50	10,325.40	10,490.70	10,789.80	11,085.30	11,427.00	11,767.50	12,109.50	13,183.20	14,089.80
O-6**	7,332.00	8,054.70	8,583.30	8,583.30	8,616.30	8,985.30	9,034.50	9,034.50	9,547.80	10,455.30	10,988.10
O-5	6,112.20	6,885.30	7,361.70	7,451.40	7,749.30	7,926.90	8,318.10	8,605.80	8,976.90	9,543.90	9,813.90
O-4	5,273.70	6,104.40	6,512.40	6,602.70	6,980.70	7,386.30	7,891.80	8,284.50	8,557.50	8,714.70	8,805.30
O-3***	4,636.50	5,256.00	5,672.40	6,185.40	6,482.10	6,807.30	7,017.30	7,362.90	7,543.50	7,543.50	7,543.50
O-2***	4,006.50	4,562.70	5,255.10	5,432.70	5,544.30	5,544.30	5,544.30	5,544.30	5,544.30	5,544.30	5,544.30
O-1***	3,477.30	3,619.50	4,375.50	4,375.50	4,375.50	4,375.50	4,375.50	4,375.50	4,375.50	4,375.50	4,375.50
<b>COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER****</b>											
O-3E	-	-	-	\$6,185.40	\$6,482.10	\$6,807.30	\$7,017.30	\$7,362.90	\$7,654.80	\$7,822.80	\$8,050.80
O-2E	-	-	-	5,432.70	5,544.30	5,720.70	6,018.60	6,249.30	6,420.60	6,420.60	6,420.60
O-1E	-	-	-	4,375.50	4,672.20	4,845.00	5,021.70	5,194.80	5,432.70	5,432.70	5,432.70
<b>WARRANT OFFICERS</b>											
W-5	-	-	-	-	-	-	-	-	-	-	-
W-4	\$4,791.90	\$5,154.30	\$5,302.20	\$5,447.70	\$5,698.50	\$5,946.60	\$6,198.00	\$6,575.40	\$6,906.60	\$7,221.90	\$7,480.20
W-3	4,376.40	4,558.20	4,745.70	4,806.60	5,002.20	5,388.00	5,789.40	5,978.70	6,197.70	6,422.70	6,828.30
W-2	3,872.10	4,238.40	4,350.90	4,428.60	4,679.40	5,069.70	5,263.50	5,453.70	5,686.50	5,868.60	6,033.30
W-1	3,398.70	3,765.00	3,863.10	4,071.00	4,316.40	4,678.80	4,847.70	5,084.70	5,317.20	5,500.20	5,668.50

\* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2022, which is \$16,974.90 per month for officers at pay grades O-7 through O-10. This includes officers serving as Chairman or Vice Chairman of the Joint Chiefs of Staff, Chief of Staff of the Army, Chief of Naval Operations, Chief of Staff of the Air Force, Commandant of the Marine Corps, Chief of Space Operations, Commandant of the Coast Guard, Chief of the National Guard Bureau, or commander of a unified or specified combatant command (as defined in 10 U.S.C. 161(c)).

\*\* Basic pay is limited to the rate of basic pay for level V of the Executive Schedule in effect during calendar year 2022, which is \$13,775.10 per month, for officers at pay grades O-6 and below.

\*\*\* Does not apply to commissioned officers who have been credited with over 4 years of active duty service as an enlisted member or warrant officer.

\*\*\*\* Reservists with at least 1,460 points as an enlisted member, a warrant officer, or a warrant officer and an enlisted member which are creditable toward reserve retirement also qualify for these rates.

**SCHEDULE 8--PAY OF THE UNIFORMED SERVICES (PAGE 2)**  
**(Effective January 1, 2022)**  
**Part I--MONTHLY BASIC PAY**  
**YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)**

