			В	ASIC PAY	—EFFECT	ΓΙ <b>VE JAN</b> L	JARY 1, 20	12			
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 <sup>1</sup>											
O-9 <sup>1</sup>											
O-8 <sup>1</sup>	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 <sup>1</sup>	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 <sup>2</sup>	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
0-4	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
0-3	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
0-2	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
0-1	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 <sup>3</sup>				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 <sup>3</sup>				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 <sup>3</sup>				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 <sup>4</sup>							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 <sup>5</sup>	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.

			В	ASIC PAY	—EFFEC1	TIVE JANU	JARY 1, 20	12			
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 <sup>1</sup>	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 <sup>1</sup>	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 <sup>1</sup>	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
0-71	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 <sup>2</sup>	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
0-4	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
0-2	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
0-1	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 <sup>3</sup>	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 <sup>3</sup>	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 <sup>3</sup>	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-9⁴	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:**

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					ALLOW	ANC	ES						
Bas	sic Allow	ance for Ho	using RC/Tr	ansient			Fami	ily Ser	aration A	Allowan	ce		
		(January 1,						<u> </u>					
Pay Grade	Partial	Without Dependent	With Dependent	Differential				All Pa	y Grades:	\$250			
0-10	\$ 50.70	\$ 1,428.00	\$ 1,756.50	\$ 324.90	<b>Basic Allow</b>	ance fo	r Subsis	tence	Famil	ly Subsis	tence Su	ıpplemer	ntal
0-9	\$ 50.70	\$ 1,428.00	\$ 1,756.50	\$ 324.90	(Effective Ja	anuary '	1, 2012)			ance (Eff			
0-8	\$ 50.70	\$ 1,428.00	\$ 1,756.50	\$ 324.90	0	fficers:	\$239.96			Al	l Pay Gra	ades	,
0-7	\$ 50.70	\$ 1,428.00	\$ 1,756.50	\$ 324.90	E	nlisted:	\$348.44	ı		Not to	Exceed	\$1100.00	)
0-6	\$ 39.60	\$ 1,309.50	\$ 1,581.30	\$ 269.10		Clathir	A II au	V 0 10 0 0 0	/Essocial	va Oata	bor 4 0	044)	
0-5	\$ 33.00	\$ 1,260.90	\$ 1,524.30	\$ 259.80		Ciothir	ig Allov	vance	s (Effecti	ve Octo	ber 1, 2	<b>011)</b>	
0-4	\$ 26.70	\$ 1,168.20	\$ 1,343.70	\$ 172.80	Sta	ndard I	nitial Clo	thing A	llowance	(Enlisted	Member	rs Only)	
0-3 \$ 22.20 \$ 936.90 \$ 1,111.80 \$ 172.50 <b>Army Navy Air Force Mari</b>													e 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	1,697.3	0 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	Clothi	ng Repla	cemen	Allowanc	e (Enliste	ed Memb	ers Only	<b>'</b> )
02E	\$ 17.70	\$ 859.50	\$ 1,078.20	\$ 216.60		Ar	my	1	Navy	Air F	'orce	Marin	e Corps
OlE	\$ 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		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		0	0	0	0
W-2	\$ 15.90	\$ 786.30	\$ 1,001.70	\$ 212.40			Ci	vilian C	lothing Al	lowance			
W-1	\$ 13.80	\$ 659.40	\$ 867.00	\$ 205.50	Type of Duty	Initial	Replace	ement 1	5 days in 30	days perio	d 30 days	in 36 mon	th 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					llowance (			)	
E-6	\$ 9.90	\$ 677.40	\$ 902.70	\$ 284.40	1. While se	_				an of the	JCS,	\$333.	33
E-5	\$ 8.70	\$ 609.00	\$ 812.10	\$ 242.10	or Army							<b>უ</b> ააა.	.33
E-4	\$ 8.10	\$ 529.80	\$ 705.90	\$ 209.40	2. Senior Mo	ember c	f the Mil	itary St	aff Commi	ttee of th	e U.N.	\$225.	.00
E-3	\$ 7.80	\$ 492.60	\$ 656.40	\$ 171.30	3. General o							<b>\$183</b> .	
E-2	\$ 7.20	\$ 469.50	\$ 625.80	\$ 229.20	4. Lieutena							\$41.	
E-1	\$ 6.90	\$ 469.50	\$ 625.80	\$ 271.50	5. Senior Er	nlisted N	/lember o	of a Mil	tary Servi	ce		<b>\$166</b> .	.67
For othe	r pays or s	specific requi	rements for t	the pay cited in	n this table, go	to the	web at: <u></u>	nttp://w	ww.dtic.mi	il/comptro	oller/fmr/	<u>/07a/inde</u>	x.html

