			BA	ASIC PAY-	-EFFECT	IVE JANU	ARY 1, 20	11			
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	9,530.70	9,842.70	10,050.00	10,107.90	10,366.50	10,798.20	10,899.00	11,308.80	11,426.40	11,779.80	12,291.00
0-71	7,919.10	8,287.20	8,457.30	8,592.60	8,837.70	9,079.80	9,359.70	9,638.70	9,918.60	10,798.20	11,540.70
O-6 ²	5,869.50	6,448.50	6,871.50	6,871.50	6,897.60	7,193.40	7,232.40	7,232.40	7,643.40	8,370.30	8,796.90
O-5	4,893.00	5,512.20	5,893.80	5,965.80	6,203.70	6,346.20	6,659.40	6,889.20	7,186.20	7,640.70	7,856.70
0-4	4,221.90	4,887.30	5,213.40	5,286.00	5,588.70	5,913.30	6,317.40	6,632.10	6,851.10	6,976.50	7,049.10
O-3	3,711.90	4,208.10	4,542.00	4,951.80	5,188.80	5,449.20	5,617.80	5,894.70	6,039.00	6,039.00	6,039.00
0-2	3,207.30	3,652.80	4,207.20	4,349.10	4,438.50	4,438.50	4,438.50	4,438.50	4,438.50	4,438.50	4,438.50
0-1	2,784.00	2,897.40	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50
O-3 ³				4,951.80	5,188.80	5,449.20	5,617.80	5,894.70	6,128.10	6,262.20	6,444.90
O-2 ³				4,349.10	4,438.50	4,580.10	4,818.60	5,002.80	5,140.20	5,140.20	5,140.20
O-1 ³				3,502.50	3,740.40	3,878.70	4,020.30	4,158.90	4,349.10	4,349.10	4,349.10
W-5											
W-4	3,836.10	4,126.50	4,245.00	4,361.40	4,562.10	4,760.70	4,961.40	5,264.40	5,529.60	5,781.90	5,988.30
W-3	3,502.80	3,648.90	3,798.60	3,847.80	4,004.70	4,313.70	4,635.00	4,786.20	4,961.10	5,142.00	5,466.00
W-2	3,099.90	3,393.00	3,483.30	3,545.40	3,746.40	4,059.00	4,213.50	4,366.20	4,552.50	4,698.00	4,830.00
W-1	2,721.00	3,013.50	3,092.40	3,258.90	3,456.00	3,745.80	3,881.40	4,070.40	4,256.70	4,403.10	4,538.10
E-9 ⁴							4,634.70	4,739.70	4,872.00	5,027.70	5,184.60
E-8						3,794.10	3,961.80	4,065.60	4,190.40	4,325.10	4,568.40
E-7	2,637.30	2,878.50	2,988.90	3,135.00	3,249.00	3,444.60	3,554.70	3,750.90	3,913.50	4,024.50	4,143.00
E-6	2,281.20	2,510.10	2,620.80	2,728.50	2,840.70	3,093.60	3,192.30	3,382.80	3,441.00	3,483.60	3,533.40
E-5	2,090.10	2,230.20	2,337.90	2,448.30	2,620.20	2,800.50	2,947.50	2,965.50	2,965.50	2,965.50	2,965.50
E-4	1,916.10	2,014.20	2,123.40	2,230.80	2,325.90	2,325.90	2,325.90	2,325.90	2,325.90	2,325.90	2,325.90
E-3	1,729.80	1,838.70	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00
E-2	1,644.90	1,644.90	1,644.90	1,644.90	1,644.90	1,644.90	1,644.90	1,644.90	1,644.90	1,644.90	1,644.90
E-1⁵	1,467.60										

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 \$20,263.50. (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 \$7,489.80. 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 \$1,357.20.
- 6. Basic pay rate for Academy Cadets/Midshipmen and ROTC members/applicants is \$974.40.

