BASIC PAY—EFFECTIVE JANUARY 1, 2003[1/]

Pay Grade	Cumulative Years of Service: 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
O-10[2/]	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,077.70	12,137.10	12,389.40	12,829.20
O-9	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,563.60	10,715.70	10,935.60	11,319.60
O-8	7,474.50	7,719.30	7,881.60	7,927.20	8,129.40	8,468.70	8,547.30	8,868.90	8,961.30	9,238.20	9,639.00	10,008.90	10,255.80	10,255.80	10,255.80
O-7	6,210.90	6,499.20	6,633.00	6,739.20	6,930.90	7,120.80	7,340.40	7,559.40	7,779.00	8,468.70	9,051.30	9,051.30	9,051.30	9,051.30	9,096.90
O-6	4,603.20	5,057.10	5,388.90	5,388.90	5,409.60	5,641.20	5,672.10	5,672.10	5,994.60	6,564.30	6,898.80	7,233.30	7,423.50	7,616.10	7,989.90
O-5	3,837.60	4,323.00	4,622.40	4,678.50	4,864.80	4,977.00	5,222.70	5,403.00	5,635.50	5,991.90	6,161.70	6,329.10	6,519.60	6,519.60	6,519.60
O-4	3,311.10	3,832.80	4,088.70	4,145.70	4,383.00	4,637.70	4,954.50	5,201.40	5,372.70	5,471.10	5,528.40	5,528.40	5,528.40	5,528.40	5,528.40
O-3	2,911.20	3,300.30	3,562.20	3,883.50	4,069.50	4,273.50	4,405.80	4,623.30	4,736.10	4,736.10	4,736.10	4,736.10	4,736.10	4,736.10	4,736.10
O-2	2,515.20	2,864.70	3,299.40	3,410.70	3,481.20	3,481.20	3,481.20	3,481.20	3,481.20	3,481.20	3,481.20	3,481.20	3,481.20	3,481.20	3,481.20
O-1	2,183.70	2,272.50	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80
O-3E[3/]	0.00	0.00	0.00	3,883.50	4,069.50	4,273.50	4,405.80	4,623.30	4,806.30	4,911.00	5,054.40				
O-2E[3/]	0.00	0.00	0.00	3,410.70	3,481.20	3,591.90	3,778.80	3,923.40	4,031.10	4,031.10	4,031.10				
O-1E[3/]	0.00	0.00	0.00	2,746.80	2,933.70	3,042.00	3,152.70	3,261.60	3,410.70	3,410.70	3,410.70				
W-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,169.30	5,346.60	5,524.50	5,703.30
W-4	3,008.10	3,236.10	3,329.10	3,420.60	3,578.10	3,733.50	3,891.00	4,044.60	4,203.60	4,356.00	4,512.00	4,664.40	4,822.50	4,978.20	5,137.50
W-3	2,747.10	2,862.00	2,979.30	3,017.70	3,141.00	3,281.70	3,467.40	3,580.50	3,771.90	3,915.60	4,058.40	4,201.50	4,266.30	4,407.00	4,548.00
W-2	2,416.50	2,554.50	2,675.10	2,763.00	2,838.30	2,993.10	3,148.50	3,264.00	3,376.50	3,453.90	3,579.90	3,705.90	3,831.00	3,957.30	3,957.30
W-1	2,133.90	2,308.50	2,425.50	2,501.10	2,662.50	2,782.20	2,888.40	3,006.90	3,085.20	3,203.40	3,320.70	3,409.50	3,409.50	3,409.50	3,409.50
E-9[4/]	0.00	0.00	0.00	0.00	0.00	0.00	3,564.30	3,645.00	3,747.00	3,867.00	3,987.30	4,180.80	4,344.30	4,506.30	4,757.40
E-8	0.00	0.00	0.00	0.00	0.00	2,975.40	3,061.20	3,141.30	3,237.60	3,342.00	3,530.10	3,625.50	3,787.50	3,877.50	4,099.20
E-7	2,068.50	2,257.80	2,343.90	2,428.20	2,516.40	2,667.90	2,753.40	2,838.30	2,990.40	3,066.30	3,138.60	3,182.70	3,331.50	3,427.80	3,671.40
E-6	1,770.60	1,947.60	2,033.70	2,117.10	2,204.10	2,400.90	2,477.40	2,562.30	2,636.70	2,663.10	2,709.60	2,709.60	2,709.60	2,709.60	2,709.60
E-5	1,625.40	1,733.70	1,817.40	1,903.50	2,037.00	2,151.90	2,236.80	2,283.30	2,283.30	2,283.30	2,283.30	2,283.30	2,283.30	2,283.30	2,283.30
E-4	1,502.70	1,579.80	1,665.30	1,749.30	1,824.00										
E-3	1,356.90	1,442.10	1,528.80	1,528.80	1,528.80										
E-2	1,290.00	1,290.00	1,290.00	1,290.00	1,290.00										
E-1 4 mos +	1,150.80	1,150.80	1,150.80	1,150.80	1,150.80										
E-1 -4 mos	1,064.70														

