

BASIC PAY—EFFECTIVE JANUARY 1, 2008

| 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 | Over 22 | Over 24 | Over 26 | Over 28 | Over 30 | Over 32 | Over 34 | Over 36 |
|-------------------|-----------|---------|---------|---------|---------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| O-10 ² | | | | | | | | | | | | 14068.80 | 14137.80 | 14431.50 | 14943.90 | 14943.90 | 15690.90 | 15690.90 | 16475.70 | 16475.70 |
| O-9 | | | | | | | | | | | | 12305.10 | 12482.10 | 12738.30 | 13185.30 | 13185.30 | 13844.70 | 13844.70 | 14536.80 | 14536.80 |
| O-8 | 8706.60 | 8991.60 | 9180.90 | 9233.70 | 9469.80 | 9864.60 | 9956.40 | 10331.10 | 10438.20 | 10761.30 | 11227.80 | 11658.60 | 11946.30 | 11946.30 | 11946.30 | 11946.30 | 12245.10 | 12245.10 | 12551.40 | 12551.40 |
| O-7 | 7234.50 | 7570.50 | 7726.20 | 7849.80 | 8073.60 | 8294.40 | 8550.30 | 8805.30 | 9061.20 | 9864.60 | 10543.20 | 10543.20 | 10543.20 | 10543.20 | 10596.60 | 10596.60 | 10808.40 | 10808.40 | 10808.40 | 10808.40 |
| O-6 | 5362.50 | 5890.80 | 6277.20 | 6277.20 | 6301.20 | 6571.50 | 6606.90 | 6606.90 | 6982.50 | 7646.40 | 8036.10 | 8425.50 | 8647.20 | 8871.30 | 9306.90 | 9306.90 | 9492.90 | 9492.90 | 9492.90 | 9492.90 |
| O-5 | 4470.00 | 5035.50 | 5384.40 | 5449.80 | 5667.00 | 5797.50 | 6083.70 | 6293.40 | 6564.30 | 6979.80 | 7177.20 | 7372.80 | 7594.20 | 7594.20 | 7594.20 | 7594.20 | 7594.20 | 7594.20 | 7594.20 | 7594.20 |
| O-4 | 3856.80 | 4464.60 | 4762.50 | 4829.10 | 5105.70 | 5401.80 | 5770.80 | 6058.80 | 6258.60 | 6373.20 | 6439.80 | 6439.80 | 6439.80 | 6439.80 | 6439.80 | 6439.80 | 6439.80 | 6439.80 | 6439.80 | 6439.80 |
| O-3 | 3390.90 | 3844.20 | 4149.30 | 4523.70 | 4740.00 | 4977.90 | 5132.10 | 5385.30 | 5516.70 | 5516.70 | 5516.70 | 5516.70 | 5516.70 | 5516.70 | 5516.70 | 5516.70 | 5516.70 | 5516.70 | 5516.70 | 5516.70 |
| O-2 | 2929.50 | 3336.90 | 3843.30 | 3973.20 | 4054.80 | 4054.80 | 4054.80 | 4054.80 | 4054.80 | 4054.80 | 4054.80 | 4054.80 | 4054.80 | 4054.80 | 4054.80 | 4054.80 | 4054.80 | 4054.80 | 4054.80 | 4054.80 |
| O-1 | 2543.40 | 2646.90 | 3199.80 | 3199.80 | 3199.80 | 3199.80 | 3199.80 | 3199.80 | 3199.80 | 3199.80 | 3199.80 | 3199.80 | 3199.80 | 3199.80 | 3199.80 | 3199.80 | 3199.80 | 3199.80 | 3199.80 | 3199.80 |
| O-3 ³ | | | | 4523.70 | 4740.00 | 4977.90 | 5132.10 | 5385.30 | 5598.60 | 5720.70 | 5887.50 | 5887.50 | 5887.50 | 5887.50 | 5887.50 | 5887.50 | 5887.50 | 5887.50 | 5887.50 | 5887.50 |
| O-2 ³ | | | | 3973.20 | 4054.80 | 4183.80 | 4401.60 | 4570.20 | 4695.60 | 4695.60 | 4695.60 | 4695.60 | 4695.60 | 4695.60 | 4695.60 | 4695.60 | 4695.60 | 4695.60 | 4695.60 | 4695.60 |
