

| LOC NAME | TABLE |                                                     | % Raise | JSIPS 1 (HS) STEP 2 | JSIPS 2 (AA) STEP3 | JSIPS 3 (BS) STEP 4 | ENLISTED (BS) JSIPS 3 SAI STEP 6 | ENLISTED (MA) JSIPS4 STEP 5 | ENLISTED (MA) JSIPS 4 SAI STEP 7 | ENLISTED (DR) JSIPS 5 STEP 6 | ENLISTED (DR) JSIPS 5 SAI STEP 8 | OFF (BA) JSIPS 6 | OFF (MA) JSIPS 7 | OFF (DR) JSIPS 8 |
|----------|-------|-----------------------------------------------------|---------|---------------------|--------------------|---------------------|----------------------------------|-----------------------------|----------------------------------|------------------------------|----------------------------------|------------------|------------------|------------------|
| RUS      | 1     | Rest of United States                               | 1.00%   | \$5,852.87          | \$6,041.65         | \$6,230.44          | \$6,608.01                       | \$6,419.22                  | \$6,796.80                       | \$6,608.01                   | \$6,985.58                       | \$7,260.13       | \$7,467.52       | \$7,674.91       |
| AK       | 2     | State of Alaska                                     | 1.00%   | \$6,816.53          | \$7,036.40         | \$7,256.25          | \$7,696.05                       | \$7,476.18                  | \$7,915.90                       | \$7,696.05                   | \$8,135.75                       | \$8,455.48       | \$8,697.09       | \$8,938.62       |
| HI       | 3     | State of Hawaii                                     | 1.00%   | \$7,211.91          | \$7,444.47         | \$7,677.12          | \$8,142.32                       | \$7,909.68                  | \$8,374.97                       | \$8,142.32                   | \$8,607.53                       | \$8,945.87       | \$9,201.47       | \$9,456.97       |
| DCB      | 4     | Washington-Baltimore-Arlington                      | 1.00%   | \$6,696.89          | \$6,912.86         | \$7,128.92          | \$7,560.86                       | \$7,344.89                  | \$7,776.92                       | \$7,560.86                   | \$7,992.89                       | \$8,307.08       | \$8,544.35       | \$8,781.70       |
| VB       | 5     | Virginia Beach-Norfolk                              | 1.00%   | \$5,939.89          | \$6,131.46         | \$6,323.11          | \$6,706.23                       | \$6,514.67                  | \$6,897.80                       | \$6,706.23                   | \$7,089.36                       | \$7,368.03       | \$7,578.54       | \$7,789.04       |
| TU       | 6     | Tucson-Nogales                                      | 1.00%   | \$5,963.88          | \$6,156.29         | \$6,348.61          | \$6,733.33                       | \$6,540.93                  | \$6,925.65                       | \$6,733.33                   | \$7,118.06                       | \$7,397.83       | \$7,609.17       | \$7,820.51       |
| SL       | 7     | St. Louis-St. Charles-Farmington                    | 1.00%   | \$6,001.42          | \$6,195.00         | \$6,388.50          | \$6,775.67                       | \$6,582.09                  | \$6,969.25                       | \$6,775.67                   | \$7,162.75                       | \$7,444.37       | \$7,656.98       | \$7,869.67       |
| SEA      | 8     | Seattle-Tacoma                                      | 1.00%   | \$6,578.38          | \$6,790.57         | \$7,002.75          | \$7,427.12                       | \$7,214.94                  | \$7,639.30                       | \$7,427.12                   | \$7,851.40                       | \$8,160.04       | \$8,393.18       | \$8,626.24       |
| AL       | 9     | Albany-Schenectady                                  | 1.00%   | \$6,038.37          | \$6,233.13         | \$6,427.89          | \$6,817.42                       | \$6,622.65                  | \$7,012.18                       | \$6,817.42                   | \$7,206.94                       | \$7,490.24       | \$7,704.20       | \$7,918.15       |
