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Salaries of Federal Officials: A Fact Sheet

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The Ethics Reform Act of 1989 provides for an annual salary adjustment for all positions on the Executive Schedule as well as for Members and leaders of the Senate and the House of Representatives (103 Stat. 1716, at 1769). Adjustments are based on the percent of change in the private sector wages and salaries element of the Employment Cost Index (ECI) minus 0.5%. They are to go into effect at the same time as, and at a rate no greater than, the basic pay rate adjustments for the General Schedule (GS). By law (95 Stat. 1183, at 1200), judges' salaries must be authorized separately.

1994. Congress legislated a freeze on the salaries of Members of Congress for calendar year 1994. With no GS base salary adjustment, there was no "automatic" adjustment in 1994 for officials in the three branches (107 Stat. 35 and 107 Stat. 1253).

1995. Projected adjustment: 2.6%. The FY1995 Treasury Appropriations Act provided that there would be no adjustment for federal officials (108 Stat. 2328, at 2424).

1996. Projected adjustment: 2.3%. The FY1996 Treasury Appropriations Act provided that there would be no adjustment for federal officials (109 Stat. 468, at 507).

1997. Projected adjustment: 2.3%. The FY1997 Treasury Appropriations Act provided that there would be no adjustment for federal officials (110 Stat. 3009-364).

1998. Adjustment: 2.3%, a rate equal to the January 1998 adjustment for GS base pay. No legislation was enacted to withhold the pay adjustment for federal officials.

1999. Projected adjustment: 3.1%. The FY1999 Treasury Appropriations Act provided that there would be no adjustment for federal officials (112 Stat. 2681-58).

2000. Adjustment: 3.4%. (P.L. 106-113 authorized judicial pay adjustment.)

2001. Adjustment: 2.7%. Projected 3.0% adjustment limited by GS base pay rate. No legislation was enacted to withhold the pay adjustment for federal officials. (P.L. 106-553 authorized the judicial salary adjustment.)

2002. Adjustment: 3.4%. (P.L. 107-77 authorized the judicial salary adjustment.)

2003. Adjustment: 3.1%. Projected 3.3% adjustment limited by GS base pay rate. Judicial adjustment authorized P.L. 108-6.

2004. Scheduled adjustment: 2.2%. May be adjusted, temporarily, at 1.5% until enactment of FY2004 appropriations measure which would retroactively establish the January 2004 GS basic pay adjustment at 3.1%. In his August 2003 alternative plan, the President called for the 1.5% adjustment in GS basic pay; that rate will govern absent legislation. Judicial pay adjustment authorized under H.R. 3349, sent to the President November 26, 2003.

Table 1. Salaries of Federal Officials

Position	Jan. 2003	Jan. 2004 1.5%	Jan. 2004 2.2%
Legislative Branch			
Vice President of the United States (President of the Senate)	\$198,600	\$201,600	\$203,000
Speaker of the House of Representatives	198,600	201,600	203,000
President Pro Tempore of the Senate	171,900	174,500	175,700
Majority and Minority Leaders — House and Senate	171,900	174,500	175,700
Senators, Representatives, Resident Commissioner of Puerto Rico, and Delegates	154,700	157,000	158,100
Judicial Branch			
Chief Justice of the United States	\$198,600	\$201,600	203,000
Associate Justices of the Supreme Court	190,100	193,000	194,300
Judges, U.S. Courts of Appeal	164,000	166,500	167,600
Judges, U.S. Court of Appeals for the Armed Forces	164,000	166,500	167,600
Judges, U.S. District Courts	154,700	157,000	158,100
Judges, United States Claims Court	154,700	157,000	158,100
Judges, Court of International Trade	154,700	157,000	158,100
Judges, Tax Court of the United States	154,700	157,000	158,100
Bankruptcy Judges	142,300	144,400	145,500
Executive Branch			
President of the United States ^a	\$400,000	\$400,000	\$400,000
<i>Executive Schedule</i>			
Level I: Cabinet-level officials	\$171,900	\$174,500	\$175,700
Level II: Deputy secretaries of departments, secretaries of military departments, & heads of major agencies	154,700	157,000	158,100
Level III: Under secretaries of departments & heads of middle-level agencies	142,500	144,600	145,600
Level IV: Assistant secretaries & general counsels of departments, heads of minor agencies, members of certain boards & commissions	134,000	136,000	137,000
Level V: Administrators, commissioners, directors, & members of boards, commissions, or units of agencies	125,400	127,300	128,200

Senior Executive Service (SES) Base Pay Rates Effective January 2003^b					
ES-1	\$116,500	ES-2	\$122,000	ES-3	\$127,500
ES-4	\$133,800	ES-5	\$134,000	ES-6	\$134,000

a. Effective noon, January 20, 2001.

b. Executive Order 13282, December 31, 2002, 68 *Federal Register* 1133. SES salaries are set by the President. The base pay rates were changed, and locality-based comparability payments were extended to the SES in January 2003. SES maximum base rates are capped at Level IV of the Executive Schedule, and the locality-based payments are capped at Level III of the Executive Schedule. Payable rates in the Washington-Baltimore, DC-MD-VA-WV area — ES-1, \$129,874; ES-2, \$136,006; ES-3, \$142,137; ES-4, \$142,500; ES-5, \$142,500; and ES-6, \$142,500. P.L. 108-136 (Nov. 24, 2003; 117 Stat. 1392) changes the cap and the pay setting system for SES. The January 2004 pay adjustments are expected to reflect those changes.