BASIC PAY—EFFECTIVE JANUARY 1, 2014 Pay Grade 2 or less Over 2 Over 3 Over 4 Over 6 Over 8 Over 10 Over 12 Over 14 Over 16 Over 18														
Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18			
O-10 ¹														
O-9 ¹														
O-8 ¹	9,946.20	10,272.00	10,488.30	10,548.60	10,818.60	11,269.20	11,373.90	11,802.00	11,924.70	12,293.40	12,827.10			
O-7 ¹	8,264.40	8,648.40	8,826.00	8,967.30	9,222.90	9,475.80	9,767.70	10,059.00	10,351.20	11,269.20	12,043.80			
O-6 ²	6,125.40	6,729.60	7,171.20	7,171.20	7,198.50	7,507.20	7,547.70	7,547.70	7,976.70	8,735.10	9,180.30			
O-5	5,106.60	5,752.50	6,150.60	6,225.60	6,474.30	6,622.80	6,949.50	7,189.50	7,499.70	7,974.00	8,199.30			
0-4	4,405.80	5,100.30	5,440.80	5,516.40	5,832.30	6,171.00	6,593.10	6,921.30	7,149.60	7,280.70	7,356.60			
O-3	3,873.90	4,391.40	4,739.70	5,167.80	5,415.30	5,687.10	5,862.60	6,151.50	6,302.40	6,302.40	6,302.40			
0-2	3,347.10	3,812.10	4,390.50	4,538.70	4,632.30	4,632.30	4,632.30	4,632.30	4,632.30	4,632.30	4,632.30			
0-1	2,905.20	3,024.00	3,655.50	3,655.50	3,655.50	3,655.50	3,655.50	3,655.50	3,655.50	3,655.50	3,655.50			
O-3 ³				5,167.80	5,415.30	5,687.10	5,862.60	6,151.50	6,395.40	6,535.50	6,726.00			
O-2 ³				4,538.70	4,632.30	4,779.90	5,028.60	5,220.90	5,364.30	5,364.30	5,364.30			
O-1 ³				3,655.50	3,903.30	4,047.90	4,195.20	4,340.10	4,538.70	4,538.70	4,538.70			
W-5														
W-4	4,003.50	4,306.50	4,429.80	4,551.60	4,761.00	4,968.30	5,178.00	5,493.90	5,770.50	6,033.90	6,249.30			
W-3	3,655.80	3,808.20	3,964.50	4,015.80	4,179.60	4,501.80	4,837.20	4,995.00	5,177.70	5,366.10	5,704.50			
W-2	3,234.90	3,540.90	3,635.40	3,699.90	3,909.90	4,236.00	4,397.40	4,556.40	4,751.10	4,902.90	5,040.60			
W-1	2,839.80	3,145.20	3,227.40	3,401.10	3,606.60	3,909.30	4,050.60	4,247.70	4,442.40	4,595.40	4,735.80			
E-9 ⁴							4,836.90	4,946.40	5,084.70	5,246.70	5,411.10			
E-8						3,959.40	4,134.30	4,242.90	4,372.80	4,513.80	4,767.60			
E-7	2,752.50	3,004.20	3,119.10	3,271.50	3,390.60	3,594.90	3,709.80	3,914.40	4,084.20	4,200.30	4,323.90			
E-6	2,380.80	2,619.60	2,735.10	2,847.60	2,964.90	3,228.60	3,331.50	3,530.40	3,591.30	3,635.70	3,687.30			
E-5	2,181.00	2,327.40	2,440.20	2,555.10	2,734.50	2,922.30	3,076.20	3,094.80	3,094.80	3,094.80	3,094.80			
E-4	1,999.50	2,101.80	2,215.80	2,328.00	2,427.30	2,427.30	2,427.30	2,427.30	2,427.30	2,427.30	2,427.30			
E-3	1,805.40	1,918.80	2,034.90	2,034.90	2,034.90	2,034.90	2,034.90	2,034.90	2,034.90	2,034.90	2,034.90			
E-2	1,716.90	1,716.90	1,716.90	1,716.90	1,716.90	1,716.90	1,716.90	1,716.90	1,716.90	1,716.90	1,716.90			
E-1 ⁵	1,531.50													

Notes:

- 1. Basic pay for an O-7 to O-10 is limited by Level II of the Executive Schedule which is \$15,125.10. Basic pay for O-6 and below is limited by Level V of the Executive Schedule which is \$12,266.70.
- 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 \$21,147.70. (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 \$7,816.20. 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 \$1,416.30.
- 6. Basic pay rate for Academy Cadets/Midshipmen and ROTC members/applicants is \$1,017.00.

