

THE BLUEGRASS GUARD



Vol. 28, No. 2

Frankfort, Kentucky

February 1988



SUSTAINING THE FORCE!

CPR: 441st FLIGHT MEDICS RECERTIFY

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OUR COVER

SSgt Tim Winsen, a flight medic with the 44th Medical Detachment (HELABB) checks a CPR mannequin during recertification training for the detachment in January. More photos of this and other training highlights can be found on pages 4 and 5 of this month's Bluegrass Guard. (Photo by LT Phil Miller, 13rd EAD)

THIS IS FOR YOU

We observe Black History Month in this issue with stories on this and the opposite page. Our purpose, and the purpose of Black History Month, is to raise the consciousness of all segments of our society regarding the contributions of blacks and other minorities to our nation. We hope other sections of this issue will also be of interest and value to you, from the people profiles on pages 6 and 7 to the drill pay chart on page 8.

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THE BLUEGRASS GUARD
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Black History Month; A Short History

From the American Forces Information Service

This February, members of the U.S. armed forces and DoD civilian employees will be learning more about the role black Americans played in making the United States strong and free. The theme for 1988's observance of Black History Month is "The Constitutional Status of Afro-Americans into the 21st Century."

According to DoD's deputy director for military equal opportunity, Marine Corps MAJ Merle Schneider, the idea of this year's theme is to increase awareness of the constitutional rights guaranteed Americans regardless of race, creed or sex, as well as the duty of all Americans to defend these rights.

Credit for the idea of setting aside a time for Americans to learn about black contributions to society belongs to the late historian and educator Carter G. Woodson, a Harvard PhD who founded the Association of Afro-American Life and History in 1926. Woodson's association initiated Negro History Week during the week in February containing the birthdays of Abraham Lincoln (Feb. 12) and abolitionist and black leader Frederick Douglass (Feb. 14). Woodson hoped that a togetherness in the United States' racial groups would develop out of a mutual respect for their diverse backgrounds.

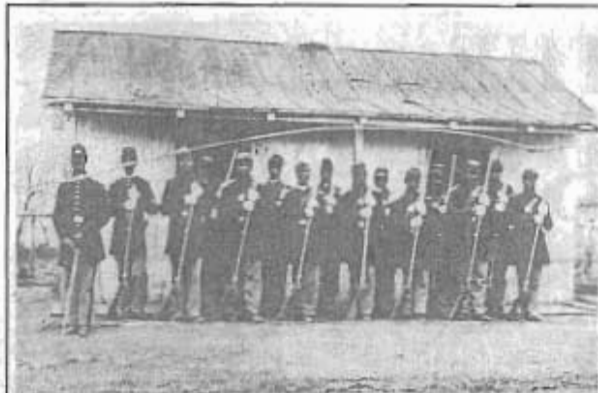
The popularity of the week continued to grow until it became national in scope. During the country's Bicentennial celebration in 1976, Americans everywhere had a heightened interest in learning about the people from all ethnic groups who built this nation. Therefore, the association expanded the week's celebration to the entire month to pro-



vide more time for programs, observances and celebrations. The observance has been a full month ever since.

The Department of Defense observes Black History Month every year in a variety of ways, from educational exhibits and newspaper articles and radio and television spots about blacks' contributions to the nation's defense, science, business and culture to musical celebrations and the serving of "soul food" in the dining halls.

This year's observance in the Pentagon includes a kickoff celebration February 10 supported by Secretary of Defense Frank Carlucci. A principal guest speaker will be the country's only black four-star general, General Bernard P. Randolph, commander, Air Force Systems Command.



Black Civil War soldiers served to Louisville's 107th Colored Infantry.

BLACKS HAVE DISTINGUISHED GUARD HISTORY

Black Americans have a long and distinguished record of service in the National Guard. During the Revolutionary War, blacks served as soldiers in the Continental Army and in the militia, but they were not allowed to join the Army or the militia once the war ended. Black Americans volunteered for active duty militia service during the War of 1812. The most notable black unit was the Battalion of Free Men of Color, Louisiana Militia, which fought in the Battle of New Orleans.

It was not until 1863 that black Americans were allowed to enter military service. In that year, a black unit was organized in the Massachusetts militia and states were authorized to recruit black regiments for wartime service. By 1865 some 180,000 black soldiers had served in the Union Army.

