

HB

150

<TARGET><BILL>HB 150</BILL><SUBJECT>HB
150</SUBJECT><COMM>HMLV30</COMM></TARGET>



ALASKA STATE LEGISLATURE

House Military & Veterans' Affairs Committee

REP. CHRIS TUCK

Chairman
State Capitol, Room 204
Juneau, AK 99801

Rep. Gabrielle LeDoux, Vice-Chair
Rep. Justin Parish
Rep. Ivy Spohnholz

Rep. Dan Saddler
Rep. Lora Reinbold
Rep. George Rauscher

House Bill 150

"An Act relating to pay, allowances, and benefits for members of the organized militia."

House Bill 150 is part of the ongoing efforts by the Alaska State Legislature and Department of Military and Veterans' Affairs to modernize the 1955 Alaska Military Code by providing statutory changes that will better serve our Alaska organized militia.

House Bill 150 would authorize the same pay, allowance and benefits for the organized militia whether they are called into state active duty by the Governor or Adjutant General or called to service under federal active duty by the President.

The current pay system for the organized militia is based on compensation for the specific duty when called into active state service. Under the federal active duty, service members are paid based on their grade and rank, not by the specific duty they are assigned to. The current pay system is not stable or reliable for our organized militia and creates a difficult accounting system that requires many hours to determine each member's pay. House Bill 150 will create a streamlined approach to the accounting system by aligning the pay, allowances and benefits for the Alaska organized militia whether if called to state or federal active duty.

Our service members deserve a reliable pay structure, regardless of where they are called to duty.

Fiscal Note

State of Alaska
2017 Legislative Session

Bill Version: HB 150
Fiscal Note Number: _____
() Publish Date: _____

Identifier: HB150-MVA-COM-03-01-17
Title: PAY, ALLOWANCES, BENEFITS FOR MILITIA
MEM
Sponsor: MILITARY & VETERANS' AFFAIRS
Requester: (H) Military & Veterans' Affairs

Department: Department of Military and Veterans' Affairs
Appropriation: Military and Veterans' Affairs
Allocation: Office of the Commissioner
OMB Component Number: 414

Expenditures/Revenues

Note: Amounts do not include inflation unless otherwise noted below. (Thousands of Dollars)

	FY2018 Appropriation Requested	Included in Governor's FY2018 Request	Out-Year Cost Estimates				
			FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
OPERATING EXPENDITURES	FY 2018	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Personal Services	***		***	***	***	***	***
Travel							
Services							
Commodities							
Capital Outlay							
Grants & Benefits							
Miscellaneous							
Total Operating	***	0.0	***	***	***	***	***

Fund Source (Operating Only)

None							
Total	***	0.0	***	***	***	***	***

Positions

Full-time							
Part-time							
Temporary							

Change in Revenues

None							
Total	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Estimated SUPPLEMENTAL (FY2017) cost: 0.0 (separate supplemental appropriation required)
(discuss reasons and fund source(s) in analysis section)

Estimated CAPITAL (FY2018) cost: 0.0 (separate capital appropriation required)
(discuss reasons and fund source(s) in analysis section)

ASSOCIATED REGULATIONS

Does the bill direct, or will the bill result in, regulation changes adopted by your agency? No
If yes, by what date are the regulations to be adopted, amended or repealed? N/A

Why this fiscal note differs from previous version:

Not applicable, initial version.

Prepared By: Brian P. Duffy
Division: Administrative Services
Approved By: Laurel J. Hummel
Agency: Office of the Commissioner

Phone: (907)428-7210
Date: 03/03/2017 02:55 PM
Date: 03/03/17

FISCAL NOTE ANALYSIS

**STATE OF ALASKA
2017 LEGISLATIVE SESSION**

BILL NO. HB 150

Analysis

The fiscal impact of this legislation cannot be accurately determined at this time. The nature, severity, and duration of any state disaster will determine the number of members called to active duty and the extent of their service. Due to multiple unknown factors, such as when disasters will happen, the number of militia members called into active status, their rank (grade), and other factors, the Department is unable to calculate the estimated fiscal impact to the state and therefore submits an indeterminate fiscal note.