		I	NCENTI	VE AND	SPECI	AL PAY	'S		
					er Incentiv				
				Years of Av	iation Service				
2 or	Over 2	Over 3	Over 4	Over 6	Over 14	Over 22	Over 2	23 Over 24	Over 25
less									
125.00	156.00	188.00	206.00	650.00	840.00	585.00	495.0	0 385.00	250.00
			Career I	Enlisted F	lyer Incer	ntive Pay			
					viation Service				
_	or less		Ove			Over 8		Over	
	150.00		225.	.00		350.00		400.	.00
	1	Hazardou	s Duty Inc	entive Pa	y (Crew N	lember- N	lon-AW	AC)	
Pay Grade	Amount	Pay	Amount	Pay	Amount	Pay	Amou	nt Pay	Amount
		Grade		Grade		Grade		Grade	
O-10	150.00	O-5	250.00	W-5	250.00	E-9	240.0	-	165.00
O-9	150.00	0-4	225.00	W-4	250.00	E-8	240.0		150.00
O-8	150.00	0-3	175.00	W-3	175.00	E-7	240.0		150.00
0-7	150.00	0-2	150.00	W-2	150.00	E-6	215.0		150.00
O-6	250.00	0-1	150.00	W-1	150.00	E-5	190.0	0	
Hazardo	_	Incentive Member)	Pay (Non	-Crew	lmmir	nent Dang	ger Pay	/Hostile Fire	e Pay
	ALL G	RADES – 1	50.00			ALL G	RADES	- 225.00	
	C	Diving Pay	1		HDIP (Pa	arachute,	Flight I Others	Deck, Demo s)	lition, &
Officers –	240.00 (M	ax) <b>Enli</b>	<b>sted</b> – 340.0	00 (Max)	(Men	_	rades – ed for HA	150.00 <b>LO Pay</b> – 225	.00).
Basic pay for th Army or Marine	e MCPO of the Corps, basic p	Navy, CMSgt of ay is \$7,609.50.	EXCLUSION the AF, Sergeant Combat Zone Taxate plus HFP/IDP	Major of the x Exclusion	ci	ited in this	table, go	quirements fo to the web a ller/fmr/07a/in	t:

	Subn	narine	<b>Duty Ir</b>	centiv	e Pay (	<b>Effective</b>	October	1, 2011 <sub>2</sub>	)	
			С	umulative Ye	ears of Servi	се				
Pay Grade	2 or less	Over	Over	Over	Over	Over	Over	Over	Over	Over
		2	3	4	6	8	10	14	16	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									
	Sul	bmarine L	Duty Incer	ntive Pay	for O-7 th	rough O-	10 is \$35	5.00		

		MONT	HLY C	AREE	R SEA	PAY-	-(NAV)	AND	MARIN	IE 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
0-6	100			315	320		335	360	370	395	405	420	435		455	475	500	535
0-5	100			315				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	210				240	405	435	400	405	405	490	525 525	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	435	475		475		505	525		
E-9	135	190	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		310	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	020	000	390									
E-3	50	60	100															
E-2	50	60	75															
E-1	50																	
			<b>MONT</b>	<b>HLY C</b>	<b>AREEI</b>	R SEA	PAY—	EFFE(	CTIVE	MAY 1	, 1988	(AIR F	<b>ORCE</b>	<b>MEME</b>	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
0-4				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	RSEA	PAY—	EFFE(	CTIVE	ОСТО	3ER 1,	2002 (	ARMY	MEME	BERS)			
							Си	mulative	Years o	f Sea Dui	ty							
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
0-4				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
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													

