

BASIC PAY—EFFECTIVE JANUARY 1, 2012

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18
O-10 ¹											
O-9 ¹											
O-8 ¹	9683.10	10000.20	10210.80	10,269.60	10,532.40	10,971.00	11,073.30	11,489.70	11,609.10	11,968.20	12,487.80
O-7 ¹	8045.70	8419.80	8592.60	8,730.00	8,979.00	9,225.00	9,509.40	9,792.90	10,077.30	10,971.00	11,725.50
O-6 ²	5963.40	6551.70	6981.30	6,981.30	7,008.00	7,308.60	7,348.20	7,348.20	7,765.80	8,504.10	8,937.60
O-5	4971.30	5600.40	5988.00	6,061.20	6,303.00	6,447.60	6,765.90	6,999.30	7,301.10	7,763.10	7,982.40
O-4	4289.40	4965.60	5296.80	5,370.60	5,678.10	6,007.80	6,418.50	6,738.30	6,960.60	7,088.10	7,161.90
O-3	3771.30	4275.30	4614.60	5,031.00	5,271.90	5,536.50	5,707.80	5,988.90	6,135.60	6,135.60	6,135.60
O-2	3258.60	3711.30	4274.40	4,418.70	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60
O-1	2828.40	2943.90	3558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60
O-3 ³				5,031.00	5,271.90	5,536.50	5,707.80	5,988.90	6,226.20	6,362.40	6,548.10
O-2 ³				4,418.70	4,509.60	4,653.30	4,895.70	5,082.90	5,222.40	5,222.40	5,222.40
O-1 ³				3,558.60	3,800.10	3,940.80	4,084.50	4,225.50	4,418.70	4,418.70	4,418.70
W-5											
W-4	3,897.60	4,192.50	4,312.80	4,431.30	4,635.00	4,836.90	5,040.90	5,348.70	5,618.10	5,874.30	6,084.00
W-3	3,558.90	3,707.40	3,859.50	3,909.30	4,068.90	4,382.70	4,709.10	4,862.70	5,040.60	5,224.20	5,553.60
W-2	3,149.40	3,447.30	3,539.10	3,602.10	3,806.40	4,123.80	4,281.00	4,436.10	4,625.40	4,773.30	4,907.40
W-1	2,764.50	3,061.80	3,141.90	3,311.10	3,511.20	3,805.80	3,943.50	4,135.50	4,324.80	4,473.60	4,610.70
E-9 ⁴							4,708.80	4,815.60	4,950.00	5,108.10	5,267.70
E-8						3,854.70	4,025.10	4,130.70	4,257.30	4,394.40	4,641.60
E-7	2,679.60	2,924.70	3,036.60	3,185.10	3,300.90	3,499.80	3,611.70	3,810.90	3,976.20	4,089.00	4,209.30
E-6	2,317.80	2,550.30	2,662.80	2,772.30	2,886.30	3,143.10	3,243.30	3,436.80	3,496.20	3,539.40	3,589.80
E-5	2,123.40	2,265.90	2,375.40	2,487.60	2,662.20	2,845.20	2,994.60	3,012.90	3,012.90	3,012.90	3,012.90
E-4	1,946.70	2,046.30	2,157.30	2,266.50	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10
E-3	1,757.40	1,868.10	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20
E-2	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30
E-1 ⁵	1491.00										

Notes:

1. Basic pay for an O-7 to O-10 is limited by Level II of the Executive Schedule which is **\$14,975.10**. Basic pay for O-6 and below is limited by Level V of the Executive Schedule which is **\$12,141.60**.
2. While serving as Chairman, Joint Chief of Staff/Vice Chairman, Joint Chief of Staff, Chief of Navy Operations, Commandant of the Marine Corps, Army/Air Force Chief of Staff, Commander of a unified or specified combatant command, basic pay is **\$20,587.80**. (See note 1 above).
3. Applicable to O-1 to O-3 with at least 4 years and 1 day of active duty or more than 1460 points as a warrant and/or enlisted member. See Department of Defense Financial Management Regulations for more detailed explanation on who is eligible for this special basic pay rate.
4. For the Master Chief Petty Officer of the Navy, Chief Master Sergeant of the AF, Sergeant Major of the Army or Marine Corps or Senior Enlisted Advisor of the JCS, basic pay is **\$7,609.50**. Combat Zone Tax Exclusion for O-1 and above is based on this basic pay rate plus Hostile Fire Pay/Imminent Danger Pay which is \$225.00.
5. Applicable to E-1 with 4 months or more of active duty. Basic pay for an E-1 with less than 4 months of active duty is **\$1,378.80**.
6. Basic pay rate for Academy Cadets/Midshipmen and ROTC members/applicants is **\$990.00**.