NOTES: (Executive Level III and Executive Level V rates below are proposed rates)

1. While serving as JCS/Vice JCS, CNO, CMC, Army/Air Force CS, basic pay is $13,598.10 (See note 2).
2. Basic pay for an O-7 to O-10 is limited by Level III of the Executive Schedule which is $11,874.90. Basic pay for O-6 and below is limited by Level V of the Executive Schedule which is $10,449.90.
3. Applicable to O-1 to O-3 with at least 4 years & 1 day of active duty as a warrant and/or enlisted member.
4. For the MCPO of the Navy, CMSgt of the AF, Sergeant Major of the Army or Marine Corps, basic pay is $5,382.90. Combat Zone Tax Exclusion for O-1 and above is based on this basic pay rate plus HFP/IDP.

ALLOWANCES

Basic Allowance for Housing Type II, Differential and Partial

Pay Grade	Without Dependent	With Dependent	Differential	Partial	Pay Grade	Without Dependent	With Dependent	Differential	Partial
O-10	1,020.90	1,256.40	249.90	50.70	W-5	849.00	927.90	83.10	25.20
O-9	1,020.90	1,256.40	249.90	50.70	W-4	753.90	850.50	102.30	25.20
O-8	1,020.90	1,256.40	249.90	50.70	W-3	633.90	779.70	154.50	20.70
O-7	1,020.90	1,256.40	249.90	50.70	W-2	562.50	716.70	163.20	15.90
O-6	936.60	1,131.00	207.00	39.60	W-1	471.30	619.80	157.80	13.80
O-5	901.80	1,090.20	200.10	33.00	E-9	619.20	816.30	208.80	18.60
O-4	835.50	960.90	132.90	26.70	E-8	568.50	752.70	195.30	15.30
O-3	669.90	795.00	132.60	22.20	E-7	485.40	698.70	226.50	12.00
O-2	531.30	678.60	156.60	17.70	E-6	439.50	645.90	218.70	9.90
O-1	447.60	607.20	169.50	13.20	E-5	405.30	580.80	186.00	8.70
O-3E	723.30	854.40	139.50	22.20	E-4	352.50	504.60	161.10	8.10
O-2E	614.70	771.00	166.50	17.70	E-3	345.90	469.80	131.70	7.80
O-1E	528.90	712.50	195.00	13.20	E-2	281.10	447.60	176.70	7.20
					E-1	250.80	447.60	208.80	6.90

Family Separation Allowance

All Grades: $100

Basic Allowance for Subsistence

Officers:	167.20 per month	
Enlisted:	RIKNA 262.50 per month	Standard 242.81 per month

Standard Initial Clothing Allowances (Enlisted Members Only)

	Army		Navy (E-1 to E-6)		Air Force		Marine Corps	
	Male	Female	Male	Female	Male	Female	Male	Female
	1,172.73	1,409.08	1,202.85	1,569.40	1,095.80	1,291.27	1,186.27	1,484.02

Cash Clothing Replacement Allowances (Enlisted Members Only)

