

ANA Base Pay and Incentive Pays



Pay in Afghanistan AFS

ANA RANK	<1 to 3	>3	>6	>9	>12	>15	>18	>21	>24
GEN (O10)	47,250	49,500	50,250	51,000	51,750	52,500	53,250	54,000	54,750
LTG (O9)	42,250	44,500	45,250	46,000	46,750	47,500	48,250	49,000	49,750
MG (O8)	37,250	40,000	40,750	41,500	42,250	43,000	43,750	44,500	45,250
BG (O7)	32,250	35,000	35,750	36,500	37,250	38,000	38,750	39,500	40,250
COL (O6)	24,750	26,500	27,250	28,000	28,750	29,500	30,250	31,000	31,750
LTC (O5)	22,250	24,000	24,750	25,500	26,250	27,000	27,750	28,500	29,250
MAJ (O4)	19,750	21,500	22,250	23,000	23,750	24,500	25,250	26,000	26,750
CPT (O3)	17,250	17,500	18,250	19,000	19,750	20,500	21,250		
1LT (O2)	14,750	15,500	16,250	17,000	17,750	18,500			
2LT (O1)	13,750	14,500	15,250	16,000	16,750				
SGM (E9)	13,750	15,500	16,250	17,000	17,750	18,500	19,250	20,000	20,750
MSG (E8)	12,750	13,500	14,250	15,000	15,750	16,500	17,250	18,000	18,750
SFC (E7)	11,750	12,250	13,000	13,750	14,500	15,250	16,000	16,750	17,500
SSG (E6)	10,500	11,500	12,250	13,000	13,750	14,500	15,250		
SGT (E5)	9,000	10,750	11,500	12,250	13,000	13,750			
SDR (E4)	8,250	10,000	10,750	11,500	12,250				

Pay in US Dollars

ANA RANK	<1 to 3	>3	>6	>9	>12	>15	>18	>21	>24
GEN (O10)	\$945	\$990	\$1,005	\$1,020	\$1,035	\$1,050	\$1,065	\$1,080	\$1,095
LTG (O9)	\$845	\$890	\$905	\$920	\$935	\$950	\$965	\$980	\$995
MG (O8)	\$745	\$800	\$815	\$830	\$845	\$860	\$875	\$890	\$905
BG (O7)	\$645	\$700	\$715	\$730	\$745	\$760	\$775	\$790	\$805
COL (O6)	\$495	\$530	\$545	\$560	\$575	\$590	\$605	\$620	\$635
LTC (O5)	\$445	\$480	\$495	\$510	\$525	\$540	\$555	\$570	\$585
MAJ (O4)	\$395	\$430	\$445	\$460	\$475	\$490	\$505	\$520	\$535
CPT (O3)	\$345	\$350	\$365	\$380	\$395	\$410	\$425		
1LT (O2)	\$295	\$310	\$325	\$340	\$355	\$370			
2LT (O1)	\$275	\$290	\$305	\$320	\$335				
SGM (E9)	\$275	\$310	\$325	\$340	\$355	\$370	\$385	\$400	\$415
MSG (E8)	\$255	\$270	\$285	\$300	\$315	\$330	\$345	\$360	\$375
SFC (E7)	\$235	\$245	\$260	\$275	\$290	\$305	\$320	\$335	\$350
SSG (E6)	\$210	\$230	\$245	\$260	\$275	\$290	\$305		
SGT (E5)	\$180	\$215	\$230	\$245	\$260	\$275			
SDR (E4)	\$165	\$200	\$215	\$230	\$245				

The Afghan National Army Pay Incentives

Monthly Amounts	US \$	Afs
National Expeditionary Pay	\$30.00	1,500
Combat Pay Mid Tier	\$45.00	2,250
Combat Pay Top Tier	\$75.00	3,250
EOD Training Pay	\$30.00	1,500
EOD Technician	\$50.00	2,500
EOD IEDD Operators	\$100.00	5,000
Commando Training Pay	\$30.00	1,500
Commando Pay (Permanent Party)	\$50.00	2,500
Special Forces Training Pay	\$50.00	2,500
Special Forces Pay (Permanent Party)	\$100.00	5,000
Special Forces Deployed Food Rations	\$112.50	5,625
Afghan Partnership Unit (APU)	\$180.00	9,000
Select CSM/SGM Pay	\$45.00	2,250
CSM of the Army	\$90.00	4,500
Monthly Medical	US \$	Afs
Combat Medic Pay	\$25.00	1,250
Nurse & Physicians' Assistant TRAINER	\$40.00	2,000
Nurse & Physicians' Assistant Junior	\$75.00	3,750
Nurse & Physicians' Assistant Senior	\$100.00	5,000
Certified Medical Technician	\$75.00	3,750
Medical Instructors	\$100.00	5,000
Doctor Junior	\$200.00	10,000
Doctor Senior	\$240.00	12,000
Doctor, Nurse, & PA in Combat Zone	\$300.00	15,000
Annual Amounts	US \$	Afs
Commando Re-Contracting Bonus	\$200.00	10,000
EOD Technician Bonus	\$300.00	15,000
EOD IEDD Operators Bonus	\$600.00	30,000

Monthly Aviator Incentive Payments						
MI-17; MI-35; AN-26; AN-32; C-27	Class 3		Class 2		Class 1	
	US \$	Afs	US \$	Afs	US \$	Afs
Crew Chief/Load Master/Flight Engineer/Radio Technician	\$65	3,250	\$87	4,350	\$140	7,000
Aircraft Maintainer	\$65	3,250	\$87	4,350	\$140	7,000
Flight Engineer MI-17	\$65	3,250	\$87	4,350	\$140	7,000
Navigator	\$99	4,950	\$132	6,600	\$213	10,650
Pilot/Co-pilot	\$99	4,950	\$132	6,600	\$213	10,650

