

# 2017 Military Pay Tables

| BASIC PAY—EFFECTIVE JANUARY 1, 2017 |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |
|-------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 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   | Over28    | Over 30   | Over 32   | Over 34   | Over 36   | Over 38   | Over 40   |
| O-10 <sup>1</sup>                   |           |           |           |           |           |           |           |           |           |           |           | 15,583.20 | 15,583.20 | 15,583.20 | 15,583.20 | 15,583.20 | 15,583.20 | 15,583.20 | 15,583.20 | 15,583.20 | 15,583.20 | 15,583.20 |
| O-9 <sup>1</sup>                    |           |           |           |           |           |           |           |           |           |           |           | 14,352.00 | 14,559.30 | 14,857.80 | 15,378.60 | 15,378.60 | 15,583.20 | 15,583.20 | 15,583.20 | 15,583.20 | 15,583.20 | 15,583.20 |
| O-8 <sup>1</sup>                    | 10,155.00 | 10,487.70 | 10,708.50 | 10,770.00 | 11,045.70 | 11,505.90 | 11,612.70 | 12,049.80 | 12,175.20 | 12,551.70 | 13,096.50 | 13,598.70 | 13,933.80 | 13,933.80 | 13,933.80 | 13,933.80 | 14,282.70 | 14,282.70 | 14,639.70 | 14,639.70 | 14,639.70 | 14,639.70 |
| O-7 <sup>1</sup>                    | 8,438.10  | 8,829.90  | 9,011.40  | 9,155.70  | 9,416.70  | 9,674.70  | 9,972.90  | 10,270.20 | 10,568.70 | 11,505.90 | 12,296.70 | 12,296.70 | 12,296.70 | 12,296.70 | 12,359.70 | 12,359.70 | 12,606.90 | 12,606.90 | 12,606.90 | 12,606.90 | 12,606.90 | 12,606.90 |
| O-6 <sup>2</sup>                    | 6,398.70  | 7,029.90  | 7,491.30  | 7,491.30  | 7,519.80  | 7,842.30  | 7,884.60  | 7,884.60  | 8,332.50  | 9,124.80  | 9,589.80  | 10,054.50 | 10,318.80 | 10,587.00 | 11,106.00 | 11,106.00 | 11,328.00 | 11,328.00 | 11,328.00 | 11,328.00 | 11,328.00 | 11,328.00 |
| O-5                                 | 5,334.30  | 6,009.30  | 6,424.80  | 6,503.40  | 6,763.20  | 6,918.30  | 7,259.70  | 7,510.50  | 7,834.20  | 8,329.80  | 8,565.00  | 8,798.10  | 9,062.70  | 9,062.70  | 9,062.70  | 9,062.70  | 9,062.70  | 9,062.70  | 9,062.70  | 9,062.70  | 9,062.70  | 9,062.70  |
| O-4                                 | 4,602.60  | 5,327.70  | 5,683.50  | 5,762.40  | 6,092.40  | 6,446.40  | 6,887.40  | 7,230.30  | 7,468.50  | 7,605.60  | 7,684.80  | 7,684.80  | 7,684.80  | 7,684.80  | 7,684.80  | 7,684.80  | 7,684.80  | 7,684.80  | 7,684.80  | 7,684.80  | 7,684.80  | 7,684.80  |
| O-3                                 | 4,046.70  | 4,587.00  | 4,950.90  | 5,398.20  | 5,657.10  | 5,940.90  | 6,124.20  | 6,426.00  | 6,583.50  | 6,583.50  | 6,583.50  | 6,583.50  | 6,583.50  | 6,583.50  | 6,583.50  | 6,583.50  | 6,583.50  | 6,583.50  | 6,583.50  | 6,583.50  | 6,583.50  | 6,583.50  |
| O-2                                 | 3,496.50  | 3,982.20  | 4,586.10  | 4,741.20  | 4,839.00  | 4,839.00  | 4,839.00  | 4,839.00  | 4,839.00  | 4,839.00  | 4,839.00  | 4,839.00  | 4,839.00  | 4,839.00  | 4,839.00  | 4,839.00  | 4,839.00  | 4,839.00  | 4,839.00  | 4,839.00  | 4,839.00  | 4,839.00  |
| O-1                                 | 3,034.80  | 3,159.00  | 3,818.70  | 3,818.70  | 3,818.70  | 3,818.70  | 3,818.70  | 3,818.70  | 3,818.70  | 3,818.70  | 3,818.70  | 3,818.70  | 3,818.70  | 3,818.70  | 3,818.70  | 3,818.70  | 3,818.70  | 3,818.70  | 3,818.70  | 3,818.70  | 3,818.70  | 3,818.70  |

