			В	ASIC PAY-	-EFFECT	IVE JANU	ARY 1, 20	10			
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 ²											
O-9											
O-8	9399.00	9706.80	9911.10	9968.40	10223.40	10649.10	10748.40	11152.80	11268.60	11617.20	12121.20
0-7	7809.90	8172.90	8340.60	8474.10	8715.60	8954.40	9230.40	9505.50	9781.80	10649.10	11381.40
O-6	5788.50	6359.40	6776.70	6776.70	6802.50	7094.10	7132.50	7132.50	7537.80	8254.80	8675.40
O-5	4825.50	5436.00	5812.50	5883.30	6117.90	6258.60	6567.60	6794.10	7086.90	7535.10	7748.10
0-4	4163.70	4819.80	5141.40	5213.10	5511.60	5831.70	6230.10	6540.60	6756.60	6880.20	6951.90
O-3	3660.60	4149.90	4479.30	4883.40	5117.10	5373.90	5540.10	5813.40	5955.60	5955.60	5955.60
0-2	3162.90	3602.40	4149.00	4289.10	4377.30	4377.30	4377.30	4377.30	4377.30	4377.30	4377.30
0-1	2745.60	2857.50	3454.20	3454.20	3454.20	3454.20	3454.20	3454.20	3454.20	3454.20	3454.20
O-3 ³				4883.40	5117.10	5373.90	5540.10	5813.40	6043.50	6175.80	6355.80
O-2 ³				4289.10	4377.30	4516.80	4752.00	4933.80	5069.10	5069.10	5069.10
O-1 ³				3454.20	3688.80	3825.00	3964.80	4101.60	4289.10	4289.10	4289.10
W-5											
W-4	3783.00	4069.50	4186.50	4301.10	4499.10	4695.00	4893.00	5191.80	5453.40	5702.10	5905.50
W-3	3454.50	3598.50	3746.10	3794.70	3949.50	4254.00	4571.10	4720.20	4892.70	5070.90	5390.40
W-2	3057.00	3346.20	3435.30	3496.50	3694.80	4002.90	4155.30	4305.90	4489.50	4633.20	4763.40
W-1	2683.50	2971.80	3049.80	3213.90	3408.30	3694.20	3827.70	4014.30	4197.90	4342.20	4475.40
E-9 ⁴							4570.80	4674.30	4804.80	4958.40	5112.90
E-8						3741.60	3907.20	4009.50	4132.50	4265.40	4505.40
E-7	2601.00	2838.90	2947.50	3091.80	3204.00	3396.90	3505.50	3699.00	3859.50	3969.00	4085.70
E-6	2249.70	2475.30	2584.50	2690.70	2801.40	3051.00	3148.20	3336.00	3393.60	3435.60	3484.50
E-5	2061.30	2199.30	2305.50	2414.40	2583.90	2761.80	2906.70	2924.70	2924.70	2924.70	2924.70
E-4	1889.70	1986.30	2094.00	2199.90	2293.80	2293.80	2293.80	2293.80	2293.80	2293.80	2293.80
E-3	1705.80	1813.20	1923.00	1923.00	1923.00	1923.00	1923.00	1923.00	1923.00	1923.00	1923.00
E-2	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10
E-1 ⁵	1447.20										

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 \$19,983.60. (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 \$7,386.30. 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 \$1,338.60.
- 6. Basic pay rate for Academy Cadets/Midshipmen and ROTC members/applicants is \$960.90.

			BA	SIC PAY-	-EFFECT	VE JANU	ARY 1, 20	10			
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 ²	15188.10	15262.20	15579.60	16132.50	16132.50	16939.20	16939.20	17785.80	17785.80	18675.30	18675.30
O-9	13283.70	13475.10	13751.40	14233.80	14233.80	14946.00	14946.00	15693.30	15693.30	16477.80	16477.80
O-8	12586.20	12896.70	12896.70	12896.70	12896.70	13219.20	13219.20	13549.80	13549.80	13549.80	13549.80
0-7	11381.40	11381.40	11381.40	11439.30	11439.30	11668.20	11668.20	11668.20	11668.20	11668.20	11668.20
O-6	9095.70	9334.80	9577.20	10047.00	10047.00	10247.70	10247.70	10247.70	10247.70	10247.70	10247.70
