

## APPENDIX NO. 4

### FEDERAL SALARY SCHEDULES FOR 2000

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The information in the body of this report reflects grades or salaries in effect on the first pay period on or after January 1, 2000.

#### EXECUTIVE SCHEDULE (EX)

The Executive Schedule consists of five levels. The following EX rates were effective January 2000:

Level I .....	\$157,000
Level II .....	141,300
Level III .....	130,200
Level IV .....	122,400
Level V .....	114,500

#### SENIOR EXECUTIVE SERVICE SCHEDULE (ES)

Pay for the Senior Executive Service is established by the President. The employee's basic pay may not exceed the pay for level IV of the Executive Schedule. In addition to the 2000 basic pay rates listed below, SES employees are entitled to locality-based comparability payments for their respective pay area. The employee's locality rate of pay may not exceed the pay for level III of the Executive Schedule.

ES-1 .....	\$106,200
ES-2 .....	111,200
ES-3 .....	116,300
ES-4 .....	122,200
ES-5 .....	122,400
ES-6 .....	122,400

#### SENIOR LEVEL (SL)

Pay for Senior Level positions ranges from 120 percent of basic pay payable for GS-15, step 1, of the General Schedule to the rate of pay for level IV of the Executive Schedule. In addition to the 2000 basic pay rates listed below, the SL employees are entitled to locality-based comparability payments for their respective pay area. The employee's locality rate of pay may not exceed the pay for level III of the Executive Schedule.

Minimum .....	\$93,137
Maximum .....	122,400

**GENERAL SCHEDULE**

Initial appointments to positions under the General Schedule are normally made at the minimum rate of the grade, although under certain circumstances, individuals with superior qualifications may be appointed at a rate above the minimum rate.

Step increases are granted General Schedule employees at the end of 52 weeks of service in steps 1, 2, and 3 of each grade; at the end of 104 weeks of service in steps 4, 5, and 6; and at the end of 156 weeks of service in steps 7, 8, and 9. An employee's work must be determined to be of an acceptable level of competence before each step increase. In addition to the periodic step increase, an employee whose work is outstanding may be advanced to a higher step on this basis no more than once every 52 weeks. In addition to the following 2000 basic pay rates, the General Schedule employees are entitled to a locality-based comparability payment for their respective pay area. The locality pay percentages are listed on the next page.

**GENERAL SCHEDULE**

Grade	Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
<b>GS-1</b>	\$13,870	\$14,332	\$14,794	\$15,252	\$15,715	\$15,986	\$16,440	\$16,900	\$16,918	\$17,351
<b>GS-2</b>	15,594	15,964	16,481	16,918	17,107	17,610	18,113	18,616	19,119	19,622
<b>GS-3</b>	17,015	17,582	18,149	18,716	19,283	19,850	20,417	20,984	21,551	22,118
<b>GS-4</b>	19,100	19,737	20,374	21,011	21,648	22,285	22,922	23,559	24,196	24,833
<b>GS-5</b>	21,370	22,082	22,794	23,506	24,218	24,930	25,642	26,354	27,066	27,778
<b>GS-6</b>	23,820	24,614	25,408	26,202	26,996	27,790	28,584	29,378	30,172	30,966
<b>GS-7</b>	26,470	27,352	28,234	29,116	29,998	30,880	31,762	32,644	33,526	34,408
<b>GS-8</b>	29,315	30,292	31,269	32,246	33,223	34,200	35,177	36,154	37,131	38,108
<b>GS-9</b>	32,380	33,459	34,538	35,617	36,696	37,775	38,854	39,933	41,012	42,091
<b>GS-10</b>	35,658	36,847	38,036	39,225	40,414	41,603	42,792	43,981	45,170	46,359
<b>GS-11</b>	39,178	40,484	41,790	43,096	44,402	45,708	47,014	48,320	49,626	50,932
<b>GS-12</b>	46,955	48,520	50,085	51,650	53,215	54,780	56,345	57,910	59,475	61,040
<b>GS-13</b>	55,837	57,698	59,559	61,420	63,281	65,142	67,003	68,864	70,725	72,586
<b>GS-14</b>	65,983	68,182	70,381	72,580	74,779	76,978	79,177	81,376	83,575	85,774
<b>GS-15</b>	77,614	80,201	82,788	85,375	87,962	90,549	93,136	95,723	98,310	100,897