| AQ       | 10    | Albuquerque-Santa Fe-Las Vegas, NM                  | 1.00%   | \$5,916.41          | \$6,107.22         | \$6,298.02          | \$6,679.72                       | \$6,488.91                  | \$6,870.53                       | \$6,679.72                   | \$7,061.33                       | \$7,338.91       | \$7,548.57       | \$7,758.23       |
| ATL      | 11    | Atlanta--Athens-Clarke County--Sandy Springs, GA-AL | 1.00%   | \$6,189.36          | \$6,389.01         | \$6,588.65          | \$6,987.94                       | \$6,788.29                  | \$7,187.58                       | \$6,987.94                   | \$7,387.14                       | \$7,677.52       | \$7,896.85       | \$8,116.19       |
| AU       | 12    | Austin-Round Rock, TX                               | 1.00%   | \$6,017.41          | \$6,211.50         | \$6,405.59          | \$6,793.77                       | \$6,599.68                  | \$6,987.77                       | \$6,793.77                   | \$7,181.86                       | \$7,464.24       | \$7,677.43       | \$7,890.63       |
| BH       | 13    | Birmingham-Hoover-Talladega, AL                     | 1.00%   | \$5,911.87          | \$6,102.59         | \$6,293.23          | \$6,674.59                       | \$6,483.95                  | \$6,865.31                       | \$6,674.59                   | \$7,055.94                       | \$7,333.36       | \$7,542.85       | \$7,752.34       |
| BOS      | 14    | Boston-Worcester-Providence, MA-RI-NH-ME            | 1.00%   | \$6,628.88          | \$6,842.67         | \$7,056.53          | \$7,484.10                       | \$7,270.32                  | \$7,697.88                       | \$7,484.10                   | \$7,911.75                       | \$8,222.75       | \$8,457.57       | \$8,692.48       |
| BU       | 15    | Buffalo-Cheektowaga, NY                             | 1.00%   | \$6,120.43          | \$6,317.80         | \$6,515.17          | \$6,910.00                       | \$6,712.63                  | \$7,107.45                       | \$6,910.00                   | \$7,304.83                       | \$7,591.92       | \$7,808.82       | \$8,025.71       |
| BN       | 16    | Burlington-South Burlington, VT                     | 1.00%   | \$5,972.38          | \$6,165.04         | \$6,357.70          | \$6,742.93                       | \$6,550.27                  | \$6,935.59                       | \$6,742.93                   | \$7,128.16                       | \$7,408.35       | \$7,620.03       | \$7,831.62       |
| CT       | 17    | Charlotte-Concord, NC-SC                            | 1.00%   | \$5,983.41          | \$6,176.40         | \$6,369.40          | \$6,755.30                       | \$6,562.39                  | \$6,948.30                       | \$6,755.30                   | \$7,141.29                       | \$7,421.99       | \$7,634.00       | \$7,846.10       |
| CHI      | 18    | Chicago-Naperville, IL-IN-WI                        | 1.00%   | \$6,542.86          | \$6,753.95         | \$6,964.96          | \$7,386.97                       | \$7,175.97                  | \$7,598.06                       | \$7,386.97                   | \$7,809.07                       | \$8,116.02       | \$8,347.90       | \$8,579.70       |
| CIN      | 19    | Cincinnati-Wilmington-Maysville, OH-KY-IN           | 1.00%   | \$6,096.44          | \$6,293.06         | \$6,489.67          | \$6,882.90                       | \$6,686.28                  | \$7,079.51                       | \$6,882.90                   | \$7,276.21                       | \$7,562.21       | \$7,778.18       | \$7,994.23       |
| CLE      | 20    | Cleveland-Akron-Canton, OH                          | 1.00%   | \$6,111.43          | \$6,308.54         | \$6,505.66          | \$6,899.82                       | \$6,702.78                  | \$7,096.93                       | \$6,899.82                   | \$7,294.05                       | \$7,580.81       | \$7,797.37       | \$8,013.93       |