O-5	7959.00	8198.40	8198.40	8198.40	8198.40	8198.40	8198.40	8198.40	8198.40	8198.40	8198.40
0-4	6951.90	6951.90	6951.90	6951.90	6951.90	6951.90	6951.90	6951.90	6951.90	6951.90	6951.90
O-3	5955.60	5955.60	5955.60	5955.60	5955.60	5955.60	5955.60	5955.60	5955.60	5955.60	5955.60
0-2	4377.30	4377.30	4377.30	4377.30	4377.30	4377.30	4377.30	4377.30	4377.30	4377.30	4377.30
0-1	3454.20	3454.20	3454.20	3454.20	3454.20	3454.20	3454.20	3454.20	3454.20	3454.20	3454.20
O-3 ³	6355.80	6355.80	6355.80	6355.80	6355.80	6355.80	6355.80	6355.80	6355.80	6355.80	6355.80
O-2 ³	5069.10	5069.10	5069.10	5069.10	5069.10	5069.10	5069.10	5069.10	5069.10	5069.10	5069.10
O-1 ³	4289.10	4289.10	4289.10	4289.10	4289.10	4289.10	4289.10	4289.10	4289.10	4289.10	4289.10
W-5	6726.60	7068.00	7322.10	7603.50	7603.50	7983.90	7983.90	8383.20	8383.20	8802.60	8802.60
W-4	6104.10	6396.00	6635.40	6909.00	6909.00	7047.00	7047.00	7047.00	7047.00	7047.00	7047.00
W-3	5606.70	5736.00	5873.40	6060.00	6060.00	6060.00	6060.00	6060.00	6060.00	6060.00	6060.00
W-2	4918.80	5021.40	5102.70	5102.70	5102.70	5102.70	5102.70	5102.70	5102.70	5102.70	5102.70
W-1	4636.80	4636.80	4636.80	4636.80	4636.80	4636.80	4636.80	4636.80	4636.80	4636.80	4636.80
E-9 ⁴	5361.60	5571.30	5792.40	6129.90	6129.90	6436.20	6436.20	6758.40	6758.40	7096.50	7096.50
E-8	4626.90	4833.90	4948.50	5231.40	5231.40	5336.40	5336.40	5336.40	5336.40	5336.40	5336.40
E-7	4131.30	4282.80	4364.40	4674.60	4674.60	4674.60	4674.60	4674.60	4674.60	4674.60	4674.60
E-6	3484.50	3484.50	3484.50	3484.50	3484.50	3484.50	3484.50	3484.50	3484.50	3484.50	3484.50
E-5	2924.70	2924.70	2924.70	2924.70	2924.70	2924.70	2924.70	2924.70	2924.70	2924.70	2924.70
E-4	2293.80	2293.80	2293.80	2293.80	2293.80	2293.80	2293.80	2293.80	2293.80	2293.80	2293.80
E-3	1923.00	1923.00	1923.00	1923.00	1923.00	1923.00	1923.00	1923.00	1923.00	1923.00	1923.00
E-2	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10

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 \$19,983.60. (See note 1 above).
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- 6. Basic pay rate for Academy Cadets/Midshipmen and ROTC members/applicants is \$960.90.

					ALLOW	ANC	ES						
Basic A	llowance	for Housing 1, 2010		ent (January			Fami	ly Sep	aration /	Allowan	се		
Pay Grade	Partial	Without Dependent	With Dependent	Differential				All Pay	Grades:	\$250			
0-10	\$ 50.70	\$ 1,413.90	\$ 1,739.10	\$ 315.30	Basic Allov	vance fo	or Subsis	tence		ly Subsis			
0-9	\$ 50.70	\$ 1,413.90	\$ 1,739.10	\$ 315.30	(Effective J	anuary	1, 2010)		Allow	ance (Eff	fective O	ctober 1	, 2009)
0-8	\$ 50.70	\$ 1,413.90	\$ 1,739.10	\$ 315.30	C	Officers:	\$223.04			Al	I Pay Gra	ades	
0-7	\$ 50.70	\$ 1,413.90	\$ 1,739.10	\$ 315.30	E	nlisted:	\$323.87			Not to	Exceed	\$1100.00)
0-6	\$ 39.60	\$ 1,296.30	\$ 1,565.70	\$ 261.30		Clothi	na Allou	vonoc	(Effecti	vo Ooto	bor 1 2	000)	
0-5	\$ 33.00	\$ 1,248.60	\$ 1,509.30	\$ 252.00		Ciotiii	ilg Allow	varices	(Ellecti	ve Octo	Dei 1, 2	.009)	
