	BASIC PAY—EFFECTIVE JANUARY 1, 2013 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													
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	9,847.80	10,170.30	10,384.50	10,444.20	10,711.50	11,157.60	11,261.40	11,685.00	11,806.50	12,171.60	12,700.20			
O-7 ¹	8,182.50	8,562.90	8,738.70	8,878.50	9,131.70	9,381.90	9,671.10	9,959.40	10,248.60	11,157.60	11,924.70			
O-6 ²	6,064.80	6,663.00	7,100.10	7,100.10	7,127.10	7,432.80	7,473.00	7,473.00	7,897.80	8,648.70	9,089.40			
O-5	5,055.90	5,695.50	6,089.70	6,164.10	6,410.10	6,557.10	6,880.80	7,118.40	7,425.30	7,895.10	8,118.00			
0-4	4,362.30	5,049.90	5,386.80	5,461.80	5,774.70	6,109.80	6,527.70	6,852.90	7,078.80	7,208.70	7,283.70			
O-3	3,835.50	4,347.90	4,692.90	5,116.50	5,361.60	5,630.70	5,804.70	6,090.60	6,240.00	6,240.00	6,240.00			
0-2	3,314.10	3,774.30	4,347.00	4,493.70	4,586.40	4,586.40	4,586.40	4,586.40	4,586.40	4,586.40	4,586.40			
0-1	2,876.40	2,994.00	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20			
O-3 ³				5,116.50	5,361.60	5,630.70	5,804.70	6,090.60	6,332.10	6,470.70	6,659.40			
O-2 ³				4,493.70	4,586.40	4,732.50	4,978.80	5,169.30	5,311.20	5,311.20	5,311.20			
O-1 ³				3,619.20	3,864.60	4,007.70	4,153.80	4,297.20	4,493.70	4,493.70	4,493.70			
W-5														
W-4	3,963.90	4,263.90	4,386.00	4,506.60	4,713.90	4,919.10	5,126.70	5,439.60	5,713.50	5,974.20	6,187.50			
W-3	3,619.50	3,770.40	3,925.20	3,975.90	4,138.20	4,457.10	4,789.20	4,945.50	5,126.40	5,313.00	5,648.10			
W-2	3,202.80	3,505.80	3,599.40	3,663.30	3,871.20	4,194.00	4,353.90	4,511.40	4,704.00	4,854.30	4,990.80			
W-1	2,811.60	3,114.00	3,195.30	3,367.50	3,570.90	3,870.60	4,010.40	4,205.70	4,398.30	4,549.80	4,689.00			
E-9 ⁴							4,788.90	4,897.50	5,034.30	5,194.80	5,357.40			
E-8						3,920.10	4,093.50	4,200.90	4,329.60	4,469.10	4,720.50			
E-7	2,725.20	2,974.50	3,088.20	3,239.10	3,357.00	3,559.20	3,673.20	3,875.70	4,043.70	4,158.60	4,281.00			
E-6	2,357.10	2,593.80	2,708.10	2,819.40	2,935.50	3,196.50	3,298.50	3,495.30	3,555.60	3,599.70	3,650.70			
E-5	2,159.40	2,304.30	2,415.90	2,529.90	2,707.50	2,893.50	3,045.60	3,064.20	3,064.20	3,064.20	3,064.20			
E-4	1,979.70	2,081.10	2,193.90	2,304.90	2,403.30	2,403.30	2,403.30	2,403.30	2,403.30	2,403.30	2,403.30			
E-3	1,787.40	1,899.90	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80			
E-2	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80			
E-1 ⁵	1,516.20													

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 \$20,937.90. (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 \$7,738.80. 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 \$1,402.20.
- 6. Basic pay rate for Academy Cadets/Midshipmen and ROTC members/applicants is \$1,006.80.