BASIC PAY—EFFECTIVE JANUARY 1, 2012

Pay Grade	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
O-10 ¹	15,647.10	15,723.30	16,050.60	16,620.00	16,620.00	17,451.00	17,451.00	18,323.40	18,323.40	19,239.90	19,239.90
O-9 ¹	13,685.10	13,882.50	14,167.20	14,664.00	14,664.00	15,397.50	15,397.50	16,167.60	16,167.60	16,975.80	16,975.80
O-8 ¹	12,966.60	13,286.40	13,286.40	13,286.40	13,286.40	13,618.80	13,618.80	13,959.30	13,959.30	13,959.30	13,959.30
O-7 ¹	11,725.50	11,725.50	11,725.50	11,785.20	11,785.20	12,021.00	12,021.00	12,021.00	12,021.00	12,021.00	12,021.00
O-6 ²	9,370.50	9,617.10	9,866.70	10,350.60	10,350.60	10,557.30	10,557.30	10,557.30	10,557.30	10,557.30	10,557.30
O-5	8,199.30	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20
O-4	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90
O-3	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60
O-2	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60
O-1	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60
O-3 ³	6,548.10	6,548.10	6,548.10	6,548.10	6,548.10	6,548.10	6,548.10	6,548.10	6,548.10	6,548.10	6,548.10
O-2 ³	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40
O-1 ³	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70
W-5	6,930.00	7,281.60	7,543.50	7,833.30	7,833.30	8,225.40	8,225.40	8,636.40	8,636.40	9,068.70	9,068.70
W-4	6,288.60	6,589.20	6,836.10	7,117.80	7,117.80	7,260.00	7,260.00	7,260.00	7,260.00	7,260.00	7,260.00
W-3	5,776.20	5,909.40	6,051.00	6,243.30	6,243.30	6,243.30	6,243.30	6,243.30	6,243.30	6,243.30	6,243.30
W-2	5,067.60	5,173.20	5,256.90	5,256.90	5,256.90	5,256.90	5,256.90	5,256.90	5,256.90	5,256.90	5,256.90
W-1	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90
E-9 ⁴	5,523.60	5,739.60	5,967.30	6,315.30	6,315.30	6,630.60	6,630.60	6,962.40	6,962.40	7,311.00	7,311.00
E-8	4,766.70	4,980.00	5,098.20	5,389.50	5,389.50	5,497.80	5,497.80	5,497.80	5,497.80	5,497.80	5,497.80
E-7	4,256.10	4,412.40	4,496.40	4,815.90	4,815.90	4,815.90	4,815.90	4,815.90	4,815.90	4,815.90	4,815.90
E-6	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80
E-5	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90
E-4	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10
E-3	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20
E-2	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30

Notes:

1. Basic pay for an O-7 to O-10 is limited by Level II of the Executive Schedule which is **\$14,975.10**. Basic pay for O-6 and below is limited by Level V of the Executive Schedule which is **\$12,141.60**.
2. While serving as Chairman, Joint Chief of Staff/Vice Chairman, Joint Chief of Staff, Chief of Navy Operations, Commandant of the Marine Corps, Army/Air Force Chief of Staff, Commander of a unified or specified combatant command, basic pay is **\$20,587.80**. (See note 1 above).
3. Applicable to O-1 to O-3 with at least 4 years and 1 day of active duty or more than 1460 points as a warrant and/or enlisted member. See Department of Defense Financial Management Regulations for more detailed explanation on who is eligible for this special basic pay rate.
4. For the Master Chief Petty Officer of the Navy, Chief Master Sergeant of the AF, Sergeant Major of the Army or Marine Corps or Senior Enlisted Advisor of the JCS, basic pay is **\$7,609.50**. Combat Zone Tax Exclusion for O-1 and above is based on this basic pay rate plus Hostile Fire Pay/Imminent Danger Pay which is \$225.00.
5. Applicable to E-1 with 4 months or more of active duty. Basic pay for an E-1 with less than 4 months of active duty is **\$1,378.80**.
6. Basic pay rate for Academy Cadets/Midshipmen and ROTC members/applicants is **\$990.00**.