Type	Army		Navy		Air Force		Marine Corps	
	Male	Female	Male	Female	Male	Female	Male	Female
Basic	284.40	342.00	291.60	342.00	205.20	241.20	226.80	255.60
Standard	406.80	489.60	414.00	486.00	295.20	342.00	324.00	367.20
Special	0	0	608.40	748.80	0	0	0	0

Civilian Clothing Allowance

Type of Duty	Initial	Replacement	15 days in 30 day period	30 days in 36 months period
Permanent	822.03	274.01	0	0
Temporary	0	0	274.01	548.02

Personal Money Allowance

Pay Grade	Amount (Annually)
Chairman or Vice Chairman JCS	4,000.00
Chiefs of Services	4,000.00
Senior Member of the Military Staff Committee of the United Nation	2,700.00 +500
General or Admiral	2,200.00
Lieutenant General or Vice Admiral	500.00
Senior Enlisted Member of a Military Service	2,000.00

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

MONTHLY CAREER SEA PAY—EFFECTIVE OCTOBER 1, 2002 (ALL OFFICERS)(note)

	Cumulative Years of Sea Duty (note)																	
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-6A				225.00	230.00		240.00	255.00	265.00	280.00	290.00	300.00	310.00		325.00	340.00	355.00	380.00
O-6N	100.00			315.00	320.00		335.00	360.00	370.00	395.00	405.00	420.00	435.00		455.00	475.00	500.00	535.00
O-6AF				225.00	230.00		240.00	255.00	265.00	280.00	290.00	300.00	310.00		325.00	340.00	355.00	380.00
O-5A				225.00							260.00	265.00			285.00	300.00	315.00	340.00
O-5N	100.00			315.00				320.00	345.00	350.00	365.00	370.00			400.00	420.00	440.00	475.00
O-5AF				225.00							260.00	265.00			285.00	300.00	315.00	340.00
O-4A				185.00	190.00	200.00	205.00				225.00		240.00		270.00	280.00	290.00	300.00
O-4N	100.00			260.00	265.00	280.00	285.00	300.00	310.00		315.00		335.00		380.00	395.00	405.00	420.00
O-4AF				185.00	190.00	200.00	205.00				225.00		240.00		270.00	280.00	290.00	300.00
O-3A				150.00	160.00	185.00	190.00	195.00	205.00	215.00	225.00		240.00		260.00	270.00	280.00	290.00
O-3N	100.00			210.00	225.00	260.00	265.00	275.00	285.00	300.00	315.00		335.00		365.00	380.00	395.00	405.00
O-3AF				150.00	160.00	185.00	190.00	195.00	205.00	215.00	225.00		240.00		260.00	270.00	280.00	290.00
O-2A				150.00	160.00	185.00	190.00	195.00	205.00	215.00	225.00		240.00		250.00	260.00	270.00	280.00
O-2N	100.00			210.00	225.00	260.00	265.00	275.00	285.00	300.00	315.00		335.00		350.00	365.00	380.00	395.00
O-2AF				150.00	160.00	185.00	190.00	195.00	205.00	215.00	225.00		240.00		250.00	260.00	270.00	280.00
O-1A				150.00	160.00	185.00	190.00	195.00	205.00	215.00	225.00		240.00		250.00	260.00	270.00	280.00
O-1N	100.00			210.00	225.00	260.00	265.00	275.00	285.00	30000	315.00		335.00		350.00	365.00	380.00	395.00
O-1AF				150.00	160.00	185.00	190.00	195.00	205.00	215.00	225.00		240.00		250.00	260.00	270.00	280.00
W-5A	210.00			310.00	338.00	506.00	534.00				590.00	625.00	660.00		730.00			
W-5N	210.00				240.00	405.00	435.00				490.00	525.00	560.00		630.00		700.00	
W-4A	210.00			310.00	338.00	506.00	534.00				590.00	625.00	660.00		730.00			
W-4N	210.00				240.00	405.00	435.00				490.00	525.00	560.00		630.00		700.00	
W-3A	210.00			310.00	338.00	478.00	492.00	499.00	506.00	534.00	590.00	625.00	660.00		695.00			
W-3N	210.00				240.00	380.00	395.00	400.00	405.00	435.00	490.00	525.00	560.00		595.00		630.00	
W-2A	210.00			310.00	338.00	464.00	471.00		478.00	534.00	576.00		625.00					
W-2N	210.00				240.00	365.00	370.00		380.00	435.00	475.00		525.00		560.00			
W-1A	182.00	189.00	196.00	310.00	338.00	345.00	380.00	450.00	478.00	520.00	555.00							
W-1N	180.00	190.00	195.00	210.00	240.00	245.00	280.00	350.00	380.00	420.00	455.00		475.00		505.00	525.00		

