















**SCHEDULE 8-PAY OF THE UNIFORMED SERVICES (PAGE 2)**  
**(Effective January 1, 2012)**

**Part I-MONTHLY BASIC PAY**

**YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)**

Pay Grade	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
<b>COMMISSIONED OFFICERS</b>											
O-10**	\$15,647.10*	\$15,723.30*	\$16,050.60*	\$16,620.00*	\$16,620.00*	\$17,451.00*	\$17,451.00*	\$18,323.40*	\$18,323.40*	\$19,239.90*	\$19,239.90*
O-9	13,685.10	13,882.50	14,167.20	14,664.00	14,664.00	15,397.50*	15,397.50*	16,167.60*	16,167.60*	16,975.80*	16,975.80*
O-8	12,966.60	13,286.40	13,286.40	13,286.40	13,286.40	13,618.80	13,618.80	13,959.30	13,959.30	13,959.30	13,959.30
O-7	11,725.50	11,725.50	11,725.50	11,785.20	11,785.20	12,021.00	12,021.00	12,021.00	12,021.00	12,021.00	12,021.00
O-6	9,370.50	9,617.10	9,866.70	10,350.60	10,350.60	10,557.30	10,557.30	10,557.30	10,557.30	10,557.30	10,557.30
O-5	8,199.30	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20	8,446.20
O-4	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90	7,161.90
O-3***	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60	6,135.60
O-2***	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60	4,509.60
O-1***	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60	3,558.60
<b>COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER****</b>											
O-3E	\$6,548.10	\$6,548.10	\$6,548.10	\$6,548.10	\$6,548.10	\$6,548.10	\$6,548.10	\$6,548.10	\$6,548.10	\$6,548.10	\$6,548.10
O-2E	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40	5,222.40
O-1E	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70	4,418.70
<b>WARRANT OFFICERS</b>											
W-5	\$6,930.00	\$7,281.60	\$7,543.50	\$7,833.30	\$7,833.30	\$8,225.40	\$8,225.40	\$8,636.40	\$8,636.40	\$9,068.70	\$9,068.70
W-4	6,288.60	6,589.20	6,836.10	7,117.80	7,117.80	7,260.00	7,260.00	7,260.00	7,260.00	7,260.00	7,260.00
W-3	5,776.20	5,909.40	6,051.00	6,243.30	6,243.30	6,243.30	6,243.30	6,243.30	6,243.30	6,243.30	6,243.30
W-2	5,067.60	5,173.20	5,256.90	5,256.90	5,256.90	5,256.90	5,256.90	5,256.90	5,256.90	5,256.90	5,256.90
W-1	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90	4,776.90

\* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule, which is \$14,975.10 per month for officers at pay grades O-7 through O-10, and limited to the rate of basic pay for level V of the Executive Schedule, which is \$12,141.60 per month, for officers at O-6 and below.

\*\* For officers serving as Chairman or Vice Chairman of the Joint Chiefs of Staff, 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, or commander of a unified or specified combatant command (as defined in 10 U.S.C. 161(c)), basic pay for this grade is calculated to be \$20,587.80 per month, regardless of cumulative years of service computed under 37 U.S.C. 205. Nevertheless, actual basic pay for these officers is limited to the rate of basic pay for level II of the Executive Schedule, which is \$14,975.10 per month.

\*\*\* Does not apply to commissioned officers who have been credited with over 4 years of active duty service as an enlisted member or warrant officer.

\*\*\*\* Reservists with at least 1,460 points as an enlisted member and/or warrant officer which are creditable toward reserve retirement also qualify for these rates.

**SCHEDULE 8-PAY OF THE UNIFORMED SERVICES (PAGE 3)  
(Effective January 1, 2012)**

**Part I-MONTHLY BASIC PAY**

**YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)**

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
<b>ENLISTED MEMBERS</b>											
E-9*	-	-	-	-	-	-	\$4,708.80	\$4,815.60	\$4,950.00	\$5,108.10	\$5,267.70
E-8	-	-	-	-	-	\$3,854.70	4,025.10	4,130.70	4,257.30	4,394.40	4,641.60
E-7	\$2,679.60	\$2,924.70	\$3,036.60	\$3,185.10	\$3,300.90	3,499.80	3,611.70	3,810.90	3,976.20	4,089.00	4,209.30
E-6	2,317.80	2,550.30	2,662.80	2,772.30	2,886.30	3,143.10	3,243.30	3,436.80	3,496.20	3,539.40	3,589.80
E-5	2,123.40	2,265.90	2,375.40	2,487.60	2,662.20	2,845.20	2,994.60	3,012.90	3,012.90	3,012.90	3,012.90
E-4	1,946.70	2,046.30	2,157.30	2,266.50	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10
E-3	1,757.40	1,868.10	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20
E-2	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30
E-1**	1,491.00	1,491.00	1,491.00	1,491.00	1,491.00	1,491.00	1,491.00	1,491.00	1,491.00	1,491.00	1,491.00
E-1***	1,378.80	-	-	-	-	-	-	-	-	-	-

\* For noncommissioned officers serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy or Coast Guard, Chief Master Sergeant of the Air Force, Sergeant Major of the Marine Corps, or Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff, basic pay for this grade is \$7,609.50 per month, regardless of cumulative years of service under 37 U.S.C. 205.

\*\* Applies to personnel who have served 4 months or more on active duty.

\*\*\* Applies to personnel who have served less than 4 months on active duty.

