

## BASIC PAY—EFFECTIVE JANUARY 1, 2015

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18
O-10 <sup>1</sup>											
O-9 <sup>1</sup>											
O-8 <sup>1</sup>	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 <sup>1</sup>	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 <sup>2</sup>	6,186.60	6,796.80	7,242.90	7,242.90	7,270.50	7,582.20	7,623.30	7,623.30	8,056.50	8,822.40	9,272.10
O-5	5,157.60	5,810.10	6,212.10	6,288.00	6,539.10	6,689.10	7,019.10	7,261.50	7,574.70	8,053.80	8,281.20
O-4	4,449.90	5,151.30	5,495.10	5,571.60	5,890.50	6,232.80	6,659.10	6,990.60	7,221.00	7,353.60	7,430.10
O-3	3,912.60	4,435.20	4,787.10	5,219.40	5,469.60	5,744.10	5,921.10	6,213.00	6,365.40	6,365.40	6,365.40
O-2	3,380.70	3,850.20	4,434.30	4,584.00	4,678.50	4,678.50	4,678.50	4,678.50	4,678.50	4,678.50	4,678.50
O-1	2,934.30	3,054.30	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10
O-3 <sup>3</sup>				5,219.40	5,469.60	5,744.10	5,921.10	6,213.00	6,459.30	6,600.90	6,793.20
O-2 <sup>3</sup>				4,584.00	4,678.50	4,827.60	5,079.00	5,273.10	5,418.00	5,418.00	5,418.00
O-1 <sup>3</sup>				3,692.10	3,942.30	4,088.40	4,237.20	4,383.60	4,584.00	4,584.00	4,584.00
W-5											
W-4	4,043.40	4,349.70	4,474.20	4,597.20	4,808.70	5,018.10	5,229.90	5,548.80	5,828.10	6,094.20	6,311.70
W-3	3,692.40	3,846.30	4,004.10	4,056.00	4,221.30	4,546.80	4,885.50	5,045.10	5,229.60	5,419.80	5,761.50
W-2	3,267.30	3,576.30	3,671.70	3,736.80	3,948.90	4,278.30	4,441.50	4,602.00	4,798.50	4,951.80	5,091.00
W-1	2,868.30	3,176.70	3,259.80	3,435.00	3,642.60	3,948.30	4,091.10	4,290.30	4,486.80	4,641.30	4,783.20
E-9 <sup>4</sup>							4,885.20	4,995.90	5,135.40	5,299.20	5,465.10
E-8						3,999.00	4,175.70	4,285.20	4,416.60	4,558.80	4,815.30
E-7	2,780.10	3,034.20	3,150.30	3,304.20	3,424.50	3,630.90	3,747.00	3,953.40	4,125.00	4,242.30	4,367.10
E-6	2,404.50	2,645.70	2,762.40	2,876.10	2,994.60	3,261.00	3,364.80	3,565.80	3,627.30	3,672.00	3,724.20
E-5	2,202.90	2,350.80	2,464.50	2,580.60	2,761.80	2,951.40	3,107.10	3,125.70	3,125.70	3,125.70	3,125.70
E-4	2,019.60	2,122.80	2,238.00	2,351.40	2,451.60	2,451.60	2,451.60	2,451.60	2,451.60	2,451.60	2,451.60
E-3	1,823.40	1,938.00	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30
E-2	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00
E-1	1,546.80										

### Notes:

- 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 **\$12,391.80**.
- 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, Chief of the National Guard Bureau Commander of a unified or specified combatant command, basic pay is **\$21,147.30**. (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 **\$7,894.50**. Combat Zone Tax Exclusion for O-1 and above is based on this basic pay rate plus Hostile Fire Pay/Imminent Danger Pay which is \$225.00.
- 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 **\$1,430.40**.
- Basic pay rate for Academy Cadets/Midshipmen and ROTC members/applicants is **\$1,027.20**.