NOTE: N after the pay grade denotes Navy and Marine Corps rates effective October 1, 2001.
A after the pay grade denotes Army rates effective October 1, 2002.
AF after the pay grade denotes Air Force rates effective May 1, 1988.

MONTHLY CAREER SEA PAY—EFFECTIVE OCTOBER 1, 2002 (ALL ENLISTED MEMBERS)(note)

	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**
E-9A	130.00		156.00	328.00	347.00	425.00		458.00	477.00	490.00		503.00	516.00	555.00	588.00	620.00	646.00	
E-9N	135.00		160.00	305.00	320.00	350.00		375.00	490.00	500.00		510.00	520.00	550.00	575.00	620.00		
E-9AF	100.00		120.00	175.00	190.00	350.00		375.00	390.00	400.00		410.00	420.00	450.00	475.00	520.00		
E-8A	130.00		156.00	328.00	347.00	425.00		458.00	477.00	490.00		503.00	516.00	555.00	588.00	620.00	646.00	
E-8N	135.00		160.00	305.00	320.00	350.00		375.00	490.00	500.00		510.00	520.00	550.00	575.00	600.00	620.00	
E-8AF	100.00		120.00	175.00	190.00	350.00		375.00	390.00	400.00		410.00	420.00	450.00	475.00	500.00	520.00	
E-7A	130.00		156.00	328.00	190.00	425.00		458.00	477.00	490.00		503.00	516.00	555.00	588.00	620.00		
E-7N	135.00		160.00	305.00	320.00	350.00		375.00	490.00	500.00		510.00	520.00	550.00	575.00	300.00		
E-7AF	100.00		120.00	175.00	190.00	350.00		375.00	390.00	400.00		410.00	420.00	450.00	475.00	500.00		
E-6A	130.00		156.00	295.00	321.00	380.00	393.00	425.00		445.00			464.00	484.00	503.00	523.00	555.00	
E-6N	135.00		160.00	280.00	300.00	315.00	325.00	350.00	450.00	465.00			480.00	495.00	510.00	525.00	550.00	
E-6AF	100.00		120.00	150.00	170.00	315.00	325.00	350.00		365.00			380.00	395.00	410.00	425.00	450.00	
E-5A	50.00	78.00	156.00	295.00	321.00	380.00	393.00	425.00										
E-5N	70.00	80.00	160.00	280.00	300.00	315.00	325.00	350.00	450.00									
E-5AF	50.00	60.00	120.00	150.00	170.00	315.00	325.00	350.00										
E-4A	65.00	78.00	156.00	295.00	308.00													
E-4N	70.00	80.00	160.00	280.00	290.00				390.00									
E-4AF	50.00	60.00	120.00	150.00	160.00													
E-3A	50.00	60.00	120.00	150.00	160.00	170.00	170.00											
E-3N	50.00	60.00	100.00															
E-2A	50.00	60.00	120.00	150.00	160.00	170.00												
E-2N	50.00	60.00	75.00															
E-1A	50.00	60.00	120.00	150.00	160.00													
E-1N	50.00																	

NOTE: N after the pay grade denotes Navy and Marine Corps rates effective October 1, 2001.
A after the pay grade denotes Army rates effective October 1, 2002.
AF after the pay grade denotes Air Force rates effective May 1, 1988.