0-4	\$ 26.70	\$ 1,156.80	\$ 1,330.20	\$ 167.70	St	andard	Initial Clo	thing A	llowance	(Enlisted	Membe	rs Only)	
0-3	\$ 22.20	\$ 927.60	\$ 1,101.00	\$ 167.40		Aı	my	N	avy	Air F	orce	Marin	e Corps
0-2	\$ 17.70	\$ 735.00	\$ 939.00	\$ 197.70		Male	Female	Male	Female	Male	Female	Male	Female
0-1	\$ 13.20	\$ 630.60	\$ 840.90	\$ 213.90		1,426.11	1,702.14	1,594.37	1,823.49	1,379.40	1,596.77	1,690.62	1,761.05
03E	\$ 22.20	\$ 1,001.10	\$ 1,182.90	\$ 175.80	Cas	h Clothi	ng Repla	cement	Allowand	e (Enliste	ed Memb	ers Only	')
02E	\$ 17.70	\$ 851.10	\$ 1,067.40	\$ 210.30		Aı	my	N	avy	Air F	orce	Marin	e Corps
OlE	\$ 13.20	\$ 740.10	\$ 986.70	\$ 246.60		Male	Female	Male	Female	Male	Female	Male	Female
W-5	\$ 25.20	\$ 1,175.40	\$ 1,284.60	\$ 104.70	Basic	370.80	432.00	316.80	316.80	266.40	298.80	424.80	439.20
W-4	\$ 25.20	\$ 1,043.70	\$ 1,177.50	\$ 129.00	Standard	530.42	618.56	453.60	453.60	381.60	428.40	608.40	626.40
W-3	\$ 20.70	\$ 877.50	\$ 1,079.40	\$ 195.00	Special	0	0	662.40	518.40	0	0	0	0
W-2	\$ 15.90	\$ 778.50	\$ 991.80	\$ 206.10			Ci	vilian C	othing Al	lowance			
W-1	\$ 13.80	\$ 652.80	\$ 858.30	\$ 199.50	Type of Duty	Initia	Replace	ement 15	days in 30	days perio	d 30 days	in 36 mon	th period
E-9	\$ 18.60	\$ 857.10	\$ 1,129.80	\$ 263.70	Permanent	930.24	4 310.0	08	0			0	
E-8	\$ 15.30	\$ 786.90	\$ 1,042.50	\$ 246.90	Temporary	0	0		310.	.08		620.16	
E-7	\$ 12.00	\$ 725.70	\$ 967.50	\$ 285.90		Pe	rsonal M	oney Al	owance (Monthly	Amount))	
E-6	\$ 9.90	\$ 670.50	\$ 894.00	\$ 276.00	1. While se								22
E-5	\$ 8.70	\$ 603.00	\$ 804.00	\$ 234.90	or Army	or Air F	orce CS,	CNO, o	r CMC		•	\$333	.აა
E-4	\$ 8.10	\$ 524.40	\$ 699.00	\$ 203.40	2. Senior M	lember (of the Mil	itary Sta	ff Commi	ittee of th	e U.N.	\$225	.00
E-3	\$ 7.80	\$ 487.80	\$ 650.10	\$ 166.20	3. General	or Admi	iral	-				\$183	.33
E-2	\$ 7.20	\$ 464.70	\$ 619.50	\$ 222.60	4. Lieutena	nt Gen	eral Vice	Admiral				\$41	.67
E-1	\$ 6.90	\$ 464.70	\$ 619.50	\$ 263.70	5. Senior E	nlisted	Member o	of a Milit	ary Servi	се		\$166	.67
		_	-	for the pay		table, g	o to the v	web at:					
http://u	<u>vww.dtic</u>	e.mil/comp	troller/fmr	<u>/07a/index.i</u>	<u>ntml</u>								

			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 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 F	lyer Incer	ntive Pay				
				Years of A	viation Service					
4	or less		Ove	r 4		Over 8			Over	14
	150.00		225.	.00		350.00			400.0	00
	H	Hazardou	us Duty Inc	entive Pa	y (Crew N	lember- N	on-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		E-4	165.00
O-9	150.00	0-4	225.00	W-4	250.00	E-8	240.0		E-3	150.00
O-8	150.00	O-3	175.00	W-3	175.00	E-7	240.0		E-2	150.00
0-7	150.00	0-2	150.00	W-2	150.00	E-6	215.0		E-1	150.00
O-6	250.00	0-1	150.00	W-1	150.00	E-5	190.0	0		
Hazardo		Incentive Member)	e Pay (Non	-Crew	Immii	nent Dang	jer Pay	/Ho	stile Fire	Pay
	ALL G	RADES -	150.00			ALL G	RADES	- 22	5.00	
	D	oiving Pa	У		HDIP (Pa	arachute,	Flight I Others		k, Demol	ition, &
Officers –	240.00 (M	ax) Enl	isted – 340.0	00 (Max)	(Men	AII G nber qualifie	rades – d for HA			00).
