

# BASIC PAY—EFFECTIVE JANUARY 1, 2004<sup>1/</sup>

*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
<b>O-10<sup>2/</sup></b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12524.70	12586.20	12847.80	13303.80
<b>O-9</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10954.50	11112.30	11340.30	11738.40
<b>O-8</b>	7751.10	8004.90	8173.20	8220.60	8430.30	8781.90	8863.50	9197.10	9292.80	9579.90	9995.70	10379.10	10635.30	10635.30	10635.30
<b>O-7</b>	6440.70	6739.80	6878.40	6988.50	7187.40	7384.20	7611.90	7839.00	8066.70	8781.90	9386.10	9386.10	9386.10	9386.10	9433.50
<b>O-6</b>	4773.60	5244.30	5588.40	5588.40	5609.70	5850.00	5882.10	5882.10	6216.30	6807.30	7154.10	7500.90	7698.30	7897.80	8285.40
<b>O-5</b>	3979.50	4482.90	4793.40	4851.60	5044.80	5161.20	5415.90	5602.80	5844.00	6213.60	6389.70	6563.40	6760.80	6760.80	6760.80
<b>O-4</b>	3433.50	3974.70	4239.90	4299.00	4545.30	4809.30	5137.80	5394.00	5571.60	5673.60	5733.00	5733.00	5733.00	5733.00	5733.00
<b>O-3</b>	3018.90	3422.40	3693.90	4027.20	4220.10	4431.60	4568.70	4794.30	4911.30	4911.30	4911.30	4911.30	4911.30	4911.30	4911.30
<b>O-2</b>	2608.20	2970.60	3421.50	3537.00	3609.90	3609.90	3609.90	3609.90	3609.90	3609.90	3609.90	3609.50	3609.50	3609.50	3609.50
<b>O-1</b>	2264.40	2356.50	2848.50	2848.50	2848.50	2848.50	2848.50	2848.50	2848.50	2848.50	2848.50	2848.50	2848.50	2848.50	2848.50
<b>O-3E<sup>3/</sup></b>	0.00	0.00	0.00	4027.20	4220.10	4431.60	4568.70	4794.30	4984.20	5092.80	5241.30	5241.30	5241.30	5241.30	5241.30
<b>O-2E<sup>3/</sup></b>	0.00	0.00	0.00	3537.00	3609.90	3724.80	3918.60	4068.60	4180.20	4180.20	4180.20	4180.20	4180.20	4180.20	4180.20
<b>O-1E<sup>3/</sup></b>	0.00	0.00	0.00	2848.50	3042.30	3154.50	3269.40	3382.20	3537.00	3537.00	3537.00	3537.00	3537.00	3537.00	3537.00
<b>W-5</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5360.70	5544.30	5728.80	5914.20
<b>W-4</b>	3119.40	3355.80	3452.40	3547.20	3710.40	3871.50	4035.00	4194.30	4359.00	4617.30	4782.60	4944.30	5112.00	5277.00	5445.90
<b>W-3</b>	2848.80	2967.90	3089.40	3129.30	3257.10	3403.20	3595.80	3786.30	3988.80	4140.60	4291.80	4356.90	4424.10	4570.20	4716.30
<b>W-2</b>	2505.90	2649.00	2774.10	2865.30	2943.30	3157.80	3321.60	3443.40	3562.20	3643.80	3712.50	3843.00	3972.60	4103.70	4103.70
<b>W-1</b>	2212.80	2394.00	2515.20	2593.50	2802.30	2928.30	3039.90	3164.70	3247.20	3321.90	3443.70	3535.80	3535.80	3535.80	3535.80
<b>E-9<sup>4/</sup></b>	0.00	0.00	0.00	0.00	0.00	0.00	3769.20	3854.70	3962.40	4089.30	4216.50	4421.10	4594.20	4776.60	5054.70
<b>E-8</b>	0.00	0.00	0.00	0.00	0.00	3085.50	3222.00	3306.30	3407.70	3517.50	3715.50	3815.70	3986.40	4081.20	4314.30
<b>E-7</b>	2145.00	2341.20	2430.60	2549.70	2642.10	2801.40	2891.10	2980.20	3139.80	3219.60	3295.50	3341.70	3498.00	3599.10	3855.00
<b>E-6</b>	1855.50	2041.20	2131.20	2218.80	2310.00	2516.10	2596.20	2685.30	2763.30	2790.90	2809.80	2809.80	2809.80	2809.80	2809.80
<b>E-5</b>	1700.10	1813.50	1901.10	1991.10	2130.60	2250.90	2339.70	2367.90	2367.90	2367.90	2367.90	2367.90	2367.90	2367.90	2367.90
<b>E-4</b>	1558.20	1638.30	1726.80	1814.10	1891.50	<b>NOTES:</b> 1 While serving as JCS/Vice JCS, CNO, CMC, Army/Air Force CS, basic pay is \$14,634.20 (See note 2). 2. Basic pay for an O-7 to O-10 is limited by Level III of the Executive Schedule which is \$12,050.00. Basic pay for O-6 and below is limited by Level V of the Executive Schedule which is \$10,608.30 3. Applicable to O-1 to O-3 with at least 4 years & 1 day of active duty or 1460 points as a warrant and/or enlisted member. See DoDFMR for more detailed explanation on who is eligible for this special basic pay rate. 4. For the MCPO of the Navy, CMSgt of the AF, Sergeant Major of the Army or Marine Corps, basic pay is \$6,090.90. Combat Zone Tax Exclusion for O-1 and above is based on this basic pay rate plus HFP/IDP which is \$225.00.									
<b>E-3</b>	1407.00	1495.50	1585.50	1585.50	1585.50										
<b>E-2</b>	1337.70	1337.70	1337.70	1337.70	1337.70										
<b>E-1</b>	1193.40	1193.40	1193.40	1193.40	1193.40										
<b>E-1 4 mos + -4 mos</b>	1,104.00														