SUBMARINE DUTY INCENTIVE PAY

Cumulative Years of Service

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10
O-10	355.00						
O-9	355.00						
O-8	355.00						
O-7	355.00						
O-6	595.00						
O-5	595.00						
O-4	365.00			525.00	595.00		
O-3	355.00			510.00	595.00		
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			
W-2	285.00	375.00		425.00			
W-1	285.00	375.00		425.00			
E-9	425.00						
E-8	415.00						
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 Pay for O-7 over 16, 18, 22 & 26 are $540, $535, $410 and $355, respectively.

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

NOTE: *For specific requirements see DoDFMR, Volume 7A.*

HAZARDOUS DUTY INCENTIVE PAY (Crew Member- Non-AWAC)

Pay Grade	Amount	Pay Grade	Amount	Pay Grade	Amount
O-10	150.00	O-2	150.00	E-8	240.00
O-9	150.00	O-1	150.00	E-7	240.00
O-8	150.00	W-5	250.00	E-6	215.00
O-7	150.00	W-4	250.00	E-5	190.00
O-6	250.00	W-3	175.00	E-4	165.00
O-5	250.00	W-2	150.00	E-3	150.00
O-4	225.00	W-1	150.00	E-2	150.00
O-3	175.00	E-9	240.00	E-1	150.00

HAZARDOUS DUTY INCENTIVE PAY (Non-Crew Member)

ALL GRADES – 150.00

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

SPECIAL PAY FOR MEDICAL OFFICERS (note)

Variable Special Pay

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 (not an intern)		416.67	1,000.00	958.33	916.67	833.33	750.00	666.67	583.33
Above O-6	583.33								

Board Certified Pay (BCP) Special Pay

Pay Grade			Under 10	10 But Less Than 12	12 But Less Than 14	14 But Less Than 18	18 and Over
All Grades			208.33	291.67	333.33	416.67	500.00

Incentive Special Pay

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

Multiyear Special Pay

	2 Year Agreement	3 Year Agreement	4 Year Agreement
Level 1	12,000.00	13,000.00	14,000.00
Level 2	8,000.00	9,000.00	10,000.00
Level 3	6,000.00	7,000.00	8,000.00
Level 4	0.00	0.00	0.00

Levels 2 through 4 are not used in fiscal year 2003.

SPECIAL PAY FOR DENTAL OFFICERS (note)

Variable Special Pay (VSP)

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 (not an intern)		583.33	583.33	1,000.00	833.33	750.00	666.67
Above O-6	583.33						

Board Certified Pay (BCP) Special Pay

Pay Grade	Under 10	10 But Less Than 12			12 But Less Than 14	14 But Less Than 18	18 & Over
All Grades	208.33	291.67			333.33	416.67	500.00

Additional Special Pay (ASP)

Pay Grade	Under 3	3 But Less Than 10		10 & Over			
All Grades	4,000.00	6,000.00		15,000.00			

Multiyear Special Pay

	2 Year Agreement	3 Year Agreement	4 Year Agreement
Level 1	8,000.00	10,000.00	14,000.00
Level 2	6,000.00	8,000.00	12,000.00

Other Pays

Diplomate Pay and Board Certified Pay (BCP) (Non-Health Care Physicians, Veterinarians, and Psychologists)

Pay Grade	Under 10	10 But Less Than 12	12 But Less Than 14	14 But Less Than 18	18 and Over
All Grades	166.67	208.33	250.33	333.33	466.67

Nurses Incentive Special Pay (CRNA)

All Grades - $6,000 (Annual Amount)

Nurses Incentive Special Pay (CRNA)

$5,000 (Annual Amount)

Special Pay Optometry and Veterinary Officers

All Grades - $100 (Monthly Amount)

Special Pay (Physicians)

(Reserve Medical Officers on Active Duty for less than 1 Year)

All Grades - $450 (Monthly Amount)

