

**Salary Table No. 2021-ES**  
**Rates of Basic Pay for Members of the Senior Executive Service (SES)**

**Effective January 2021**

| Structure of the SES Pay System                               | Minimum   | Maximum   |
|---|-----------|-----------|
| Agencies with a Certified SES Performance Appraisal System    | \$132,552 | \$199,300 |
| Agencies without a Certified SES Performance Appraisal System | \$132,552 | \$183,300 |

Section 748 of division E of the Consolidated Appropriations Act, 2021, continues a freeze on the payable rates of pay for certain senior political officials through January 1, 2022. Under the pay freeze, the 2021 payable rates for freeze-covered senior political officials serving in an EX position, or in a position for which the rate of pay is fixed by statute at an EX rate, are as follows: EX-I: \$203,500; EX-II: \$183,100; EX-III: \$168,400; EX-IV: \$158,500; and EX-V: \$148,500. However, the official EX pay rates for 2021 in the table above are in effect and used in establishing pay limitations for employees not covered by the pay freeze.