Pay Grade	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
<b>COMMISSIONED OFFICERS</b>											
O-10*	\$16,974.90*	\$16,974.90*	\$16,974.90*	\$16,974.90*	\$16,974.90*	\$16,974.90*	\$16,974.90*	\$16,974.90*	\$16,974.90*	\$16,974.90*	\$16,974.90*
O-9	16,444.80	16,682.40	16,974.90*	16,974.90*	16,974.90*	16,974.90*	16,974.90*	16,974.90*	16,974.90*	16,974.90*	16,974.90*
O-8	15,581.40	15,965.70	15,965.70	15,965.70	15,965.70	16,365.60	16,365.60	16,774.20	16,774.20	16,774.20	16,774.20
O-7	14,089.80	14,089.80	14,089.80	14,162.10	14,162.10	14,445.60	14,445.60	14,445.60	14,445.60	14,445.60	14,445.60
O-6**	11,520.60	11,823.60	12,130.80	12,725.40	12,725.40	12,979.50	12,979.50	12,979.50	12,979.50	12,979.50	12,979.50
O-5	10,080.90	10,384.20	10,384.20	10,384.20	10,384.20	10,384.20	10,384.20	10,384.20	10,384.20	10,384.20	10,384.20
O-4	8,805.30	8,805.30	8,805.30	8,805.30	8,805.30	8,805.30	8,805.30	8,805.30	8,805.30	8,805.30	8,805.30
O-3***	7,543.50	7,543.50	7,543.50	7,543.50	7,543.50	7,543.50	7,543.50	7,543.50	7,543.50	7,543.50	7,543.50
O-2***	5,544.30	5,544.30	5,544.30	5,544.30	5,544.30	5,544.30	5,544.30	5,544.30	5,544.30	5,544.30	5,544.30
O-1***	4,375.50	4,375.50	4,375.50	4,375.50	4,375.50	4,375.50	4,375.50	4,375.50	4,375.50	4,375.50	4,375.50
<b>COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER****</b>											
O-3E	\$8,050.80	\$8,050.80	\$8,050.80	\$8,050.80	\$8,050.80	\$8,050.80	\$8,050.80	\$8,050.80	\$8,050.80	\$8,050.80	\$8,050.80
O-2E	6,420.60	6,420.60	6,420.60	6,420.60	6,420.60	6,420.60	6,420.60	6,420.60	6,420.60	6,420.60	6,420.60
O-1E	5,432.70	5,432.70	5,432.70	5,432.70	5,432.70	5,432.70	5,432.70	5,432.70	5,432.70	5,432.70	5,432.70
<b>WARRANT OFFICERS</b>											
W-5	\$8,520.30	\$8,952.30	\$9,274.50	\$9,630.30	\$9,630.30	\$10,112.70	\$10,112.70	\$10,617.60	\$10,617.60	\$11,149.50	\$11,149.50
W-4	7,731.90	8,101.20	8,404.80	8,751.00	8,751.00	8,925.60	8,925.60	8,925.60	8,925.60	8,925.60	8,925.60
W-3	7,101.60	7,265.40	7,439.10	7,676.40	7,676.40	7,676.40	7,676.40	7,676.40	7,676.40	7,676.40	7,676.40
W-2	6,230.70	6,360.30	6,462.90	6,462.90	6,462.90	6,462.90	6,462.90	6,462.90	6,462.90	6,462.90	6,462.90
W-1	5,873.10	5,873.10	5,873.10	5,873.10	5,873.10	5,873.10	5,873.10	5,873.10	5,873.10	5,873.10	5,873.10

\* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2022, which is \$16,974.90 per month for officers at pay grades O-7 through O-10. This includes officers serving as Chairman or Vice Chairman of the Joint Chiefs of Staff, Chief of Staff of the Army, Chief of Naval Operations, Chief of Staff of the Air Force, Commandant of the Marine Corps, Chief of Space Operations, Commandant of the Coast Guard, Chief of the National Guard Bureau, or commander of a unified or specified combatant command (as defined in 10 U.S.C. 161(c)).

\*\* Basic pay is limited to the rate of basic pay for level V of the Executive Schedule in effect during calendar year 2022, which is \$13,775.10 per month, for officers at pay grades O-6 and below.

\*\*\* Does not apply to commissioned officers who have been credited with over 4 years of active duty service as an enlisted member or warrant officer.

\*\*\*\* Reservists with at least 1,460 points as an enlisted member, a warrant officer, or a warrant officer and an enlisted member which are creditable toward reserve retirement also qualify for these rates.