|                  |  |  |  |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |
|------------------|--|--|--|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| O-3 <sup>3</sup> |  |  |  | 5,398.20 | 5,657.10 | 5,940.90 | 6,124.20 | 6,426.00 | 6,680.70 | 6,827.10 | 7,026.00 | 7,026.00 | 7,026.00 | 7,026.00 | 7,026.00 | 7,026.00 | 7,026.00 | 7,026.00 | 7,026.00 | 7,026.00 | 7,026.00 | 7,026.00 |
| O-2 <sup>3</sup> |  |  |  | 4,741.20 | 4,839.00 | 4,992.90 | 5,253.00 | 5,454.00 | 5,603.70 | 5,603.70 | 5,603.70 | 5,603.70 | 5,603.70 | 5,603.70 | 5,603.70 | 5,603.70 | 5,603.70 | 5,603.70 | 5,603.70 | 5,603.70 | 5,603.70 | 5,603.70 |
| O-1 <sup>3</sup> |  |  |  | 3,818.70 | 4,077.60 | 4,228.50 | 4,382.40 | 4,533.90 | 4,741.20 | 4,741.20 | 4,741.20 | 4,741.20 | 4,741.20 | 4,741.20 | 4,741.20 | 4,741.20 | 4,741.20 | 4,741.20 | 4,741.20 | 4,741.20 | 4,741.20 | 4,741.20 |

|     |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |
|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| W-5 |          |          |          |          |          |          |          |          |          |          |          | 7,436.10 | 7,813.20 | 8,094.00 | 8,405.10 | 8,405.10 | 8,826.00 | 8,826.00 | 9,266.70 | 9,266.70 | 9,730.80 | 9,730.80 |
| W-4 | 4,182.00 | 4,498.50 | 4,627.50 | 4,754.70 | 4,973.40 | 5,190.00 | 5,409.30 | 5,738.70 | 6,027.90 | 6,303.00 | 6,528.30 | 6,747.60 | 7,070.10 | 7,335.00 | 7,637.40 | 7,637.40 | 7,789.80 | 7,789.80 | 7,789.80 | 7,789.80 | 7,789.80 | 7,789.80 |
| W-3 | 3,819.00 | 3,978.30 | 4,141.50 | 4,195.20 | 4,365.90 | 4,702.50 | 5,052.90 | 5,218.20 | 5,409.00 | 5,605.50 | 5,959.20 | 6,198.00 | 6,340.80 | 6,492.60 | 6,699.30 | 6,699.30 | 6,699.30 | 6,699.30 | 6,699.30 | 6,699.30 | 6,699.30 | 6,699.30 |
| W-2 | 3,379.50 | 3,699.00 | 3,797.40 | 3,864.90 | 4,084.20 | 4,424.70 | 4,593.60 | 4,759.50 | 4,962.90 | 5,121.60 | 5,265.60 | 5,437.80 | 5,550.90 | 5,640.60 | 5,640.60 | 5,640.60 | 5,640.60 | 5,640.60 | 5,640.60 | 5,640.60 | 5,640.60 | 5,640.60 |
| W-1 | 2,966.40 | 3,285.60 | 3,371.40 | 3,552.90 | 3,767.40 | 4,083.60 | 4,231.20 | 4,437.30 | 4,640.40 | 4,800.30 | 4,947.00 | 5,125.80 | 5,125.80 | 5,125.80 | 5,125.80 | 5,125.80 | 5,125.80 | 5,125.80 | 5,125.80 | 5,125.80 | 5,125.80 | 5,125.80 |