| O-1 ³ | | | | 3199.80 | 3417.30 | 3543.30 | 3672.60 | 3799.50 | 3973.20 | 3973.20 | 3973.20 | 3973.20 | 3973.20 | 3973.20 | 3973.20 | 3973.20 | 3973.20 | 3973.20 | 3973.20 | 3973.20 |
| W-5 | | | | | | | | | | | | 6231.00 | 6547.20 | 6782.70 | 7043.40 | 7043.40 | 7395.60 | 7395.60 | 7765.50 | 7765.50 |
| W-4 | 3504.00 | 3769.80 | 3878.10 | 3984.60 | 4167.90 | 4348.80 | 4532.70 | 4809.30 | 5051.40 | 5282.10 | 5470.20 | 5654.40 | 5924.70 | 6146.70 | 6399.90 | 6399.90 | 6528.00 | 6528.00 | 6528.00 | 6528.00 |
| W-3 | 3200.10 | 3333.60 | 3470.10 | 3515.10 | 3658.50 | 3940.80 | 4234.20 | 4372.80 | 4532.40 | 4697.10 | 4993.20 | 5193.60 | 5313.30 | 5440.50 | 5613.60 | 5613.60 | 5613.60 | 5613.60 | 5613.60 | 5613.60 |
| W-2 | 2831.70 | 3099.60 | 3182.10 | 3238.80 | 3422.40 | 3708.00 | 3849.30 | 3988.50 | 4158.90 | 4291.80 | 4412.40 | 4556.40 | 4651.50 | 4727.10 | 4727.10 | 4727.10 | 4727.10 | 4727.10 | 4727.10 | 4727.10 |
| W-1 | 2485.50 | 2752.50 | 2825.10 | 2977.20 | 3157.20 | 3421.80 | 3545.40 | 3718.50 | 3888.90 | 4022.40 | 4145.10 | 4295.10 | 4295.10 | 4295.10 | 4295.10 | 4295.10 | 4295.10 | 4295.10 | 4295.10 | 4295.10 |
| E-9 ⁴ | | | | | | | 4233.90 | 4329.90 | 4450.80 | 4593.30 | 4736.40 | 4966.20 | 5160.60 | 5365.50 | 5678.10 | 5678.10 | 5962.20 | 5962.20 | 6260.40 | 6260.40 |
| E-8 | | | | | | 3465.60 | 3619.20 | 3714.30 | 3828.00 | 3951.00 | 4173.30 | 4286.10 | 4477.80 | 4584.00 | 4845.90 | 4845.90 | 4943.10 | 4943.10 | 4943.10 | 4943.10 |
| E-7 | 2409.30 | 2629.50 | 2730.30 | 2864.10 | 2967.90 | 3147.00 | 3247.20 | 3426.60 | 3575.10 | 3676.80 | 3784.50 | 3827.10 | 3967.50 | 4043.10 | 4330.20 | 4330.20 | 4330.20 | 4330.20 | 4330.20 | 4330.20 |
| E-6 | 2083.80 | 2292.90 | 2394.00 | 2492.40 | 2595.00 | 2826.30 | 2916.30 | 3090.00 | 3143.40 | 3182.40 | 3227.40 | 3227.40 | 3227.40 | 3227.40 | 3227.40 | 3227.40 | 3227.40 | 3227.40 | 3227.40 | 3227.40 |
| E-5 | 1909.50 | 2037.30 | 2135.40 | 2236.50 | 2393.40 | 2558.10 | 2692.20 | 2709.00 | 2709.00 | 2709.00 | 2709.00 | 2709.00 | 2709.00 | 2709.00 | 2709.00 | 2709.00 | 2709.00 | 2709.00 | 2709.00 | 2709.00 |
| E-4 | 1750.50 | 1840.20 | 1939.50 | 2037.90 | 2124.60 | 2124.60 | 2124.60 | 2124.60 | 2124.60 | 2124.60 | 2124.60 | 2124.60 | 2124.60 | 2124.60 | 2124.60 | 2124.60 | 2124.60 | 2124.60 | 2124.60 | 2124.60 |
| E-3 | 1580.10 | 1679.70 | 1781.10 | 1781.10 | 1781.10 | 1781.10 | 1781.10 | 1781.10 | 1781.10 | 1781.10 | 1781.10 | 1781.10 | 1781.10 | 1781.10 | 1781.10 | 1781.10 | 1781.10 | 1781.10 | 1781.10 | 1781.10 |
| E-2 | 1502.70 | 1502.70 | 1502.70 | 1502.70 | 1502.70 | 1502.70 | 1502.70 | 1502.70 | 1502.70 | 1502.70 | 1502.70 | 1502.70 | 1502.70 | 1502.70 | 1502.70 | 1502.70 | 1502.70 | 1502.70 | 1502.70 | 1502.70 |
| E-1 ⁵ | 1340.40 | | | | | | | | | | | | | | | | | | | |