			BA	SIC PAY-	-EFFECT	IVE JANU	ARY 1, 20 ⁻	11			
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	15,400.80	15,475.80	15,797.70	16,358.40	16,358.40	17,176.20	17,176.20	18,034.80	18,034.80	18,936.90	18,936.90
O-9 ¹	13,469.70	13,663.80	13,944.00	14,433.00	14,433.00	15,155.10	15,155.10	15,912.90	15,912.90	16,708.50	16,708.50
O-8 ¹	12,762.30	13,077.30	13,077.30	13,077.30	13,077.30	13,404.30	13,404.30	13,739.40	13,739.40	13,739.40	13,739.40
0-71	11,540.70	11,540.70	11,540.70	11,599.50	11,599.50	11,831.70	11,831.70	11,831.70	11,831.70	11,831.70	11,831.70
O-6 ²	9,222.90	9,465.60	9,711.30	10,187.70	10,187.70	10,391.10	10,391.10	10,391.10	10,391.10	10,391.10	10,391.10
O-5	8,070.30	8,313.30	8,313.30	8,313.30	8,313.30	8,313.30	8,313.30	8,313.30	8,313.30	8,313.30	8,313.30
0-4	7,049.10	7,049.10	7,049.10	7,049.10	7,049.10	7,049.10	7,049.10	7,049.10	7,049.10	7,049.10	7,049.10
0-3	6,039.00	6,039.00	6,039.00	6,039.00	6,039.00	6,039.00	6,039.00	6,039.00	6,039.00	6,039.00	6,039.00
0-2	4,438.50	4,438.50	4,438.50	4,438.50	4,438.50	4,438.50	4,438.50	4,438.50	4,438.50	4,438.50	4,438.50
0-1	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50
O-3 ³	6,444.90	6,444.90	6,444.90	6,444.90	6,444.90	6,444.90	6,444.90	6,444.90	6,444.90	6,444.90	6,444.90
O-2 ³	5,140.20	5,140.20	5,140.20	5,140.20	5,140.20	5,140.20	5,140.20	5,140.20	5,140.20	5,140.20	5,140.20
O-1 ³	4,349.10	4,349.10	4,349.10	4,349.10	4,349.10	4,349.10	4,349.10	4,349.10	4,349.10	4,349.10	4,349.10
W-5	6,820.80	7,167.00	7,424.70	7,710.00	7,710.00	8,095.80	8,095.80	8,500.50	8,500.50	8,925.90	8,925.90
W-4	6,189.60	6,485.40	6,728.40	7,005.60	7,005.60	7,145.70	7,145.70	7,145.70	7,145.70	7,145.70	7,145.70
W-3	5,685.30	5,816.40	5,955.60	6,144.90	6,144.90	6,144.90	6,144.90	6,144.90	6,144.90	6,144.90	6,144.90
W-2	4,987.80	5,091.60	5,174.10	5,174.10	5,174.10	5,174.10	5,174.10	5,174.10	5,174.10	5,174.10	5,174.10
W-1	4,701.60	4,701.60	4,701.60	4,701.60	4,701.60	4,701.60	4,701.60	4,701.60	4,701.60	4,701.60	4,701.60
E-9⁴	5,436.60	5,649.30	5,873.40	6,215.70	6,215.70	6,526.20	6,526.20	6,852.90	6,852.90	7,195.80	7,195.80
E-8	4,691.70	4,901.70	5,017.80	5,304.60	5,304.60	5,411.10	5,411.10	5,411.10	5,411.10	5,411.10	5,411.10
E-7	4,189.20	4,342.80	4,425.60	4,740.00	4,740.00	4,740.00	4,740.00	4,740.00	4,740.00	4,740.00	4,740.00
E-6	3,533.40	3,533.40	3,533.40	3,533.40	3,533.40	3,533.40	3,533.40	3,533.40	3,533.40	3,533.40	3,533.40
E-5	2,965.50	2,965.50	2,965.50	2,965.50	2,965.50	2,965.50	2,965.50	2,965.50	2,965.50	2,965.50	2,965.50
E-4	2,325.90	2,325.90	2,325.90	2,325.90	2,325.90	2,325.90	2,325.90	2,325.90	2,325.90	2,325.90	2,325.90
E-3	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00
E-2	1,644.90	1,644.90	1,644.90	1,644.90	1,644.90	1,644.90	1,644.90	1,644.90	1,644.90	1,644.90	1,644.90

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.
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- 6. Basic pay rate for Academy Cadets/Midshipmen and ROTC members/applicants is \$974.40.