|                  |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |
|------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| E-9 <sup>4</sup> |          |          |          |          |          |          | 5,052.60 | 5,166.90 | 5,311.50 | 5,481.00 | 5,652.60 | 5,926.50 | 6,158.70 | 6,402.60 | 6,776.40 | 6,776.40 | 7,114.80 | 7,114.80 | 7,470.60 | 7,470.60 | 7,844.70 | 7,844.70 |
| E-8              |          |          |          |          |          | 4,136.10 | 4,318.80 | 4,432.20 | 4,567.80 | 4,715.10 | 4,980.30 | 5,114.70 | 5,343.60 | 5,470.50 | 5,782.80 | 5,782.80 | 5,898.90 | 5,898.90 | 5,898.90 | 5,898.90 | 5,898.90 | 5,898.90 |
| E-7              | 2,875.20 | 3,138.00 | 3,258.30 | 3,417.30 | 3,541.80 | 3,755.10 | 3,875.40 | 4,088.70 | 4,266.60 | 4,387.80 | 4,516.80 | 4,566.60 | 4,734.60 | 4,824.60 | 5,167.50 | 5,167.50 | 5,167.50 | 5,167.50 | 5,167.50 | 5,167.50 | 5,167.50 | 5,167.50 |
| E-6              | 2,486.70 | 2,736.60 | 2,857.20 | 2,974.80 | 3,097.20 | 3,372.60 | 3,480.30 | 3,688.20 | 3,751.50 | 3,797.70 | 3,851.70 | 3,851.70 | 3,851.70 | 3,851.70 | 3,851.70 | 3,851.70 | 3,851.70 | 3,851.70 | 3,851.70 | 3,851.70 | 3,851.70 | 3,851.70 |
| E-5              | 2,278.20 | 2,431.50 | 2,549.10 | 2,669.10 | 2,856.60 | 3,052.50 | 3,213.60 | 3,232.80 | 3,232.80 | 3,232.80 | 3,232.80 | 3,232.80 | 3,232.80 | 3,232.80 | 3,232.80 | 3,232.80 | 3,232.80 | 3,232.80 | 3,232.80 | 3,232.80 | 3,232.80 | 3,232.80 |
| E-4              | 2,088.90 | 2,195.70 | 2,314.80 | 2,432.10 | 2,535.60 | 2,535.60 | 2,535.60 | 2,535.60 | 2,535.60 | 2,535.60 | 2,535.60 | 2,535.60 | 2,535.60 | 2,535.60 | 2,535.60 | 2,535.60 | 2,535.60 | 2,535.60 | 2,535.60 | 2,535.60 | 2,535.60 | 2,535.60 |
| E-3              | 1,885.80 | 2,004.30 | 2,125.80 | 2,125.80 | 2,125.80 | 2,125.80 | 2,125.80 | 2,125.80 | 2,125.80 | 2,125.80 | 2,125.80 | 2,125.80 | 2,125.80 | 2,125.80 | 2,125.80 | 2,125.80 | 2,125.80 | 2,125.80 | 2,125.80 | 2,125.80 | 2,125.80 | 2,125.80 |
| E-2              | 1,793.40 | 1,793.40 | 1,793.40 | 1,793.40 | 1,793.40 | 1,793.40 | 1,793.40 | 1,793.40 | 1,793.40 | 1,793.40 | 1,793.40 | 1,793.40 | 1,793.40 | 1,793.40 | 1,793.40 | 1,793.40 | 1,793.40 | 1,793.40 | 1,793.40 | 1,793.40 | 1,793.40 | 1,793.40 |
| E-1<br>> 4 mos   | 1,599.90 | 1,599.90 | 1,599.90 | 1,599.90 | 1,599.90 | 1,599.90 | 1,599.90 | 1,599.90 | 1,599.90 | 1,599.90 | 1,599.90 | 1,599.90 | 1,599.90 | 1,599.90 | 1,599.90 | 1,599.90 | 1,599.90 | 1,599.90 | 1,599.90 | 1,599.90 | 1,599.90 | 1,599.90 |
| E-1<br>< 4 mos   | 1,479.30 |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |

- Notes:**
1. Basic pay for an O-7 to O-10 is limited by Level II of the Executive Schedule in effect during [Calendar Year 2017](#) which is: **\$15,583.20**. This includes officers serving as [Chairman or Vice Chairman of the Joint Chiefs of Staff \(JCS\)](#), [Chief of Staff of the Army](#), [Chief of Naval Operations](#), [Chief of Staff of the Air Force](#), [Commandant of the Marine Corps](#), [Commandant of the Coast Guard](#), [Chief of the National Guard Bureau](#), or commander of a unified or specified combatant command (as defined in 10 U.S.C. 161(c)).
  2. Basic pay for O-6 and below is limited by Level V of the Executive Schedule in effect during [Calendar Year 2017](#) which is: **\$12,641.70**.
  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 Sergeant Major of the Army Master Chief Petty Officer of the Navy, Chief Master Sergeant of the Air Force, Sergeant Major of the Marine Corps, [Master Chief Petty Officer of the Coast Guard](#), Senior Enlisted Advisor of the JCS, or Senior Enlisted Advisor to the Chief of the National Guard Bureau basic pay is: **\$8,165.10**.
  5. Combat Zone Tax Exclusion for O-1 and above is based on the basic pay rate [shown in note 4](#) plus Hostile Fire Pay/Imminent Danger Pay which is \$225.00.
  6. Basic pay rate for Academy Cadets/Midshipmen and ROTC members/applicants is: **\$1,062.30**.