NOTE: *For specific requirements see DoDFMR, Volume 7A, Chapter 5.*

Drill Pay

	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
O-8	7,474.50	7,719.30	7,881.60	7,927.20	8,129.40	8,468.70	8,547.30	8,868.90	8,961.30	9,238.20	9,639.00	10,008.90	10,255.80	10,255.80	10,255.80
1 drill	249.15	257.31	262.72	264.24	270.98	282.29	284.91	295.63	298.71	307.94	321.30	333.63	341.86	341.86	341.86
4 drills	996.60	1,029.24	1,050.88	1,056.96	1,083.92	1,129.16	1,139.64	1,182.52	1,194.84	1,231.76	1,285.20	1,334.52	1,367.44	1,367.44	1,367.44
O-7	6,210.90	6,499.20	6,633.00	6,739.20	6,930.90	7,120.80	7,340.40	7,559.40	7,779.00	8,468.70	9,051.30	9,051.30	9,051.30	9,051.30	9,096.90
1 drill	207.03	216.64	221.10	224.64	231.03	237.36	244.68	251.98	259.30	282.29	301.71	301.71	301.71	301.71	303.23
4 drills	828.12	866.56	884.40	898.56	924.12	949.44	978.72	1,007.92	1,037.20	1,129.16	1,206.84	1,206.84	1,206.84	1,206.84	1,212.92
O-6	4,603.20	5,057.10	5,388.90	5,388.90	5,409.60	5,641.20	5,672.10	5,672.10	5,994.60	6,564.30	6,898.80	7,233.30	7,423.50	7,616.10	7,989.90
1 drill	153.44	168.57	179.63	179.63	180.32	188.04	189.07	189.07	199.82	218.81	229.96	241.11	247.45	253.87	266.33
4 drills	613.76	674.28	718.52	718.52	721.28	752.16	756.28	756.28	799.28	875.24	919.84	964.44	989.80	1,015.48	1,065.32
O-5	3,837.60	4,323.00	4,622.40	4,678.50	4,864.80	4,977.00	5,222.70	5,403.00	5,635.50	5,991.90	6,161.70	6,329.10	6,519.60	6,519.60	6,519.60
1 drill	127.92	144.10	154.08	155.95	162.16	165.90	174.09	180.10	187.85	199.73	205.39	210.97	217.32	217.32	217.32
4 drills	511.68	576.40	616.32	623.80	648.64	663.60	696.36	720.40	751.40	798.92	821.56	843.88	869.28	869.28	869.28
O-4	3,311.10	3,832.80	4,088.70	4,145.70	4,383.00	4,637.70	4,954.50	5,201.40	5,372.70	5,471.10	5,528.40	5,528.40	5,528.40	5,528.40	5,528.40
1 drill	110.37	127.76	136.29	138.19	146.10	154.59	165.15	173.38	179.09	182.37	184.28	184.28	184.28	184.28	184.28
4 drills	441.48	511.04	545.16	552.76	584.40	618.36	660.60	693.52	716.36	729.48	737.12	737.12	737.12	737.12	737.12
O-3	2,911.20	3,300.30	3,562.20	3,883.50	4,069.50	4,273.50	4,405.80	4,623.30	4,736.10	4,736.10	4,736.10	4,736.10	4,736.10	4,736.10	4,736.10
1 drill	97.04	110.01	118.74	129.45	135.65	142.45	146.86	154.11	157.87	157.87	157.87	157.87	157.87	157.87	157.87
4 drills	388.16	440.04	474.96	517.80	542.60	569.80	587.44	616.44	631.48	631.48	631.48	631.48	631.48	631.48	631.48
O-2	2,515.20	2,864.70	3,299.40	3,410.70	3,481.20	3,481.20	3,481.20	3,481.20	3,481.20	3,481.20	3,481.20	3,481.20	3,481.20	3,481.20	3,481.20
1 drill	83.84	95.49	109.98	113.69	116.04	116.04	116.04	116.04	116.04	116.04	116.04	116.04	116.04	116.04	116.04
4 drills	335.36	381.96	439.92	454.76	464.16	464.16	464.16	464.16	464.16	464.16	464.16	464.16	464.16	464.16	464.16
O-1	2,183.70	2,272.50	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80	2,746.80
1 drill	72.79	75.75	91.56	91.56	91.56	91.56	91.56	91.56	91.56	91.56	91.56	91.56	91.56	91.56	91.56
4 drills	291.16	303.00	366.24	366.24	366.24	366.24	366.24	366.24	366.24	366.24	366.24	366.24	366.24	366.24	366.24
O-3E				3,883.50	4,069.50	4,273.50	4,405.80	4,623.30	4,806.30	4,911.00	5,054.40	5,054.40	5,054.40	5,054.40	5,054.40
1 drill				129.45	135.65	142.45	146.86	154.11	160.21	163.70	168.48	168.48	168.48	168.48	168.48
4 drills				517.80	542.60	569.80	587.44	616.44	640.84	654.80	673.92	673.92	673.92	673.92	673.92
O-2E				3,410.70	3,481.20	3,591.90	3,778.80	3,923.40	4,031.10	4,031.10	4,031.10	4,031.10	4,031.10	4,031.10	4,031.10
1 drill				113.69	116.04	119.73	125.96	130.78	134.37	134.37	134.37	134.37	134.37	134.37	134.37
4 drills				454.76	464.16	478.92	503.84	523.12	537.48	537.48	537.48	537.48	537.48	537.48	537.48
O-1E				2,746.80	2,933.70	3,042.00	3,152.70	3,261.60	3,410.70	3,410.70	3,410.70	3,410.70	3,410.70	3,410.70	3,410.70
1 drill				91.56	97.79	101.40	105.09	108.72	113.69	113.69	113.69	113.69	113.69	113.69	113.69
4 drills				366.24	391.16	405.60	420.36	434.88	454.76	454.76	454.76	454.76	454.76	454.76	454.76