					ALLOW	ANC	ES						
Bas	ic Allowa	ance for Hou	using RC/Tr	ansient			Fami	ily Sepa	ration /	Allowan	ce		
		(January 1,											
Pay	Partial	Without	With	Differential				All Pay	Grades:	\$250			
Grade	Φ. 50. 70	Dependent	Dependent	ф 21 0 00	Desir Alles		. 0 1 - 1-	1		. 0 1 - 1	1		. 4 - 1
0-10	\$ 50.70	\$ 1,405.50	\$ 1,728.90	\$ 319.80	Basic Allow			tence			stence Su		
0-9	\$ 50.70	\$ 1,405.50	\$ 1,728.90	\$ 319.80	(Effective J				Allow		fective O		, 2010)
0-8	\$ 50.70	\$ 1,405.50	\$ 1,728.90	\$ 319.80			\$223.84				II Pay Gra		
0-7	\$ 50.70	\$ 1,405.50	\$ 1,728.90	\$ 319.80		niistea:	\$325.04			NOT TO	Exceed	\$1100.00	
0-6	\$ 39.60	\$ 1,288.80	\$ 1,556.40	\$ 264.90		Clothin	g Allov	vances	(Effecti	ve Octo	ber 1, 2	(010)	
0-5	\$ 33.00	\$ 1,241.10	\$ 1,500.30	\$ 255.60			<u> </u>		<u> </u>				
0-4	\$ 26.70	\$ 1,149.90	\$ 1,322.40	\$ 170.10	Sta			othing All		`			
0-3	\$ 22.20 \$ 17.70	\$ 922.20 \$ 730.80	\$ 1,094.40 \$ 933.60	\$ 169.80 \$ 200.40		Arı Male	my Female	Na Male	vy Female	Male	Force Female	Marin Male	e Corps Female
0-2	\$ 17.70	\$ 627.00	\$ 933.00	\$ 200.40				1,630.62					
03E	\$ 13.20	\$ 995.10	\$ 1,176.00	\$ 178.20				cement A					
	\$ 17.70	\$ 846.00	\$ 1,061.10	\$ 213.30	Casi	Arı		Na Na			Force		e Corps
	\$ 17.70	\$ 735.90	\$ 981.00	\$ 250.20		Male	Female	Male	Female	Male	Female	Male	Female
W-5	\$ 25.20	\$ 1,168.50	\$ 1,277.10	\$ 106.20	Basic	370.80	410.40	327.60	331.20	273.60	302.40	403.20	428.40
W-4	\$ 25.20	\$ 1,037.40	\$ 1,170.60	\$ 130.80		531.80	585.87	468.00	471.60	388.80	432.00	572.40	608.40
W-3	\$ 20.70	\$ 872.40	\$ 1,073.10	\$ 197.70	Special	0	0	709.20	759.60	0	0	0	0
W-2	\$ 15.90	\$ 774.00	\$ 985.80	\$ 209.10	Бресіці	<u> </u>		vilian Clo				U	O
	\$ 13.80	\$ 648.90	\$ 853.20	\$ 202.20	Type of Duty	Initial		ement 15			d 30 days	in 36 mon	th period
E-9	\$ 18.60	\$ 852.00	\$ 1,123.20	\$ 267.30	Permanent	940.68			0		<u> </u>	0	P P P P P P P P P P P P P P P P P P P
	\$ 15.30	\$ 782.40	\$ 1,036.20	\$ 250.50	Temporary	0	0		313.			627.12	
E-7	\$ 12.00	\$ 721.50	\$ 961.80	\$ 289.90	<u>-</u> y	Per	_	oney Allo			Amount)		
E-6	\$ 9.90	\$ 666.60	\$ 888.60	\$ 279.90	1. While se								
E-5	\$ 8.70	\$ 599.40	\$ 799.20	\$ 238.20	or Army						,	\$333.	.33
E-4	\$ 8.10	\$ 521.40	\$ 694.80	\$ 206.10	2. Senior M					ittee of th	ne U.N.	\$225	.00
E-3	\$ 7.80	\$ 484.80	\$ 646.20	\$ 168.60	3. General o							\$183	
E-2	\$ 7.20	\$ 462.00	\$ 615.90	\$ 225.60	4. Lieutena	nt Gene	ral Vice	Admiral				\$41	.67
E-1	\$ 6.90	\$ 462.00	\$ 615.90	\$ 267.30	5. Senior E	nlisted N	lember d	of a Milita	ry Servi	ce		\$166	.67
For other	r pays or	specific re	quirements	for the pay o	cited in this	table, go	to the v	web at:	-			-	
	1 5	_	-	<u>/07a/index.l</u>		, 0							

			NCENTI	VE ANI	SPECI	AL PAY	'S		
					er Incentiv				
					viation Service				
2 or less	Over 2	Over 3	Over 4	Over 6	Over 14	Over 22	Over 2	23 Over 24	Over 25
125.00	156.00	188.00	206.00	650.00	840.00	585.00	495.0	0 385.00	250.00