BASIC PAY—EFFECTIVE JANUARY 1, 2013 Pay Grade Over 20 Over 24 Over 26 Over 28 Over 30 Over 32 Over 34 Over 36 Over 38 Over 40												
Pay Grade	Over 20	Over 22	Over 24	Over 26	Over28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40	
O-10 ¹	15,913.20	15,990.60	16,323.60	16,902.60	16,902.60	17,747.70	17,747.70	18,634.80	18,634.80	19,566.90	19,566.90	
O-9 ¹	13,917.60	14,118.60	14,408.10	14,913.30	14,913.30	15,659.40	15,659.40	16,442.40	16,442.40	17,264.40	17,264.40	
O-8 ¹	13,187.10	13,512.30	13,512.30	13,512.30	13,512.30	13,850.40	13,850.40	14,196.60	14,196.60	14,196.60	14,196.60	
O-7 ¹	11,924.70	11,924.70	11,924.70	11,985.60	11,985.60	12,225.30	12,225.30	12,225.30	12,225.30	12,225.30	12,225.30	
O-6 ²	9,529.80	9,780.60	10,034.40	10,526.70	10,526.70	10,736.70	10,736.70	10,736.70	10,736.70	10,736.70	10,736.70	
O-5	8,338.80	8,589.90	8,589.90	8,589.90	8,589.90	8,589.90	8,589.90	8,589.90	8,589.90	8,589.90	8,589.90	
0-4	7,283.70	7,283.70	7,283.70	7,283.70	7,283.70	7,283.70	7,283.70	7,283.70	7,283.70	7,283.70	7,283.70	
O-3	6,240.00	6,240.00	6,240.00	6,240.00	6,240.00	6,240.00	6,240.00	6,240.00	6,240.00	6,240.00	6,240.00	
0-2	4,586.40	4,586.40	4,586.40	4,586.40	4,586.40	4,586.40	4,586.40	4,586.40	4,586.40	4,586.40	4,586.40	
0-1	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20	
O-3 ³	6,659.40	6,659.40	6,659.40	6,659.40	6,659.40	6,659.40	6,659.40	6,659.40	6,659.40	6,659.40	6,659.40	
O-2 ³	5,311.20	5,311.20	5,311.20	5,311.20	5,311.20	5,311.20	5,311.20	5,311.20	5,311.20	5,311.20	5,311.20	
O-1 ³	4,493.70	4,493.70	4,493.70	4,493.70	4,493.70	4,493.70	4,493.70	4,493.70	4,493.70	4,493.70	4,493.70	
W-5	7,047.90	7,405.50	7,671.60	7,966.50	7,966.50	8,365.20	8,365.20	8,783.10	8,783.10	9,222.90	9,222.90	
W-4	6,395.40	6,701.10	6,952.20	7,238.70	7,238.70	7,383.30	7,383.30	7,383.30	7,383.30	7,383.30	7,383.30	
W-3	5,874.30	6,009.90	6,153.90	6,349.50	6,349.50	6,349.50	6,349.50	6,349.50	6,349.50	6,349.50	6,349.50	
W-2	5,153.70	5,261.10	5,346.30	5,346.30	5,346.30	5,346.30	5,346.30	5,346.30	5,346.30	5,346.30	5,346.30	
W-1	4,858.20	4,858.20	4,858.20	4,858.20	4,858.20	4,858.20	4,858.20	4,858.20	4,858.20	4,858.20	4,858.20	
E-9 ⁴	5,617.50	5,837.10	6,068.70	6,422.70	6,422.70	6,743.40	6,743.40	7,080.90	7,080.90	7,435.20	7,435.20	
E-8	4,847.70	5,064.60	5,184.90	5,481.00	5,481.00	5,591.40	5,591.40	5,591.40	5,591.40	5,591.40	5,591.40	
E-7	4,328.40	4,487.40	4,572.90	4,897.80	4,897.80	4,897.80	4,897.80	4,897.80	4,897.80	4,897.80	4,897.80	
E-6	3,650.70	3,650.70	3,650.70	3,650.70	3,650.70	3,650.70	3,650.70	3,650.70	3,650.70	3,650.70	3,650.70	
E-5	3,064.20	3,064.20	3,064.20	3,064.20	3,064.20	3,064.20	3,064.20	3,064.20	3,064.20	3,064.20	3,064.20	
E-4	2,403.30	2,403.30	2,403.30	2,403.30	2,403.30	2,403.30	2,403.30	2,403.30	2,403.30	2,403.30	2,403.30	
E-3	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80	
E-2	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	

