

# STRUCTURE OF THE AIR FORCE

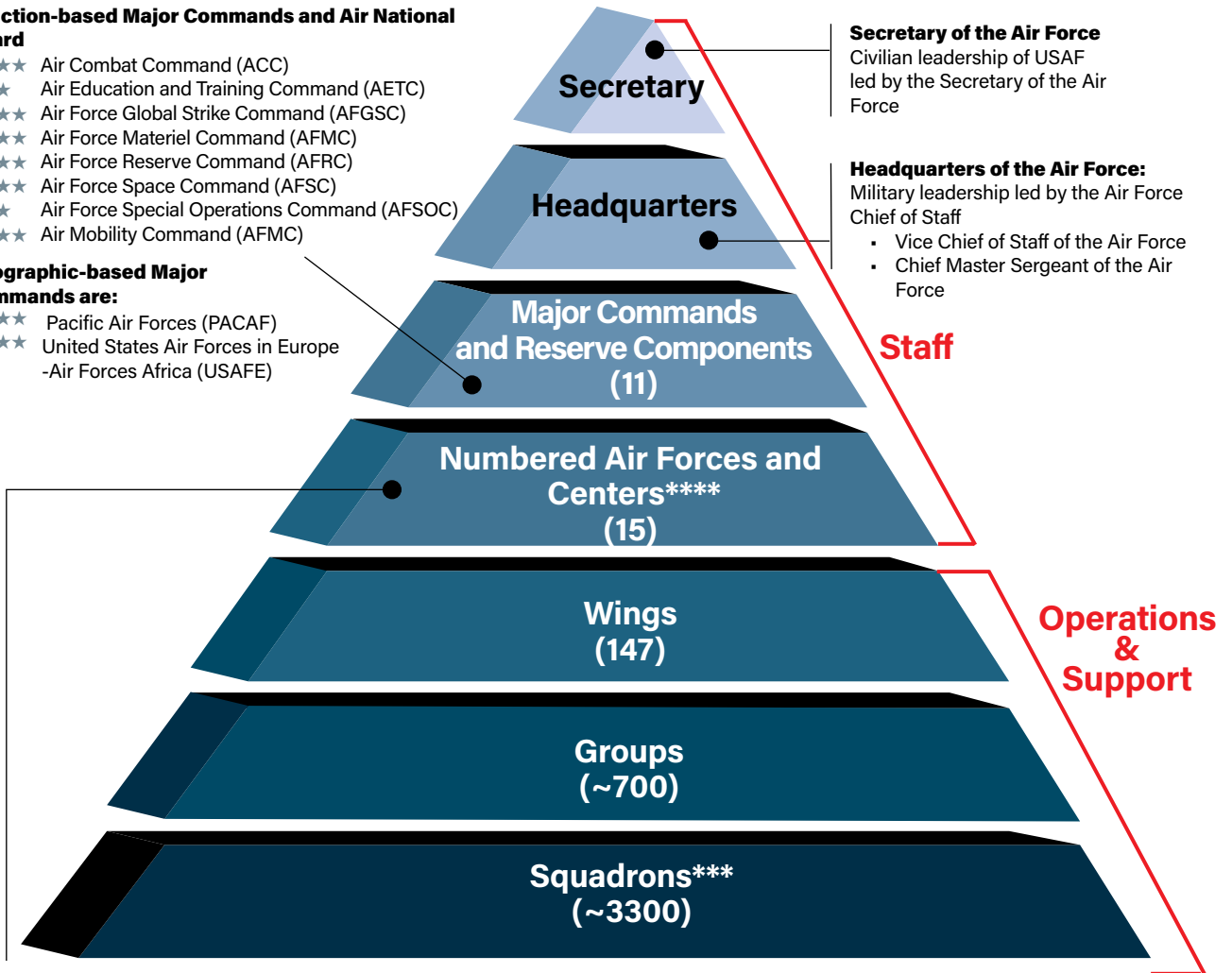
The Air Force is headed by a civilian Secretary and military Chief of Staff, who together are responsible for manning, training, and equipping the forces the service provides to Joint Combatant Commands around the globe. The Air Force itself can be seen as a pyramid, whose foundational units are squadrons—more than 3,000 of them, in all—which come in a variety of sizes. Squadrons wrap up into groups, and groups into wings. Wings, in turn, wrap up into numbered air forces (NAFs), which comprise the operational elements of the service's major commands. The number of stars indicate the general in command:

## Function-based Major Commands and Air National Guard

- ★★★★ Air Combat Command (ACC)
- ★★★ Air Education and Training Command (AETC)
- ★★★★ Air Force Global Strike Command (AFGSC)
- ★★★★ Air Force Materiel Command (AFMC)
- ★★★★ Air Force Reserve Command (AFRC)
- ★★★★ Air Force Space Command (AFSC)
- ★★★ Air Force Special Operations Command (AFSOC)
- ★★★★ Air Mobility Command (AFMC)

## Geographic-based Major Commands are:

- ★★★★ Pacific Air Forces (PACAF)
- ★★★★ United States Air Forces in Europe -Air Forces Africa (USAFE)



## Secretary of the Air Force

Civilian leadership of USAF led by the Secretary of the Air Force

## Headquarters of the Air Force:

Military leadership led by the Air Force Chief of Staff

- Vice Chief of Staff of the Air Force
- Chief Master Sergeant of the Air Force

Staff

Operations & Support

## Numbered Air Forces

Numbered Air Forces (NAFs) are subordinate to major commands. Those that support Unified Combatant Commands are designated Component Numbered Air Forces (C-NAFs).

### CNAFs

- ★★★ **1st Air Force/AFNORTH**—Supports US Northern Command to ensure air defense of continental United States
- ★★ **2nd Air Force**—Part of AETC, responsible for all USAF non-flying technical training
- ★★ **3rd Air Force**—Supports US European Command/US Africa Command
- ★★★ **7th Air Force/Air Forces Korea**—Supports US Forces Korea
- ★★ **8th Air Force/Air Forces Strategic**—Supports US Strategic Command and responsible for all USAF bombers
- ★★ **12th Air Force/AFSOUTH**—Air component of US Southern Command
- ★★ **14th Air Force**—Air Force Space Component to US Strategic Command
- ★★★ **US Air Forces Central/AFCENT\***—Supports US Central Command

### NAFs

- ★★★ **5th Air Force**—Supports PACAF
- ★★★ **9th Air Force**—Designed to be a deployable, operational-level Joint Task Force
- ★★ **10th Air Force**—Support Air Force Reserve units nationwide
- ★★★ **11th Air Force**—Provides forces to PACAF
- ★★ **18th Air Force**—Operational component of Air Mobility Command
- ★★★ **19th Air Force**—Trains aircrews for manned and unmanned aircraft; air battle managers; and weapons directors
- ★★ **20th Air Force**—Responsible for ICBMs and nuclear operations support for Air Force Global Strike Command
- ★★ **22nd Air Force**—Responsible for AFRC C-130 and WC-130 units operated by Air Mobility Command
- ★★ **24th Air Force/Air Forces Cyber\*\***—Responsible for protecting Air Force networks and supporting warfighters around the world
- ★★ **25th Air Force\*\***—Provides multisource intelligence, surveillance, and reconnaissance to support US global interests

\* AFCENT is officially a "named air force."

\*\* USAF announced in April plans to combine the 24th and 25th Air Forces in 2019.

\*\*\* 312 operational and ~ 3,000 support squadrons

\*\*\*\* For a list of NAF-equivalent centers, see AFMC listing in the majcom section.

### USAF TOTAL FORCE

(As of Sept. 30, 2018)

