

Pay and Compensation Calculator (Example—John Dough)

Military Pay	Monthly	Annual
Military Basic Pay	\$3,369.90	\$40,438.80
Other Taxable Military Pay (Yearly Bonuses)	\$0.00	\$0.00
Other Special Pays		
Career Sea Pay	\$480.00	\$5,760.00
Gross Taxable Military Pay	\$3,849.90	\$46,198.80
Tax Deductions (Standard Deduction + Dependent Deduction)		\$11,400.00
Adjusted Gross Income (AGI) Gross Pay - Deductions = AGI (Identifies Tax Bracket)	\$2,899.90	\$34,798.80
Non-Taxable Allowances		
Basic Allowance for Subsistence (BAS)	\$323.87	\$3,886.44
Housing Allowance (BAH or OHA) – If Applicable	\$1,235.00	\$14,820.00
Clothing Replacement Allowance – If Applicable	\$55.20	\$662.40
Family Separation Allowance – If Applicable	\$0.00	\$0.00
Total Allowances	\$1,614.07	\$19,368.84
Military Gross Pay (Gross Taxable Military Pay + Non-Taxable Allowances)		\$65,567.64
Taxes (Federal + Social Security + Medicare)		
Tax Bracket = 15 percent		
Federal Income Tax		\$4,384.67
Social Security		\$2,864.33
Medicare		\$669.88
Total Taxes Paid		\$7,918.88
Military Take-Home Pay (Military Gross Pay – Total Taxes Paid)	\$4,804.06	\$57,648.76
Tax Advantage	Monthly	Annual
Tax Break [1.0 - (Federal Income Tax Bracket% + FICA% + Medicare%)]	\$473	\$5,672

This section is for illustration only.

Tax Break is additional income that the service members retain because allowances, such as BAH and BAS, are not subject to federal income tax.

Tax Advantage is the additional civilian income that service members would have to earn to give them the same after-tax income they would receive if their non-taxable allowances were subject to federal income tax.

Civilian Equivalent Pay

Civilian Equivalent Pay represents your **Military Gross Pay** plus Tax Advantage.

According to your input, your Military Gross Pay is \$65,567.64 annually.

As a civilian, you would have to earn \$71,239.32 to have a comparable after-tax income.

Annual Indirect Compensation	
Medical	\$3,780.27
Dental	\$342.69
Vision	\$22.52
Commissary	\$2,957.00
Government Quarters — If Applicable	\$0.00

The Medical, Dental and Vision amounts are averages. The Commissary amount represents the money you save by shopping at a military Commissary in comparison to a civilian grocery store.

REDUX/High-3 Retirement Plan

All dollar amounts are pre-tax estimates.

High-3 Participants Retirement

- Based on your input, your total retirement payout over 40 years would be \$1,606,303.
- As a civilian, you would have to accrue \$838,701 at the time of your retirement to receive a comparable payout. In order to achieve this amount, you would have to invest \$18,327 annually at an 8 percent return over a 20-year period.

REDUX Participants Retirement

- Based on your input, your total military retirement payout over 40 years would be \$1,340,127.
- As a civilian, you would have to accrue \$701,415 at the time of your retirement to receive a comparable payout. In order to receive this amount, you would have to invest \$15,327 annually at an 8 percent return over a 20-year period.

Additional Benefits

Visit the Per Diem, Travel and Transportation Allowance Committee Web site to calculate your CONUS COLA, OCONUS COLA, or Overseas Housing Allowance.
<http://perdiem.hqda.pentagon.mil/perdiem>

Significant Benefits the Navy Offers That Civilian Jobs Don't Offer:

- 30 Days Paid Vacation. Most civilian jobs offer 10 days.
- 10 Paid Holidays a Year. Most civilian jobs offer six holidays.

- Lifetime Medical Care. Less than half of civilian employers offer retiree medical insurance.
- Disability Coverage. In the Navy if you are injured and unable to work, you continue to receive your compensation indefinitely. In the civilian sector, you cease to be paid when you exhaust your sick and vacation time. Disability insurance can be purchased, but it is very expensive and pays only a percentage of your income.
- Educational Opportunities. The Navy has a generous tuition-assistance program, as well as numerous other programs leading to college degrees. Many civilian jobs offer nothing in this area. The Navy has arrangements with numerous colleges to grant credit toward bachelor's and master's degrees for your Navy experience. See <https://www.npc.navy.mil/CareerInfo/Education> for more details.
- Morale, Welfare and Recreation Services. The range of recreational services and assistance provided to you by the Navy is unmatched by any civilian job. They include:
 - ▶ Base Clubs
 - ▶ MWR Events and Discounted Tickets
 - ▶ Fitness Center, Pool, Tennis, Golf
 - ▶ Discounted Equipment Rentals
 - ▶ Flying, Sail and Scuba Clubs
 - ▶ Spouse Social Clubs
 - ▶ Hobby Shops
- Other Benefits Include:
 - ▶ Free Legal Services
 - ▶ Space "A" Travel
 - ▶ Discounted Child Care
 - ▶ Spouse Employment Assistance
 - ▶ o Thrift Savings Plan

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