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 \$20,937.90. (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 \$7,738.80. 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.
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	ALLOWANCES Basic Allowance for Housing RC/Transient Family Separation Allowance												
Bas	sic Allowa		_	ansient			Fam	ily Sepa	ration /	Allowar	nce		
		(January 1,											
Pay	Partial	Without	With	Differential				All Pav	Grades:	\$250			
Grade		Dependent	Dependent										
0-10	\$ 50.70	\$ 1,481.70	\$ 1,822.50	\$ 330.30	Basic Allov			tence			stence Su		
0-9	\$ 50.70	\$ 1,481.70	\$ 1,822.50	\$ 330.30	(Effective J		<u> </u>		Allow		ffective O		, 2010)
0-8	\$ 50.70	\$ 1,481.70	\$ 1,822.50	\$ 330.30			\$242.60				II Pay Gra		
0-7	\$ 50.70	\$ 1,481.70	\$ 1,822.50	\$ 330.30	E	nlisted:	\$352.27			Not to	Exceed	\$1100.00	
0-6	\$ 39.60	\$ 1,358.70	\$ 1,640.70	\$ 273.60		Clothir	na Allov	vances	(Effecti	ve Octo	ber 1, 2	012)	
0-5	\$ 33.00	\$ 1,308.30	\$ 1,581.60	\$ 264.30									
0-4	\$ 26.70	\$ 1,212.00	\$ 1,394.10	\$ 175.80	St	andard I	nitial Clo			•	d Membei		
0-3	\$ 22.20	\$ 972.00	\$ 1,153.50	\$ 175.80		Ar		N	avy	Air	Force	Marin	e Corps
0-2	\$ 17.70	\$ 770.40	\$ 984.30	\$ 207.30		Male	Female	Male	Female	Male	Female	Male	Female
0-1	\$ 13.20	\$ 660.90	\$ 881.10	\$ 224.10				1811.61			1667.36		1803.50
03E	\$ 22.20	\$ 1,049.10	\$ 1,239.90	\$ 184.20	Cas	h Clothi	ng Repla	cement	Allowand	e (Enlist	ed Memb	ers Only	')
02E	\$ 17.70	\$ 891.90	\$ 1,118.70	\$ 220.20		Ar	my	N	avy	Air	Force	Marin	e Corps
OlE	\$ 13.20	\$ 775.80	\$ 1,034.10	\$ 258.30	Male Female Male Female Male Female								
W-5	\$ 25.20	\$ 1,231.80	\$ 1,346.40	\$ 109.80	Basic	327.60	367.20	327.60	331.20	237.60	241.20	414.00	428.40
W-4	\$ 25.20	\$ 1,093.50	\$ 1,233.90	\$ 135.30	Standard	469.35	522.00	468.00	471.60	338.40	342.00	594.00	612.00
W-3	\$ 20.70	\$ 919.80	\$ 1,131.30	\$ 204.30	Special	0	0	640.80	630.00	0	0	0	0
W-2	\$ 15.90	\$ 816.00	\$ 1,039.50	\$ 216.00			Ci	vilian Cl	othing Al	lowance	,		
W-1	\$ 13.80	\$ 684.30	\$ 899.70	\$ 209.10	Type of Duty	Initial	Replace	ement 15	days in 30	days perio	od 30 days	in 36 mor	th period
E-9	\$ 18.60	\$ 897.90	\$ 1,184.10	\$ 276.00	Permanent	970.56	323.	52	0			0	
E-8	\$ 15.30	\$ 825.00	\$ 1,092.30	\$ 258.60	Temporary	0	0		323	.52		647.04	
E-7	\$ 12.00	\$ 760.50	\$ 1,013.70	\$ 299.40		Pe	rsonal M	oney All	owance (Monthly	Amount))	
E-6	\$ 9.90	\$ 702.90	\$ 936.60	\$ 289.20	1. While se								22
E-5	\$ 8.70	\$ 632.10	\$ 842.70	\$ 246.30	or Army	_					•	\$333	.55
E-4	\$ 8.10	\$ 549.60	\$ 732.30	\$ 213.00	2. Senior M					ittee of t	he U.N.	\$225	.00
E-3	\$ 7.80	\$ 511.20	\$ 681.00	\$ 174.30	3. General			<u>-</u>				\$183	.33
E-2	\$ 7.20	\$ 487.20	\$ 649.20	\$ 233.10	4. Lieutena	nt Gene	ral Vice	Admiral				\$41	.67
E-1	\$ 6.90	\$ 487.20	\$ 649.20	\$ 276.00	5. Senior E	nlisted I	lember o	of a Milit	ary Servi	се		\$166	.67
For othe	er pays of	r specific re	quirements	for the pay o	<u> </u>				-			-	
		-	-	/07a/index.l		- 7 6							

			NCENTI	VE AND	SPECI	AL PAY	′ S			
			Aviat	ion Care	er Incentiv	e Pay				
				Years of Av	iation 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 I	Enlisted F	lyer Incen	ntive Pay				
				Years of A	viation Service					
	or less		Ove			Over 8		Over		
	150.00		225.	.00		350.00		400.0	00	
	H	Hazardou	s Duty Inc	entive Pa	y (Crew N	lember- N	on-AWA	C)		
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	0-4	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	
0-7	150.00	0-2	150.00	W-2	150.00	E-6	215.00	E-1	150.00	
O-6	250.00	0-1	150.00	W-1	150.00	E-5	190.00			
Hazardo	_	Incentive Member)	Pay (Non	-Crew	lmmir	nent Dang	jer Pay/H	ostile Fire	Pay	
	ALL G	RADES -	150.00			ALL G	RADES – 2	225.00		
	D	iving Pa	y		HDIP (Pa	arachute,	Flight De Others)	ck, Demol	ition, &	
Officers –	240.00 (M	ax) Enl i	i sted – 340.0	00 (Max)	(Mon		rades – 15	0.00) Pay – 225.0	20)	
CON	ABAT ZO	NE TAX	EXCLUSIO)N	,	•		·	,	
Army or Marine	Corps, basic p	ay is \$7,738.80.	f the AF, Sergeant Combat Zone Ta: ate plus HFP/IDP (x Exclusion						