Estimate

	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20
<b>Air Force Active Duty</b>										
Officers	65,487	64,932	64,806	62,349	61,004	60,961	61,597	62,640	62,918	63,664
Enlisted	263,542	263,964	261,976	250,104	246,322	252,762	256,983	258,978	282,182	265,136
Cadets	4,341	4,022	3,912	3,879	4,031	4,160	4,207	4,262	4,000	4,000
<b>Total Air Force Active Duty</b>	<b>333,370</b>	<b>332,918</b>	<b>330,694</b>	<b>316,332</b>	<b>311,357</b>	<b>317,883</b>	<b>322,787</b>	<b>325,880</b>	<b>329,100</b>	<b>332,800</b>
<b>Civilian Personnel</b>										
Direct Hire (excluding technicians)	145,407	142,047	141,496	129,120	129,985	131,965	140,116	135,879	140,414	143,125
Air National Guard Technicians	22,139	22,859	22,568	22,225	23,448	23,044	22,542	21,705	19,133	13,343
Air Force Reserve Command Technicians	9,397	10,366	9,277	10,429	8,501	8,384	7,872	7,648	10,154	8,938
<b>Total Direct Hire</b>	<b>176,943</b>	<b>175,272</b>	<b>173,341</b>	<b>161,774</b>	<b>161,934</b>	<b>163,393</b>	<b>170,530</b>	<b>165,232</b>	<b>169,701</b>	<b>165,406</b>
Indirect Hire	6,776	6,714	6,501	4,823	4,090	3,704	4,570	4,202	4,529	598
<b>Total Civilian Personnel</b>	<b>183,719</b>	<b>181,986</b>	<b>179,842</b>	<b>166,597</b>	<b>166,024</b>	<b>167,097</b>	<b>175,100</b>	<b>169,434</b>	<b>174,230</b>	<b>166,002</b>
<b>Air National Guard</b>										
Selected Reserve Officers	14,418	14,598	14,731	15,024	15,084	14,593	15,257	15,401	14,817	14,986
Selected Reserve Enlisted	91,267	90,791	90,977	91,356	90,644	90,907	90,413	92,068	92,283	92,714
<b>Total ANG</b>	<b>105,685</b>	<b>105,389</b>	<b>105,708</b>	<b>106,380</b>	<b>105,728</b>	<b>105,500</b>	<b>105,670</b>	<b>107,469</b>	<b>107,100</b>	<b>107,700</b>
<b>Air Force Reserve Command</b>										
Selected Reserve Officers	14,535	14,303	14,060	13,817	13,937	14,896	13,672	13,716	14,744	14,783
Selected Reserve Enlisted	56,786	57,125	56,853	55,967	54,557	54,304	55,126	54,987	55,256	55,317
<b>Total AFRC Selected Reserve</b>	<b>71,321</b>	<b>71,428</b>	<b>70,913</b>	<b>69,784</b>	<b>68,494</b>	<b>69,200</b>	<b>68,798</b>	<b>68,703</b>	<b>70,000</b>	<b>70,100</b>
Individual Ready Reserve Officers	11,692	11,222	11,222	11,222	7,302	7,492	7,492	6,593	6,601	6,691
IRR Enlisted	28,863	24,271	24,271	24,271	29,449	29,359	29,359	21,801	21,471	19,033
<b>Total AFRC IRR</b>	<b>40,555</b>	<b>35,493</b>	<b>35,493</b>	<b>35,493</b>	<b>36,751</b>	<b>36,851</b>	<b>36,851</b>	<b>28,394</b>	<b>28,072</b>	<b>25,824</b>
<b>Total AFRC</b>	<b>111,876</b>	<b>106,921</b>	<b>106,406</b>	<b>105,277</b>	<b>105,245</b>	<b>106,051</b>	<b>105,649</b>	<b>97,097</b>	<b>98,072</b>	<b>95,824</b>
<b>Total Ready Reserve</b>	<b>217,561</b>	<b>212,310</b>	<b>212,114</b>	<b>211,657</b>	<b>210,973</b>	<b>211,551</b>	<b>211,319</b>	<b>204,566</b>	<b>205,172</b>	<b>203,524</b>

### ARMED FORCES MANPOWER TRENDS, END STRENGTH (IN THOUSANDS)

(As of Sept. 30, 2018)

	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19
<b>Active Duty Military</b>										
Air Force	334	333	333	331	316	311	317	323	326	330
Army	566	566	550	532	508	491	475	476	476	478
Marine Corps	202	201	198	196	188	184	182	185	186	186
Navy	328	325	318	324	326	328	327	324	330	339
<b>Total</b>	<b>1,430</b>	<b>1,425</b>	<b>1,399</b>	<b>1,383</b>	<b>1,338</b>	<b>1,314</b>	<b>1,301</b>	<b>1,308</b>	<b>1,317</b>	<b>1,333</b>
<b>Guard and Reserve (selected reserve)</b>										
Air National Guard	108	107	105	106	106	106	106	106	107	107
Air Force Reserve	70	71	71	71	70	68	69	69	69	69
Army National Guard	362	358	358	358	354	350	342	344	335	335
Army Reserve	205	205	201	198	195	199	198	199	189	189
Marine Corps Reserve	39	40	40	40	40	39	39	39	38	38
Naval Reserve	65	66	65	62	59	57	57	58	58	59
<b>Total</b>	<b>849</b>	<b>847</b>	<b>840</b>	<b>835</b>	<b>824</b>	<b>819</b>	<b>811</b>	<b>802</b>	<b>797</b>	<b>799</b>
<b>Direct-hire Civilian (full-time equivalents)</b>										
Air Force	167	177	175	173	162	162	166	166	N/A	172
Army	260	269	250	242	195	194	190	185	N/A	185
Navy/Marine Corps	195	201	201	197	182	186	191	192	N/A	203
Defense Agencies	120	125	133	127	185	183	191	190	N/A	193
<b>Total</b>	<b>742</b>	<b>772</b>	<b>759</b>	<b>739</b>	<b>724</b>	<b>725</b>	<b>738</b>	<b>733</b>	<b>N/A</b>	<b>753</b>