**SCHEDULE 8--PAY OF THE UNIFORMED SERVICES (PAGE 3)**  
**(Effective January 1, 2022)**

**Part I--MONTHLY BASIC PAY**

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

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18
<b>ENLISTED MEMBERS</b>											
E-9*	-	-	-	-	-	-	\$5,789.10	\$5,920.50	\$6,085.80	\$6,279.90	\$6,477.00
E-8	-	-	-	-	-	\$4,739.10	4,948.80	5,078.40	5,233.80	5,402.40	5,706.30
E-7	\$3,294.30	\$3,595.50	\$3,733.50	\$3,915.30	\$4,058.10	4,302.60	4,440.60	4,685.10	4,888.50	5,027.40	5,175.30
E-6	2,849.40	3,135.60	3,274.20	3,408.60	3,548.70	3,864.30	3,987.60	4,225.50	4,298.40	4,351.20	4,413.30
E-5	2,610.30	2,786.10	2,920.80	3,058.50	3,273.30	3,497.70	3,682.20	3,704.40	3,704.40	3,704.40	3,704.40
E-4	2,393.40	2,515.80	2,652.00	2,786.70	2,905.50	2,905.50	2,905.50	2,905.50	2,905.50	2,905.50	2,905.50
E-3	2,160.60	2,296.50	2,435.70	2,435.70	2,435.70	2,435.70	2,435.70	2,435.70	2,435.70	2,435.70	2,435.70
E-2	2,054.70	2,054.70	2,054.70	2,054.70	2,054.70	2,054.70	2,054.70	2,054.70	2,054.70	2,054.70	2,054.70
E-1**	1,833.30	1,833.30	1,833.30	1,833.30	1,833.30	1,833.30	1,833.30	1,833.30	1,833.30	1,833.30	1,833.30
E-1***	1,695.00	-	-	-	-	-	-	-	-	-	-

\* 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 of the Space Force, Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff, or Senior Enlisted Advisor to the Chief of the National Guard Bureau, basic pay for this grade is \$9,355.50 per month, regardless of cumulative years of service under 37 U.S.C. 205.

\*\* Applies to personnel who have served 4 months or more on active duty.

\*\*\* Applies to personnel who have served less than 4 months on active duty.

**SCHEDULE 8--PAY OF THE UNIFORMED SERVICES (PAGE 4)**  
**(Effective January 1, 2022)**

**Part I--MONTHLY BASIC PAY**

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

Pay Grade	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
	<b>ENLISTED MEMBERS</b>										
E-9*	\$6,790.50	\$7,056.90	\$7,336.20	\$7,764.30	\$7,764.30	\$8,151.90	\$8,151.90	\$8,559.90	\$8,559.90	\$8,988.90	\$8,988.90
E-8	5,860.50	6,122.70	6,268.20	6,626.10	6,626.10	6,759.00	6,759.00	6,759.00	6,759.00	6,759.00	6,759.00
E-7	5,232.60	5,424.90	5,528.10	5,921.10	5,921.10	5,921.10	5,921.10	5,921.10	5,921.10	5,921.10	5,921.10
E-6	4,413.30	4,413.30	4,413.30	4,413.30	4,413.30	4,413.30	4,413.30	4,413.30	4,413.30	4,413.30	4,413.30
E-5	3,704.40	3,704.40	3,704.40	3,704.40	3,704.40	3,704.40	3,704.40	3,704.40	3,704.40	3,704.40	3,704.40
E-4	2,905.50	2,905.50	2,905.50	2,905.50	2,905.50	2,905.50	2,905.50	2,905.50	2,905.50	2,905.50	2,905.50
E-3	2,435.70	2,435.70	2,435.70	2,435.70	2,435.70	2,435.70	2,435.70	2,435.70	2,435.70	2,435.70	2,435.70
E-2	2,054.70	2,054.70	2,054.70	2,054.70	2,054.70	2,054.70	2,054.70	2,054.70	2,054.70	2,054.70	2,054.70
E-1**	1,833.30	1,833.30	1,833.30	1,833.30	1,833.30	1,833.30	1,833.30	1,833.30	1,833.30	1,833.30	1,833.30
E-1***	-	-	-	-	-	-	-	-	-	-	-

\* For noncommissioned officers serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy or Coast Guard, Chief Master Sergeant of the Air Force, Sergeant Major of the Marine Corps, Senior Enlisted Advisor of the Space Force, Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff, or Senior Enlisted Advisor to the Chief of the National Guard Bureau, basic pay for this grade is \$9,355.50 per month, regardless of cumulative years of service under 37 U.S.C. 205.

