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OIA-2024-5087

15 August 2024

T. D. Price
fyi-request-27722-24929f2e@requests.fyi.org.nz

Dear T.D. Price

I refer to your email of 19 July 2024 requesting, under the Official Information Act 1982 (OIA), the following information:

Under the Official Information Act I am requesting all assessments comparing NZDF Military and Civilian Pay to market rates in the rest of the labour market.

I reference the following OIA as an example of how I would like this data to be presented:

<https://fyi.org.nz/request/20554-budget-2022-requested-increase-for-remuneration?unfold=1>

https://www.nzdf.mil.nz/assets/Uploads/DocumentLibrary/OIA-2022-4516_NZDF-Pay-Grades-Market-Assesment-v2.pdf

Please include this for both 2023 and 2024. Specifically I am requesting the 2023 and 2024 Market Gap compared to the Strategic Pay_Public Sector: Base Salary, Hay_Public Sector:Base Salary and/or Strategic Pay_General Market: Base Salary.

If this data is not yet available for REM:24 and/or the 2024 Calendar Year please include just the outcome of REM:23

If this data does not exist I am requesting that it is created against the above reference pay scales.

Given the public interest in this information given recent announcements I request this OIA is expedited.

Enclosed are copies of the 2023 and 2024 market assessments for the New Zealand Defence Force (NZDF). Civilian pay grades cover the regular grades from 00 to 24, Senior Management grades, IT grades and Premium grades. Premium grades are used when it has not been possible to recruit at the regular grade and a business case has been agreed to recruit at the appropriate Premium grade. Military pay grades are at different sector placements (A-D) and tier (the subsequent number). The military ranks are listed as rank equivalent (E) based on the New Zealand Army rank structure for consistency.

For your reference the New Zealand Army military ranks are: Private (PTE); Lance Corporal (LCPL); Corporal (CPL); Sergeant (SGT); Staff Sergeant (SSGT); Warrant Officer 2nd Class (WO2); Warrant Officer 1st Class (WO1); Officer Cadet (OCDT); Second Lieutenant (2LT);

Lieutenant (LT); Captain (CAPT); Major (MAJ); Lieutenant Colonel (LTCOL); Colonel (COL); Brigadier (BRIG).

You have the right, under section 28(3) of the OIA, to ask an Ombudsman to review this response to your request. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that responses to official information requests are proactively released where possible. This response to your request will be published shortly on the NZDF website.

Yours sincerely

AJ WOODS

Air Commodore

Chief of Staff HQNZDF

Enclosures:

1. Market Assessment 2023
2. Market Assessment 2024

Market Assessment 2023

Pay Scale Area	Pay Scale Group	Pay Scale Level (Midpoint)	Pay Scale	2022 Base Salary	2023 Market Benchmark	2023 Market Gap	Market Alignment
37	GRADE00	07	Civilian	51956	54857	-5.6%	Strategic Pay_Public Sector: Base Salary
37	GRADE09	07	Civilian	54832	58348	-6.4%	Strategic Pay_Public Sector: Base Salary
37	GRADE10	07	Civilian	57989	62141	-7.2%	Strategic Pay_Public Sector: Base Salary
37	GRADE11	07	Civilian	60598	66087	-9.1%	Strategic Pay_Public Sector: Base Salary
37	GRADE12	07	Civilian	64384	71105	-10.4%	Strategic Pay_Public Sector: Base Salary
37	GRADE13	07	Civilian	68992	76174	-10.4%	Strategic Pay_Public Sector: Base Salary
37	GRADE14	07	Civilian	73922	82256	-11.3%	Strategic Pay_Public Sector: Base Salary
37	GRADE15	07	Civilian	79363	88132	-11.1%	Strategic Pay_Public Sector: Base Salary
37	GRADE16	07	Civilian	86179	95298	-10.6%	Strategic Pay_Public Sector: Base Salary
37	GRADE17	07	Civilian	93543	102926	-10.0%	Strategic Pay_Public Sector: Base Salary
37	GRADE18	07	Civilian	100696	110431	-9.7%	Strategic Pay_Public Sector: Base Salary
37	GRADE19	07	Civilian	107147	119247	-11.3%	Strategic Pay_Public Sector: Base Salary
37	GRADE20	07	Civilian	114251	128864	-12.8%	Strategic Pay_Public Sector: Base Salary
37	GRADE21	07	Civilian	123983	140050	-13.0%	Strategic Pay_Public Sector: Base Salary
37	GRADE22	07	Civilian	135547	153019	-12.9%	Strategic Pay_Public Sector: Base Salary
37	GRADE23	07	Civilian	148217	167224	-12.8%	Strategic Pay_Public Sector: Base Salary
37	GRADE24	07	Civilian	161707	182356	-12.8%	Strategic Pay_Public Sector: Base Salary
37	SMGRADE01	07	Civilian	165782	190220	-14.7%	Hay_Public Sector:Base Salary
37	SMGRADE02	07	Civilian	191145	221884	-16.1%	Hay_Public Sector:Base Salary
37	SMGRADE03	07	Civilian	217585	253126	-16.3%	Hay_Public Sector:Base Salary
37	SMGRADE04	07	Civilian	253973	293516	-15.6%	Hay_Public Sector:Base Salary
37	SMGRADE05	07	Civilian	300390	337597	-12.4%	Hay_Public Sector:Base Salary
37	SMGRADE06	07	Civilian	331626	375648	-13.3%	Hay_Public Sector:Base Salary
37	SMGRADE07	07	Civilian	411997	495270	-20.2%	Hay_Public Sector:Base Salary
50	BEGRD00	07	Civilian	52948	62141	-17.4%	Strategic Pay_Public Sector: Base Salary
50	BEGRD11	07	Civilian	53992	66087	-22.4%	Strategic Pay_Public Sector: Base Salary
50	BEGRD12	07	Civilian	58035	71105	-22.5%	Strategic Pay_Public Sector: Base Salary