## ARMED FORCES ACTIVE DUTY WOMEN

(As of Sept. 30, 2018)

<b>Total Active Duty</b>	<b>215,787</b>	<b>17.0%</b>
Officer	41,468	18.0%
Enlisted	174,319	16.2%
<b>Air Force</b>	<b>65,076</b>	<b>20.2</b>
Officer	13,296	21.1%
Enlisted	51,780	20.0%
<b>Army</b>	<b>70,713</b>	<b>15.0%</b>
Officer	16,139	17.5%
Enlisted	54,574	14.4%
<b>Marine Corps</b>	<b>15,999</b>	<b>8.6%</b>
Officer	1,656	7.8%
Enlisted	14,343	8.7%
<b>Navy</b>	<b>63,999</b>	<b>19.7%</b>
Officer	10,377	19.0%
Enlisted	53,622	19.8%

## ACTIVE DUTY AIRMEN BY RANK

(As of Sept. 30, 2018)

Officers	Men	Women	Total
General	12	1	13
Lieutenant General	39	5	44
Major General	85	5	90
Brigadier General	133	16	149
Colonel	2,782	459	3,241
Lieutenant Colonel	8,200	1,564	9,764
Major	10,824	2,769	13,593
Captain	15,857	4,994	20,851
First Lieutenant	5,296	1,699	6,995
Second Lieutenant	6,116	1,784	7,900
<b>Total</b>	<b>49,344</b>	<b>13,296</b>	<b>62,640</b>
<b>Enlisted</b>			
Chief Master Sergeant	2,205	435	2,640
Senior Master Sergeant	4,015	1,060	5,075
Master Sergeant	20,157	5,231	25,388
Technical Sergeant	32,456	7,239	39,695
Staff Sergeant	50,410	11,262	61,672
Senior Airman	41,457	10,088	51,545
Airman First Class	42,755	12,512	55,267
Airman First Class	5,608	1,584	7,192
Airman Basic	8,135	2,369	10,504
<b>Total</b>	<b>207,198</b>	<b>51,780</b>	<b>258,978</b>
<b>Academy Cadets</b>	<b>3,110</b>	<b>1,152</b>	<b>4,262</b>
<b>Total Personnel</b>	<b>259,652</b>	<b>66,228</b>	<b>325,880</b>

## NUMBER AND PERCENTAGE OF ACTIVE DUTY AIRMEN BY GENDER

(As of Sept. 30, 2018)

	1960	1970	1980	1990	2000	2010	2017	2018
<b>Officers</b>								
Male	126,014	125,136	89,156	86,714	57,204	53,838	48,676	49,344
Percentage	97.2%	96.4%	91.3%	86.7%	82.9%	81.3%	79.0%	78.8%
Female	3,675	4,667	8,493	13,331	11,819	12,363	12,921	13,296
Percentage	2.8%	3.6%	8.7%	13.3%	17.1%	18.7%	21.0%	21.2%
<b>Total Officers</b>	<b>129,689</b>	<b>129,803</b>	<b>97,649</b>	<b>100,045</b>	<b>69,023</b>	<b>66,201</b>	<b>61,597</b>	<b>62,640</b>
<b>Enlisted</b>								
Male	679,412	652,559	399,517	374,385	231,620	212,491	206,896	207,198
Percentage	99.2%	98.6%	86.8%	86.0%	80.8%	80.7%	80.5%	80.0%
Female	5,651	8,987	60,803	60,803	55,011	50,946	50,087	51,780
Percentage	0.8%	1.4%	13.2%	14.0%	19.2%	19.3%	19.5%	20.0%
<b>Total Enlisted</b>	<b>685,063</b>	<b>661,546</b>	<b>460,320</b>	<b>435,188</b>	<b>286,631</b>	<b>263,437</b>	<b>256,983</b>	<b>258,978</b>
<b>Cadets</b>								
Male	1,949	4,144	3,907	3,817	3,617	3,592	3,103	3,110
Percentage	100.0%	100.0%	88.6%	87.3%	84.6%	78.8%	73.8%	73.0%
Female	0	0	504	553	658	966	1,104	1,155
Percentage	0.0%	0.0%	11.4%	12.7%	15.4%	21.2%	26.2%	27.0%
<b>Total Cadets</b>	<b>1,949</b>	<b>4,144</b>	<b>4,411</b>	<b>4,370</b>	<b>4,275</b>	<b>4,558</b>	<b>4,207</b>	<b>4,262</b>