ALLOWANCES

Basic Allowance for Housing RC/Transient (January 1, 2012)					Family Separation Allowance								
Pay Grade	Partial	Without Dependent	With Dependent	Differential	All Pay Grades: \$250								
0-10	\$ 50.70	\$ 1,428.00	\$ 1,756.50	\$ 324.90	Basic Allowance for Subsistence (Effective January 1, 2012)			Family Subsistence Supplemental Allowance (Effective October 1, 2010)					
0-9	\$ 50.70	\$ 1,428.00	\$ 1,756.50	\$ 324.90	Officers: \$239.96 Enlisted: \$348.44			All Pay Grades Not to Exceed \$1100.00					
0-8	\$ 50.70	\$ 1,428.00	\$ 1,756.50	\$ 324.90									
0-7	\$ 50.70	\$ 1,428.00	\$ 1,756.50	\$ 324.90	Clothing Allowances (Effective October 1, 2011)								
0-6	\$ 39.60	\$ 1,309.50	\$ 1,581.30	\$ 269.10									
0-5	\$ 33.00	\$ 1,260.90	\$ 1,524.30	\$ 259.80									
0-4	\$ 26.70	\$ 1,168.20	\$ 1,343.70	\$ 172.80	Standard Initial Clothing Allowance (Enlisted Members Only)								
0-3	\$ 22.20	\$ 936.90	\$ 1,111.80	\$ 172.50	Army		Navy		Air Force		Marine Corps		
0-2	\$ 17.70	\$ 742.50	\$ 948.60	\$ 203.70	Male	Female	Male	Female	Male	Female	Male	Female	
0-1	\$ 13.20	\$ 636.90	\$ 849.30	\$ 220.50	1,438.78	1,662.46	1,697.30	1,921.22	1,428.29	1,643.36	1,733.55	1,788.80	
03E	\$ 22.20	\$ 1,011.00	\$ 1,194.90	\$ 181.20	Cash Clothing Replacement Allowance (Enlisted Members Only)								
02E	\$ 17.70	\$ 859.50	\$ 1,078.20	\$ 216.60	Army		Navy		Air Force		Marine Corps		
OIE	\$ 13.20	\$ 747.60	\$ 996.60	\$ 254.10	Male	Female	Male	Female	Male	Female	Male	Female	
W-5	\$ 25.20	\$ 1,187.10	\$ 1,297.50	\$ 108.00	Basic	309.60	345.60	338.40	338.40	230.40	262.80	410.40	414.00
W-4	\$ 25.20	\$ 1,053.90	\$ 1,189.20	\$ 132.90	Standard	440.86	493.76	482.40	482.40	331.20	374.40	583.20	604.80
W-3	\$ 20.70	\$ 886.50	\$ 1,090.20	\$ 201.00	Special	0	0	716.40	763.20	0	0	0	0
W-2	\$ 15.90	\$ 786.30	\$ 1,001.70	\$ 212.40	Civilian Clothing Allowance								
W-1	\$ 13.80	\$ 659.40	\$ 867.00	\$ 205.50	Type of Duty	Initial	Replacement	15 days in 30 days period	30 days in 36 month period				
E-9	\$ 18.60	\$ 865.50	\$ 1,141.20	\$ 271.50	Permanent	954.00	318.00	0		0			
E-8	\$ 15.30	\$ 795.00	\$ 1,052.70	\$ 254.40	Temporary	0	0	318.00		636.00			
E-7	\$ 12.00	\$ 732.90	\$ 977.10	\$ 294.30	Personal Money Allowance (Monthly Amount)								
E-6	\$ 9.90	\$ 677.40	\$ 902.70	\$ 284.40	1. While serving as Chairman or Vice Chairman of the JCS, or Army or Air Force CS, CNO, or CMC							\$333.33	
E-5	\$ 8.70	\$ 609.00	\$ 812.10	\$ 242.10	2. Senior Member of the Military Staff Committee of the U.N.							\$225.00	
E-4	\$ 8.10	\$ 529.80	\$ 705.90	\$ 209.40	3. General or Admiral							\$183.33	
E-3	\$ 7.80	\$ 492.60	\$ 656.40	\$ 171.30	4. Lieutenant General Vice Admiral							\$41.67	
E-2	\$ 7.20	\$ 469.50	\$ 625.80	\$ 229.20	5. Senior Enlisted Member of a Military Service							\$166.67	
E-1	\$ 6.90	\$ 469.50	\$ 625.80	\$ 271.50									

For other pays or specific requirements for the pay cited in this table, go to the web at: <http://www.dtic.mil/comptroller/fmr/07a/index.html>

INCENTIVE AND SPECIAL PAYS

Aviation Career Incentive Pay

Years of Aviation Service

2 or less	Over 2	Over 3	Over 4	Over 6	Over 14	Over 22	Over 23	Over 24	Over 25
125.00	156.00	188.00	206.00	650.00	840.00	585.00	495.00	385.00	250.00

Career Enlisted Flyer Incentive Pay

Years of Aviation Service

4 or less	Over 4	Over 8	Over 14
150.00	225.00	350.00	400.00

Hazardous Duty Incentive Pay (Crew Member- Non-AWAC)

Pay Grade	Amount	Pay Grade	Amount	Pay Grade	Amount	Pay Grade	Amount	Pay Grade	Amount
O-10	150.00	O-5	250.00	W-5	250.00	E-9	240.00	E-4	165.00
O-9	150.00	O-4	225.00	W-4	250.00	E-8	240.00	E-3	150.00
O-8	150.00	O-3	175.00	W-3	175.00	E-7	240.00	E-2	150.00
O-7	150.00	O-2	150.00	W-2	150.00	E-6	215.00	E-1	150.00
O-6	250.00	O-1	150.00	W-1	150.00	E-5	190.00		

Hazardous Duty Incentive Pay (Non-Crew Member)

ALL GRADES – 150.00

Imminent Danger Pay/Hostile Fire Pay

ALL GRADES – 225.00

Diving Pay

Officers – 240.00 (Max) **Enlisted – 340.00 (Max)**

HDIP (Parachute, Flight Deck, Demolition, & Others)

All Grades – 150.00
(Member qualified for **HALO Pay** – 225.00).

COMBAT ZONE TAX EXCLUSION

Basic pay for the MCPO of the Navy, CMSgt of the AF, Sergeant Major of the Army or Marine Corps, basic pay is \$7,609.50. Combat Zone Tax Exclusion for O-1 and above is based on this basic pay rate plus HFP/IDP (\$225).