Sixteen black soldiers were awarded the Medal of Honor for conspicuous gallantry. One of these soldiers was MAJ Christian A. Fleetwood, who later commanded a battalion in the District of Columbia National Guard. Because black soldiers had proven themselves, black National Guard units were organized in 20 states and the District of Columbia.

Along with the rest of the National Guard, black units were mobilized for service during the Spanish-American War. Three black units went overseas, serving in Cuba and Puerto Rico. Several black officers volunteered and were accepted for service in the Philippine Insurrection.

Three black National Guard regiments served during World War I. These three units were attached to the French Army and earned distinguished combat records.

Black Guardsmen from the 184th Field Artillery, Illinois; 369th Coast Artillery, New York; and the 372nd Infantry covered federal service for World War II. Battalions of these regiments fought in the European and Pacific Theaters. During the Korean War, black Guardsmen earned federal service again.

The National Guard finally began to integrate in the '50's and '60's. For the first time, blacks could join any unit of the Army and Air National Guard. With the mobilization of 1968, black Army and Air Guardsmen fought in Vietnam. Today, more than 14,000 black Americans serve in the Guard, continuing a tradition that began 245 years ago.

THE BLUEGRASS GUARD

The Bluegrass Guard is published monthly under the auspices of AR 360-21 for the personnel of the Kentucky Army National Guard. Contents of the Bluegrass Guard are not necessarily the official views of, or endorsed by, the U.S. Government, Department of Defense, Department of the Army, or the Department of Military Affairs. News, features, photographs and art material are solicited from readers; however, submission is at the discretion of the editorial staff. By writing to: Editor, Bluegrass Guard, Boone National Guard Center, Frankfort 40601-0268 or call (502) 564-5779. No paid advertisements will be accepted, nor will payment be made for contributions.

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Equal Opportunity Program Promotes Fair Treatment

By CPT Dolores Everett
133rd PAD

Who was Crispus Attucks? Many Americans know the name, and a few the fact that he was the first casualty of the revolutionary war. Only a handful know that he was a runaway slave who made innumerable contributions in the struggle for independence.

Just as Attucks was not credited as an important figure in the struggle for American independence, there are many outstanding blacks and women in leadership positions within the National Guard who are often not singled out for their special contributions.

"Even though the country has made great strides in promoting racial equality, there are some places where inequities still exist," said CPT Gary Payne of the Office of the Judge Advocate General. "A combined effort between leadership and participation is needed to eliminate these trouble spots."

In response to this concern, the National Guard Bureau established an Equal Opportunity Program in 1970. Over the years this program has undergone many changes. Recently, the Adjutant General issued a policy statement which supports the Equal Opportunity Program within the Kentucky National Guard.

This program promotes equal opportunity and treatment for all uniformed members, applicants for membership to the Army National Guard and beneficiaries of services regardless of race, color, religion, sex or national origin.

"The Equal Opportunity Program needs to be strengthened," said Sergeant First Class Pete Miller of STARC Headquarters.

"In order to accomplish this, soldiers must be willing to prepare themselves educationally and invest the time needed to meet the basic requirements for promotion." These requirements include civilian education, military education and military experience.



CPT Marvin Swann, the only black commander in the Kentucky Army National Guard, reviews plans for a MUTA-8 with ISGT Jessie Bourne. CPT Swann commands Company A, 103rd FSB.



PFC DeAnna Posey, of Louisville, prepares to refuel a helicopter. She is a member of Company E, 135th Aviation. (Photo by SSG Ron Bayes, 133rd PAD)



SP4 Larry Smith, of Company E, 135th Aviation Brigade, refuels a Blackhawk in Frankfort. (Photo by SSG Ron Bayes)

Today, the Department of the Army requires that each state keep detailed records showing the degree of compliance by which minorities and females are slotted within the guard units.

The state must take positive action toward remedying any patterns of discrimination.

MAJ Robert Cannon, State Equal Employment Manager offered the following facts to show potential for advancement in the Kentucky National Guard:

- Of the 733 male officers, 21 are blacks who hold the rank of second lieutenant through captain.
- Of the 56 female officers, five are blacks holding the rank of second lieutenant through captain.
- Of the 652 black enlisted males, there are 223 in ranks E5 through E9.
- Of the 54 black enlisted females, there are 16 in ranks E5 and E6.

