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**Presidential Documents**

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Title 3—

Executive Order 12990 of February 29, 1996

The President

Adjustments of Rates of Pay and Allowances for the Uniformed Services, Amendment to Executive Order No. 12984

By the authority vested in me as President by the Constitution and the laws of the United States of America, including section 601 of Public Law 104-106, it is hereby ordered as follows:

Section 1. The rates of monthly basic pay (37 U.S.C. 203(a)), the rates of basic allowances for subsistence (37 U.S.C. 402), and the rates of basic allowances for quarters (37 U.S.C. 403(a)) for members of the uniformed services and the rate of monthly cadet or midshipman pay (37 U.S.C. 203(c)(1)) are adjusted as set forth on the schedule attached hereto and made a part hereof.

Sec. 2. The adjustments in rates of pay and allowances set forth on the attached schedule are effective on January 1, 1996.

Sec. 3. Section 4 and Schedule 8 of Executive Order No. 12984 of December 28, 1995, are superseded.



THE WHITE HOUSE,  
*February 29, 1996.*

PAY AND ALLOWANCES OF THE UNIFORMED SERVICES  
(Effective on January 1, 1996)

Part I--MONTHLY BASIC PAY

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

Pay Grade	2 or Less	Over												
		3	4	6	8	10	12	14	16	18	20	22	24	26
O-10**	\$7,145.70	\$7,397.10	\$7,397.10	\$7,397.10	\$7,397.10	\$7,661.20	\$7,661.20	\$8,106.60	\$8,106.60	\$8,686.50	\$8,686.50	\$9,268.20*	\$9,268.20*	\$9,845.40*
O-9	6,333.00	6,498.90	6,637.50	6,637.50	6,637.50	6,806.10	6,806.10	7,089.30	7,089.30	7,681.20	7,681.20	8,106.60	8,106.60	8,686.50
O-8	5,736.00	5,908.20	6,048.30	6,048.30	6,048.30	6,498.90	6,498.90	6,806.10	6,806.10	7,397.10	7,397.10	7,870.50	7,870.50	8,343.90
O-7	4,766.10	5,090.40	5,090.40	5,090.40	5,090.40	5,318.70	5,318.70	5,626.80	5,626.80	6,498.90	6,498.90	6,945.90	6,945.90	7,397.10
O-6	3,532.50	3,881.10	4,135.50	4,135.50	4,135.50	4,135.50	4,135.50	4,276.20	4,276.20	4,952.40	4,952.40	5,205.00	5,205.00	5,626.80
O-5	2,825.40	3,317.40	3,546.90	3,546.90	3,546.90	3,546.90	3,546.90	3,654.00	3,654.00	4,116.60	4,116.60	4,569.50	4,569.50	4,979.40
O-4	2,381.40	2,900.10	3,093.60	3,093.60	3,093.60	3,289.80	3,289.80	3,514.50	3,514.50	4,051.80	4,051.80	4,463.10	4,463.10	4,879.40
O-3***	2,213.10	2,474.40	2,645.40	2,645.40	2,645.40	3,176.70	3,176.70	3,368.90	3,368.90	3,800.60	3,800.60	4,163.10	4,163.10	4,569.50
O-2***	1,929.90	2,107.50	2,332.30	2,332.30	2,332.30	2,671.50	2,671.50	2,871.50	2,871.50	3,267.50	3,267.50	3,600.60	3,600.60	3,945.90
O-1***	1,675.50	1,743.90	2,107.50	2,107.50	2,107.50	2,107.50	2,107.50	2,107.50	2,107.50	2,107.50	2,107.50	2,107.50	2,107.50	2,107.50

COMMISSIONED OFFICERS

COMMISSIONED OFFICERS WITH OVER 4 YEARS OF ACTIVE DUTY SERVICE  
AS AN ENLISTED MEMBER OR WARRANT OFFICER

O-3E	-	-	-	\$2,926.80	\$3,066.90	\$3,176.70	\$3,348.90	\$3,514.50	\$3,654.00	\$3,654.00	\$3,654.00	\$3,654.00	\$3,654.00	\$3,654.00
O-2E	-	-	-	2,617.20	2,671.50	2,756.10	2,900.10	3,011.10	3,093.60	3,093.60	3,093.60	3,093.60	3,093.60	3,093.60
O-1E	-	-	-	2,107.50	2,251.80	2,334.60	2,419.20	2,503.20	2,617.20	2,617.20	2,617.20	2,617.20	2,617.20	2,617.20

\* Basic pay for these officers is limited to the rate of basic pay for level V of the Executive Schedule, which is \$9,016.80 per month.

\*\* While 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, or Commandant of the Coast Guard, basic pay for this grade is calculated to be \$10,863.60, regardless of cumulative years of service computed under section 205 of title 37, United States Code. Nevertheless, actual basic pay for these officers is limited to the rate of basic pay for level V of the Executive Schedule, which is \$9,016.80 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.

