

Sec.
5379. Student loan repayments.
[5380. Repealed.]

SUBCHAPTER VIII—PAY FOR THE SENIOR
EXECUTIVE SERVICE

5381. Definitions.
5382. Establishment and adjustment of rates of pay
for the Senior Executive Service.¹
5383. Setting individual senior executive pay.
5384. Performance awards in the Senior Executive
Service.
5385. Regulations.

SUBCHAPTER IX—SPECIAL OCCUPATIONAL PAY
SYSTEMS

5391. Definitions.
5392. Establishment of special occupational pay
systems.

AMENDMENTS

2000—Pub. L. 106-554, §1(a)(3) [title VI, §645(a)(3)],
Dec. 21, 2000, 114 Stat. 2763, 2763A-170, added item 5372b.
1992—Pub. L. 102-378, §8(a), Oct. 2, 1992, 106 Stat. 1359,
repealed Pub. L. 100-510, §1206(i)(2). See 1990 Amend-
ment note below.

Pub. L. 102-378, §2(24), Oct. 2, 1992, 106 Stat. 1348, sub-
stituted “repayments” for “repayment” in item 5379
and struck out “Sec.” before item 5391.

1990—Pub. L. 101-510, div. A, title XII, §1206(i)(2), Nov.
5, 1990, 104 Stat. 1663, which added item 5380 “Pay au-
thority for critical positions”, was repealed by Pub. L.
102-378, §8(a), Oct. 2, 1992, 106 Stat. 1359, which provided
that this title shall read as if such section 1206(i)(2) had
not been enacted.

Pub. L. 101-510, div. A, title XII, §1206(b)(2), Nov. 5,
1990, 104 Stat. 1661, added item 5379.

Pub. L. 101-509, title V, §529 [title I, §§101(a)(2),
102(a)(2), 103(b), 104(b), 105(a)(2), 109(a)(1)(B), title II,
§§205(b), 211(b)(2)], Nov. 5, 1990, 104 Stat. 1427, 1439, 1443,
1445, 1446, 1448, 1451, 1457, 1461, struck out items 5301
“Policy”, 5303 “Higher minimum rates; Presidential
authority”, 5304 “Presidential policies and regula-
tions”, 5305 “Annual pay reports and adjustments”,
5306 “Advisory Committee on Federal Pay”, 5307 “Pay
fixed by administrative action”, and 5308 “Pay limita-
tion”, and added items 5301 to 5307, struck out
“; higher rates for supervisors of prevailing rate em-
ployees” after “appointments” in item 5333, sub-
stituted “Health care positions” for “Scientific and
professional positions” in item 5371, and added items
5372a, 5376 to 5378, item for subchapter IX, and items
5391 and 5392.

Pub. L. 101-263, §1(b), Apr. 4, 1990, 104 Stat. 125, in-
serted “the” before “National” in item 5375.

1979—Pub. L. 96-54, §2(a)(26)(B), Aug. 14, 1979, 93 Stat.
382, substituted “prevailing rate” for “wage-board” in
item 5333.

1978—Pub. L. 95-454, title IV, §407(b), title VIII,
§801(a)(3)(B)(i), (ii), Oct. 13, 1978, 92 Stat. 1172, 1221,
struck out items 5337 “Pay saving” and 5345 “Retained
rate of pay on reduction in grade or reassignment”,
added item for subchapter VI and items 5361 to 5366, re-
designated former item for subchapter VI and items
5361 to 5365 as subchapter VII and items 5371 to 5375, re-
spectively, and added item for subchapter VIII and
items 5381 to 5385.

Pub. L. 95-251, §2(c)(4), Mar. 27, 1978, 92 Stat. 184, sub-
stituted “Administrative law judges” for “Hearing ex-
aminers” in item 5362.

1975—Pub. L. 94-82, title II, §202(b)(6), Aug. 9, 1975, 89
Stat. 420, added item 5318.

1972—Pub. L. 92-392, §1(b), Aug. 19, 1972, 86 Stat. 572,
substituted items 5341, 5343, 5344, and 5345 relating to
“Policy”, “Prevailing rate determinations; wage sched-
ules; night differentials”, “Effective date of wage in-

crease; retroactive pay” and “Retained rate of pay on
reduction in grade or reassignment”, for such former
items relating to “Trades and crafts”, “Effective date
of pay increase”, “Retroactive pay” and “Position clas-
sification appeals”, added items 5342, 5346, 5347, and
5349, and renumbered former item 5342 as 5348.

1971—Pub. L. 91-656, §§2(b)(2), 3(b), Jan. 8, 1971, 84
Stat. 1946, 1951, struck out item 5302 “Annual reports
on pay comparability” and added items 5305-5308.

1969—Pub. L. 91-34, §1(b), June 30, 1969, 83 Stat. 41,
added item 5365.

1967—Pub. L. 90-206, title II, §223(b), Dec. 16, 1967, 81
Stat. 642, added item 5345.

SUBCHAPTER I—PAY COMPARABILITY
SYSTEM

§ 5301. Policy

It is the policy of Congress that Federal pay
fixing for employees under the General Schedule
be based on the principles that—

(1) there be equal pay for substantially equal
work within each local pay area;

(2) within each local pay area, pay distinc-
tions be maintained in keeping with work and
performance distinctions;

(3) Federal pay rates be comparable with
non-Federal pay rates for the same levels of
work within the same local pay area; and

(4) any existing pay disparities between Fed-
eral and non-Federal employees should be
completely eliminated.

(Pub. L. 89-554, Sept. 6, 1966, 80 Stat. 458; Pub. L.
91-656, §2(a), Jan. 8, 1971, 84 Stat. 1946; Pub. L.
96-465, title II, §2314(c)(1), Oct. 17, 1980, 94 Stat.
2167; Pub. L. 101-509, title V, §529 [title I,
§101(a)(1)], Nov. 5, 1990, 104 Stat. 1427, 1429.)

HISTORICAL AND REVISION NOTES

<i>Derivation</i>	<i>U.S. Code</i>	<i>Revised Statutes and Statutes at Large</i>
.....	5 U.S.C. 1171.	Oct. 11, 1962, Pub. L. 87-793, §502, 76 Stat. 841.

The words “It is the policy of Congress” are sub-
stituted for “The Congress hereby declares”. The words
“whereas the functions of a Federal salary system are
to fix salary rates for the services rendered by Federal
employees so as to make possible the employment of
persons well qualified to conduct the Government’s
programs and to control expenditures of public funds
for personal services with equity to the employee and
to the taxpayer, and whereas fulfillment of these func-
tions is essential to the development and maintenance
of maximum proficiency in the civilian services of Gov-
ernment, then, accordingly” are omitted as unneces-
sary.

In the last sentence, the words “and henceforth” are
omitted as executed.

Standard changes are made to conform with the defi-
nitions applicable and the style of this title as outlined
in the preface to the report.

AMENDMENTS

1990—Pub. L. 101-509 amended section generally. Prior
to amendment, section read as follows:

“(a) It is the policy of Congress that Federal pay fix-
ing for employees under statutory pay systems be
based on the principles that—

“(1) there be equal pay for substantially equal
work;

“(2) pay distinctions be maintained in keeping with
work and performance distinctions;

“(3) Federal pay rates be comparable with private
enterprise pay rates for the same levels of work; and

¹Section catchline amended by Pub. L. 108-136 without cor-
responding amendment of chapter analysis.