*For other pays or specific requirements for the pays cited in this table, go to the web at:
<http://www.dtic.mil/comptroller/fmr/07a/index.html>*

Submarine Duty Incentive Pay *(Effective October 1, 2011)*

Cumulative Years of Service

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 14	Over 16	Over 18
O-6	595.00									835.00
O-5	595.00							790.00	835.00	
O-4	365.00			525.00	595.00	705.00		790.00		
O-3	355.00			510.00	595.00	705.00				
O-2	305.00						425.00			
O-1	230.00						425.00			
W-5	285.00	375.00		425.00						
W-4	285.00	375.00		425.00						
W-3	285.00	375.00		425.00				425.00		
W-2	285.00	375.00		425.00				425.00		
W-1	285.00	375.00		425.00						
E-9	425.00									600.00
E-8	415.00									550.00
E-7	405.00									
E-6	155.00	170.00	175.00	300.00	325.00	375.00				
E-5	140.00	155.00		250.00	275.00					
E-4	80.00	95.00	100.00	245.00						
E-3	80.00	90.00	95.00		90.00					
E-2	75.00	90.00								
E-1	75.00									

Submarine Duty Incentive Pay for O-7 through O-10 is \$355.00

MONTHLY CAREER SEA PAY—(NAVY AND MARINE CORPS)—EFFECTIVE OCTOBER 1, 2001

<i>Cumulative Years of Sea Duty</i>																		
Pay Grade	1 or less	Over 1	Over 2	Over 3	Over 4	Over 5	Over 6	Over 7	Over 8	Over 9	Over 10	Over 11	Over 12	Over 13	Over 14	Over 16	Over 18	Over 20
O-6	100			315	320		335	360	370	395	405	420	435		455	475	500	535
O-5	100			315				320	345	350	365	370			400	420	440	475
O-4	100			260	265	280	285	300	310		315		335		380	395	405	420
O-3	100			210	225	260	265	275	285	300	315		335		365	380	395	405
O-2	100			210	225	260	265	275	285	300	315		335		350	365	380	395
O-1	100			210	225	260	265	275	285	300	315		335		350	365	380	395
W-5	210				240	405	435				490	525	560		630		700	
W-4	210				240	405	435				490	525	560		630		700	
W-3	210				240	380	395	400	405	435	490	525	560		595		630	
W-2	210				240	365	370		380	435	475		525		560			
W-1	180	190	195	210	240	245	280	350	380	420	455		475		505	525		
E-9	135		160	305	320	350		375	490	500		510	520	550	575	620		
E-8	135		160	305	320	350		375	490	500		510	520	550	575	600	620	
E-7	135		160	305	320	350		375	490	500		510	520	550	575	600		
E-6	135		160	280	300	315	325	350	450	465			480	495	510	525	550	
E-5	70	80	160	280	300	315	325	350	450									
E-4	70	80	160	280	290				390									
E-3	50	60	100															
E-2	50	60	75															
E-1	50																	

MONTHLY CAREER SEA PAY—EFFECTIVE MAY 1, 1988 (AIR FORCE MEMBERS)

<i>Cumulative Years of Sea Duty</i>																		
Pay Grade	1 or less	Over 1	Over 2	Over 3	Over 4	Over 5	Over 6	Over 7	Over 8	Over 9	Over 10	Over 11	Over 12	Over 13	Over 14	Over 16	Over 18	Over 20
O-6				225	230		240	255	265	280	290	300	310		325	340	355	380
O-5				225				230	245	250	260	265			285	300	315	340
O-4				185	190	200	205	215	220		225		240		270	280	290	300
O-3				150	160	185	190	195	205	215	225		240		260	270	280	290
O-2				150	160	185	190	195	205	215	225		240		250	260	270	280
O-1				150	160	185	190	195	205	215	225		240		250	260	270	280
E-9	100		120	175	190	350		375	390	400		410	420	450	475	520		
E-8	100		120	175	190	350		375	390	400		410	420	450	475	500	520	
E-7	100		120	175	190	350		375	390	400		410	420	450	475	500		
E-6	100		120	150	170	315	325	350		365			380	395	410	425	450	
E-5	50	60	120	150	170	315	325	350										
E-4	50	60	120	150	160													

MONTHLY CAREER SEA PAY—EFFECTIVE OCTOBER 1, 2002 (ARMY MEMBERS)

Cumulative Years of Sea Duty

Pay Grade	1 or less	Over 1	Over 2	Over 3	Over 4	Over 5	Over 6	Over 7	Over 8	Over 9	Over 10	Over 11	Over 12	Over 13	Over 14	Over 16	Over 18	Over 20
O-6				225	230		240	255	265	280	290	300	310		325	340	355	380
O-5				225				230	245	250	260	265			285	300	315	340
O-4				185	190	200	205	215	220		225		240		270	280	290	300
O-3				150	160	185	190	195	205	215	225		240		260	270	280	290
O-2				150	160	185	190	195	205	215	225		240		250	260	270	280
O-1				150	160	185	190	195	205	215	225		240		250	260	270	280
W-5	210			310	338	506	534				590	625	660		730			
W-4	210			310	338	506	534				590	625	660		730			
W-3	210			310	338	478	492	499	506	534	590	625	660		695			
W-2	210			310	338	464	471		478	534	576		625					
W-1	182	189	196	310	338	345	380	450	478	520	555							
E-9	130		156	328	347	425		458	477	490		503	516	555	588	620	646	
E-8	130		156	328	347	425		458	477	490		503	516	555	588	620	646	
E-7	130		156	328	347	425		458	477	490		503	516	555	588	620		
E-6	130		156	295	321	380	393	425		445			464	484	503	523	555	
E-5	65	78	156	295	321	380	393	425										
E-4	65	78	156	295	308													
E-3	50	60	120	150	160	170	190											
E-2	50	60	120	150	160	170												
E-1	50	60	120	150	160													