PAY AND ALLOWANCES OF THE UNIFORMED SERVICES (PAGE 2)  
 YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)

Pay Grade	2 or less		3		4		6		8		10		12		14		16		18		20		22		24		26				
	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over			
W-5	\$2,254.80	\$2,419.20	\$2,419.20	\$2,474.40	\$2,586.90	\$2,700.90	\$2,814.30	\$3,011.10	\$3,150.90	\$3,261.60	\$3,348.90	\$3,456.90	\$3,572.70	\$3,684.00	\$3,851.10	\$3,848.10	\$3,993.90	\$4,109.40	\$4,282.50												
W-4	2,049.30	2,223.00	2,223.00	2,251.80	2,277.90	2,444.70	2,586.90	2,671.50	2,756.10	2,838.60	2,926.80	3,041.10	3,150.90	3,261.60	3,456.90	3,456.90	3,572.70	3,684.00	3,851.10												
W-3	1,794.90	1,941.90	1,941.90	1,998.30	2,107.50	2,223.00	2,307.30	2,391.90	2,474.40	2,561.40	2,645.40	2,728.50	2,838.60	2,926.80	3,041.10	3,150.90	3,261.60	3,348.90	3,456.90												
W-2	1,495.20	1,714.50	1,714.50	1,857.60	1,941.90	2,025.00	2,107.50	2,194.50	2,277.90	2,362.80	2,444.70	2,532.30	2,622.60	2,713.50	2,805.60	2,898.10	2,993.90	3,091.40	3,190.60												
W-1																															

WARRANT OFFICERS

ENLISTED MEMBERS

E-9*	\$2,623.20	\$2,682.00	\$2,742.60	\$2,805.60	\$2,868.60	\$2,924.10	\$3,077.40	\$3,197.40	\$3,377.10
E-8	2,199.60	2,262.90	2,322.30	2,382.60	2,445.60	2,501.40	2,562.90	2,613.50	2,834.40
E-7	1,535.70	1,658.10	1,719.00	1,779.60	1,840.20	1,898.70	1,959.60	2,020.80	2,112.00
E-6	1,321.20	1,440.30	1,500.00	1,563.90	1,622.70	1,680.90	1,742.70	1,832.40	1,930.00
E-5	1,159.50	1,262.10	1,323.30	1,380.90	1,471.80	1,531.80	1,592.10	1,650.90	1,728.50
E-4	1,081.20	1,142.10	1,209.30	1,302.60	1,354.20	1,354.20	1,354.20	1,354.20	1,354.20
E-3	1,019.10	1,074.90	1,117.50	1,161.90	1,161.90	1,161.90	1,161.90	1,161.90	1,161.90
E-2	980.70	980.70	980.70	980.70	980.70	980.70	980.70	980.70	980.70
E-1**	874.80	874.80	874.80	874.80	874.80	874.80	874.80	874.80	874.80
E-1***	809.10								

\* While serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy or Coast Guard, Chief Master Sergeant of the Air Force, or Sergeant Major of the Marine Corps, basic pay for this grade is \$4,104.90, regardless of cumulative years of service computed under section 205 of title 37, United States Code.

\*\* 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.

## PAY AND ALLOWANCES OF THE UNIFORMED SERVICES (PAGE 3)

## Part II--BASIC ALLOWANCE FOR QUARTERS RATES

Pay Grade	Without dependents		With dependents
	Full rate*	Partial rate**	
<b>COMMISSIONED OFFICERS</b>			
O-10	\$788.40	\$50.70	\$970.50
O-9	788.40	50.70	970.50
O-8	788.40	50.70	970.50
O-7	788.40	50.70	970.50
O-6	723.30	39.60	873.90
O-5	696.60	33.00	842.40
O-4	645.60	26.70	742.50
O-3	517.50	22.20	614.40
O-2	410.40	17.70	524.70
O-1	345.60	13.20	468.90
<b>COMMISSIONED OFFICERS WITH OVER 4 YEARS OF ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER</b>			
O-3E	\$558.60	\$22.20	\$660.30
O-2E	474.90	17.70	595.80
O-1E	408.30	13.20	550.50
<b>WARRANT OFFICERS</b>			
W-5	\$655.80	\$25.20	\$716.70
W-4	582.60	25.20	657.00
W-3	489.60	20.70	602.10
W-2	434.70	15.90	553.80
W-1	363.90	13.80	479.10
<b>ENLISTED MEMBERS</b>			
E-9	\$478.50	\$18.60	\$630.60
E-8	439.20	15.30	581.40
E-7	375.00	12.00	539.70
E-6	339.60	9.90	498.90
E-5	313.20	8.70	448.50
E-4	272.40	8.10	390.00
E-3	267.30	7.80	363.00
E-2	217.20	7.20	345.60
E-1	193.50	6.90	345.60

\* Payment of the full rate of basic allowance for quarters at these rates to members of the uniformed services without dependents is authorized by section 403 of title 37, United States Code, and Part IV of Executive Order 11157, as amended.

\*\* Payment of the partial rate of basic allowance for quarters at these rates to members of the uniformed services without dependents who, under section 403(b) or (c) of title 37, United States Code, are not entitled to the full rate of basic allowance for quarters, is authorized by section 1009(c)(2) of title 37, United States Code, and Part IV of Executive Order 11157, as amended.

## Part III--BASIC ALLOWANCE FOR SUBSISTENCE

Officers (per month)		\$149.67
Enlisted Members (per day):		
	E-1 (less than 4 months of active duty)	All Other
<b>Enlisted</b>		
When on leave or authorized to mess separately	\$6.59	\$7.15
When rations in-kind are not available	7.43	8.06
When assigned to duty under emergency conditions where no messing facilities of the United States are available	9.86	10.67

## Part IV--RATE OF MONTHLY CADET OR MIDSHIPMAN PAY

The rate of monthly cadet or midshipman pay authorized by section 203(c)(1) of title 37, United States Code, is \$558.04.