# 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	1,050.60	1,292.70	260.10	50.70	W-5	873.60	954.90	86.40	25.20
O-9	1,050.60	1,292.70	260.10	50.70	W-4	775.80	875.10	106.50	25.20
O-8	1,050.60	1,292.70	260.10	50.70	W-3	652.20	802.20	160.80	20.70
O-7	1,050.60	1,292.70	260.10	50.70	W-2	578.70	737.40	169.80	15.90
O-6	963.90	1,163.70	215.40	39.60	W-1	485.10	637.80	164.40	13.80
O-5	927.90	1,121.70	208.20	33.00	E-9	637.20	840.00	217.50	18.60
O-4	859.80	988.80	138.30	26.70	E-8	585.00	774.60	203.40	15.30
O-3	689.40	818.10	138.00	22.20	E-7	499.50	719.10	235.80	12.00
O-2	546.60	698.40	162.90	17.70	E-6	452.10	664.50	227.70	9.90
O-1	460.50	624.90	176.40	13.20	E-5	417.00	597.60	193.50	8.70
O-3E	744.30	879.30	145.20	22.20	E-4	362.70	519.30	167.70	8.10
O-2E	632.40	793.50	173.40	17.70	E-3	355.80	483.30	137.10	7.80
O-1E	544.20	733.20	203.10	13.20	E-2	289.20	460.50	183.90	7.20
					E-1	250.80	447.60	208.80	6.90

### Family Separation Allowance

All Grades: \$250 (Statute provided for a temporary increase October 1, 2002 through December 30, 2004. Amount will revert to \$100 unless statute extended or becomes permanent).