Submarine Duty Incentive Pay (Effective October 1, 2011) Cumulative Years of Service											
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		
0-4	365.00			525.00	595.00	705.00		790.00			
O-3	355.00			510.00	595.00	705.00					
0-2	305.00						425.00				
0-1	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

		MONT	HLY C	AREE	R SEA	PAY-	-(NAV)	AND	MARIN	NE COI	RPS)—	EFFE(CTIVE	ОСТО	BER 1,	2001		
							Си	mulative	Years of	f Sea Dui	ty .							
Pay	1 or	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over
Grade	less	1	2	3	4	5	6	7	8	9	10	11	12	13	14	16	18	20
O-6	100			315	320		335	360	370	395	405	420	435		455	475	500	535
0-5	100			315		000		320	345	350	365	370			400	420	440	475
0-4	100			260	265	280	285	300	310	000	315		335		380	395	405	420
0-3	100			210	225	260	265	275	285	300	315		335		365	380	395	405
0-2	100			210	225	260	265	275	285	300	315		335		350	365	380	395
0-1	100			210	225	260	265	275	285	300	315	505	335		350	365	380	395
W-5	210				240	405	435				490	525	560		630		700	
W-4 W-3	210				240	405	435	400	405	405	490	525	560		630		700	
W-3 W-2	210 210				240 240	380 365	395 370	400	405 380	435 435	490 475	525	560 525		595 560		630	
W-1	180	190	195	210	240	245	280	350	380	433	455		475		505	525		
E-9	135	130	160	305	320	350	200	375	490	500	400	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	020	
E-6	135		160	280	300	315	325	350	450	465		010	480	495	510	525	550	
E-5	70	80	160	280	300	315	325	350	450	100			100	100	010	020	000	
E-4	70	80	160	280	290	0.0	0_0		390									
E-3	50	60	100															
E-2	50	60	75															
E-1	50																	
			MONT	HLY C	AREE	R SEA	PAY—	EFFE (CTIVE	MAY 1	, 1988	(AIR F	ORCE	MEME	BERS)			
										f Sea Dui		•						
Pay	1 or	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over
Grade	less	1	2	3	4	5	6	7	8	9	10	11	12	13	14	16	18	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
0-2				150	160	185	190	195	205	215	225		240		250	260	270	280
0-1				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													

			MONT	HLY C	AREEF	R SEA	PAY—	EFFE(CTIVE	ОСТО	3ER 1,	2002 (ARMY	MEME	BERS)			
							Си	mulative	Years of	f Sea Dui	ty							
Pay	1 or	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over
Grade	less	1	2	3	4	5	6	7	8	9	10	11	12	13	14	16	18	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
0-1				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													

	SPE	CIAL	- PAY	S F	OR H	IE/	ALT I	H PRO	OFE	SS	IONA	YL C	OFFIC	CERS	
				Va	riable	Spe	cial Pa	ay (Medi	ical C	Office	rs)				
Pay Grade	Under 3	_	ut Less han 6	6 But Tha	Less 8 n 8		t Less in 10	10 But I Than		Less	But Than 14		ut Less an 18	18 But Less Than 22	22 and Over
Intern	100.00														
Thru O-6		4	16.66	1,000	0.00	95	8.33	916.	66	8	33.33	7	50.00	666.66	583.33
Above O-6	583.33		specific re //www.dti						ble, go	to the	web at:				
-		•		Varia	ble Sp	ecia	l Pay	(VSP) (E	Denta	I Offi	cers)				
Pay	Under		3 But L	_ess	6 Bı	ut L	ess	8 But	Less	1:	2 But L	ess	14 B	ut Less	
Grade	3		Than	6	Ti	han	8	Than	Than 12		Than 1	4	Th	an 18	18 & Over
Intern	250.0	0													
Thru O-6			583.	33	Ę	583.3	33	1,00	00.00		833	.33	7:	50.00	666.67
Above O-6	583.3								_						2411
Board Cert	Board Certified Pay Special Pay (Medical and Dental Office						icers)	A	dditic			• •	SP) (Dental 24, 2008)	•	
Pay	Under	10 E	But	12 But	t 1	14 B	ut	18 &	Р	ay	U	nder	3	But Less	10 & Over
Grade	10	Les		Less		Les		Over	Gr	ade		3	1	Than 10	
		Than		Than 1		han									45 000 00
All Grades	208.33	291.	66	333.33		116.6			All G		- ,	000.00) 1	2,000.00	15,000.00
G . I	A	1	·				cial P	ay (Med		Office	ers) Annual	A ===4		• 14	A
Specialty	A	nual .mt	Speci	aity	Annua Amt	t		Special	ity				-	oecialty	Annual Amt
Aerospace Med		00.00	General	surgery	29,000			/ngology			30,000			alty Category	
Anesthesiology	36,0	00.00	Internal medicine	, , , , , , , , , , , , , , , , , , , ,			20,000	0.00	Subspeci II	alty Category	28,000.00				
Cardiology	36,0	66,000.00 Neurology 20,000.00 Pediatrics			20,000		Subspeci	alty Category	23,000.00						
Dermatology	20,0	20,000.00 Neurosurgery 36,000.00 Phys and Prev/Occ Me		ed	20,000	0.00		alty Category	20,000.00						
Emergency Med	26,	00.00	OB/GYN		31,000	0.00	Psychi	atry			20,000			alty Category	36,000.00
Family practice	20,0	00.00	Ophthalr	nology	28,000	0.00	Pulmoi	nary/IM-Cr	ritical C	Care	23,000	0.00	Urology		28,000.00
Gastroenterolog	y 26,0	00.00	Orthope	dics	36,000	0.00	Radiol	ogy			36,000	0.00			