**LOCALITY PAY AREAS WITH RESPECTIVE RATES**

Atlanta, GA	7.66%
Boston-Worchester-Lawrence, MA-NH-ME-CT	10.72%
Chicago-Gary-Kenosha, IL-IN-WI	11.49%
Cincinnati-Hamilton, OH-KY-IN	9.52%
Cleveland-Akron, OH	8.05%
Columbus, OH	8.55%
Dallas-Fort Worth, TX	8.59%
Dayton-Springfield, OH	7.63%
Denver-Boulder-Greeley, CO	10.54%
Detroit-Ann Arbor-Flint, MI	11.64%
*Hartford, CT	11.25%
Houston-Galveston-Brazoria, TX	14.79%
Huntsville, AL	7.22%
Indianapolis, IN	6.99%
Kansas City, MO-KS	7.42%
*Los Angeles-Riverside-Orange County, CA	12.76%
Miami-Fort Lauderdale, FL	9.80%
Milwaukee-Racine, WI	7.83%
Minneapolis-St. Paul, MN-WI	9.11%
New York-Northern New Jersey-Long Island, NY-NJ-CT-PA	12.09%
Orlando, FL	6.79%
Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD	9.55%
Pittsburgh, PA	7.61%
Portland-Salem, OR-WA	9.06%
Richmond-Petersburg, VA	7.60%
Sacramento-Yolo, CA	9.50%
St. Louis, MO-IL	7.08%
San Diego, CA	9.97%
San Francisco-Oakland-San Jose, CA	15.01%
Seattle-Tacoma-Bremerton, WA	9.20%
*Washington-Baltimore, DC-MD-VA-WV	9.05%
Rest of United States (in the contiguous 48 states)	6.78%

\* The locality pay area boundaries generally correspond to established Metropolitan Statistical Areas. However, the Los Angeles-Riverside-Orange County, CA, locality pay area includes Santa Barbara County and Edwards Air Force Base, CA; the Hartford locality pay area includes all of New London County, CT; and the Washington-Baltimore DC-MD-VA-WV locality pay area includes St. Marys County, MD.

**WASHINGTON-BALTIMORE, DC-MD-VA-WV LOCALITY PAY SCHEDULE**

The following salary tables reflect the locality pay rates for the Washington-Baltimore,DC-MD-VA-WVlocality pay area in 2000. The tables incorporate a locality payment of 9.05 percent.

**GENERAL SCHEDULE**

Grade	Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
<b>GS-1</b>	\$15,125	\$15,629	\$16,133	\$16,632	\$17,137	\$17,433	\$17,928	\$18,429	\$18,449	\$18,921
<b>GS-2</b>	17,005	17,409	17,973	18,449	18,655	19,204	19,752	20,301	20,849	21,398
<b>GS-3</b>	18,555	19,173	19,791	20,410	21,028	21,646	22,265	22,883	23,501	24,120
<b>GS-4</b>	20,829	21,523	22,218	22,912	23,607	24,302	24,996	25,691	26,386	27,080
<b>GS-5</b>	23,304	24,080	24,857	25,633	26,410	27,186	27,963	28,739	29,515	30,292
<b>GS-6</b>	25,976	26,842	27,707	28,573	29,439	30,305	31,171	32,037	32,903	33,768
<b>GS-7</b>	28,866	29,827	30,789	31,751	32,713	33,675	34,636	35,598	36,560	37,522
<b>GS-8</b>	31,968	33,033	34,099	35,164	36,230	37,295	38,361	39,426	40,491	41,557
<b>GS-9</b>	35,310	36,487	37,664	38,840	40,017	41,194	42,370	43,547	44,724	45,900
<b>GS-10</b>	38,885	40,182	41,478	42,775	44,071	45,368	46,665	47,961	49,258	50,554
<b>GS-11</b>	42,724	44,148	45,572	46,996	48,420	49,845	51,269	52,693	54,117	55,541
<b>GS-12</b>	51,204	52,911	54,618	56,324	58,031	59,738	61,444	63,151	64,857	66,564
<b>GS-13</b>	60,890	62,920	64,949	66,979	69,008	71,037	73,067	75,096	77,126	79,155
<b>GS-14</b>	71,954	74,352	76,750	79,148	81,546	83,945	86,343	88,741	91,139	93,537
<b>GS-15</b>	84,638	87,459	90,280	93,101	95,923	98,744	101,565	104,386	107,207	110,028