"The combat exclusion clause may account for the lower number of female NCO's," said Cannon.

"Since many of the state's units are combat designated, they have very few female soldiers. However, proposals have been presented to Congress to change this clause."

Current regulations require that any soldier's complaints or suggestions relating to equal opportunity should be handled promptly, fairly and impartially.

Equal opportunity matters should be initiated through the chain of command. Each unit commander has appointed an NCO as equal opportunity representative to handle complaints of alleged discrimination.

A complaint must be filed no later than 180 days from the date of the alleged discrimination.

Lieutenant General Herbert H. Temple, Chief of the National Guard Bureau said that the National Guard is committed to the idea that fair treatment of each person is the keystone to increasing cooperation and productivity of the reserve forces.



SGT Donna Roberts, of Frankfort, updates a personnel file. She is a personnel records specialist with STARC. (Photo by SSG Ron Bayes)



SP4 Kim Seyberth, left, and SGT Pat James inspect field gear at the Frankfort Armory. (Photo by SSG Ron Bayes)

TECHNICAL AND TACTICAL

Kentucky Guard Begins New Year With



Members of the 206th Mesa Section erect the mess tent during their recent FTX. (Photo by SGT Bob Walters, 133rd PAD)



ILT Bart Riggs, (center), Commander, Company A, 206th Engineers, discusses tactics with his soldiers. (Photo by SGT Bob Walters, 133rd PAD)



Members of the Mess Section, Company A, 206th Engineers erect GP medium during FTX at Western Kentucky Weekend Training Site. (Photo by SGT Bob Walters, 133rd PAD)



Refresher Training

CPR TRAINING FOR MEDEVAC CREWS

(Photos by LT Phil Miller, 133rd PAD)

The lifesaving capabilities of 441st Medical Detachment helicopter ambulance crews were enhanced during January drill at Boone Center when medics and crew chiefs received their annual recertification in cardiopulmonary resuscitation.

In the photo below, SGT Ron Brooks practices chest compression technique with a CPR testing mannequin.

In the photo left, S/M Elizabeth Cline gets some advice on resuscitation of infants from MAJ Carolyn Fegenbush (left). MAJ Fegenbush was one of two CPR instructors provided by the 475th MASH to administer recertification testing for the MEDEVAC crews.



"On the road again," members of the 223rd MP Company pack their bags and prepare to go to Fort Clayton, Panama. Members of the unit continue their world travels having gone to Japan, Taiwan, Philippines and Germany last year. (Photo by CPT Frank Mattingly)



GUARD HOSTS ALLIED VISIT

(By LT Phil Miller, 133rd PAD)

Thirty foreign military officers attending courses at the U.S. Army Armor School, Fort Knox, visited Boone National Guard Center, January 21, to gain a better understanding of the role of the National Guard in the Total Force.

Nations represented on the tour were Germany, Jordan, Saudi Arabia, Tunisia, Lebanon, Israel, Turkey, Philippines, Zaire, Pakistan, Nigeria, Yemen and Thailand.

Following a briefing by Adjutant General Michael Davidson, the Allied officers and their families toured the Army Aviation Support Facility (bottom right) and the Combined Support Maintenance Shop (bottom center). In the photo left, Gazi Tannous, son of Jordanian Army Major Jawad Tannous, checked out an M-60 machine gun held by SGT Dale Bailey, CSMS small arms repairman. At right is Major Bassan Bani-Issa, also of Jordan.



At EKWETS

206th Engineers Hold Cold Weather FTX

By SGT Bob Walters
133rd PAD

More than 500 members of the 206th Engineer Battalion assembled at the Eastern Kentucky Weekend Training Site (EKWETS) in Powell County recently for a weekend of "Cold Weather" field training.

Units from Richmond, Maysville, Prestonsburg, Jackson and Hazard arrived at the training site mid-morning with establishment of company areas and perimeter security their first assignment.

"This was a very good opportunity for us," said 1LT Bart Rigg, Commander, Company A, Maysville.

"We've not had a lot of opportunities for cold weather training," he added. As the temperatures hovered around the freezing mark and the winds blew across the hill tops, the engineers wrestled with tents, string communications

"This was a good opportunity to show that they can work as a team....as well as individuals."

wire across the fields and established tactical positions for the upcoming exercise.

