

APPENDICES

APPENDIX NO. 1

SUMMARY OF POSITIONS SUBJECT TO NONCOMPETITIVE APPOINTMENT

PAS	=	Positions Subject to Presidential Appointment with Senate Confirmation
PA	=	Positions Subject to Presidential Appointment without Senate Confirmation
GEN	=	Positions Designated as Senior Executive Service "General"
NA	=	Senior Executive Service General Positions Filled by Noncareer Appointment
TA	=	Senior Executive Service Positions Filled by Limited Emergency or Limited Term Appointment
SC	=	Positions Filled by Schedule C Excepted Appointment
XS	=	Positions Subject to Statutory Excepted Appointment

Agency or Department	PAS	PA	GEN	NA	TA	SC	XS
ADMINISTRATIVE CONFERENCE OF THE UNITED STATES	1	5	3	0	0	0	0
ADVISORY COUNCIL ON HISTORIC PRESERVATION	0	11	0	0	0	0	0
AFRICAN DEVELOPMENT FOUNDATION	0	0	0	0	0	0	1
AMERICAN BATTLE MONUMENTS COMMISSION	0	12	0	0	0	0	0
APPALACHIAN REGIONAL COMMISSION	2	0	0	0	0	0	0
ARCHITECT OF THE CAPITOL	1	0	0	0	0	0	0
ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD (UNITED STATES ACCESS BOARD)	0	13	0	0	0	0	0
ARCTIC RESEARCH COMMISSION	0	7	1	0	0	0	0
ARMED FORCES RETIREMENT HOME	0	0	1	0	0	0	0
BARRY GOLDWATER SCHOLARSHIP AND EXCELLENCE IN EDUCATION FOUNDATION	8	0	0	1	0	0	0
BROADCASTING BOARD OF GOVERNORS	9	0	16	2	2	2	0
CENTRAL INTELLIGENCE AGENCY	3	1	0	0	0	0	0
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	5	0	2	0	1	0	0
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	0	13	0	0	0	0	0
COMMISSION OF FINE ARTS	0	7	1	0	0	0	0
COMMISSION ON CIVIL RIGHTS	0	4	4	0	0	7	4
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	0	15	1	0	0	0	0
COMMODITY FUTURES TRADING COMMISSION	5	0	3	0	0	7	0
CONSUMER FINANCIAL PROTECTION BUREAU	1	0	0	0	0	0	0
CONSUMER PRODUCT SAFETY COMMISSION	5	0	15	1	0	15	0
CONSUMER PRODUCT SAFETY COMMISSION OFFICE OF THE INSPECTOR GENERAL	0	0	1	0	0	0	0
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	14	0	0	0	0	0	31
COUNCIL OF INSPECTORS GENERAL ON INTEGRITY AND EFFICIENCY	0	0	2	0	0	0	0
COURT SERVICES AND OFFENDER SUPERVISION AGENCY FOR THE DISTRICT OF COLUMBIA	1	0	1	0	0	0	0
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	5	0	2	0	0	0	1
DELAWARE RIVER BASIN COMMISSION	0	1	0	0	0	0	0
DELTA REGIONAL AUTHORITY	1	1	0	0	0	0	0
DEPARTMENT OF AGRICULTURE	13	3	138	39	4	164	0
DEPARTMENT OF AGRICULTURE OFFICE OF THE INSPECTOR GENERAL	1	0	1	0	0	0	0
DEPARTMENT OF COMMERCE	23	0	139	36	1	84	1
DEPARTMENT OF COMMERCE OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
DEPARTMENT OF DEFENSE	(53)	0	(357)	(74)	(13)	(101)	0
OFFICE OF THE SECRETARY OF DEFENSE	31	0	283	61	8	74	0
DEPARTMENT OF THE AIR FORCE	7	0	14	3	0	6	0
DEPARTMENT OF THE ARMY	8	0	35	6	4	11	0
DEPARTMENT OF THE NAVY	7	0	25	4	1	10	0
DEPARTMENT OF EDUCATION	16	1	58	14	0	115	2
DEPARTMENT OF EDUCATION OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
DEPARTMENT OF ENERGY	22	0	443	21	1	69	1

