

**MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY FOR FISCAL YEAR 1998**

| GRADE | BASIC PAY (1) | RETIRED PAY ACCRUAL (2) | BASIC ALLOWANCE FOR QUARTERS/ VHA (3) | BASIC ALLOWANCE FOR SUBSISTENCE /SIK (4) | INCENTIVE AND SPECIAL PAYS (5) | PERMANENT CHANGE OF STATION (6) | MISCEL- LANEOUS EXPENSE (7) | ANNUAL DoD COMPOSITE RATE (8) | ACCELERATION FACTOR (9) | AMOUNT BILLABLE TO NON- DoD ENTITIES (10) |
|--------------|--------------------------|--|--|---|---|--|--|--|--|--|
| O-10 | \$113,788 | \$34,705 | ---- | \$1,864 | ---- | \$3,124 | \$17,156 | \$170,637 | \$10,238 | \$180,875 |
| O-9 | 109,622 | 33,435 | \$1,794 | 1,864 | \$572 | 3,124 | 12,960 | 163,371 | 9,802 | 173,173 |
| O-8 | 99,323 | 30,294 | 3,151 | 1,864 | 1,054 | 3,124 | 9,533 | 148,343 | 8,901 | 157,244 |
| O-7 | 87,657 | 26,735 | 3,411 | 1,864 | 1,684 | 3,124 | 8,951 | 133,426 | 8,006 | 141,432 |
| O-6 | 74,642 | 22,766 | 8,995 | 1,864 | 7,743 | 3,124 | 8,871 | 128,005 | 7,680 | 135,685 |
| O-5 | 59,818 | 18,244 | 9,666 | 1,864 | 4,832 | 3,124 | 7,572 | 105,120 | 6,307 | 111,427 |
| O-4 | 48,395 | 14,761 | 8,158 | 1,864 | 5,110 | 3,124 | 6,258 | 87,670 | 5,260 | 92,930 |
| O-3 | 40,028 | 12,209 | 6,604 | 1,864 | 1,990 | 3,124 | 5,114 | 70,933 | 4,256 | 75,189 |
| O-2 | 31,172 | 9,507 | 4,627 | 1,864 | 180 | 3,124 | 5,131 | 55,605 | 3,336 | 58,941 |
| O-1 | 23,299 | 7,106 | 4,336 | 1,864 | 163 | 3,124 | 3,270 | 43,162 | 2,590 | 45,752 |
| WO-5 | \$52,515 | \$16,017 | \$8,303 | \$1,864 | \$294 | \$3,124 | \$6,686 | \$88,803 | \$5,328 | \$94,131 |
| WO-4 | 47,100 | 14,365 | 7,911 | 1,864 | 2,555 | 3,124 | 6,264 | 83,183 | 4,991 | 88,174 |
| WO-3 | 37,085 | 11,311 | 6,470 | 1,864 | 3,941 | 3,124 | 5,604 | 69,399 | 4,164 | 73,563 |
| WO-2 | 30,407 | 9,274 | 5,165 | 1,864 | 1,334 | 3,124 | 10,207 | 61,375 | 3,683 | 65,058 |
| WO-1 | 26,855 | 8,191 | 4,489 | 1,864 | 313 | 3,124 | 3,518 | 48,354 | 2,901 | 51,255 |
| CADETS | \$7,053 | ---- | ---- | \$1,876 | ---- | \$140 | \$540 | \$9,609 | \$1,730 | \$11,339 |
| E-9 | \$40,219 | \$12,267 | \$6,323 | \$2,663 | \$485 | \$2,000 | \$6,081 | \$70,038 | \$12,607 | \$82,645 |
| E-8 | 32,388 | 9,878 | 6,523 | 2,663 | 489 | 2,000 | 5,263 | 59,204 | 10,657 | 69,861 |
| E-7 | 27,256 | 8,313 | 5,595 | 2,663 | 497 | 2,000 | 4,762 | 51,086 | 9,195 | 60,281 |
| E-6 | 22,827 | 6,962 | 4,459 | 2,663 | 535 | 2,000 | 4,207 | 43,653 | 7,858 | 51,511 |
| E-5 | 18,945 | 5,778 | 3,358 | 2,663 | 507 | 2,000 | 3,859 | 37,110 | 6,680 | 43,790 |
| E-4 | 15,589 | 4,755 | 2,390 | 2,663 | 364 | 2,000 | 3,275 | 31,036 | 5,586 | 36,622 |
| E-3 | 12,933 | 3,945 | 1,394 | 2,663 | 349 | 2,000 | 2,707 | 25,991 | 4,678 | 30,669 |
| E-2 | 12,290 | 3,748 | 983 | 2,663 | 344 | 2,000 | 2,512 | 24,540 | 4,417 | 28,957 |
| E-1 | 10,544 | 3,219 | 911 | 2,663 | 338 | 2,000 | 4,631 | 24,306 | 4,375 | 28,681 |

Notes: (1) Column 9 includes factors for Other Personnel Support Costs. The applicable percentage is 6 percent for officers and 18 percent for enlisted personnel and covers reimbursement for operating appropriations for quarters, subsistence, medical, and other personnel support.

(2) To compute a Daily Rate that includes 14 percent for Leave and Holiday Pay, a factor of .00439 may be applied to Column 9. For an Hourly Rate, .00055 may be used.