**Basic Allowance for Housing RC/Transient  
(January 1, 2017)**

| <b>Pay Grade</b> | <b>Partial</b> | <b>Without Dependent</b> | <b>With Dependent</b> | <b>Differential</b> |
|------------------|----------------|--------------------------|-----------------------|---------------------|
| 0-10             | \$50.70        | \$1,655.40               | \$2,036.40            | \$340.50            |
| 0-9              | \$50.70        | \$1,655.40               | \$2,036.40            | \$340.50            |
| 0-8              | \$50.70        | \$1,655.40               | \$2,036.40            | \$340.50            |
| 0-7              | \$50.70        | \$1,655.40               | \$2,036.40            | \$340.50            |
| 0-6              | \$39.60        | \$1,518.00               | \$1,833.00            | \$289.50            |
| 0-5              | \$33.00        | \$1,461.60               | \$1,767.30            | \$279.90            |
| 0-4              | \$26.70        | \$1,354.20               | \$1,557.60            | \$186.30            |
| 0-3              | \$22.20        | \$1,086.00               | \$1,288.80            | \$186.00            |
| 0-2              | \$17.70        | \$860.40                 | \$1,099.80            | \$219.30            |
| 0-1              | \$13.20        | \$738.60                 | \$984.30              | \$237.00            |

|     |         |            |            |          |
|-----|---------|------------|------------|----------|
| 03E | \$22.20 | \$1,172.10 | \$1,385.40 | \$194.70 |
| 02E | \$17.70 | \$996.90   | \$1,250.10 | \$233.10 |
| 01E | \$13.20 | \$867.00   | \$1,155.30 | \$273.30 |

|     |         |            |            |          |
|-----|---------|------------|------------|----------|
| W-5 | \$25.20 | \$1,376.40 | \$1,504.50 | \$116.40 |
| W-4 | \$25.20 | \$1,221.60 | \$1,379.10 | \$143.40 |
| W-3 | \$20.70 | \$1,027.50 | \$1,264.20 | \$216.30 |
| W-2 | \$15.90 | \$911.70   | \$1,161.30 | \$228.60 |
| W-1 | \$13.80 | \$764.70   | \$1,005.60 | \$221.10 |

|     |         |            |            |          |
|-----|---------|------------|------------|----------|
| E-9 | \$18.60 | \$1,003.20 | \$1,323.00 | \$291.90 |
| E-8 | \$15.30 | \$921.90   | \$1,220.40 | \$273.60 |
| E-7 | \$12.00 | \$849.60   | \$1,132.50 | \$316.80 |
| E-6 | \$9.90  | \$785.10   | \$1,046.40 | \$306.30 |
| E-5 | \$8.70  | \$706.20   | \$941.70   | \$260.70 |
| E-4 | \$8.10  | \$614.40   | \$818.40   | \$225.00 |

|     |        |          |          |          |
|-----|--------|----------|----------|----------|
| E-3 | \$7.80 | \$571.20 | \$760.80 | \$184.80 |
| E-2 | \$7.20 | \$544.50 | \$725.40 | \$246.60 |
| E-1 | \$6.90 | \$544.50 | \$725.40 | \$291.90 |

|                                                                              |
|------------------------------------------------------------------------------|
| <b>Basic Allowance for Subsistence</b><br><b>(Effective January 1, 2016)</b> |
| Officers: \$253.63<br>Enlisted: \$368.29                                     |

|                                    |
|------------------------------------|
| <b>Family Separation Allowance</b> |
| All Pay Grades: \$250              |

|                                                                                        |
|----------------------------------------------------------------------------------------|
| <b>Family Subsistence Supplemental Allowance</b><br><b>(Effective October 1, 2010)</b> |
| All Pay Grades not to exceed \$1100.00                                                 |

| <b>Personal Money Allowance (Monthly Amount)</b>                                                                                                                   |          |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1 - Chairman/Vice Chairman, Joint Chief of Staff, Army Chief of Staff (JCS),<br>Chief of Navy Operations, Air Force Chief of Staff, Commandant of the Marine Corps | \$333.33 |
| 2 - Senior Member of the Military Staff Committee of the United Nations                                                                                            | \$225.00 |
| 3 - General or Admiral                                                                                                                                             | \$183.33 |
| 4 - Lieutenant General Vice Admiral                                                                                                                                | \$41.67  |
| 5 - Senior Enlisted Member of a Military Service or Senior Enlisted Advisor of the JCS                                                                             | \$166.67 |