| CS       | 21    | Colorado Springs, CO                                | 1.00%   | \$6,007.40          | \$6,201.15         | \$6,394.90          | \$6,782.40                       | \$6,588.65                  | \$6,976.15                       | \$6,782.40                   | \$7,169.99                       | \$7,451.78       | \$7,664.64       | \$7,877.50       |
| COL      | 22    | Columbus-Marion-Zanesville, OH                      | 1.00%   | \$6,107.39          | \$6,304.42         | \$6,501.37          | \$6,895.35                       | \$6,698.32                  | \$7,092.30                       | \$6,895.35                   | \$7,289.34                       | \$7,575.84       | \$7,792.23       | \$8,008.63       |
| CC       | 23    | Corpus Christi-Kingsville-Alice, TX                 | 1.00%   | \$5,881.40          | \$6,071.11         | \$6,260.82          | \$6,640.16                       | \$6,450.45                  | \$6,829.87                       | \$6,640.16                   | \$7,019.58                       | \$7,295.48       | \$7,503.88       | \$7,712.28       |
| DFW      | 24    | Dallas-Fort Worth, TX-OK                            | 1.00%   | \$6,362.92          | \$6,568.11         | \$6,773.31          | \$7,183.79                       | \$6,978.60                  | \$7,388.99                       | \$7,183.79                   | \$7,594.27                       | \$7,892.73       | \$8,118.21       | \$8,343.69       |
| DV       | 25    | Davenport-Moline, IA-IL                             | 1.00%   | \$5,946.38          | \$6,138.19         | \$6,330.01          | \$6,713.55                       | \$6,521.74                  | \$6,905.37                       | \$6,713.55                   | \$7,097.19                       | \$7,376.11       | \$7,586.87       | \$7,797.54       |
| DAY      | 26    | Dayton-Springfield-Sidney, OH                       | 1.00%   | \$6,070.94          | \$6,266.71         | \$6,462.49          | \$6,854.11                       | \$6,658.34                  | \$7,049.97                       | \$6,854.11                   | \$7,245.74                       | \$7,530.56       | \$7,745.69       | \$7,960.82       |
| DEN      | 27    | Denver-Aurora, CO                                   | 1.00%   | \$6,521.36          | \$6,731.71         | \$6,942.07          | \$7,362.70                       | \$7,152.42                  | \$7,573.05                       | \$7,362.70                   | \$7,783.41                       | \$8,089.39       | \$8,320.44       | \$8,551.49       |
| DM       | 28    | Des Moines-Ames-West Des Moines, IA                 | 1.00%   | \$5,900.42          | \$6,090.72         | \$6,281.02          | \$6,661.62                       | \$6,471.32                  | \$6,851.92                       | \$6,661.62                   | \$7,042.23                       | \$7,319.05       | \$7,528.12       | \$7,737.19       |

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|----------|-------|----------------------------------------------|---------|---------------------|--------------------|---------------------|----------------------------------|-----------------------------|----------------------------------|------------------------------|----------------------------------|------------------|------------------|------------------|
| DET      | 29    | Detroit-Warren-Ann Arbor, MI                 | 1.00%   | \$6,455.92          | \$6,664.15         | \$6,872.38          | \$7,288.75                       | \$7,080.61                  | \$7,496.98                       | \$7,288.75                   | \$7,705.21                       | \$8,008.12       | \$8,236.89       | \$8,465.65       |
| HB       | 30    | Harrisburg-Lebanon, PA                       | 1.00%   | \$5,971.37          | \$6,164.03         | \$6,356.60          | \$6,741.83                       | \$6,549.18                  | \$6,934.41                       | \$6,741.83                   | \$7,126.98                       | \$7,407.17       | \$7,618.77       | \$7,830.36       |
