

## BASIC PAY—EFFECTIVE JANUARY 1, 2012

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>	9683.10	10000.20	10210.80	10,269.60	10,532.40	10,971.00	11,073.30	11,489.70	11,609.10	11,968.20	12,487.80
O-7 <sup>1</sup>	8045.70	8419.80	8592.60	8,730.00	8,979.00	9,225.00	9,509.40	9,792.90	10,077.30	10,971.00	11,725.50
O-6 <sup>2</sup>	5963.40	6551.70	6981.30	6,981.30	7,008.00	7,308.60	7,348.20	7,348.20	7,765.80	8,504.10	8,937.60
O-5	4971.30	5600.40	5988.00	6,061.20	6,303.00	6,447.60	6,765.90	6,999.30	7,301.10	7,763.10	7,982.40
O-4	4289.40	4965.60	5296.80	5,370.60	5,678.10	6,007.80	6,418.50	6,738.30	6,960.60	7,088.10	7,161.90
O-3	3771.30	4275.30	4614.60	5,031.00	5,271.90	5,536.50	5,707.80	5,988.90	6,135.60	6,135.60	6,135.60
O-2	3258.60	3711.30	4274.40	4,418.70	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60
O-1	2828.40	2943.90	3558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60
O-3 <sup>3</sup>				5,031.00	5,271.90	5,536.50	5,707.80	5,988.90	6,226.20	6,362.40	6,548.10
O-2 <sup>3</sup>				4,418.70	4,509.60	4,653.30	4,895.70	5,082.90	5,222.40	5,222.40	5,222.40
O-1 <sup>3</sup>				3,558.60	3,800.10	3,940.80	4,084.50	4,225.50	4,418.70	4,418.70	4,418.70
W-5											
W-4	3,897.60	4,192.50	4,312.80	4,431.30	4,635.00	4,836.90	5,040.90	5,348.70	5,618.10	5,874.30	6,084.00
W-3	3,558.90	3,707.40	3,859.50	3,909.30	4,068.90	4,382.70	4,709.10	4,862.70	5,040.60	5,224.20	5,553.60
W-2	3,149.40	3,447.30	3,539.10	3,602.10	3,806.40	4,123.80	4,281.00	4,436.10	4,625.40	4,773.30	4,907.40
W-1	2,764.50	3,061.80	3,141.90	3,311.10	3,511.20	3,805.80	3,943.50	4,135.50	4,324.80	4,473.60	4,610.70
E-9 <sup>4</sup>							4,708.80	4,815.60	4,950.00	5,108.10	5,267.70
E-8						3,854.70	4,025.10	4,130.70	4,257.30	4,394.40	4,641.60
E-7	2,679.60	2,924.70	3,036.60	3,185.10	3,300.90	3,499.80	3,611.70	3,810.90	3,976.20	4,089.00	4,209.30
E-6	2,317.80	2,550.30	2,662.80	2,772.30	2,886.30	3,143.10	3,243.30	3,436.80	3,496.20	3,539.40	3,589.80
E-5	2,123.40	2,265.90	2,375.40	2,487.60	2,662.20	2,845.20	2,994.60	3,012.90	3,012.90	3,012.90	3,012.90
E-4	1,946.70	2,046.30	2,157.30	2,266.50	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10
E-3	1,757.40	1,868.10	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20
E-2	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30
E-1 <sup>5</sup>	1491.00										

### Notes:

1. Basic pay for an O-7 to O-10 is limited by Level II of the Executive Schedule which is **\$14,975.10**. Basic pay for O-6 and below is limited by Level V of the Executive Schedule which is **\$12,141.60**.
2. While serving as Chairman, Joint Chief of Staff/Vice Chairman, Joint Chief of Staff, Chief of Navy Operations, Commandant of the Marine Corps, Army/Air Force Chief of Staff, Commander of a unified or specified combatant command, basic pay is **\$20,587.80**. (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 **\$7,609.50**. 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 **\$1,378.80**.
6. Basic pay rate for Academy Cadets/Midshipmen and ROTC members/applicants is **\$990.00**.