While the Department cannot predict future calls to active duty, it can look back to recent examples to provide real-life perspectives on the potential financial impact of HB 150 on future events.

	Over 2 years	Over 3 years	Over 4	Over 6	Over 8	Over 10
E-1	\$52.60	\$52.60	\$52.60	\$52.60	\$52.60	\$52.60
E-2	\$58.96	\$58.96	\$58.96	\$58.96	\$58.96	\$58.96
E-3	\$65.89	\$69.89	\$69.89	\$69.89	\$69.89	\$69.89
E-4	\$72.19	\$76.10	\$79.96	\$83.36	\$83.36	\$83.36
E-5	\$79.94	\$83.81	\$87.75	\$93.92	\$100.36	\$105.65
E-6	\$89.97	\$93.94	\$97.80	\$101.83	\$110.88	\$114.42
E-7	\$103.17	\$107.12	\$112.35	\$116.44	\$123.56	\$127.41
E-8					\$135.98	\$141.99
E-9						\$166.11
W-1	\$108.02	\$110.84	\$116.81	\$123.86	\$134.26	\$139.11
W-2	\$121.61	\$124.85	\$127.07	\$134.28	\$145.47	\$151.02
W-3	\$130.79	\$136.16	\$137.92	\$143.54	\$154.60	\$166.12
W-4	\$147.90	\$152.14	\$156.32	\$163.51	\$170.63	\$177.84
O-1	\$103.86	\$125.55	\$125.55	\$134.06	\$139.02	\$144.08
O-2	\$130.92	\$150.78	\$155.88	\$159.09	\$164.15	\$172.70
O-3	\$150.81	\$162.77	\$177.48	\$185.99	\$195.32	\$201.34
O-4	\$175.16	\$186.85	\$189.44	\$200.30	\$211.94	\$226.44
O-5	\$197.57	\$211.23	\$213.81	\$222.35	\$227.45	\$238.68
O-6	\$231.12	\$246.29	\$246.29	\$247.23	\$257.83	\$259.22
O-7	\$290.30	\$296.27	\$301.01	\$309.59	\$318.07	\$327.88

Name	Rank	What if 4+ years
	O-4	\$189.44
	O-5	\$213.81
	E-5	\$87.75
	E-3	\$69.89
	O-3	\$177.48
	E-9	\$166.11
	E-9	\$166.11

Col (0-6) Orders from 8/17/15 to 9/30/16

4+ years of service

Under old system 241 days at \$191.47 = \$46,144.27

Under new system 241 days at \$246.29 = \$59,355.89

2015 Sockeye fire

	Days	Pay	Total
CPT (0-3) 11+ years of service			
Old	11	\$182.73	\$2,010.03
New	11	\$201.34	\$2,214.74
1LT (0-2) 2+ years of service			
Old	10	\$182.73	\$1,827.30
New	10	\$130.92	\$1,309.20
MAJ (0-4) 4+ years of service			
Old	39	\$182.73	\$7,126.47
New	39	\$189.44	\$7,388.16
1LT (0-2) 2= years of Service			
Old	5	\$182.73	\$913.65
New	5	\$130.92	\$654.60
SSG (E-5) 7+ years of service			
Old	11	\$182.73	\$2,010.03
New	11	\$93.92	\$1,033.12
CSM (E-9) 4+years			