BASIC PAY—EFFECTIVE JANUARY 1, 2014 Pay Grade Over 20 Over 24 Over 26 Over 28 Over 30 Over 32 Over 34 Over 36 Over 40														
Pay Grade	Over 20	Over 22	Over 24	Over 26	Over28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40			
O-10 ¹	16,072.20	16,150.50	16,486.80	17,071.50	17,071.50	17,925.30	17,925.30	18,821.10	18,821.10	19,762.50	19,762.50			
O-9 ¹	14,056.80	14,259.90	14,552.10	15,062.40	15,062.40	15,816.00	15,816.00	16,606.80	16,606.80	17,436.90	17,436.90			
O-8 ¹	13,319.10	13,647.30	13,647.30	13,647.30	13,647.30	13,989.00	13,989.00	14,338.50	14,338.50	14,338.50	14,338.50			
O-7 ¹	12,043.80	12,043.80	12,043.80	12,105.60	12,105.60	12,347.70	12,347.70	12,347.70	12,347.70	12,347.70	12,347.70			
O-6 ²	9,625.20	9,878.40	10,134.60	10,632.00	10,632.00	10,844.10	10,844.10	10,844.10	10,844.10	10,844.10	10,844.10			
O-5	8,422.20	8,675.70	8,675.70	8,675.70	8,675.70	8,675.70	8,675.70	8,675.70	8,675.70	8,675.70	8,675.70			
0-4	7,356.60	7,356.60	7,356.60	7,356.60	7,356.60	7,356.60	7,356.60	7,356.60	7,356.60	7,356.60	7,356.60			
O-3	6,302.40	6,302.40	6,302.40	6,302.40	6,302.40	6,302.40	6,302.40	6,302.40	6,302.40	6,302.40	6,302.40			
0-2	4,632.30	4,632.30	4,632.30	4,632.30	4,632.30	4,632.30	4,632.30	4,632.30	4,632.30	4,632.30	4,632.30			
0-1	3,655.50	3,655.50	3,655.50	3,655.50	3,655.50	3,655.50	3,655.50	3,655.50	3,655.50	3,655.50	3,655.50			
O-3 ³	6,726.00	6,726.00	6,726.00	6,726.00	6,726.00	6,726.00	6,726.00	6,726.00	6,726.00	6,726.00	6,726.00			
O-2 ³	5,364.30	5,364.30	5,364.30	5,364.30	5,364.30	5,364.30	5,364.30	5,364.30	5,364.30	5,364.30	5,364.30			
O-1 ³	4,538.70	4,538.70	4,538.70	4,538.70	4,538.70	4,538.70	4,538.70	4,538.70	4,538.70	4,538.70	4,538.70			
W-5	7,118.40	7,479.60	7,748.40	8,046.30	8,046.30	8,448.90	8,448.90	8,871.00	8,871.00	9,315.00	9,315.00			
W-4	6,459.30	6,768.00	7,021.80	7,311.00	7,311.00	7,457.10	7,457.10	7,457.10	7,457.10	7,457.10	7,457.10			
W-3	5,933.10	6,069.90	6,215.40	6,413.10	6,413.10	6,413.10	6,413.10	6,413.10	6,413.10	6,413.10	6,413.10			
W-2	5,205.30	5,313.60	5,399.70	5,399.70	5,399.70	5,399.70	5,399.70	5,399.70	5,399.70	5,399.70	5,399.70			
W-1	4,906.80	4,906.80	4,906.80	4,906.80	4,906.80	4,906.80	4,906.80	4,906.80	4,906.80	4,906.80	4,906.80			
E-9 ⁴	5,673.60	5,895.60	6,129.30	6,486.90	6,486.90	6,810.90	6,810.90	7,151.70	7,151.70	7,509.60	7,509.60			
E-8	4,896.30	5,115.30	5,236.80	5,535.90	5,535.90	5,647.20	5,647.20	5,647.20	5,647.20	5,647.20	5,647.20			
E-7	4,371.60	4,532.40	4,618.50	4,946.70	4,946.70	4,946.70	4,946.70	4,946.70	4,946.70	4,946.70	4,946.70			
E-6	3,687.30	3,687.30	3,687.30	3,687.30	3,687.30	3,687.30	3,687.30	3,687.30	3,687.30	3,687.30	3,687.30			
E-5	3,094.80	3,094.80	3,094.80	3,094.80	3,094.80	3,094.80	3,094.80	3,094.80	3,094.80	3,094.80	3,094.80			
E-4	2,427.30	2,427.30	2,427.30	2,427.30	2,427.30	2,427.30	2,427.30	2,427.30	2,427.30	2,427.30	2,427.30			
E-3	2,034.90	2,034.90	2,034.90	2,034.90	2,034.90	2,034.90	2,034.90	2,034.90	2,034.90	2,034.90	2,034.90			
E-2	1,716.90	1,716.90	1,716.90	1,716.90	1,716.90	1,716.90	1,716.90	1,716.90	1,716.90	1,716.90	1,716.90			

Notes:

- 1. Basic pay for an O-7 to O-10 is limited by Level II of the Executive Schedule which is \$15,125.10. Basic pay for O-6 and below is limited by Level V of the Executive Schedule which is \$12,266.70.
- 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 \$21,147.70. (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.
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- 6. Basic pay rate for Academy Cadets/Midshipmen and ROTC members/applicants is \$1,017.00.