| HAR      | 31    | Hartford-West Hartford, CT-MA                | 1.00%   | \$6,603.89          | \$6,816.91         | \$7,029.85          | \$7,455.90                       | \$7,242.88                  | \$7,668.85                       | \$7,455.90                   | \$7,881.87                       | \$8,191.69       | \$8,425.67       | \$8,659.74       |
| HOU      | 32    | Houston-The Woodlands, TX                    | 1.00%   | \$6,749.91          | \$6,967.57         | \$7,185.31          | \$7,620.70                       | \$7,403.05                  | \$7,838.44                       | \$7,620.70                   | \$8,056.10                       | \$8,372.82       | \$8,612.02       | \$8,851.14       |
| HNT      | 33    | Huntsville-Decatur-Albertville, AL           | 1.00%   | \$6,095.43          | \$6,291.96         | \$6,488.58          | \$6,881.80                       | \$6,685.19                  | \$7,078.42                       | \$6,881.80                   | \$7,274.95                       | \$7,560.94       | \$7,776.92       | \$7,992.89       |
| IND      | 34    | Indianapolis-Carmel-Muncie, IN               | 1.00%   | \$5,907.41          | \$6,097.96         | \$6,288.51          | \$6,669.54                       | \$6,478.98                  | \$6,860.09                       | \$6,669.54                   | \$7,050.64                       | \$7,327.72       | \$7,537.04       | \$7,746.36       |
| KC       | 35    | Kansas City-Overland Park-Kansas City, MO-KS | 1.00%   | \$5,948.40          | \$6,140.30         | \$6,332.11          | \$6,715.83                       | \$6,524.01                  | \$6,907.64                       | \$6,715.83                   | \$7,099.54                       | \$7,378.64       | \$7,589.39       | \$7,800.15       |
| LR       | 36    | Laredo, TX                                   | 1.00%   | \$6,079.44          | \$6,275.47         | \$6,471.58          | \$6,863.71                       | \$6,667.68                  | \$7,059.82                       | \$6,863.71                   | \$7,255.92                       | \$7,541.08       | \$7,756.55       | \$7,971.93       |
| LV       | 37    | Las Vegas-Henderson, NV-AZ                   | 1.00%   | \$5,978.44          | \$6,171.27         | \$6,364.01          | \$6,749.66                       | \$6,556.84                  | \$6,942.49                       | \$6,749.66                   | \$7,135.31                       | \$7,415.84       | \$7,627.69       | \$7,839.54       |
| LA       | 38    | Los Angeles-Long Beach, CA                   | 1.00%   | \$6,823.39          | \$7,043.49         | \$7,263.58          | \$7,703.69                       | \$7,483.60                  | \$7,923.79                       | \$7,703.69                   | \$8,143.88                       | \$8,463.97       | \$8,705.78       | \$8,947.51       |
| MFL      | 39    | Miami-Fort Lauderdale-Port St. Lucie, FL     | 1.00%   | \$6,233.38          | \$6,434.46         | \$6,635.53          | \$7,037.60                       | \$6,836.52                  | \$7,238.67                       | \$7,037.60                   | \$7,439.66                       | \$7,732.14       | \$7,952.99       | \$8,173.85       |
| MIL      | 40    | Milwaukee-Racine-Waukesha, WI                | 1.00%   | \$6,120.94          | \$6,318.31         | \$6,515.76          | \$6,910.59                       | \$6,713.13                  | \$7,107.96                       | \$6,910.59                   | \$7,305.41                       | \$7,592.59       | \$7,809.49       | \$8,026.39       |
| MSP      | 41    | Minneapolis-St. Paul, MN-WI                  | 1.00%   | \$6,380.93          | \$6,586.72         | \$6,792.50          | \$7,204.08                       | \$6,998.29                  | \$7,409.95                       | \$7,204.08                   | \$7,615.74                       | \$7,915.12       | \$8,141.19       | \$8,367.26       |
| NY       | 42    | New York-Newark, NY-NJ-CT-PA                 | 1.00%   | \$6,897.37          | \$7,119.83         | \$7,342.28          | \$7,787.27                       | \$7,564.82                  | \$8,009.72                       | \$7,787.27                   | \$8,232.17                       | \$8,555.79       | \$8,800.13       | \$9,044.55       |