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50	BEGRD13	07	Civilian	62145	76174	-22.6%	Strategic Pay_Public Sector: Base Salary
50	BEGRD14	07	Civilian	66661	82256	-23.4%	Strategic Pay_Public Sector: Base Salary
50	BEGRD15	07	Civilian	71119	88132	-23.9%	Strategic Pay_Public Sector: Base Salary
50	BEGRD16	07	Civilian	76371	95298	-24.8%	Strategic Pay_Public Sector: Base Salary
50	BEGRD17	07	Civilian	82235	102926	-25.2%	Strategic Pay_Public Sector: Base Salary
50	BEGRD18	07	Civilian	88497	110431	-24.8%	Strategic Pay_Public Sector: Base Salary
50	BEGRD19	07	Civilian	95354	119247	-25.1%	Strategic Pay_Public Sector: Base Salary
50	BEGRD20	07	Civilian	100938	128864	-27.7%	Strategic Pay_Public Sector: Base Salary
61	GRADE00	07	Civilian	51974	58348	-12.3%	Strategic Pay_Public Sector: Base Salary
61	GRADE10	07	Civilian	54006	62141	-15.1%	Strategic Pay_Public Sector: Base Salary
61	GRADE11	07	Civilian	55291	66087	-19.5%	Strategic Pay_Public Sector: Base Salary
61	GRADE12	07	Civilian	59465	71105	-19.6%	Strategic Pay_Public Sector: Base Salary
61	GRADE13	07	Civilian	63648	76174	-19.7%	Strategic Pay_Public Sector: Base Salary
61	GRADE14	07	Civilian	68276	82256	-20.5%	Strategic Pay_Public Sector: Base Salary
61	GRADE15	07	Civilian	72858	88132	-21.0%	Strategic Pay_Public Sector: Base Salary
61	GRADE16	07	Civilian	78265	95298	-21.8%	Strategic Pay_Public Sector: Base Salary
62	GRADE00	07	Civilian	54832	58348	-6.4%	Strategic Pay_Public Sector: Base Salary
62	GRADE10	07	Civilian	57989	62141	-7.2%	Strategic Pay_Public Sector: Base Salary
62	GRADE11	07	Civilian	60598	66087	-9.1%	Strategic Pay_Public Sector: Base Salary
62	GRADE12	07	Civilian	64384	71105	-10.4%	Strategic Pay_Public Sector: Base Salary
62	GRADE13	07	Civilian	68992	76174	-10.4%	Strategic Pay_Public Sector: Base Salary
62	GRADE14	07	Civilian	73922	82256	-11.3%	Strategic Pay_Public Sector: Base Salary
62	GRADE15	07	Civilian	79363	88132	-11.1%	Strategic Pay_Public Sector: Base Salary
62	GRADE16	07	Civilian	86179	95298	-10.6%	Strategic Pay_Public Sector: Base Salary
62	GRADE17	07	Civilian	93543	102926	-10.0%	Strategic Pay_Public Sector: Base Salary
62	GRADE18	07	Civilian	100696	110431	-9.7%	Strategic Pay_Public Sector: Base Salary
62	GRADE19	07	Civilian	107147	119247	-11.3%	Strategic Pay_Public Sector: Base Salary
62	GRADE20	07	Civilian	114251	128864	-12.8%	Strategic Pay_Public Sector: Base Salary
77	CVPRM09	07	Civilian	58215	60994	-4.8%	Strategic Pay_Private Sector: Base Salary

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77	CVPRM10	07	Civilian	62419	65000	-4.1%	Strategic Pay_Private Sector: Base Salary
77	CVPRM11	07	Civilian	66792	69166	-3.6%	Strategic Pay_Private Sector: Base Salary
77	CVPRM12	07	Civilian	72799	75805	-4.1%	Strategic Pay_Private Sector: Base Salary
77	CVPRM13	07	Civilian	78882	82555	-4.7%	Strategic Pay_Private Sector: Base Salary
77	CVPRM14	07	Civilian	86181	90654	-5.2%	Strategic Pay_Private Sector: Base Salary
77	CVPRM15	07	Civilian	91394	98211	-7.5%	Strategic Pay_Private Sector: Base Salary
77	CVPRM16	07	Civilian	97119	106571	-9.7%	Strategic Pay_Private Sector: Base Salary
77	CVPRM17	07	Civilian	109942	115470	-5.0%	Strategic Pay_Private Sector: Base Salary
77	CVPRM18	07	Civilian	113693	124274	-9.3%	Strategic Pay_Private Sector: Base Salary
77	CVPRM19	07	Civilian	123140	135093	-9.7%	Strategic Pay_Private Sector: Base Salary
77	CVPRM20	07	Civilian	133334	146895	-10.2%	Strategic Pay_Private Sector: Base Salary
77	CVPRM21	07	Civilian	145137	160155	-10.3%	Strategic Pay_Private Sector: Base Salary
77	CVPRM22	07	Civilian	158393	174433	-10.1%	Strategic Pay_Private Sector: Base Salary
77	CVPRM23	07	Civilian	177355	190071	-7.2%	Strategic Pay_Private Sector: Base Salary
77	CVPRM24	07	Civilian	188373	206729	-9.7%	Strategic Pay_Private Sector: Base Salary
85	ITC16PS	07	Civilian	93609	101349	-8.3%	Hay_Public Sector_(IT)family_ITC reference level:Base Salary
85	ITD16AO	07	Civilian	95030	110728	-16.5%	Hay_All Industries_(IT)family_ITD reference level:Base Salary
91	GRADE00	07	Civilian	54832	58348	-6.4%	Strategic Pay_Public Sector: Base Salary
91	GRADE10	07	Civilian	57989	62141	-7.2%	Strategic Pay_Public Sector: Base Salary
91	GRADE11	07	Civilian	60598	66087	-9.1%	Strategic Pay_Public Sector: Base Salary
91	GRADE12	07	Civilian	64384	71105	-10.4%	Strategic Pay_Public Sector: Base Salary
91	GRADE13	07	Civilian	68992	76174	-10.4%	Strategic Pay_Public Sector: Base Salary
91	GRADE14	07	Civilian	73922	82256	-11.3%	Strategic Pay_Public Sector: Base Salary
91	GRADE15	07	Civilian	79363	88132	-11.1%	Strategic Pay_Public Sector: Base Salary
91	GRADE16	07	Civilian	86179	95298	-10.6%	Strategic Pay_Public Sector: Base Salary
91	GRADE17	07	Civilian	93543	102926	-10.0%	Strategic Pay_Public Sector: Base Salary
91	GRADE18	07	Civilian	100696	110431	-9.7%	Strategic Pay_Public Sector: Base Salary
91	GRADE19	07	Civilian	107147	119247	-11.3%	Strategic Pay_Public Sector: Base Salary
91	GRADE20	07	Civilian	114251	128864	-12.8%	Strategic Pay_Public Sector: Base Salary