Agency or Department	PAS	PA	GEN	NA	TA	SC	XS
DEPARTMENT OF ENERGY OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
DEPARTMENT OF HEALTH AND HUMAN SERVICES	19	1	372	72	2	68	1
DEPARTMENT OF HEALTH AND HUMAN SERVICES OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
DEPARTMENT OF HOMELAND SECURITY	20	2	122	55	17	83	4
DEPARTMENT OF HOMELAND SECURITY OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	13	0	96	19	1	47	0
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
DEPARTMENT OF JUSTICE	224	0	142	49	4	65	0
DEPARTMENT OF JUSTICE OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
DEPARTMENT OF LABOR	17	0	62	24	5	80	0
DEPARTMENT OF LABOR OFFICE OF INSPECTOR GENERAL	1	0	0	0	0	0	0
DEPARTMENT OF STATE	253	5	147	38	8	104	0
DEPARTMENT OF STATE OFFICE OF THE INSPECTOR GENERAL	1	0	1	0	0	0	0
DEPARTMENT OF THE INTERIOR	17	0	195	39	6	46	3
DEPARTMENT OF THE INTERIOR OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
DEPARTMENT OF THE TREASURY	33	0	113	30	6	44	0
DEPARTMENT OF THE TREASURY INSPECTOR GENERAL FOR TAX ADMINISTRATION	1	0	0	0	0	0	0
DEPARTMENT OF THE TREASURY OFFICE OF THE INSPECTOR GENERAL	1	0	2	0	1	0	0
DEPARTMENT OF THE TREASURY SPECIAL INSPECTOR GENERAL FOR THE TROUBLED ASSET RELIEF PROGRAM	1	0	2	0	1	0	0
DEPARTMENT OF TRANSPORTATION	22	0	170	27	2	38	4
DEPARTMENT OF TRANSPORTATION OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
DEPARTMENT OF VETERANS AFFAIRS	14	0	322	10	5	10	85
DEPARTMENT OF VETERANS AFFAIRS OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
DWIGHT D EISENHOWER MEMORIAL COMMISSION	0	3	0	0	0	0	1
ENVIRONMENTAL PROTECTION AGENCY	13	0	115	28	6	23	0
ENVIRONMENTAL PROTECTION AGENCY OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	6	0	38	3	0	1	0
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION OFFICE OF THE INSPECTOR GENERAL	0	0	1	0	0	0	0
EXECUTIVE OFFICE OF THE PRESIDENT	29	106	99	21	1	43	22
EXPORT-IMPORT BANK	6	0	0	0	0	13	0
FARM CREDIT ADMINISTRATION	3	0	0	0	0	3	0
FEDERAL COMMUNICATIONS COMMISSION	5	0	47	3	0	3	5
FEDERAL DEPOSIT INSURANCE CORPORATION	5	0	0	0	0	1	0
FEDERAL ELECTION COMMISSION	6	0	0	0	0	0	18
FEDERAL ENERGY REGULATORY COMMISSION	5	0	47	1	0	4	0
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	0	0	1	0	0	0	0
FEDERAL HOUSING FINANCE AGENCY	1	0	0	0	0	1	0
FEDERAL LABOR RELATIONS AUTHORITY	4	7	0	0	0	0	2
FEDERAL MARITIME COMMISSION	5	0	3	0	0	2	0
FEDERAL MEDIATION AND CONCILIATION SERVICE	1	0	4	0	0	0	0
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	4	1	1	0	1	3	0
FEDERAL RESERVE SYSTEM	7	0	0	0	0	0	0
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	5	0	6	0	0	0	1
FEDERAL TRADE COMMISSION	5	0	32	6	0	1	0
GENERAL SERVICES ADMINISTRATION	1	0	20	11	2	26	0
GENERAL SERVICES ADMINISTRATION OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
GOVERNMENT ACCOUNTABILITY OFFICE	1	0	0	0	0	0	0
GOVERNMENT PRINTING OFFICE	1	0	0	0	0	1	3
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	0	0	0	0	0	0	1
INTER-AMERICAN FOUNDATION	9	0	0	0	0	0	1
INTERNATIONAL BOUNDARY AND WATER COMMISSION	0	1	0	0	0	0	0
INTERNATIONAL BOUNDARY COMMISSION: UNITED STATES AND CANADA	0	1	0	0	0	0	0
INTERNATIONAL JOINT COMMISSION	3	0	0	0	0	0	0
INTERSTATE COMMISSION ON THE POTOMAC RIVER BASIN	0	3	0	0	0	0	0