SFC Raymond Furnish, Company A, said, "This cold weather training showed the men that they could survive in the cold, and that it really wasn't that much of a hardship." With all personnel dressed in MOPP 3 (which was comfortable for a change, considering the wind-chill factor) the FTX began.

"This was a good opportunity for the men to show that they can work as a team, as well as perform their jobs as individuals," said SP4 Robert Roe as he battled the elements.

As the day ended and everyone

was served a hot meal, preparations were completed for the nighttime activities of Nuclear, Chemical and Biological Training (NBC), perimeter security duty and night patrolling.

The evening training started with all persons donning MOPP 4, "to help us build up our strength and tolerance wearing the full MOPP gear," said SP4 William Dickson, Company A.

The next morning, the unit awoke to the patter of rain on canvas. As Dickson said, "We are used to doing our field exercises in the rain; it rains almost every time we have one, but this was one of the smoothest FTX's we've had."



Members of Company A, 206th Engineer Battalion, camouflage a Jeep during the battalion's FTX. (Photo by SGT Bob Walters, 133rd PAD)

SGM Townes, Last WWII Vet in KyARNG, Retires

By MAJ Keith Kappen
Public Affairs Officer

(Editor's Note: This is the last of three stories written for the Bluegrass Guard about the remaining World War II veterans in the Kentucky Guard. All three

of them retired this year.)

When SGM John A. Townes of Route 2, Danville, retired a few months ago from the Kentucky Army National Guard, his departure marked the end of an historic era.

SGM Townes, who spent his last 16 years

"I know it's time to move on....I've enjoyed my military career and I would do it all over again without hesitation."



SGM John A. Townes, the last World War II veteran to leave the Kentucky Army National Guard, says he takes a lot of good memories into retirement.

with the 138th Field Artillery Brigade headquarters in Lexington, was the last veteran of World War II to leave the Kentucky Guard.

He enlisted in the Navy as a 17-year-old in the late summer of 1945 and arrived in the combat zone in the Pacific in time to serve in the Army of Occupation.

He was assigned briefly to the Naval Reserve after returning to the U.S. and began his association with the National Guard in 1948 as a member of Danville's Battery A, 441st Field Artillery.

His civilian work in communications led him to the Kentucky Air Guard in 1955 and he wore the blue uniform until 1962 when an employment conflict forced him back into full-time civilian life.

"I learned firsthand what employer support means when I had to leave the Guard to protect my job but, fortunately, the situation was corrected a few years later and I was able to return."

He joined the Lexington artillery headquarters in 1971 and rose through the ranks to become a sergeant major in 1983, the same year he retired from South Central Bell after 35 years.

SGM Townes said of his unique status as the Kentucky Guard's "last man" from

World War II:

"I figured I had to be one of the oldest people in the Guard. Members of my communications section called me 'Poppy' for years.

"I knew a lot of those dedicated soldiers who came home from the war and rebuilt the Guard. I'm proud to have been a part of that tradition."

In recognition of his 30 years of service,* SGM Townes has received the Meritorious Service Medal and the Kentucky Distinguished Service Medal. They were presented by Kentucky Adjutant General Michael W. Davidson.

SGM Townes acknowledged that he took "a host of good memories" into retirement.

"I know it's time to move on and let younger people do their part," he said. "I've enjoyed my military career and I would do it all over again without hesitation."

As for his second retirement, he plans to take his wife to Europe to see what he visited during four trips to Germany as a Guardsman.

"I have traveled around the world in uniform and now I want to do it in civies," he concluded.

COL James Daniel, Deputy Adjutant General Creating a Climate "Conducive to Success" for New AG

"I see myself more as an operator, day-to-day operator, manager and facilitator, than anything else."

That's the way COL James Daniel sees his new job as deputy adjutant general with the Kentucky National Guard. Daniel, a former commandant with the Kentucky Military Academy, commandant of the National Guard Professional Education Center and department chairman at the Army War College, believes his job is to build the teams and organization to accomplish the vision of new Adjutant General Michael Davidson.

"If I will focus on anything," he says, "it will be those things that support that vision. Such things as being professional and personally prepared."