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A1	PTE(E)	07	Military	41111	48682	-18.4%	Strategic Pay_Public Sector: Base Salary
A2	PTE(E)	07	Military	43011	51519	-19.8%	Strategic Pay_Public Sector: Base Salary
A1	LCPL(E)	07	Military	45696	51519	-12.7%	Strategic Pay_Public Sector: Base Salary
A2	LCPL(E)	07	Military	47728	54857	-14.9%	Strategic Pay_Public Sector: Base Salary
A3	LCPL(E)	07	Military	52361	58348	-11.4%	Strategic Pay_Public Sector: Base Salary
A1	CPL(E)	07	Military	51696	58348	-12.9%	Strategic Pay_Public Sector: Base Salary
A2	CPL(E)	07	Military	54663	62141	-13.7%	Strategic Pay_Public Sector: Base Salary
A3	CPL(E)	07	Military	59299	66087	-11.4%	Strategic Pay_Public Sector: Base Salary
A1	SGT(E)	07	Military	58325	66087	-13.3%	Strategic Pay_Public Sector: Base Salary
A2	SGT(E)	07	Military	62264	71105	-14.2%	Strategic Pay_Public Sector: Base Salary
A3	SGT(E)	07	Military	67638	76174	-12.6%	Strategic Pay_Public Sector: Base Salary
A1	SSGT(E)	07	Military	67549	76174	-12.8%	Strategic Pay_Public Sector: Base Salary
A2	SSGT(E)	07	Military	72421	82256	-13.6%	Strategic Pay_Public Sector: Base Salary
A3	SSGT(E)	07	Military	78660	88132	-12.0%	Strategic Pay_Public Sector: Base Salary
A1	WO2/1(E)	07	Military	78036	88132	-12.9%	Strategic Pay_Public Sector: Base Salary
A2	WO2/1(E)	07	Military	84528	95298	-12.7%	Strategic Pay_Public Sector: Base Salary
A3	WO2/1(E)	07	Military	91750	102926	-12.2%	Strategic Pay_Public Sector: Base Salary
A4	SWO	07	Military	112505	119247	-6.0%	Strategic Pay_Public Sector: Base Salary
A5	SWO	07	Military	136301	153019	-12.3%	Strategic Pay_Public Sector: Base Salary
A6	SWO	07	Military	177593	224224	-26.3%	Strategic Pay_Public Sector: Base Salary
B1	LCPL(E)	07	Military	46452	52501	-13.0%	Strategic Pay_General Market: Base Salary
B2	LCPL(E)	07	Military	49133	55720	-13.4%	Strategic Pay_General Market: Base Salary
B3	LCPL(E)	07	Military	53055	59085	-11.4%	Strategic Pay_General Market: Base Salary
B1	CPL(E)	07	Military	52694	59085	-12.1%	Strategic Pay_General Market: Base Salary
B2	CPL(E)	07	Military	56397	62743	-11.3%	Strategic Pay_General Market: Base Salary
B3	CPL(E)	07	Military	60184	66547	-10.6%	Strategic Pay_General Market: Base Salary
B1	SGT(E)	07	Military	59486	66547	-11.9%	Strategic Pay_General Market: Base Salary
B2	SGT(E)	07	Military	63746	71980	-12.9%	Strategic Pay_General Market: Base Salary
B3	SGT(E)	07	Military	68884	77486	-12.5%	Strategic Pay_General Market: Base Salary

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B1	SSGT(E)	07	Military	68833	77486	-12.6%	Strategic Pay_General Market: Base Salary
B2	SSGT(E)	07	Military	74747	84095	-12.5%	Strategic Pay_General Market: Base Salary
B3	SSGT(E)	07	Military	80652	90492	-12.2%	Strategic Pay_General Market: Base Salary
B1	WO2/1(E)	07	Military	79763	90492	-13.5%	Strategic Pay_General Market: Base Salary
B2	WO2/1(E)	07	Military	86729	98337	-13.4%	Strategic Pay_General Market: Base Salary
B3	WO2/1(E)	07	Military	94145	106689	-13.3%	Strategic Pay_General Market: Base Salary
C1	LCPL(E)	07	Military	47150	53784	-14.1%	Strategic Pay_Private Sector: Base Salary
C2	LCPL(E)	07	Military	50548	57309	-13.4%	Strategic Pay_Private Sector: Base Salary
C3	LCPL(E)	07	Military	54992	60994	-10.9%	Strategic Pay_Private Sector: Base Salary
C1	CPL(E)	07	Military	53601	60994	-13.8%	Strategic Pay_Private Sector: Base Salary
C2	CPL(E)	07	Military	57767	65000	-12.5%	Strategic Pay_Private Sector: Base Salary
C3	CPL(E)	07	Military	62024	69166	-11.5%	Strategic Pay_Private Sector: Base Salary
C1	SGT(E)	07	Military	60449	69166	-14.4%	Strategic Pay_Private Sector: Base Salary
C2	SGT(E)	07	Military	66418	75805	-14.1%	Strategic Pay_Private Sector: Base Salary
C3	SGT(E)	07	Military	72445	82555	-14.0%	Strategic Pay_Private Sector: Base Salary
C1	SSGT(E)	07	Military	71442	82555	-15.6%	Strategic Pay_Private Sector: Base Salary
C2	SSGT(E)	07	Military	78603	90654	-15.3%	Strategic Pay_Private Sector: Base Salary
C3	SSGT(E)	07	Military	85488	98211	-14.9%	Strategic Pay_Private Sector: Base Salary
C1	WO2/1(E)	07	Military	83734	98211	-17.3%	Strategic Pay_Private Sector: Base Salary
C2	WO2/1(E)	07	Military	91857	106571	-16.0%	Strategic Pay_Private Sector: Base Salary
C3	WO2/1(E)	07	Military	100502	115470	-14.9%	Strategic Pay_Private Sector: Base Salary
D1	PTE(E)	07	Military	47904	53784	-12.3%	Strategic Pay_Private Sector: Base Salary
D2	PTE(E)	07	Military	50197	57309	-14.2%	Strategic Pay_Private Sector: Base Salary
D3	PTE(E)	07	Military	63787	69166	-8.4%	Strategic Pay_Private Sector: Base Salary
D1	LCPL(E)	07	Military	53904	60994	-13.2%	Strategic Pay_Private Sector: Base Salary
D2	LCPL(E)	07	Military	57892	65000	-12.3%	Strategic Pay_Private Sector: Base Salary
D3	LCPL(E)	07	Military	69406	75805	-9.2%	Strategic Pay_Private Sector: Base Salary
D1	CPL(E)	07	Military	63078	69166	-9.7%	Strategic Pay_Private Sector: Base Salary
D2	CPL(E)	07	Military	68641	75805	-10.4%	Strategic Pay_Private Sector: Base Salary