Agency or Department	PAS	PA	GEN	NA	TA	SC	XS
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	0	0	0	0	0	0	1
JAPAN UNITED STATES FRIENDSHIP COMMISSION	0	0	1	0	0	0	0
JOHN F. KENNEDY CENTER	36	0	0	0	0	0	0
LIBRARY OF CONGRESS	1	10	0	0	0	0	1
MARINE MAMMAL COMMISSION	3	0	0	0	0	0	1
MEDICAID AND CHIP PAYMENT AND ACCESS COMMISSION	0	0	0	0	0	0	5
MEDICARE PAYMENT ADVISORY COMMISSION	0	0	0	0	0	0	9
MERIT SYSTEMS PROTECTION BOARD	3	0	3	4	0	0	0
MILLENNIUM CHALLENGE CORPORATION	3	10	0	0	0	0	6
MORRIS K. UDALL AND STEWART L. UDALL FOUNDATION	9	0	0	0	0	0	0
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	3	0	34	5	1	7	0
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	1	0	8	0	0	0	10
NATIONAL CAPITAL PLANNING COMMISSION	0	3	0	0	0	0	0
NATIONAL COUNCIL ON DISABILITY	15	0	0	0	0	0	0
NATIONAL CREDIT UNION ADMINISTRATION	3	0	0	0	0	7	0
NATIONAL ENDOWMENT FOR THE HUMANITIES OFFICE OF THE INSPECTOR GENERAL	0	0	1	0	0	0	0
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES ..	48	0	11	6	0	9	0
NATIONAL LABOR RELATIONS BOARD	6	0	12	6	1	0	0
NATIONAL MEDIATION BOARD	3	0	1	0	0	2	0
NATIONAL SCIENCE FOUNDATION	2	0	79	0	12	0	0
NATIONAL TRANSPORTATION SAFETY BOARD	5	0	2	1	0	4	0
NORTHERN BORDER REGIONAL COMMISSION	1	0	0	0	0	0	0
NUCLEAR REGULATORY COMMISSION	5	0	43	1	0	0	26
NUCLEAR REGULATORY COMMISSION OFFICE OF THE INSPEC- TOR GENERAL	1	0	0	1	0	0	0
NUCLEAR WASTE TECHNICAL REVIEW BOARD	0	11	1	0	0	0	0
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	3	0	1	1	0	2	0
OFFICE OF GOVERNMENT ETHICS	1	0	1	0	0	0	0
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	1	0	2	0	0	0	0
OFFICE OF PERSONNEL MANAGEMENT	2	0	40	10	2	13	0
OFFICE OF PERSONNEL MANAGEMENT OFFICE OF THE INSPEC- TOR GENERAL	1	0	0	0	0	0	0
OFFICE OF SPECIAL COUNSEL	1	0	4	1	1	0	0
OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE	5	2	0	0	0	0	0
OFFICE OF THE FEDERAL COORDINATOR ALASKA NATURAL GAS TRANSPORTATION PROJECTS	1	0	0	0	0	0	0
OFFICE OF THE SECRETARY OF DEFENSE OFFICE OF THE IN- SPECTOR GENERAL	1	0	1	0	1	0	0
OVERSEAS PRIVATE INVESTMENT CORPORATION	9	0	0	0	0	0	14
PEACE CORPS	2	0	0	0	0	0	26
PENSION BENEFIT GUARANTY CORPORATION	1	0	0	0	0	2	0
POSTAL REGULATORY COMMISSION	5	0	0	0	0	0	0
PRESIDENTS COMMISSION ON WHITE HOUSE FELLOWSHIPS	0	0	0	1	0	2	0
PRESIDIO TRUST	0	6	0	1	0	0	1
RAILROAD RETIREMENT BOARD	3	0	0	0	0	0	0
RAILROAD RETIREMENT BOARD OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
RECOVERY ACCOUNTABILITY AND TRANSPARENCY BOARD	0	0	0	0	0	0	2
SECURITIES AND EXCHANGE COMMISSION	5	0	0	0	0	18	0
SELECTIVE SERVICE SYSTEM	1	0	0	1	0	0	0
SMALL BUSINESS ADMINISTRATION	3	0	18	11	0	31	0
SMALL BUSINESS ADMINISTRATION OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
SMITHSONIAN INSTITUTION	0	0	0	0	0	0	2
SOCIAL SECURITY ADMINISTRATION	2	3	128	3	0	2	12
SOCIAL SECURITY ADMINISTRATION OFFICE OF THE INSPEC- TOR GENERAL	1	0	9	0	0	0	0
TENNESSEE VALLEY AUTHORITY	10	0	0	0	0	0	0
TRADE AND DEVELOPMENT AGENCY	1	0	2	0	0	3	1
UNITED STATES - CHINA ECONOMIC AND SECURITY REVIEW COMMISSION	0	0	0	0	0	0	12
UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT ..	11	2	62	3	1	0	96
UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0