## ACTIVE DUTY AIRMEN BY REGION

(As of Sept. 30, 2018)

REGIONS	1960	1970	1980	1990	2000	2010	2017	2018
US and its Territories	633,327	565,098	445,886	418,027	291,260	277,123	253,741	270,503
Europe	104,899	72,937	76,788	69,296	32,901	30,963	27,073	27,085
East Asia, Pacific	50,679	139,666	32,263	33,558	22,030	12,649	19,748	20,372
Africa, Mideast, S. Asia	11,160	608	674	376	8,972	891	14,417	450
Western Hemisphere	14,106	5,348	2,211	2,356	345	339	337	2,119
Other	581	7,692	147	11,620	146	12,231	7,471	1,138
<b>Total</b>	<b>814,752</b>	<b>791,349</b>	<b>557,969</b>	<b>535,233</b>	<b>355,654</b>	<b>334,196</b>	<b>322,787</b>	<b>321,667</b>

These are permanently assigned airmen. Those deployed for operations in Afghanistan, Syria, and Iraq are included in US (transients) and Other totals.



Photo: TSgt. Gregory Brook

**Capt. Susan Jennie, a C-17 Globemaster III pilot, delivers humanitarian aid from Homestead ARB, Fla., to Cucuta, Colombia.**

## ACTIVE DUTY PERSONNEL STRENGTH

(As of Sept. 30, 2018)

YEAR	NUMBER	YEAR	NUMBER
1907	3	1963	869,431
1908	13	1964	856,798
1909	27	1965	824,662
1910	11	1966	887,353
1911	23	1967	897,494
1912	51	1968	904,850
1913	114	1969	862,353
1914	122	1970	791,349
1915	208	1971	755,300
1916	311	1972	725,838
1917	1,218	1973	691,182
1918	195,023	1974	643,970
1919	25,603	1975	612,751
1920	9,050	1976	585,416
1921	11,649	1977	570,695
1922	9,642	1978	569,712
1923	9,441	1979	559,455
1924	10,547	1980	557,969
1925	9,670	1981	570,302
1926	9,674	1982	582,845
1927	10,078	1983	592,044
1928	10,549	1984	597,125
1929	12,131	1985	601,515
1930	13,531	1986	608,199
1931	14,780	1987	607,035
1932	15,028	1988	576,446
1933	15,099	1989	570,880
1934	15,861	1990	535,233
1935	16,247	1991	510,432
1936	17,233	1992	470,315
1937	19,147	1993	444,351
1938	21,089	1994	426,327
1939	23,455	1995	400,409
1940	51,165	1996	389,001
1941	152,125	1997	377,385
1942	764,415	1998	367,470
1943	2,197,114	1999	360,590
1944	2,372,292	2000	355,654
1945	2,282,259	2001	353,571
1946	455,515	2002	368,251
1947	305,827	2003	375,062
1948	387,730	2004	376,616
1949	419,347	2005	353,696
1950	411,277	2006	348,953
1951	788,381	2007	333,495
1952	983,261	2008	327,379
1953	977,593	2009	333,408
1954	947,918	2010	334,196
1955	959,946	2011	333,370
1956	909,958	2012	332,918
1957	919,835	2013	330,694
1958	871,156	2014	316,332
1959	840,435	2015	311,357
1960	814,752	2016	317,883
1961	821,151	2017	322,787
1962	884,025	2018	329,880
		*2019	329,100

Photo: MSgt. Jason Robertson

2019 number is an estimate.