	ALLOWANCES Basic Allowance for Housing RC/Transient Family Separation Allowance													
Ba	sic Allowa		_	ansient			Fam	ily Sep	aration /	Allowan	ice			
		(January 1,												
Pay Grade	Partial	Without	With	Differential				All Pay	Grades:	\$250				
-	¢ 50.70	Dependent	Dependent	¢ 222 20	Decis Alley	ranga fa	n Cubaia	10000	Fam:	lu Cubal	tonos Ci	lama	ot ol	
0-10 0-9	\$ 50.70	\$ 1,555.80	\$ 1,913.70	\$ 333.30 \$ 333.30	Basic Allow (Effective J			tence			stence Su fective C			
0-9	\$ 50.70 \$ 50.70	\$ 1,555.80 \$ 1,555.80	\$ 1,913.70 \$ 1,913.70	\$ 333.30	•		\$246.24		Allow		II Pay Gra		, 2010)	
0-8	\$ 50.70	\$ 1,555.80	\$ 1,913.70	\$ 333.30			\$357.55				Exceed		`	
0-7	\$ 30.70	, , , , , , , , , , , , , , , , , , ,	\$ 1,722.60	\$ 276.30	L	illisteu.	φυση.υυ		_	NOLLO	LACEEU	φ1100.0C	•	
0-6	\$ 39.00	\$ 1,426.50 \$ 1,373.70	\$ 1,722.60	\$ 276.30		Clothir	ng Allov	vances	(Effecti	ve Octo	ber 1, 2	2013)		
0-3	\$ 26.70	\$ 1,373.70	\$ 1,000.80	\$ 267.00	C+4	andard I	nitial Cla	othing A	llowonoo	/Enlictor	Mombo	ro Only)		
0-4	\$ 20.70	\$ 1,272.60	\$ 1,403.70	\$ 177.60	- Si	Standard Initial Clothing Allowance (Enlisted Memb							e Corps	
0-3	\$ 17.70	\$ 808.80	\$ 1,033.50	\$ 209.40		Male	Female	Male	Female	Male	Female	Male	Female	
0-2	\$ 17.70	\$ 693.90	\$ 925.20	\$ 209.40		1567.43						1823.51	1870.39	
03E	\$ 22.20	\$ 1,101.60	\$ 1,302.00	\$ 220.20	Cash Clothing Replacement Allowance (Enlisted Members									
03E 02E	\$ 17.70	\$ 936.60	\$ 1,302.00	\$ 222.30	Cash Clothing Replacement Allowance (Enlisted Members Or Army Navy Air Force Mar									
OlE	\$ 17.70	\$ 814.50	\$ 1,085.70	\$ 261.00		Army Navy Air Force Marine Male Female Male Female Male Female Male								
W-5	\$ 25.20	\$ 1,293.30	\$ 1,413.60	\$ 111.00	Basic	306.00	327.60	334.80	342.00	244.80	248.40	424.80	Female 446.40	
W-4	\$ 25.20	\$ 1,148.10	\$ 1,295.70	\$ 136.80	Standard 439.20 468.00 478.80 489.60 349.20 352.80						604.80	637.20		
W-3	\$ 20.70	\$ 965.70	\$ 1,188.00	\$ 206.40	Special Special	0	0	637.20	637.20	0	0	0	0	
W-2	\$ 15.90	\$ 856.80	\$ 1,091.40	\$ 218.10	Бресіш				othing Al			ı	<u> </u>	
W-1	\$ 13.80	\$ 718.50	\$ 944.70	\$ 211.20	Type of Duty	Initial			days in 30			in 36 mor	th period	
E-9	\$ 18.60	\$ 942.90	\$ 1,243.20	\$ 278.70	Permanent	989.28			0			0	P	
E-8	\$ 15.30	\$ 866.40	\$ 1,146.90	\$ 261.30	Temporary	0	0		329			659.52		
E-7	\$ 12.00	\$ 798.60	\$ 1,064.40	\$ 302.40	<u>-</u>	Pe			lowance (Amount)			
E-6	\$ 9.90	\$ 738.00	\$ 983.40	\$ 292.20	1. While se									
E-5	\$ 8.70	\$ 663.60	\$ 884.70	\$ 248.70	or Army	_					- ,	\$333	.33	
E-4 \$8.10 \$577.20 \$768.90 \$215.10 2. Senior Member of the Military Staff Committee of the Mil											ne U.N.	\$225	.00	
E-3	\$ 7.80	\$ 536.70	\$ 715.20	\$ 176.10	3. General of			<u>, , , , , , , , , , , , , , , , , , , </u>				\$183		
E-2	\$ 7.20	\$ 511.50	\$ 681.60	\$ 235.50	50 4. Lieutenant General Vice Admiral \$41.67									
E-1	\$ 6.90	\$ 511.50	\$ 681.60	\$ 278.70	5. Senior E	nlisted N	Member o	of a Milit	ary Servi	ce		\$166	.67	
For other	er pays or	specific re	quirements	for the pay of	cited in this	table, go	o to the	web	-			-		
	1 2		-	fmr/07a/ind		, 0								

			NCENTI	VE AND	SPECI	AL PAY	'S				
			Aviat	ion Care	er Incentiv	e Pay					
				Years of Av	iation Service						
2 or less	Over 2	Over 3	Over 4	Over 6	Over 14	Over 22	Over 23	Over 24	Over 25		
125.00	156.00	188.00	206.00	650.00	840.00	585.00	495.00	385.00	250.00		
			Career I	Enlisted F	lyer 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		
	ı	Hazardou	s Duty Inc	entive Pa	y (Crew N	lember- N	on-AWA	(C)			
Pay Grade	Amount	Pay Grade	Amount	Pay Grade	Amount	Pay Grade	Amount	Pay Grade	Amount		
O-10	150.00	O-5	250.00	W-5	250.00	E-9	240.00	E-4	165.00		
O-9	150.00	0-4	225.00	W-4	250.00	E-8	240.00	E-3	150.00		
O-8	150.00	O-3	175.00	W-3	175.00	E-7	240.00	E-2	150.00		
0-7	150.00	0-2	150.00	W-2	150.00	E-6	215.00	E-1	150.00		
O-6	250.00	0-1	150.00	W-1	150.00	E-5	190.00				
Hazardo	•	Incentive Member)	Pay (Non	-Crew	lmmiı	nent Dang	er Pay/H	lostile Fire	Pay		
	ALL G	RADES -	150.00			ALL G	RADES -	225.00			
	D	oiving Pa	y		HDIP (Pa	arachute,	Flight De	eck, Demol	ition, &		
Officers -	240.00 (M	ax) Enl i	isted – 340.0	00 (Max)	(Men		rades – 15	50.00 O Pay – 225.0	00).		
			EXCLUSIO		,	•		ents for the pa	,		
Army or Marine	Corps, basic p	ay is \$7,816.20.	f the AF, Sergeant Combat Zone Ta rate plus HFP/IDP (x Exclusion	•	this ta	ble, go to th	-			