Basic pay for th Army or Marine	e MCPO of the Corps, basic p	Navy, CMSgt o ay is \$7,386.30.	EXCLUSION of the AF, Sergeant Combat Zone Taxate plus HFP/IDP	Major of the x Exclusion	-	ays or specifi this tabl w.dtic.mil/c	le, go to tl	he we	eb at:	

	Subm	narine	Duty In	centive	Pay (Effective	October	<i>1, 2004)</i>						
Cumulative Years of Service														
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								
O-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													
E-8	415.00													
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 o	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		222		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
O-3	100			210	225	260	265	275	285	300	315		335		365	380	395	405
O-2 O-1	100 100			210 210	225 225	260 260	265 265	275 275	285 285	300	315 315		335 335		350 350	365 365	380 380	395 395
				210		405		2/5	265	300		FOF	<u> </u>		<u> </u>	305		393
W-5 W-4	210 210				240 240	405	435 435				490 490	525 525	560 560		630 630		700 700	
W-4 W-3	210				240	380	395	400	405	435	490	525	560		595		630	
W-3 W-2	210				240	365	370	700	380	435	475	323	525		560		030	
W-1	180	190	195	210	240	245	280	350	380	420	455		475		505	525		
E-9	135		160	305	320	350		375	490	500		510	520	550	575	620		
E-8	135		160	305	320	350		375	490	500		510	520	550	575	600	620	
E-7	135		160	305	320	350		375	490	500		510	520	550	575	600		
E-6	135		160	280	300	315	325	350	450	465			480	495	510	525	550	
E-5	70	80	160	280	300	315	325	350	450									
E-4	70	80	160	280	290				390									
E-3	50	60	100															
E-2	50	60	75															
E-1	50																	
			MONT	HLY C	AREE	R SEA						(AIR F	ORCE	MEME	BERS)			
			_	I -		_				f Sea Du				_		I -		_
Pay Grade	1 or less	Over 1	Over 2	Over 3	Over 4	Over 5	Over 6	Over 7	Over 8	Over 9	Over 10	Over 11	Over 12	Over 13	Over 14	Over 16	Over 18	Over 20
	1622			225	230	3	240	255	265	280	290	300	310	13	325	340	355	380
O-6					230		240						310					
O-5				225	400	200	205	230	245	250	260	265	040		285	300	315	340
0-4				185	190	200	205	215	220	245	225		240		270	280	290	300
0-3				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	OCTO	3ER 1,	2002 (ARMY	MEME	BERS)			
									Years of									
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
O-2				150	160	185	190	195	205	215	225		240		250	260	270	280
O-1				150	160	185	190	195	205	215	225		240		250	260	270	280
W-5	210			310	338	506	534				590	625	660		730			
W-4	210			310	338	506	534				590	625	660		730			
W-3	210			310	338	478	492	499	506	534	590	625	660		695			
W-2	210			310	338	464	471		478	534	576		625					
W-1	182	189	196	310	338	345	380	450	478	520	555							
E-9	130		156	328	347	425		458	477	490		503	516	555	588	620	646	
E-8	130		156	328	347	425		458	477	490		503	516	555	588	620	646	
E-7	130		156	328	347	425		458	477	490		503	516	555	588	620		
E-6	130		156	295	321	380	393	425		445			464	484	503	523	555	
E-5	65	78	156	295	321	380	393	425										
E-4	65	78	156	295	308													
E-3	50	60	120	150	160	170	190											
E-2	50	60	120	150	160	170												
E-1	50	60	120	150	160													

	SPE	CIA	L PAY	'S F	DR	HE/	ALT I	H PRO	OFE	ESS	IONA	AL O	FFIC	ERS	
				Va	riable	e Spe	cial Pa	ay (Medi	cal C	Office	rs)				
Pay Grade	Under 3	_	But Less Than 6		Less	8 But		10 But I Than	ess	12 Less	But Than 14		it Less in 18	18 But Less Than 22	22 and Over
Intern	100.0	0													
Thru O-6		4	416.66	1,000	0.00	95	58.33	916.	66	8	33.33	75	0.00	666.66	583.33
Above O-6	583.3		specific re ://www.dti	-	•	_	•		ble, go	to the	web at:				
				Varia	ble S	pecia	al Pay	(VSP) (E	Denta	al Offi	cers)				