## BASIC PAY—EFFECTIVE JANUARY 1, 2012

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>	15,647.10	15,723.30	16,050.60	16,620.00	16,620.00	17,451.00	17,451.00	18,323.40	18,323.40	19,239.90	19,239.90
O-9 <sup>1</sup>	13,685.10	13,882.50	14,167.20	14,664.00	14,664.00	15,397.50	15,397.50	16,167.60	16,167.60	16,975.80	16,975.80
O-8 <sup>1</sup>	12,966.60	13,286.40	13,286.40	13,286.40	13,286.40	13,618.80	13,618.80	13,959.30	13,959.30	13,959.30	13,959.30
O-7 <sup>1</sup>	11,725.50	11,725.50	11,725.50	11,785.20	11,785.20	12,021.00	12,021.00	12,021.00	12,021.00	12,021.00	12,021.00
O-6 <sup>2</sup>	9,370.50	9,617.10	9,866.70	10,350.60	10,350.60	10,557.30	10,557.30	10,557.30	10,557.30	10,557.30	10,557.30
O-5	8,199.30	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20
O-4	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90
O-3	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60
O-2	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60
O-1	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60
O-3 <sup>3</sup>	6,548.10	6,548.10	6,548.10	6,548.10	6,548.10	6,548.10	6,548.10	6,548.10	6,548.10	6,548.10	6,548.10
O-2 <sup>3</sup>	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40
O-1 <sup>3</sup>	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70
W-5	6,930.00	7,281.60	7,543.50	7,833.30	7,833.30	8,225.40	8,225.40	8,636.40	8,636.40	9,068.70	9,068.70
W-4	6,288.60	6,589.20	6,836.10	7,117.80	7,117.80	7,260.00	7,260.00	7,260.00	7,260.00	7,260.00	7,260.00
W-3	5,776.20	5,909.40	6,051.00	6,243.30	6,243.30	6,243.30	6,243.30	6,243.30	6,243.30	6,243.30	6,243.30
W-2	5,067.60	5,173.20	5,256.90	5,256.90	5,256.90	5,256.90	5,256.90	5,256.90	5,256.90	5,256.90	5,256.90
W-1	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90
E-9 <sup>4</sup>	5,523.60	5,739.60	5,967.30	6,315.30	6,315.30	6,630.60	6,630.60	6,962.40	6,962.40	7,311.00	7,311.00
E-8	4,766.70	4,980.00	5,098.20	5,389.50	5,389.50	5,497.80	5,497.80	5,497.80	5,497.80	5,497.80	5,497.80
E-7	4,256.10	4,412.40	4,496.40	4,815.90	4,815.90	4,815.90	4,815.90	4,815.90	4,815.90	4,815.90	4,815.90
E-6	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80
E-5	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90
E-4	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10
E-3	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20
E-2	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30

### Notes:

1. Basic pay for an O-7 to O-10 is limited by Level II of the Executive Schedule which is **\$14,975.10**. Basic pay for O-6 and below is limited by Level V of the Executive Schedule which is **\$12,141.60**.
2. While serving as Chairman, Joint Chief of Staff/Vice Chairman, Joint Chief of Staff, Chief of Navy Operations, Commandant of the Marine Corps, Army/Air Force Chief of Staff, Commander of a unified or specified combatant command, basic pay is **\$20,587.80**. (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 **\$7,609.50**. 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.
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# ALLOWANCES