	Multiyear R	etention Bonus (Den	ntal 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, 2013

					Ситі	ulative Year	rs of Servic	e				
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
0-7	8,182.50	8,562.90	8,738.70	8,878.50	9,131.70	9,381.90	9,671.10	9,959.40	10,248.60	11,157.60	11,924.70	11,924.70
1 Drill	272.75	285.43	291.29	295.95	304.39	312.73	322.37	331.98	341.62	371.92	397.49	397.49
4 Drills	1,091.00	1,141.72	1,165.16	1,183.80	1,217.56	1,250.92	1,289.48	1,327.92	1,366.48	1,487.68	1,589.96	1,589.96
O-6	6,064.80	6,663.00	7,100.10	7,100.10	7,127.10	7,432.80	7,473.00	7,473.00	7,897.80	8,648.70	9,089.40	9,529.80
1 Drill	202.16	222.10	236.67	236.67	237.57	247.76	249.10	249.10	263.26	288.29	302.98	317.66
4 Drills	808.64	888.40	946.68	946.68	950.28	991.04	996.40	996.40	1,053.04	1,153.16	1,211.92	1,270.64
O-5	5,055.90	5,695.50	6,089.70	6,164.10	6,410.10	6,557.10	6,880.80	7,118.40	7,425.30	7,895.10	8,118.00	8,338.80
1 Drill	168.53	189.85	202.99	205.47	213.67	218.57	229.36	237.28	247.51	263.17	270.60	277.96
4 Drills	674.12	759.40	811.96	821.88	854.68	874.28	917.44	949.12	990.04	1,052.68	1,082.40	1,111.84
0-4	4,362.30	5,049.90	5,386.80	5,461.80	5,774.70	6,109.80	6,527.70	6,852.90	7,078.80	7,208.70	7,283.70	7,283.70
1 Drill	145.41	168.33	179.56	182.06	192.49	203.66	217.59	228.43	235.96	240.29	242.79	242.79
4 Drills	581.64	673.32	718.24	728.24	769.96	814.64	870.36	913.72	943.84	961.16	971.16	971.16
O-3	3,835.50	4,347.90	4,692.90	5,116.50	5,361.60	5,630.70	5,804.70	6,090.60	6,240.00	6,240.00	6,240.00	6,240.00
1 Drill	127.85	144.93	156.43	170.55	178.72	187.69	193.49	203.02	208.00	208.00	208.00	208.00
4 Drills	511.40	579.72	625.72	682.20	714.88	750.76	773.96	812.08	832.00	832.00	832.00	832.00
0-2	3,314.10	3,774.30	4,347.00	4,493.70	4,586.40	4,586.40	4,586.40	4,586.40	4,586.40	4,586.40	4,586.40	4,586.40
1 Drill	110.47	125.81	144.90	149.79	152.88	152.88	152.88	152.88	152.88	152.88	152.88	152.88
4 Drills	441.88	503.24	579.60	599.16	611.52	611.52	611.52	611.52	611.52	611.52	611.52	611.52
0-1	2,876.40	2,994.00	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20
1 Drill	95.88	99.80	120.64	120.64	120.64	120.64	120.64	120.64	120.64	120.64	120.64	120.64
4 Drills	383.52	399.20	482.56	482.56	482.56	482.56	482.56	482.56	482.56	482.56	482.56	482.56
O-3E				5,116.50	5,361.60	5,630.70	5,804.70	6,090.60	6,332.10	6,470.70	6,659.40	6,659.40
1 Drill				170.55	178.72	187.69	193.49	203.02	211.07	215.69	221.98	221.98
4 Drills			_	682.20	714.88	750.76	773.96	812.08	844.28	862.76	887.92	887.92
0-2E				4,493.70	4,586.40	4,732.50	4,978.80	5,169.30	5,311.20	5,311.20	5,311.20	5,311.20
1 Drill				149.79	152.88	157.75	165.96	172.31	177.04	177.04	177.04	177.04
4 Drills				599.16	611.52	631.00	663.84	689.24	708.16	708.16	708.16	708.16
O-1E				3,619.20	3,864.60	4,007.70	4,153.80	4,297.20	4,493.70	4,493.70	4,493.70	4,493.70
1 Drill				120.64	128.82	133.59	138.46	143.24	149.79	149.79	149.79	149.79
4 Drills				482.56	515.28	534.36	553.84	572.96	599.16	599.16	599.16	599.16