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D3	CPL(E)	07	Military	75604	82555	-9.2%	Strategic Pay_Private Sector: Base Salary
D1	SGT(E)	07	Military	67869	75805	-11.7%	Strategic Pay_Private Sector: Base Salary
D2	SGT(E)	07	Military	73331	82555	-12.6%	Strategic Pay_Private Sector: Base Salary
D3	SGT(E)	07	Military	81453	90654	-11.3%	Strategic Pay_Private Sector: Base Salary
D1	SSGT(E)	07	Military	73743	82555	-11.9%	Strategic Pay_Private Sector: Base Salary
D2	SSGT(E)	07	Military	80367	90654	-12.8%	Strategic Pay_Private Sector: Base Salary
D3	SSGT(E)	07	Military	88539	98211	-10.9%	Strategic Pay_Private Sector: Base Salary
D1	WO2/1(E)	07	Military	86436	98211	-13.6%	Strategic Pay_Private Sector: Base Salary
D2	WO2/1(E)	07	Military	94929	106571	-12.3%	Strategic Pay_Private Sector: Base Salary
D3	WO2/1(E)	07	Military	103954	115470	-11.1%	Strategic Pay_Private Sector: Base Salary
A1	OCDT(E)	07	Military	42661	48682	-14.1%	Strategic Pay_Public Sector: Base Salary
A2	OCDT(E)	07	Military	41111	48682	-18.4%	Strategic Pay_Public Sector: Base Salary
A1	2LT(E)	07	Military	50195	58348	-16.2%	Strategic Pay_Public Sector: Base Salary
A2	2LT(E)	07	Military	54142	62141	-14.8%	Strategic Pay_Public Sector: Base Salary
A3	2LT(E)	07	Military	59299	66087	-11.4%	Strategic Pay_Public Sector: Base Salary
A1	LT(E)	07	Military	62814	71105	-13.2%	Strategic Pay_Public Sector: Base Salary
A2	LT(E)	07	Military	68300	76174	-11.5%	Strategic Pay_Public Sector: Base Salary
A3	LT(E)	07	Military	74155	82256	-10.9%	Strategic Pay_Public Sector: Base Salary
A1	CAPT(E)	07	Military	78875	88132	-11.7%	Strategic Pay_Public Sector: Base Salary
A2	CAPT(E)	07	Military	85663	95298	-11.2%	Strategic Pay_Public Sector: Base Salary
A3	CAPT(E)	07	Military	92958	102926	-10.7%	Strategic Pay_Public Sector: Base Salary
A1	MAJ(E)	07	Military	91950	102926	-11.9%	Strategic Pay_Public Sector: Base Salary
A2	MAJ(E)	07	Military	100048	110431	-10.4%	Strategic Pay_Public Sector: Base Salary
A3	MAJ(E)	07	Military	108867	119247	-9.5%	Strategic Pay_Public Sector: Base Salary
A1	LTCOL(E)	07	Military	115071	128864	-12.0%	Strategic Pay_Public Sector: Base Salary
A2	LTCOL(E)	07	Military	125094	140050	-12.0%	Strategic Pay_Public Sector: Base Salary
A3	LTCOL(E)	07	Military	136301	153019	-12.3%	Strategic Pay_Public Sector: Base Salary
A1	COL(E)	07	Military	177593	224224	-26.3%	Hay_Public Sector:Base Salary
A1	BRIG(E)	07	Military	232473	290000	-24.7%	Hay_Public Sector:Base Salary

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B1	2LT(E)	07	Military	52208	59085	-13.2%	Strategic Pay_General Market: Base Salary
B2	2LT(E)	07	Military	55858	62743	-12.3%	Strategic Pay_General Market: Base Salary
B3	2LT(E)	07	Military	60184	66547	-10.6%	Strategic Pay_General Market: Base Salary
B1	LT(E)	07	Military	64988	71980	-10.8%	Strategic Pay_General Market: Base Salary
B2	LT(E)	07	Military	70227	77486	-10.3%	Strategic Pay_General Market: Base Salary
B3	LT(E)	07	Military	76513	84095	-9.9%	Strategic Pay_General Market: Base Salary
B1	CAPT(E)	07	Military	80852	90492	-11.9%	Strategic Pay_General Market: Base Salary
B2	CAPT(E)	07	Military	87886	98337	-11.9%	Strategic Pay_General Market: Base Salary
B3	CAPT(E)	07	Military	95376	106689	-11.9%	Strategic Pay_General Market: Base Salary
B1	MAJ(E)	07	Military	94345	106689	-13.1%	Strategic Pay_General Market: Base Salary
B2	MAJ(E)	07	Military	101653	114880	-13.0%	Strategic Pay_General Market: Base Salary
B3	MAJ(E)	07	Military	110144	124251	-12.8%	Strategic Pay_General Market: Base Salary
B1	LTCOL(E)	07	Military	119258	134474	-12.8%	Strategic Pay_General Market: Base Salary
B2	LTCOL(E)	07	Military	130158	146333	-12.4%	Strategic Pay_General Market: Base Salary
B3	LTCOL(E)	07	Military	142638	160007	-12.2%	Strategic Pay_General Market: Base Salary
C1	2LT(E)	07	Military	52590	60994	-16.0%	Strategic Pay_Private Sector: Base Salary
C2	2LT(E)	07	Military	57215	65000	-13.6%	Strategic Pay_Private Sector: Base Salary
C3	2LT(E)	07	Military	62024	69166	-11.5%	Strategic Pay_Private Sector: Base Salary
C1	LT(E)	07	Military	67713	75805	-12.0%	Strategic Pay_Private Sector: Base Salary
C2	LT(E)	07	Military	73857	82555	-11.8%	Strategic Pay_Private Sector: Base Salary
C3	LT(E)	07	Military	81236	90654	-11.6%	Strategic Pay_Private Sector: Base Salary
C1	CAPT(E)	07	Military	85696	98211	-14.6%	Strategic Pay_Private Sector: Base Salary
C2	CAPT(E)	07	Military	93984	106571	-13.4%	Strategic Pay_Private Sector: Base Salary
C3	CAPT(E)	07	Military	102802	115470	-12.3%	Strategic Pay_Private Sector: Base Salary
C1	MAJ(E)	07	Military	100702	115470	-14.7%	Strategic Pay_Private Sector: Base Salary
C2	MAJ(E)	07	Military	109180	124274	-13.8%	Strategic Pay_Private Sector: Base Salary
C3	MAJ(E)	07	Military	118854	135093	-13.7%	Strategic Pay_Private Sector: Base Salary
C1	LTCOL(E)	07	Military	129408	146895	-13.5%	Strategic Pay_Private Sector: Base Salary
C2	LTCOL(E)	07	Military	141507	160155	-13.2%	Strategic Pay_Private Sector: Base Salary