SUMMARY OF POSITIONS SUBJECT TO NONCOMPETITIVE APPOINTMENT

Agency or Department	PAS	PA	GEN	NA	TA	SC	XS
UNITED STATES COMMISSION FOR THE PRESERVATION OF AMERICA'S HERITAGE ABROAD	0	21	0	0	0	0	0
UNITED STATES COMMISSION ON INTERNATIONAL RELIGIOUS FREEDOM	0	3	0	0	0	0	0
UNITED STATES ELECTION ASSISTANCE COMMISSION	4	0	0	0	0	0	0
UNITED STATES HOLOCAUST MEMORIAL COUNCIL	0	57	0	0	0	0	0
UNITED STATES INSTITUTE OF PEACE	15	0	0	0	0	0	0
UNITED STATES INTERAGENCY COUNCIL ON HOMELESSNESS ...	0	0	0	0	0	0	1
UNITED STATES INTERNATIONAL TRADE COMMISSION	7	0	7	0	0	16	0
UNITED STATES POSTAL SERVICE	6	0	1	0	0	0	39
UTAH RECLAMATION MITIGATION AND CONSERVATION COM- MISSION	0	5	0	0	0	0	1
VIETNAM EDUCATION FOUNDATION	0	6	0	0	0	0	1
WOODROW WILSON INTERNATIONAL CENTER FOR SCHOLARS ...	0	0	0	0	0	0	3
TOTAL (8045)	1217	364	3821	680	109	1392	462

APPENDIX NO. 2

SENIOR EXECUTIVE SERVICE

The Senior Executive Service (SES) is a personnel system covering top level policy, supervisory, and managerial positions in most Federal agencies. Positions in Government corporations, the FBI and Drug Enforcement Administration, certain intelligence agencies, certain financial regulatory agencies, and the Foreign Service are exempt from the SES.

The SES includes most Civil Service positions above grade 15 of the General Schedule. An agency may establish an SES position only within an allocation approved by the U.S. Office of Personnel Management (OPM). Currently, there are 8328 SES positions allocated by OPM to agencies.

Types of SES Positions

There are two types of SES positions: Career Reserved and General. About half of the SES positions are designated in each category. Once a position is designated by an agency, the designation may not be changed without prior OPM approval.

SES positions are designated Career Reserved when the need to ensure impartiality, or the public's confidence in the impartiality of the Government, requires that they be filled only by career employees (e.g., law enforcement and audit positions).

The remaining SES positions are designated General. A General position may be filled by a career appointee, a noncareer appointee, or, if the position meets the criteria described below, by a limited term or limited emergency appointee. Because of the limitations on the number of limited appointees, most General positions are filled by career appointees.

A given General position may be filled at one time by a career appointee and at another time by a noncareer or limited appointee, or vice versa. Because of the limitations on the number of noncareer and limited appointees, as discussed below, most General positions are filled by career appointees. This publication lists only General positions since Career Reserved positions must be filled by a career appointee.

Appointments to SES Positions

The legislation establishing the SES provides three methods of appointment. Veterans preference is not applicable in the SES.

(1) Career appointment: Career appointments are made through a Governmentwide or an "all sources" merit staffing (competitive) process, including recruitment through a published announcement, rating and ranking of eligible candidates, approval by the agency of the professional qualifications of the selected candidate, and a further review and approval of the executive/managerial qualifications of the proposed selectee by an OPM-administered SES Qualifications Review Board.

A career appointee serves a 1-year probationary period. Upon completion, the appointee acquires tenure rights and may be removed from the SES only for cause or for poor performance. (A performance appraisal for a career appointee may not be made, however, within 120 days after the beginning of a new Presidential Administration, i.e., one where the President changes.)

When a career appointee is reassigned within an agency, he or she must be given at least a 15-day advance written notice. If the reassignment is to another commuting area, the notice period is 60 days; the agency first must consult with the individual as to the reasons and the individual's preferences.

A career appointee may not be involuntarily reassigned within 120 days after the appointment of a new agency head, or during the same period after the appointment of a noncareer supervisor who has the authority to make an initial appraisal of the career appointee's performance. A career appointee may not be involuntarily transferred to another agency.

Like all career Federal employees, a career SES appointee is entitled to protection against retaliatory or politically motivated personnel actions and may lodge a complaint with the Office of the Special Counsel if a prohibited personnel practice has occurred.

(2) Noncareer appointment: By law, no more than 10 percent of total SES positions Governmentwide may be filled by noncareer appointees. The proportion of noncareer appointees may, however, vary from agency to agency, generally up to a limit of 25 percent of the agency's number of SES positions. OPM approves each use of a noncareer authority by an agency, and the authority reverts to OPM when the noncareer appointee leaves the position.

Noncareer appointees may be appointed to any SES General position. There is no requirement for competitive staffing, but the agency head must certify that the appointee meets the qualifications requirements for the position.

Any noncareer appointee may be removed by the appointing authority (e.g., for loss of confidence or change in policy). There is no appeal right.

(3) **Limited appointment:** Limited appointments are used in situations where the position is not continuing (e.g., to head a special project), or where the position is established to meet a bona fide, unanticipated, urgent need. Limited term appointments may not exceed 3 years; limited emergency appointments, 18 months.

