

Market Assessment 2024

Pay Scale Area	Pay Scale Group	Pay Scale Level (Midpoint)	Pay Scale	2023 Base Salary	2024 Market Benchmark	2024 Market Gap	Market Alignment
38	GRADE00	07	Civilian	61308	58391	4.8%	Strategic Pay_Public Sector: Base Salary
38	GRADE09	07	Civilian	62509	62294	0.3%	Strategic Pay_Public Sector: Base Salary
38	GRADE10	07	Civilian	64948	66537	-2.4%	Strategic Pay_Public Sector: Base Salary
38	GRADE11	07	Civilian	67870	70949	-4.5%	Strategic Pay_Public Sector: Base Salary
38	GRADE12	07	Civilian	70822	76088	-7.4%	Strategic Pay_Public Sector: Base Salary
38	GRADE13	07	Civilian	74857	81263	-8.6%	Strategic Pay_Public Sector: Base Salary
38	GRADE14	07	Civilian	79688	87474	-9.8%	Strategic Pay_Public Sector: Base Salary
38	GRADE15	07	Civilian	83963	93485	-11.3%	Strategic Pay_Public Sector: Base Salary
38	GRADE16	07	Civilian	90779	100852	-11.1%	Strategic Pay_Public Sector: Base Salary
38	GRADE17	07	Civilian	98143	108694	-10.8%	Strategic Pay_Public Sector: Base Salary
38	GRADE18	07	Civilian	105196	116341	-10.6%	Strategic Pay_Public Sector: Base Salary
38	GRADE19	07	Civilian	111647	124662	-11.7%	Strategic Pay_Public Sector: Base Salary
38	GRADE20	07	Civilian	118751	133738	-12.6%	Strategic Pay_Public Sector: Base Salary
38	GRADE21	07	Civilian	128383	144524	-12.6%	Strategic Pay_Public Sector: Base Salary
38	GRADE22	07	Civilian	139947	157566	-12.6%	Strategic Pay_Public Sector: Base Salary
38	GRADE23	07	Civilian	152617	171850	-12.6%	Strategic Pay_Public Sector: Base Salary
38	GRADE24	07	Civilian	166007	187065	-12.7%	Strategic Pay_Public Sector: Base Salary
38	SMGRADE01	07	Civilian	170082	195000	-14.7%	Hay_Public Sector:Base Salary
38	SMGRADE02	07	Civilian	195445	228332	-16.8%	Hay_Public Sector:Base Salary
38	SMGRADE03	07	Civilian	221885	260201	-17.3%	Hay_Public Sector:Base Salary
38	SMGRADE04	07	Civilian	258273	304165	-17.8%	Hay_Public Sector:Base Salary
38	SMGRADE05	07	Civilian	304690	344020	-12.9%	Hay_Public Sector:Base Salary
38	SMGRADE06	07	Civilian	335926	384400	-14.4%	Hay_Public Sector:Base Salary
38	SMGRADE07	07	Civilian	416297	579612	-39.2%	Hay_Public Sector:Base Salary
50	BEGRD00	07	Civilian	59302	66537	-12.2%	Strategic Pay_Public Sector: Base Salary
50	BEGRD11	07	Civilian	60471	70949	-17.3%	Strategic Pay_Public Sector: Base Salary
50	BEGRD12	07	Civilian	63838	76088	-19.2%	Strategic Pay_Public Sector: Base Salary

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50	BEGRD13	07	Civilian	67427	81263	-20.5%	Strategic Pay_Public Sector: Base Salary
50	BEGRD14	07	Civilian	71861	87474	-21.7%	Strategic Pay_Public Sector: Base Salary
50	BEGRD15	07	Civilian	75719	93485	-23.5%	Strategic Pay_Public Sector: Base Salary
50	BEGRD16	07	Civilian	80971	100852	-24.6%	Strategic Pay_Public Sector: Base Salary
50	BEGRD17	07	Civilian	86835	108694	-25.2%	Strategic Pay_Public Sector: Base Salary
50	BEGRD18	07	Civilian	92997	116341	-25.1%	Strategic Pay_Public Sector: Base Salary
50	BEGRD19	07	Civilian	99854	124662	-24.8%	Strategic Pay_Public Sector: Base Salary
50	BEGRD20	07	Civilian	105438	133738	-26.8%	Strategic Pay_Public Sector: Base Salary