			Career I	Enlisted I	Flyer Incer	ntive Pay	•		
					viation Service				
4	or less		Ove	r 4		Over 8		Over	14
	150.00		225.	.00		350.00		400.	00
	ı	Hazardou	s Duty Inc	entive Pa	ay (Crew N	lember- N	lon-AW	AC)	
Pay Grade	Amount	Pay Grade	Amount	Pay Grade	Amount	Pay Grade	Amou	nt Pay Grade	Amount
O-10	150.00	0-5	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	O-3	175.00	W-3	175.00	E-7	240.0	0 E-2	150.00
0-7	150.00	0-2	150.00	W-2	150.00	E-6	215.0	0 E-1	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	lmmiı	nent Dang	jer Pay <i>i</i>	/Hostile Fire	Pay
	ALL G	RADES - 1	150.00			ALL G	RADES	- 225.00	
	D	Diving Pay	У		HDIP (Pa	arachute,	Flight I Others	Deck, Demo	lition, &
Officers –	240.00 (M	ax) Enli	sted – 340.0	00 (Max)	(Men	_	rades – ed for HA	150.00 LO Pay – 225.	00).
Basic pay for th Army or Marine	e MCPO of the Corps, basic p	Navy, CMSgt of ay is \$7,489.80.	EXCLUSION The AF, Sergeant Combat Zone Talate plus HFP/IDP	Major of the x Exclusion	-	this tabl	le, go to tl	ments for the pa he web at: ller/fmr/07a/ind	•

	Subn	narine	Duty Ir	centiv	e Pay (Effective	October	1, 2011 ₂)	
			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																	
			MONT	HLY C	AREEI	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
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													

SPE	ECIA	L PAY	S FC	OR F	HE/	ALT I	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														
		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)					
Pay Under 3 But Less 6 But Less 8 But Less 12 But Less 14 But 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	
			_				_				_				
ified Pa	y Speci	ial Pay (N	<i>l</i> ledica	l and l	Denta	al Off	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	S	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					_	
A	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	Pediat	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		Subspecialty Category V 36,000.0			
	-		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 14 But Less 10 But Less 12 But 14 But Less 18 But Less 10 But Less 14 But Less 15 But Less	

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, 2011

					Cumulat	tive Years o	f 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
0-7	7,919.10	8,287.20	8,457.30	8,592.60	8,837.70	9,079.80	9,359.70	9,638.70	9,918.60	10,798.20	11,540.70	11,540.70
1 Drill	263.97	276.24	281.91	286.42	294.59	302.66	311.99	321.29	330.62	359.94	384.69	384.69
4 Drills	1,055.88	1,104.96	1,127.64	1,145.68	1,178.36	1,210.64	1,247.96	1,285.16	1,322.48	1,439.76	1,538.76	1,538.76
O-6	5,869.50	6,448.50	6,871.50	6,871.50	6,897.60	7,193.40	7,232.40	7,232.40	7,643.40	8,370.30	8,796.90	9,222.90
1 Drill	195.65	214.95	229.05	229.05	229.92	239.78	241.08	241.08	254.78	279.01	293.23	307.43
4 Drills	782.60	859.80	916.20	916.20	919.68	959.12	964.32	964.32	1,019.12	1,116.04	1,172.92	1,229.72
O-5	4,893.00	5,512.20	5,893.80	5,965.80	6,203.70	6,346.20	6,659.40	6,889.20	7,186.20	7,640.70	7,856.70	8,070.30