## PERSONNEL STRENGTH BY COMMANDS

(As of April 1, 2019)

	MILITARY	CIVILIAN	TOTAL
<b>Active Duty Major Commands</b>			
Air Combat Command	80,349	N/A	N/A
Air Education and Training Command	56,303	14,536	70,839
Air Force Global Strike Command	28,151	4,096	32,247
Air Force Materiel Command	16,487	65,686	82,173
Air Force Space Command	9,870	6,826	16,696
Air Force Special Operations Command	14,949	1,771	16,720
Air Mobility Command	40,843	7,875	48,718
Pacific Air Forces	28,468	N/A	N/A
US Air Forces in Europe	22,571	N/A	N/A



**USAF Special Tactics airmen jump from an MC-130H Combat Talon II above Eglin AFB, Fla., in December 2018.**

# MONTHLY MILITARY BASIC PAY

(Effective Jan. 1, 2019)

		YEARS OF SERVICE														
		< 2	2	3	4	6	8	10	12	14	16	18	20	22	24	26
<b>COMMISSIONED OFFICERS</b>	<b>Pay Grade</b>															
	O-10												\$15,800	\$15,800	\$15,800	\$15,800
	O-9												15,079	15,296	15,610	15,800
	O-8	10,669	11,019	11,251	11,315	11,605	12,088	12,201	12,660	12,792	13,187	13,760	14,287	14,639	14,369	14,639
	O-7	8,865	9,277	9,468	9,619	9,893	10,165	10,478	10,790	11,104	12,088	12,919	12,919	12,919	12,919	12,986
	O-6	6,723	7,386	7,871	7,871	7,901	8,239	8,284	8,284	8,754	9,587	10,075	10,563	10,841	11,123	11,668
	O-5	5,604	6,314	6,750	6,833	7,106	7,268	7,627	7,891	8,231	8,751	8,999	9,244	9,521	9,521	9,521
	O-4	4,835	5,597	5,971	6,054	6,401	6,773	7,236	7,596	7,847	7,991	8,074	8,074	8,074	8,074	8,074
	O-3	4,252	4,819	5,201	5,672	5,944	6,242	6,434	6,751	6,917	6,917	6,917	6,917	6,917	6,917	6,917
	O-2	3,674	4,184	4,818	4,981	5,084	5,084	5,084	5,084	5,084	5,084	5,084	5,084	5,084	5,084	5,084
	O-1	3,188	3,319	4,012	4,012	4,012	4,012	4,012	4,012	4,012	4,012	4,012	4,012	4,012	4,012	4,012
	O-3E				5,672	5,944	6,242	6,434	6,751	7,019	7,173	7,382	7,382	7,382	7,382	7,319
	O-2E				4,981	5,084	5,246	5,519	5,730	5,887	5,887	5,887	5,887	5,887	5,887	5,887
	O-1E				4,012	4,284	4,442	4,604	4,763	4,981	4,981	4,981	4,981	4,981	4,981	4,981
<b>ENLISTED MEMBERS</b>	E-9a							5,308	5,429	5,580	5,758	5,939	6,227	6,471	6,727	7,119
	E-8						4,346	4,538	4,657	4,799	4,954	5,232	5,374	5,614	5,747	6,076
	E-7	3,021	3,297	3,423	3,590	3,721	3,945	4,072	4,296	4,483	4,610	4,745	4,798	4,974	5,069	5,429
	E-6	2,613	2,875	3,002	3,125	3,254	3,543	3,656	3,875	3,941	3,990	4,047	4,047	4,047	4,047	4,047
	E-5	2,393	2,555	2,678	2,804	3,002	3,207	3,376	3,397	3,397	3,397	3,397	3,397	3,397	3,397	3,397
	E-4	2,195	2,307	2,432	2,555	2,664	2,664	2,664	2,664	2,664	2,664	2,664	2,664	2,664	2,664	2,664
	E-3	1,981	2,106	2,234	2,234	2,234	2,234	2,234	2,234	2,234	2,234	2,234	2,234	2,234	2,234	2,234
	E-2	1,884	1,884	1,884	1,884	1,884	1,884	1,884	1,884	1,884	1,884	1,884	1,884	1,884	1,884	1,884
	E-1	1,681	1,681	1,681	1,681	1,681	1,681	1,681	1,681	1,681	1,681	1,681	1,681	1,681	1,681	1,681

Amounts have been rounded to the nearest dollar.