61	GRADE00	07	Civilian	59250	62294	-5.1%	Strategic Pay_Public Sector: Base Salary
61	GRADE10	07	Civilian	60487	66537	-10.0%	Strategic Pay_Public Sector: Base Salary
61	GRADE11	07	Civilian	61926	70949	-14.6%	Strategic Pay_Public Sector: Base Salary
61	GRADE12	07	Civilian	65412	76088	-16.3%	Strategic Pay_Public Sector: Base Salary
61	GRADE13	07	Civilian	69058	81263	-17.7%	Strategic Pay_Public Sector: Base Salary
61	GRADE14	07	Civilian	73602	87474	-18.8%	Strategic Pay_Public Sector: Base Salary
61	GRADE15	07	Civilian	76265	93485	-22.6%	Strategic Pay_Public Sector: Base Salary
61	GRADE16	07	Civilian	81775	100852	-23.3%	Strategic Pay_Public Sector: Base Salary
63	GRADE00	07	Civilian	62509	62294	0.3%	Strategic Pay_Public Sector: Base Salary
63	GRADE10	07	Civilian	64948	66537	-2.4%	Strategic Pay_Public Sector: Base Salary
63	GRADE11	07	Civilian	67870	70949	-4.5%	Strategic Pay_Public Sector: Base Salary
63	GRADE12	07	Civilian	70822	76088	-7.4%	Strategic Pay_Public Sector: Base Salary
63	GRADE13	07	Civilian	74857	81263	-8.6%	Strategic Pay_Public Sector: Base Salary
63	GRADE14	07	Civilian	79688	87474	-9.8%	Strategic Pay_Public Sector: Base Salary
63	GRADE15	07	Civilian	83963	93485	-11.3%	Strategic Pay_Public Sector: Base Salary
63	GRADE16	07	Civilian	90779	100852	-11.1%	Strategic Pay_Public Sector: Base Salary
63	GRADE17	07	Civilian	98143	108694	-10.8%	Strategic Pay_Public Sector: Base Salary
63	GRADE18	07	Civilian	105196	116341	-10.6%	Strategic Pay_Public Sector: Base Salary
63	GRADE19	07	Civilian	111647	124662	-11.7%	Strategic Pay_Public Sector: Base Salary
63	GRADE20	07	Civilian	118751	133738	-12.6%	Strategic Pay_Public Sector: Base Salary
78	CVPRM09	07	Civilian	63746	64231	-0.8%	Strategic Pay_Private Sector: Base Salary

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78	CVPRM10	07	Civilian	67163	68547	-2.1%	Strategic Pay_Private Sector: Base Salary
78	CVPRM11	07	Civilian	71535	73035	-2.1%	Strategic Pay_Private Sector: Base Salary
78	CVPRM12	07	Civilian	77604	79595	-2.6%	Strategic Pay_Private Sector: Base Salary
78	CVPRM13	07	Civilian	83693	86248	-3.1%	Strategic Pay_Private Sector: Base Salary
78	CVPRM14	07	Civilian	90921	94232	-3.6%	Strategic Pay_Private Sector: Base Salary
78	CVPRM15	07	Civilian	98211	101745	-3.6%	Strategic Pay_Private Sector: Base Salary
78	CVPRM16	07	Civilian	106571	110265	-3.5%	Strategic Pay_Private Sector: Base Salary
78	CVPRM17	07	Civilian	115470	119335	-3.3%	Strategic Pay_Private Sector: Base Salary
78	CVPRM18	07	Civilian	124274	128329	-3.3%	Strategic Pay_Private Sector: Base Salary
78	CVPRM19	07	Civilian	135093	139579	-3.3%	Strategic Pay_Private Sector: Base Salary
78	CVPRM20	07	Civilian	146895	151853	-3.4%	Strategic Pay_Private Sector: Base Salary
78	CVPRM21	07	Civilian	160155	165788	-3.5%	Strategic Pay_Private Sector: Base Salary
78	CVPRM22	07	Civilian	174433	181151	-3.9%	Strategic Pay_Private Sector: Base Salary
78	CVPRM23	07	Civilian	190071	197976	-4.2%	Strategic Pay_Private Sector: Base Salary
78	CVPRM24	07	Civilian	206729	215899	-4.4%	Strategic Pay_Private Sector: Base Salary
87	ITC16PS	07	Civilian	98109	107908	-10.0%	Hay_Public Sector_(IT)family_ITC reference level:Base Salary