SPECIAL PAYS FOR HEALTH PROFESSIONAL OFFICERS

Variable Special Pay (Medical Officers)

Pay Grade	Under 3	3 But Less Than 6	6 But Less Than 8	8 But Less Than 10	10 But Less Than 12	12 But Less Than 14	14 But Less Than 18	18 But Less Than 22	22 and Over
Intern	100.00								
Thru O-6		416.66	1,000.00	958.33	916.66	833.33	750.00	666.66	583.33
Above O-6	583.33	For specific requirements for the pay cited in this table, go to the web at: http://www.dtic.mil/comptroller/fmr/07a/index.html							

Variable Special Pay (VSP) (Dental Officers)

Pay Grade	Under 3	3 But Less Than 6	6 But Less Than 8	8 But Less Than 12	12 But Less Than 14	14 But Less Than 18	18 & Over
Intern	250.00						
Thru O-6		583.33	583.33	1,000.00	833.33	750.00	666.67
Above O-6	583.33						

Board Certified Pay Special Pay (Medical and Dental Officers)

Additional Special Pay (ASP) (Dental Officers) (effective April 24, 2008)

Pay Grade	Under 10	10 But Less Than 12	12 But Less Than 14	14 But Less Than 18	18 & Over	Pay Grade	Under 3	3 But Less Than 10	10 & Over
All Grades	208.33	291.66	333.33	416.66	500.00	All Grades	10,000.00	12,000.00	15,000.00

Incentive Special Pay (Medical Officers)

Specialty	Annual Amt	Specialty	Annual Amt	Specialty	Annual Amt	Specialty	Annual Amt
Aerospace Med	20,000.00	General surgery	29,000.00	Otolaryngology	30,000.00	Subspecialty Category I	36,000.00
Anesthesiology	36,000.00	Internal medicine	20,000.00	Pathology	20,000.00	Subspecialty Category II	28,000.00
Cardiology	36,000.00	Neurology	20,000.00	Pediatrics	20,000.00	Subspecialty Category III	23,000.00
Dermatology	20,000.00	Neurosurgery	36,000.00	Phys and Prev/Occ Med	20,000.00	Subspecialty Category IV	20,000.00
Emergency Med	26,000.00	OB/GYN	31,000.00	Psychiatry	20,000.00	Subspecialty Category V	36,000.00
Family practice	20,000.00	Ophthalmology	28,000.00	Pulmonary/IM-Critical Care	23,000.00	Urology	28,000.00
Gastroenterology	26,000.00	Orthopedics	36,000.00	Radiology	36,000.00		

Multiyear Retention Bonus (Dental Officers)

Level 1	Level 2	Level 3	Level 4

4 Year Agreement	50,000.00	40,000.00	35,000.00	25,000.00
3 Year Agreement	38,000.00	30,000.00	27,000.00	19,000.00
2 Year Agreement	25,000.00	20,000.00	18,000.00	13,000.00