Pay Under 3 But Less 6 But Less 8 But Less 12 But Less 14 But Less															
Grade 3 Than 6 Than 8 Than 12 Than 14 Than 18 1												18 & Over			
Intern															
Thru O-6			33		583.3	33	1,00	0.00		833	.33	75	50.00	666.67	
Above 0-6 583.33															
Board Cert	Board Certified Pay Special Pay (Medical and Dental Officers) Additional Special Pay (ASP) (Dental Of (effective April 24, 2008)												Officers)		
Pay	Under	10	But	12 But		14 B	ut	18 &	P	Pay	U	nder	3 1	But Less	10 & Over
Grade	10	Le	ess	Less		Les	s	Over	Gr	rade		3	1	Than 10	
		Tha	n 12	Than 1	4	Than	18								
All Grades	208.33	291	.66	333.33		416.6		500.00		rades		00.00	1.	2,000.00	15,000.00
			T				cial P	ay (Med		Office					
Specialty	A	Annual Amt	Speci	alty	Ann Ar			Special	ty		Annual	Amt	Sp	ecialty	Annual Amt
Aerospace Med		0,000.00		surgery	29,00			/ngology			30,000			alty Category	
Anesthesiology		6,000.00	medicine		20,00		Pathol	ogy			20,000	- 11		alty Category	28,000.00
Cardiology	36	6,000.00	Neurolog	у	20,00	00.00	Pediat	rics			20,000	ll l	<u> </u>	alty Category	23,000.00
Dermatology 20,000.00 Neuro			Neurosu	rgery	36,00	00.00	Phys a	ind Prev/C	Occ M	led	20,000).00 S	•	alty Category	20,000.00
Emergency Med	2	6,000.00	OB/GYN		31,00	00.00	Psychi	atry			20,000	0.00	Subspecia /	alty Category	36,000.00
Family practice		0,000.00		nology	28,00			nary/IM-Cr	itical (Care	23,000		Jrology		28,000.00
Gastroenterolog	y 26	5,000.00	Orthope	dics	36,00	00.00	Radiol	ogy			36,000	0.00			
			M	ultiyea	ar Re	etent	ion E	Bonus (Den	tal O	fficers	s)			
			Level	1			Lev	el 2			Lev	el 3		Le	vel 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, 2010

					Cumula	tive Years o	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
0-7	7,809.90	8,172.90	8,340.60	8,474.10	8,715.60	8,954.40	9,230.40	9,505.50	9,781.80	10,649.10	11,381.40	11,381.40
1 Drill	260.33	272.43	278.02	282.47	290.52	298.48	307.68	316.85	326.06	354.97	379.38	379.38
4 Drills	1,041.32	1,089.72	1,112.08	1,129.88	1,162.08	1,193.92	1,230.72	1,267.40	1,304.24	1,419.88	1,517.52	1,517.52
0-6	5,788.50	6,359.40	6,776.70	6,776.70	6,802.50	7,094.10	7,132.50	7,132.50	7,537.80	8,254.80	8,675.40	9,095.70
1 Drill	192.95	211.98	225.89	225.89	226.75	236.47	237.75	237.75	251.26	275.16	289.18	303.19
4 Drills	771.80	847.92	903.56	903.56	907.00	945.88	951.00	951.00	1,005.04	1,100.64	1,156.72	1,212.76
O-5	4,825.50	5,436.00	5,812.50	5,883.30	6,117.90	6,258.60	6,567.60	6,794.10	7,086.90	7,535.10	7,748.10	7,959.00
1 Drill	160.85	181.20	193.75	196.11	203.93	208.62	218.92	226.47	236.23	251.17	258.27	265.30
4 Drills	643.40	724.80	775.00	784.44	815.72	834.48	875.68	905.88	944.92	1,004.68	1,033.08	1,061.20
0-4	4,163.70	4,819.80	5,141.40	5,213.10	5,511.60	5,831.70	6,230.10	6,540.60	6,756.60	6,880.20	6,951.90	6,951.90
1 Drill	138.79	160.66	171.38	173.77	183.72	194.39	207.67	218.02	225.22	229.34	231.73	231.73
4 Drills	555.16	642.64	685.52	695.08	734.88	777.56	830.68	872.08	900.88	917.36	926.92	926.92
O-3	3,660.60	4,149.90	4,479.30	4,883.40	5,117.10	5,373.90	5,540.10	5,813.40	5,955.60	5,955.60	5,955.60	5,955.60
1 Drill	122.02	138.33	149.31	162.78	170.57	179.13	184.67	193.78	198.52	198.52	198.52	198.52
4 Drills	488.08	553.32	597.24	651.12	682.28	716.52	738.68	775.12	794.08	794.08	794.08	794.08
0-2	3,162.90	3,602.40	4,149.00	4,289.10	4,377.30	4,377.30	4,377.30	4,377.30	4,377.30	4,377.30	4,377.30	4,377.30
1 Drill	105.43	120.08	138.30	142.97	145.91	145.91	145.91	145.91	145.91	145.91	145.91	145.91
4 Drills	421.72	480.32	553.20	571.88	583.64	583.64	583.64	583.64	583.64	583.64	583.64	583.64
0-1	2,745.60	2,857.50	3,454.20	3,454.20	3,454.20	3,454.20	3,454.20	3,454.20	3,454.20	3,454.20	3,454.20	3,454.20