Notes:

- Basic pay for an O-7 to O-10 is limited by Level II of the Executive Schedule which is \$14,349.90. Basic pay for O-6 and below is limited by Level V of the Executive Schedule which is \$11,633.40.
- 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 \$18,511.20 (See note 1 above).
- 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.
- 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 \$6,841.80. 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.
- 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 \$1,239.90.

ALLOWANCES

| Basic Allowance for Housing RC/Transient | | | | | Family Separation Allowance | | | | | | | | |
|--|----------|-------------------|----------------|--------------|---|----------|-------------|---------------------------|----------------------------|----------|--------------|----------|--------|
| Pay Grade | Partial | Without Dependent | With Dependent | Differential | All Pay Grades: \$250 | | | | | | | | |
| 0-10 | \$ 50.70 | \$ 1,290.30 | \$ 1,587.30 | \$ 291.90 | Basic Allowance for Subsistence (Effective January 1, 2008) | | | | | | | | |
| 0-9 | \$ 50.70 | \$ 1,290.30 | \$ 1,587.30 | \$ 291.90 | | | | | | | | | |
| 0-8 | \$ 50.70 | \$ 1,290.30 | \$ 1,587.30 | \$ 291.90 | | | | | | | | | |
| 0-7 | \$ 50.70 | \$ 1,290.30 | \$ 1,587.30 | \$ 291.90 | Officers: \$202.76 Enlisted: \$294.43 | | | | | | | | |
| 0-6 | \$ 39.60 | \$ 1,183.20 | \$ 1,428.90 | \$ 241.80 | Clothing Allowances (Effective October 1, 2007) | | | | | | | | |
| 0-5 | \$ 33.00 | \$ 1,139.40 | \$ 1,377.30 | \$ 233.70 | | | | | | | | | |
| 0-4 | \$ 26.70 | \$ 1,055.70 | \$ 1,214.10 | \$ 155.40 | Standard Initial Clothing Allowance (Enlisted Members Only) | | | | | | | | |
| 0-3 | \$ 22.20 | \$ 846.60 | \$ 1,004.70 | \$ 155.10 | Army | | Navy | | Air Force | | Marine Corps | | |
| 0-2 | \$ 17.70 | \$ 670.80 | \$ 857.10 | \$ 183.00 | Male | Female | Male | Female | Male | Female | Male | Female | |
| 0-1 | \$ 13.20 | \$ 565.50 | \$ 767.40 | \$ 198.30 | 1,330.70 | 1,622.36 | 1,203.64 | 1,432.15 | 1,292.89 | 1,499.21 | 1,596.43 | 1,879.05 | |
| 03E | \$ 22.20 | \$ 913.80 | \$ 1,079.70 | \$ 163.20 | Cash Clothing Replacement Allowance (Enlisted Members Only) | | | | | | | | |
| 02E | \$ 17.70 | \$ 776.70 | \$ 974.10 | \$ 195.00 | Army | | Navy | | Air Force | | Marine Corps | | |
| OIE | \$ 13.20 | \$ 668.40 | \$ 900.60 | \$ 228.30 | Male | Female | Male | Female | Male | Female | Male | Female | |
| W-5 | \$ 25.20 | \$ 1,072.50 | \$ 1,172.40 | \$ 96.90 | Basic | 370.80 | 432.00 | 464.40 | 475.20 | 316.80 | 349.20 | 360.00 | 385.20 |
| W-4 | \$ 25.20 | \$ 952.50 | \$ 1,074.60 | \$ 119.40 | Standard | 529.20 | 619.20 | 662.40 | 680.40 | 453.60 | 496.80 | 514.80 | 550.80 |
| W-3 | \$ 20.70 | \$ 801.00 | \$ 984.90 | \$ 180.90 | Special | 0 | 0 | 871.20 | 939.60 | 0 | 0 | 0 | 0 |
| W-2 | \$ 15.90 | \$ 710.70 | \$ 905.10 | \$ 190.80 | Civilian Clothing Allowance | | | | | | | | |
| W-1 | \$ 13.80 | \$ 595.80 | \$ 783.30 | \$ 184.80 | Type of Duty | Initial | Replacement | 15 days in 30 days period | 30 days in 36 month period | | | | |
| E-9 | \$ 18.60 | \$ 782.10 | \$ 1,031.10 | \$ 244.20 | Permanent | 902.52 | 300.90 | 0 | | 0 | | | |
| E-8 | \$ 15.30 | \$ 718.20 | \$ 951.30 | \$ 228.60 | Temporary | 0 | 0 | 300.90 | | 601.70 | | | |
| E-7 | \$ 12.00 | \$ 613.20 | \$ 882.90 | \$ 264.90 | Personal Money Allowance (Monthly Amount) | | | | | | | | |
| E-6 | \$ 9.90 | \$ 555.00 | \$ 815.70 | \$ 255.90 | 1. While serving as Chairman or Vice Chairman of the JCS, or Army or Air Force CS, CNO, or CMC | | | | | | | \$333.33 | |
| E-5 | \$ 8.70 | \$ 512.10 | \$ 733.80 | \$ 217.50 | 2. Senior Member of the Military Staff Committee of the U.N. | | | | | | | \$225.00 | |
| E-4 | \$ 8.10 | \$ 445.20 | \$ 637.80 | \$ 188.40 | 3. General or Admiral | | | | | | | \$183.33 | |
| E-3 | \$ 7.80 | \$ 436.80 | \$ 593.40 | \$ 154.20 | 4. Lieutenant General Vice Admiral | | | | | | | \$41.67 | |
| E-2 | \$ 7.20 | \$ 354.60 | \$ 565.50 | \$ 206.40 | 5. Senior Enlisted Member of a Military Service | | | | | | | \$166.67 | |
| E-1 | \$ 6.90 | \$ 316.80 | \$ 565.50 | \$ 244.20 | | | | | | | | | |

