

The Discrepancy Between

Officer and NCO

Pay

By

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Military Pay

Is it ethical to pay a captain with four years in the Army more than a Master Sergeant/First Sergeant with 18 years in?

Who?

They say that a college degree will help you get a better paying job. How true is this?

For a young American entering the Army as an officer, it is evident right away that a college degree has paid off. However, a First Lieutenant with less than two years of service makes more than a Staff Sergeant with four years of service and the Staff Sergeant is tasked with training that young Lieutenant on his duties and responsibilities. That same Staff Sergeant may have a bachelors degree or higher but they still get paid less than that 1LT. Every senior officer will tell you that it was an NCO that taught, coached and mentored them as a young lieutenant.

As that officer progresses through the ranks pay raises will come. Along with that pay raise comes another NCO to teach, coach and mentor them along the way. When a captain takes command of a company, it's the First Sergeant that is their right hand and takes care of them. That 1SG may have 18 plus years and that captain may have four or five. They work the same amount of hours and have responsibilities that parallel each other. They make the same sacrifices of personal time away from family. The Captain will most likely serve in that company for a year and the 1SG may be there for three. The

Captain gets paid \$4168.20 and the 1SG gets paid 3845.40. This is totally unethical and the discrepancy must be dealt with immediately.

Improvised Explosive Devices and enemy rounds know no rank. Who makes the hard split second decision on the battlefield? The NCO makes that decision. The team leader on the ground, the squad leader in the convoy, the platoon sergeant or the First Sergeant. The NCO has to deal with Soldier issues and train them. The NCO also has to deal with officer issues and train them.

Below is the present Army pay scale:

FY 2005 Military base pay is based upon grade (rank) and years of service:

Rank	<2	2	3	4	6	8	10	12
E-9							3901.20	3989.70
E-8						3193.50	3334.80	3422.10
E-7	2220.00	2423.10	2515.80	2638.80	2734.50	2899.50	2992.20	3084.60
E-6	1920.30	2112.60	2205.90	2296.50	2391.00	2604.30	2687.10	2779.20
E-5	1759.50	1877.10	1967.70	2060.70	2205.30	2329.80	2421.60	2450.70
E-4	1612.80	1695.60	1787.10	1877.70	1957.80	1957.80	1957.80	1957.80
E-3	1456.20	1547.70	1641.00	1641.00	1641.00	1641.00	1641.00	1641.00
E-2	1384.50	1384.50	1384.50	1384.50	1384.50	1384.50	1384.50	1384.50
E-1	1235.17	1235.17	1235.10	1235.17	1235.17	1235.10	1235.10	1235.10
E-1 with less than 4 months of service					\$1142.70			

Rank	14	16	18	20	22	24	26
E-9	4101.00	4232.40	4364.10	4575.90	4755.00	4943.70	5231.70
E-8	3527.10	3640.50	3845.40	3949.20	4125.90	4224.00	4465.20

E-7	3249.60	3332.40	3410.70	3458.70	3620.40	3725.10	3990.00
E-6	2859.90	2888.70	2908.20	2908.20	2908.20	2908.20	2908.20
E-5	2450.70	2450.70	2450.70	2450.70	2450.70	2450.70	2450.70
E-4	1957.80	1957.80	1957.80	1957.80	1957.80	1957.80	1957.80
E-3	1641.00	1641.00	1641.00	1641.00	1641.00	1641.00	1641.00
E-2	1384.50	1384.50	1384.50	1384.50	1384.50	1384.50	1384.50
E-1	1235.17	1235.17	1235.10	1235.17	1235.17	1235.10	1235.10

Rank	<2	2	3	4	6	8	10	12
O-10								
O-9								
O-8	8022.30	8285.10	8459.40	8508.30	8725.50	9089.40	9173.70	9519.00
O-7	6666.00	6975.60	7119.00	7233.00	7439.10	7642.50	7878.30	8113.50
O-6	4940.70	5427.90	5784.00	5784.00	5805.90	6054.90	6087.90	6087.90
O-5	4118.70	4639.80	4961.10	5021.40	5221.50	5341.80	5605.50	5799.00
O-4	3553.80	4113.90	4388.40	4449.60	4704.30	4977.60	5317.50	5582.70
O-3	3124.50	3542.10	3823.20	4168.20	4367.70	4586.70	4728.60	4962.00
O-2	2699.40	3074.70	3541.20	3660.90	3736.20	3736.20	3736.20	3736.20
O-1	2343.60	2439.00	2948.10	2948.10	2948.10	2948.10	2948.10	2948.10

