



## TRANSLATING MILITARY PAY INTO CIVILIAN COMPENSATION

Pay Grade	Min	Max	Job Title
O-6	\$129K	\$160K	COL/CAPT
O-5	\$98K	\$153K	LT COL/CDR
O-4	\$83K	\$121K	MAJ/LT CDR
O-3	\$68K	\$105K	CAP/LT
O-2	\$51K	\$72K	1 <sup>st</sup> LT/LT JG
O-1	\$46K	\$54K	2 <sup>nd</sup> LT/Ensign
W-5	\$72K	\$83K	Chief Warrant Officer 5
W-4	\$55K	\$78K	Chief Warrant Officer 4
W-3	\$51K	\$74K	Warrant Officer 3
W-2	\$47K	\$62K	Warrant Officer 2
W-1	\$39K	\$57K	Warrant Officer 1
E-9	\$82K	\$108K	CMSgt/MCPO/SGM or CSM/SgtMaj or MGySgt
E-8	\$72K	\$95K	SMSgt/SCPO/MSG or ISG/MSgt or ISG
E-7	\$56K	\$81K	MSgt/CPO/SFC/GySgt
E-6	\$48K	\$71K	TSgt/PO 1 <sup>st</sup> Class/SSgt/SSgt
E-5	\$43K	\$61K	SSgt/PO 2 <sup>nd</sup> Class/Sgt/Sgt
E-4	\$39K	\$52K	SrA/PO 3 <sup>rd</sup> Class/Cpl or SPC/Cpl

\*Compensation includes base pay, housing allowance and subsistence allowance, special duty allowances (flight pay, combat pay, sea pay, nuclear pay) and COLA (cost-of-living allowance paid in high-cost areas)

E-9:  
 CMSgt – Chief Master Sgt (USAF)  
 MCPO – Master Chief Petty Officer (Navy)  
 SGM – Sgt Maj (Army)  
 CSM – Command Sgt Maj (Army)  
 Sgt Maj – Sgt Maj (USMC)  
 MGySgt – Master Gunnery Sgt (USMC)

E-8:  
 SMSgt – Senior Master Sgt (USAF)  
 SCPO – Senior Chief Petty Officer (Navy)  
 MSG – Master Sgt (Army)  
 1SG – 1st Sgt (Army)  
 MSgt – Master Sgt (USMC)  
 1SG – 1st Sgt (USMC)

E-7:  
 MSgt – Master Sgt (USAF)  
 CPO – Chief Petty Officer (Navy)  
 SFC – Sgt 1st Class (Army)  
 GySgt – Gunnery Sgt (USMC)

E-6:  
 TSgt – Technical Sgt (USAF)  
 PO 1st Class – Petty Officer 1st Class (Navy)  
 SSgt – Staff Sgt (Army)  
 SSgt – Staff Sgt (USMC)

E-5:  
 SSgt – Staff Sgt (USAF)  
 PO 2nd Class – Petty Officer 2nd Class (Navy)  
 Sgt – Sgt (Army)  
 Sgt – Sgt (USMC)

E-4:  
 SrA – Sr Airman (USAF)  
 PO 3rd Class – Petty Officer 3rd Class (Navy)  
 Cpl – Corporal or SPC – Specialist (Army)  
 Cpl – Corporal (USMC)