By law, limited appointments Governmentwide may not exceed 5 percent of total SES positions. The appointments may be made only to General positions. Generally, OPM allocates limited appointment authorities on a case-by-case basis. However, each agency has a small pool of limited authorities equal to 3 percent of their total SES position allocation from OPM. Such pool authorities may be used only for appointment of career or career-type Federal civil service employees. Selection procedures and qualification requirements are determined by the agency, and the incumbent serves at the pleasure of the appointing authority.

By law, the appointment to or removal from any SES position in an independent regulatory commission shall not be subject, directly or indirectly, to review or approval by an officer or entity within the Executive Office of the President.

APPENDIX NO. 3

SCHEDULE C POSITIONS

Schedule C positions are excepted from the competitive service because of their confidential or policy-determining character. Most such positions are at grade 15 of the General Schedule or lower. Schedule C positions above the GS-15 level are either in the Senior Level (SL) personnel system or are specifically authorized in law.

The decision concerning whether to place a position in Schedule C is made by the Director, U.S. Office of Personnel Management, upon agency request. Such requests are considered on a case-by-case basis. In addition to consideration of the justification submitted by the agency, OPM may conduct an independent review and analysis. In addition to the Schedule C positions authorized by the OPM Director, a limited number of positions may be placed under Schedule C by Executive Order of the President or by legislation.

Requests for Schedule C exception are appropriate when:

- (1) The position involves making or approving substantive policy recommendations; or
- (2) The work of the position can be performed successfully only by someone with a thorough knowledge of and sympathy with the goals, priorities, and preferences of an official who has a confidential or policy determining relationship with the President or the agency head. There are special requirements for the types of superiors who are eligible for Schedule C secretaries.

The immediate supervisor of a Schedule C position must be a Presidential appointee, a Senior Executive Service appointee (career or noncareer) occupying a General position, or a Schedule C appointee. The immediate supervisor may not occupy a position in the competitive service or a Career Reserved position in the Senior Executive Service.

The only time when OPM approval is not required for a Schedule C position is when a position is filled by a temporary Schedule C appointment during a Presidential transition, a change of agency head, or establishment of a new agency. Temporary Schedule C positions may be established for 120 days, with one extension of 120 days, under conditions prescribed by OPM. There is a limit on the number of such positions that can be established by an agency. New appointments may be made only during the 1-year period beginning on the date of the agency head's appointment, a new Administration or establishment of a new agency.

By law, the agency head must certify to OPM that both Schedule C and temporary Schedule C positions are not being requested for the sole purpose of detailing the incumbent to the White House.

Agencies may fill Schedule C positions noncompetitively. Because of the confidential or policy-determining nature of Schedule C positions, the incumbents serve at the pleasure of the appointing authority (usually the agency head) and may be removed at any time. They are not covered under conduct-based or performance-removal procedures that apply to certain other excepted Service appointees.

Schedule C positions authorized by OPM are automatically revoked when the incumbent leaves the position (i.e., there is no such thing as a "vacant" Schedule C position).

APPENDIX NO. 4

FEDERAL SALARY SCHEDULES FOR 2012

The information in the body of this report reflects grades or salaries in effect on the first pay period on or after January 1, 2012.

EXECUTIVE SCHEDULE (EX)

Level I	\$199,700
Level II	\$179,700
Level III	\$165,300
Level IV	\$155,500
Level V	\$145,700

SENIOR EXECUTIVE SERVICE SCHEDULE (ES)

Pay ranges for the Senior Executive Service (SES) are established by law. The minimum is 120 percent of the rate of basic pay for GS-15, step 1. For agencies without a certified SES performance appraisal system, SES members' pay may not exceed the rate payable for level III of the Executive Schedule. For agencies with a certified SES performance appraisal system, SES members' pay may not exceed the rate payable for level II of the Executive Schedule. SES members are not entitled to locality-based comparability payments.**

Structure of the SES Pay System	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System	\$119,554	\$179,700
Agencies without a Certified SES Performance Appraisal System	119,554	165,300

SENIOR LEVEL (SL)

The minimum pay for SL positions is 120 percent of the rate of basic pay for GS-15, step 1. For agencies without a certified SL performance appraisal system, SL members' pay may not exceed the rate payable for level III of the Executive Schedule. For agencies with a certified SL performance appraisal system, SL members' pay may not exceed the rate payable for level II of the Executive Schedule. SL members are not entitled to locality-based comparability payments.**

Structure of the SL Pay System	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System	\$119,554	\$179,700
Agencies without a Certified SES Performance Appraisal System	119,554	165,300

**Certain SES and SL employees in Non-Foreign Areas receive locality pay under provisions of the Non-Foreign Area Retirement Equity Assurance (AREA) Act (as contained in the National Defense Authorization Act for Fiscal Year 2010 [Pub. L. 111-84, October 28, 2009]).