\*\* Applies to personnel who have served 4 months or more on active duty.

\*\*\* Applies to personnel who have served less than 4 months on active duty.

**SCHEDULE 8--PAY OF THE UNIFORMED SERVICES (PAGE 5)**

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

The rate of monthly cadet or midshipman pay authorized by 37 U.S.C. 203(c) is \$1,217.10.

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

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2022)

<u>Locality Pay Area*</u>	<u>Rate</u>
Alaska.....	30.42%
Albany-Schenectady, NY-MA.....	18.68%
Albuquerque-Santa Fe-Las Vegas, NM.....	17.14%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL.....	22.63%
Austin-Round Rock, TX.....	18.80%
Birmingham-Hoover-Talladega, AL.....	16.81%
Boston-Worcester-Providence, MA-RI-NH-ME.....	30.09%
Buffalo-Cheektowaga, NY.....	20.78%
Burlington-South Burlington, VT.....	17.62%
Charlotte-Concord, NC-SC.....	18.06%
Chicago-Naperville, IL-IN-WI.....	29.18%
Cincinnati-Wilmington-Maysville, OH-KY-IN.....	20.94%
Cleveland-Akron-Canton, OH.....	21.25%
Colorado Springs, CO.....	18.42%
Columbus-Marion-Zanesville, OH.....	20.69%
Corpus Christi-Kingsville-Alice, TX.....	16.82%
Dallas-Fort Worth, TX-OK.....	25.68%
Davenport-Moline, IA-IL.....	17.58%
Dayton-Springfield-Sidney, OH.....	19.93%
Denver-Aurora, CO.....	28.10%
Des Moines-Ames-West Des Moines, IA.....	16.52%
Detroit-Warren-Ann Arbor, MI.....	27.86%
Harrisburg-Lebanon, PA.....	17.90%
Hartford-West Hartford, CT-MA.....	30.20%
Hawaii.....	20.40%
Houston-The Woodlands, TX.....	33.96%
Huntsville-Decatur-Albertville, AL.....	20.45%
Indianapolis-Carmel-Muncie, IN.....	17.26%
Kansas City-Overland Park-Kansas City, MO-KS.....	17.67%
Laredo, TX.....	19.85%
Las Vegas-Henderson, NV-AZ.....	18.25%
Los Angeles-Long Beach, CA.....	33.61%
Miami-Fort Lauderdale-Port St. Lucie, FL.....	23.80%
Milwaukee-Racine-Waukesha, WI.....	21.32%
Minneapolis-St. Paul, MN-WI.....	25.49%
New York-Newark, NY-NJ-CT-PA.....	35.06%
Omaha-Council Bluffs-Fremont, NE-IA.....	16.93%
Palm Bay-Melbourne-Titusville, FL.....	17.01%
Philadelphia-Reading-Camden, PA-NJ-DE-MD.....	26.95%
Phoenix-Mesa-Scottsdale, AZ.....	20.84%
Pittsburgh-New Castle-Weirton, PA-OH-WV.....	19.90%
Portland-Vancouver-Salem, OR-WA.....	24.34%
Raleigh-Durham-Chapel Hill, NC.....	20.94%
Richmond, VA.....	20.64%
Sacramento-Roseville, CA-NV.....	27.30%
San Antonio-New Braunfels-Pearsall, TX.....	17.39%
San Diego-Carlsbad, CA.....	30.87%
San Jose-San Francisco-Oakland, CA.....	42.74%
Seattle-Tacoma, WA.....	28.28%
St. Louis-St. Charles-Farmington, MO-IL.....	18.35%
Tucson-Nogales, AZ.....	17.77%
Virginia Beach-Norfolk, VA-NC.....	17.18%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA.....	31.53%
Rest of U.S.....	16.20%

\* 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, 2022)

AL-3/A.....	\$117,600
AL-3/B.....	126,600
AL-3/C.....	135,700
AL-3/D.....	144,900
AL-3/E.....	154,100
AL-3/F.....	162,900
AL-2.....	171,900
AL-1.....	176,300