1 Drill	91.52	95.25	115.14	115.14	115.14	115.14	115.14	115.14	115.14	115.14	115.14	115.14
4 Drills	366.08	381.00	460.56	460.56	460.56	460.56	460.56	460.56	460.56	460.56	460.56	460.56
0-3E				4,883.40	5,117.10	5,373.90	5,540.10	5,813.40	6,043.50	6,175.80	6,355.80	6,355.80
1 Drill				162.78	170.57	179.13	184.67	193.78	201.45	205.86	211.86	211.86
4 Drills				651.12	682.28	716.52	738.68	775.12	805.80	823.44	847.44	847.44
0-2E				4,289.10	4,377.30	4,516.80	4,752.00	4,933.80	5,069.10	5,069.10	5,069.10	5,069.10
1 Drill				142.97	145.91	150.56	158.40	164.46	168.97	168.97	168.97	168.97
4 Drills				571.88	583.64	602.24	633.60	657.84	675.88	675.88	675.88	675.88
O-1E				3,454.20	3,688.80	3,825.00	3,964.80	4,101.60	4,289.10	4,289.10	4,289.10	4,289.10
1 Drill				115.14	122.96	127.50	132.16	136.72	142.97	142.97	142.97	142.97
4 Drills				460.56	491.84	510.00	528.64	546.88	571.88	571.88	571.88	571.88

DRILL PAY—EFFECTIVE JANUARY 1, 2010

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	11,38140	11,381.40	11,439.30	11,439.30	11,668.20	11,668.20	11668.20	11,668.20	11,668.20	11,688.20
1 Drill	379.38	378.38	381.31	381.31	388.94	388.94	388.94	388.94	388.94	388.94
4 Drills	1,517.52	1,517.52	1,525.24	1,525.24	1,555.76	1,555.76	1,555.76	1,555.76	1,555.76	1,555.76
O-6	9,334.80	9,577.20	10,047.00	10,047.00	10,247.70	10,247.70	10,247.70	10,247.70	10,247.70	10,247.70
1 Drill	311.16	319.24	334.90	334.90	341.59	341.59	341.59	341.59	341.59	341.59
4 Drills	1,244.64	1,276.96	1,339.60	1,339.60	1,366.36	1,366.36	1,366.36	1,366.36	1,366.36	1,366.36
O-5	8,198.40	8,198.40	8,198.40	8,198.40	8,198.40	8,198.40	8,198.40	8,198.40	8,198.40	8,198.40
1 Drill	273.28	273.28	273.28	273.28	273.28	273.28	273.28	273.28	273.28	273.28
4 Drills	1,093.12	1,093.12	1,093.12	1,093.12	1,093.12	1,093.12	1,093.12	1,093.12	1,093.12	1,093.12
0-4	6,951.90	6,951.90	6,951.90	6,951.90	6,951.90	6,951.90	6,951.90	6,951.90	6,951.90	6,951.90
1 Drill	231.73	231.73	231.73	231.73	231.73	231.73	231.73	231.73	231.73	231.73
4 Drills	926.92	926.92	926.92	926.92	926.92	926.92	926.92	926.92	926.92	926.92
O-3	5,955.60	5,955.60	5,955.60	5,955.60	5,955.60	5,955.60	5,955.60	5,955.60	5,955.60	5,955.60
1 Drill	198.52	198.52	198.52	198.52	198.52	198.52	198.52	198.52	198.52	198.52
4 Drills	794.08	794.08	794.08	794.08	794.08	794.08	794.08	794.08	794.08	794.08
0-2	4,377.30	4,377.30	4,377.30	4,377.30	4,377.30	4,377.30	4,377.30	4,377.30	4,377.30	4,377.30
1 Drill	145.91	145.91	145.91	145.91	145.91	145.91	145.91	145.91	145.91	145.91
4 Drills	583.64	583.64	583.64	583.64	583.64	583.64	583.64	583.64	583.64	583.64
0-1	3,454.20	3,454.20	3,454.20	3,454.20	3,454.20	3,454.20	3,454.20	3,454.20	3,454.20	3,454.20
1 Drill	115.14	115.14	115.14	115.14	115.14	115.14	115.14	115.14	115.14	115.14
4 Drills	460.56	460.56	460.56	460.56	460.56	460.56	460.56	460.56	460.56	460.56
0-3E	6,355.80	6,355.80	6,355.80	6,355.80	6,355.80	6,355.80	6,355.80	6,355.80	6,355.80	6,355.80
1 Drill	211.86	211.86	211.86	211.86	211.86	211.86	211.86	211.86	211.86	211.86
4 Drills	847.44	847.44	847.44	847.44	847.44	847.44	847.44	847.44	847.44	847.44
0-2E	5,069.10	5,069.10	5,069.10	5,069.10	5,069.10	5,069.10	5,069.10	5,069.10	5,069.10	5,069.10
1 Drill	168.97	168.97	168.97	168.97	168.97	168.97	168.97	168.97	168.97	168.97
4 Drills	675.88	675.88	675.88	675.88	675.88	675.88	675.88	675.88	675.88	675.88
0-1E	4,289.10	4,289.10	4,289.10	4,289.10	4,289.10	4,289.10	4,289.10	4,289.10	4,289.10	4,289.10
1 Drill	142.97	142.97	142.97	142.97	142.97	142.97	142.97	142.97	142.97	142.97
4 Drills	571.88	571.88	571.88	571.88	571.88	571.88	571.88	571.88	571.88	571.88