For other pays or specific requirements for the pay cited in this table, go to the web at:

<http://www.dtic.mil/comptroller/fmr/07a/index.html>

INCENTIVE AND SPECIAL PAYS

Aviation Career Incentive Pay

Years of Aviation 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 |

Hazardous Duty Incentive Pay (Crew Member- Non-AWAC)

| 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 | O-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 |
| O-7 | 150.00 | O-2 | 150.00 | W-2 | 150.00 | E-6 | 215.00 | E-1 | 150.00 |
| O-6 | 250.00 | O-1 | 150.00 | W-1 | 150.00 | E-5 | 190.00 | | |

Hazardous Duty Incentive Pay (Non-Crew Member)

ALL GRADES – 150.00

Imminent Danger Pay/Hostile Fire Pay

ALL GRADES – 225.00

Diving Pay

Officers – 240.00 (Max)

Enlisted – 340.00 (Max)

HDIP (Parachute, Flight Deck, Demolition, & Others)

All Grades – 150.00 (Member qualified for HALO pay 225.00).

COMBAT ZONE TAX EXCLUSION

Basic pay for the MCPO of the Navy, CMSgt of the AF, Sergeant Major of the Army or Marine Corps, basic pay is \$6,642.60. Combat Zone Tax Exclusion for O-1 and above is based on this basic pay rate plus HFP/IDP (\$225).

For other pays or specific requirements for the pays cited in this table, go to the web at: <http://www.dtic.mil/comptroller/fmr/07a/index.html>

Submarine Duty Incentive Pay (Effective October 1, 2004)