| OM       | 43    | Omaha-Council Bluffs-Fremont, NE-IA          | 1.00%   | \$5,911.45          | \$6,102.08         | \$6,292.72          | \$6,674.08                       | \$6,483.36                  | \$6,864.72                       | \$6,674.08                   | \$7,055.36                       | \$7,332.68       | \$7,542.18       | \$7,751.67       |
| PB       | 44    | Palm Bay-Melbourne-Titusville, FL            | 1.00%   | \$5,896.38          | \$6,086.60         | \$6,276.73          | \$6,657.08                       | \$6,466.95                  | \$6,847.30                       | \$6,657.08                   | \$7,037.51                       | \$7,314.08       | \$7,523.07       | \$7,731.97       |
| PHL      | 45    | Philadelphia-Reading-Camden, PA-NJ-DE-MD     | 1.00%   | \$6,449.44          | \$6,657.42         | \$6,865.39          | \$7,281.43                       | \$7,073.45                  | \$7,489.49                       | \$7,281.43                   | \$7,697.46                       | \$8,000.04       | \$8,228.55       | \$8,457.15       |
| PX       | 46    | Phoenix-Mesa-Scottsdale, AZ                  | 1.00%   | \$6,122.37          | \$6,319.91         | \$6,517.36          | \$6,912.27                       | \$6,714.82                  | \$7,109.73                       | \$6,912.27                   | \$7,307.18                       | \$7,594.44       | \$7,811.42       | \$8,028.32       |
| PIT      | 47    | Pittsburgh-New Castle-Weirton, PA-OH-WV      | 1.00%   | \$6,051.42          | \$6,246.60         | \$6,441.78          | \$6,832.15                       | \$6,636.96                  | \$7,027.33                       | \$6,832.15                   | \$7,222.43                       | \$7,506.40       | \$7,720.78       | \$7,935.23       |
| POR      | 48    | Portland-Vancouver-Salem, OR-WA              | 1.00%   | \$6,306.44          | \$6,509.79         | \$6,713.22          | \$7,120.00                       | \$6,916.56                  | \$7,323.43                       | \$7,120.00                   | \$7,526.77                       | \$7,822.70       | \$8,046.17       | \$8,269.63       |
| RA       | 49    | Raleigh-Durham-Chapel Hill, NC               | 1.00%   | \$6,111.93          | \$6,309.05         | \$6,506.17          | \$6,900.40                       | \$6,703.29                  | \$7,097.52                       | \$6,900.40                   | \$7,294.64                       | \$7,581.40       | \$7,797.96       | \$8,014.60       |
| RCH      | 50    | Richmond, VA                                 | 1.00%   | \$6,113.87          | \$6,311.07         | \$6,508.27          | \$6,902.68                       | \$6,705.47                  | \$7,099.88                       | \$6,902.68                   | \$7,297.08                       | \$7,583.92       | \$7,800.57       | \$8,017.21       |
| SAC      | 51    | Sacramento-Roseville, CA-NV                  | 1.00%   | \$6,487.90          | \$6,697.14         | \$6,906.38          | \$7,324.94                       | \$7,115.70                  | \$7,534.18                       | \$7,324.94                   | \$7,743.42                       | \$8,047.85       | \$8,277.71       | \$8,507.57       |
| SO       | 52    | San Antonio-New Braunfels-Pearsall, TX       | 1.00%   | \$5,938.88          | \$6,130.45         | \$6,322.01          | \$6,705.14                       | \$6,513.57                  | \$6,896.62                       | \$6,705.14                   | \$7,088.18                       | \$7,366.86       | \$7,577.27       | \$7,787.69       |
| SD       | 53    | San Diego-Carlsbad, CA                       | 1.00%   | \$6,685.86          | \$6,901.50         | \$7,117.22          | \$7,548.49                       | \$7,332.85                  | \$7,764.12                       | \$7,548.49                   | \$7,979.76                       | \$8,293.45       | \$8,530.29       | \$8,767.22       |