## Attachment 2—Locality-Based Comparability Payments and Increases in 2022

Locality Pay Area <sup>1</sup>	Locality Payment <sup>2</sup>	Total 2022 Pay Adjustment
Alaska	30.42%	2.79%
Albany-Schenectady, NY-MA	18.68%	2.89%
Albuquerque-Santa Fe-Las Vegas, NM	17.14%	2.60%
Atlanta--Athens-Clarke County--Sandy Springs, GA-AL	22.63%	2.59%
Austin-Round Rock, TX	18.80%	2.74%
Birmingham-Hoover-Talladega, AL	16.81%	2.68%
Boston-Worcester-Providence, MA-RI-NH-ME	30.09%	2.98%
Buffalo-Cheektowaga, NY	20.78%	2.69%
Burlington-South Burlington, VT	17.62%	2.84%
Charlotte-Concord, NC-SC	18.06%	2.74%
Chicago-Naperville, IL-IN-WI	29.18%	2.67%
Cincinnati-Wilmington-Maysville, OH-KY-IN	20.94%	2.53%
Cleveland-Akron-Canton, OH	21.25%	2.56%
Colorado Springs, CO	18.42%	2.76%
Columbus-Marion-Zanesville, OH	20.69%	2.77%
Corpus Christi-Kingsville-Alice, TX	16.82%	2.43%
Dallas-Fort Worth, TX-OK	25.68%	2.77%
Davenport-Moline, IA-IL	17.58%	2.67%
Dayton-Springfield-Sidney, OH	19.93%	2.84%
Denver-Aurora, CO	28.10%	2.98%
Des Moines-Ames-West Des Moines, IA	16.52%	2.70%
Detroit-Warren-Ann Arbor, MI	27.86%	2.63%
Harrisburg-Lebanon, PA	17.90%	2.81%
Hartford-West Hartford, CT-MA	30.20%	2.76%
Hawaii	20.40%	2.92%
Houston-The Woodlands, TX	33.96%	2.69%
Huntsville-Decatur-Albertville, AL	20.45%	2.71%
Indianapolis-Carmel-Muncie, IN	17.26%	2.50%
Kansas City-Overland Park-Kansas City, MO-KS	17.67%	2.67%
Laredo, TX	19.85%	3.03%
Las Vegas-Henderson, NV-AZ	18.25%	2.70%
Los Angeles-Long Beach, CA	33.61%	3.13%
Miami-Fort Lauderdale-Port St. Lucie, FL	23.80%	2.44%
Milwaukee-Racine-Waukesha, WI	21.32%	2.50%
Minneapolis-St. Paul, MN-WI	25.49%	2.88%
New York-Newark, NY-NJ-CT-PA	35.06%	3.02%
Omaha-Council Bluffs-Fremont, NE-IA	16.93%	2.73%

Locality Pay Area <sup>1</sup>	Locality Payment <sup>2</sup>	Total 2022 Pay Adjustment
Palm Bay-Melbourne-Titusville, FL	17.01%	2.45%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	26.95%	2.94%
Phoenix-Mesa-Scottsdale, AZ	20.84%	2.81%
Pittsburgh-New Castle-Weirton, PA-OH-WV	19.90%	2.63%
Portland-Vancouver-Salem, OR-WA	24.34%	2.70%
Raleigh-Durham-Chapel Hill, NC	20.94%	2.58%
Rest of US	16.20%	2.42%
Richmond, VA	20.64%	2.79%
Sacramento-Roseville, CA-NV	27.30%	2.95%
San Antonio-New Braunfels-Pearsall, TX	17.39%	2.74%
San Diego-Carlsbad, CA	30.87%	3.07%
San Jose-San Francisco-Oakland, CA	42.74%	3.14%
Seattle-Tacoma, WA	28.28%	3.21%
St. Louis-St. Charles-Farmington, MO-IL	18.35%	2.81%
Tucson-Nogales, AZ	17.77%	2.71%
Virginia Beach-Norfolk, VA-NC	17.18%	2.79%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	31.53%	3.02%
<b>Total/Averages</b>	<b>24.29%</b>	<b>2.76%</b>

<sup>1</sup> Locality pay area definitions are available at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2022/locality-pay-area-definitions/>.