1 Drill	163.10	183.74	196.46	198.86	206.79	211.54	221.98	229.64	239.54	254.69	261.89	269.01
4 Drills	652.40	734.96	785.84	795.44	827.16	846.16	887.92	918.56	958.16	1,018.76	1,047.56	1,076.04
0-4	4,221.90	4,887.30	5,213.40	5,286.00	5,588.70	5,913.30	6,317.40	6,632.10	6,851.10	6,976.50	7,049.10	7,049.10
1 Drill	140.73	162.91	173.78	176.20	186.29	197.11	210.58	221.07	228.37	232.55	234.97	234.97
4 Drills	562.92	651.64	695.12	704.80	745.16	788.44	842.32	884.28	913.48	930.20	939.88	939.88
O-3	3,711.90	4,208.10	4,542.00	4,951.80	5,188.80	5,449.20	5,617.80	5,894.70	6,039.00	6,039.00	6,039.00	6,039.00
1 Drill	123.73	140.27	151.40	165.06	172.96	181.64	187.26	196.49	201.30	201.30	201.30	201.30
4 Drills	494.92	561.08	605.60	660.24	691.84	726.56	749.04	785.96	805.20	805.20	805.20	805.20
0-2	3,207.30	3,652.80	4,207.20	4,349.10	4,438.50	4,438.50	4,438.50	4,438.50	4,438.50	4,438.50	4,438.50	4,438.50
1 Drill	106.91	121.76	140.24	144.97	147.95	147.95	147.95	147.95	147.95	147.95	147.95	147.95
4 Drills	427.64	487.04	560.96	579.88	591.80	591.80	591.80	591.80	591.80	591.80	591.80	591.80
0-1	2,784.00	2,897.40	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50
1 Drill	92.80	96.58	116.75	116.75	116.75	116.75	116.75	116.75	116.75	116.75	116.75	116.75
4 Drills	371.20	386.32	467.00	467.00	467.00	467.00	467.00	467.00	467.00	467.00	467.00	467.00
O-3E				4,951.80	5,188.80	5,449.20	5,617.80	5,894.70	6,128.10	6,262.20	6,444.90	6,444.90
1 Drill				165.06	172.96	181.64	187.26	196.49	204.27	208.74	214.83	214.83
4 Drills				660.24	691.84	726.56	749.04	785.96	817.08	834.96	859.32	859.32
O-2E				4,349.10	4,438.50	4,580.10	4,818.60	5,002.80	5,140.20	5,140.20	5,140.20	5,140.20
1 Drill				144.97	147.95	152.67	160.62	166.76	171.34	171.34	171.34	171.34
4 Drills				579.88	591.80	610.68	642.48	667.04	685.36	685.36	685.36	685.36
O-1E				3,502.50	3,740.40	3,878.70	4,020.30	4,158.90	4,349.10	4,349.10	4,349.10	4,349.10
1 Drill				116.75	124.68	129.29	134.01	138.63	144.97	144.97	144.97	144.97
4 Drills				467.00	498.72	517.16	536.04	554.52	579.88	579.88	579.88	579.88

DRILL PAY—EFFECTIVE JANUARY 1, 2011

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
0-7	11,540.70	11,540.70	11,599.50	11,599.50	11,831.70	11,831.70	11,831.70	11,831.70	11,831.70	11,831.70
1 Drill	384.69	384.69	386.65	386.65	394.39	394.39	394.39	394.39	394.39	394.39
4 Drills	1,538.76	1,538.76	1,546.60	1,546.60	1,577.56	1,577.56	1,577.56	1,577.56	1,577.56	1,577.56
O-6	9,465.60	9,711.30	10,187.70	10,187.70	10,391.10	10,391.10	10,391.10	10,391.10	10,391.10	10,391.10
1 Drill	315.52	323.71	339.59	339.59	346.37	346.37	346.37	346.37	346.37	346.37
4 Drills	1,262.08	1,294.84	1,358.36	1,358.36	1,385.48	1,385.48	1,385.48	1,385.48	1,385.48	1,385.48
O-5	8,313.30	8,313.30	8,313.30	8,313.30	8,313.30	8,313.30	8,313.30	8,313.30	8,313.30	8,313.30
1 Drill	277.11	277.11	277.11	277.11	277.11	277.11	277.11	277.11	277.11	277.11