But COL Daniel says it's hardly like starting over again. He has high praise for the legacy left to the new administration by former Adjutant General Billy Wellman. "We are going to take what really has been very significant accomplishments on the part of General Wellman," he adds, "and to enhance it."

Since he was last with the Kentucky Guard in May of '82 (when he left KMA), he believes "tremendous strides" have been made, bringing Kentucky a sterling national reputation.

COL Daniel expects to be quite visible in the field, visiting with the units and the



COL James R. Daniel

members of the Kentucky Guard. He says he wants the members to help him reacquire himself with the organization.

"When I visit," he asks, "tell me what I need to know in order to serve well—in order to serve the adjutant general well. I feel very strongly that in a position like this, one leads indirectly. But I also am required to be able to lead by personal example, and I intend to do that."

COL Daniel takes pride in his varied

background (he has also served as a chaplain) as well as his full training as an infantry officer. He has nearly every infantry officer qualification short of combat, including Ranger, Airborne and Pathfinder.

"I view myself as a competent, professional line officer," he says. "Yet my other experience as a special staff officer is not contradictory of my infantry experience."

He was born in South Carolina and grew up in a military family. He has a son,

Shawn, in the Arkansas Guard completing secondary education in the U.S. Military Academy Prep School and a daughter, Kristie, who is a senior at Trinity University in San Antonio. He and his wife, Julia Ann, now live in Shelbyville.

COL Daniel expresses high praise and enthusiasm for the new adjutant general, with whom, incidentally, Daniel competed for the job of adjutant general.

"As a previous competitor of his, I say he's the right man for the Kentucky Guard, as we face some of the things in the future," COL Daniel says. "General Davidson is the shaper of the vision for the Kentucky Guard. As he shapes that vision and communicates it, then it's incumbent on me to build the teams and to take care of the day-to-day operation in carrying out and achieving that vision."

"I have to create for the general an organizational climate conducive to success."

He says he's already been able to accomplish more in his military career than he ever thought he might.

"If I have a goal in my military career, it is to be able to do what I enjoy and make a contribution to the readiness posture and deterrent capability of this nation's defense force."

"Protestors" Taunt 1/623rd Service Battery in Riot Training

SGT Robert W. Pillow
1/623rd PAD

January's drill for the Service Battery of 1/623rd Field Artillery turned into a riot.

The day started innocently enough with the annual class in civil disturbance control. The class continued to the armory grounds with some hands-on training with riot batons and formations.

But before anyone knew what was happening, the cannoneers were quelling a mock protest on the armory lawn.

"You've just received a message from your commander that there is a riot," said SFC Jimmy Crume, the NCO in charge of the training.

About that time about 15 members of the battery, posing as an unruly mob, greeted the Guardsmen on riot duty with the ultimate insult to American fighting men everywhere—"Hey, girls!"

Things got worse after that. The protestors taunted the Guard members and ordered them to go home. The rioters uttered other insults and moved towards the cannoneers in a menacing manner.

On command, a squad of Guardsmen formed a rank and assumed the "on-guard" position.

"Back!" the cannoneers shouted in unison. The protestors didn't pay much

heed to the line of Guardsmen at first. A few tried to break through the rank. But as the Guard members advanced their lines, the rioters backed off. Still the mob maintained the barrage of verbal assaults.

"Don't y'all go home and cry to your mamas," one protestor shouted as another tried to grab a riot baton from one Guard member.

After about ten minutes of insults,



Members of the Service Battery, 1/623rd Field Artillery Springfield, work "both sides of the fence" during civil disturbance training at last month's weekend drill. (Photo by CW2 James D. Pope, Jr.)

marching and baton smashing and throwing, Sergeant Crume brought the make-believe protest to an end. The Service Battery returned to the classroom to critique the riot which culminated the day's training in the riot formations, use of riot batons and deadly force and other aspects of civil disturbance control.

One of the most important things to remember, Crume told the Service Battery, is "don't get so hyper. That whooping and hollering is all you need to get excited. Keep yourself together."

Crume counseled the banner not to be baited by insults and acts of rioters into breaking ranks because protestors try to capture hostages in such situations.

Tempers were beginning to show during the exercise even though the insults of the mock protestors weren't as bad as those heard in a real civil disturbance, Crume said.