Submarine Duty Incentive Pay (Effective October 1, 2011) Cumulative Years of Service														
Cumulative Years of Service Pay Grade 2 or less Over Over Over Over Over Over Over Over														
Pay Grade	2 or	less												
			2	3	4	6	8	10	14	16	18			
O-6	595	5.00									835.00			
O-5	595	5.00							790.00	835.00				
0-4	365	5.00			525.00	595.00	705.00		790.00					
O-3	355	5.00			510.00	595.00	705.00							
0-2	305	5.00						425.00						
O-1 230.00 425.00														
W-5 285.00 375.00 425.00														
W-4	285	5.00	375.00		425.00									
W-3	285	5.00	375.00		425.00				425.00					
W-2	285	5.00	375.00		425.00				425.00					
W-1	285	5.00	375.00		425.00									
E-9	425	5.00									600.00			
E-8	415	5.00									550.00			
E-7	405	5.00												
E-6	155	5.00	170.00	175.00	300.00	325.00	375.00							
E-5	140	0.00	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 Ince	ntive Pay	for O-7 th	rough O-	10 is \$35	5.00					

MONTHLY CAREER SEA PAY—(NAVY AND MARINE CORPS)—EFFECTIVE MAY 1, 2014																		
							Cu	ımulative	Years of	f Sea Dui	ty							
Pay	1 or	Over																
Grade	less	1	2	3	4	5	6	7	8	9	10	11	12	13	14	16	18	20
O-6	100	100	100	394	400	400	419	450	463	494	506	525	544	544	569	594	625	669
O-5	100	100	100	394	394	394	394	400	431	438	456	463	463	463	500	525	550	594
0-4	100	100	100	325	331	350	356	375	388	388	394	394	419	419	475	494	506	525
0-3	100	100	100	263	281	325	331	344	356	375	394	394	419	419	456	475	494	506
0-2	100	100	100	263	281	325	331	344	356	375	394	394	419	419	438	456	475	494
0-1	100	100	100	263	281	325	331	344	356	375	394	394	419	419	438	456	475	494
W-5	210	210	210	263	300	506	544	544	544	544	613	656	700	700	750	750	750	750
W-4	210	210	210	263	300	506	544	544	544	544	613	656	700	700	750	750	750	750
W-3	210	210	210	263	300	475	494	500	506	544	613	656	700	700	744	744	750	750
W-2	210	210	210	263	300	456	463	463	475	544	594	594	656	656	700	700	700	700
W-1	180	190	195	263	300	306	350	438	475	525	569	569	594	594	631	656	656	656
E-9	135	135	160	381	400	438	438	469	688	700	700	713	725	750	750	750	750	750
E-8 E-7	135 135	135 135	160 160	381 381	400 400	438 438	438 438	469 469	688 688	700 700	700 700	713 713	725 725	750 750	750 750	750 750	750 750	750 750
E-7	135	135	160	350	375	394	406	438	638	656	656	656	675	694	713	731	750	750
E-5	70	80	160	350	375	394	406	438	638	638	638	638	638	638	638	638	638	638
E-4	70	80	160	350	363	363	363	363	488	488	488	488	488	488	488	488	488	488
E-3	50	60	100	125	125	125	125	125	125	125	125	125	125	125	125	125	125	125
E-2	50	60	75	94	94	94	94	94	94	94	94	94	94	94	94	94	94	94
E-1	50	50	50	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63
						RSEA							ORCE					
			WOIT	IIEI O	AI VE E	COLIT			Years o		,	(VIII VI	ONOL	TVII—TVII—)LI(O)			
Pay	1 or	Over																
Grade	less	1	2	3	4	5	6	7	8	9	10	11	12	13	14	16	18	20
O-6				225	230	230	240	255	265	280	290	300	310	310	325	340	355	380
O-5				225	225	225	225	230	245	250	260	265	265	265	285	300	315	340
0-4				185	190	200	205	215	220	220	225	225	240	240	270	280	290	300
O-3				150	160	185	190	195	205	215	225	225	240	240	260	270	280	290
0-2				150	160	185	190	195	205	215	225	225	240	240	250	260	270	280
0-1				150	160	185	190	195	205	215	225	225	240	240	250	260	270	280
E-9	100	100	120	175	190	350	350	375	390	400	400	410	420	450	475	520	520	520
E-8	100	100	120	175	190	350	350	375	390	400	400	410	420	450	475	500	520	520
E-7	100	100	120	175	190	350	350	375	390	400	400	410	420	450	475	500	500	500
E-6	100	100	120	150	170	315	325	350	350	365	365	365	380	395	410	425	450	450
E-5	50	60	120	150	170	315	325	350	350	350	350	350	350	350	350	350	350	350
E-4	50	60	120	150	160	160	160	160	160	160	160	160	160	160	160	160	160	160