DRILL PAY—EFFECTIVE JANUARY 1, 2013

Cumulative Tears of Serv	nulative Years of Servic	e:e
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Pay Grade	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
0-7	11,924.70	11,924.70	11,985.60	11,985.60	12,225.30	12,225.30	12,225.30	12,225.30	12,225.30	12,225.30
1 Drill	397.49	397.49	399.52	399.52	407.51	407.51	407.51	407.51	407.51	407.51
4 Drills	1,589.96	1,589.96	1,598.08	1,598.08	1,630.04	1,630.04	1,630.04	1,630.04	1,630.04	1,630.04
0-6	9,780.60	10,034.40	10,526.70	10,526.70	10,736.70	10,736.70	10,736.70	10,736.70	10,736.70	10,736.70
1 Drill	326.02	334.48	350.89	350.89	357.89	357.89	357.89	357.89	357.89	357.89
4 Drills	1,304.08	1,337.92	1,403.56	1,403.56	1,431.56	1,431.56	1,431.56	1,431.56	1,431.56	1,431.56
O-5	8,589.90	8,589.90	8,589.90	8,589.90	8,589.90	8,589.90	8,589.90	8,589.90	8,589.90	8,589.90
1 Drill	286.33	286.33	286.33	286.33	286.33	286.33	286.33	286.33	286.33	286.33
4 Drills	1,145.32	1,145.32	1,145.32	1,145.32	1,145.32	1,145.32	1,145.32	1,145.32	1,145.32	1,145.32
0-4	7,283.70	7,283.70	7,283.70	7,283.70	7,283.70	7,283.70	7,283.70	7,283.70	7,283.70	7,283.70
1 Drill	242.79	242.79	242.79	242.79	242.79	242.79	242.79	242.79	242.79	242.79
4 Drills	971.16	971.16	971.16	971.16	971.16	971.16	971.16	971.16	971.16	971.16
O-3	6,240.00	6,240.00	6,240.00	6,240.00	6,240.00	6,240.00	6,240.00	6,240.00	6,240.00	6,240.00
1 Drill	208.00	208.00	208.00	208.00	208.00	208.00	208.00	208.00	208.00	208.00
4 Drills	832.00	832.00	832.00	832.00	832.00	832.00	832.00	832.00	832.00	832.00
0-2	4,586.40	4,586.40	4,586.40	4,586.40	4,586.40	4,586.40	4,586.40	4,586.40	4,586.40	4,586.40
1 Drill	152.88	152.88	152.88	152.88	152.88	152.88	152.88	152.88	152.88	152.88
4 Drills	611.52	611.52	611.52	611.52	611.52	611.52	611.52	611.52	611.52	611.52
0-1	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20	3,619.20
1 Drill	120.64	120.64	120.64	120.64	120.64	120.64	120.64	120.64	120.64	120.64
4 Drills	482.56	482.56	482.56	482.56	482.56	482.56	482.56	482.56	482.56	482.56
O-3E	6,659.40	6,659.40	6,659.40	6,659.40	6,659.40	6,659.40	6,659.40	6,659.40	6,659.40	6,659.40
1 Drill	221.98	221.98	221.98	221.98	221.98	221.98	221.98	221.98	221.98	221.98
4 Drills	887.92	887.92	887.92	887.92	887.92	887.92	887.92	887.92	887.92	887.92
O-2E	5,311.20	5,311.20	5,311.20	5,311.20	5,311.20	5,311.20	5,311.20	5,311.20	5,311.20	5,311.20
1 Drill	177.04	177.04	177.04	177.04	177.04	177.04	177.04	177.04	177.04	177.04
4 Drills	708.16	708.16	708.16	708.16	708.16	708.16	708.16	708.16	708.16	708.16
O-1E	4,493.70	4,493.70	4,493.70	4,493.70	4,493.70	4,493.70	4,493.70	4,493.70	4,493.70	4,493.70
1 Drill	149.79	149.79	149.79	149.79	149.79	149.79	149.79	149.79	149.79	149.79
4 Drills	599.16	599.16	599.16	599.16	599.16	599.16	599.16	599.16	599.16	599.16