**SENIOR EXECUTIVE SERVICE**

ES-1 .....	\$115,811
ES-2 .....	121,264
ES-3 .....	126,825
ES-4 .....	130,200
ES-5 .....	130,200
ES-6 .....	130,200

**SENIOR-LEVEL (SL)**

Minimum .....	\$101,566
Maximum .....	130,200

**SPECIAL LAW ENFORCEMENT OFFICER (LEO) PAY SCHEDULES**

The salary tables for LEOs are computed based on the annual rates of basic pay of the 2000 General Schedule, including special salary rates for LEOs at grades GS-3 through GS-10 established under section 403 of the Federal Employees Pay Comparability Act of 1990 (FEPCA). In addition, LEOs are entitled to the greater of the applicable locality payment or special geographic adjustment for LEOs under section 404 of FEPCA. The locality pay area definitions and pay percentages are the same as those used for regular General Schedule employees.

There are currently higher special LEO geographic adjustments in four locality pay areas. A 16-percent adjustment applies in the Boston-Lawrence-Salem, MA-NH; Los Angeles-Anaheim-Riverside, CA; New York-Northern New Jersey-Long Island, NY-NJ-CT; and San Francisco-Oakland-San Jose, CA, Consolidated Metropolitan Statistical Areas.

**SPECIAL SALARY RATES FOR LEO S**

Grade	Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
<b>GS-3</b>	\$20,417	\$20,984	\$21,551	\$22,118	\$22,685	\$23,252	\$23,819	\$24,386	\$24,953	\$25,520
<b>GS-4</b>	22,922	23,559	24,196	24,833	25,470	26,107	26,744	27,381	28,018	28,655
<b>GS-5</b>	26,354	27,066	27,778	28,490	29,202	29,914	30,626	31,338	32,050	32,762
<b>GS-6</b>	27,790	28,584	29,378	30,172	30,966	31,760	32,554	33,348	34,142	34,936
<b>GS-7</b>	29,998	30,880	31,762	32,644	33,526	34,408	35,290	36,172	37,054	37,936
<b>GS-8</b>	31,269	32,246	33,223	34,200	35,177	36,154	37,131	38,108	39,085	40,062
<b>GS-9</b>	33,459	34,538	35,617	36,696	37,775	38,854	39,933	41,012	42,091	43,170
<b>GS-10</b>	36,847	38,036	39,225	40,414	41,603	42,792	43,981	45,170	46,359	47,548

## FEDERAL SALARY SCHEDULES

**FOREIGN SERVICE SCHEDULE**

(Effective the first day of the first applicable pay period beginning on or after January 1, 2000)

	Class								
	1	2	3	4	5	6	7	8	9
<b>Step 1</b>	\$77,614	\$62,890	\$50,960	\$41,292	\$33,459	\$29,911	\$26,740	\$23,905	\$21,370
<b>Step 2</b>	79,942	64,777	52,489	42,531	34,463	30,808	27,542	24,622	22,011
<b>Step 3</b>	82,341	66,720	54,063	43,807	35,497	31,733	28,368	25,361	22,671
<b>Step 4</b>	84,811	68,722	55,685	45,121	36,562	32,685	29,220	26,122	23,352
<b>Step 5</b>	87,355	70,783	57,356	46,475	37,658	33,665	30,096	26,905	24,052
<b>Step 6</b>	89,976	72,907	59,077	47,869	38,788	34,675	30,999	27,712	24,774
<b>Step 7</b>	92,675	75,094	60,849	49,305	39,952	35,715	31,929	28,544	25,517
<b>Step 8</b>	95,455	77,347	62,674	50,784	41,150	36,787	32,887	29,400	26,282
<b>Step 9</b>	98,319	79,667	64,555	52,307	42,385	37,890	33,873	30,282	27,071
<b>Step 10</b>	100,897	82,057	66,491	53,877	43,656	39,027	34,890	31,191	27,883
<b>Step 11</b>	100,897	84,519	68,486	55,493	44,966	40,198	35,936	32,126	28,719
<b>Step 12</b>	100,897	87,054	70,541	57,158	46,315	41,404	37,014	33,090	29,581
<b>Step 13</b>	100,897	89,666	72,657	58,873	47,705	42,646	38,125	34,083	30,469
<b>Step 14</b>	100,897	92,356	74,836	60,639	49,136	43,925	39,269	35,105	31,383

Foreign Service Officers assigned to domestic positions are entitled to locality-based comparability payments for their respective pay area. The locality pay percentages applied are the same as those applied to the General Schedule, which are listed in the 2000 Locality Pay Areas With Respective Rates.