**SCHEDULE 8-PAY OF THE UNIFORMED SERVICES (PAGE 4)  
(Effective January 1, 2012)**

**Part I-MONTHLY BASIC PAY**

**YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)**

Pay Grade	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
<b>ENLISTED MEMBERS</b>											
E-9*	\$5,523.60	\$5,739.60	\$5,967.30	\$6,315.30	\$6,315.30	\$6,630.60	\$6,630.60	\$6,962.40	\$6,962.40	\$7,311.00	\$7,311.00
E-8	4,766.70	4,980.00	5,098.20	5,389.50	5,389.50	\$5,497.80	5,497.80	5,497.80	5,497.80	5,497.80	5,497.80
E-7	4,256.10	4,412.40	4,496.40	4,815.90	4,815.90	4,815.90	4,815.90	4,815.90	4,815.90	4,815.90	4,815.90
E-6	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80	3,589.80
E-5	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90	3,012.90
E-4	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10	2,363.10
E-3	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20	1,981.20
E-2	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30	1,671.30
E-1**	1,491.00	1,491.00	1,491.00	1,491.00	1,491.00	1,491.00	1,491.00	1,491.00	1,491.00	1,491.00	1,491.00
E-1***	-	-	-	-	-	-	-	-	-	-	-

\* For noncommissioned officers serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy or Coast Guard, Chief Master Sergeant of the Air Force, Sergeant Major of the Marine Corps, or Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff, basic pay for this grade is \$7,609.50 per month, regardless of cumulative years of service under 37 U.S.C. 205.

\*\* Applies to personnel who have served 4 months or more on active duty.

\*\*\* Applies to personnel who have served less than 4 months on active duty.

**SCHEDULE 8-PAY OF THE UNIFORMED SERVICES (PAGE 5)**

**Part II-RATE OF MONTHLY CADET OR MIDSHIPMAN PAY**

The rate of monthly cadet or midshipman pay authorized by 37 U.S.C. 203(c) is \$990.00.

Note: As a result of the enactment of sections 602-604 of Public Law 105-85, the National Defense Authorization Act for Fiscal Year 1998, the Secretary of Defense now has the authority to adjust the rates of basic allowances for subsistence and housing. Therefore, these allowances are no longer adjusted by the President in conjunction with the adjustment of basic pay for members of the uniformed services. Accordingly, the tables of allowances included in previous orders are not included here.

**SCHEDULE 9--LOCALITY-BASED COMPARABILITY PAYMENTS**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2012)

<u>Locality Pay Area*</u>	<u>Rate</u>
Alaska** . . . . .	24.69%
Atlanta-Sandy Springs-Gainesville, GA-AL . . . . .	19.29%
Boston-Worcester-Manchester, MA-NH-RI-ME . . . . .	24.80%
Buffalo-Niagara-Cattaraugus, NY . . . . .	16.98%
Chicago-Naperville-Michigan City, IL-IN-WI . . . . .	25.10%
Cincinnati-Middletown-Wilmington, OH-KY-IN . . . . .	18.55%
Cleveland-Akron-Elyria, OH . . . . .	18.68%
Columbus-Marion-Chillicothe, OH . . . . .	17.16%
Dallas-Fort Worth, TX . . . . .	20.67%
Dayton-Springfield-Greenville, OH . . . . .	16.24%
Denver-Aurora-Boulder, CO . . . . .	22.52%
Detroit-Warren-Flint, MI . . . . .	24.09%
Hartford-West Hartford-Willimantic, CT-MA . . . . .	25.82%
Hawaii** . . . . .	16.51%
Houston-Baytown-Huntsville, TX . . . . .	28.71%
Huntsville-Decatur, AL . . . . .	16.02%
Indianapolis-Anderson-Columbus, IN . . . . .	14.68%
Los Angeles-Long Beach-Riverside, CA . . . . .	27.16%
Miami-Fort Lauderdale-Pompano Beach, FL . . . . .	20.79%
Milwaukee-Racine-Waukesha, WI . . . . .	18.10%
Minneapolis-St. Paul-St. Cloud, MN-WI . . . . .	20.96%
New York-Newark-Bridgeport, NY-NJ-CT-PA . . . . .	28.72%
Philadelphia-Camden-Vineland, PA-NJ-DE-MD . . . . .	21.79%
Phoenix-Mesa-Scottsdale, AZ . . . . .	16.76%
Pittsburgh-New Castle, PA . . . . .	16.37%
Portland-Vancouver-Beaverton, OR-WA . . . . .	20.35%
Raleigh-Durham-Cary, NC . . . . .	17.64%
Richmond, VA . . . . .	16.47%
Sacramento-Arden-Arcade-Yuba City, CA-NV . . . . .	22.20%
San Diego-Carlsbad-San Marcos, CA . . . . .	24.19%
San Jose-San Francisco-Oakland, CA . . . . .	35.15%
Seattle-Tacoma-Olympia, WA . . . . .	21.81%
Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA . . . . .	24.22%
Rest of U.S** . . . . .	14.16%

\* Locality Pay Areas are defined in 5 CFR 531.603

\*\* Under the Non-Foreign Area Retirement Equity Assurance Act of 2009 (sections 1911-1919, Public Law 111-84, October 28, 2009), the full amount of the applicable locality pay rate approved by the President applies in non-foreign areas effective with the first pay period beginning in January 2012. Alaska and Hawaii have separate locality pay rates as shown above. Other non-foreign areas (as identified in 5 CFR 591.205(b)(3)-(16)) are part of the Rest of U.S. locality pay area.

**SCHEDULE 10-ADMINISTRATIVE LAW JUDGES**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2012)

AL-3/A . . . . .	\$103,900
AL-3/B . . . . .	111,800
AL-3/C . . . . .	119,900
AL-3/D . . . . .	127,800
AL-3/E . . . . .	135,900
AL-3/F . . . . .	143,700
AL-2 . . . . .	151,800
AL-1 . . . . .	155,500