GENERAL SCHEDULE (GS)

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 or fulfilling a special agency need may be paid at a rate above the minimum rate.

Step increases are granted to GS 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 granting a step increase. In addition to the periodic step increase, an employee whose work is outstanding may be advanced to the next higher step rate no more than once every 52 weeks. In addition to the 2012 basic pay rates listed below, GS employees are entitled to locality-based comparability payments for their respective locality pay area. The employee's locality rate of pay may not exceed the rate payable for level IV of the Executive Schedule. Certain GS employees may receive higher special rates instead of locality rates established to address significant recruitment or retention problems.

GENERAL SCHEDULE

Grade	2012 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
GS-1	\$17,803	\$18,398	\$18,990	\$19,579	\$20,171	\$20,519	\$21,104	\$21,694	\$21,717	\$22,269
GS-2	20,017	20,493	21,155	21,717	21,961	22,607	23,253	23,899	24,545	25,191
GS-3	21,840	22,568	23,296	24,024	24,752	25,480	26,208	26,936	27,664	28,392
GS-4	24,518	25,335	26,152	26,969	27,786	28,603	29,420	30,237	31,054	31,871
GS-5	27,431	28,345	29,259	30,173	31,087	32,001	32,915	33,829	34,743	35,657
GS-6	30,577	31,596	32,615	33,634	34,653	35,672	36,691	37,710	38,729	39,748
GS-7	33,979	35,112	36,245	37,378	38,511	39,644	40,777	41,910	43,043	44,176
GS-8	37,631	38,885	40,139	41,393	42,647	43,901	45,155	46,409	47,663	48,917
GS-9	41,563	42,948	44,333	45,718	47,103	48,488	49,873	51,258	52,643	54,028
GS-10	45,771	47,297	48,823	50,349	51,875	53,401	54,927	56,453	57,979	59,505
GS-11	50,287	51,963	53,639	55,315	56,991	58,667	60,343	62,019	63,695	65,371
GS-12	60,274	62,283	64,292	66,301	68,310	70,319	72,328	74,337	76,346	78,355
GS-13	71,674	74,063	76,452	78,841	81,230	83,619	86,008	88,397	90,786	93,175
GS-14	84,697	87,520	90,343	93,166	95,989	98,812	101,635	104,458	107,281	110,104
GS-15	99,628	102,949	106,270	109,591	112,912	116,233	119,554	122,875	126,196	129,517

2012 LOCALITY PAY AREAS AND RATES

Atlanta-Sandy Springs-Gainesville, GA-AL	19.29%
Boston-Worcester-Manchester, MA-NH-RI-ME	24.80%
Buffalo-Niagara-Cattaraugus, NY	16.98%
Chicago-Naperville-Michigan City, IL-IN-WI	25.10%
Cincinnati-Middletown-Wilmington, OH-KY-IN	18.55%
Cleveland-Akron-Elyria, OH	18.68%
Columbus-Marion-Chillicothe, OH	17.16%
Dallas-Fort Worth, TX	20.67%
Dayton-Springfield-Greenville, OH	16.24%
Denver-Aurora-Boulder, CO	22.52%
Detroit-Warren-Flint, MI	24.09%
Hartford-West Hartford-Willimantic, CT-MA	25.82%
Houston-Baytown-Huntsville, TX	28.71%
Huntsville-Decatur, AL	16.02%
Indianapolis-Anderson-Columbus, IN	14.68%
Los Angeles-Long Beach-Riverside, CA	27.16%
Miami-Fort Lauderdale-Pompano Beach, FL	20.79%
Milwaukee-Racine-Waukesha, WI	18.10%
Minneapolis-St. Paul-St. Cloud, MN-WI	20.96%
New York-Newark-Bridgeport, NY-NJ-CT-PA	28.72%
Philadelphia-Camden-Vineland, PA-NJ-DE-MD	21.79%
Phoenix-Mesa-Scottsdale, AZ	16.76%
Pittsburgh-New Castle, PA	16.37%
Portland-Vancouver-Beaverton, OR-WA	20.35%
Raleigh-Durham-Cary, NC	17.64%
Richmond, VA	16.47%
Sacramento-Arden-Arcade-Yuba City, CA-NV	22.20%
San Diego-Carlsbad-San Marcos, CA	24.19%
Seattle-Tacoma-Olympia, WA	21.81%
Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA	24.22%
Rest of U.S.	14.16%

Note: Locality pay areas are defined in 5 CFR 531.603(b) and are available on the Office of Personnel Management Web site at <http://www.opm.gov/oca/12tables/locdef.asp>.

