

Exhibit 3

SENIOR EXECUTIVE SERVICE SCHEDULE (SES)

2018

**Pay Range
Per Annum Rates**

| | Minimum | Maximum |
|--|------------------|------------------|
| Agencies with a Certified SES Performance Appraisal System* | \$126,148 | \$189,600 |

The SES pay rate is basic pay for all pay computation purposes. Locality adjustments do not apply.

* SES Performance Appraisal System certification valid through September 9, 2019.