Drill Pay

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
W-5												5,169.30	5,346.60	5,524.50	5,703.30
1 drill												172.31	178.22	184.15	190.11
4 drills												689.24	712.88	736.60	760.44
W-4	3,008.10	3,236.10	3,329.10	3,420.60	3,578.10	3,733.50	3,891.00	4,044.60	4,203.60	4,356.00	4,512.00	4,664.40	4,822.50	4,978.20	5,137.50
1 drill	100.27	107.87	110.97	114.02	119.27	124.45	129.70	134.82	140.12	145.20	150.40	155.48	160.75	165.94	171.25
4 drills	401.08	431.48	443.88	456.08	477.08	497.80	518.80	539.28	560.48	580.80	601.60	621.92	643.00	663.76	685.00
W-3	2,747.10	2,862.00	2,979.30	3,017.70	3,141.00	3,281.70	3,467.40	3,580.50	3,771.90	3,915.60	4,058.40	4,201.50	4,266.30	4,407.00	4,548.00
1 drill	91.57	95.40	99.31	100.59	104.70	109.39	115.58	119.35	125.73	130.52	135.28	140.05	142.21	146.90	151.60
4 drills	366.28	381.60	397.24	402.36	418.80	437.56	462.32	477.40	502.92	522.08	541.12	560.20	568.84	587.60	606.40
W-2	2,416.50	2,554.50	2,675.10	2,763.00	2,838.30	2,993.10	3,148.50	3,264.00	3,376.50	3,453.90	3,579.90	3,705.90	3,831.00	3,957.30	3,957.30
1 drill	80.55	85.15	89.17	92.10	94.61	99.77	104.95	108.80	112.55	115.13	119.33	123.53	127.70	131.91	131.91
4 drills	322.20	340.60	356.68	368.40	378.44	399.08	419.80	435.20	450.20	460.52	477.32	494.12	510.80	527.64	527.64
W-1	2,133.90	2,308.50	2,425.50	2,501.10	2,662.50	2,782.20	2,888.40	3,006.90	3,085.20	3,203.40	3,320.70	3,409.50	3,409.50	3,409.50	3,409.50
1 drill	71.13	76.95	80.85	83.37	88.75	92.74	96.28	100.23	102.84	106.78	110.69	113.65	113.65	113.65	113.65
4 drills	284.52	307.80	323.40	333.48	355.00	370.96	385.12	400.92	411.36	427.12	442.76	454.60	454.60	454.60	454.60
E-9							3,564.30	3,645.00	3,747.00	3,867.00	3,987.30	4,180.80	4,344.30	4,506.30	4,757.40
1 drill							118.81	121.50	124.90	128.90	132.91	139.36	144.81	150.21	158.58
4 drills							475.24	486.00	499.60	515.60	531.64	557.44	579.24	600.84	634.32
E-8						2,975.40	3,061.20	3,141.30	3,237.60	3,342.00	3,530.10	3,625.50	3,787.50	3,877.50	4,099.20
1 drill						99.18	102.04	104.71	107.92	111.40	117.67	120.85	126.25	129.25	136.64
4 drills						396.72	408.16	418.84	431.68	445.60	470.68	483.40	505.00	517.00	546.56