Basic pay for pay grades O-7 through O-10 is limited to \$15,800.10.

Basic pay for grades O-6 and below is limited to \$12,816.60.

Grades O-1E to O-3E are commissioned officers with more than four years of Active Duty service as an enlisted member.

\*Basic pay for the Chief Master Sergeant of the Air Force is \$8,578.50.

## AVIATION INCENTIVE PAY

(Effective Jan. 1, 2019)

Monthly Rate	Years of Service as an Aviation Officer
\$ 150	Two or fewer
250	More than two
700	More than six
1,000	More than 10
700	More than 22
450	More than 24

Monthly Rate	Years of Service as an Enlisted Flyer
\$225	Four or fewer
350	More than four
500	More than eight
600	More than 14

Provided to qualified rated officers. Continuous pay ends following the 25th year of service.

## HAZARDOUS DUTY PAY

(Effective Jan. 1, 2019)

Pay Grade	Monthly Rate
O-10	\$150
O-9	150
O-8	150
O-7	150
O-6	250
O-5	250
O-4	250
O-3	175
O-2	150
O-1	150
E-9	\$240
E-8	240
E-7	240
E-6	215
E-5	190
E-4	165
E-3	150
E-2	150
E-1	150

## HOUSING ALLOWANCE

(Effective Jan. 1, 2019)

Pay Grade	Without Dependents	With Dependents
O-10	\$1,708.80	\$2,050.80
O-9	1,708.80	2,050.80
O-8	1,708.80	2,050.80
O-7	1,708.80	2,050.80
O-6	1,566.60	1,845.90
O-5	1,508.70	1,779.60
O-4	1,398.00	1,568.40
O-3	1,120.80	1,297.80
O-2	888.00	1,107.60
O-1	762.30	991.20
O-3E	1,209.60	1,395.00
O-2E	1,029.00	1,258.80
O-1E	894.90	1,163.40
E-9	\$1,035.30	1,332.30
E-8	951.60	1,228.80
E-7	876.90	1,140.30
E-6	810.30	1,053.60
E-5	729.00	948.30
E-4	634.20	824.10
E-3	589.50	766.20
E-2	562.20	730.50
E-1	548.40	730.50

The Basic Allowance for Housing Reserve Component/Transit (BAH RC/T), given here, is a nonlocality housing allowance for members in particular circumstances, such as reservists on Active Duty for 30 or fewer days or an Active Duty member in transit from overseas.