			MONT	HLY C	AREEF	R SEA	PAY—	EFFE(TIVE	ОСТО	3ER 1,	2002 (ARMY	MEME	BERS)			
							Си	mulative	Years of	f Sea Dui	ty							
Pay	1 or	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over
Grade	less	1	2	3	4	5	6	7	8	9	10	11	12	13	14	16	18	20
O-6				225	230	230	240	255	265	280	290	300	310	310	325	340	355	380
O-5				225	225	225	225	230	245	250	260	265	265	265	285	300	315	340
O-4				185	190	200	205	215	220	220	225	225	240	240	270	280	290	300
O-3				150	160	185	190	195	205	215	225	225	240	240	260	270	280	290
0-2				150	160	185	190	195	205	215	225	225	240	240	250	260	270	280
0-1				150	160	185	190	195	205	215	225	225	240	240	250	260	270	280
W-5	210	210	210	310	338	506	534	534	534	534	590	625	660	660	730	730	730	730
W-4	210	210	210	310	338	506	534	534	534	534	590	625	660	660	730	730	730	730
W-3	210	210	210	310	338	478	492	499	506	534	590	625	660	660	695	695	695	695
W-2	210	210	210	310	338	464	471	471	478	534	576	576	625	625	625	625	625	625
W-1	182	189	196	310	338	345	380	450	478	520	555	555	555	555	555	555	555	555
E-9	130	130	156	328	347	425	425	458	477	490	490	503	516	555	588	620	646	646
E-8	130	130	156	328	347	425	425	458	477	490	490	503	516	555	588	620	646	646
E-7	130	130	156	328	347	425	425	458	477	490	490	503	516	555	588	620	620	620
E-6	130	130	156	295	321	380	393	425	425	445	445	445	464	484	503	523	555	555
E-5	65	78	156	295	321	380	393	425	425	425	425	425	425	425	425	425	425	425
E-4	65	78	156	295	308	308	308	308	308	308	308	308	308	308	308	308	308	308
E-3	50	60	120	150	160	170	190	190	190	190	190	190	190	190	190	190	190	190
E-2	50	60	120	150	160	170	170	170	170	170	170	170	170	170	170	170	170	170
E-1	50	60	120	150	160	160	160	160	160	160	160	160	160	160	160	160	160	160

	SPE	CIAL	- PAY	S F	OR HI	EALT	H PR	OFE	ESS	ION	AL C	FFIC	CERS	
				Va	riable S	pecial F	Pay (Med	ical C	Office	rs)				
Pay Grade	Under 3		ut Less han 6	6 But Thai	Less 8 I n 8 T	But Less han 10	10 But Than		Les	2 But s Than 14		ut Less an 18	18 But Less Than 22	22 and Over
Intern	100.0	0												
Thru O-6		4	16.66	1,000	0.00	958.33	916.	66	8	333.33	7	50.00	666.66	583.33
Above O-6	583.3						d in this ta <mark>7a/index.h</mark>		to the	e web				
				Varia	ble Spe	cial Pay	(VSP) (I	Denta	al Offi	icers)				
Pay	Unde	er	3 But L	.ess	6 But	Less	8 But	Less	1	2 But L	.ess	14 B	ut Less	
Grade	3		Than	6	Tha	an 8	Than	12		Than '	14	Th	an 18	18 & Over
Intern	250	.00												
Thru O-6			583.	33	58	3.33	1,00	00.00		833	3.33	750.00		666.67
Above O-6	583						41)							
Board Cert	ified Pay	/ Specia	al Pay (N	/ledica	and De	ental Of	ticers)	Α	dditio			Pay (At e April	Officers)	
Pay	Under	10 B	But	12 But	t 14	But	18 &	F	Pay	U	nder	3	But Less	10 & Over
Grade	10	Les		Less		ess	Over	Gr	rade		3	-	Than 10	
		Than		Than 1		an 18								45,000,00
All Grades	208.33	291.	66	333.33		6.66	500.00		Grades		000.00) 1	2,000.00	15,000.00
C 14			g			•	Pay (Med		Office	Annual	A 4		14	A
Specialty		Annual Amt	Specia	aity	Annual Amt		Specia	ity		Annuai		•	pecialty	Annual Amt
Aerospace Med		0,000.00	General	surgery	29,000.0		ryngology			30,000			alty Category	
Anesthesiology		5,000.00	Internal medicine		20,000.0		logy			20,000	I	Subspecialty Category		
Cardiology	36	5,000.00	Neurolog	ly	20,000.0	0 Pedia	trics			20,000		Subspecialty Category		23,000.00
Dermatology	20	0,000.00	Neurosu	rgery	36,000.0	0 Phys	and Prev/0	Occ M	1ed	20,000	0,000.00 Subspecialty Category		20,000.00	
Emergency Med	26	6,000.00	OB/GYN		31,000.0	0 Psych	niatry			20,000	00.00 Subspecialty Category V		36,000.00	
Family practice		0,000.00	Ophthalr	nology	,				28,000.00					
Gastroenterolog														

	Multiyear R	etention Bonus (Der	ntal Officers)										
Level 1 Level 2 Level 3 Level 4													
4 Year Agreement	50,000.00	40,000.00	35,000.00	25,000.00									
3 Year Agreement	38,000.00	30,000.00	27,000.00	19,000.00									
2 Year Agreement	25,000.00	20,000.00	18,000.00	13,000.00									