## BASIC PAY—EFFECTIVE JANUARY 1, 2015

Pay Grade	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
O-10 <sup>1</sup>	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 <sup>1</sup>	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 <sup>1</sup>	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 <sup>1</sup>	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 <sup>2</sup>	9,721.50	9,977.10	10,236.00	10,738.20	10,738.20	10,952.40	10,952.40	10,952.40	10,952.40	10,952.40	10,952.40
O-5	8,506.50	8,762.40	8,762.40	8,762.40	8,762.40	8,762.40	8,762.40	8,762.40	8,762.40	8,762.40	8,762.40
O-4	7,430.10	7,430.10	7,430.10	7,430.10	7,430.10	7,430.10	7,430.10	7,430.10	7,430.10	7,430.10	7,430.10
O-3	6,365.40	6,365.40	6,365.40	6,365.40	6,365.40	6,365.40	6,365.40	6,365.40	6,365.40	6,365.40	6,365.40
O-2	4,678.50	4,678.50	4,678.50	4,678.50	4,678.50	4,678.50	4,678.50	4,678.50	4,678.50	4,678.50	4,678.50
O-1	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10
O-3 <sup>3</sup>	6,793.20	6,793.20	6,793.20	6,793.20	6,793.20	6,793.20	6,793.20	6,793.20	6,793.20	6,793.20	6,793.20
O-2 <sup>3</sup>	5,418.00	5,418.00	5,418.00	5,418.00	5,418.00	5,418.00	5,418.00	5,418.00	5,418.00	5,418.00	5,418.00
O-1 <sup>3</sup>	4,584.00	4,584.00	4,584.00	4,584.00	4,584.00	4,584.00	4,584.00	4,584.00	4,584.00	4,584.00	4,584.00
W-5	7,189.50	7,554.30	7,825.80	8,126.70	8,126.70	8,533.50	8,533.50	8,959.80	8,959.80	9,408.30	9,408.30
W-4	6,523.80	6,835.80	7,092.00	7,384.20	7,384.20	7,531.80	7,531.80	7,531.80	7,531.80	7,531.80	7,531.80
W-3	5,992.50	6,130.50	6,277.50	6,477.30	6,477.30	6,477.30	6,477.30	6,477.30	6,477.30	6,477.30	6,477.30
W-2	5,257.50	5,366.70	5,453.70	5,453.70	5,453.70	5,453.70	5,453.70	5,453.70	5,453.70	5,453.70	5,453.70
W-1	4,956.00	4,956.00	4,956.00	4,956.00	4,956.00	4,956.00	4,956.00	4,956.00	4,956.00	4,956.00	4,956.00
E-9 <sup>4</sup>	5,730.30	5,954.70	6,190.50	6,551.70	6,551.70	6,879.00	6,879.00	7,223.10	7,223.10	7,584.60	7,584.60
E-8	4,945.20	5,166.60	5,289.30	5,591.40	5,591.40	5,703.60	5,703.60	5,703.60	5,703.60	5,703.60	5,703.60
E-7	4,415.40	4,577.70	4,664.70	4,996.20	4,996.20	4,996.20	4,996.20	4,996.20	4,996.20	4,996.20	4,996.20
E-6	3,724.20	3,724.20	3,724.20	3,724.20	3,724.20	3,724.20	3,724.20	3,724.20	3,724.20	3,724.20	3,724.20
E-5	3,125.70	3,125.70	3,125.70	3,125.70	3,125.70	3,125.70	3,125.70	3,125.70	3,125.70	3,125.70	3,125.70
E-4	2,451.60	2,451.60	2,451.60	2,451.60	2,451.60	2,451.60	2,451.60	2,451.60	2,451.60	2,451.60	2,451.60
E-3	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30	2,055.30
E-2	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00	1,734.00

### 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 **\$12,391.80**.
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, Chief of the National Guard Bureau, or Commander of a unified or specified combatant command, basic pay is **\$21,147.30**. (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, Senior Enlisted Advisor to the Chief of the National Guard Bureau, or Senior Enlisted Advisor of the JCS, basic pay is **\$7,894.50**. Combat Zone Tax Exclusion for O-1 and above is based on this basic pay rate plus Hostile Fire Pay/Imminent Danger Pay which is \$225.00.
5. Applicable to E-1 with 4 months or more of active duty. Basic pay for an E-1 with less than 4 months of active duty is **\$1,430.40**.
6. Basic pay rate for Academy Cadets/Midshipmen and ROTC members/applicants is **\$1,027.20**.