### Basic Allowance for Subsistence

<b>Officers:</b>	175.23
<b>Enlisted:</b>	RIKNA 262.50      Standard 254.46

### 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
	1,211.64	1,464.84	1,182.16	1,549.48	1,110.05	1,313.93	1,213.35	1,507.24

### Personal Money Allowance (Monthly Amount)

Pay Grade	Amount
Chairman or Vice Chairman JCS	333.33
Chiefs of Services	333.33
Senior Member of the Military Staff Committee of the United Nation	225.00
General or Admiral	183.33
Lieutenant General or Vice Admiral	41.67
Senior Enlisted Member of a Military Service	166.67

### Cash Clothing Replacement Allowances (Enlisted Members Only)

Type	Army		Navy		Air Force		Marine Corps	
	Male	Female	Male	Female	Male	Female	Male	Female
Basic	324.00	381.60	291.60	334.80	216.00	248.40	237.60	266.40
Standard	460.80	543.60	414.00	478.80	309.60	352.80	338.40	381.60
Special	0	0	597.60	720.00	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	834.57	278.19	0	0
Temporary	0	0	278.19	556.38

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

<http://www.dtic.mil/comptroller/fmr/07a/index.html>

# INCENTIVE AND SPECIAL PAYS

## Aviation Career Incentive Pay

*Years of Aviation Service*

<b>2 or less</b>	<b>Over 2</b>	<b>Over 3</b>	<b>Over 4</b>	<b>Over 6</b>	<b>Over 14</b>	<b>Over 22</b>	<b>Over 23</b>	<b>Over 24</b>	<b>Over 25</b>
125.00	156.00	188.00	206.00	650.00	840.00	585.00	495.00	385.00	250.00

## Hazardous Duty Incentive Pay (Crew Member- Non-AWAC)

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

### Hazardous Duty Incentive Pay (Non-Crew Member)

**ALL GRADES – 150.00**

### Imminent Danger Pay/Hostile Fire Pay

**ALL GRADES – 225.00** *(P.L. 108-11 provided for a temporary increase Oct 1, 2002 through Sep 30, 2003. P.L. 108-136 extended the time-frame to Dec 31, 2004. Reverts to \$100 unless statute extended or becomes permanent).*

### Diving Pay

**Officers – 240.00 (Max)**      **Enlisted – 340.00 (Max)**

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

**All Grades – 150.00 (Member qualified for HALO pay 225.00).**

### COMBAT ZONE TAX EXCLUSION

Basic pay for the MCPO of the Navy, CMSgt of the AF, Sergeant Major of the Army or Marine Corps, basic pay is \$6,090.90. Combat Zone Tax Exclusion for O-1 and above is based on this basic pay rate plus HFP/IDP (\$225).

*For other pays or specific requirements for the pays cited in this table, go to the web at: <http://www.dtic.mil/comptroller/fmr/07a/index.html>*

## Submarine Duty Incentive Pay

*Cumulative Years of Service*

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	
O-10	355.00							W-3	285.00	375.00		425.00				
O-9	355.00							W-2	285.00	375.00		425.00				
O-8	355.00	<b>Submarine Pay for O-7 over 16, 18, 22 &amp; 26 are \$540, \$535, \$410 and \$355, respectively.</b>							W-1	285.00	375.00		425.00			
O-7	355.00												E-9	425.00		
O-6	595.00							E-8	415.00							
O-5	595.00							E-7	405.00							
O-4	365.00			525.00	595.00			E-6	155.00	170.00	175.00	300.00	325.00	375.00		
O-3	355.00			510.00	595.00			E-5	140.00	155.00		250.00	275.00			
O-2	305.00						425.00	E-4	80.00	95.00	100.00	245.00				
O-1	230.00						425.00	E-3	80.00	90.00	95.00		90.00			
W-5	285.00	375.00		425.00				E-2	75.00	90.00						
W-4	285.00	375.00		425.00				E-1	75.00							

## 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				230.00	245.00	250.00	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	215.00	220.00		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	300.00	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	600.00		
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	65.00	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	190.00											
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.