Rank	14	16	18	20	22	24	26
O-10				12963.00	13026.60	13297.50	13769.40
O-9				11337.90	11501.10	11737.20	12149.10
O-8	9618.00	9915.30	10345.50	10742.40	11007.60	11007.60	11007.60
O-7	8349.00	9089.40	9714.60	9714.60	9714.60	9714.60	9763.80
O-6	6433.80	7045.50	7404.60	7763.40	7967.70	8174.10	8575.50
O-5	6048.60	6431.10	6613.20	6793.20	6997.50	6997.50	6997.50
O-4	5766.60	5872.20	5933.70	5933.70	5933.70	5933.70	5933.70

O-3	5083.20	5083.20	5083.20	5083.20	5083.20	5083.20	5083.20
O-2	3736.20	3736.20	3736.20	3736.20	3736.20	3736.20	3736.20
O-1	2948.10	2948.10	2948.10	2948.10	2948.10	2948.10	2948.10

*Was a common practice
to have a higher rank
for a longer period of time
than a lower rank.*

The history of how officers were paid more than enlisted in the first place is completely understandable. When the Army was first formed and pay scales established, all officers were required to have a college education. The majority of enlisted Soldiers back then couldn't even read or write. Soldiers would get promoted to leadership ranks and positions and still lack any kind of literacy skills. Below is an Army pay chart from the Civil War.

Officer Allowances: When you notice the discrepancy between the enlisted ranks and the officer ranks, remember that the officer pay included certain allowances, such as additional rations, forage, and fuel allowances. So, for instance, the Union infantry colonel's pay included the cash value for six human and three horse rations a day, which came to \$78 a month.

*NOTE
CHART
TABLE*

ARMY PAY PER MONTH

	Confederate	Union
Private	\$11	\$13
Corporal	\$13	\$13

Sergeant	\$17	\$17
First Sergeant	\$20	\$20
Quartermaster Sergeant	\$21	\$21
Sergeant Major	\$21	\$21
Second Lieutenant	\$80	\$105.50
First Lieutenant	\$90	\$105.50
Captain	\$130	\$115.50
Major	\$150	\$169
Lieutenant Colonel	\$170	\$181
Colonel	\$195	\$212
Brigadier General	\$301	\$315
Major General	\$301	\$457
Lieutenant General	\$301	\$758
General	\$301	

Officers don't need these types of allowances anymore. The illiteracy situation among enlisted may have been true even until World War one. However, as America established laws that governed all Americans the right to a free education that kind of enlisted Soldier became more and more scarce. During Vietnam many Soldiers had a high school education and some even had college degrees. In the 1980s many Soldiers entered the Army after college in order to pay for the large amounts of college loans they had accumulated. This is when the college educated Soldiers began to emerge through out all ranks in the Army. Soldiers were also starting to take college courses during their off

^{having}
duty time with out have to pay large tuition fees through the Army's tuition assistance program.

Times have changed and so has the Army and it's Soldiers. The pay discrepancy between officers and enlisted displays a gross injustice to our NCO Corps. My personal opinion is that it is a professional slap in the face for the amount of personal dedication NCOs have put in over the years. I heard once that officers were required to have a college degree because this shows that they can make a commitment and understand and comprehend. Well what does 18 years of dedication to duty show?

The following adjustment of the Army's pay scale would be a fair and equitable way of fixing the pay discrepancy between officers and enlisted.

- Increase NCO Pay in the following manner:
- E9 = O6 pay
- E8 = O4 pay
- E7 = O3 pay
- E6 = O2 pay
- E5 = O1 pay

What is the basis for
this recommendation?

Words are?