

USDA Salary Table – 2016
ES Rates of Basic Pay for
Members of the Senior Executive Service (SES)

Effective January 10, 2016

Structure of the USDA SES Pay System	Minimum	Maximum
Position Level 3	\$177,728	\$185,100
Position Level 2	\$170,358	\$177,727
Position Level 1	\$123,175	\$170,357

These rates of pay are approved by the use of USDA's Certified SES Performance Appraisal System.

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 and Further Continuing 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 January 10, 2016 and ends January 7, 2017. However, the official 2016 pay rate for EX-IV of \$160,300 must be used in applying the trigger for coverage under the pay freeze for political appointees in SES, SL, and certain other covered positions described in CPM 2014-03. An SES or SL political appointee paid less than \$160,300 may receive a pay increase up to this rate, but may not receive an increase above this rate or any subsequent increase except as provided in the statutory authority referenced above.