## SPECIAL PAYS FOR HEALTH PROFESSIONAL OFFICERS (note)

### Variable Special Pay (Medical Officers)

Pay Grade	Under 3	3 But Less Than 6	6 But Less Than 8	8 But Less Than 10	10 But Less Than 12	12 But Less Than 14	14 But Less Than 18	18 But Less Than 22	22 and Over
Intern	100.00								
Thru O-6 (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	<i>For other pays or specific requirements for the pay cited in this table, go to the web at: <a href="http://www.dtic.mil/comptroller/fmr/07a/index.html">http://www.dtic.mil/comptroller/fmr/07a/index.html</a></i>							

### Variable Special Pay (VSP) (Dental Officers)

Pay Grade	Under 3	3 But Less Than 6	6 But Less Than 8	8 But Less Than 12	12 But Less Than 14	14 But Less Than 18	18 & Over
Intern	250.00						
Thru O-6 (not an intern)		583.33	583.33	1,000.00	833.33	750.00	666.67
Above O-6	583.33						

### Board Certified Pay Special Pay (Medical and Dental Officers)

### Additional Special Pay (ASP) (Dental Officers)

Pay Grade	Under 10	10 But Less Than 12	12 But Less Than 14	14 But Less Than 18	18 & Over	Pay Grade	Under 3	3 But Less Than 10	10 & Over
All Grades	208.33	291.67	333.33	416.67	500.00	All Grades	4,000.00	6,000.00	15,000.00

### Incentive Special Pay (Medical Officers)

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 (Medical Officers)

	Level 1	Level 2	Level 3	Level 3
<b>4 Year Agreement</b>	14,000.00	10,000.00	8,000.00	0
<b>3 Year Agreement</b>	13,000.00	9,000.00	7,000.00	0
<b>2 Year Agreement</b>	12,000.00	8,000.00	6,000.00	0

### Multiyear Special Pay (Dental Officers)

Specialty	Level	2 Year Agreement	3 Year Agreement	4 Year Agreement
Oral-maxillofacial Surgeons	1	8,000.00	10,000.00	14,000.00
Comprehensive/Operative Dentistry	1	8,000.00	10,000.00	14,000.00
Endodontics	1	8,000.00	10,000.00	14,000.00
Orthodontics	1	8,000.00	10,000.00	14,000.00
Oral Pathology/Oral Diagnosis/Oral Medicine	1	8,000.00	10,000.00	14,000.00
Pediatric Dentistry	1	8,000.00	10,000.00	14,000.00
Periodontics	1	8,000.00	10,000.00	14,000.00
Prosthodontics	1	8,000.00	10,000.00	14,000.00
Public Health Dentistry	1	8,000.00	10,000.00	14,000.00
Temporomandibular Dysfunction (TMD)	1	8,000.00	10,000.00	14,000.00
Dental Research	2	6,000.00	8,000.00	12,000.00
Advanced Clinical Practice (ACP) Trained in Exodontia	2	6,000.00	8,000.00	12,000.00
ACP Trained in Endodontics	2	6,000.00	8,000.00	12,000.00
ACP Trained in General Dentistry	2	6,000.00	8,000.00	12,000.00
ACP Trained in Periodontics	2	6,000.00	8,000.00	12,000.00
ACP Trained in Prosthodontics	2	6,000.00	8,000.00	12,000.00
Exodontia (ACP)	2	6,000.00	8,000.00	12,000.00
Endodontics (ACP)	2	6,000.00	8,000.00	12,000.00
General Dentistry (ACP)	2	6,000.00	8,000.00	12,000.00
Peridontics (ACP)	2	6,000.00	8,000.00	12,000.00
Prosthodontics (ACP)	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
<b>All Grades</b>	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)