Basic Allowance for Housing RC/Transient (January 1, 2012)					Family Separation Allowance							
Pay Grade	Partial	Without Dependent	With Dependent	Differential	All Pay Grades: \$250							
0-10	\$ 50.70	\$ 1,428.00	\$ 1,756.50	\$ 324.90	<b>Basic Allowance for Subsistence (Effective January 1, 2012)</b>			<b>Family Subsistence Supplemental Allowance (Effective October 1, 2010)</b>				
0-9	\$ 50.70	\$ 1,428.00	\$ 1,756.50	\$ 324.90	<b>Officers: \$239.96</b>			<b>All Pay Grades</b>				
0-8	\$ 50.70	\$ 1,428.00	\$ 1,756.50	\$ 324.90	<b>Enlisted: \$348.44</b>			<b>Not to Exceed \$1100.00</b>				
0-7	\$ 50.70	\$ 1,428.00	\$ 1,756.50	\$ 324.90	<b>Clothing Allowances (Effective October 1, 2011)</b>							
0-6	\$ 39.60	\$ 1,309.50	\$ 1,581.30	\$ 269.10	<b>Standard Initial Clothing Allowance (Enlisted Members Only)</b>							
0-5	\$ 33.00	\$ 1,260.90	\$ 1,524.30	\$ 259.80	<b>Army</b>		<b>Navy</b>		<b>Air Force</b>		<b>Marine Corps</b>	
0-4	\$ 26.70	\$ 1,168.20	\$ 1,343.70	\$ 172.80	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
0-3	\$ 22.20	\$ 936.90	\$ 1,111.80	\$ 172.50	1,438.78	1,662.46	1,697.30	1,921.22	1,428.29	1,643.36	1,733.55	1,788.80
0-2	\$ 17.70	\$ 742.50	\$ 948.60	\$ 203.70	<b>Cash Clothing Replacement Allowance (Enlisted Members Only)</b>							
0-1	\$ 13.20	\$ 636.90	\$ 849.30	\$ 220.50	<b>Army</b>		<b>Navy</b>		<b>Air Force</b>		<b>Marine Corps</b>	
03E	\$ 22.20	\$ 1,011.00	\$ 1,194.90	\$ 181.20	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
02E	\$ 17.70	\$ 859.50	\$ 1,078.20	\$ 216.60	309.60	345.60	338.40	338.40	230.40	234.00	410.40	414.00
OIE	\$ 13.20	\$ 747.60	\$ 996.60	\$ 254.10	<b>Basic</b>	<b>Standard</b>	<b>Special</b>	<b>Basic</b>	<b>Standard</b>	<b>Special</b>	<b>Basic</b>	<b>Standard</b>
W-5	\$ 25.20	\$ 1,187.10	\$ 1,297.50	\$ 108.00	440.86	493.76	716.40	763.20	0	0	583.20	604.80
W-4	\$ 25.20	\$ 1,053.90	\$ 1,189.20	\$ 132.90	0	0	0	0	0	0	0	0
W-3	\$ 20.70	\$ 886.50	\$ 1,090.20	\$ 201.00	<b>Civilian Clothing Allowance</b>							
W-2	\$ 15.90	\$ 786.30	\$ 1,001.70	\$ 212.40	<b>Type of Duty</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	\$ 659.40	\$ 867.00	\$ 205.50	<b>Permanent</b>	954.00	318.00	0	0			
E-9	\$ 18.60	\$ 865.50	\$ 1,141.20	\$ 271.50	<b>Temporary</b>	0	0	318.00	636.00			
E-8	\$ 15.30	\$ 795.00	\$ 1,052.70	\$ 254.40	<b>Personal Money Allowance (Monthly Amount)</b>							
E-7	\$ 12.00	\$ 732.90	\$ 977.10	\$ 294.30	<b>1. While serving as Chairman or Vice Chairman of the JCS, or Army or Air Force CS, CNO, or CMC</b>						<b>\$333.33</b>	
E-6	\$ 9.90	\$ 677.40	\$ 902.70	\$ 284.40	<b>2. Senior Member of the Military Staff Committee of the U.N.</b>						<b>\$225.00</b>	
E-5	\$ 8.70	\$ 609.00	\$ 812.10	\$ 242.10	<b>3. General or Admiral</b>						<b>\$183.33</b>	
E-4	\$ 8.10	\$ 529.80	\$ 705.90	\$ 209.40	<b>4. Lieutenant General Vice Admiral</b>						<b>\$41.67</b>	
E-3	\$ 7.80	\$ 492.60	\$ 656.40	\$ 171.30	<b>5. Senior Enlisted Member of a Military Service</b>						<b>\$166.67</b>	
E-2	\$ 7.20	\$ 469.50	\$ 625.80	\$ 229.20								
E-1	\$ 6.90	\$ 469.50	\$ 625.80	\$ 271.50								

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

## 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
<b>O-10</b>	150.00	<b>O-5</b>	250.00	<b>W-5</b>	250.00	<b>E-9</b>	240.00	<b>E-4</b>	165.00
<b>O-9</b>	150.00	<b>O-4</b>	225.00	<b>W-4</b>	250.00	<b>E-8</b>	240.00	<b>E-3</b>	150.00
<b>O-8</b>	150.00	<b>O-3</b>	175.00	<b>W-3</b>	175.00	<b>E-7</b>	240.00	<b>E-2</b>	150.00
<b>O-7</b>	150.00	<b>O-2</b>	150.00	<b>W-2</b>	150.00	<b>E-6</b>	215.00	<b>E-1</b>	150.00
<b>O-6</b>	250.00	<b>O-1</b>	150.00	<b>W-1</b>	150.00	<b>E-5</b>	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 \$7,609.50. 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://www.dtic.mil/comptroller/fmr/07a/index.html>

## 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***





# 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	For specific requirements for the pay cited in this table, go to the web at: <a href="http://www.dtic.mil/comptroller/fmr/07a/index.html">http://www.dtic.mil/comptroller/fmr/07a/index.html</a>							

## 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)

	Level 1	Level 2	Level 3	Level 4
4 Year Agreement	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