4 Drills	1,108.44	1,108.44	1,108.44	1,108.44	1,108.44	1,108.44	1,108.44	1,108.44	1,108.44	1,108.44
0-4	7,049.10	7,049.10	7,049.10	7,049.10	7,049.10	7,049.10	7,049.10	7,049.10	7,049.10	7,049.10
1 Drill	234.97	234.97	234.97	234.97	234.97	234.97	234.97	234.97	234.97	234.97
4 Drills	939.88	939.88	939.88	939.88	939.88	939.88	939.88	939.88	939.88	939.88
O-3	6,039.00	6,039.00	6,039.00	6,039.00	6,039.00	6,039.00	6,039.00	6,039.00	6,039.00	6,039.00
1 Drill	201.30	201.30	201.30	201.30	201.30	201.30	201.30	201.30	201.30	201.30
4 Drills	805.20	805.20	805.20	805.20	805.20	805.20	805.20	805.20	805.20	805.20
O-2	4,438.50	4,438.50	4,438.50	4,438.50	4,438.50	4,438.50	4,438.50	4,438.50	4,438.50	4,438.50
1 Drill	147.95	147.95	147.95	147.95	147.95	147.95	147.95	147.95	147.95	147.95
4 Drills	591.80	591.80	591.80	591.80	591.80	591.80	591.80	591.80	591.80	591.80
0-1	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50	3,502.50
1 Drill	116.75	116.75	116.75	116.75	116.75	116.75	116.75	116.75	116.75	116.75
4 Drills	467.00	467.00	467.00	467.00	467.00	467.00	467.00	467.00	467.00	467.00
O-3E	6,444.90	6,444.90	6,444.90	6,444.90	6,444.90	6,444.90	6,444.90	6,444.90	6,444.90	6,444.90
1 Drill	214.83	214.83	214.83	214.83	214.83	214.83	214.83	214.83	214.83	214.83
4 Drills	859.32	859.32	859.32	859.32	859.32	859.32	859.32	859.32	859.32	859.32
O-2E	5,140.20	5,140.20	5,140.20	5,140.20	5,140.20	5,140.20	5,140.20	5,140.20	5,140.20	5,140.20
1 Drill	171.34	171.34	171.34	171.34	171.34	171.34	171.34	171.34	171.34	171.34
4 Drills	685.36	685.36	685.36	685.36	685.36	685.36	685.36	685.36	685.36	685.36
O-1E	4,349.10	4,349.10	4,349.10	4,349.10	4,349.10	4,349.10	4,349.10	4,349.10	4,349.10	4,349.10
1 Drill	144.97	144.97	144.97	144.97	144.97	144.97	144.97	144.97	144.97	144.97
4 Drills	579.88	579.88	579.88	579.88	579.88	579.88	579.88	579.88	579.88	579.88

DRILL PAY—EFFECTIVE JANUARY 1, 2011 Cumulative Years of Service Over 2 Over 3 Over 6 Over 8 Over 10 Over 12 Pay Grade 2 or less Over 4 Over 14 Over 16 Over 18 Over 20 W-5 6,820.80 1 Drill 227.36 4 Drills 909.44 W-4 3,836.10 4,126.50 4,245.00 4,361.40 4,562.10 4,760.70 4,961.40 5,264.40 5,529.60 5,781.90 5,988.30 6,189.60 1 Drill 137.55 145.38 152.07 158.69 192.73 206.32 127.87 141.50 165.38 175.48 184.32 199.61 4 Drills 550.20 825.28 566.00 581.52 608.28 634.76 701.92 737.28 770.92 798.44 511.48 661.52 W-3 3.502.80 3.648.90 3.798.60 3.847.80 4.004.70 4.313.70 4.635.00 4.786.20 5.142.00 5.466.00 5.685.30 4,961.10 1 Drill 116.76 121.63 126.62 128.26 133.49 143.79 154.50 159.54 165.37 171.40 182.20 189.51 4 Drills 486.52 506.48 575.16 685.60 758.04 467.04 513.04 533.96 618.00 638.16 661.48 728.80 W-2 3,545.40 4,059.00 4,552.50 3,099.90 3,393.00 3,483.30 3,746.40 4,213.50 4,366.20 4,698.00 4,830.00 4,987.80 1 Drill 135.30 166.26 103.33 113.10 116.11 118.18 124.88 140.45 145.54 151.75 156.60 161.00 4 Drills 413.32 452.40 464.44 472.72 499.52 541.20 561.80 582.16 607.00 626.40 644.00 665.04 W-1 2,721.00 3,013.50 3,092.40 