87	ITD16AO	07	Civilian	99530	115320	-15.9%	Hay_All Industries_(IT)family_ITD reference level:Base Salary
93	GRADE00	07	Civilian	62509	62294	0.3%	Strategic Pay_Public Sector: Base Salary
93	GRADE10	07	Civilian	64948	66537	-2.4%	Strategic Pay_Public Sector: Base Salary
93	GRADE11	07	Civilian	67870	70949	-4.5%	Strategic Pay_Public Sector: Base Salary
93	GRADE12	07	Civilian	70822	76088	-7.4%	Strategic Pay_Public Sector: Base Salary
93	GRADE13	07	Civilian	74857	81263	-8.6%	Strategic Pay_Public Sector: Base Salary
93	GRADE14	07	Civilian	79688	87474	-9.8%	Strategic Pay_Public Sector: Base Salary
93	GRADE15	07	Civilian	83963	93485	-11.3%	Strategic Pay_Public Sector: Base Salary
93	GRADE16	07	Civilian	90779	100852	-11.1%	Strategic Pay_Public Sector: Base Salary
93	GRADE17	07	Civilian	98143	108694	-10.8%	Strategic Pay_Public Sector: Base Salary
93	GRADE18	07	Civilian	105196	116341	-10.6%	Strategic Pay_Public Sector: Base Salary
93	GRADE19	07	Civilian	111647	124662	-11.7%	Strategic Pay_Public Sector: Base Salary
93	GRADE20	07	Civilian	118751	133738	-12.6%	Strategic Pay_Public Sector: Base Salary

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A1	PTE(E)	07	Military	52622	51662	1.8%	Strategic Pay_Public Sector: Base Salary
A2	PTE(E)	07	Military	53333	54657	-2.5%	Strategic Pay_Public Sector: Base Salary
A1	LCPL(E)	07	Military	57851	54657	5.5%	Strategic Pay_Public Sector: Base Salary
A2	LCPL(E)	07	Military	58944	58391	0.9%	Strategic Pay_Public Sector: Base Salary
A3	LCPL(E)	07	Military	60111	62294	-3.6%	Strategic Pay_Public Sector: Base Salary
A1	CPL(E)	07	Military	65240	62294	4.5%	Strategic Pay_Public Sector: Base Salary
A2	CPL(E)	07	Military	66471	66537	-0.1%	Strategic Pay_Public Sector: Base Salary
A3	CPL(E)	07	Military	67720	70949	-4.8%	Strategic Pay_Public Sector: Base Salary
A1	SGT(E)	07	Military	73431	70949	3.4%	Strategic Pay_Public Sector: Base Salary
A2	SGT(E)	07	Military	74780	76088	-1.7%	Strategic Pay_Public Sector: Base Salary
A3	SGT(E)	07	Military	76160	81263	-6.7%	Strategic Pay_Public Sector: Base Salary
A1	SSGT(E)	07	Military	84774	81263	4.1%	Strategic Pay_Public Sector: Base Salary
A2	SSGT(E)	07	Military	86326	87474	-1.3%	Strategic Pay_Public Sector: Base Salary
A3	SSGT(E)	07	Military	87863	93485	-6.4%	Strategic Pay_Public Sector: Base Salary
A1	WO2/1(E)	07	Military	97701	93485	4.3%	Strategic Pay_Public Sector: Base Salary
A2	WO2/1(E)	07	Military	99574	100852	-1.3%	Strategic Pay_Public Sector: Base Salary
A3	WO2/1(E)	07	Military	101200	108694	-7.4%	Strategic Pay_Public Sector: Base Salary
A4	SWO	07	Military	113067	124662	-10.3%	Strategic Pay_Public Sector: Base Salary
A5	SWO	07	Military	142571	157566	-10.5%	Strategic Pay_Public Sector: Base Salary
A6	SWO	07	Military	181593	228332	-25.7%	Strategic Pay_Public Sector: Base Salary
B1	LCPL(E)	07	Military	58715	55650	5.2%	Strategic Pay_General Market: Base Salary
B2	LCPL(E)	07	Military	59647	59171	0.8%	Strategic Pay_General Market: Base Salary
B3	LCPL(E)	07	Military	61119	62851	-2.8%	Strategic Pay_General Market: Base Salary
B1	CPL(E)	07	Military	66184	62851	5.0%	Strategic Pay_General Market: Base Salary