### Clothing Allowances (Effective October 1, 2016)

| Standard Initial Clothing Allowance (Enlisted Members Only) |          |          |          |          |           |          |              |          |  |
|-------------------------------------------------------------|----------|----------|----------|----------|-----------|----------|--------------|----------|--|
|                                                             | Army     |          | Navy     |          | Air Force |          | Marine Corps |          |  |
|                                                             | Male     | Female   | Male     | Female   | Male      | Female   | Male         | Female   |  |
|                                                             | 1,659.35 | 1,894.05 | 1,794.77 | 1,955.58 | 1,396.27  | 1,607.85 | 1,926.05     | 1,865.75 |  |
| Cash Clothing Replacement Allowance (Enlisted Members Only) |          |          |          |          |           |          |              |          |  |
|                                                             | Army     |          | Navy     |          | Air Force |          | Marine Corps |          |  |
|                                                             | Male     | Female   | Male     | Female   | Male      | Female   | Male         | Female   |  |
|                                                             | 327.60   | 345.60   | 349.20   | 345.60   | 245.34    | 247.19   | 417.60       | 403.20   |  |
| Basic                                                       | 327.60   | 345.60   | 349.20   | 345.60   | 245.34    | 247.19   | 417.60       | 403.20   |  |
| Standard                                                    | 468.00   | 493.20   | 500.40   | 493.20   | 350.48    | 353.13   | 633.60       | 615.60   |  |
| Special                                                     | 0        | 0        | 694.80   | 651.60   | 0         | 0        | 0            | 0        |  |

| Civilian Clothing Allowance |          |             |                           |                            |
|-----------------------------|----------|-------------|---------------------------|----------------------------|
| Type of Duty                | Initial  | Replacement | 15 days in 30 days period | 30 days in 36 month period |
| Permanent                   | 1,041.12 | 347.04      | 0                         | 0                          |
| Temporary                   | 0        | 0           | 347.04                    | 694.08                     |

| INCENTIVE AND SPECIAL PAYS       |        |        |        |        |         |         |         |         |         |
|----------------------------------|--------|--------|--------|--------|---------|---------|---------|---------|---------|
| Aviation Career Incentive Pay    |        |        |        |        |         |         |         |         |         |
| <i>Years of Aviation Service</i> |        |        |        |        |         |         |         |         |         |
| 2 or less                        | Over 2 | Over 3 | Over 4 | Over 6 | Over 14 | Over 22 | Over 23 | Over 24 | Over 25 |
| 125                              | 156    | 188    | 206    | 650    | 840     | 585     | 495     | 385     | 250     |

| Career Enlisted Flyer Incentive Pay |        |        |         |
|-------------------------------------|--------|--------|---------|
| <i>Years of Aviation Service</i>    |        |        |         |
| 4 or less                           | Over 4 | Over 8 | Over 14 |
| 150                                 | 225    | 350    | 400     |

| 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    | O-5       | 250    | W-5       | 250    | E-9       | 240    | E-4       | 165    |
| O-9                                                  | 150    | O-4       | 225    | W-4       | 250    | E-8       | 240    | E-3       | 150    |
| O-8                                                  | 150    | O-3       | 175    | W-3       | 175    | E-7       | 240    | E-2       | 150    |
| O-7                                                  | 150    | O-2       | 150    | W-2       | 150    | E-6       | 215    | E-1       | 150    |
| O-6                                                  | 250    | O-1       | 150    | W-1       | 150    | E-5       | 190    |           |        |

| Hazardous Duty Incentive Pay<br>(Non-Crew Member) | HDIP (Parachute, Flight Deck, Demolition, & Others)              |
|---------------------------------------------------|------------------------------------------------------------------|
| ALL GRADES – 150.00                               | All Grades – 150.00<br>(Member qualified for HALO Pay – 225.00). |

| Diving Pay                                                                                                                                                                                                      |                         | Imminent Danger Pay/Hostile Fire Pay                                                                                                                                                                                                                                                                                                                                                                                                                 |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Officers – 240.00 (Max)                                                                                                                                                                                         | Enlisted – 340.00 (Max) | ALL GRADES – 225.00                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |
|                                                                                                                                                                                                                 |                         | COMBT ZONE TAX EXCULSION                                                                                                                                                                                                                                                                                                                                                                                                                             |  |
| <a href="http://www.dtic.mil/comptroller/fmr/07a/index.html">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</a> |                         | Basic pay for the Sergeant Major of the Army, Master Chief Petty Officer of the Navy, Chief Master Sergeant of the Air Force, Sergeant Major of the Marine Corps, Master Chief Petty Officer of the Coast Guard, Senior Enlisted Advisor of the JCS, or Senior Enlisted Advisor to the Chief of the National Guard Bureau basic pay is \$8,165.20. Combat Zone Tax Exclusion for O-1 and above is based on this basic pay rate plus HFP/IDP (\$225). |  |
|                                                                                                                                                                                                                 |                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  |