E-7	2,068.50	2,257.80	2,343.90	2,428.20	2,516.40	2,667.90	2,753.40	2,838.30	2,990.40	3,066.30	3,138.60	3,182.70	3,331.50	3,427.80	3,671.40
1 drill	68.95	75.26	78.13	80.94	83.88	88.93	91.78	94.61	99.68	102.21	104.62	106.09	111.05	114.26	122.38
4 drills	275.80	301.04	312.52	323.76	335.52	355.72	367.12	378.44	398.72	408.84	418.48	424.36	444.20	457.04	489.52
E-6	1,770.60	1,947.60	2,033.70	2,117.10	2,204.10	2,400.90	2,477.40	2,562.30	2,636.70	2,663.10	2,709.60	2,709.60	2,709.60	2,709.60	2,709.60
1 drill	59.02	64.92	67.79	70.57	73.47	80.03	82.58	85.41	87.89	88.77	90.32	90.32	90.32	90.32	90.32
4 drills	236.08	259.68	271.16	282.28	293.88	320.12	330.32	341.64	351.56	355.08	361.28	361.28	361.28	361.28	361.28
E-5	1,625.40	1,733.70	1,817.40	1,903.50	2,037.00	2,151.90	2,236.80	2,283.30	2,283.30	2,283.30	2,283.30	2,283.30	2,283.30	2,283.30	2,283.30
1 drill	54.18	57.79	60.58	63.45	67.90	71.73	74.56	76.11	76.11	76.11	76.11	76.11	76.11	76.11	76.11
4 drills	216.72	231.16	242.32	253.80	271.60	286.92	298.24	304.44	304.44	304.44	304.44	304.44	304.44	304.44	304.44
E-4	1,502.70	1,579.80	1,665.30	1,749.30	1,824.00	1,824.00	1,824.00	1,824.00	1,824.00	1,824.00	1,824.00	1,824.00	1,824.00	1,824.00	1,824.00
1 drill	50.09	52.66	55.51	58.31	60.80	60.80	60.80	60.80	60.80	60.80	60.80	60.80	60.80	60.80	60.80
4 drills	200.36	210.64	222.04	233.24	243.20	243.20	243.20	243.20	243.20	243.20	243.20	243.20	243.20	243.20	243.20
E-3	1,356.90	1,442.10	1,528.80	1,528.80	1,528.80	1,528.80	1,528.80	1,528.80	1,528.80	1,528.80	1,528.80	1,528.80	1,528.80	1,528.80	1,528.80
1 drill	45.23	48.07	50.96	50.96	50.96	50.96	50.96	50.96	50.96	50.96	50.96	50.96	50.96	50.96	50.96
4 drills	180.92	192.28	203.84	203.84	203.84	203.84	203.84	203.84	203.84	203.84	203.84	203.84	203.84	203.84	203.84
E-2	1,290.00	1,290.00	1,290.00	1,290.00	1,290.00	1,290.00	1,290.00	1,290.00	1,290.00	1,290.00	1,290.00	1,290.00	1,290.00	1,290.00	1,290.00
1 drill	43.00	43.00	43.00	43.00	43.00	43.00	43.00	43.00	43.00	43.00	43.00	43.00	43.00	43.00	43.00
4 drills	172.00	172.00	172.00	172.00	172.00	172.00	172.00	172.00	172.00	172.00	172.00	172.00	172.00	172.00	172.00