B2	CPL(E)	07	Military	67225	66851	0.6%	Strategic Pay_General Market: Base Salary
B3	CPL(E)	07	Military	69151	71012	-2.7%	Strategic Pay_General Market: Base Salary
B1	SGT(E)	07	Military	74429	71012	4.6%	Strategic Pay_General Market: Base Salary
B2	SGT(E)	07	Military	75603	76202	-0.8%	Strategic Pay_General Market: Base Salary
B3	SGT(E)	07	Military	77770	81441	-4.7%	Strategic Pay_General Market: Base Salary

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B1	SSGT(E)	07	Military	85904	81441	5.2%	Strategic Pay_General Market: Base Salary
B2	SSGT(E)	07	Military	87230	87729	-0.6%	Strategic Pay_General Market: Base Salary
B3	SSGT(E)	07	Military	89685	94042	-4.9%	Strategic Pay_General Market: Base Salary
B1	WO2/1(E)	07	Military	98986	94042	5.0%	Strategic Pay_General Market: Base Salary
B2	WO2/1(E)	07	Military	100519	102509	-2.0%	Strategic Pay_General Market: Base Salary
B3	WO2/1(E)	07	Military	103277	111523	-8.0%	Strategic Pay_General Market: Base Salary
C1	LCPL(E)	07	Military	59409	56463	5.0%	Strategic Pay_Private Sector: Base Salary
C2	LCPL(E)	07	Military	60202	60261	-0.1%	Strategic Pay_Private Sector: Base Salary
C3	LCPL(E)	07	Military	61207	64231	-4.9%	Strategic Pay_Private Sector: Base Salary
C1	CPL(E)	07	Military	67162	64231	4.4%	Strategic Pay_Private Sector: Base Salary
C2	CPL(E)	07	Military	68280	68547	-0.4%	Strategic Pay_Private Sector: Base Salary
C3	CPL(E)	07	Military	70149	73035	-4.1%	Strategic Pay_Private Sector: Base Salary
C1	SGT(E)	07	Military	75501	73035	3.3%	Strategic Pay_Private Sector: Base Salary
C2	SGT(E)	07	Military	76780	79595	-3.7%	Strategic Pay_Private Sector: Base Salary
C3	SGT(E)	07	Military	78820	86248	-9.4%	Strategic Pay_Private Sector: Base Salary
C1	SSGT(E)	07	Military	87088	86248	1.0%	Strategic Pay_Private Sector: Base Salary
C2	SSGT(E)	07	Military	88585	94232	-6.4%	Strategic Pay_Private Sector: Base Salary
C3	SSGT(E)	07	Military	93301	101745	-9.1%	Strategic Pay_Private Sector: Base Salary
C1	WO2/1(E)	07	Military	100313	101745	-1.4%	Strategic Pay_Private Sector: Base Salary
C2	WO2/1(E)	07	Military	101961	110265	-8.1%	Strategic Pay_Private Sector: Base Salary
C3	WO2/1(E)	07	Military	109748	119335	-8.7%	Strategic Pay_Private Sector: Base Salary
D1	PTE(E)	07	Military	53784	56463	-5.0%	Strategic Pay_Private Sector: Base Salary
D2	PTE(E)	07	Military	56823	60261	-6.0%	Strategic Pay_Private Sector: Base Salary
D3	PTE(E)	07	Military	69145	73035	-5.6%	Strategic Pay_Private Sector: Base Salary
D1	LCPL(E)	07	Military	60994	64231	-5.3%	Strategic Pay_Private Sector: Base Salary
D2	LCPL(E)	07	Military	64433	68547	-6.4%	Strategic Pay_Private Sector: Base Salary
D3	LCPL(E)	07	Military	75097	79595	-6.0%	Strategic Pay_Private Sector: Base Salary
D1	CPL(E)	07	Military	69166	73035	-5.6%	Strategic Pay_Private Sector: Base Salary
D2	CPL(E)	07	Military	75093	79595	-6.0%	Strategic Pay_Private Sector: Base Salary

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D3	CPL(E)	07	Military	81804	86248	-5.4%	Strategic Pay_Private Sector: Base Salary
D1	SGT(E)	07	Military	76692	79595	-3.8%	Strategic Pay_Private Sector: Base Salary