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C3	LTCOL(E)	07	Military	155113	174433	-12.5%	Strategic Pay_Private Sector: Base Salary
D1	2LT(E)	07	Military	57803	65000	-12.5%	Strategic Pay_Private Sector: Base Salary
D2	2LT(E)	07	Military	62475	69166	-10.7%	Strategic Pay_Private Sector: Base Salary
D3	2LT(E)	07	Military	68641	75805	-10.4%	Strategic Pay_Private Sector: Base Salary
D1	LT(E)	07	Military	67876	75805	-11.7%	Strategic Pay_Private Sector: Base Salary
D2	LT(E)	07	Military	74050	82555	-11.5%	Strategic Pay_Private Sector: Base Salary
D3	LT(E)	07	Military	88552	98211	-10.9%	Strategic Pay_Private Sector: Base Salary
D1	CAPT(E)	07	Military	86736	98211	-13.2%	Strategic Pay_Private Sector: Base Salary
D2	CAPT(E)	07	Military	95011	106571	-12.2%	Strategic Pay_Private Sector: Base Salary
D3	CAPT(E)	07	Military	103819	115470	-11.2%	Strategic Pay_Private Sector: Base Salary
D1	MAJ(E)	07	Military	103719	115470	-11.3%	Strategic Pay_Private Sector: Base Salary
D2	MAJ(E)	07	Military	112413	124274	-10.6%	Strategic Pay_Private Sector: Base Salary
D3	MAJ(E)	07	Military	122911	135093	-9.9%	Strategic Pay_Private Sector: Base Salary
D1	LTCOL(E)	07	Military	122911	146895	-19.5%	Strategic Pay_Private Sector: Base Salary
D2	LTCOL(E)	07	Military	134362	160155	-19.2%	Strategic Pay_Private Sector: Base Salary
D3	LTCOL(E)	07	Military	147327	174433	-18.4%	Strategic Pay_Private Sector: Base Salary
D1	COL(E)	07	Military	181584	224224	-23.5%	Hay_Public Sector:Base Salary

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Pay Scale Area	Pay Scale Group	Pay Scale Level (Midpoint)	Pay Scale	2023 Base Salary	2024 Market Benchmark	2024 Market Gap	Market Alignment
38	GRADE00	07	Civilian	61308	58391	4.8%	Strategic Pay_Public Sector: Base Salary
38	GRADE09	07	Civilian	62509	62294	0.3%	Strategic Pay_Public Sector: Base Salary
38	GRADE10	07	Civilian	64948	66537	-2.4%	Strategic Pay_Public Sector: Base Salary
38	GRADE11	07	Civilian	67870	70949	-4.5%	Strategic Pay_Public Sector: Base Salary
38	GRADE12	07	Civilian	70822	76088	-7.4%	Strategic Pay_Public Sector: Base Salary
38	GRADE13	07	Civilian	74857	81263	-8.6%	Strategic Pay_Public Sector: Base Salary
38	GRADE14	07	Civilian	79688	87474	-9.8%	Strategic Pay_Public Sector: Base Salary
38	GRADE15	07	Civilian	83963	93485	-11.3%	Strategic Pay_Public Sector: Base Salary
38	GRADE16	07	Civilian	90779	100852	-11.1%	Strategic Pay_Public Sector: Base Salary
38	GRADE17	07	Civilian	98143	108694	-10.8%	Strategic Pay_Public Sector: Base Salary
38	GRADE18	07	Civilian	105196	116341	-10.6%	Strategic Pay_Public Sector: Base Salary
38	GRADE19	07	Civilian	111647	124662	-11.7%	Strategic Pay_Public Sector: Base Salary
38	GRADE20	07	Civilian	118751	133738	-12.6%	Strategic Pay_Public Sector: Base Salary
38	GRADE21	07	Civilian	128383	144524	-12.6%	Strategic Pay_Public Sector: Base Salary
38	GRADE22	07	Civilian	139947	157566	-12.6%	Strategic Pay_Public Sector: Base Salary
38	GRADE23	07	Civilian	152617	171850	-12.6%	Strategic Pay_Public Sector: Base Salary
38	GRADE24	07	Civilian	166007	187065	-12.7%	Strategic Pay_Public Sector: Base Salary
38	SMGRADE01	07	Civilian	170082	195000	-14.7%	Hay_Public Sector:Base Salary
38	SMGRADE02	07	Civilian	195445	228332	-16.8%	Hay_Public Sector:Base Salary
38	SMGRADE03	07	Civilian	221885	260201	-17.3%	Hay_Public Sector:Base Salary
38	SMGRADE04	07	Civilian	258273	304165	-17.8%	Hay_Public Sector:Base Salary
38	SMGRADE05	07	Civilian	304690	344020	-12.9%	Hay_Public Sector:Base Salary
38	SMGRADE06	07	Civilian	335926	384400	-14.4%	Hay_Public Sector:Base Salary
38	SMGRADE07	07	Civilian	416297	579612	-39.2%	Hay_Public Sector:Base Salary
50	BEGRD00	07	Civilian	59302	66537	-12.2%	Strategic Pay_Public Sector: Base Salary
50	BEGRD11	07	Civilian	60471	70949	-17.3%	Strategic Pay_Public Sector: Base Salary
50	BEGRD12	07	Civilian	63838	76088	-19.2%	Strategic Pay_Public Sector: Base Salary

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50	BEGRD13	07	Civilian	67427	81263	-20.5%	Strategic Pay_Public Sector: Base Salary
50	BEGRD14	07	Civilian	71861	87474	-21.7%	Strategic Pay_Public Sector: Base Salary
50	BEGRD15	07	Civilian	75719	93485	-23.5%	Strategic Pay_Public Sector: Base Salary
50	BEGRD16	07	Civilian	80971	100852	-24.6%	Strategic Pay_Public Sector: Base Salary
50	BEGRD17	07	Civilian	86835	108694	-25.2%	Strategic Pay_Public Sector: Base Salary
50	BEGRD18	07	Civilian	92997	116341	-25.1%	Strategic Pay_Public Sector: Base Salary
50	BEGRD19	07	Civilian	99854	124662	-24.8%	Strategic Pay_Public Sector: Base Salary
50	BEGRD20	07	Civilian	105438	133738	-26.8%	Strategic Pay_Public Sector: Base Salary
61	GRADE00	07	Civilian	59250	62294	-5.1%	Strategic Pay_Public Sector: Base Salary
61	GRADE10	07	Civilian	60487	66537	-10.0%	Strategic Pay_Public Sector: Base Salary
61	GRADE11	07	Civilian	61926	70949	-14.6%	Strategic Pay_Public Sector: Base Salary
61	GRADE12	07	Civilian	65412	76088	-16.3%	Strategic Pay_Public Sector: Base Salary
61	GRADE13	07	Civilian	69058	81263	-17.7%	Strategic Pay_Public Sector: Base Salary
61	GRADE14	07	Civilian	73602	87474	-18.8%	Strategic Pay_Public Sector: Base Salary
61	GRADE15	07	Civilian	76265	93485	-22.6%	Strategic Pay_Public Sector: Base Salary
61	GRADE16	07	Civilian	81775	100852	-23.3%	Strategic Pay_Public Sector: Base Salary
63	GRADE00	07	Civilian	62509	62294	0.3%	Strategic Pay_Public Sector: Base Salary
63	GRADE10	07	Civilian	64948	66537	-2.4%	Strategic Pay_Public Sector: Base Salary
63	GRADE11	07	Civilian	67870	70949	-4.5%	Strategic Pay_Public Sector: Base Salary
63	GRADE12	07	Civilian	70822	76088	-7.4%	Strategic Pay_Public Sector: Base Salary
63	GRADE13	07	Civilian	74857	81263	-8.6%	Strategic Pay_Public Sector: Base Salary
63	GRADE14	07	Civilian	79688	87474	-9.8%	Strategic Pay_Public Sector: Base Salary
63	GRADE15	07	Civilian	83963	93485	-11.3%	Strategic Pay_Public Sector: Base Salary
63	GRADE16	07	Civilian	90779	100852	-11.1%	Strategic Pay_Public Sector: Base Salary
63	GRADE17	07	Civilian	98143	108694	-10.8%	Strategic Pay_Public Sector: Base Salary
63	GRADE18	07	Civilian	105196	116341	-10.6%	Strategic Pay_Public Sector: Base Salary
63	GRADE19	07	Civilian	111647	124662	-11.7%	Strategic Pay_Public Sector: Base Salary
63	GRADE20	07	Civilian	118751	133738	-12.6%	Strategic Pay_Public Sector: Base Salary
78	CVPRM09	07	Civilian	63746	64231	-0.8%	Strategic Pay_Private Sector: Base Salary