DRILL PAY—EFFECTIVE JANUARY 1, 2014

									,			
					Cum	ulative Yed	ars of Serv	ice				
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	8,264.40	8,648.40	8,826.00	8,967.30	9,222.90	9,475.80	9,767.70	10,059.00	10,351.20	11,269.20	12,043.80	12,043.80
1 Drill	275.48	288.28	294.2	298.91	307.43	315.86	325.59	335.3	345.04	375.64	401.46	401.46
4 Drills	1101.92	1153.12	1176.8	1195.64	1229.72	1263.44	1302.36	1341.2	1380.16	1502.56	1605.84	1605.84
O-6	6125.40	6729.60	7171.20	7171.20	7198.50	7507.20	7547.70	7547.70	7976.70	8735.10	9180.30	9625.20
1 Drill	204.18	224.32	239.04	239.04	239.95	250.24	251.59	251.59	265.89	291.17	306.01	320.84
4 Drills	816.72	897.28	956.16	956.16	959.80	1000.96	1006.36	1006.36	1063.56	1164.68	1224.04	1283.36
O-5	5106.60	5752.50	6150.60	6225.60	6474.30	6622.80	6949.50	7189.50	7499.70	7974.00	8199.30	8422.20
1 Drill	170.22	191.75	205.02	207.52	215.81	220.76	231.65	239.65	249.99	265.80	273.31	280.74
4 Drills	680.88	767.00	820.08	830.08	863.24	883.04	926.60	958.60	999.96	1063.20	1093.24	1122.96
0-4	4405.80	5100.30	5440.80	5516.40	5832.30	6171.00	6593.10	6921.30	7149.60	7280.70	7356.60	7356.60
1 Drill	146.86	170.01	181.36	183.88	194.41	205.70	219.77	230.71	238.32	242.69	245.22	245.22
4 Drills	587.44	680.04	725.44	735.52	777.64	822.80	879.08	922.84	953.28	970.76	980.88	980.88
O-3	3873.90	4391.40	4739.70	5167.80	5415.30	5687.10	5862.60	6151.50	6302.40	6302.40	6302.40	6302.40
1 Drill	129.13	146.38	157.99	172.26	180.51	189.57	195.42	205.05	210.08	210.08	210.08	210.08
4 Drills	516.52	585.52	631.96	689.04	722.04	758.28	781.68	820.20	840.32	840.32	840.32	840.32
0-2	3347.10	3812.10	4390.50	4538.70	4632.30	4632.30	4632.30	4632.30	4632.30	4632.30	4632.30	4632.30
1 Drill	111.57	127.07	146.35	151.29	154.41	154.41	154.41	154.41	154.41	154.41	154.41	154.41
4 Drills	446.28	508.28	585.40	605.16	617.64	617.64	617.64	617.64	617.64	617.64	617.64	617.64
0-1	2905.20	3024.00	3655.50	3655.50	3655.50	3655.50	3655.50	3655.50	3655.50	3655.50	3655.50	3655.50
1 Drill	96.84	100.80	121.85	121.85	121.85	121.85	121.85	121.85	121.85	121.85	121.85	121.85
4 Drills	387.36	403.20	487.40	487.40	487.40	487.40	487.40	487.40	487.40	487.40	487.40	487.40
O-3E				5167.80	5415.30	5687.10	5862.60	6151.50	6395.40	6535.50	6726.00	6726.00
1 Drill				172.26	180.51	189.57	195.42	205.05	213.18	217.85	224.20	224.20
4 Drills				689.04	722.04	758.28	781.68	820.20	852.72	871.40	896.80	896.80
0-2E				4538.70	4632.30	4779.90	5028.60	5220.90	5364.30	5364.30	5364.30	5364.30
1 Drill				151.29	154.41	159.33	167.62	174.03	178.81	178.81	178.81	178.81
4 Drills				605.16	617.64	637.32	670.48	696.12	715.24	715.24	715.24	715.24
0-1E				3655.50	3903.30	4047.90	4195.20	4340.10	4538.70	4538.70	4538.70	4538.70
1 Drill				121.85	130.11	134.93	139.84	144.67	151.29	151.29	151.29	151.29

539.72

559.36

520.44

487.40

605.16

605.16

605.16

605.16

578.68

4 Drills

DRILL PAY—EFFECTIVE JANUARY 1, 2014

Pay Grade	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
0-7	12,043.80	12,043.80	12,105.60	12,105.60	12,347.70	12,347.70	12,347.70	12,347.70	12,347.70	12,347.70
1 Drill	401.46	401.46	403.52	403.52	411.59	411.59	411.59	411.59	411.59	411.59
4 Drills	1605.84	1605.84	1614.08	1614.08	1646.36	1646.36	1646.36	1646.36	1646.36	1646.36
O-6	9878.40	10134.60	10632.00	10632.00	10844.10	10844.10	10844.10	10844.10	10844.10	10844.10
1 Drill	329.28	337.82	354.40	354.40	361.47	361.47	361.47	361.47	361.47	361.47
4 Drills	1317.12	1351.28	1417.60	1417.60	1445.88	1445.88	1445.88	1445.88	1445.88	1445.88
O-5	8675.70	8675.70	8675.70	8675.70	8675.70	8675.70	8675.70	8675.70	8675.70	8675.70
1 Drill	289.19	289.19	289.19	289.19	289.19	289.19	289.19	289.19	289.19	289.19
4 Drills	1156.76	1156.76	1156.76	1156.76	1156.76	1156.76	1156.76	1156.76	1156.76	1156.76
0-4	7356.60	7356.60	7356.60	7356.60	7356.60	7356.60	7356.60	7356.60	7356.60	7356.60
1 Drill	245.22	245.22	245.22	245.22	245.22	245.22	245.22	245.22	245.22	245.22
4 Drills	980.88	980.88	980.88	980.88	980.88	980.88	980.88	980.88	980.88	980.88
O-3	6302.40	6302.40	6302.40	6302.40	6302.40	6302.40	6302.40	6302.40	6302.40	6302.40
1 Drill	210.08	210.08	210.08	210.08	210.08	210.08	210.08	210.08	210.08	210.08
4 Drills	840.32	840.32	840.32	840.32	840.32	840.32	840.32	840.32	840.32	840.32
0-2	4632.30	4632.30	4632.30	4632.30	4632.30	4632.30	4632.30	4632.30	4632.30	4632.30
1 Drill	154.41	154.41	154.41	154.41	154.41	154.41	154.41	154.41	154.41	154.41
4 Drills	617.64	617.64	617.64	617.64	617.64	617.64	617.64	617.64	617.64	617.64
0-1	3655.50	3655.50	3655.50	3655.50	3655.50	3655.50	3655.50	3655.50	3655.50	3655.50
1 Drill	121.85	121.85	121.85	121.85	121.85	121.85	121.85	121.85	121.85	121.85
4 Drills	487.40	487.40	487.40	487.40	487.40	487.40	487.40	487.40	487.40	487.40
O-3E	6726.00	6726.00	6726.00	6726.00	6726.00	6726.00	6726.00	6726.00	6726.00	6726.00
1 Drill	224.20	224.20	224.20	224.20	224.20	224.20	224.20	224.20	224.20	224.20
4 Drills	896.80	896.80	896.80	896.80	896.80	896.80	896.80	896.80	896.80	896.80
0-2E	5364.30	5364.30	5364.30	5364.30	5364.30	5364.30	5364.30	5364.30	5364.30	5364.30
1 Drill	178.81	178.81	178.81	178.81	178.81	178.81	178.81	178.81	178.81	178.81
4 Drills	715.24	715.24	715.24	715.24	715.24	715.24	715.24	715.24	715.24	715.24
O-1E	4538.70	4538.70	4538.70	4538.70	4538.70	4538.70	4538.70	4538.70	4538.70	4538.70
1 Drill	151.29	151.29	151.29	151.29	151.29	151.29	151.29	151.29	151.29	151.29
4 Drills	605.16	605.16	605.16	605.16	605.16	605.16	605.16	605.16	605.16	605.16