DRILL PAY—EFFECTIVE JANUARY 1, 2010 Cumulative Years of Service Over 8 Pay Grade 2 or less Over 2 Over 3 Over 4 Over 6 Over 10 Over 12 Over 14 Over 16 Over 18 Over 20 W-5 6,726.60 1 Drill 224.22 4 Drills 896.88 W-4 3,783.00 4,069.50 4,186.50 4,301.10 4,499.10 4,695.00 4,893.00 5,191.80 5,453.40 5,702.10 5,905.50 6,104.10 1 Drill 126.10 139.55 143.37 149.97 156.50 163.10 173.06 190.07 203.47 135.65 181.78 196.85 504.40 542.60 558.20 4 Drills 573.48 599.88 626.00 652.40 692.24 727.12 760.28 787.40 813.88 W-3 3,454.50 3,598.50 3,746.10 3,794,70 3.949.50 4.254.00 4,571.10 4,720.20 4.892.70 5,070.90 5.390.40 5,606.70 1 Drill 115.15 119.95 124.87 126.49 131.65 141.80 152.37 157.34 163.09 169.03 179.68 186.89 4 Drills 460.60 479.80 499.48 505.96 526.60 567.20 609.48 629.36 652.36 676.12 718.72 747.56 W-2 3,057.00 3,346.20 3,435.30 3,496.50 3,694.80 4,002.90 4,155.30 4,305.90 4,489.50 4,633.20 4,763.40 4,918.80 1 Drill 101.90 111.54 114.51 116.55 123.16 133.43 138.51 143.53 149.65 154.44 158.78 163.96 407.60 458.04 466.20 492.64 533.72 554.04 598.60 655.84 4 Drills 446.16 574.12 617.76 635.12 2,683.50 3,408.30 W-1 2,971.80 3,049.80 3,213.90 3,694.20 3,827.70 4,014.30 4,197.90 4,342.20 4,475.40 4,636.80 154.56 1 Drill 89.45 99.06 101.66 107.13 113.61 123.14 127.59 133.81 139.93 144.74 149.18 4 Drills 357.80 396.24 406.64 428.52 454.44 492.56 510.36 535.24 559.72 578.96 596.72 618.24 Pay Grade Over 22 Over 24 Over 26 Over 28 Over 30 Over 32 Over 34 Over 36 Over 38 Over 40 7,068.00 8,383.20 7,983.90 W-5 7,322.10 7,603.50 7,603.50 7,983.90 8,383.20 8,802.60 8,802.60 1 Drill 235.60 244.07 253.45 253.45 266.13 266.13 279.44 279.44 293.42 293.42 4 Drills 942.40 976.28 1.013.80 1.013.80 1.064.52 1.064.52 1.117.76 1,117.76 1.173.68 1.173.68 W-4 6,396.00 6,635.40 6,909.00 6,909.00 7,047.00 7,047.00 7,047.00 7,047.00 7,047.00 7,047.00 1 Drill 213.20 221.18 230.30 230.30 234.90 234.90 234.90 234.90 234.90 234.90 4 Drills 852.80 884.72 921.20 921.20 939.60 939.60 939.60 939.60 939.60 939.60 W-3 5,736.00 5,873.40 6,060.00 6,060.00 6,060.00 6,060.00 6,060.00 6,060.00 6,060.00 6,060.00 1 Drill 191.20 195.78 202.00 202.00 202.00 202.00 202.00 202.00 202.00 202.00 808.00 808.00 808.00 808.00 808.00 808.00 808.00 4 Drills 764.80 783.12 808.00 W-2 5,021.40 5,102.70 5,102.70 5,102.70 5,102.70 5,102.70 5,102.70 5,102.70 5,102.70 5,102.70 1 Drill 167.38 170.09 170.09 170.09 170.09 170.09 170.09 170.09 170.09 170.09 4 Drills 669.52 680.36 680.36 680.36 680.36 680.36 680.36 680.36 680.36 680.36 W-1 4.636.80 4.636.80 4.636.80 4.636.80 4.636.80 4.636.80 4.636.80 4.636.80 4.636.80 4.636.80 1 Drill 154.56 154.56 154.56 154.56 154.56 154.56 154.56 154.56 154.56 154.56 618.24 618.24 618.24 618.24 618.24 618.24 618.24 618.24 618.24 618.24 4 Drills

			DRIL	L PAY-	-EFFE	CTIVE	JANU	JARY 1	, <mark>2010</mark>			
					Cumula	tive Years o	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							4,570.80	4,674.30	4,804.80	4,958.40	5,112.90	5,361.60
1 Drill							152.36	155.81	160.16	165.28	170.43	178.72
4 Drills							609.44	623.24	640.64	661.12	681.72	714.88
E-8						3,741.60	3,907.20	4,009.50	4,132.50	4,265.40	4,505.40	4,626.90
1 Drill						124.72	130.24	133.65	137.75	142.18	150.18	154.23
4 Drills						498.88	520.96	534.60	551.00	568.72	600.72	616.92
E-7	2,601.00	2,838.90	2,947.50	3,091.80	3,204.00	3,396.90	3,505.50	3,699.00	3,859.50	3,969.00	4,085.70	4,131.30
1 Drill	86.70	94.63	98.25	103.06	106.80	113.23	116.85	123.30	128.65	132.30	136.19	137.71
4 Drills	346.80	378.52	393.00	412.24	427.20	452.92	467.40	493.20	514.60	529.20	544.76	550.84