SPI	ECIA	L PAY	S FC	OR F	HE/	\LTI	H PRO	OFE	SS	IONA	AL O	FFIC	ERS	
			Va	riable	Spec	cial Pa	ay (Medi	cal C	Office	rs)				
Under 3	_								Les	s Than			18 But Less Than 22	22 and Over
100.0	00													
	4	416.66	1,000	0.00	95	8.33	916.	66	8	33.33	75	00.00	666.66	583.33
583.3		1 0	-	•	-	•		ble, go	to the	e web at:				
			Varia	ble Sp	oecia	I Pay	(VSP) (E	)enta	I Offi	icers)				
Und	er	3 But L	ess	6 B	ut Le	ess	8 But I	_ess	1	2 But L	ess	14 B	ut Less	
3		Than	6	Т	han a	8	Than	12		Than 1	4	Th	an 18	18 & Over
250	0.00													
		583.	33	,	583.3	33	1,00	0.00		833	.33	7	50.00	666.67
			_				_				_			
fied Pa	y Speci	ial Pay (N	<i>l</i> ledica	l and l	Denta	al Offi	icers)	A	dditio	_				Officers)
Under	10	But	12 But	: 1	14 Bu	ut	18 &	Р	ay	U	nder	3	But Less	10 & Over
10	Le	ess	Less		Less	8	Over	Gr	ade		3	1	Γhan 10	
	Tha	n 12 1	Than 1	4 T	han '	18								
208.33	291	.66	333.33	4	416.6	6	500.00	All G	rade	s 10,	00.00	1	2,000.00	15,000.00
			Inc	entive	Spe	cial P	ay (Med	ical C	Office					_
1	Annual Amt	Specia	alty				Special	ty		Annual	Amt	Sp	ecialty	Annual Amt
			surgery									•	<u> </u>	
		medicine				Pathol	ogy			·	II.	<u> </u>		28,000.00
3	6,000.00	Neurolog	JY	20,000	0.00	Pediati	rics			·	ll ll	<u> </u>	, , ,	23,000.00
2	0,000.00	Neurosu	rgery	36,000	0.00	Phys a	nd Prev/C	Occ M	ed	20,000	l l	•	alty Category	20,000.00
2	6,000.00	OB/GYN		31,000	0.00	Psychi	atry			20,000		•	alty Category	36,000.00
			0,					itical C	Care	,		Jrology		28,000.00
y 2	6,000.00			<u> </u>			0,							
		Mu	ultiyea	ar Re	tenti	ion B	Bonus (	Dent	tal C	officers	s)			
		Level	1			Lev	el 2			Lev	el 3		Le	vel 4
	Under 3	Under 3 E 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Under 3 But Less Than 6  100.00  416.66  583.33	Under 3 But Less Than 6	Variable	Variable Special	Variable Special Page   Special Pa	Variable Special Pay (Meditor   Variable   Special Pay (Meditor   Variable   Special Pay (Meditor   Variable   Special Pay (Neditor   Variable   Variable   Special Pay (VSP) (Decided   Variable   Special Pay (Nedicor   Variable   Variable   Variable   Special Pay (Nedicor   Variable   Variable   Variable   Special Pay (Nedicor   Variable   Variable   Variable   Variable   Variable   Variable   Variable   Special Pay (Nedicor   Variable   Variable   Variable   Variable   Variable   Variable   Variable   Special Pay (Nedicor   Variable   Variable   Variable   Variable   Variable   Variable   Variable   Special Pay (Nedicor   Variable   Vari	Variable Special Pay (Medical Color of the pay cited in this table, go http://www.dtic.mil/comptroller/fmr/07a/index.html	Variable Special Pay (Medical Office	Variable   Special   Pay (Medical Officers)	Variable Special Pay (Medical Officers)	Variable   Special Pay   (Medical Officers)	Under   3 But Less   1 But Less   10 But Less   12 But   Less Than   14 But Less   18 But Less   10 But Less   14 But Less   18 But Less   10 But Less   14 But Less   15 But Less   1

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**

					Ситі	ulative Year	rs of Servic	$\overline{e}$				
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	8,045.70	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
0-4	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
0-2	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
0-1	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
0-2E				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

Boy Crado	Over 22	Over 24	O	Over 20	Over 20	Over 32	Over 24	O. row 26	Over 20	0.404.40
Pay Grade	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
0-7	11,725.50	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
<i>O</i> -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
0-4	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
0-2	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
0-1	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
0-3E	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
0-2E	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
0-1E	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 2 or less Over 2 Over 3 Over 4 Over 6 Over 8 Over 10 Over 12 Over 14 Over 16 Pay Grade 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 104.98 117.97 120.07 126.88 137.46 142.70 147.87 159.11 168.92 114.91 154.18 163.58 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 3.311.10 3.511.20 3.805.80 3.943.50 4.135.50 4.324.80 4.473.60 4.610.70 4.776.90 3.141.90 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 Over 22 Over 24 Over 26 Over 28 Over 32 Over 34 Over 36 Over 38 Over 40 Pay Grade Over 30 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 642.08 627.84 660.00 681.08 702.36 736.48 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 137.69 146.48 154.72 128.49 134.17 141.91 158.89 4 Drills 536.68 550.76 567.64 585.92 618.88 635.56 513.96 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 89.32 101.22 106.17 110.03 116.66 120.39 127.03 132.54 136.30 140.31 141.87 97.49 4 Drills 357.28 389.96 424.68 440.12 466.64 481.56 508.12 530.16 545.20 561.24 567.48 404.88 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 85.01 92.41 96.21 104.77 114.56 77.26 88.76 108.11 116.54 117.98 119.66 119.66 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 75.55 78.77 78.77 78.77 78.77 78.77 78.77 78.77 78.77 71.91 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 1.491.00 mos 1 Drill 49.70 4 Drills 198.80 E-1 < 4 1,378.80 mos 1 Drill 45.96 4 Drills 183.84

		DRIL	L PAY-	-EFFE	CTIVE	JANU	JARY 1	, <mark>2012</mark>		
				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	5,739.60	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