

Salary Table No. 2016-ES
Rates of Basic Pay for Members of the Senior Executive Service (SES)

Effective January 2016

Structure of the SES Pay System	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System	\$123,175	\$185,100
Agencies without a Certified SES Performance Appraisal System	\$123,175	\$170,400

Note: Certain senior political officials may not receive a pay increase in 2016 or receive the 2016 established pay rates due to section 738 of title VII of division E of the Consolidated Appropriations Act, 2016. Section 738 continues the freeze on the payable pay rates for the Vice President and certain senior political appointees at applicable 2013 levels. The new pay freeze period commences on the first day of the first pay period that begins in January 2016 through the end of the last pay period that begins in 2016 (January 10, 2016, through January 7, 2017, for those on the standard biweekly pay period cycle). However, the officially established and posted pay rates (or pay ranges) for 2016 are in effect and used for determining pay for other employees. See CPM 2015-14 and <https://www.chcoc.gov/content/2014-pay-freeze-certain-senior-political-officials> for more information.