



<i>E-4</i>	2,139.00	2,248.50	2,370.30	2,490.60	2,596.50	2,596.50	2,596.50	2,596.50	2,596.50	2,596.50	2,596.50	2,596.50	2,596.50	2,596.50	2,596.50	2,596.50	2,596.50	2,596.50	2,596.50	2,596.50	2,596.50	2,596.50
<i>E-3</i>	1,931.10	2,052.30	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80
<i>E-2</i>	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30
<i>E-1</i> > 4 mos	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30
<i>E-1</i> < 4 mos	1,514.70																					

**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 2018 which is: **\$15,800.10**. 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 2018 which is: **\$12,816.60**.
3. 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 Senior Enlisted Advisor to the Chief of the National Guard Bureau basic pay is: **\$8,361.00**.
4. Combat Zone Tax Exclusion for O-1 and above is based on the basic pay rate shown in [note 3](#) plus Hostile Fire Pay/Imminent Danger Pay which is \$225.00.
5. Basic pay rate for Academy Cadets/Midshipmen and ROTC members/applicants is: **\$1,087.80**.

**Basic Allowance for Housing RC/Transient  
(January 1, 2018)**

For a complete listing of BAH rates, see BAH Rates for All Locations. Service members can calculate their individual BAH

<b>Pay Grade</b>	<b>Partial</b>	<b>Without Dependent</b>	<b>With Dependent</b>	<b>Differential</b>
0-10	\$50.70	\$1,667.10	\$2,050.80	\$348.60
0-9	\$50.70	\$1,667.10	\$2,050.80	\$348.60
0-8	\$50.70	\$1,667.10	\$2,050.80	\$348.60
0-7	\$50.70	\$1,667.10	\$2,050.80	\$348.60
0-6	\$39.60	\$1,528.50	\$1,845.90	\$296.40
0-5	\$33.00	\$1,471.80	\$1,779.60	\$286.50
0-4	\$26.70	\$1,363.80	\$1,568.40	\$190.80
0-3	\$22.20	\$1,093.50	\$1,297.80	\$190.50
0-2	\$17.70	\$866.40	\$1,107.60	\$224.70
0-1	\$13.20	\$743.70	\$991.20	\$242.70

03E	\$22.20	\$1,180.20	\$1,395.00	\$199.50
02E	\$17.70	\$1,003.80	\$1,258.80	\$238.80
01E	\$13.20	\$873.00	\$1,163.40	\$279.90

W-5	\$25.20	\$1,386.00	\$1,515.00	\$119.10
W-4	\$25.20	\$1,230.30	\$1,388.70	\$146.70
W-3	\$20.70	\$1,034.70	\$1,272.90	\$221.40
W-2	\$15.90	\$918.00	\$1,169.40	\$234.00
W-1	\$13.80	\$770.10	\$1,012.50	\$226.50

E-9	\$18.60	\$1,010.10	\$1,332.30	\$298.80
E-8	\$15.30	\$928.50	\$1,228.80	\$280.20
E-7	\$12.00	\$855.60	\$1,140.30	\$324.30
E-6	\$9.90	\$790.50	\$1,053.60	\$313.80
E-5	\$8.70	\$711.30	\$948.30	\$267.00
E-4	\$8.10	\$618.60	\$824.10	\$230.40
E-3	\$7.80	\$575.10	\$766.20	\$189.30
E-2	\$7.20	\$548.40	\$730.50	\$252.60
E-1	\$6.90	\$548.40	\$730.50	\$298.80

<b>Basic Allowance for Subsistence (Effective January 1, 2018)</b>
Officers: <b>\$254.39</b> Enlisted: <b>\$369.39</b>

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

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

<b>Personal Money Allowance (Monthly Amount)</b>	
<b>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</b>	<b>\$333.33</b>
<b>2 - Senior Member of the Military Staff Committee of the United Nations</b>	<b>\$225.00</b>
<b>3 - General or Admiral</b>	<b>\$183.33</b>
<b>4 - Lieutenant General Vice Admiral</b>	<b>\$41.67</b>
<b>5 - Senior Enlisted Member of a Military Service or Senior Enlisted Advisor of the JCS</b>	<b>\$166.67</b>

**Clothing Allowances (Effective October 1, 2017)**

<b>Cash Clothing Replacement Allowance (Enlisted Members Only)</b>								
	<b>Army</b>		<b>Navy</b>		<b>Air Force</b>		<b>Marine Corps</b>	
	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
<b>Basic</b>	331.86	347.91	482.40	471.60	252.22	252.81	439.20	432.00
<b>Standard</b>	468.00	497.02	687.60	673.20	360.32	361.15	630.00	619.20
<b>Special</b>	0	0	860.40	781.20	0	0	0	0