E-6	2,249.70	2,475.30	2,584.50	2,690.70	2,801.40	3,051.00	3,148.20	3,336.00	3,393.60	3,435.60	3,484.50	3,484.50
1 Drill	74.99	82.51	86.15	89.69	93.38	101.70	104.94	111.20	113.12	114.52	116.15	116.15
4 Drills	299.96	330.04	344.60	358.76	373.52	406.80	419.76	444.80	452.48	458.08	464.60	464.60
E-5	2,061.30	2,199.30	2,305.50	2,414.40	2,583.90	2,761.80	2,906.70	2,924.70	2,924.70	2,924.70	2,924.70	2,924.70
1 Drill	68.71	73.31	76.85	80.48	86.13	92.06	96.89	97.49	97.49	97.49	97.49	97.49
4 Drills	274.84	293.24	307.40	321.92	344.52	368.24	387.56	389.96	389.96	389.96	389.96	389.96
E-4	1,889.70	1,986.30	2,094.00	2,199.90	2,293.80	2,293.80	2,293.80	2,293.80	2,293.80	2,293.80	2,293.80	2,293.80
1 Drill	62.99	66.21	69.80	73.33	76.46	76.46	76.46	76.46	76.46	76.46	76.46	76.46
4 Drills	251.96	264.84	279.20	293.32	305.84	305.84	305.84	305.84	305.84	305.84	305.84	305.84
E-3	1,705.80	1,813.20	1,923.00	1,923.00	1,923.00	1,923.00	1,923.00	1,923.00	1,923.00	1,923.00	1,923.00	1,923.00
1 Drill	56.86	60.44	64.10	64.10	64.10	64.10	64.10	64.10	64.10	64.10	64.10	64.10
4 Drills	227.44	241.76	256.40	256.40	256.40	256.40	256.40	256.40	256.40	256.40	256.40	256.40
E-2	1,622.10	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10
1 Drill	54.07	54.07	54.07	54.07	54.07	54.07	54.07	54.07	54.07	54.07	54.07	54.07
4 Drills	216.28	216.28	216.28	216.28	216.28	216.28	216.28	216.28	216.28	216.28	216.28	216.28
E-1 > 4 mos	1,447.20											
1 Drill	48.24											
4 Drills	192.96											
E-1 < 4 mos	1338.60											
1 Drill	44.62											
4 Drills	178.48											

DRILL PAY—EFFECTIVE JANUARY 1, 2010										
Cumulative Years of Service										
Grade	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
E-9	5,571.30	5,792.40	6,129.90	6,129.90	6,436.20	6,436.20	6,758.40	6,758.40	7,096.50	7,096.50
1 Drill	185.71	193.08	204.33	204.33	214.54	214.54	225.28	225.28	236.55	236.55
4 Drills	742.84	772.32	817.32	817.32	858.16	858.16	901.12	901.12	946.20	946.20
E-8	4,833.90	4,948.50	5,231.40	5,231.40	5,336.40	5,336.40	5,336.40	5,336.40	5,336.40	5,336.40
1 Drill	161.13	164.95	174.38	174.38	177.88	177.88	177.88	177.88	177.88	177.88
4 Drills	644.52	659.80	697.52	697.52	711.52	711.52	711.52	711.52	711.52	711.52
E-7	4,282.80	4,364.40	4,674.60	4,674.60	4,674.60	4,674.60	4,674.60	4,674.60	4,674.60	4,674.60
1 Drill	142.76	145.48	155.82	155.82	155.82	155.82	155.82	155.82	155.82	155.82
4 Drills	571.04	581.92	623.28	623.28	623.28	623.28	623.28	623.28	623.28	623.28
E-6	3,484.50	3,484.50	3,484.50	3,484.50	3,484.50	3,484.50	3,484.50	3,484.50	3,484.50	3,484.50
1 Drill	116.15	116.15	116.15	116.15	116.15	116.15	116.15	116.15	116.15	116.15
4 Drills	464.60	464.60	464.60	464.60	464.60	464.60	464.60	464.60	464.60	464.60
E-5	2,924.70	2,924.70	2,924.70	2,924.70	2,924.70	2,924.70	2,924.70	2,924.70	2,924.70	2,924.70
1 Drill	97.49	97.49	97.49	97.49	97.49	97.49	97.49	97.49	97.49	97.49
4 Drills	389.96	389.96	389.96	389.96	389.96	389.96	389.96	389.96	389.96	389.96
E-4	2,293.80	2,293.80	2,293.80	2,293.80	2,293.80	2,293.80	2,293.80	2,293.80	2,293.80	2,293.80
1 Drill	76.46	76.46	76.46	76.46	76.46	76.46	76.46	76.46	76.46	76.46
4 Drills	305.84	305.84	305.84	305.84	305.84	305.84	305.84	305.84	305.84	305.84
E-3	1,923.00	1,923.00	1,923.00	1,923.00	1,923.00	1,923.00	1,923.00	1,923.00	1,923.00	1,923.00
1 Drill	64.10	64.10	64.10	64.10	64.10	64.10	64.10	64.10	64.10	64.10
4 Drills	256.40	256.40	256.40	256.40	256.40	256.40	256.40	256.40	256.40	256.40
E-2	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10	1622.10
1 Drill	54.07	54.07	54.07	54.07	54.07	54.07	54.07	54.07	54.07	54.07
4 Drills	216.28	216.28	216.28	216.28	216.28	216.28	216.28	216.28	216.28	216.28