

Cumulative Years of Service (Notes 1, 2 & 3)

Pay Grade	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
O-10 (Note 4)	18,808.20	18,808.20	18,808.20	18,808.20	18,808.20	18,808.20	18,808.20	18,808.20
O-9 (Note 4)	18,808.20	18,808.20	18,808.20	18,808.20	18,808.20	18,808.20	18,808.20	18,808.20
O-8 (Note 4)	18,359.10	18,359.10	18,808.20	18,808.20	18,808.20	18,808.20	18,808.20	18,808.20
O-7 (Note 4)	16,285.50	16,285.50	16,611.00	16,611.00	16,611.00	16,611.00	16,611.00	16,611.00
O-6 (Note 5)	14,632.80	14,632.80	14,925.00	14,925.00	14,925.00	14,925.00	14,925.00	14,925.00
O-5 (Note 5)	11,940.90	11,940.90	11,940.90	11,940.90	11,940.90	11,940.90	11,940.90	11,940.90
O-4 (Note 5)	10,125.00	10,125.00	10,125.00	10,125.00	10,125.00	10,125.00	10,125.00	10,125.00
O-3 (Notes 5 & 6)	8,674.50	8,674.50	8,674.50	8,674.50	8,674.50	8,674.50	8,674.50	8,674.50
O-2 (Notes 5 & 6)	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30
O-1 (Notes 5, 6 & 7)	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30

NOTES:

1. Basic pay rate for Academy Cadets/Midshipmen and ROTC members/applicants is \$1,399.80.
2. The amount of the maximum combat zone tax exclusion in effect for a qualifying month equals the sum of the basic pay for the senior enlisted member (grade E-9) payable (Basic Pay – Enlisted, Note 3) and the amount of hostile fire or imminent danger pay (\$225) actually payable to the officer for the qualifying month.
3. For rank titles, see Volume 7A Comparable Grades.
4. Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2025, which is \$18,808.20 per month for officers at pay grades O-7 through O-10. This includes officers serving as:
 - i. Chairman or Vice Chairman of the Joint Chiefs of Staff;
 - ii. Chief of Staff of the Army;
 - iii. Chief of Naval Operations;
 - iv. Chief of Staff of the Air Force;
 - v. Commandant of the Marine Corps;
 - vi. Chief of Space Operations;
 - vii. Commandant of the Coast Guard;
 - viii. Chief of the National Guard Bureau; or
 - ix. Commander of a unified or specified combatant command (as defined in 10 U.S.C. 161(c)).
5. Basic pay for pay grades O-6 and below is limited to the rate of basic pay for Level V of the Executive Schedule during calendar year 2025, which is 15,258.30.
6. O-1, O-2, and O-3 rates do not apply to commissioned officers who have been credited with over 4 years (i.e., at least 4 years and 1 day) of active-duty service as an enlisted member or as a warrant officer or as both an enlisted member and a warrant officer.
7. These rates or, when applicable, the O-1E rates in Basic Pay – Officers (O1, O2 and O3) with more than 4 years of creditable service apply during periods of active service while as a DOM student of the USUHS. Also see subparagraph 2.2.1.6