

Basic Pay – Commissioned Officers (O-1, O-2 and O-3) with more than 4 years of creditable prior enlisted service (see paragraph 2.3) – Effective January 1, 2025

DoD FMR, Vol. 7A, Chapter 1

Cumulative Years of Service (Notes 1 & 2)

Pay Grade (Notes 3 & 4)	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10
O-3E				7,112.40	7,453.80	7,827.90	8,069.10
O-2E				6,247.20	6,375.30	6,578.10	6,920.70
O-1E				5,031.30	5,372.40	5,571.30	5,774.40

Cumulative Years of Service (Notes 1 & 2)

Pay Grade (Notes 3 & 4)	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 24	Over 26
O-3E	8,466.60	8,802.60	8,995.20	9,257.70	9,257.70	9,257.70	9,257.70	9,257.70
O-2E	7,185.90	7,383.00	7,383.00	7,383.00	7,383.00	7,383.00	7,383.00	7,383.00
O-1E	5,973.60	6,247.20	6,247.20	6,247.20	6,247.20	6,247.20	6,247.20	6,247.20

Cumulative Years of Service (Notes 1 & 2)

Pay Grade (Notes 3 & 4)	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
O-3E	9,257.70	9,257.70	9,257.70	9,257.70	9,257.70	9,257.70	9,257.70
O-2E	7,383.00	7,383.00	7,383.00	7,383.00	7,383.00	7,383.00	7,383.00
O-1E	6,247.20	6,247.20	6,247.20	6,247.20	6,247.20	6,247.20	6,247.20

NOTES:

1. 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.
2. For rank titles, see Volume 7A Comparable Grades.
3. Creditable service to be taken into account for purposes of this table is active service as an enlisted member or as a warrant officer or as both an enlisted member and a warrant officer, in the case of a commissioned officer on active duty who is paid from

funds appropriated for active-duty personnel; or a commissioned officer on active Guard and Reserve duty. Effective November 24, 2003, creditable service to be taken into account for purposes of this table in the case of a commissioned officer is service as an enlisted member or as a warrant officer, or as both an enlisted member and a warrant officer, for which more than 1,460 points have been credited to the officer for the purposes of title 10, U.S.C. § 12732(a)(2).

4. These rates do not apply to DOM students of the USUHS who do not have 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. See the Basic Pay – Officers table for applicable rates. DOM USUHS students with over 4 years of prior enlisted and/or warrant officer service are entitled to the O-1E rate of basic pay in this table during such active duty periods. Also see subparagraphs 2.2.1.6