

Salary Table No. 2026-ES
Rates of Basic Pay for Members of the Senior Executive Service (SES)

Effective January 2026

Structure of the SES Pay System	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System	\$151,661	\$228,000
Agencies without a Certified SES Performance Appraisal System	\$151,661	\$209,600

Under a provision in the Continuing Appropriations Act, 2026 (November 12, 2025), the freeze on the payable pay rates for the Vice President and certain senior political appointees continues through January 30, 2026. Future Congressional action will determine whether these frozen rates continue beyond that date.