3,258.90 3,456.00 3,745.80 3,881.40 4,070.40 4,256.70 4,403.10 4,538.10 4,701.60 1 Drill 90.70 100.45 108.63 115.20 124.86 129.38 135.68 146.77 151.27 156.72 103.08 141.89 4 Drills 362.80 434.52 460.80 499.44 517.52 542.72 587.08 605.08 626.88 401.80 412.32 567.56 Over 24 Pay Grade Over 22 Over 26 Over 28 Over 30 Over 32 Over 34 Over 36 Over 38 Over 40 W-5 7,167.00 7,424.70 7,710.00 7,710.00 8,095.80 8,095.80 8,500.50 8.500.50 8,925.90 8,925.90 1 Drill 238.90 247.49 257.00 257.00 269.86 269.86 283.35 283.35 297.53 297.53 4 Drills 955.60 989.96 1.028.00 1.028.00 1.079.44 1.079.44 1.133.40 1.133.40 1.190.12 1.190.12 W-4 6,485.40 6,728.40 7,005.60 7,005.60 7,145.70 7,145.70 7,145.70 7,145.70 7,145.70 7,145.70 1 Drill 224.28 233.52 233.52 238.19 238.19 238.19 238.19 238.19 238.19 216.18 4 Drills 934.08 934.08 952.76 952.76 952.76 952.76 952.76 952.76 864.72 897.12 W-3 5,955.60 5,816.40 6,144.90 6,144.90 6,144.90 6,144.90 6,144.90 6,144.90 6,144.90 6,144.90 1 Drill 193.88 198.52 204.83 204.83 204.83 204.83 204.83 204.83 204.83 204.83 4 Drills 819.32 794.08 819.32 775.52 819.32 819.32 819.32 819.32 819.32 819.32 W-2 5,091.60 5,174.10 5,174.10 5,174.10 5,174.10 5,174.10 5,174.10 5,174.10 5,174.10 5,174.10 1 Drill 169.72 172.47 172.47 172.47 172.47 172.47 172.47 172.47 172.47 172.47 4 Drills 678.88 689.88 689.88 689.88 689.88 689.88 689.88 689.88 689.88 689.88 W-1 4.701.60 4,701.60 4,701.60 4,701.60 4,701.60 4,701.60 4,701.60 4,701.60 4,701.60 4,701.60 1 Drill 156.72 156.72 156.72 156.72 156.72 156.72 156.72 156.72 156.72 156.72 4 Drills 626.88 626.88 626.88 626.88 626.88 626.88 626.88 626.88 626.88 626.88

DRILL PAY—EFFECTIVE JANUARY 1, 2011 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 4,634.70 4,739.70 5,027.70 4,872.00 5,184.60 5,436.60 1 Drill 154.49 157.99 162.40 167.59 172.82 181.22 4 Drills 617.96 631.96 649.60 670.36 691.28 724.88 E-8 3,794.10 3.961.80 4.065.60 4.190.40 4.325.10 4,568.40 4.691.70 1 Drill 135.52 144.17 152.28 156.39 126.47 132.06 139.68 4 Drills 505.88 528.24 542.08 558.72 576.68 609.12 625.56 E-7 3.554.70 4.024.50 2.637.30 2.878.50 2.988.90 3.135.00 3.249.00 3.444.60 3.750.90 3.913.50 4.143.00 4.189.20 1 Drill 87.91 95.95 99.63 104.50 108.30 114.82 125.03 130.45 134.15 138.10 139.64 118.49 4 Drills 558.56 351.64 383.80 398.52 418.00 433.20 459.28 473.96 500.12 521.80 536.60 552.40 E-6 2,281.20 2,620.80 2,728.50 3,093.60 3,382.80 3,533.40 3,533.40 2,510.10 2,840.70 3,192.30 3,441.00 3,483.60 1 Drill 76.04 83.67 87.36 90.95 94.69 103.12 106.41 112.76 114.70 116.12 117.78 117.78 4 Drills 304.16 334.68 349.44 363.80 378.76 412.48 425.64 451.04 458.80 464.48 471.12 471.12 E-5 2.965.50 2.090.10 2.230.20 2.337.90 2.448.30 2.620.20 2.800.50 2.947.50 2.965.50 2.965.50 2.965.50 2.965.50 1 Drill 69.67 74.34 93.35 98.25 98.85 98.85 98.85 98.85 98.85 77.93 81.61 87.34 4 Drills 395.40 278.68 297.36 311.72 326.44 349.36 373.40 393.00 395.40 395.40 395.40 395.40 E-4 2,230.80 2.325.90 