

**Salary Table No. 2019-ES**  
**Rates of Basic Pay for Members of the Senior Executive Service (SES)**

**Effective January 2019**

Structure of the SES Pay System	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System	\$127,914	\$192,300
Agencies without a Certified SES Performance Appraisal System	\$127,914	\$176,900

**Section 749 of division D of the Consolidated Appropriations Act, 2019 (Public Law 116-6) continues a modified freeze on the payable rates of pay for certain senior political officials through January 4, 2020. Under the modified pay freeze, the 2019 maximum payable rates for freeze-covered SES members are as follows: EX-II: \$183,100 (for SES members covered by a certified performance appraisal system) and EX-III: \$168,400 (for SES members not covered by a certified performance appraisal system). For more information, please see Compensation Policy Memorandum 2019-14 at <https://chcoc.gov/content/modified-pay-freeze-certain-senior-political-officials>.**