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78	CVPRM10	07	Civilian	67163	68547	-2.1%	Strategic Pay_Private Sector: Base Salary
78	CVPRM11	07	Civilian	71535	73035	-2.1%	Strategic Pay_Private Sector: Base Salary
78	CVPRM12	07	Civilian	77604	79595	-2.6%	Strategic Pay_Private Sector: Base Salary
78	CVPRM13	07	Civilian	83693	86248	-3.1%	Strategic Pay_Private Sector: Base Salary
78	CVPRM14	07	Civilian	90921	94232	-3.6%	Strategic Pay_Private Sector: Base Salary
78	CVPRM15	07	Civilian	98211	101745	-3.6%	Strategic Pay_Private Sector: Base Salary
78	CVPRM16	07	Civilian	106571	110265	-3.5%	Strategic Pay_Private Sector: Base Salary
78	CVPRM17	07	Civilian	115470	119335	-3.3%	Strategic Pay_Private Sector: Base Salary
78	CVPRM18	07	Civilian	124274	128329	-3.3%	Strategic Pay_Private Sector: Base Salary
78	CVPRM19	07	Civilian	135093	139579	-3.3%	Strategic Pay_Private Sector: Base Salary
78	CVPRM20	07	Civilian	146895	151853	-3.4%	Strategic Pay_Private Sector: Base Salary
78	CVPRM21	07	Civilian	160155	165788	-3.5%	Strategic Pay_Private Sector: Base Salary
78	CVPRM22	07	Civilian	174433	181151	-3.9%	Strategic Pay_Private Sector: Base Salary
78	CVPRM23	07	Civilian	190071	197976	-4.2%	Strategic Pay_Private Sector: Base Salary
78	CVPRM24	07	Civilian	206729	215899	-4.4%	Strategic Pay_Private Sector: Base Salary
87	ITC16PS	07	Civilian	98109	107908	-10.0%	Hay_Public Sector_(IT)family_ITC reference level:Base Salary
87	ITD16AO	07	Civilian	99530	115320	-15.9%	Hay_All Industries_(IT)family_ITD reference level:Base Salary
93	GRADE00	07	Civilian	62509	62294	0.3%	Strategic Pay_Public Sector: Base Salary
93	GRADE10	07	Civilian	64948	66537	-2.4%	Strategic Pay_Public Sector: Base Salary
93	GRADE11	07	Civilian	67870	70949	-4.5%	Strategic Pay_Public Sector: Base Salary
93	GRADE12	07	Civilian	70822	76088	-7.4%	Strategic Pay_Public Sector: Base Salary
93	GRADE13	07	Civilian	74857	81263	-8.6%	Strategic Pay_Public Sector: Base Salary
93	GRADE14	07	Civilian	79688	87474	-9.8%	Strategic Pay_Public Sector: Base Salary
93	GRADE15	07	Civilian	83963	93485	-11.3%	Strategic Pay_Public Sector: Base Salary
93	GRADE16	07	Civilian	90779	100852	-11.1%	Strategic Pay_Public Sector: Base Salary
93	GRADE17	07	Civilian	98143	108694	-10.8%	Strategic Pay_Public Sector: Base Salary
93	GRADE18	07	Civilian	105196	116341	-10.6%	Strategic Pay_Public Sector: Base Salary
93	GRADE19	07	Civilian	111647	124662	-11.7%	Strategic Pay_Public Sector: Base Salary
93	GRADE20	07	Civilian	118751	133738	-12.6%	Strategic Pay_Public Sector: Base Salary

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A1	PTE(E)	07	Military	52622	51662	1.8%	Strategic Pay_Public Sector: Base Salary
A2	PTE(E)	07	Military	53333	54657	-2.5%	Strategic Pay_Public Sector: Base Salary
A1	LCPL(E)	07	Military	57851	54657	5.5%	Strategic Pay_Public Sector: Base Salary
A2	LCPL(E)	07	Military	58944	58391	0.9%	Strategic Pay_Public Sector: Base Salary
A3	LCPL(E)	07	Military	60111	62294	-3.6%	Strategic Pay_Public Sector: Base Salary
A1	CPL(E)	07	Military	65240	62294	4.5%	Strategic Pay_Public Sector: Base Salary
A2	CPL(E)	07	Military	66471	66537	-0.1%	Strategic Pay_Public Sector: Base Salary
A3	CPL(E)	07	Military	67720	70949	-4.8%	Strategic Pay_Public Sector: Base Salary
A1	SGT(E)	07	Military	73431	70949	3.4%	Strategic Pay_Public Sector: Base Salary
A2	SGT(E)	07	Military	74780	76088	-1.7%	Strategic Pay_Public Sector: Base Salary
A3	SGT(E)	07	Military	76160	81263	-6.7%	Strategic Pay_Public Sector: Base Salary
A1	SSGT(E)	07	Military	84774	81263	4.1%	Strategic Pay_Public Sector: Base Salary
A2	SSGT(E)	07	Military	86326	87474	-1.3%	Strategic Pay_Public Sector: Base Salary
A3	SSGT(E)	07	Military	87863	93485	-6.4%	Strategic Pay_Public Sector: Base Salary
A1	WO2/1(E)	07	Military	97701	93485	4.3%	Strategic Pay_Public Sector: Base Salary
A2	WO2/1(E)	07	Military	99574	100852	-1.3%	Strategic Pay_Public Sector: Base Salary
A3	WO2/1(E)	07	Military	101200	108694	-7.4%	Strategic Pay_Public Sector: Base Salary
A4	SWO	07	Military	113067	124662	-10.3%	Strategic Pay_Public Sector: Base Salary
A5	SWO	07	Military	142571	157566	-10.5%	Strategic Pay_Public Sector: Base Salary
A6	SWO	07	Military	181593	228332	-25.7%	Strategic Pay_Public Sector: Base Salary
B1	LCPL(E)	07	Military	58715	55650	5.2%	Strategic Pay_General Market: Base Salary
B2	LCPL(E)	07	Military	59647	59171	0.8%	Strategic Pay_General Market: Base Salary
B3	LCPL(E)	07	Military	61119	62851	-2.8%	Strategic Pay_General Market: Base Salary
B1	CPL(E)	07	Military	66184	62851	5.0%	Strategic Pay_General Market: Base Salary
B2	CPL(E)	07	Military	67225	66851	0.6%	Strategic Pay_General Market: Base Salary
B3	CPL(E)	07	Military	69151	71012	-2.7%	Strategic Pay_General Market: Base Salary
B1	SGT(E)	07	Military	74429	71012	4.6%	Strategic Pay_General Market: Base Salary
B2	SGT(E)	07	Military	75603	76202	-0.8%	Strategic Pay_General Market: Base Salary
B3	SGT(E)	07	Military	77770	81441	-4.7%	Strategic Pay_General Market: Base Salary