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

The following salary tables reflect the locality pay rates for the Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA locality pay area in 2012. The tables incorporate a locality payment of 24.22 percent.

GENERAL SCHEDULE

Grade	2012 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
GS-1	\$22,115	\$22,854	\$23,589	\$24,321	\$25,056	\$25,489	\$26,215	\$26,948	\$26,977	\$27,663
GS-2	24,865	25,456	26,279	26,977	27,280	28,082	28,885	29,687	30,490	31,292
GS-3	27,130	28,034	28,938	29,843	30,747	31,651	32,556	33,460	34,364	35,269
GS-4	30,456	31,471	32,486	33,501	34,516	35,531	36,546	37,560	38,575	39,590
GS-5	34,075	35,210	36,346	37,481	38,616	39,752	40,887	42,022	43,158	44,293
GS-6	37,983	39,249	40,514	41,780	43,046	44,312	45,578	46,843	48,109	49,375
GS-7	42,209	43,616	45,024	46,431	47,838	49,246	50,653	52,061	53,468	54,875
GS-8	46,745	48,303	49,861	51,418	52,976	54,534	56,092	57,649	59,207	60,765
GS-9	51,630	53,350	55,070	56,791	58,511	60,232	61,952	63,673	65,393	67,114
GS-10	56,857	58,752	60,648	62,544	64,439	66,335	68,230	70,126	72,022	73,917
GS-11	62,467	64,548	66,630	68,712	70,794	72,876	74,958	77,040	79,122	81,204
GS-12	74,872	77,368	79,864	82,359	84,855	87,350	89,846	92,341	94,837	97,333
GS-13	89,033	92,001	94,969	97,936	100,904	103,872	106,839	109,807	112,774	115,742
GS-14	105,211	108,717	112,224	115,731	119,238	122,744	126,251	129,758	133,264	136,771
GS-15	123,758	127,883	132,009	136,134	140,259	144,385	148,510	152,635	155,500	155,500

SPECIAL LAW ENFORCEMENT OFFICER (LEO) PAY SCHEDULES

Law enforcement officers at grades GS-3 through GS-10 are entitled to special base rates that are higher than General Schedule base rates. Such LEOs receive the locality payments applicable in their locality pay area on top of these special base rates. The locality pay area definitions and pay percentages are the same as those used for regular General Schedule employees.

SPECIAL SALARY RATES FOR LEOs

Grade	2012 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
GS-3	\$26,208	\$26,936	\$27,664	\$28,392	\$29,120	\$29,848	\$30,576	\$31,304	\$32,032	\$32,760
GS-4	29,420	30,237	31,054	31,871	32,688	33,505	34,322	35,139	35,956	36,773
GS-5	33,829	34,743	35,657	36,571	37,485	38,399	39,313	40,227	41,141	42,055
GS-6	35,672	36,691	37,710	38,729	39,748	40,767	41,786	42,805	43,824	44,843
GS-7	38,511	39,644	40,777	41,910	43,043	44,176	45,309	46,442	47,575	48,708
GS-8	40,139	41,393	42,647	43,901	45,155	46,409	47,663	48,917	50,171	51,425
GS-9	42,948	44,333	45,718	47,103	48,488	49,873	51,258	52,643	54,028	55,413
GS-10	47,297	48,823	50,349	51,875	53,401	54,927	56,453	57,979	59,505	61,031

NOTE: These special base rates for law enforcement officers (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. By law, these rates must be the basis for computing locality payments. (5 CFR part 531, subpart F.)

THE FOREIGN SERVICE SCHEDULE

	Class								
	1	2	3	4	5	6	7	8	9
Step 1	\$99,628	\$80,728	\$65,413	\$53,003	\$42,948	\$38,394	\$34,324	\$30,684	\$27,431
Step 2	102,617	83,150	67,375	54,593	44,236	39,546	35,354	31,605	28,254
Step 3	105,695	85,644	69,397	56,231	45,564	40,732	36,414	32,553	29,102
Step 4	108,866	88,214	71,479	57,918	46,930	41,954	37,507	33,529	29,975
Step 5	112,132	90,860	73,623	59,655	48,338	43,213	38,632	34,535	30,874
Step 6	115,496	93,586	75,832	61,445	49,789	44,509	39,791	35,571	31,800
Step 7	118,961	96,393	78,107	63,288	51,282	45,844	40,985	36,638	32,754
Step 8	122,530	99,285	80,450	65,187	52,821	47,220	42,214	37,737	33,737
Step 9	126,206	102,264	82,863	67,143	54,405	48,636	43,481	38,870	34,749
Step 10	129,517	105,332	85,349	69,157	56,037	50,095	44,785	40,036	35,791
Step 11	129,517	108,492	87,910	71,232	57,719	51,598	46,129	41,237	36,865
Step 12	129,517	111,746	90,547	73,369	59,450	53,146	47,512	42,474	37,971
Step 13	129,517	115,099	93,263	75,570	61,234	54,741	48,938	43,748	39,110
Step 14	129,517	118,552	96,061	77,837	63,071	56,383	50,406	45,060	40,283

SENIOR FOREIGN SERVICE SCHEDULE

The Senior Foreign Service (SFS) pay system is an open-range, performance-based pay system that is linked to the SES pay system. SFS members, like SES members, are not entitled to automatic across-the-board increases and locality-based comparability payments. Instead, pay adjustments are based on a member's individual performance and/or contribution to the agency's performance.