O-5	\$213.81	Old	8	\$166.59	\$1,332.72
O-5	\$213.81	New	8	\$166.11	\$1,328.88
E-4	\$79.96	1SG (E-8) 8+ years			
E-5	\$87.75	Old	11	\$182.73	\$2,010.03
O-3	\$177.48	New	11	\$135.98	\$1,495.78
O-5	\$213.81	MAJ (O-4) 5+ years			
O-3	\$177.48	Old	6	\$166.59	\$999.54
O-1	\$125.55	New	6	\$189.44	\$1,136.64
E-8	\$135.98	1SG (E-8) 5+ years			
O-4	\$189.44	Old	17	\$182.73	\$3,106.41
E-5	\$87.75	New	17	\$135.98	\$2,311.66
O-2	\$155.88	COL(O-6) 8+Years			
O-1	\$125.55	Old	4	\$166.59	\$666.36
E-3	\$69.89	New	4	\$257.83	\$1,031.32
O-1	\$125.55	COL (O-6) 9+ years			
O-2	\$155.88	Old	8	\$166.59	\$1,332.72
O-5	\$213.81	New	8	\$257.83	\$2,062.64
E-5	\$87.75	COL (O-6)11+ years			
O-1	\$125.55	Old	6	\$166.59	\$999.54
E-5	\$87.75	New	6	\$259.22	\$1,555.32
E-5	\$87.75	LTC (O-5) 4+ years			
E-5	\$87.75	Old	32	\$182.73	\$5,847.36
E-2	\$58.96	New	32	\$213.81	\$6,841.92
E-8	\$135.98	LTC (O-5) 9+ years			
O-1	\$125.55	Old	3	\$166.59	\$499.77
O-1	\$125.55	New	3	\$227.45	\$682.35
O-6	\$246.29				
O-6	\$246.29	Old	Total		\$30,681.93
O-1	\$125.55	New	Total		\$31,046.33
O-5	\$213.81				
E-2	\$58.96				
O-4	\$189.44				
E-7	\$112.35				
E-8	\$135.98				

O-6	\$246.29
E-8	\$135.98
O-5	\$213.81
E-4	\$79.96
E-7	\$112.35
W-1	\$116.81
O-5	\$213.81
O-6	\$246.29
O-1	\$125.55
E-9	\$166.11
E-8	\$135.98
O-5	\$213.81
O-5	\$213.81
O-4	\$189.44
E-4	\$79.96
O-2	\$155.88
O-3	\$177.48
O-2	\$155.88
O-4	\$189.44
W-2	\$127.07
W-4	\$156.32

Total for 1 day	\$9,323.26
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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	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
O-10 ¹												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 ¹												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 ¹	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 ¹	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 ²	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 ²				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 ²				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 ²				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 ⁴							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 > 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 < 4 mos	1,479.30																					

- Notes:**
- 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)).
 - 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.
 - 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 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.
 - 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.
 - Basic pay rate for Academy Cadets/Midshipmen and ROTC members/applicants is: \$1,062.30.

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

Pay Grade	Partial	Without Dependent	With Dependent	Differential
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

**Basic Allowance for Subsistence
(Effective January 1, 2016)**

Officers: \$253.63

Enlisted: \$368.29

Family Separation Allowance

All Pay Grades: \$250

**Family Subsistence Supplemental Allowance
(Effective October 1, 2010)**

All Pay Grades not to exceed \$1100.00

Personal Money Allowance (Monthly Amount)

1 - Chairman/Vice Chairman, Joint Chief of Staff, Army Chief of Staff (JCS), 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
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

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	156	188	206	650	840	585	495	385	250

Career Enlisted Flyer Incentive Pay

Years of Aviation Service

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
(Non-Crew Member)**

ALL GRADES – 150.00

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

All Grades – 150.00

(Member qualified for HALO Pay – 225.00).

Diving Pay

Officers – 240.00 (Max)

Enlisted – 340.00 (Max)

Imminent Danger Pay/Hostile Fire Pay

ALL GRADES – 225.00

COMBT ZONE TAX EXCULSION

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).

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>

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.