<b>Civilian Clothing Allowance (Effective October 1, 2017)</b>				
<b>Type of Duty</b>	<b>Initial</b>	<b>Replacement</b>	<b>15 days in 30 days period</b>	<b>30 days in 36 month period</b>
<b>Permanent</b>	1,062.00	354.24		
<b>Temporary</b>			354.24	708.12

**DRILL PAY—EFFECTIVE JANUARY 1, 2018**

**COMMISSIONED OFFICERS**

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	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40	
O-7	8,640.60	9,041.70	9,227.70	9,375.30	9,642.60	9,906.90	10,212.30	10,516.80	10,822.20	11,178.90	12,591.90	12,591.90	12,591.90	12,591.90	12,656.40	12,656.40	12,909.60	12,909.60	12,909.60	12,909.60	12,909.60	12,909.60	12,909.60
1 Drill	288.02	301.39	307.59	312.51	321.42	330.23	340.41	350.56	360.74	392.73	419.73	419.73	419.73	419.73	421.88	421.88	430.32	430.32	430.32	430.32	430.32	430.32	430.32
4 Drills	1,152.08	1,205.56	1,230.36	1,250.04	1,285.68	1,320.92	1,361.64	1,402.24	1,442.96	1,570.92	1,678.92	1,678.92	1,678.92	1,678.92	1,687.52	1,687.52	1,721.28	1,721.28	1,721.28	1,721.28	1,721.28	1,721.28	1,721.28
O-6	6,552.30	7,198.50	7,671.00	7,671.00	7,700.40	8,030.40	8,073.90	8,073.90	8,532.60	9,343.80	9,819.90	10,295.70	10,566.60	10,841.10	11,372.40	11,372.40	11,599.80	11,599.80	11,599.80	11,599.80	11,599.80	11,599.80	11,599.80
1 Drill	218.41	239.95	255.70	255.70	256.68	267.68	269.13	269.13	284.42	311.46	327.33	343.19	352.22	361.37	379.08	379.08	386.66	386.66	386.66	386.66	386.66	386.66	386.66
4 Drills	873.64	959.80	1,022.80	1,022.80	1,026.72	1,070.72	1,076.52	1,076.52	1,137.68	1,245.84	1,309.32	1,372.76	1,408.88	1,445.48	1,516.32	1,516.32	1,546.64	1,546.64	1,546.64	1,546.64	1,546.64	1,546.64	1,546.64
O-5	5,462.40	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	182.08	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	728.32	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	4,713.00	5,455.50	5,820.00	5,900.70	6,238.50	6,601.20	7,052.70	7,403.70	7,647.60	7,788.00	7,869.30	7,869.30	7,869.30	7,869.30	7,869.30	7,869.30	7,869.30	7,869.30	7,869.30	7,869.30	7,869.30	7,869.30	7,869.30
1 Drill	157.10	181.85	194.00	196.69	207.95	220.04	235.09	246.79	254.92	259.60	262.31	262.31	262.31	262.31	262.31	262.31	262.31	262.31	262.31	262.31	262.31	262.31	262.31
4 Drills	628.40	727.40	776.00	786.76	831.80	880.16	940.36	987.16	1,019.68	1,038.40	1,049.24	1,049.24	1,049.24	1,049.24	1,049.24	1,049.24	1,049.24	1,049.24	1,049.24	1,049.24	1,049.24	1,049.24	1,049.24
O-3	4,143.90	4,697.10	5,069.70	5,527.80	5,793.00	6,083.40	6,271.20	6,580.20	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60
1 Drill	138.13	156.57	168.99	184.26	193.10	202.78	209.04	219.34	224.72	224.72	224.72	224.72	224.72	224.72	224.72	224.72	224.72	224.72	224.72	224.72	224.72	224.72	224.72
4 Drills	552.52	626.28	675.96	737.04	772.40	811.12	836.16	877.36	898.88	898.88	898.88	898.88	898.88	898.88	898.88	898.88	898.88	898.88	898.88	898.88	898.88	898.88	898.88
O-2	3,580.50	4,077.90	4,696.20	4,854.90	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10
1 Drill	119.35	135.93	156.54	161.83	165.17	165.17	165.17	165.17	165.17	165.17	165.17	165.17	165.17	165.17	165.17	165.17	165.17	165.17	165.17	165.17	165.17	165.17	165.17
4 Drills	477.40	543.72	626.16	647.32	660.68	660.68	660.68	660.68	660.68	660.68	660.68	660.68	660.68	660.68	660.68	660.68	660.68	660.68	660.68	660.68	660.68	660.68	660.68
O-1	3,107.70	3,234.90	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20
1 Drill	103.59	107.83	130.34	130.34	130.34	130.34	130.34	130.34	130.34	130.34	130.34	130.34	130.34	130.34	130.34	130.34	130.34	130.34	130.34	130.34	130.34	130.34	130.34
4 Drill	414.36	431.32	521.36	521.36	521.36	521.36	521.36	521.36	521.36	521.36	521.36	521.36	521.36	521.36	521.36	521.36	521.36	521.36	521.36	521.36	521.36	521.36	521.36

**COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE OR MORE THAN 1,460 RESERVE POINTS AS AN ENLISTED MEMBER OR WARRANT OFFICER**

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	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40	
O-3E				5,527.80	5,793.00	6,083.40	6,271.20	6,580.20	6,840.90	6,990.90	7,194.60	7,194.60	7,194.60	7,194.60	7,194.60	7,194.60	7,194.60	7,194.60	7,194.60	7,194.60	7,194.60	7,194.60	7,194.60
1 Drill				184.26	193.10	202.78	209.04	219.34	228.03	233.03	239.82	239.82	239.82	239.82	239.82	239.82	239.82	239.82	239.82	239.82	239.82	239.82	239.82
4 Drills				737.04	772.40	811.12	836.16	877.36	912.12	932.12	959.28	959.28	959.28	959.28	959.28	959.28	959.28	959.28	959.28	959.28	959.28	959.28	959.28
O-2E				4,854.90	4,955.10	5,112.60	5,379.00	5,584.80	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10
1 Drill				161.83	165.17	170.42	179.30	186.16	191.27	191.27	191.27	191.27	191.27	191.27	191.27	191.27	191.27	191.27	191.27	191.27	191.27	191.27	191.27
4 Drills				647.32	660.68	681.68	717.20	744.64	765.08	765.08	765.08	765.08	765.08	765.08	765.08	765.08	765.08	765.08	765.08	765.08	765.08	765.08	765.08
O-1E				3,910.20	4,175.40	4,329.90	4,487.70	4,642.80	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90
1 Drill				130.34	139.18	144.33	149.59	154.76	161.83	161.83	161.83	161.83	161.83	161.83	161.83	161.83	161.83	161.83	161.83	161.83	161.83	161.83	161.83
4 Drills				521.36	556.72	577.32	598.36	619.04	647.32	647.32	647.32	647.32	647.32	647.32	647.32	647.32	647.32	647.32	647.32	647.32	647.32	647.32	647.32

**WARRANT OFFICERS**

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	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40	
W-5											7,614.60	8,000.70	8,288.40	8,606.70	8,606.70	9,037.80	9,037.80	9,489.00	9,489.00	9,964.20	9,964.20	9,964.20	
1 Drill											253.82	266.69	276.28	286.89	286.89	301.26	301.26	316.30	316.30	332.14	332.14	332.14	
4 Drills											1,015.28	1,066.76	1,105.12	1,147.56	1,147.56	1,205.04	1,205.04	1,265.20	1,265.20	1,328.56	1,328.56	1,328.56	
W-4	4,282.50	4,606.50	4,738.50	4,868.70	5,092.80	5,314.50	5,539.20	5,876.40	6,172.50	6,454.20	6,684.90	6,909.60	7,239.90	7,511.10	7,820.70	7,820.70	7,976.70	7,976.70	7,976.70	7,976.70	7,976.70	7,976.70	7,976.70
1 Drill	142.75	153.55	157.95	162.29	169.76	177.15	184.64	195.88	205.75	215.14	222.83	230.32	241.33	250.37	260.69	260.69	265.89	265.89	265.89	265.89	265.89	265.89	265.89
4 Drills	571.00	614.20	631.80	649.16	679.04	708.60	738.56	783.52	823.00	860.56	891.32	921.28	965.32	1,001.48	1,042.76	1,042.76	1,063.56	1,063.56	1,063.56	1,063.56	1,063.56	1,063.56	
W-3	3,910.80	4,073.70	4,240.80	4,296.00	4,470.60	4,815.30	5,174.10	5,343.30	5,538.90	5,739.90	6,102.30	6,346.80	6,492.90	6,648.30	6,860.10	6,860.10	6,860.10	6,860.10	6,860.10	6,860.10	6,860.10	6,860.10	6,860.10
1 Drill	130.36	135.79	141.36	143.20	149.02	160.51	172.47	178.11	184.63	191.33	203.41	211.56	216.43	221.61	228.67	228.67	228.67	228.67	228.67	228.67	228.67	228.67	228.67
4 Drills	521.44	543.16	565.44	572.80	596.08	642.04	689.88	712.44	738.52	765.32	813.64	846.24	865.72	886.44	914.68	914.68	914.68	914.68	914.68	914.68	914.68	914.68	
W-2	3,460.50	3,787.80	3,888.60	3,957.60	4,182.30	4,530.90	4,703.70	4,873.80	5,082.00	5,244.60	5,391.90	5,568.30	5,684.10	5,775.90	5,775.90	5,775.90	5,775.90	5,775.90	5,775.90	5,775.90	5,775.90	5,775.90	5,775.90
1 Drill	115.35	126.26	129.62	131.92	139.41	15																	