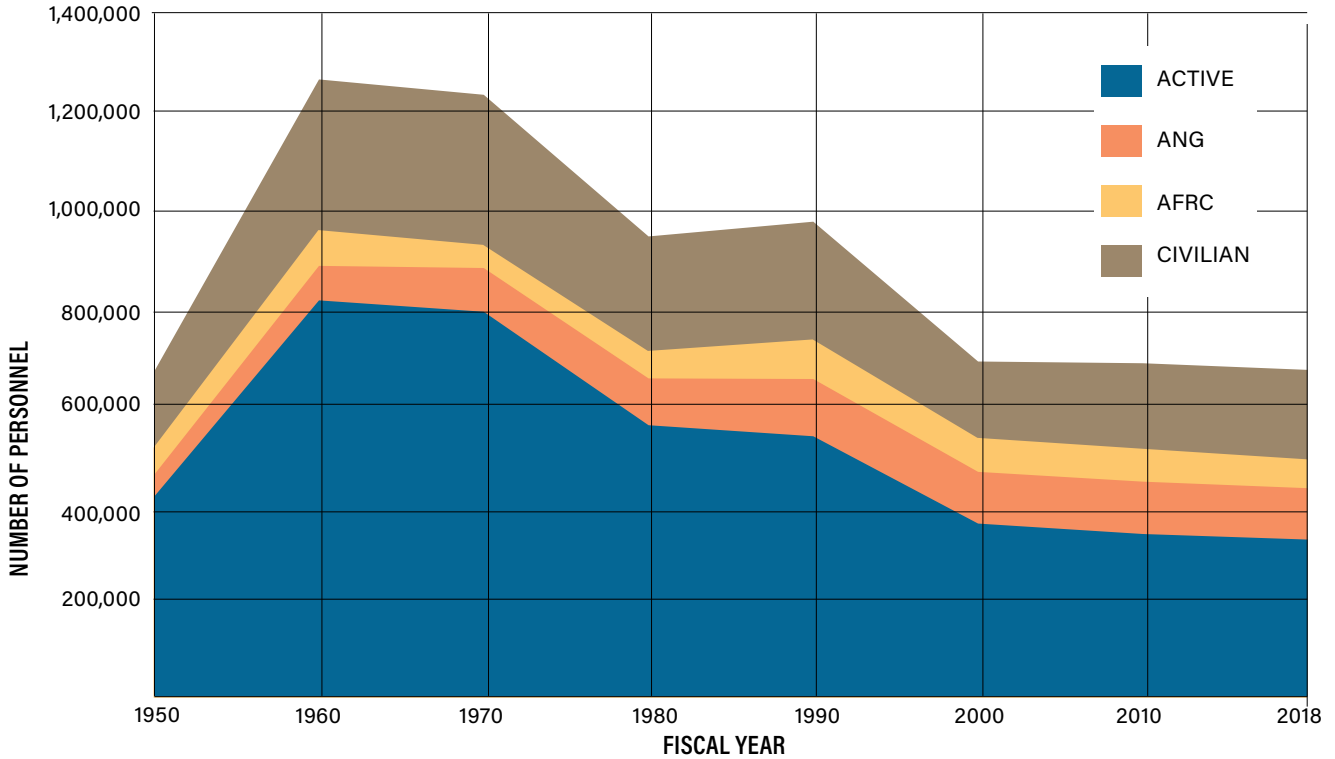


Photo: Yasuo Osakabe/USAF

**SrA. Eric Poole, 374th Civil Engineer Squadron firefighter, battles a simulated aircraft fire during training at Yokota AB, Japan.**

# TOTAL FORCE OVER TIME

(As of Sept. 30, 2018)



Source: Air Force Magazine's USAF Almanac; US Census Bureau; "Statistical Abstract of the United States"; "Department of Defense Selected Manpower Statistics," various years.

## ANNUAL PAY FOR FEDERAL CIVILIANS

(Effective Jan. 1, 2019)

GENERAL SCHEDULE										
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GS-1	\$18,785	\$19,414	\$20,039	\$20,660	\$21,285	\$21,650	\$22,267	\$22,891	\$22,915	\$23,502
GS-2	21,121	21,624	22,323	22,915	23,175	23,857	24,539	25,221	25,903	26,585
GS-3	23,045	23,813	24,581	25,349	26,117	26,885	27,653	28,421	29,189	29,957
GS-4	25,871	26,733	27,595	28,457	29,319	30,181	31,043	31,905	32,767	33,629
GS-5	28,945	29,910	30,875	31,840	32,805	33,770	34,735	35,700	36,665	37,630
GS-6	32,264	33,339	34,414	35,489	36,564	37,639	38,714	39,789	40,864	41,939
GS-7	35,854	37,049	38,244	39,439	40,634	41,829	43,024	44,219	45,414	46,609
GS-8	39,707	41,031	42,355	43,679	45,003	46,327	47,651	48,975	50,299	51,623
GS-9	43,857	45,319	46,781	48,243	49,705	51,167	52,629	54,091	55,553	57,015
GS-10	48,297	49,970	51,517	53,127	54,737	56,347	57,957	59,567	61,177	62,787
GS-11	53,062	54,831	56,600	58,369	60,138	61,907	63,676	65,445	67,214	68,983
GS-12	63,600	65,720	67,840	69,960	72,080	74,200	76,320	78,440	80,560	82,680
GS-13	75,628	78,149	80,670	83,191	85,712	88,233	90,754	93,275	95,796	98,317
GS-14	89,370	92,349	95,328	98,307	101,286	104,265	107,244	110,223	113,202	116,181
GS-15	105,123	108,627	112,131	115,635	119,139	122,643	126,147	129,651	133,155	136,659

## SENIOR EXECUTIVE SERVICE

(Effective Jan. 1, 2019)

SES Pay System Structure	Minimum	Maximum
Certified SES performance appraisal system	\$126,148	\$189,600
Noncertified SES performance appraisal system	\$126,148	\$174,500

## SUBSISTENCE ALLOWANCE

(Effective Jan. 1, 2019)

Officers	Enlisted Members
\$254/month	\$369/month

The pay scale does not include locality pay.