HEALTH PROFESSIONAL OFFICER (HPO) SPECIAL AND INCENTIVE PAY PLAN

EFFECTIVE OCTOBER 1, 2016

CRITICAL WARTIME SKILL ACCESSION BONUS	
Medical Specialty	4-year Obligation
Aerospace Medicine	\$180,000
Anesthesia	396,000
Diagnostic Radiology	364,000
Emergency Medicine	276,000
Family Practice	252,000
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

Dental Specialty	4-year Obligation
Comprehensive Dentistry	\$300,000
Endodontics	300,000
General Dentistry	150,000
Oral and Maxillofacial Surgery	300,000
Prosthodontics	300,000

ACCESSION BONUS		
Specialty	Lump Sum	
	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

BOARD CRETIFICATION PAY (BCP) 1-year rate (prorated monthly) \$6,000

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

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	#####	#####	#####	#####	#####	#####	#####	#####	#####	#####	#####	#####	#####	#####	#####	#####
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	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	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	#####	#####	#####	#####	#####	#####	#####	#####	#####	#####	#####	#####
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	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	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	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	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	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	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	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	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	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	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	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	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	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	645.20
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	3,818.70
1 Drill	101.16	105.30	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29
4 Drills	404.64	421.20	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16
O-3E				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	7,026.00
1 Drill				179.94	188.57	198.03	204.14	214.20	222.69	227.57	234.20	234.20	234.20	234.20	234.20	234.20	234.20	234.20	234.20	234.20	234.20	234.20	234.20
4 Drills				719.76	754.28	792.12	816.56	856.80	890.76	910.28	936.80	936.80	936.80	936.80	936.80	936.80	936.80	936.80	936.80	936.80	936.80	936.80	936.80
O-2E				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	5,603.70
1 Drill				158.04	161.30	166.43	175.10	181.80	186.79	186.79	186.79	186.79	186.79	186.79	186.79	186.79	186.79	186.79	186.79	186.79	186.79	186.79	186.79
4 Drills				632.16	645.20	665.72	700.40	727.20	747.16	747.16	747.16	747.16	747.16	747.16	747.16	747.16	747.16	747.16	747.16	747.16	747.16	747.16	747.16
O-1E				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	4,741.20
1 Drill				127.29	135.92	140.95	146.08	151.13	158.04	158.04	158.04	158.04	158.04	158.04	158.04	158.04	158.04	158.04	158.04	158.04	158.04	158.04	158.04
4 Drills				509.16	543.68	563.80	584.32	604.52	632.16	632.16	632.16	632.16	632.16	632.16	632.16	632.16	632.16	632.16	632.16	632.16	632.16	632.16	632.16
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	9,730.80	
1 Drill											247.87	260.44	269.80	280.17	280.17	294.20	294.20	308.89	308.89	324.36	324.36	324.36	
4 Drills											991.48	1,041.76	1,079.20	1,120.68	1,120.68	1,176.80	1,176.80	1,235.56	1,235.56	1,297.44	1,297.44	1,297.44	
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	
1 Drill	139.40	149.95	154.25	158.49	165.78	173.00	180.31	191.29	200.93	210.10	217.61	224.92	235.67	244.50	254.58	254.58	259.66	259.66	259.66	259.66	259.66	259.66	
4 Drills	557.60	599.80	617.00	633.96	663.12	692.00	721.24	765.16	803.72	840.40	870.44	899.68	942.68	978.00	1,018.32	1,018.32	1,038.64	1,038.64	1,038.64	1,038.64	1,038.64	1,038.64	
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	
1 Drill	127.30	132.61	138.05	139.84	145.53	156.75	168.43	173.94	180.30	186.85	198.64	206.60	211.36	216.42	223.31	223.31	223.31	223.31	223.31	223.31	223.31	223.31	
4 Drills	509.20	530.44	552.20	559.36	582.12	627.00	673.72	695.76	721.20	747.40	794.56	826.40	845.44	865.68	893.24	893.24	893.24	893.24	893.24	893.24	893.24	893.24	
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	
1 Drill	112.65	123.30	126.58	128.83	136.14	147.49	153.12	158.65	165.4														