DRILL PAY—EFFECTIVE JANUARY 1, 2012

Cumulative Years of Service

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20
O-7	8,045.70	8,419.80	8,592.60	8,730.00	8,979.00	9,225.00	9,509.40	9,792.90	10,077.30	10,971.00	11,725.50	11,725.50
1 Drill	268.19	280.66	286.42	291.00	299.30	307.50	316.98	326.43	335.91	365.70	390.85	390.85
4 Drills	1,072.76	1,122.64	1,145.68	1,164.00	1,197.20	1,230.00	1,267.92	1,305.72	1,343.64	1,462.80	1,563.40	1,563.40
O-6	5,963.40	6,551.70	6,981.30	6,981.30	7,008.00	7,308.60	7,348.20	7,348.20	7,765.80	8,504.10	8,937.60	9,370.50
1 Drill	198.78	218.39	232.71	232.71	233.60	243.62	244.94	244.94	258.86	283.47	297.92	312.35
4 Drills	795.12	873.56	930.84	930.84	934.40	974.48	979.76	979.76	1,035.44	1,133.88	1,191.68	1,249.40
O-5	4,971.30	5,600.40	5,988.00	6,061.20	6,303.00	6,447.60	6,765.90	6,999.30	7,301.10	7,763.10	7,982.40	8,199.30
1 Drill	165.71	186.68	199.60	202.04	210.10	214.92	225.53	233.31	243.37	258.77	266.08	273.31
4 Drills	662.84	746.72	798.40	808.16	840.40	859.68	902.12	933.24	973.48	1,035.08	1,064.32	1,093.24
O-4	4,289.40	4,965.60	5,296.80	5,370.60	5,678.10	6,007.80	6,418.50	6,738.30	6,960.60	7,088.10	7,161.90	7,161.90
1 Drill	142.98	165.52	176.56	179.02	189.27	200.26	213.95	224.61	232.02	236.27	238.73	238.73
4 Drills	571.92	662.08	706.24	716.08	757.08	801.04	855.80	898.44	928.08	945.08	954.92	954.92
O-3	3,771.30	4,275.30	4,614.60	5,031.00	5,271.90	5,536.50	5,707.80	5,988.90	6,135.60	6,135.60	6,135.60	6,135.60
1 Drill	125.71	142.51	153.82	167.70	175.73	184.55	190.26	199.63	204.52	204.52	204.52	204.52
4 Drills	502.84	570.04	615.28	670.80	702.92	738.20	761.04	798.52	818.08	818.08	818.08	818.08
O-2	3,258.60	3,711.30	4,274.40	4,418.70	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60
1 Drill	108.62	123.71	142.48	147.29	150.32	150.32	150.32	150.32	150.32	150.32	150.32	150.32
4 Drills	434.48	494.84	569.92	589.16	601.28	601.28	601.28	601.28	601.28	601.28	601.28	601.28
O-1	2,828.40	2,943.90	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60
1 Drill	94.28	98.13	118.62	118.62	118.62	118.62	118.62	118.62	118.62	118.62	118.62	118.62
4 Drills	377.12	392.52	474.48	474.48	474.48	474.48	474.48	474.48	474.48	474.48	474.48	474.48
O-3E				5,031.00	5,271.90	5,536.50	5,707.80	5,988.90	6,226.20	6,362.40	6,548.10	6,548.10
1 Drill				167.70	175.73	184.55	190.26	199.63	207.54	212.08	218.27	218.27
4 Drills				670.80	702.92	738.20	761.04	798.52	830.16	848.32	873.08	873.08
O-2E				4,418.70	4,509.60	4,653.30	4,895.70	5,082.90	5,222.40	5,222.40	5,222.40	5,222.40
1 Drill				147.29	150.32	155.11	163.19	169.43	174.08	174.08	174.08	174.08
4 Drills				589.16	601.28	620.44	652.76	677.72	696.32	696.32	696.32	696.32
O-1E				3,558.60	3,800.10	3,940.80	4,084.50	4,225.50	4,418.70	4,418.70	4,418.70	4,418.70
1 Drill				118.62	126.67	131.36	136.15	140.85	147.29	147.29	147.29	147.29
4 Drills				474.48	506.68	525.44	544.60	563.40	589.16	589.16	589.16	589.16

DRILL PAY—EFFECTIVE JANUARY 1, 2012

Cumulative Years of Service

Pay Grade	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
O-7	11,725.50	11,725.50	11,785.20	11,785.20	12,021.00	12,021.00	12,021.00	12,021.00	12,021.00	12,021.00
1 Drill	390.85	390.85	392.84	392.84	400.70	400.70	400.70	400.70	400.70	400.70
4 Drills	1,563.40	1,563.40	1,571.36	1,571.36	1,602.80	1,602.80	1,602.80	1,602.80	1,602.80	1,602.80
O-6	9,617.10	9,866.70	10,350.60	10,350.60	10,557.30	10,557.30	10,557.30	10,557.30	10,557.30	10,557.30
1 Drill	320.57	328.89	345.02	345.02	351.91	351.91	351.91	351.91	351.91	351.91
4 Drills	1,282.28	1,315.56	1,380.08	1,380.08	1,407.64	1,407.64	1,407.64	1,407.64	1,407.64	1,407.64
O-5	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20
1 Drill	281.54	281.54	281.54	281.54	281.54	281.54	281.54	281.54	281.54	281.54
4 Drills	1,126.16	1,126.16	1,126.16	1,126.16	1,126.16	1,126.16	1,126.16	1,126.16	1,126.16	1,126.16
O-4	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90
1 Drill	238.73	238.73	238.73	238.73	238.73	238.73	238.73	238.73	238.73	238.73
4 Drills	954.92	954.92	954.92	954.92	954.92	954.92	954.92	954.92	954.92	954.92
O-3	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60
1 Drill	204.52	204.52	204.52	204.52	204.52	204.52	204.52	204.52	204.52	204.52
4 Drills	818.08	818.08	818.08	818.08	818.08	818.08	818.08	818.08	818.08	818.08
O-2	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60
1 Drill	150.32	150.32	150.32	150.32	150.32	150.32	150.32	150.32	150.32	150.32
4 Drills	601.28	601.28	601.28	601.28	601.28	601.28	601.28	601.28	601.28	601.28
O-1	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60
1 Drill	118.62	118.62	118.62	118.62	118.62	118.62	118.62	118.62	118.62	118.62
4 Drills	474.48	474.48	474.48	474.48	474.48	474.48	474.48	474.48	474.48	474.48
O-3E	6,548.10	6,548.10	6,548.10	6,548.10	6,548.10	6,548.10	6,548.10	6,548.10	6,548.10	6,548.10
1 Drill	218.27	218.27	218.27	218.27	218.27	218.27	218.27	218.27	218.27	218.27
4 Drills	873.08	873.08	873.08	873.08	873.08	873.08	873.08	873.08	873.08	873.08
O-2E	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40
1 Drill	174.08	174.08	174.08	174.08	174.08	174.08	174.08	174.08	174.08	174.08
4 Drills	696.32	696.32	696.32	696.32	696.32	696.32	696.32	696.32	696.32	696.32
O-1E	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70
1 Drill	147.29	147.29	147.29	147.29	147.29	147.29	147.29	147.29	147.29	147.29
4 Drills	589.16	589.16	589.16	589.16	589.16	589.16	589.16	589.16	589.16	589.16