ANP Base Pay and Incentive Pays



ANP RANK	<1 to 3	>3	>6	>9	>12	>15	>18	>21	>24
GEN	47,250	49,500	50,250	51,000	51,750	52,500	53,250	54,000	54,750
LTG	42,250	44,500	45,250	46,000	46,750	47,500	48,250	49,000	49,750
MG	37,250	40,000	40,750	41,500	42,250	43,000	43,750	44,500	45,250
BG	32,250	35,000	35,750	36,500	37,250	38,000	38,750	39,500	40,250
COL	24,750	26,500	27,250	28,000	28,750	29,500	30,250	31,000	31,750
LTC	22,250	24,000	24,750	25,500	26,250	27,000	27,750	28,500	29,250
MAJ	19,750	21,500	22,250	23,000	23,750	24,500	25,250	26,000	26,750
CPT	17,250	17,500	18,250	19,000	19,750	20,500	21,250		
1LT	14,750	15,500	16,250	17,000	17,750	18,500			
2LT	13,750	14,500	15,250	16,000	16,750				
1st SGT	12,750	13,500	14,250	15,000	15,750	16,500	17,250	18,000	18,750
2nd SGT	11,750	12,250	13,000	13,750	14,500	15,250	16,000	16,750	17,500
3rd SGT	10,500	11,500	12,250	13,000	13,750	14,500	15,250		
Patrolman	8,250	10,000	10,750	11,500	12,250				

Pay in Afghani (AFS)

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LTG	\$845	\$890	\$905	\$920	\$935	\$950	\$965	\$980	\$995
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MAJ	\$395	\$430	\$445	\$460	\$475	\$490	\$505	\$520	\$535
CPT	\$345	\$350	\$365	\$380	\$395	\$410	\$425		
1LT	\$295	\$310	\$325	\$340	\$355	\$370			
2LT	\$275	\$290	\$305	\$320	\$335				
1st SGT	\$255	\$270	\$285	\$300	\$315	\$330	\$345	\$360	\$375
2nd SGT	\$235	\$245	\$260	\$275	\$290	\$305	\$320	\$335	\$350
3rd SGT	\$210	\$230	\$245	\$260	\$275	\$290	\$305		
Patrolman	\$165	\$200	\$215	\$230	\$245				

Pay in US Dollars (\$)

- ANP has "Patrolmen" and not First or Second Patrolmen as the ANA do
- ANP will begin tracking and paying for Time in Service (TIS) in SY1391.
- *All US Dollar values are based on a 50:1 exchange rate as approved by the Pay Parity PMR in 2009

ALP Pay Scale					
Rank	Base Salary (USD/AFS)		Food Stipend (USD/AFS)		TOTAL (USD/AFS)
District Leader	\$165	8,250	\$65	3,250	\$230
Group/Village Leader	\$145	7,250			\$210
Group Member	\$100	5,000			\$165

APPF Pay Scale					
Rank	Base Salary (USD/AFS)		Food Stipend (USD/AFS)		TOTAL (USD/AFS)
Commander	\$165	8,250	\$65	3,250	\$230
Deputy Cdr	\$155	7,750			\$220
Platoon Ldr	\$145	7,250			\$210
Deputy Plt Ldr	\$140	7,000			\$205
Squad Ldr	\$135	6,750			\$200
Senior Sgt	\$135	6,750			\$200
Assist Squad Ldr	\$130	6,500			\$195
Squad Mbr	\$120	6,000			\$185
Admin Assist	\$120	6,000			\$185
Driver/Courier	\$120	6,000			\$185

Incentive Pay	Initiated	Dollars	Afs
One time/Annual Bonus			
ABP Re-contract for 3+ years	Dec-09	\$200	10,000
ANCOP Sign-Up Bonus	Dec-09	\$200	10,000
PRC Sign-Up Bonus	Feb-11	\$200	10,000
EOD Technician's Annual Bonus	Jul-09	\$300	15,000
EOD IEDD Operator's Annual Bonus	Jul-09	\$600	30,000
Monthly Bonuses			
HDIP - High	Dec-09	\$75	3,750
HDIP - Medium	Dec-09	\$45	2,250
MOI Chief NCO	Sep-09	\$240	12,000
Regional/Provincial Chief NCO	Sep-09	\$45	2,250
EOD Training Pay	Jul-09	\$30	1,500
EOD Pay - Permanent	Jul-09	\$50	2,500
EOD IEDD Operator	Jul-09	\$100	5,000
ANCOP Professional Pay	May-09	\$50	2,500
ANCOP National Expeditionary Pay	Mar-11	\$30	1,500
Aircraft Maintainer - Class 3	Dec-10	\$65	3,250
Aircraft Maintainer - Class 2	Dec-10	\$87	4,350
Aircraft Maintainer - Class 1	Dec-10	\$140	7,000
PRC Professional Pay	Feb-11	\$50	2,500
Medical			
Trauma Assistance Medic Pay	Sep-09	\$25	1,250
Nurse/Physician's Assistant Pay	Sep-09	\$75	3,750
Physician General Practice Pay	Sep-09	\$200	10,000
Physician with Specialty Pay	Sep-09	\$400	20,000
Physician Hazardous Duty Pay	Sep-09	\$200	10,000