**SENIOR FOREIGN SERVICE SCHEDULE**

Pay for the Senior Foreign Service is established by the President. The employee's basic pay may not exceed the pay for level IV of the Executive Schedule. In addition to the 2000 basic pay rates listed below, Senior Foreign Service employees are entitled to locality-based comparability payments for their respective pay area. The employee's locality rate of pay may not exceed the pay for level III of the Executive Schedule.

FE-1 .....	\$106,200
FE-2 .....	111,200
FE-3 .....	116,300
FE-4 .....	122,200
FE-5 .....	122,400
FE-6 .....	122,400

**DEPARTMENT OF VETERANS AFFAIRS, VETERANS HEALTH ADMINISTRATION  
FEDERAL SALARY SCHEDULES EFFECTIVE JANUARY 2, 2000**

<b>Maximum</b>	<b>Minimum</b>
Under Secretary for Health .....	\$130,200 *
Deputy Under Secretary for Health .....	\$131,811 **
Associate Deputy Under Secretary for Health .....	\$126,250***
Assistant Under Secretary for Health .....	\$122,529***
Medical Director .....	\$104,542 \$118,484
Director of Podiatric Service .....	\$91,028 \$113,050
Director of Chaplain Service .....	\$91,028 \$113,050
Director of Pharmacy Service .....	\$91,028 \$113,050
Director of Dietetic Service .....	\$91,028 \$113,050
Director of Optometry Service .....	\$91,028 \$113,050
<b>Physicians and Dentists</b>	
Director .....	\$91,028 \$113,050
Executive .....	\$84,055 \$107,125
Chief .....	\$77,614 \$100,897
Senior .....	\$65,983 \$85,774
Intermediate .....	\$55,837 \$72,586
Full .....	\$46,955 \$61,040
Associate .....	\$39,178 \$50,932
<b>Clinical Podiatrist and Optometrist</b>	
Chief .....	\$77,614 \$100,897
Senior .....	\$65,983 \$85,774
Intermediate .....	\$55,837 \$72,586
Full .....	\$46,955 \$61,040
Associate .....	\$39,178 \$50,932

\* Pursuant to section 7404(d)(1) of title 38, U.S.C., the rate of basic pay payable to this employee is set at level III of the Executive Schedule, which is \$130,200.

\*\* Pursuant to section 7404(d)(1) of title 38, U.S.C., the rate of basic pay payable to this employee is limited to the rate for level IV of the Executive Schedule, which is \$122,400.

\*\*\* Pursuant to section 7404(d)(2) of title 38, U.S.C., the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$114,500.

**DEPARTMENT OF VETERANS AFFAIRS, VETERANS HEALTH ADMINISTRATION  
FEDERAL SALARY SCHEDULES EFFECTIVE JANUARY 2, 2000 - Continued**

**Eight Percent Interim Geographic Adjustment**

The adjusted annual rates of pay shown on the following schedule are applicable only for physicians and dentists in the following Consolidated Metropolitan Statistical Areas: New York-Northern New Jersey-Long Island, NY-NJ-CT-PA; San Francisco-Oakland-San Jose, CA; and Los Angeles-Riverside-Orange County, CA (including Santa Barbara County and Edwards Air Force Base). These adjusted rates are considered basic pay for retirement, life insurance, premium pay, and severance pay purposes. They are not considered basic pay for pay administration purposes.

<b>Maximum</b>			<b>Minimum</b>
Director .....	\$98,310		\$122,094
Executive .....	\$90,799		\$115,695
Chief .....	\$83,823		\$108,969
Senior .....	\$71,262		\$92,636
Intermediate .....	\$60,304		\$78,393
Full .....	\$50,711		\$65,923
Associate .....	\$42,312		\$55,007

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