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B1	SSGT(E)	07	Military	85904	81441	5.2%	Strategic Pay_General Market: Base Salary
B2	SSGT(E)	07	Military	87230	87729	-0.6%	Strategic Pay_General Market: Base Salary
B3	SSGT(E)	07	Military	89685	94042	-4.9%	Strategic Pay_General Market: Base Salary
B1	WO2/1(E)	07	Military	98986	94042	5.0%	Strategic Pay_General Market: Base Salary
B2	WO2/1(E)	07	Military	100519	102509	-2.0%	Strategic Pay_General Market: Base Salary
B3	WO2/1(E)	07	Military	103277	111523	-8.0%	Strategic Pay_General Market: Base Salary
C1	LCPL(E)	07	Military	59409	56463	5.0%	Strategic Pay_Private Sector: Base Salary
C2	LCPL(E)	07	Military	60202	60261	-0.1%	Strategic Pay_Private Sector: Base Salary
C3	LCPL(E)	07	Military	61207	64231	-4.9%	Strategic Pay_Private Sector: Base Salary
C1	CPL(E)	07	Military	67162	64231	4.4%	Strategic Pay_Private Sector: Base Salary
C2	CPL(E)	07	Military	68280	68547	-0.4%	Strategic Pay_Private Sector: Base Salary
C3	CPL(E)	07	Military	70149	73035	-4.1%	Strategic Pay_Private Sector: Base Salary
C1	SGT(E)	07	Military	75501	73035	3.3%	Strategic Pay_Private Sector: Base Salary
C2	SGT(E)	07	Military	76780	79595	-3.7%	Strategic Pay_Private Sector: Base Salary
C3	SGT(E)	07	Military	78820	86248	-9.4%	Strategic Pay_Private Sector: Base Salary
C1	SSGT(E)	07	Military	87088	86248	1.0%	Strategic Pay_Private Sector: Base Salary
C2	SSGT(E)	07	Military	88585	94232	-6.4%	Strategic Pay_Private Sector: Base Salary
C3	SSGT(E)	07	Military	93301	101745	-9.1%	Strategic Pay_Private Sector: Base Salary
C1	WO2/1(E)	07	Military	100313	101745	-1.4%	Strategic Pay_Private Sector: Base Salary
C2	WO2/1(E)	07	Military	101961	110265	-8.1%	Strategic Pay_Private Sector: Base Salary
C3	WO2/1(E)	07	Military	109748	119335	-8.7%	Strategic Pay_Private Sector: Base Salary
D1	PTE(E)	07	Military	53784	56463	-5.0%	Strategic Pay_Private Sector: Base Salary
D2	PTE(E)	07	Military	56823	60261	-6.0%	Strategic Pay_Private Sector: Base Salary
D3	PTE(E)	07	Military	69145	73035	-5.6%	Strategic Pay_Private Sector: Base Salary
D1	LCPL(E)	07	Military	60994	64231	-5.3%	Strategic Pay_Private Sector: Base Salary
D2	LCPL(E)	07	Military	64433	68547	-6.4%	Strategic Pay_Private Sector: Base Salary
D3	LCPL(E)	07	Military	75097	79595	-6.0%	Strategic Pay_Private Sector: Base Salary
D1	CPL(E)	07	Military	69166	73035	-5.6%	Strategic Pay_Private Sector: Base Salary
D2	CPL(E)	07	Military	75093	79595	-6.0%	Strategic Pay_Private Sector: Base Salary

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D3	CPL(E)	07	Military	81804	86248	-5.4%	Strategic Pay_Private Sector: Base Salary
D1	SGT(E)	07	Military	76692	79595	-3.8%	Strategic Pay_Private Sector: Base Salary
D2	SGT(E)	07	Military	81104	86248	-6.3%	Strategic Pay_Private Sector: Base Salary
D3	SGT(E)	07	Military	89028	94232	-5.8%	Strategic Pay_Private Sector: Base Salary
D1	SSGT(E)	07	Military	88197	86248	2.2%	Strategic Pay_Private Sector: Base Salary
D2	SSGT(E)	07	Military	89288	94232	-5.5%	Strategic Pay_Private Sector: Base Salary
D3	SSGT(E)	07	Military	96773	101745	-5.1%	Strategic Pay_Private Sector: Base Salary
D1	WO2/1(E)	07	Military	101562	101745	-0.2%	Strategic Pay_Private Sector: Base Salary
D2	WO2/1(E)	07	Military	105371	110265	-4.6%	Strategic Pay_Private Sector: Base Salary
D3	WO2/1(E)	07	Military	113622	119335	-5.0%	Strategic Pay_Private Sector: Base Salary
A1	OCDT(E)	07	Military	55553	51662	7.0%	Strategic Pay_Public Sector: Base Salary
A2	OCDT(E)	07	Military	56733	51662	8.9%	Strategic Pay_Public Sector: Base Salary
A1	2LT(E)	07	Military	62644	62294	0.6%	Strategic Pay_Public Sector: Base Salary
A2	2LT(E)	07	Military	63563	66537	-4.7%	Strategic Pay_Public Sector: Base Salary
A3	2LT(E)	07	Military	66087	70949	-7.4%	Strategic Pay_Public Sector: Base Salary
A1	LT(E)	07	Military	70792	76088	-7.5%	Strategic Pay_Public Sector: Base Salary
A2	LT(E)	07	Military	73627	81263	-10.4%	Strategic Pay_Public Sector: Base Salary
A3	LT(E)	07	Military	79560	87474	-9.9%	Strategic Pay_Public Sector: Base Salary
A1	CAPT(E)	07	Military	83844	93485	-11.5%	Strategic Pay_Public Sector: Base Salary
A2	CAPT(E)	07	Military	90631	100852	-11.3%	Strategic Pay_Public Sector: Base Salary
A3	CAPT(E)	07	Military	97884	108694	-11.0%	Strategic Pay_Public Sector: Base Salary
A1	MAJ(E)	07	Military	97780	108694	-11.2%	Strategic Pay_Public Sector: Base Salary
A2	MAJ(E)	07	Military	105050	116341	-10.7%	Strategic Pay_Public Sector: Base Salary
A3	MAJ(E)	07	Military	113875	124662	-9.5%	Strategic Pay_Public Sector: Base Salary
A1	LTCOL(E)	07	Military	120134	133738	-11.3%	Strategic Pay_Public Sector: Base Salary
A2	LTCOL(E)	07	Military	130473	144524	-10.8%	Strategic Pay_Public Sector: Base Salary
A3	LTCOL(E)	07	Military	142571	157566	-10.5%	Strategic Pay_Public Sector: Base Salary
A1	COL(E)	07	Military	181893	228332	-25.5%	Hay_Public Sector:Base Salary
A1	BRIG(E)	07	Military	236773	304165	-28.5%	Hay_Public Sector:Base Salary