**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 12 | Over 14 | Over 16 | Over 18 |
|----------------------------------------------------------------------|-----------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|
| <i>Submarine Duty Incentive Pay for O-7 through O-10 is \$355.00</i> |           |        |        |        |        |        |         |         |         |         |         |
| O-6                                                                  | 595       | 595    | 595    | 595    | 595    | 595    | 595     | 595     | 595     | 595     | 835     |
| O-5                                                                  | 595       | 595    | 595    | 595    | 595    | 595    | 595     | 595     | 790     | 835     | 835     |
| O-4                                                                  | 365       | 365    | 365    | 525    | 595    | 705    | 705     | 705     | 790     | 790     | 790     |
| O-3                                                                  | 355       | 355    | 355    | 510    | 595    | 705    | 705     | 705     | 705     | 705     | 705     |
| O-2                                                                  | 305       | 305    | 305    | 305    | 305    | 305    | 425     | 425     | 425     | 425     | 425     |
| O-1                                                                  | 230       | 230    | 230    | 230    | 230    | 230    | 425     | 425     | 425     | 425     | 425     |

|            |     |     |     |     |     |     |     |     |     |     |     |
|------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| <b>W-5</b> | 285 | 375 | 375 | 425 | 425 | 425 | 425 | 425 | 425 | 425 | 425 |
| <b>W-4</b> | 285 | 375 | 375 | 425 | 425 | 425 | 425 | 425 | 425 | 425 | 425 |
| <b>W-3</b> | 285 | 375 | 375 | 425 | 425 | 425 | 425 | 425 | 425 | 425 | 425 |
| <b>W-2</b> | 285 | 375 | 375 | 425 | 425 | 425 | 425 | 425 | 425 | 425 | 425 |
| <b>W-1</b> | 285 | 375 | 375 | 425 | 425 | 425 | 425 | 425 | 425 | 425 | 425 |

[illegible]

**MONTHLY CAREER SEA PAY—EFFECTIVE OCTOBER 1, 2002 (ARMY MEMBERS)**

| 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       |           |        |        | 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     |
| O-2       |           |        |        | 150    | 160    | 185    | 190    | 195    | 205    | 215    | 225     | 225     | 240     | 240     | 250     | 260     | 270     | 280     |
| O-1       |           |        |        | 150    | 160    | 185    | 190    | 195    | 205    | 215    | 225     | 225     | 240     | 240     | 250     | 260     | 270     | 280     |

|            |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| <b>W-5</b> | 210 | 210 | 210 | 310 | 338 | 506 | 534 | 534 | 534 | 534 | 590 | 625 | 660 | 660 | 730 | 730 | 730 | 730 |
| <b>W-4</b> | 210 | 210 | 210 | 310 | 338 | 506 | 534 | 534 | 534 | 534 | 590 | 625 | 660 | 660 | 730 | 730 | 730 | 730 |
| <b>W-3</b> | 210 | 210 | 210 | 310 | 338 | 478 | 492 | 499 | 506 | 534 | 590 | 625 | 660 | 660 | 695 | 695 | 695 | 695 |
| <b>W-2</b> | 210 | 210 | 210 | 310 | 338 | 464 | 471 | 471 | 478 | 534 | 576 | 576 | 625 | 625 | 625 | 625 | 625 | 625 |
| <b>W-1</b> | 182 | 189 | 196 | 310 | 338 | 345 | 380 | 450 | 478 | 520 | 555 | 555 | 555 | 555 | 555 | 555 | 555 | 555 |

[illegible]

**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.

**MONTHLY CAREER SEA PAY—EFFECTIVE MAY 1, 1988 (AIR FORCE MEMBERS)**

| 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       |           |        |        | 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     |
| O-2       |           |        |        | 150    | 160    | 185    | 190    | 195    | 205    | 215    | 225     | 225     | 240     | 240     | 250     | 260     | 270     | 280     |
| O-1       |           |        |        | 150    | 160    | 185    | 190    | 195    | 205    | 215    | 225     | 225     | 240     | 240     | 250     | 260     | 270     | 280     |

[illegible]

# HEALTH PROFESSIONAL OFFICER (HPO) SPECIAL AND INCENTIVE PAY PLAN

EFFECTIVE OCTOBER 1, 2016

| CRITICAL WARTIME SKILL ACCESSION BONUS |                   |  |                                        |
|----------------------------------------|-------------------|--|----------------------------------------|
| Medical Specialty                      | 4-year Obligation |  | Dental Specialty 4-year Obligation     |
| Aerospace Medicine                     | \$180,000         |  | Comprehensive Dentistry \$300,000      |
| Anesthesia                             | 396,000           |  | Endodontics 300,000                    |
| Diagnostic Radiology                   | 364,000           |  | General Dentistry 150,000              |
| Emergency Medicine                     | 276,000           |  | Oral and Maxillofacial Surgery 300,000 |
| Family Practice                        | 252,000           |  | Prosthodontics 300,000                 |
| General Surgery                        | 400,000           |  |                                        |
| Internal Medicine                      | 240,000           |  |                                        |
| Neurosurgery                           | 400,000           |  |                                        |
| Obstetrics/Gynecology                  | 240,000           |  |                                        |
| Ophthalmology                          | 200,000           |  |                                        |
| Orthopedics                            | 356,000           |  |                                        |
| Otolaryngology                         | 252,000           |  |                                        |
| Pediatrics                             | 220,000           |  |                                        |
| Preventive Medicine                    | 220,000           |  |                                        |
| Psychiatry                             | 272,000           |  |                                        |
| Pulmonary Medicine                     | 292,000           |  |                                        |
| Urology                                | 280,000           |  |                                        |
| Vascular Surgery                       | 400,000           |  |                                        |