# ALLOWANCES

Basic Allowance for Housing RC/Transient (January 1, 2015)					Family Separation Allowance										
Pay Grade	Partial	Without Dependent	With Dependent	Differential	All Pay Grades: \$250										
0-10	\$ 50.70	\$ 1,563.60	\$ 1,923.30	\$ 333.60	<b>Basic Allowance for Subsistence (Effective January 1, 2015)</b>			<b>Family Subsistence Supplemental Allowance (Effective October 1, 2010)</b>							
0-9	\$ 50.70	\$ 1,563.60	\$ 1,923.30	\$ 333.60	<b>Officers: \$253.38</b> <b>Enlisted: \$367.92</b> <b>BAS II \$735.84</b>			<b>All Pay Grades</b> <b>Not to Exceed \$1100.00</b>							
0-8	\$ 50.70	\$ 1,563.60	\$ 1,923.30	\$ 333.60											
0-7	\$ 50.70	\$ 1,563.60	\$ 1,923.30	\$ 333.60											
0-6	\$ 39.60	\$ 1,433.70	\$ 1,731.30	\$ 279.00	<b>Clothing Allowances (Effective October 1, 2014)</b>										
0-5	\$ 33.00	\$ 1,380.60	\$ 1,669.20	\$ 269.70	<b>Standard Initial Clothing Allowance (Enlisted Members Only)</b>										
0-4	\$ 26.70	\$ 1,278.90	\$ 1,470.90	\$ 179.40		<b>Army</b>		<b>Navy</b>		<b>Air Force</b>		<b>Marine Corps</b>			
0-3	\$ 22.20	\$ 1,025.70	\$ 1,217.10	\$ 179.10		Male	Female	Male	Female	Male	Female	Male	Female		
0-2	\$ 17.70	\$ 812.70	\$ 1,038.60	\$ 211.50		1584.06	1820.66	1833.96	2012.24	1394.32	1622.44	2005.34	1937.74		
0-1	\$ 13.20	\$ 697.50	\$ 929.70	\$ 228.60	<b>Cash Clothing Replacement Allowance (Enlisted Members Only)</b>										
03E	\$ 22.20	\$ 1,107.00	\$ 1,308.60	\$ 187.80		<b>Army</b>		<b>Navy</b>		<b>Air Force</b>		<b>Marine Corps</b>			
02E	\$ 17.70	\$ 941.40	\$ 1,180.50	\$ 224.40		Male	Female	Male	Female	Male	Female	Male	Female		
01E	\$ 13.20	\$ 818.70	\$ 1,091.10	\$ 263.70	<b>Basic</b>	306.00	324.00	338.40	342.00	241.20	248.40	399.60	385.20		
W-5	\$ 25.20	\$ 1,299.90	\$ 1,420.80	\$ 112.20		<b>Standard</b>	435.60	464.40	482.40	489.60	346.75	352.80	594.00	568.80	
W-4	\$ 25.20	\$ 1,153.80	\$ 1,302.30	\$ 138.30			<b>Special</b>	0	0	640.80	640.80	0	0	0	0
W-3	\$ 20.70	\$ 970.50	\$ 1,194.00	\$ 208.50				<b>Civilian Clothing Allowance</b>							
W-2	\$ 15.90	\$ 861.00	\$ 1,096.80	\$ 220.20	<b>Duty Type</b>			<b>Initial</b>	<b>Replacement</b>	<b>15 days in 30 days period</b>	<b>30 days in 36 month period</b>				
W-1	\$ 13.80	\$ 722.10	\$ 949.50	\$ 213.30	<b>Permanent</b>	1006.20		335.40	0		0				
E-9	\$ 18.60	\$ 947.70	\$ 1,249.50	\$ 281.40	<b>Temporary</b>	0	0	335.40		670.80					
E-8	\$ 15.30	\$ 870.60	\$ 1,152.60	\$ 264.00	<b>Personal Money Allowance (Monthly Amount)</b>										
E-7	\$ 12.00	\$ 802.50	\$ 1,069.80	\$ 305.40	<ol style="list-style-type: none"> <li><b>1. While serving as Chairman or Vice Chairman of the JCS, or Army or Air Force CS, CNO, CMC, or CNG Bureau</b></li> <li><b>2. Senior Member of the Military Staff Committee of the U.N.</b></li> <li><b>3. General or Admiral</b></li> <li><b>4. Lieutenant General Vice Admiral</b></li> <li><b>5. Senior Enlisted Member of a Military Service and NG Bureau</b></li> </ol>					<b>\$333.33</b>					
E-6	\$ 9.90	\$ 741.60	\$ 988.20	\$ 295.20						<b>\$225.00</b>					
E-5	\$ 8.70	\$ 666.90	\$ 889.20	\$ 251.10						<b>\$183.33</b>					
E-4	\$ 8.10	\$ 580.20	\$ 772.80	\$ 217.20						<b>\$41.67</b>					
E-3	\$ 7.80	\$ 539.40	\$ 718.80	\$ 177.90						<b>\$166.67</b>					
E-2	\$ 7.20	\$ 514.20	\$ 684.90	\$ 237.90	<b>\$166.67</b>										
E-1	\$ 6.90	\$ 514.20	\$ 684.90	\$ 281.40	<b>\$166.67</b>										