D2	SGT(E)	07	Military	81104	86248	-6.3%	Strategic Pay_Private Sector: Base Salary
D3	SGT(E)	07	Military	89028	94232	-5.8%	Strategic Pay_Private Sector: Base Salary
D1	SSGT(E)	07	Military	88197	86248	2.2%	Strategic Pay_Private Sector: Base Salary
D2	SSGT(E)	07	Military	89288	94232	-5.5%	Strategic Pay_Private Sector: Base Salary
D3	SSGT(E)	07	Military	96773	101745	-5.1%	Strategic Pay_Private Sector: Base Salary
D1	WO2/1(E)	07	Military	101562	101745	-0.2%	Strategic Pay_Private Sector: Base Salary
D2	WO2/1(E)	07	Military	105371	110265	-4.6%	Strategic Pay_Private Sector: Base Salary
D3	WO2/1(E)	07	Military	113622	119335	-5.0%	Strategic Pay_Private Sector: Base Salary
A1	OCDT(E)	07	Military	55553	51662	7.0%	Strategic Pay_Public Sector: Base Salary
A2	OCDT(E)	07	Military	56733	51662	8.9%	Strategic Pay_Public Sector: Base Salary
A1	2LT(E)	07	Military	62644	62294	0.6%	Strategic Pay_Public Sector: Base Salary
A2	2LT(E)	07	Military	63563	66537	-4.7%	Strategic Pay_Public Sector: Base Salary
A3	2LT(E)	07	Military	66087	70949	-7.4%	Strategic Pay_Public Sector: Base Salary
A1	LT(E)	07	Military	70792	76088	-7.5%	Strategic Pay_Public Sector: Base Salary
A2	LT(E)	07	Military	73627	81263	-10.4%	Strategic Pay_Public Sector: Base Salary
A3	LT(E)	07	Military	79560	87474	-9.9%	Strategic Pay_Public Sector: Base Salary
A1	CAPT(E)	07	Military	83844	93485	-11.5%	Strategic Pay_Public Sector: Base Salary
A2	CAPT(E)	07	Military	90631	100852	-11.3%	Strategic Pay_Public Sector: Base Salary
A3	CAPT(E)	07	Military	97884	108694	-11.0%	Strategic Pay_Public Sector: Base Salary
A1	MAJ(E)	07	Military	97780	108694	-11.2%	Strategic Pay_Public Sector: Base Salary
A2	MAJ(E)	07	Military	105050	116341	-10.7%	Strategic Pay_Public Sector: Base Salary
A3	MAJ(E)	07	Military	113875	124662	-9.5%	Strategic Pay_Public Sector: Base Salary
A1	LTCOL(E)	07	Military	120134	133738	-11.3%	Strategic Pay_Public Sector: Base Salary
A2	LTCOL(E)	07	Military	130473	144524	-10.8%	Strategic Pay_Public Sector: Base Salary
A3	LTCOL(E)	07	Military	142571	157566	-10.5%	Strategic Pay_Public Sector: Base Salary
A1	COL(E)	07	Military	181893	228332	-25.5%	Hay_Public Sector:Base Salary
A1	BRIG(E)	07	Military	236773	304165	-28.5%	Hay_Public Sector:Base Salary

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B1	2LT(E)	07	Military	65782	62851	4.5%	Strategic Pay_General Market: Base Salary
B2	2LT(E)	07	Military	66862	66851	0.0%	Strategic Pay_General Market: Base Salary
B3	2LT(E)	07	Military	68008	71012	-4.4%	Strategic Pay_General Market: Base Salary
B1	LT(E)	07	Military	76035	76202	-0.2%	Strategic Pay_General Market: Base Salary
B2	LT(E)	07	Military	77320	81441	-5.3%	Strategic Pay_General Market: Base Salary
B3	LT(E)	07	Military	81486	87729	-7.7%	Strategic Pay_General Market: Base Salary
B1	CAPT(E)	07	Military	87724	94042	-7.2%	Strategic Pay_General Market: Base Salary
B2	CAPT(E)	07	Military	93420	102509	-9.7%	Strategic Pay_General Market: Base Salary
B3	CAPT(E)	07	Military	101354	111523	-10.0%	Strategic Pay_General Market: Base Salary
B1	MAJ(E)	07	Military	101354	111523	-10.0%	Strategic Pay_General Market: Base Salary