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B1	2LT(E)	07	Military	65782	62851	4.5%	Strategic Pay_General Market: Base Salary
B2	2LT(E)	07	Military	66862	66851	0.0%	Strategic Pay_General Market: Base Salary
B3	2LT(E)	07	Military	68008	71012	-4.4%	Strategic Pay_General Market: Base Salary
B1	LT(E)	07	Military	76035	76202	-0.2%	Strategic Pay_General Market: Base Salary
B2	LT(E)	07	Military	77320	81441	-5.3%	Strategic Pay_General Market: Base Salary
B3	LT(E)	07	Military	81486	87729	-7.7%	Strategic Pay_General Market: Base Salary
B1	CAPT(E)	07	Military	87724	94042	-7.2%	Strategic Pay_General Market: Base Salary
B2	CAPT(E)	07	Military	93420	102509	-9.7%	Strategic Pay_General Market: Base Salary
B3	CAPT(E)	07	Military	101354	111523	-10.0%	Strategic Pay_General Market: Base Salary
B1	MAJ(E)	07	Military	101354	111523	-10.0%	Strategic Pay_General Market: Base Salary
B2	MAJ(E)	07	Military	109136	120306	-10.2%	Strategic Pay_General Market: Base Salary
B3	MAJ(E)	07	Military	118039	129783	-9.9%	Strategic Pay_General Market: Base Salary
B1	LTCOL(E)	07	Military	125340	140122	-11.8%	Strategic Pay_General Market: Base Salary
B2	LTCOL(E)	07	Military	136405	152064	-11.5%	Strategic Pay_General Market: Base Salary
B3	LTCOL(E)	07	Military	149056	165715	-11.2%	Strategic Pay_General Market: Base Salary
C1	2LT(E)	07	Military	66790	64231	3.8%	Strategic Pay_Private Sector: Base Salary
C2	2LT(E)	07	Military	68086	68547	-0.7%	Strategic Pay_Private Sector: Base Salary
C3	2LT(E)	07	Military	69467	73035	-5.1%	Strategic Pay_Private Sector: Base Salary
C1	LT(E)	07	Military	77260	79595	-3.0%	Strategic Pay_Private Sector: Base Salary
C2	LT(E)	07	Military	78658	86248	-9.6%	Strategic Pay_Private Sector: Base Salary
C3	LT(E)	07	Military	86121	94232	-9.4%	Strategic Pay_Private Sector: Base Salary
C1	CAPT(E)	07	Military	93301	101745	-9.1%	Strategic Pay_Private Sector: Base Salary
C2	CAPT(E)	07	Military	101242	110265	-8.9%	Strategic Pay_Private Sector: Base Salary
C3	CAPT(E)	07	Military	109696	119335	-8.8%	Strategic Pay_Private Sector: Base Salary
C1	MAJ(E)	07	Military	109696	119335	-8.8%	Strategic Pay_Private Sector: Base Salary
C2	MAJ(E)	07	Military	118060	128329	-8.7%	Strategic Pay_Private Sector: Base Salary
C3	MAJ(E)	07	Military	128338	139579	-8.8%	Strategic Pay_Private Sector: Base Salary
C1	LTCOL(E)	07	Military	136913	151853	-10.9%	Strategic Pay_Private Sector: Base Salary
C2	LTCOL(E)	07	Military	149290	165788	-11.1%	Strategic Pay_Private Sector: Base Salary

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C3	LTCOL(E)	07	Military	162559	181151	-11.4%	Strategic Pay_Private Sector: Base Salary
D1	2LT(E)	07	Military	67861	68547	-1.0%	Strategic Pay_Private Sector: Base Salary
D2	2LT(E)	07	Military	69098	73035	-5.7%	Strategic Pay_Private Sector: Base Salary
D3	2LT(E)	07	Military	73377	79595	-8.5%	Strategic Pay_Private Sector: Base Salary
D1	LT(E)	07	Military	78465	79595	-1.4%	Strategic Pay_Private Sector: Base Salary
D2	LT(E)	07	Military	80048	86248	-7.7%	Strategic Pay_Private Sector: Base Salary
D3	LT(E)	07	Military	95282	101745	-6.8%	Strategic Pay_Private Sector: Base Salary
D1	CAPT(E)	07	Military	94368	101745	-7.8%	Strategic Pay_Private Sector: Base Salary
D2	CAPT(E)	07	Military	102326	110265	-7.8%	Strategic Pay_Private Sector: Base Salary
D3	CAPT(E)	07	Military	110775	119335	-7.7%	Strategic Pay_Private Sector: Base Salary
D1	MAJ(E)	07	Military	110720	119335	-7.8%	Strategic Pay_Private Sector: Base Salary
D2	MAJ(E)	07	Military	119158	128329	-7.7%	Strategic Pay_Private Sector: Base Salary
D3	MAJ(E)	07	Military	129425	139579	-7.8%	Strategic Pay_Private Sector: Base Salary
D1	LTCOL(E)	07	Military	137967	151853	-10.1%	Strategic Pay_Private Sector: Base Salary
D2	LTCOL(E)	07	Military	150351	165788	-10.3%	Strategic Pay_Private Sector: Base Salary
D3	LTCOL(E)	07	Military	163607	181151	-10.7%	Strategic Pay_Private Sector: Base Salary
D1	COL(E)	07	Military	187485	228332	-21.8%	Hay_Public Sector:Base Salary

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