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

[http://comptroller.defense.gov/Portals/45/documents/fmr/Volume\\_07a.pdf](http://comptroller.defense.gov/Portals/45/documents/fmr/Volume_07a.pdf)

## 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

### Career Enlisted Flyer Incentive Pay

*Years of Aviation Service*

4 or less	Over 4	Over 8	Over 14
150.00	225.00	350.00	400.00

### 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, and Senior Enlisted Advisor to the Chief National Guard Bureau, basic pay is \$7,894.50. 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://comptroller.defense.gov/Portals/45/documents/fmr/Volume\\_07a.pdf](http://comptroller.defense.gov/Portals/45/documents/fmr/Volume_07a.pdf)

## Submarine Duty Incentive Pay *(Effective October 1, 2011)*

*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
O-6	595.00									835.00
O-5	595.00							790.00	835.00	
O-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			
O-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									

***Submarine Duty Incentive Pay for O-7 through O-10 is \$355.00***

**MONTHLY CAREER SEA PAY—(NAVY AND MARINE CORPS)—EFFECTIVE MAY 1, 2014**

*Cumulative Years of Sea Duty*

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	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
O-4	100	100	100	325	331	350	356	375	388	388	394	394	419	419	475	494	506	525
O-3	100	100	100	263	281	325	331	344	356	375	394	394	419	419	456	475	494	506
O-2	100	100	100	263	281	325	331	344	356	375	394	394	419	419	438	456	475	494
O-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	135	135	160	381	400	438	438	469	688	700	700	713	725	750	750	750	750	750
E-7	135	135	160	381	400	438	438	469	688	700	700	713	725	750	750	750	750	750
E-6	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

Career Sea Pay-Premium is \$200 per month. Career Sea Pay-Premium is not paid to grades E5 through E9 over 8 years of cumulative sea duty. Career Sea Pay-Premium is included in their Career Sea Pay.







# 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		416.66	1,000.00	958.33	916.66	833.33	750.00	666.66	583.33
Above O-6	583.33	<i>For specific requirements for the pay cited in this table, go to the web at:  <a href="http://comptroller.defense.gov/Portals/45/documents/fmr/Volume_07a.pdf">http://comptroller.defense.gov/Portals/45/documents/fmr/Volume_07a.pdf</a> </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) (effective April 24, 2008)

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	291.66	333.33	416.66	500.00	All Grades	10,000.00	12,000.00	15,000.00

## Incentive Special Pay (Medical Officers)

Specialty	Annual Amt	Specialty	Annual Amt	Specialty	Annual Amt	Specialty	Annual Amt
Aerospace Med	20,000.00	General surgery	29,000.00	Otolaryngology	30,000.00	Subspecialty Category I	36,000.00
Anesthesiology	36,000.00	Internal medicine	20,000.00	Pathology	20,000.00	Subspecialty Category II	28,000.00
Cardiology	36,000.00	Neurology	20,000.00	Pediatrics	20,000.00	Subspecialty Category III	23,000.00
Dermatology	20,000.00	Neurosurgery	36,000.00	Phys and Prev/Occ Med	20,000.00	Subspecialty Category IV	20,000.00
Emergency Med	26,000.00	OB/GYN	31,000.00	Psychiatry	20,000.00	Subspecialty Category V	36,000.00
Family practice	20,000.00	Ophthalmology	28,000.00	Pulmonary/IM-Critical Care	23,000.00	Urology	28,000.00
Gastroenterology	26,000.00	Orthopedics	36,000.00	Radiology	36,000.00		