2,325.90 2,325.90 2,325.90 2.325.90 2,325.90 2,325.90 1.916.10 2,014.20 2,123.40 2,325.90 1 Drill 63.87 67.14 70.78 74.36 77.53 77.53 77.53 77.53 77.53 77.53 77.53 77.53 4 Drills 255.48 268.56 283.12 297.44 310.12 310.12 310.12 310.12 310.12 310.12 310.12 310.12 E-3 1.729.80 1.838.70 1.950.00 1.950.00 1.950.00 1.950.00 1.950.00 1.950.00 1.950.00 1.950.00 1.950.00 1.950.00 1 Drill 65.00 65.00 57.66 61.29 65.00 65.00 65.00 65.00 65.00 65.00 65.00 65.00 4 Drills 230.64 245.16 260.00 260.00 260.00 260.00 260.00 260.00 260.00 260.00 260.00 260.00 E-2 1,644.90 1644.90 1644.90 1644.90 1644.90 1644.90 1644.90 1644.90 1644.90 1644.90 1644.90 1644.90 1 Drill 54.83 54.83 54.83 54.83 54.83 54.83 54.83 54.83 54.83 54.83 54.83 54.83 4 Drills 219.32 219.32 219.32 219.32 219.32 219.32 219.32 219.32 219.32 219.32 219.32 219.32 E-1 > 4 1,467.60 mos 1 Drill 48.92 4 Drills 195.68 E-1 < 4 1.357.20 mos 1 Drill 45.24 4 Drills 180.96

		DRIL	_ PAY-	-EFFE	CTIVE	JANU	JARY 1	, 2011		
				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	5,649.30	5,873.40	6,215.70	6,215.70	6,526.20	6,526.20	6,852.90	6,852.90	7,195.80	7,195.80
1 Drill	188.31	195.78	207.19	207.19	217.54	217.54	228.43	228.43	239.86	239.86
4 Drills	753.24	783.12	828.76	828.76	870.16	870.16	913.72	913.72	959.44	959.44
E-8	4,901.70	5,017.80	5,304.60	5,304.60	5,411.10	5,411.10	5,411.10	5,411.10	5,411.10	5,411.10
1 Drill	163.39	167.26	176.82	176.82	180.37	180.37	180.37	180.37	180.37	180.37
4 Drills	653.56	669.04	707.28	707.28	721.48	721.48	721.48	721.48	721.48	721.48
E-7	4,342.80	4,425.60	4,740.00	4,740.00	4,740.00	4,740.00	4,740.00	4,740.00	4,740.00	4,740.00
1 Drill	144.76	147.52	158.00	158.00	158.00	158.00	158.00	158.00	158.00	158.00
4 Drills	579.04	590.08	632.00	632.00	632.00	632.00	632.00	632.00	632.00	632.00
E-6	3,533.40	3,533.40	3,533.40	3,533.40	3,533.40	3,533.40	3,533.40	3,533.40	3,533.40	3,533.40
1 Drill	117.78	117.78	117.78	117.78	117.78	117.78	117.78	117.78	117.78	117.78
4 Drills	471.12	471.12	471.12	471.12	471.12	471.12	471.12	471.12	471.12	471.12
E-5	2,965.50	2,965.50	2,965.50	2,965.50	2,965.50	2,965.50	2,965.50	2,965.50	2,965.50	2,965.50
1 Drill	98.85	98.85	98.85	98.85	98.85	98.85	98.85	98.85	98.85	98.85
4 Drills	395.40	395.40	395.40	395.40	395.40	395.40	395.40	395.40	395.40	395.40
E-4	2,325.90	2,325.90	2,325.90	2,325.90	2,325.90	2,325.90	2,325.90	2,325.90	2,325.90	2,325.90
1 Drill	77.53	77.53	77.53	77.53	77.53	77.53	77.53	77.53	77.53	77.53
4 Drills	310.12	310.12	310.12	310.12	310.12	310.12	310.12	310.12	310.12	310.12
E-3	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00
1 Drill	65.00	65.00	65.00	65.00	65.00	65.00	65.00	65.00	65.00	65.00
4 Drills	260.00	260.00	260.00	260.00	260.00	260.00	260.00	260.00	260.00	260.00
E-2	1644.90	1644.90	1644.90	1644.90	1644.90	1644.90	1644.90	1644.90	1644.90	1644.90
1 Drill	54.83	54.83	54.83	54.83	54.83	54.83	54.83	54.83	54.83	54.83
4 Drills	219.32	219.32	219.32	219.32	219.32	219.32	219.32	219.32	219.32	219.32