DRILL PAY—EFFECTIVE JANUARY 1, 2012

Cumulative Years of Service

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20
W-5												6,930.00
1 Drill												231.00
4 Drills												924.00
W-4	3,897.60	4,192.50	4,312.80	4,431.30	4,635.00	4,836.90	5,040.90	5,348.70	5,618.10	5,874.30	6,084.00	6,288.60
1 Drill	129.92	139.75	143.76	147.71	154.50	161.23	168.03	178.29	187.27	195.81	202.80	209.62
4 Drills	519.68	559.00	575.04	590.84	618.00	644.92	672.12	713.16	749.08	783.24	811.20	838.48
W-3	3,558.90	3,707.40	3,859.50	3,909.30	4,068.90	4,382.70	4,709.10	4,862.70	5,040.60	5,224.20	5,553.60	5,776.20
1 Drill	118.63	123.58	128.65	130.31	135.63	146.09	156.97	162.09	168.02	174.14	185.12	192.54
4 Drills	474.52	494.32	514.60	521.24	542.52	584.36	627.88	648.36	672.08	696.56	740.48	770.16
W-2	3,149.40	3,447.30	3,539.10	3,602.10	3,806.40	4,123.80	4,281.00	4,436.10	4,625.40	4,773.30	4,907.40	5,067.60
1 Drill	104.98	114.91	117.97	120.07	126.88	137.46	142.70	147.87	154.18	159.11	163.58	168.92
4 Drills	419.92	459.64	471.88	480.28	507.52	549.84	570.80	591.48	616.72	636.44	654.32	675.68
W-1	2,764.50	3,061.80	3,141.90	3,311.10	3,511.20	3,805.80	3,943.50	4,135.50	4,324.80	4,473.60	4,610.70	4,776.90
1 Drill	92.15	102.06	104.73	110.37	117.04	126.86	131.45	137.85	144.16	149.12	153.69	159.23
4 Drills	368.60	408.24	418.92	441.48	468.16	507.44	525.80	551.40	576.64	596.48	614.76	636.92
Pay Grade	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40		
W-5	7,281.60	7,543.50	7,833.30	7,833.30	8,225.40	8,225.40	8,636.40	8,636.40	9,068.70	9,068.70		
1 Drill	242.72	251.45	261.11	261.11	274.18	274.18	287.88	287.88	302.29	302.29		
4 Drills	970.88	1,005.80	1,044.44	1,044.44	1,096.72	1,096.72	1,151.52	1,151.52	1,209.16	1,209.16		
W-4	6,589.20	6,836.10	7,117.80	7,117.80	7,260.00	7,260.00	7,260.00	7,260.00	7,260.00	7,260.00		
1 Drill	219.64	227.87	237.26	237.26	242.00	242.00	242.00	242.00	242.00	242.00		
4 Drills	878.56	911.48	949.04	949.04	968.00	968.00	968.00	968.00	968.00	968.00		
W-3	5,909.40	6,051.00	6,243.30	6,243.30	6,243.30	6,243.30	6,243.30	6,243.30	6,243.30	6,243.30		
1 Drill	196.98	201.70	208.11	208.11	208.11	208.11	208.11	208.11	208.11	208.11		
4 Drills	787.92	806.80	832.44	832.44	832.44	832.44	832.44	832.44	832.44	832.44		
W-2	5,173.20	5,256.90	5,256.90	5,256.90	5,256.90	5,256.90	5,256.90	5,256.90	5,256.90	5,256.90		
1 Drill	172.44	175.23	175.23	175.23	175.23	175.23	175.23	175.23	175.23	175.23		
4 Drills	689.76	700.92	700.92	700.92	700.92	700.92	700.92	700.92	700.92	700.92		
W-1	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90		
1 Drill	159.23	159.23	159.23	159.23	159.23	159.23	159.23	159.23	159.23	159.23		
4 Drills	636.92	636.92	636.92	636.92	636.92	636.92	636.92	636.92	636.92	636.92		