But Crume remarked that PFC Patrick Wright, one of the loudest protestors, was a good rioter.

"I can see where he could really hurt your feelings," the sergeant said.

"Hey," Wright replied, "I'm just earning my pay."

NEWS BRIEFS

KENTUCKY MP'S TRAINING IN PANAMA

The first of three contingents of Kentucky Army National Guard MP's from the Louisville-based 223rd Military Police Company departed Saturday, January 23, for Annual Training at Fort Clayton, Panama.

The initial group of 30 Kentucky Guard MP's selected for Overseas Deployment Training in Panama will train with the active Army Military Police unit at Ft. Clayton, providing assistance in traffic control, physical security, and other related on-post law enforcement duties.

Training schedules call for two additional groups of approximately 30 MP's each to train at Ft. Clayton in February and March.

"This is the type of real-world training that helps us perform our state mission," said Adjutant General Davidson. "The selection of this unit is a great honor for the Kentucky Army National Guard and we are all proud of these soldiers."

Members of the unit performed similar duties this past Fall during training deployments to Japan, Okinawa and the Philippines.

BIDS OPENED ON TEMPORARY ARMORIES

Bids were opened January 22 for temporary armory space in Shelbyville and Brandenburg, where Companies A and B, respectively, of the reactivated 3/123rd Armor are to be located. The Kentucky Division of Real Property received four bids on armory space in each city. The state must inspect each of the proposed sites before making a selection for a temporary armory.

Recruitment for the two companies is scheduled to start late this year. The 3/123rd will be Kentucky's first armor battalion to have the M-1 Abrams tank. Locations for Companies C and D will be announced later.

FOUR MP'S JOIN JEFFERSON COUNTY POLICE

Four Kentucky National Guard military police officers recently joined the Jefferson County Police Department as patrol officers. 2LT Glenn Minor of the 438th MP Company of Louisville, SSG Gary Conner and SGT David Blake, both of the 223rd MP Company of Louisville, and SSG Shana Demitralis of the 615th MP Detachment (CID) of Frankfurt were sworn in on December 27.



Brigadier General Edward Gill receives his star from Adjutant General Michael W. Davidson and former Adjutant General Billy G. Wellman, who nominated Gill for the promotion. (Photo by LT Phil Miller, 133rd PAD)

Gill Promoted to Assistant Adjutant General

By MAJ Keith Kappes

Edward L. Gill was appointed assistant adjutant general here Sunday and promoted to the rank of brigadier general.

Kentucky Adjutant General Michael W. Davidson described the Guard's former chief of staff as "an outstanding leader with a superior performance record."

A former commander of the 201st Engineer Battalion in Ashland, Gill has been a member of the Guard's state staff since 1980. He has nearly 33 years of service in the Kentucky Guard.

"I feel doubly honored and privileged by this promotion because I was nominated by General Wellman and appointed by General Davidson," said Gill, a former airborne instructor.

Gill, an 18-year veteran of the Guard's full-time workforce, is the first such person to become a general officer in its years.

Gill will retire in mid-February from his full-time position in the Guard and will serve as assistant adjutant general on a part-time basis.

New Social Security Tax Eats Drill Pay Hike

Kentucky Guard soldiers will notice a raise in base pay when they receive their January 1988 Leave and Earnings Statements, but they'll also be wondering why their drill checks are smaller than before.

Even though an across-the-board 2 percent pay raise went into effect on January 1, a new requirement that Social Security deductions of 7 1/2 percent be taken out of Guard/Reserve drill pay will mean a net pay decrease of 5 1/2 percent.

According to LTC Ralph D. Marshall, KyARNG Comptroller, the new law means that "effective with January drill, Social Security deductions will begin coming out of our pay...and that means that when you get your (January drill) check in early March, you will be seeing a bit less than you did the month before."

LTC Marshall added that deductions for active duty soldiers actually began in 1957. The drill pay deductions were proposed by the Reagan administration to offset effects of the Gramm-Rudman Budget Reduction Act, while providing new revenue for the Social Security program.