## DRILL PAY (Effective January 1, 2004)

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
<b>O-7</b>	6,440.70	6,739.80	6,878.40	6,988.50	7,187.40	7,384.20	7,611.90	7,839.00	8,066.70	8,781.90	9,386.10	9,386.10	9,386.10	9,386.10	9,433.50
<b>1 Drill</b>	214.69	224.66	229.28	232.95	239.58	246.14	253.73	261.30	268.89	292.73	312.87	312.87	312.87	312.87	314.45
<b>4 Drills</b>	858.76	898.64	917.12	931.80	958.32	984.56	1,014.92	1,045.20	1,075.56	1,170.92	1,251.48	1,251.48	1,251.48	1,251.48	1,257.80
<b>O-6</b>	4,773.60	5,244.30	5,588.40	5,588.40	5,609.70	5,850.00	5,882.10	5,882.10	6,216.30	6,807.30	7,154.10	7,500.90	7,698.30	7,897.80	8,285.40
<b>1 Drill</b>	159.12	174.81	186.28	186.28	186.99	195.00	196.07	196.07	207.21	226.91	238.47	250.03	256.61	263.26	276.18
<b>4 Drills</b>	636.48	699.24	745.12	745.12	747.96	780.00	784.28	784.28	828.84	907.64	953.88	1,000.12	1,026.44	1,053.04	1,104.72
<b>O-5</b>	3,979.50	4,482.90	4,793.40	4,851.60	5,044.80	5,161.20	5,415.90	5,602.80	5,844.00	6,213.60	6,389.70	6,563.40	6,760.80	6,760.80	6,760.80
<b>1 Drill</b>	132.65	149.43	159.78	161.72	168.16	172.04	180.53	186.76	194.80	207.12	212.99	218.78	225.36	225.36	225.36
<b>4 Drills</b>	530.60	597.72	639.12	646.88	672.64	688.16	722.12	747.04	779.20	828.48	851.96	875.12	901.44	901.44	901.44
<b>O-4</b>	3,433.50	3,974.70	4,239.90	4,299.00	4,545.30	4,809.30	5,137.80	5,394.00	5,571.60	5,673.60	5,733.00	5,733.00	5,733.00	5,733.00	5,733.00
<b>1 Drill</b>	114.45	132.49	141.33	143.30	151.51	160.31	171.26	179.80	185.72	189.12	191.10	191.10	191.10	191.10	191.10
<b>4 Drills</b>	457.80	529.96	565.32	573.20	606.04	641.24	685.04	719.20	742.88	756.48	764.40	764.40	764.40	764.40	764.40
<b>O-3</b>	3,018.90	3,422.40	3,693.90	4,027.20	4,220.10	4,431.60	4,568.70	4,794.30	4,911.30	4,911.30	4,911.30	4,911.30	4,911.30	4,911.30	4,911.30
<b>1 Drill</b>	100.63	114.08	123.13	134.24	140.67	147.72	152.29	159.81	163.71	163.71	163.71	163.71	163.71	163.71	163.71
<b>4 Drills</b>	402.52	456.32	492.52	536.96	562.68	590.88	609.16	639.24	654.84	654.84	654.84	654.84	654.84	654.84	654.84
<b>O-2</b>	2,608.20	2,970.60	3,421.50	3,537.00	3,609.90	3,609.90	3,609.90	3,609.90	3,609.90	3,609.90	3,609.50	3,609.50	3,609.50	3,609.50	3,609.50
<b>1 Drill</b>	86.94	99.02	114.05	117.90	120.33	120.33	120.33	120.33	120.33	120.33	120.32	120.32	120.32	120.32	120.32
<b>4 Drills</b>	347.76	396.08	456.20	471.60	481.32	481.32	481.32	481.32	481.32	481.32	481.27	481.27	481.27	481.27	481.27
<b>O-1</b>	2,264.40	2,356.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50
<b>1 Drill</b>	75.48	78.55	94.95	94.95	94.95	94.95	94.95	94.95	94.95	94.95	94.95	94.95	94.95	94.95	94.95
<b>4 Drills</b>	301.92	314.20	379.80	379.80	379.80	379.80	379.80	379.80	379.80	379.80	379.80	379.80	379.80	379.80	379.80
<b>O-3E</b>				4,027.20	4,220.10	4,431.60	4,568.70	4,794.30	4,984.20	5,092.80	5,241.30				
<b>1 Drill</b>				134.24	140.67	147.72	152.29	159.81	166.14	169.76	174.71	0.00	0.00	0.00	0.00
<b>4 Drills</b>				536.96	562.68	590.88	609.16	639.24	664.56	679.04	698.84	0.00	0.00	0.00	0.00
<b>O-2E</b>				3,537.00	3,609.90	3,724.80	3,918.60	4,068.60	4,180.20	4,180.20	4,180.20				
<b>1 Drill</b>				117.90	120.33	124.16	130.62	135.62	139.34	139.34	139.34	0.00	0.00	0.00	0.00
<b>4 Drills</b>				471.60	481.32	496.64	522.48	542.48	557.36	557.36	557.36	0.00	0.00	0.00	0.00
<b>O-1E</b>				2,848.50	3,042.30	3,154.50	3,269.40	3,382.20	3,537.00	3,537.00	3,537.00				
<b>1 Drill</b>				94.95	101.41	105.15	108.98	112.74	117.90	117.90	117.90	0.00	0.00	0.00	0.00
<b>4 Drills</b>				379.80	405.64	420.60	435.92	450.96	471.60	471.60	471.60	0.00	0.00	0.00	0.00



