

Pay & Compensation  
By Alex Ingram

**Commissioned Officer Monthly Pay Charts**  
(Rank vs. Years In Service)

Rank	<2	2	4	6	8	10	12	14	16	18	20
O-12											16000
O-11										14500	15000
O-10									13500	14000	14500
O-09								12500	13000	13500	14000
O-08							11500	12000	12500	13000	13500
O-07						10500	11000	11500	12000	12500	13000
O-06	7500	8000	8500	9000	9500	10000	10500	11000	11500	12000	12500
O-05	7000	7500	8000	8500	9000	9500	10000	10500	11000	11500	12000
O-04	6500	7000	7500	8000	8500	9000	9500	10000	10500	11000	11500
O-03	6000	6500	7000	7500	8000	8500	9000	9500	10000	10500	11000
O-02	5500	6000	6500	7000	7500	8000					
O-01	5000	5500	5700								

Rank	22	24	26	28	30	32	34	36	38	40	40>
O-12	16000	16500	17000	17500	18000	18500	19000	19500	20000	20500	21000
O-11	15500	16000	16500	17000	17500	18000	18500	19000	19500	20000	20500
O-10	15000	15500	16000	16500	17000	17500	18000	18500	19000	19500	20000
O-09	14500	15000	15500	16000	16500	17000	17500	18000	18500	19000	19500
O-08	14000	14500	15000	15500	16000	16500	17000	17500	18000	18500	19000
O-07	13500	14000	14500	15000	15500	16000	16500	17000	17500	18000	18500
O-06	13000	13500	14000	14500	15000	15500	16000	16500	17000	17500	18000
O-05	12500	13000	13500	14000	14500						
O-04	12000	12500	13000	13500	14000						
O-03											
O-02											
O-01											

The military has time-in-grade and time-in-rank requirements.

**Enlisted Monthly Pay Charts**  
(Rank vs. Years In Service)

Rank	<2	2	4	6	8	10	12	14	16	18	20
E-12											
E-11											
E-10											5400
E-09									4800	5000	5200
E-08							4200	4400	4600	4800	5000
E-07					3600	3800	4000	4200	4400	4600	4800
E-06			3000	3200	3400	3600	3800	4000	4200	4400	4600
E-05	2400	2600	2800	3000	3200	3400	3600	3800	4000	4200	4400
E-04	2200	2400	2600	2800	3000	3200	3400	3600			
E-03	2000	2200	2400	2600	2800	3000	3200	3400			
E-02	1800	2000	2200	2400	2600	2800	3000	3200			
E-01	1600	1800	2000	2200	2400	2600	2800	3000			

Rank	22	24	26	28	30	32	34	36	38	40	40>
E-12								7400	7600	7800	8000
E-11					6600	6800	7000	7200	7400	7600	7800
E-10	5600	5800	6000	6200	6400	6600	6800	7000	7200	7400	7600
E-09	5400	5600	5800	6000	6200	6400	6600	6800	7000	7200	7400
E-08	5200	5400	5600	5800	6000	6200	6400	6600	6800	7000	7200
E-07	5000	5200	5400	5600	5800						
E-06											
E-05											
E-04											
E-03											
E-02											
E-01											

The military has time-in-grade and time-in-rank requirements.

**Monthly Pay Charts**  
(Cadets, Midshipman & Officer Candidates)

Rank	1	2	3	4
C-04				1800
C-03			1600	
C-02		1400		
C-01	1200			

## Monthly Allowances

Base Pay	See Pay Charts Above
Hazardous Pay or Combat Duty Pay	250 ICr
Flight or Fleet Duty Pay	250 ICr
Dependant Allowance	1,000 ICr for Spouse 500 ICr for each Child
Base Allowance for Subsistence (BAS)	500 ICr + 100 ICr per pay grade
Base Allowance for Housing (BAH)	1,000 ICr + 100 ICr per pay grade
Uniform & Equipment Maintenance Allowance	50 ICr
Skill Proficiency Pay ♦	100 ICr
Special Unit Pay ♦♦	1,000 ICr
Prisoner of War Pay ♦♦♦	750 ICr
Each Silver Star	750 ICr
Each Distinguished Service Cross	1,500 ICr
Each Medal of Honor	2,500 ICr

## Specialty Pay

Physician (MD)* Pay (0 to 2 Years Experience)	1,250 ICr
Physician (MD)* Pay (2 to 10 Years Experience)	2,500 ICr
Physician (MD)* Pay (10 to 20 Years Experience)	3,750 ICr
Physician (MD)* Pay (Over 20 Years Experience)	5,000 ICr
Lawyer (JD) Pay (0 to 2 Years Experience)	1,250 ICr
Lawyer (JD) Pay (2 to 10 Years Experience)	2,500 ICr
Lawyer (JD) Pay (10 to 20 Years Experience)	3,750 ICr
Lawyer (JD) Pay (Over 20 Years Experience)	5,000 ICr
Nurse (RN) ** Pay (0 to 2 Years Experience)	500 ICr
Nurse (RN) ** Pay (2 to 10 Years Experience)	750 ICr
Nurse (RN) ** Pay (10 to 20 Years Experience)	1,000 ICr
Nurse (RN) ** Pay (Over 20 Years Experience)	1,500 ICr
Specialist*** Pay (0 to 2 Years Experience)	1,250 ICr
Specialist*** Pay (2 to 10 Years Experience)	2,500 ICr
Specialist*** Pay (10 to 20 Years Experience)	3,750 ICr
Specialist*** Pay (Over 20 Years Experience)	5,000 ICr

- ♦ Earning a Proficiency Badge qualifies for this pay (only one award per PC)
- ♦♦ Applies to special operation units such as the Army Rangers or Marine Commandos
- ♦♦♦ While being held as a POW or Military Hostage
- \* Also applies to Dentist (DDS), Psychologist (PhD), Optometrist (OD) or Veterinarian (VMD)
- \*\* Applies to Registered Nurses and other health care professionals with a Bachelors or Masters
- \*\*\* Also applies to Scientist, Engineers and related professionals with a Bachelors or Masters