DRILL PAY EFFECTIVE JAN. 1

PAY GRADE	under 2	2	3	4	5	6	8	10	12	14	16	18	20	22	24
COMMISSIONED OFFICERS															
O-10	182.56	189.30	196.03	202.77	209.50	216.24	222.97	229.71	236.44	243.18	249.91	256.65	263.38	270.12	276.85
O-9	162.07	168.81	175.54	182.28	189.01	195.75	202.48	209.22	215.95	222.69	229.42	236.16	242.89	249.63	256.36
O-8	148.79	155.53	162.26	169.00	175.73	182.47	189.20	195.94	202.67	209.41	216.14	222.88	229.61	236.35	243.08
O-7	121.37	128.11	134.84	141.58	148.31	155.05	161.78	168.52	175.25	181.99	188.72	195.46	202.19	208.93	215.66
O-6	90.46	97.20	103.93	110.67	117.40	124.14	130.87	137.61	144.34	151.08	157.81	164.55	171.28	178.02	184.75
O-5	72.38	79.12	85.85	92.59	99.32	106.06	112.79	119.53	126.26	133.00	139.73	146.47	153.20	159.94	166.67
O-4	59.96	66.70	73.43	80.17	86.90	93.64	100.37	107.11	113.84	120.58	127.31	134.05	140.78	147.52	154.25
O-3	50.64	57.38	64.11	70.85	77.58	84.32	91.05	97.79	104.52	111.26	118.00	124.73	131.47	138.20	144.94
O-2	43.29	49.99	56.70	63.40	70.11	76.81	83.52	90.22	96.93	103.63	110.34	117.04	123.74	130.45	137.15
O-1	42.87	49.57	56.27	62.97	69.67	76.37	83.07	89.77	96.47	103.17	109.87	116.57	123.27	129.97	136.67
COMMISSIONED OFFICERS WITH MORE THAN 4 YEARS ACTIVE DUTY AS ENLISTED OR WARRANT OFFICER															
O-10E	0.00	0.00	0.00	74.90	79.48	84.06	88.64	93.22	97.80	102.38	106.96	111.54	116.12	120.70	125.28
O-9E	0.00	0.00	0.00	66.97	71.55	76.13	80.71	85.29	89.87	94.45	99.03	103.61	108.19	112.77	117.35
O-10E	0.00	0.00	0.00	53.94	57.62	61.30	64.98	68.66	72.34	76.02	79.70	83.38	87.06	90.74	94.42
WARRANT OFFICERS															
W-4	57.70	61.90	66.10	70.30	74.50	78.70	82.90	87.10	91.30	95.50	99.70	103.90	108.10	112.30	116.50
W-3	52.44	56.64	60.84	65.04	69.24	73.44	77.64	81.84	86.04	90.24	94.44	98.64	102.84	107.04	111.24
W-2	45.93	49.93	53.93	57.93	61.93	65.93	69.93	73.93	77.93	81.93	85.93	89.93	93.93	97.93	101.93
W-1	38.27	42.27	46.27	50.27	54.27	58.27	62.27	66.27	70.27	74.27	78.27	82.27	86.27	90.27	94.27
ENLISTED MEMBERS															
E-8	0.00	0.00	0.00	0.00	8.00	16.00	24.00	32.00	40.00	48.00	56.00	64.00	72.00	80.00	88.00
E-7	0.00	0.00	0.00	0.00	8.00	16.00	24.00	32.00	40.00	48.00	56.00	64.00	72.00	80.00	88.00
E-6	33.61	36.85	40.09	43.33	46.57	49.81	53.05	56.29	59.53	62.77	66.01	69.25	72.49	75.73	78.97
E-5	29.67	32.91	36.15	39.39	42.63	45.87	49.11	52.35	55.59	58.83	62.07	65.31	68.55	71.79	75.03
E-4	27.08	29.32	31.56	33.80	36.04	38.28	40.52	42.76	45.00	47.24	49.48	51.72	53.96	56.20	58.44
E-3	26.07	27.31	28.55	29.79	31.03	32.27	33.51	34.75	35.99	37.23	38.47	39.71	40.95	42.19	43.43
E-2	25.09	26.33	27.57	28.81	30.05	31.29	32.53	33.77	35.01	36.25	37.49	38.73	39.97	41.21	42.45
E-1	22.38	23.62	24.86	26.10	27.34	28.58	29.82	31.06	32.30	33.54	34.78	36.02	37.26	38.50	39.74
E-1 with less than 4 months — 20.69															