| SF       | 54    | San Jose-San Francisco-Oakland, CA           | 1.00%   | \$7,316.86          | \$7,552.86         | \$7,788.87          | \$8,260.87                       | \$8,024.87                  | \$8,496.88                       | \$8,260.87                   | \$8,732.88                       | \$9,076.11       | \$9,335.35       | \$9,594.66       |
| RN       | 55    | RENO-FERNLEY, NV                             | 1.00%   | \$5,875.93          | \$6,065.39         | \$6,254.93          | \$6,633.93                       | \$6,444.47                  | \$6,823.48                       | \$6,633.93                   | \$7,013.02                       | \$7,288.67       | \$7,496.89       | \$7,705.12       |
| RT       | 56    | ROCHESTER-BATAVIA-SENECA FALLS, NY           | 1.00%   | \$5,893.84          | \$6,083.88         | \$6,274.01          | \$6,654.18                       | \$6,464.06                  | \$6,844.31                       | \$6,654.18                   | \$7,034.36                       | \$7,310.84       | \$7,519.74       | \$7,728.55       |

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|----------|-------|---------------------------------------------|---------|---------------------|--------------------|---------------------|----------------------------------|-----------------------------|----------------------------------|------------------------------|----------------------------------|------------------|------------------|------------------|
| SN       | 57    | SPOKANE-SPOKANE VALLEY-COEUR D'ALENE, WA-ID | 1.00%   | \$5,883.42          | \$6,073.13         | \$6,262.93          | \$6,642.43                       | \$6,452.72                  | \$6,832.23                       | \$6,642.43                   | \$7,021.94                       | \$7,298.01       | \$7,506.49       | \$7,714.97       |
| FN       | 58    | FRESNO-MADERA-HANFORD CA                    | 1.00%   | \$5,882.41          | \$6,072.12         | \$6,261.83          | \$6,641.34                       | \$6,451.63                  | \$6,831.05                       | \$6,641.34                   | \$7,020.76                       | \$7,296.75       | \$7,505.14       | \$7,713.62       |
| GER      | 59    | Germany                                     | 1.00%   | \$5,852.87          | \$6,041.65         | \$6,230.44          | \$6,608.01                       | \$6,419.22                  | \$6,796.80                       | \$6,608.01                   | \$6,985.58                       | \$7,260.13       | \$7,467.52       | \$7,674.91       |
| JAP      | 60    | Japan                                       | 1.00%   | \$5,852.87          | \$6,041.65         | \$6,230.44          | \$6,608.01                       | \$6,419.22                  | \$6,796.80                       | \$6,608.01                   | \$6,985.58                       | \$7,260.13       | \$7,467.52       | \$7,674.91       |
| KOR      | 61    | Korea                                       | 1.00%   | \$5,852.87          | \$6,041.65         | \$6,230.44          | \$6,608.01                       | \$6,419.22                  | \$6,796.80                       | \$6,608.01                   | \$6,985.58                       | \$7,260.13       | \$7,467.52       | \$7,674.91       |
| PR       | 62    | Puerto Rico                                 | 1.00%   | \$6,147.97          | \$6,346.27         | \$6,544.57          | \$6,941.18                       | \$6,742.88                  | \$7,139.48                       | \$6,941.18                   | \$7,337.80                       | \$7,626.19       | \$7,844.03       | \$8,061.87       |
| VI/GU/MP | 63    | Virgin Islands/Guam/                        | 1.00%   | \$7,326.11          | \$7,562.42         | \$7,798.73          | \$8,271.33                       | \$8,035.03                  | \$8,507.63                       | \$8,271.33                   | \$8,743.95                       | \$9,087.60       | \$9,347.19       | \$9,606.79       |