Cumulative Years of Service

| Pay Grade | 2 or less | Over 2 | Over 3 | Over 4 | Over 6 | Over 8 | Over 10 | Over 14 | Over 16 | Over 18 | Pay Grade | 2 or less | Over 2 | Over 3 | Over 4 | Over 6 | Over 8 |
|------------|-----------|--------|--------|--------|--------|--------|---------|---------|---------|---------|------------|-----------|--------|--------|--------|--------|--------|
| O-6 | 595.00 | | | | | | | | | 835.00 | E-9 | 425.00 | | | | | |
| O-5 | 595.00 | | | | | | | 790.00 | 835.00 | | E-8 | 415.00 | | | | | |
| O-4 | 365.00 | | | 525.00 | 595.00 | 705.00 | | 790.00 | | | E-7 | 405.00 | | | | | |
| O-3 | 355.00 | | | 510.00 | 595.00 | 705.00 | | | | | E-6 | 155.00 | 170.00 | 175.00 | 300.00 | 325.00 | 375.00 |
| O-2 | 305.00 | | | | | | 425.00 | | | | E-5 | 140.00 | 155.00 | | 250.00 | 275.00 | |
| O-1 | 230.00 | | | | | | 425.00 | | | | E-4 | 80.00 | 95.00 | 100.00 | 245.00 | | |
| W-5 | 285.00 | 375.00 | 425.00 | | | | | | | | E-3 | 80.00 | 90.00 | 95.00 | | 90.00 | |
| W-4 | 285.00 | 375.00 | 425.00 | | | | | | | | E-2 | 75.00 | 90.00 | | | | |
| W-3 | 305.00 | | | | | | | 425.00 | | | E-1 | 75.00 | | | | | |
| W-2 | 230.00 | | | | | | | 425.00 | | | | | | | | | |
| W-1 | 285.00 | 375.00 | 425.00 | | | | | | | | | | | | | | |

Submarine Duty Incentive Pay for O-7 through O-10 is \$355

SPECIAL PAYS FOR HEALTH PROFESSIONAL OFFICERS

Variable Special Pay (Medical Officers)

| Pay Grade | Under 3 | 3 But Less Than 6 | 6 But Less Than 8 | 8 But Less Than 10 | 10 But Less Than 12 | 12 But Less Than 14 | 14 But Less Than 18 | 18 But Less Than 22 | 22 and Over |
|-----------|---------|---|-------------------|--------------------|---------------------|---------------------|---------------------|---------------------|-------------|
| Intern | 100.00 | | | | | | | | |
| Thru O-6 | | 416.67 | 1,000.00 | 958.33 | 916.67 | 833.33 | 750.00 | 666.67 | 583.33 |
| Above O-6 | 583.33 | <i>For specific requirements for the pay cited in this table, go to the web at: http://www.dtic.mil/comptroller/fmr/07a/index.html</i> | | | | | | | |

Variable Special Pay (VSP) (Dental Officers)

| Pay Grade | Under 3 | 3 But Less Than 6 | 6 But Less Than 8 | 8 But Less Than 12 | 12 But Less Than 14 | 14 But Less Than 18 | 18 & Over |
|------------|---------|-------------------|-------------------|--------------------|---------------------|---------------------|-----------|
| Intern | 250.00 | | | | | | |
| Thru O-6 (| | 583.33 | 583.33 | 1,000.00 | 833.33 | 750.00 | 666.67 |
| Above O-6 | 583.33 | | | | | | |

Board Certified Pay Special Pay (Medical and Dental Officers)

Additional Special Pay (ASP) (Dental Officers)

| Pay Grade | Under 10 | 10 But Less Than 12 | 12 But Less Than 14 | 14 But Less Than 18 | 18 & Over | Pay Grade | Under 3 | 3 But Less Than 10 | 10 & Over |
|------------|----------|---------------------|---------------------|---------------------|-----------|------------|----------|--------------------|-----------|
| All Grades | 208.33 | 291.67 | 333.33 | 416.67 | 500.00 | All Grades | 4,000.00 | 6,000.00 | 15,000.00 |

Incentive Special Pay (Medical Officers)

| Specialty | Annual Amt | Specialty | Annual Amt | Specialty | Annual Amt | Specialty | Annual Amt |
|--------------------|-------------|-------------------|------------|------------------------------|------------|---------------------------|------------|
| Anesthesiology | \$36,000.00 | Internal medicine | 14,000.00 | Otolaryngology | 30,000.00 | Subspecialty Category I | 36,000.00 |
| Dermatology | 18,000.00 | Neurology | 14,000.00 | Pathology | 16,000.00 | Subspecialty Category II | 28,000.00 |
| Emergency medicine | 26,000.00 | Neurosurgery | 36,000.00 | Pediatrics | 12,000.00 | Subspecialty Category III | 23,000.00 |
| Family practice | 13,000.00 | OB/GYN | 31,000.00 | Prev/Occ/Phys Med & Aero Med | 13,000.00 | Subspecialty Category IV | 14,000.00 |
| Gastroenterology | 26,000.00 | Ophthalmology | 28,000.00 | Psychiatry | 15,000.00 | Urology | 28,000.00 |
| General surgery | 29,000.00 | Orthopedics | 36,000.00 | Radiology | 36,000.00 | | |

Multiyear Retention Bonus (Dental 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 |