

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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