DRILL PAY—EFFECTIVE JANUARY 1, 2013

	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												7,047.90
1 Drill												234.93
4 Drills												939.72
W-4	3,963.90	4,263.90	4,386.00	4,506.60	4,713.90	4,919.10	5,126.70	5,439.60	5,713.50	5,974.20	6,187.50	6,395.40
1 Drill	132.13	142.13	146.20	150.22	157.13	163.97	170.89	181.32	190.45	199.14	206.25	213.18
4 Drills	528.52	568.52	584.80	600.88	628.52	655.88	683.56	725.28	761.80	796.56	825.00	852.72
W-3	3,619.50	3,770.40	3,925.20	3,975.90	4,138.20	4,457.10	4,789.20	4,945.50	5,126.40	5,313.00	5,648.10	5,874.30
1 Drill	120.65	125.68	130.84	132.53	137.94	148.57	159.64	164.85	170.88	177.10	188.27	195.81
4 Drills	482.60	502.72	523.36	530.12	551.76	594.28	638.56	659.40	683.52	708.40	753.08	783.24
W-2	3,202.80	3,505.80	3,599.40	3,663.30	3,871.20	4,194.00	4,353.90	4,511.40	4,704.00	4,854.30	4,990.80	5,153.70
1 Drill	106.76	116.86	119.98	122.11	129.04	139.80	145.13	150.38	156.80	161.81	166.36	171.79
4 Drills	427.04	467.44	479.92	488.44	516.16	559.20	580.52	601.52	627.20	647.24	665.44	687.16
W-1	2,811.60	3,114.00	3,195.30	3,367.50	3,570.90	3,870.60	4,010.40	4,205.70	4,398.30	4,549.80	4,689.00	4,858.20
1 Drill	93.72	103.80	106.51	112.25	119.03	129.02	133.68	140.19	146.61	151.66	156.30	161.94
4 Drills	374.88	415.20	426.04	449.00	476.12	516.08	534.72	560.76	586.44	606.64	625.20	647.76
Pay Grade	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40		
W-5	7,405.50	7,671.60	7,966.50	7,966.50	8,365.20	8,365.20	8,783.10	8,783.10	9,222.90	9,222.90		
1 Drill	246.85	255.72	265.55	265.55	278.84	278.84	292.77	292.77	307.43	307.43		
4 Drills	987.40	1,022.88	1,062.20	1,062.20	1,115.36	1,115.36	1,171.08	1,171.08	1,229.72	1,229.72		
W-4	6,701.10	6,952.20	7,238.70	7,238.70	7,383.30	7,383.30	7,383.30	7,383.30	7,383.30	7,383.30		
1 Drill	223.37	231.74	241.29	241.29	246.11	246.11	246.11	246.11	246.11	246.11		
4 Drills	893.48	926.96	965.16	965.16	984.44	984.44	984.44	984.44	984.44	984.44		
W-3	6,009.90	6,153.90	6,349.50	6,349.50	6,349.50	6,349.50	6,349.50	6,349.50	6,349.50	6,349.50		
1 Drill	200.33	205.13	211.65	211.65	211.65	211.65	211.65	211.65	211.65	211.65		
4 Drills	801.32	820.52	846.60	846.60	846.60	846.60	846.60	846.60	846.60	846.60		
W-2	5,261.10	5,346.30	5,346.30	5,346.30	5,346.30	5,346.30	5,346.30	5,346.30	5,346.30	5,346.30		
1 Drill	175.37	178.21	178.21	178.21	178.21	178.21	178.21	178.21	178.21	178.21		
4 Drills	701.48	712.84	712.84	712.84	712.84	712.84	712.84	712.84	712.84	712.84		
W-1	4,858.20	4,858.20	4,858.20	4,858.20	4,858.20	4,858.20	4,858.20	4,858.20	4,858.20	4,858.20		
1 Drill	161.94	161.94	161.94	161.94	161.94	161.94	161.94	161.94	161.94	161.94		
4 Drills	647.76	647.76	647.76	647.76	647.76	647.76	647.76	647.76	647.76	647.76		