DRILL PAY—EFFECTIVE JANUARY 1, 2012

Cumulative Years of Service

Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20
E-9							4,708.80	4,815.60	4,950.00	5,108.10	5,267.70	5,523.60
1 Drill							156.96	160.52	165.00	170.27	175.59	184.12
4 Drills							627.84	642.08	660.00	681.08	702.36	736.48
E-8						3,854.70	4,025.10	4,130.70	4,257.30	4,394.40	4,641.60	4,766.70
1 Drill						128.49	134.17	137.69	141.91	146.48	154.72	158.89
4 Drills						513.96	536.68	550.76	567.64	585.92	618.88	635.56
E-7	2,679.60	2,924.70	3,036.60	3,185.10	3,300.90	3,499.80	3,611.70	3,810.90	3,976.20	4,089.00	4,209.30	4,256.10
1 Drill	89.32	97.49	101.22	106.17	110.03	116.66	120.39	127.03	132.54	136.30	140.31	141.87
4 Drills	357.28	389.96	404.88	424.68	440.12	466.64	481.56	508.12	530.16	545.20	561.24	567.48
E-6	2,317.80	2,550.30	2,662.80	2,772.30	2,886.30	3,143.10	3,243.30	3,436.80	3,496.20	3,539.40	3,589.80	3,589.80
1 Drill	77.26	85.01	88.76	92.41	96.21	104.77	108.11	114.56	116.54	117.98	119.66	119.66
4 Drills	309.04	340.04	355.04	369.64	384.84	419.08	432.44	458.24	466.16	471.92	478.64	478.64
E-5	2,123.40	2,265.90	2,375.40	2,487.60	2,662.20	2,845.20	2,994.60	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90
1 Drill	70.78	75.53	79.18	82.92	88.74	94.84	99.82	100.43	100.43	100.43	100.43	100.43
4 Drills	283.12	302.12	316.72	331.68	354.96	379.36	399.28	401.72	401.72	401.72	401.72	401.72
E-4	1,946.70	2,046.30	2,157.30	2,266.50	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10
1 Drill	64.89	68.21	71.91	75.55	78.77	78.77	78.77	78.77	78.77	78.77	78.77	78.77
4 Drills	259.56	272.84	287.64	302.20	315.08	315.08	315.08	315.08	315.08	315.08	315.08	315.08
E-3	1,757.40	1,868.10	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20
1 Drill	58.58	62.27	66.04	66.04	66.04	66.04	66.04	66.04	66.04	66.04	66.04	66.04
4 Drills	234.32	249.08	264.16	264.16	264.16	264.16	264.16	264.16	264.16	264.16	264.16	264.16
E-2	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30
1 Drill	55.71	55.71	55.71	55.71	55.71	55.71	55.71	55.71	55.71	55.71	55.71	55.71
4 Drills	222.84	222.84	222.84	222.84	222.84	222.84	222.84	222.84	222.84	222.84	222.84	222.84
E-1 > 4 mos	1,491.00											
1 Drill	49.70											
4 Drills	198.80											
E-1 < 4 mos	1,378.80											
1 Drill	45.96											
4 Drills	183.84											

DRILL PAY—EFFECTIVE JANUARY 1, 2012

Cumulative Years of Service

Grade	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
E-9	5,739.60	5,967.30	6,315.30	6,315.30	6,630.60	6,630.60	6,962.40	6,962.40	7,311.00	7,311.00
1 Drill	191.32	198.91	210.51	210.51	221.02	221.02	232.08	232.08	243.70	243.70
4 Drills	765.28	795.64	842.04	842.04	884.08	884.08	928.32	928.32	974.80	974.80
E-8	4,980.00	5,098.20	5,389.50	5,389.50	5,497.80	5,497.80	5,497.80	5,497.80	5,497.80	5,497.80
1 Drill	166.00	169.94	179.65	179.65	183.26	183.26	183.26	183.26	183.26	183.26
4 Drills	664.00	679.76	718.60	718.60	733.04	733.04	733.04	733.04	733.04	733.04
E-7	4,412.40	4,496.40	4,815.90	4,815.90	4,815.90	4,815.90	4,815.90	4,815.90	4,815.90	4,815.90
1 Drill	147.08	149.88	160.53	160.53	160.53	160.53	160.53	160.53	160.53	160.53
4 Drills	588.32	599.52	642.12	642.12	642.12	642.12	642.12	642.12	642.12	642.12
E-6	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80
1 Drill	119.66	119.66	119.66	119.66	119.66	119.66	119.66	119.66	119.66	119.66
4 Drills	478.64	478.64	478.64	478.64	478.64	478.64	478.64	478.64	478.64	478.64
E-5	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90
1 Drill	100.43	100.43	100.43	100.43	100.43	100.43	100.43	100.43	100.43	100.43
4 Drills	401.72	401.72	401.72	401.72	401.72	401.72	401.72	401.72	401.72	401.72
E-4	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10
1 Drill	78.77	78.77	78.77	78.77	78.77	78.77	78.77	78.77	78.77	78.77
4 Drills	315.08	315.08	315.08	315.08	315.08	315.08	315.08	315.08	315.08	315.08
E-3	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20
1 Drill	66.04	66.04	66.04	66.04	66.04	66.04	66.04	66.04	66.04	66.04
4 Drills	264.16	264.16	264.16	264.16	264.16	264.16	264.16	264.16	264.16	264.16
E-2	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30
1 Drill	55.71	55.71	55.71	55.71	55.71	55.71	55.71	55.71	55.71	55.71
4 Drills	222.84	222.84	222.84	222.84	222.84	222.84	222.84	222.84	222.84	222.84