| ACCESSION BONUS                   |                   |                   |
|-----------------------------------|-------------------|-------------------|
|                                   | Lump Sum          |                   |
| Specialty                         | 3-Year Obligation | 4-Year Obligation |
| Nursing                           | \$20,000          | \$30,000          |
| Pharmacist                        | \$0               | \$30,000          |
| Physician Assistant               | \$37,500          | \$60,000          |
| Psychologist                      | \$37,500          | \$60,000          |
| Public Health Officer (Air Force) | \$22,500          | \$40,000          |
| Social Worker                     | \$18,750          | \$30,000          |
| Veterinary Officer                | \$0               | \$20,000          |

|                                                                                                                             |                |
|-----------------------------------------------------------------------------------------------------------------------------|----------------|
| <b>BOARD CRETIFICATION PAY (BCP) 1-year rate (prorated monthly)</b>                                                         | <b>\$6,000</b> |
| NOTE: General/Flag Officers at the rank of O-7 and above, that meet the eligibility criteria, are eligible for the HPO BCP. |                |

**NOTE:** HPO Incentive Pay and Retention Bonus are detailed for all services at:  
[http://www.med.navy.mil/bumed/Special\\_Pay/Pages/default.aspx](http://www.med.navy.mil/bumed/Special_Pay/Pages/default.aspx)

