



THE UNITED STATES VIRGIN ISLANDS
OFFICE OF THE GOVERNOR
GOVERNMENT HOUSE
Charlotte Amalie, V.I. 00802
340-774-0001

EXECUTIVE ORDER NO. 545-2026

**EXECUTIVE ORDER TO PROVIDE FOR THE IMPLEMENTATION OF A NEW
NON-UNION PAY PLAN (GS) AND TO ADJUST THE SALARIES FOR NON-
UNION CLASSIFIED EMPLOYEES AS REQUIRED BY LAW IN THE
EXECUTIVE BRANCH OF THE GOVERNMENT OF THE VIRGIN ISLANDS OF
THE UNITED STATES**

WHEREAS, pursuant to Section 11 of the Revised Organic Act of 1954, as amended, the Executive Power in the Virgin Islands is vested in the Governor, who holds general supervisory power and control over all Departments, Bureaus, Agencies, and Instrumentalities of the Executive Branch of the Government of the Virgin Islands; and

WHEREAS, Title 3 Virgin Islands Code, Chapter 25, section 552, requires the Governor to provide, by Executive Order, pay increases to "all members of any class or class of positions whose members are not members of an appropriate bargaining unit exclusively represented by a labor organization" in compliance with the principle of equal pay for equal work; and

WHEREAS, as mandated by law, the Governor shall maintain the efficiency of operations of the Government and determine the methods, means, and personnel necessary to conduct the functions of the Government and to maintain the efficiency of such operations in establishing and executing public policy, not inconsistent with the rights of the citizens of the Virgin Islands amongst which are the paramount rights to have the Government protect their health, safety, and welfare; and

WHEREAS, ACT NO. 8995, Bill No 36-0053, which amended title 3 V.I.C, chapter 25, subchapter V, section 555b to increase the minimum annual salary for full-time employees of the Government of the Virgin Islands, its semi-autonomous agencies, and independent instrumentalities from \$27,040 to \$35,000. This change necessitated an update to the General Schedule (GS) Non-Union pay plan and the amendment and replacement of Executive Order 508-2020 dated November 6th, 2020; and

WHEREAS, nothing in this order shall be construed as authorizing a pay increase for any employee represented by a labor organization nor any employee in the Exempt service of the Government;

NOW, THEREFORE, I, Albert Bryan, Jr., Governor of the Virgin Islands of the United States, by virtue of the authority vested in me by the Revised Organic Act of 1954, as amended and pursuant to the provisions of Title 3 Virgin Islands Code, Chapter 25, section 552(b), hereby order as follows:

SECTION 1. Effective October 1, 2026, for Fiscal Year 2027, all non-union classified employees shall be slotted into the new General Schedule (GS) pay plan grade and step, without being placed below their current salary. The employee shall then be given a one (1) step increase within their pay grade on the new GS pay plan. And upon reaching the end of the steps in a grade on the new GS pay plan, shall not be entitled to additional increases.

Effective October 1, 2028, for Fiscal Year 2029, all non-union classified employees shall receive an increase of one (1) incremental step within their pay grade on the new GS pay plan dated October 1, 2026; and upon reaching the end of the steps in a grade on the new GS pay plan, shall not be entitled to additional increases.

Effective October 1, 2030, for Fiscal Year 2031, all non-union classified employees shall receive an increase of one (1) incremental step within their pay grade on the new GS pay plan dated October 1, 2026; and upon reaching the end of the steps in a grade on the new GS pay plan, shall not be entitled to additional increases.

Effective October 1, 2032, for Fiscal Year 2033, all non-union classified employees shall receive an increase of one (1) incremental step within their pay grade on the new GS pay plan dated October 1, 2026; and upon reaching the end of the steps in a grade on the new GS pay plan, shall not be entitled to additional increases.

Effective October 1, 2034, for Fiscal Year 2035, all non-union classified employees shall receive an increase of one (1) incremental step within their pay grade on the new GS pay plan dated October 1, 2026; and upon reaching the end of the steps in a grade on the new GS pay plan, shall not be entitled to additional increases.

Effective October 1, 2036, for Fiscal Year 2037, all non-union classified employees shall receive an increase of one (1) incremental step within their pay grade on the new GS pay plan dated October 1, 2026; and upon reaching the end of the steps in a grade on the new GS pay plan, shall not be entitled to additional increases.

SECTION 2. The Fiscal Year 2027 Budget Proposal sent to the Legislature of the Virgin Islands provided for the slotting onto the GS pay plan and a one-step increase for Fiscal Year 2027. The Office of Management and Budget shall include the additional one (1) step increases for Fiscal Years 2029, 2031, 2033, 2035, and 2037 for Non-Union Classified employees of the Executive Branch of Government.

SECTION 3. With no exception of the GS Pay Plan step increases referenced above, no additional increases nor yearly annual increases on an anniversary nor exceptional merit award

increases nor within-grade salary increases will be retroactive back or given for the years 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037.

SECTION 4. All Non-Union Classified employees retired, resigned, or dismissed on or before September 30, 2026, or on September 30, 2027, 2029, 2031, 2033, and 2037, are not entitled to a salary increase. Further, no retired, resigned, or dismissed employee will be entitled to future increases if they have tendered or separated from the Virgin Islands Government on or before the day the increase is issued.

SECTION 5. This Executive Order 545-2026 shall be effective on October 1, 2026. It shall remain in full force and effect until such time as amended or repealed by a subsequent Executive Order of the Governor of the Virgin Islands of the United States. All other Executive Orders to adjust Non-Union salaries by way of annual increase, increases, or cost of living are hereby rescinded.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of the Government of the Virgin Islands of the United States to be affixed at Charlotte Amalie, St. Thomas, U.S. Virgin Islands, this 20th day of April 2026.




Albert Bryan Jr.
Governor

ATTEST:


Tregenza A. Roach, Esq.
Lieutenant Governor