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							4,788.90	4,897.50	5,034.30	5,194.80	5,357.40	5,617.50
1 Drill							159.63	163.25	167.81	173.16	178.58	187.25
4 Drills							638.52	653.00	671.24	692.64	714.32	749.00
E-8						3,920.10	4,093.50	4,200.90	4,329.60	4,469.10	4,720.50	4,847.70
1 Drill						130.67	136.45	140.03	144.32	148.97	157.35	161.59
4 Drills						522.68	545.80	560.12	577.28	595.88	629.40	646.36
E-7	2,725.20	2,974.50	3,088.20	3,239.10	3,357.00	3,559.20	3,673.20	3,875.70	4,043.70	4,158.60	4,281.00	4,328.40
1 Drill	90.84	99.15	102.94	107.97	111.90	118.64	122.44	129.19	134.79	138.62	142.70	144.28
4 Drills	363.36	396.60	411.76	431.88	447.60	474.56	489.76	516.76	539.16	554.48	570.80	577.12
E-6	2,357.10	2,593.80	2,708.10	2,819.40	2,935.50	3,196.50	3,298.50	3,495.30	3,555.60	3,599.70	3,650.70	3,650.70
1 Drill	78.57	86.46	90.27	93.98	97.85	106.55	109.95	116.51	118.52	119.99	121.69	121.69
4 Drills	314.28	345.84	361.08	375.92	391.40	426.20	439.80	466.04	474.08	479.96	486.76	486.76
E-5	2,159.40	2,304.30	2,415.90	2,529.90	2,707.50	2,893.50	3,045.60	3,064.20	3,064.20	3,064.20	3,064.20	3,064.20
1 Drill	71.98	76.81	80.53	84.33	90.25	96.45	101.52	102.14	102.14	102.14	102.14	102.14
4 Drills	287.92	307.24	322.12	337.32	361.00	385.80	406.08	408.56	408.56	408.56	408.56	408.56
E-4	1,979.70	2,081.10	2,193.90	2,304.90	2,403.30	2,403.30	2,403.30	2,403.30	2,403.30	2,403.30	2,403.30	2,403.30
1 Drill	65.99	69.37	73.13	76.83	80.11	80.11	80.11	80.11	80.11	80.11	80.11	80.11
4 Drills	263.96	277.48	292.52	307.32	320.44	320.44	320.44	320.44	320.44	320.44	320.44	320.44
E-3	1,787.40	1,899.90	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80
1 Drill	59.58	63.33	67.16	67.16	67.16	67.16	67.16	67.16	67.16	67.16	67.16	67.16
4 Drills	238.32	253.32	268.64	268.64	268.64	268.64	268.64	268.64	268.64	268.64	268.64	268.64
E-2	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80
1 Drill	56.66	56.66	56.66	56.66	56.66	56.66	56.66	56.66	56.66	56.66	56.66	56.66
4 Drills	226.64	226.64	226.64	226.64	226.64	226.64	226.64	226.64	226.64	226.64	226.64	226.64
E-1 > 4 mos	1,516.20											
1 Drill	50.54											
4 Drills	202.16											
E-1 < 4 mos	1,402.20											
1 Drill	46.74											
4 Drills	186.96											

DRILL PAY—EFFECTIVE JANUARY 1, 2013												
				Cumula	tive Years o	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	5,837.10	6,068.70	6,422.70	6,422.70	6,743.40	6,743.40	7,080.90	7,080.90	7,435.20	7,435.20		
1 Drill	194.57	202.29	214.09	214.09	224.78	224.78	236.03	236.03	247.84	247.84		
4 Drills	778.28	809.16	856.36	856.36	899.12	899.12	944.12	944.12	991.36	991.36		
E-8	5,064.60	5,184.90	5,481.00	5,481.00	5,591.40	5,591.40	5,591.40	5,591.40	5,591.40	5,591.40		
1 Drill	168.82	172.83	182.70	182.70	186.38	186.38	186.38	186.38	186.38	186.38		
4 Drills	675.28	691.32	730.80	730.80	745.52	745.52	745.52	745.52	745.52	745.52		
E-7	4,487.40	4,572.90	4,897.80	4,897.80	4,897.80	4,897.80	4,897.80	4,897.80	4,897.80	4,897.80		
1 Drill	149.58	152.43	163.26	163.26	163.26	163.26	163.26	163.26	163.26	163.26		
4 Drills	598.32	609.72	653.04	653.04	653.04	653.04	653.04	653.04	653.04	653.04		
E-6	3,650.70	3,650.70	3,650.70	3,650.70	3,650.70	3,650.70	3,650.70	3,650.70	3,650.70	3,650.70		
1 Drill	121.69	121.69	121.69	121.69	121.69	121.69	121.69	121.69	121.69	121.69		
4 Drills	486.76	486.76	486.76	486.76	486.76	486.76	486.76	486.76	486.76	486.76		
E-5	3,064.20	3,064.20	3,064.20	3,064.20	3,064.20	3,064.20	3,064.20	3,064.20	3,064.20	3,064.20		
1 Drill	102.14	102.14	102.14	102.14	102.14	102.14	102.14	102.14	102.14	102.14		
4 Drills	408.56	408.56	408.56	408.56	408.56	408.56	408.56	408.56	408.56	408.56		
E-4	2,403.30	2,403.30	2,403.30	2,403.30	2,403.30	2,403.30	2,403.30	2,403.30	2,403.30	2,403.30		
1 Drill	80.11	80.11	80.11	80.11	80.11	80.11	80.11	80.11	80.11	80.11		
4 Drills	320.44	320.44	320.44	320.44	320.44	320.44	320.44	320.44	320.44	320.44		
E-3	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80	2,014.80		
1 Drill	67.16	67.16	67.16	67.16	67.16	67.16	67.16	67.16	67.16	67.16		
4 Drills	268.64	268.64	268.64	268.64	268.64	268.64	268.64	268.64	268.64	268.64		
E-2	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80	1,699.80		
1 Drill	56.66	56.66	56.66	56.66	56.66	56.66	56.66	56.66	56.66	56.66		
4 Drills	226.64	226.64	226.64	226.64	226.64	226.64	226.64	226.64	226.64	226.64		