DRILL PAY—EFFECTIVE JANUARY 1, 2014

Cumulative Years of Service												
Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20
W-5												7118.40
1 Drill												237.28
4 Drills												949.12
W-4	4003.50	4306.50	4429.80	4551.60	4761.00	4968.30	5178.00	5493.90	5770.50	6033.90	6249.30	6459.30
1 Drill	133.45	143.55	147.66	151.72	158.70	165.61	172.60	183.13	192.35	201.13	208.31	215.31
4 Drills	533.80	574.20	590.64	606.88	634.80	662.44	690.40	732.52	769.40	804.52	833.24	861.24
W-3	3655.80	3808.20	3964.50	4015.80	4179.60	4501.80	4837.20	4995.00	5177.70	5366.10	5704.50	5933.10
1 Drill	121.86	126.94	132.15	133.86	139.32	150.06	161.24	166.50	172.59	178.87	190.15	197.77
4 Drills	487.44	507.76	528.60	535.44	557.28	600.24	644.96	666.00	690.36	715.48	760.60	791.08
W-2	3234.90	3540.90	3635.40	3699.90	3909.90	4236.00	4397.40	4556.40	4751.10	4902.90	5040.60	5205.30
1 Drill	107.83	118.03	121.18	123.33	130.33	141.20	146.58	151.88	158.37	163.43	168.02	173.51
4 Drills	431.32	472.12	484.72	493.32	521.32	564.80	586.32	607.52	633.48	653.72	672.08	694.04
W-1	2839.80	3145.20	3227.40	3401.10	3606.60	3909.30	4050.60	4247.70	4442.40	4595.40	4735.80	4906.80
1 Drill	94.66	104.84	107.58	113.37	120.22	130.31	135.02	141.59	148.08	153.18	157.86	163.56
4 Drills	378.64	419.36	430.32	453.48	480.88	521.24	540.08	566.36	592.32	612.72	631.44	654.24
Pay Grade	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40		
W-5	7479.60	7748.40	8046.30	8046.30	8448.90	8448.90	8871.00	8871.00	9315.00	9315.00		
1 Drill	249.32	258.28	268.21	268.21	281.63	281.63	295.70	295.70	310.50	310.50		
4 Drills	997.28	1033.12	1072.84	1072.84	1126.52	1126.52	1182.80	1182.80	1242.00	1242.00		
W-4	6768.00	7021.80	7311.00	7311.00	7457.10	7457.10	7457.10	7457.10	7457.10	7457.10		
1 Drill	225.60	234.06	243.70	243.70	248.57	248.57	248.57	248.57	248.57	248.57		
4 Drills	902.40	936.24	974.80	974.80	994.28	994.28	994.28	994.28	994.28	994.28		
W-3	6069.90	6215.40	6413.10	6413.10	6413.10	6413.10	6413.10	6413.10	6413.10	6413.10		
1 Drill	202.33	207.18	213.77	213.77	213.77	213.77	213.77	213.77	213.77	213.77		
4 Drills	809.32	828.72	855.08	855.08	855.08	855.08	855.08	855.08	855.08	855.08		
W-2	5313.60	5399.70	5399.70	5399.70	5399.70	5399.70	5399.70	5399.70	5399.70	5399.70		
1 Drill	177.12	179.99	179.99	179.99	179.99	179.99	179.99	179.99	179.99	179.99		
4 Drills	708.48	719.96	719.96	719.96	719.96	719.96	719.96	719.96	719.96	719.96		
W-1	4906.80	4906.80	4906.80	4906.80	4906.80	4906.80	4906.80	4906.80	4906.80	4906.80		
1 Drill	163.56	163.56	163.56	163.56	163.56	163.56	163.56	163.56	163.56	163.56		
4 Drills	654.24	654.24	654.24	654.24	654.24	654.24	654.24	654.24	654.24	654.24		