| DRILL PAY—EFFECTIVE JANUARY 1, 2017 |           |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |           |           |           |           |
|-------------------------------------|-----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|
| 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  | Over 22  | Over 24  | Over 26  | Over 28  | Over 30  | Over 32  | Over 34   | Over 36   | Over 38   | Over 40   |
| O-7                                 | 8,438.10  | 8,829.90 | 9,011.40 | 9,155.70 | 9,416.70 | 9,674.70 | 9,972.90 | #####    | #####    | #####    | #####    | #####    | #####    | #####    | #####    | #####    | #####    | #####    | 12,606.90 | 12,606.90 | 12,606.90 | 12,606.90 |
| 1 Drill                             | 281.27    | 294.33   | 300.38   | 305.19   | 313.89   | 322.49   | 332.43   | 342.34   | 352.29   | 383.53   | 409.89   | 409.89   | 409.89   | 409.89   | 411.99   | 411.99   | 420.23   | 420.23   | 420.23    | 420.23    | 420.23    | 420.23    |
| 4 Drills                            | 1,125.08  | 1,177.32 | 1,201.52 | 1,220.76 | 1,255.56 | 1,289.96 | 1,329.72 | 1,369.36 | 1,409.16 | 1,534.12 | 1,639.56 | 1,639.56 | 1,639.56 | 1,639.56 | 1,647.96 | 1,647.96 | 1,680.92 | 1,680.92 | 1,680.92  | 1,680.92  | 1,680.92  | 1,680.92  |
| O-6                                 | 6,398.70  | 7,029.90 | 7,491.30 | 7,491.30 | 7,519.80 | 7,842.30 | 7,884.60 | 7,884.60 | 8,332.50 | 9,124.80 | 9,589.80 | #####    | #####    | #####    | #####    | #####    | #####    | #####    | 11,328.00 | 11,328.00 | 11,328.00 | 11,328.00 |
| 1 Drill                             | 213.29    | 234.33   | 249.71   | 249.71   | 250.66   | 261.41   | 262.82   | 262.82   | 277.75   | 304.16   | 319.66   | 335.15   | 343.96   | 352.90   | 370.20   | 370.20   | 377.60   | 377.60   | 377.60    | 377.60    | 377.60    | 377.60    |
| 4 Drills                            | 853.16    | 937.32   | 998.84   | 998.84   | 1,002.64 | 1,045.64 | 1,051.28 | 1,051.28 | 1,111.00 | 1,216.64 | 1,278.64 | 1,340.60 | 1,375.84 | 1,411.60 | 1,480.80 | 1,480.80 | 1,510.40 | 1,510.40 | 1,510.40  | 1,510.40  | 1,510.40  | 1,510.40  |
| O-5                                 | 5,334.30  | 6,009.30 | 6,424.80 | 6,503.40 | 6,763.20 | 6,918.30 | 7,259.70 | 7,510.50 | 7,834.20 | 8,329.80 | 8,565.00 | 8,798.10 | 9,062.70 | 9,062.70 | 9,062.70 | 9,062.70 | 9,062.70 | 9,062.70 | 9,062.70  | 9,062.70  | 9,062.70  | 9,062.70  |
| 1 Drill                             | 177.81    | 200.31   | 214.16   | 216.78   | 225.44   | 230.61   | 241.99   | 250.35   | 261.14   | 277.66   | 285.50   | 293.27   | 302.09   | 302.09   | 302.09   | 302.09   | 302.09   | 302.09   | 302.09    | 302.09    | 302.09    | 302.09    |
| 4 Drills                            | 711.24    | 801.24   | 856.64   | 867.12   | 901.76   | 922.44   | 967.96   | 1,001.40 | 1,044.56 | 1,110.64 | 1,142.00 | 1,173.08 | 1,208.36 | 1,208.36 | 1,208.36 | 1,208.36 | 1,208.36 | 1,208.36 | 1,208.36  | 1,208.36  | 1,208.36  | 1,208.36  |
| O-4                                 | 4,602.60  | 5,327.70 | 5,683.50 | 5,762.40 | 6,092.40 | 6,446.40 | 6,887.40 | 7,230.30 | 7,468.50 | 7,605.60 | 7,684.80 | 7,684.80 | 7,684.80 | 7,684.80 | 7,684.80 | 7,684.80 | 7,684.80 | 7,684.80 | 7,684.80  | 7,684.80  | 7,684.80  | 7,684.80  |
| 1 Drill                             | 153.42    | 177.59   | 189.45   | 192.08   | 203.08   | 214.88   | 229.58   | 241.01   | 248.95   | 253.52   | 256.16   | 256.16   | 256.16   | 256.16   | 256.16   | 256.16   | 256.16   | 256.16   | 256.16    | 256.16    | 256.16    | 256.16    |
| 4 Drills                            | 613.68    | 710.36   | 757.80   | 768.32   | 812.32   | 859.52   | 918.32   | 964.04   | 995.80   | 1,014.08 | 1,024.64 | 1,024.64 | 1,024.64 | 1,024.64 | 1,024.64 | 1,024.64 | 1,024.64 | 1,024.64 | 1,024.64  | 1,024.64  | 1,024.64  | 1,024.64  |
| O-3                                 | 4,046.70  | 4,587.00 | 4,950.90 | 5,398.20 | 5,657.10 | 5,940.90 | 6,124.20 | 6,426.00 | 6,583.50 | 6,583.50 | 6,583.50 | 6,583.50 | 6,583.50 | 6,583.50 | 6,583.50 | 6,583.50 | 6,583.50 | 6,583.50 | 6,583.50  | 6,583.50  | 6,583.50  | 6,583.50  |
| 1 Drill                             | 134.89    | 152.90   | 165.03   | 179.94   | 188.57   | 198.03   | 204.14   | 214.20   | 219.45   | 219.45   | 219.45   | 219.45   | 219.45   | 219.45   | 219.45   | 219.45   | 219.45   | 219.45   | 219.45    | 219.45    | 219.45    | 219.45    |
| 4 Drills                            | 539.56    | 611.60   | 660.12   | 719.76   | 754.28   | 792.12   | 816.56   | 856.80   | 877.80   | 877.80   | 877.80   | 877.80   | 877.80   | 877.80   | 877.80   | 877.80   | 877.80   | 877.80   | 877.80    | 877.80    | 877.80    | 877.80    |
| O-2                                 | 3,496.50  | 3,982.20 | 4,586.10 | 4,741.20 | 4,839.00 | 4,839.00 | 4,839.00 | 4,839.00 | 4,839.00 | 4,839.00 | 4,839.00 | 4,839.00 | 4,839.00 | 4,839.00 | 4,839.00 | 4,839.00 | 4,839.00 | 4,839.00 | 4,839.00  | 4,839.00  | 4,839.00  | 4,839.00  |
| 1 Drill                             | 116.55    | 132.74   | 152.87   | 158.04   | 161.30   | 161.30   | 161.30   | 161.30   | 161.30   | 161.30   | 161.30   | 161.30   | 161.30   | 161.30   | 161.30   | 161.30   | 161.30   | 161.30   | 161.30    | 161.30    | 161.30    | 161.30    |
| 4 Drills                            | 466.20    | 530.96   | 611.48   | 632.16   | 645.20   | 645.20   | 645.20   | 645.20   | 645.20   | 645.20   | 645.20   | 645.20   | 645.20   | 645.20   | 645.20   | 645.20   | 645.20   | 645.20   | 645.20    | 645.20    | 645.20    | 645.20    |
| O-1                                 | 3,034.80  | 3,159.00 | 3,818.70 | 3,818.70 | 3,8      |          |          |          |          |          |          |          |          |          |          |          |          |          |           |           |           |           |

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