The Executive order prescribes three SFS salary classes that are linked to the SES as follows:

(1) Career Minister (CM) with a range from 94 percent of the rate payable to level III of the Executive Schedule to 100 percent of the rate payable to level II of the Executive Schedule (Note: Career Ambassador (CA) SFS members are also paid within the CM rate range);

(2) Minister-Counselor (MC) with a range from 90 percent of the rate payable to level III of the Executive Schedule to 100 percent of the rate payable to level III of the Executive Schedule; and

(3) Counselor (OC), with a range from 120 percent of the rate payable to GS-15, step 1 to 100 percent of the rate payable to level III of the Executive Schedule.

The 2012 pay ranges for the SFS classes are:

SFS Class	Minimum	Maximum
OC	\$119,554	\$165,300
MC	\$119,554	\$165,300
CM, CA	\$119,554	\$179,700

**DEPARTMENT OF VETERANS AFFAIRS, VETERANS HEALTH ADMINISTRATION
FEDERAL SALARY SCHEDULES EFFECTIVE ON THE FIRST DAY OF THE FIRST
APPLICABLE PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2012**

SCHEDULE FOR THE OFFICE OF THE UNDER SECRETARY FOR HEALTH
(38 U.S.C. 7306)*

	Minimum	Maximum
Assistant Under Secretaries for Health		\$157,279**
(Only applies to incumbents who are not physicians or dentists)		
Service Directors	\$116,844	\$145,113
Director, National Center for Preventive Health	99,628	145,113
Physician and Dentist Base and Longevity Schedule***		
Physician Grade	\$97,987	\$143,725
Dentist Grade	99,987	143,725
Clinical Podiatrist, Chiropractor, and Optometrist Schedule		
Chief Grade	\$99,628	\$129,517
Senior Grade	84,697	110,104
Intermediate Grade	71,674	93,175
Full Grade	60,274	78,355
Associate Grade	51,287	65,371
Physician Assistant and Expanded-Function Dental Auxiliary Schedule ****		
Director Grade	\$99,628	\$129,517
Assistant Director Grade	84,697	110,104
Chief Grade	71,674	93,175
Senior Grade	60,274	78,355
Intermediate Grade	51,287	65,371
Full Grade	41,563	54,028
Associate Grade	35,766	46,494
Junior Grade	30,577	39,748

*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.

**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 \$145,700.

***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.

APPENDIX NO. 5

OFFICE OF THE VICE PRESIDENT

The Vice Presidency is a unique office that is neither a part of the executive branch nor a part of the legislative branch, but is attached by the Constitution to the latter. The Vice Presidency performs functions in both the legislative branch (see article I, section 3 of the Constitution) and in the executive branch (see article II, and amendments XII and XXV, of the Constitution, and section 106 of title 3 of the United States Code).

The annual legislative branch appropriations act (see, for example, Public Law 112-74) and the annual financial services and general government appropriations act (see, for example, Public Law 112-74) provide funds for the Vice President to hire employees to assist him in carrying out his legislative and executive functions. Executive branch employees also may be assigned or detailed to the Vice President (see 3 U.S.C. 112) and the Vice President may employ consultants (see 3 U.S.C. 106(a)). The Office of the Vice President (OVP) consists of the aggregation of Vice Presidential employees whose salary is disbursed by the Secretary of the Senate from the Vice President's legislative appropriation, Vice Presidential employees employed with the Vice President's executive appropriation, employees assigned or detailed to the Vice President, and consultants engaged by the Vice President.

The numbers, titles and salaries of OVP personnel change with some frequency. The salaries of Vice Presidential employees whose salary is disbursed by the Secretary of the Senate from the Vice President's legislative appropriation cannot exceed a maximum specified by law (see 2 U.S.C. 60a-1). The salaries of Vice Presidential employees whose salary comes from the Vice President's executive appropriation also cannot exceed a maximum specified by law (see 3 U.S.C. 106). The authority to appoint, administratively determine the pay of, and discharge Vice Presidential employees rests with the Vice President.

The current duty station of all OVP positions is Washington, DC.