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							4836.90	4946.40	5084.70	5246.70	5411.10	5673.60
1 Drill							161.23	164.88	169.49	174.89	180.37	189.12
4 Drills							644.92	659.52	677.96	699.56	721.48	756.48
E-8						3959.40	4134.30	4242.90	4372.80	4513.80	4767.60	4896.30
1 Drill						131.98	137.81	141.43	145.76	150.46	158.92	163.21
4 Drills						527.92	551.24	565.72	583.04	601.84	635.68	652.84
E-7	2752.50	3004.20	3119.10	3271.50	3390.60	3594.90	3709.80	3914.40	4084.20	4200.30	4323.90	4371.60
1 Drill	91.75	100.14	103.97	109.05	113.02	119.83	123.66	130.48	136.14	140.01	144.13	145.72
4 Drills	367.00	400.56	415.88	436.20	452.08	479.32	494.64	521.92	544.56	560.04	576.52	582.88
E-6	2380.80	2619.60	2735.10	2847.60	2964.90	3228.60	3331.50	3530.40	3591.30	3635.70	3687.30	3687.30
1 Drill	79.36	87.32	91.17	94.92	98.83	107.62	111.05	117.68	119.71	121.19	122.91	122.91
4 Drills	317.44	349.28	364.68	379.68	395.32	430.48	444.20	470.72	478.84	484.76	491.64	491.64
E-5	2181.00	2327.40	2440.20	2555.10	2734.50	2922.30	3076.20	3094.80	3094.80	3094.80	3094.80	3094.80
1 Drill	72.70	77.58	81.34	85.17	91.15	97.41	102.54	103.16	103.16	103.16	103.16	103.16
4 Drills	290.80	310.32	325.36	340.68	364.60	389.64	410.16	412.64	412.64	412.64	412.64	412.64
E-4	1999.50	2101.80	2215.80	2328.00	2427.30	2427.30	2427.30	2427.30	2427.30	2427.30	2427.30	2427.30
1 Drill	66.65	70.06	73.86	77.60	80.91	80.91	80.91	80.91	80.91	80.91	80.91	80.91
4 Drills	266.60	280.24	295.44	310.40	323.64	323.64	323.64	323.64	323.64	323.64	323.64	323.64
E-3	1805.40	1918.80	2034.90	2034.90	2034.90	2034.90	2034.90	2034.90	2034.90	2034.90	2034.90	2034.90
1 Drill	60.18	63.96	67.83	67.83	67.83	67.83	67.83	67.83	67.83	67.83	67.83	67.83
4 Drills	240.72	255.84	271.32	271.32	271.32	271.32	271.32	271.32	271.32	271.32	271.32	271.32
E-2	1716.90	1716.90	1716.90	1716.90	1716.90	1716.90	1716.90	1716.90	1716.90	1716.90	1716.90	1716.90
1 Drill	57.23	57.23	57.23	57.23	57.23	57.23	57.23	57.23	57.23	57.23	57.23	57.23
4 Drills	228.92	228.92	228.92	228.92	228.92	228.92	228.92	228.92	228.92	228.92	228.92	228.92
E-1 > 4 mos	1531.50											
1 Drill	51.05											
4 Drills	204.20											
E-1 < 4 mos	1416.30											
1 Drill	47.21											
4 Drills	188.84											

DRILL PAY—EFFECTIVE JANUARY 1, 2014												
				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	5895.60	6129.30	6486.90	6486.90	6810.90	6810.90	7151.70	7151.70	7509.60	7509.60		
1 Drill	196.52	204.31	216.23	216.23	227.03	227.03	238.39	238.39	250.32	250.32		
4 Drills	786.08	817.24	864.92	864.92	908.12	908.12	953.56	953.56	1001.28	1001.28		
E-8	5115.30	5236.80	5535.90	5535.90	5647.20	5647.20	5647.20	5647.20	5647.20	5647.20		
1 Drill	170.51	174.56	184.53	184.53	188.24	188.24	188.24	188.24	188.24	188.24		
4 Drills	682.04	698.24	738.12	738.12	752.96	752.96	752.96	752.96	752.96	752.96		
E-7	4532.40	4618.50	4946.70	4946.70	4946.70	4946.70	4946.70	4946.70	4946.70	4946.70		
1 Drill	151.08	153.95	164.89	164.89	164.89	164.89	164.89	164.89	164.89	164.89		
4 Drills	604.32	615.80	659.56	659.56	659.56	659.56	659.56	659.56	659.56	659.56		
E-6	3687.30	3687.30	3687.30	3687.30	3687.30	3687.30	3687.30	3687.30	3687.30	3687.30		
1 Drill	122.91	122.91	122.91	122.91	122.91	122.91	122.91	122.91	122.91	122.91		
4 Drills	491.64	491.64	491.64	491.64	491.64	491.64	491.64	491.64	491.64	491.64		
E-5	3094.80	3094.80	3094.80	3094.80	3094.80	3094.80	3094.80	3094.80	3094.80	3094.80		
1 Drill	103.16	103.16	103.16	103.16	103.16	103.16	103.16	103.16	103.16	103.16		
4 Drills	412.64	412.64	412.64	412.64	412.64	412.64	412.64	412.64	412.64	412.64		
E-4	2427.30	2427.30	2427.30	2427.30	2427.30	2427.30	2427.30	2427.30	2427.30	2427.30		
1 Drill	80.91	80.91	80.91	80.91	80.91	80.91	80.91	80.91	80.91	80.91		
4 Drills	323.64	323.64	323.64	323.64	323.64	323.64	323.64	323.64	323.64	323.64		
E-3	2034.90	2034.90	2034.90	2034.90	2034.90	2034.90	2034.90	2034.90	2034.90	2034.90		
1 Drill	67.83	67.83	67.83	67.83	67.83	67.83	67.83	67.83	67.83	67.83		
4 Drills	271.32	271.32	271.32	271.32	271.32	271.32	271.32	271.32	271.32	271.32		
E-2	1716.90	1716.90	1716.90	1716.90	1716.90	1716.90	1716.90	1716.90	1716.90	1716.90		
1 Drill	57.23	57.23	57.23	57.23	57.23	57.23	57.23	57.23	57.23	57.23		
4 Drills	228.92	228.92	228.92	228.92	228.92	228.92	228.92	228.92	228.92	228.92		