## DRILL PAY (EFFECTIVE JANUARY 1, 2004)

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
<b>W-5</b>												5,360.70	5,544.30	5,728.80	5,914.20
<b>1 Drill</b>												178.69	184.81	190.96	197.14
<b>4 Drills</b>												714.76	739.24	763.84	788.56
<b>W-4</b>	3,119.40	3,355.80	3,452.40	3,547.20	3,710.40	3,871.50	4,035.00	4,194.30	4,359.00	4,617.30	4,782.60	4,944.30	5,112.00	5,277.00	5,445.90
<b>1 Drill</b>	103.98	111.86	115.08	118.24	123.68	129.05	134.50	139.81	145.30	153.91	159.42	164.81	170.40	175.90	181.53
<b>4 Drills</b>	415.92	447.44	460.32	472.96	494.72	516.20	538.00	559.24	581.20	615.64	637.68	659.24	681.60	703.60	726.12
<b>W-3</b>	2,848.80	2,967.90	3,089.40	3,129.30	3,257.10	3,403.20	3,595.80	3,786.30	3,988.80	4,140.60	4,291.80	4,356.90	4,424.10	4,570.20	4,716.30
<b>1 Drill</b>	94.96	98.93	102.98	104.31	108.57	113.44	119.86	126.21	132.96	138.02	143.06	145.23	147.47	152.34	157.21
<b>4 Drills</b>	379.84	395.72	411.92	417.24	434.28	453.76	479.44	504.84	531.84	552.08	572.24	580.92	589.88	609.36	628.84
<b>W-2</b>	2,505.90	2,649.00	2,774.10	2,865.30	2,943.30	3,157.80	3,321.60	3,443.40	3,562.20	3,643.80	3,712.50	3,843.00	3,972.60	4,103.70	4,103.70
<b>1 Drill</b>	83.53	88.30	92.47	95.51	98.11	105.26	110.72	114.78	118.74	121.46	123.75	128.10	132.42	136.79	136.79
<b>4 Drills</b>	334.12	353.20	369.88	382.04	392.44	421.04	442.88	459.12	474.96	485.84	495.00	512.40	529.68	547.16	547.16
<b>W-1</b>	2,212.80	2,394.00	2,515.20	2,593.50	2,802.30	2,928.30	3,039.90	3,164.70	3,247.20	3,321.90	3,443.70	3,535.80	3,535.80	3,535.80	3,535.80
<b>1 Drill</b>	73.76	79.80	83.84	86.45	93.41	97.61	101.33	105.49	108.24	110.73	114.79	117.86	117.86	117.86	117.86
<b>4 Drills</b>	295.04	319.20	335.36	345.80	373.64	390.44	405.32	421.96	432.96	442.92	459.16	471.44	471.44	471.44	471.44
<b>E-9</b>							3,769.20	3,854.70	3,962.40	4,089.30	4,216.50	4,421.10	4,594.20	4,776.60	5,054.70
<b>1 Drill</b>							125.64	128.49	132.08	136.31	140.55	147.37	153.14	159.22	168.49
<b>4 Drills</b>							502.56	513.96	528.32	545.24	562.20	589.48	612.56	636.88	673.96
<b>E-8</b>						3,085.50	3,222.00	3,306.30	3,407.70	3,517.50	3,715.50	3,815.70	3,986.40	4,081.20	4,314.30