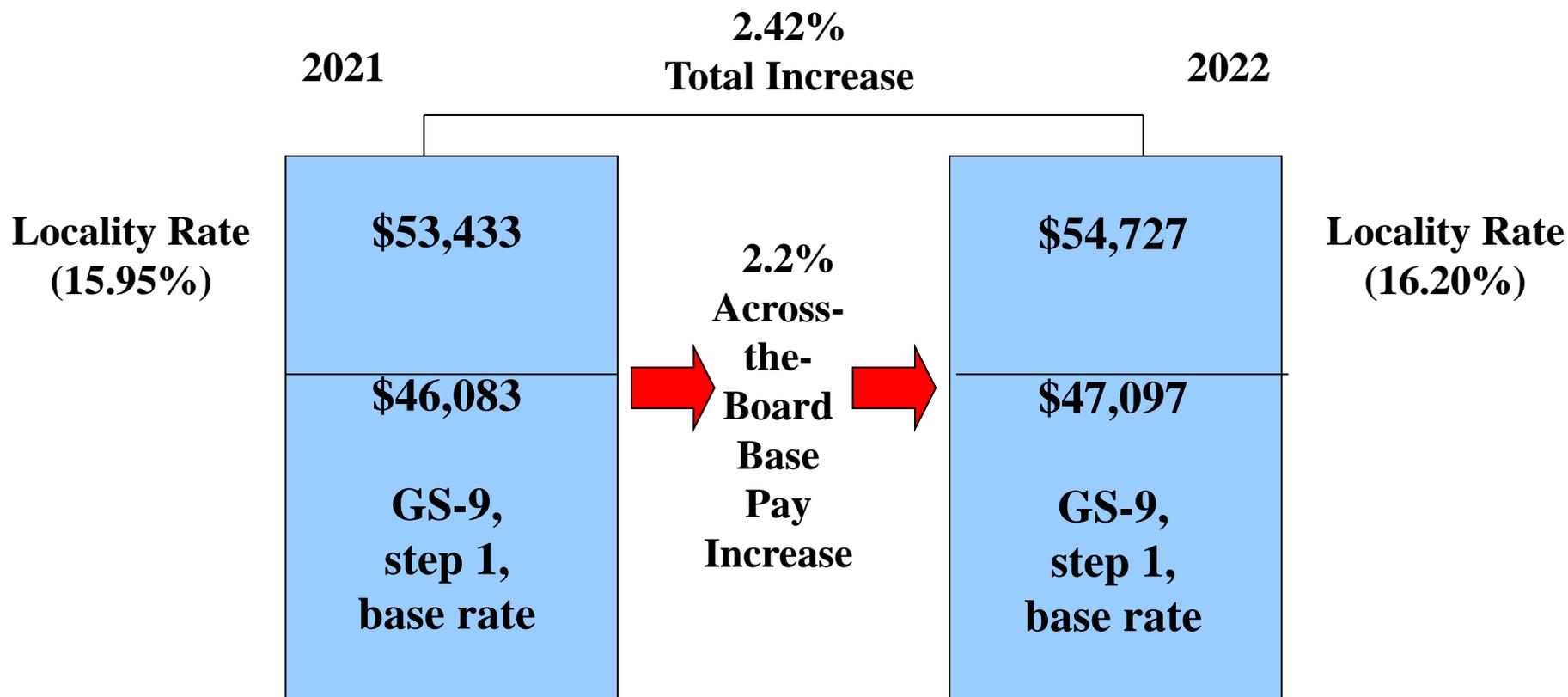
<sup>2</sup> The 2022 locality rate replaces the 2021 locality rate. It is not paid in addition to or on top of the 2021 locality rate.

## General Schedule Pay Adjustment January 2022 (Rest of U.S. Locality Pay Area)

To calculate the 2022 **locality rate of pay** for an employee at GS-9, step 1:

- (1) Increase the 2021 **GS base rate** (\$46,083) by the 2.2 percent across-the-board base pay increase;
- (2) Increase the 2022 **GS base rate** (\$47,097 as computed in Step (1)) by the **locality pay percentage** for 2022 (16.20 percent).

The resulting 2022 locality rate of pay is \$54,727. The total increase is 2.2 percent, as illustrated in the chart below:



Note: For each step above Step 1 within a GS grade, base GS pay rates are calculated by adding the within-grade increase (WGI) amount to the rate for the preceding step. Except for grades GS-1 and GS-2, the WGI amount is calculated by dividing the Step 1 rate by 30 and rounding the result to the nearest whole dollar.