B2	MAJ(E)	07	Military	109136	120306	-10.2%	Strategic Pay_General Market: Base Salary
B3	MAJ(E)	07	Military	118039	129783	-9.9%	Strategic Pay_General Market: Base Salary
B1	LTCOL(E)	07	Military	125340	140122	-11.8%	Strategic Pay_General Market: Base Salary
B2	LTCOL(E)	07	Military	136405	152064	-11.5%	Strategic Pay_General Market: Base Salary
B3	LTCOL(E)	07	Military	149056	165715	-11.2%	Strategic Pay_General Market: Base Salary
C1	2LT(E)	07	Military	66790	64231	3.8%	Strategic Pay_Private Sector: Base Salary
C2	2LT(E)	07	Military	68086	68547	-0.7%	Strategic Pay_Private Sector: Base Salary
C3	2LT(E)	07	Military	69467	73035	-5.1%	Strategic Pay_Private Sector: Base Salary
C1	LT(E)	07	Military	77260	79595	-3.0%	Strategic Pay_Private Sector: Base Salary
C2	LT(E)	07	Military	78658	86248	-9.6%	Strategic Pay_Private Sector: Base Salary
C3	LT(E)	07	Military	86121	94232	-9.4%	Strategic Pay_Private Sector: Base Salary
C1	CAPT(E)	07	Military	93301	101745	-9.1%	Strategic Pay_Private Sector: Base Salary
C2	CAPT(E)	07	Military	101242	110265	-8.9%	Strategic Pay_Private Sector: Base Salary
C3	CAPT(E)	07	Military	109696	119335	-8.8%	Strategic Pay_Private Sector: Base Salary
C1	MAJ(E)	07	Military	109696	119335	-8.8%	Strategic Pay_Private Sector: Base Salary
C2	MAJ(E)	07	Military	118060	128329	-8.7%	Strategic Pay_Private Sector: Base Salary
C3	MAJ(E)	07	Military	128338	139579	-8.8%	Strategic Pay_Private Sector: Base Salary
C1	LTCOL(E)	07	Military	136913	151853	-10.9%	Strategic Pay_Private Sector: Base Salary
C2	LTCOL(E)	07	Military	149290	165788	-11.1%	Strategic Pay_Private Sector: Base Salary

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C3	LTCOL(E)	07	Military	162559	181151	-11.4%	Strategic Pay_Private Sector: Base Salary
D1	2LT(E)	07	Military	67861	68547	-1.0%	Strategic Pay_Private Sector: Base Salary
D2	2LT(E)	07	Military	69098	73035	-5.7%	Strategic Pay_Private Sector: Base Salary
D3	2LT(E)	07	Military	73377	79595	-8.5%	Strategic Pay_Private Sector: Base Salary
D1	LT(E)	07	Military	78465	79595	-1.4%	Strategic Pay_Private Sector: Base Salary
D2	LT(E)	07	Military	80048	86248	-7.7%	Strategic Pay_Private Sector: Base Salary
D3	LT(E)	07	Military	95282	101745	-6.8%	Strategic Pay_Private Sector: Base Salary
D1	CAPT(E)	07	Military	94368	101745	-7.8%	Strategic Pay_Private Sector: Base Salary
D2	CAPT(E)	07	Military	102326	110265	-7.8%	Strategic Pay_Private Sector: Base Salary
D3	CAPT(E)	07	Military	110775	119335	-7.7%	Strategic Pay_Private Sector: Base Salary
D1	MAJ(E)	07	Military	110720	119335	-7.8%	Strategic Pay_Private Sector: Base Salary
D2	MAJ(E)	07	Military	119158	128329	-7.7%	Strategic Pay_Private Sector: Base Salary
D3	MAJ(E)	07	Military	129425	139579	-7.8%	Strategic Pay_Private Sector: Base Salary
D1	LTCOL(E)	07	Military	137967	151853	-10.1%	Strategic Pay_Private Sector: Base Salary
D2	LTCOL(E)	07	Military	150351	165788	-10.3%	Strategic Pay_Private Sector: Base Salary
D3	LTCOL(E)	07	Military	163607	181151	-10.7%	Strategic Pay_Private Sector: Base Salary
D1	COL(E)	07	Military	187485	228332	-21.8%	Hay_Public Sector:Base Salary

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