<b>1 Drill</b>						102.85	107.40	110.21	113.59	117.25	123.85	127.19	132.88	136.04	143.81
<b>4 Drills</b>						411.40	429.60	440.84	454.36	469.00	495.40	508.76	531.52	544.16	575.24
<b>E-7</b>	2,145.00	2,341.20	2,430.60	2,549.70	2,642.10	2,801.40	2,891.10	2,980.20	3,139.80	3,219.60	3,295.50	3,341.70	3,498.00	3,599.10	3,855.00
<b>1 Drill</b>	71.50	78.04	81.02	84.99	88.07	93.38	96.37	99.34	104.66	107.32	109.85	111.39	116.60	119.97	128.50
<b>4 Drills</b>	286.00	312.16	324.08	339.96	352.28	373.52	385.48	397.36	418.64	429.28	439.40	445.56	466.40	479.88	514.00
<b>E-6</b>	1,855.50	2,041.20	2,131.20	2,218.80	2,310.00	2,516.10	2,596.20	2,685.30	2,763.30	2,790.90	2,809.80	2,809.80	2,809.80	2,809.80	2,809.80
<b>1 Drill</b>	61.85	68.04	71.04	73.96	77.00	83.87	86.54	89.51	92.11	93.03	93.66	93.66	93.66	93.66	93.66
<b>4 Drills</b>	247.40	272.16	284.16	295.84	308.00	335.48	346.16	358.04	368.44	372.12	374.64	374.64	374.64	374.64	374.64
<b>E-5</b>	1,700.10	1,813.50	1,901.10	1,991.10	2,130.60	2,250.90	2,339.70	2,367.90	2,367.90	2,367.90	2,367.90	2,367.90	2,367.90	2,367.90	2,367.90
<b>1 Drill</b>	56.67	60.45	63.37	66.37	71.02	75.03	77.99	78.93	78.93	78.93	78.93	78.93	78.93	78.93	78.93
<b>4 Drills</b>	226.68	241.80	253.48	265.48	284.08	300.12	311.96	315.72	315.72	315.72	315.72	315.72	315.72	315.72	315.72
<b>E-4</b>	1,558.20	1,638.30	1,726.80	1,814.10	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50
<b>1 Drill</b>	51.94	54.61	57.56	60.47	63.05	63.05	63.05	63.05	63.05	63.05	63.05	63.05	63.05	63.05	63.05
<b>4 Drills</b>	207.76	218.44	230.24	241.88	252.20	252.20	252.20	252.20	252.20	252.20	252.20	252.20	252.20	252.20	252.20
<b>E-3</b>	1,407.00	1,495.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50
<b>1 Drill</b>	46.90	49.85	52.85	52.85	52.85	52.85	52.85	52.85	52.85	52.85	52.85	52.85	52.85	52.85	52.85
<b>4 Drills</b>	187.60	199.40	211.40	211.40	211.40	211.40	211.40	211.40	211.40	211.40	211.40	211.40	211.40	211.40	211.40
<b>E-2</b>	1,337.70														
<b>1 Drill</b>	44.59														
<b>4 Drills</b>	178.36														
								<b>E-1 (4mos ACDU+)</b>	1,104.00						
								<b>1 Drill</b>	36.80						
								<b>4 Drills</b>	147.20						