**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
<b>O-6</b>	100	100	100	394	400	400	419	450	463	494	506	525	544	544	569	594	625	669
<b>O-5</b>	100	100	100	394	394	394	394	400	431	438	456	463	463	463	500	525	550	594
<b>O-4</b>	100	100	100	325	331	350	356	375	388	388	394	394	419	419	475	494	506	525
<b>O-3</b>	100	100	100	263	281	325	331	344	356	375	394	394	419	419	456	475	494	506
<b>O-2</b>	100	100	100	263	281	325	331	344	356	375	394	394	419	419	438	456	475	494
<b>O-1</b>	100	100	100	263	281	325	331	344	356	375	394	394	419	419	438	456	475	494

<b>W-5</b>	210	210	210	263	300	506	544	544	544	544	613	656	700	700	750	750	750	750
<b>W-4</b>	210	210	210	263	300	506	544	544	544	544	613	656	700	700	750	750	750	750
<b>W-3</b>	210	210	210	263	300	475	494	500	506	544	613	656	700	700	744	744	750	750
<b>W-2</b>	210	210	210	263	300	456	463	463	475	544	594	594	656	656	700	700	700	700
<b>W-1</b>	180	190	195	263	300	306	350	438	475	525	569	569	594	594	631	656	656	656

<b>E-9</b>	135	135	160	381	400	438	438	469	688	700	700	713	725	750	750	750	750	750
<b>E-8</b>	135	135	160	381	400	438	438	469	688	700	700	713	725	750	750	750	750	750
<b>E-7</b>	135	135	160	381	400	438	438	469	688	700	700	713	725	750	750	750	750	750
<b>E-6</b>	135	135	160	350	375	394	406	438	638	656	656	656	675	694	713	731	750	750
<b>E-5</b>	70	80	160	350	375	394	406	438	638	638	638	638	638	638	638	638	638	638
<b>E-4</b>	70	80	160	350	363	363	363	363	488	488	488	488	488	488	488	488	488	488
<b>E-3</b>	50	60	100	125	125	125	125	125	125	125	125	125	125	125	125	125	125	125
<b>E-2</b>	50	60	75	94	94	94	94	94	94	94	94	94	94	94	94	94	94	94
<b>E-1</b>	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.







<b>INCENTIVE AND SPECIAL PAYS</b>			
<b>Aviation Incentive Pay (AvIP)</b> (Maximum allowable by law. Verify with your service for your applicable rate) <b>NOTE: These rates do not apply for Army members at this time</b>			
<i>Years of Aviation Service Effective October 1, 2017</i>			
Less 2	<b>\$150</b>	Over 10	<b>\$1,000</b>
Over 2	<b>\$250</b>	Over 22	<b>\$700</b>
Over 6	<b>\$800</b>	Over 24	<b>\$450</b>

<b>Diving Pay</b>	
<b>Officers</b> – 240.00 (Max)	<b>Enlisted</b> – 340.00 (Max)

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>

<b>Hazardous Duty Incentive Pay</b>
(Non-Crew Member)
<b>ALL GRADES – 150.00</b>

<b>HDIP (Parachute, Flight Deck, Demolition, &amp; Others)</b>
All Grades – 150.00 (Member qualified for <b>HALO Pay</b> – 225.00).
<b>Imminent Danger Pay/Hostile Fire Pay</b>
<b>ALL GRADES – 225.00</b>

<b>COMBT ZONE TAX EXCULSION</b>
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 \$8,361.00. Combat Zone Tax Exclusion for O-1 and above is based on this basic pay rate plus HFP/IDP (\$225).

## 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	220,000
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		
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 CERTIFICATION 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 in the DoD FMR Volume 7A Chapter 5 at: <http://www.dtic.mil/comptroller/fmr/07a/index.html>