**Multiyear Retention Bonus (Dental Officers)**

	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>
<b>4 Year Agreement</b>	50,000.00	40,000.00	35,000.00	25,000.00
<b>3 Year Agreement</b>	38,000.00	30,000.00	27,000.00	19,000.00
<b>2 Year Agreement</b>	25,000.00	20,000.00	18,000.00	13,000.00

# DRILL PAY—EFFECTIVE JANUARY 1, 2015

## *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
O-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	6,186.60	6,796.80	7,242.90	7,242.90	7,270.50	7,582.20	7,623.30	7,623.30	8,056.50	8,822.40	9,272.10	9,721.50
1 Drill	206.22	226.56	241.43	241.43	242.35	252.74	254.11	254.11	268.55	294.08	309.07	324.05
4 Drills	824.88	906.24	965.72	965.72	969.40	1,010.96	1,016.44	1,016.44	1,074.20	1,176.32	1,236.28	1,296.20
O-5	5,157.60	5,810.10	6,212.10	6,288.00	6,539.10	6,689.10	7,019.10	7,261.50	7,574.70	8,053.80	8,281.20	8,506.50
1 Drill	171.92	193.67	207.07	209.60	217.97	222.97	233.97	242.05	252.49	268.46	276.04	283.55
4 Drills	687.68	774.68	828.28	838.40	871.88	891.88	935.88	968.20	1,009.96	1,073.84	1,104.16	1,134.20
O-4	4,449.90	5,151.30	5,495.10	5,571.60	5,890.50	6,232.80	6,659.10	6,990.60	7,221.00	7,353.60	7,430.10	7,430.10
1 Drill	148.33	171.71	183.17	185.72	196.35	207.76	221.97	233.02	240.70	245.12	247.67	247.67
4 Drills	593.32	686.84	732.68	742.88	785.40	831.04	887.88	932.08	962.80	980.48	990.68	990.68
O-3	3,912.60	4,435.20	4,787.10	5,219.40	5,469.60	5,744.10	5,921.10	6,213.00	6,365.40	6,365.40	6,365.40	6,365.40
1 Drill	130.42	147.84	159.57	173.98	182.32	191.47	197.37	207.10	212.18	212.18	212.18	212.18
4 Drills	521.68	591.36	638.28	695.92	729.28	765.88	789.48	828.40	848.72	848.72	848.72	848.72
O-2	3,380.70	3,850.20	4,434.30	4,584.00	4,678.50	4,678.50	4,678.50	4,678.50	4,678.50	4,678.50	4,678.50	4,678.50
1 Drill	112.69	128.34	147.81	152.80	155.95	155.95	155.95	155.95	155.95	155.95	155.95	155.95
4 Drills	450.76	513.36	591.24	611.20	623.80	623.80	623.80	623.80	623.80	623.80	623.80	623.80
O-1	2,934.30	3,054.30	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10	3,692.10
1 Drill	97.81	101.81	123.07	123.07	123.07	123.07	123.07	123.07	123.07	123.07	123.07	123.07
4 Drills	391.24	407.24	492.28	492.28	492.28	492.28	492.28	492.28	492.28	492.28	492.28	492.28
O-3E				5,219.40	5,469.60	5,744.10	5,921.10	6,213.00	6,459.30	6,600.90	6,793.20	6,793.20
1 Drill				173.98	182.32	191.47	197.37	207.10	215.31	220.03	226.44	226.44
4 Drills				695.92	729.28	765.88	789.48	828.40	861.24	880.12	905.76	905.76
O-2E				4,584.00	4,678.50	4,827.60	5,079.00	5,273.10	5,418.00	5,418.00	5,418.00	5,418.00
1 Drill				152.80	155.95	160.92	169.30	175.77	180.60	180.60	180.60	180.60
4 Drills				611.20	623.80	643.68	677.20	703.08	722.40	722.40	722.40	722.40
O-1E				3,692.10	3,942.30	4,088.40	4,237.20	4,383.60	4,584.00	4,584.00	4,584.00	4,584.00
1 Drill				123.07	131.41	136.28	141.24	146.12	152.80	152.80	152.80	152.80
4 Drills				492.28	525.64	545.12	564.96	584.48	611.20	611.20	611.20	611.20







