

**SUMMARY OF MAJOR CHANGES TO
DOD 7000.14-R, VOLUME 15, APPENDIX C
“VI - MILITARY COMPOSITE STANDARD PAY RATES FOR
AIR FORCE”**

Changes are denoted in blue font

Substantial revisions are denoted by a ★ preceding the section,
paragraph, table, or figure that includes the revision

Hyperlinks are denoted by *underlined, bold, italic, blue font*

PARA	EXPLANATION OF CHANGE/REVISION	PURPOSE
VI	Added FY 2005 through FY 2008 files to the tables. Input a note stating where to find the information on the Comptroller's website. http://www.defenselink.mil/comptroller/rates/	Update
VI	Added new FY 2006 – 2008 Military Pay FMS Reimbursement Rates – FMS Composite Rates specifically for FMS costs and billing purposes (beginning 2006 Acceleration factor changed to specific amounts for all service members MERHC and DHP)	Update

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★The following Military Pay FMS reimbursable rates are composed of the Annual DoD Composite Rate which includes military appropriation cost of : average basic pay plus retired pay accrual, Medicare eligible retiree health care (MERHC) accrual, basic allowance for housing, basic allowance for subsistence, incentive and special pay, permanent change of station expenses and miscellaneous pay, plus an acceleration rate to recover additional military related health care costs financed by the Defense Health Program (DHP). The MERHC accrual and the health care cost factors included in the annual rate are reflected at the bottom of the chart. The MERHC accrual amount is to be reimbursed to the Miscellaneous Receipts account and the health care costs to the DHP appropriation.

**★MILITARY PAY FMS REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE**

GRADE	FMS COMPOSITE RATE FY 2006	FMS COMPOSITE RATE FY 2007	FMS COMPOSITE RATE FY 2008
O-10	\$230,899	\$243,169	\$279,121
O-9	226,323	237,664	273,689
O-8	213,105	220,824	246,965
O-7	191,840	200,753	226,428
O-6	184,161	190,618	210,010
O-5	163,263	164,279	182,053
O-4	145,904	143,517	161,643
O-3	121,338	119,082	131,427
O-2	96,853	100,342	106,618
O-1	82,690	77,243	84,919
WO-5	--	--	--
WO-4	--	--	--
WO-3	--	--	--
WO-2	--	--	--
WO-1	--	--	--
E-9	\$113,788	\$118,795	\$129,356
E-8	98,770	102,708	112,046
E-7	88,124	91,219	100,489
E-6	78,179	80,423	88,267
E-5	69,299	70,472	75,910
E-4	58,473	59,631	64,016
E-3	50,243	51,888	53,866
E-2	45,860	48,336	49,971
E-1	40,801	42,916	45,203
CADETS	\$ 25,539	\$ 20,879	\$ 22,727

The Military Pay FMS Reimbursable rates include the following factors:

MERHC Accrual	\$ 5,652	\$ 6,048	\$ 5,988
DHP Acceleration Factor	6,273	7,255	8,365

For further information on the FY 2008 and prior DoD military composite pay and reimbursable rates, see the [Office of the Secretary of Defense](http://www.defenselink.mil/comptroller/rates/) website, or type the following URL <http://www.defenselink.mil/comptroller/rates/>. Effective 1 October 2008, the rates will be obtained from the web site only.

**★ MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE
FOR FISCAL YEAR 2008 ^{1/}**

MILITARY PAY GRADE	AVERAGE BASIC PAY	ANNUAL DOD COMPOSITE RATE ^{2/}	ANNUAL RATE BILLABLE TO OTHER FEDERAL AGENCIES ^{3/4/}
O-10	\$168,000 ^{5/}	\$270,756	\$273,133
O-9	161,909	265,324	267,701
O-8	143,255	238,600	240,977
O-7	125,966	218,063	220,440
O-6	105,692	201,645	204,022
O-5	85,594	173,688	176,065
O-4	72,255	153,278	155,655
O-3	58,086	123,062	125,439
O-2	46,141	98,253	100,630
O-1	32,203	76,554	78,931
WO-5	---	---	---
WO-4	---	---	---
WO-3	---	---	---
WO-2	---	---	---
WO-1	---	---	---
E-9	\$64,877	\$120,991	\$122,828
E-8	53,140	103,681	102,865
E-7	45,274	92,124	92,622
E-6	36,937	79,902	80,380
E-5	29,290	67,545	67,359
E-4	23,417	55,651	54,721
E-3	19,340	45,501	47,214
E-2	17,912	41,606	45,959
E-1	15,346	36,838	43,705
CADETS	\$10,605	\$14,362	Not applicable

Notes:

1/ Effective fiscal year 2005, military personnel services for Foreign Military Sales shall be priced using the Composite Rates that already include permanent change of station (PCS) expense and shall no longer use the actual PCS expense for PCS moves to support a FMS case. The next update of the DoD FMR Vol. 15 Section 070203 will reflect this change.

2/ The annual DoD composite rate includes the following military personnel appropriation costs: average basic pay plus retired pay accrual, Medicare-eligible retiree health care (MERHC) accrual, basic allowance for housing, basic allowance for subsistence, incentive and special pay, permanent change of station expenses, and miscellaneous pay. Includes a per capita normal cost of \$5,988 for MERHC accrual — see Tab K-1.
<http://www.defenselink.mil/comptroller/rates/>

3/ The annual rate billable to Other Federal Agencies recovers additional military related health care costs financed by the Defense Health Program. The annual billable rate includes an acceleration factor of \$8,365 for all personnel. Excludes per capita normal cost of \$5,988 for MERHC accrual — see Tab K-1.
http://www.defenselink.mil/comptroller/rates

4/ To compute a Daily Rate, apply a factor of .00439. To compute an Hourly Rate, apply a factor of .00055.

5/ Basic pay for these officers is limited to the rate of basic pay for Level II of the Executive Schedule, which currently is \$168,000 per year.

★ MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE
FOR FISCAL YEAR 2007^{1/}

MILITARY PAY GRADE	AVERAGE BASIC PAY	ANNUAL	ANNUAL RATE BILLABLE TO
		DOD COMPOSITE RATE ^{2/}	OTHER FEDERAL AGENCIES ^{3/4/}
O-10	\$152,000 ^{5/}	\$235,914	\$237,121
O-9	150,307	230,409	231,616
O-8	137,600	213,569	214,776
O-7	122,028	193,498	194,705
O-6	105,252	183,363	184,570
O-5	83,174	157,024	158,231
O-4	70,220	136,262	137,469
O-3	56,048	111,827	113,034
O-2	43,761	93,087	94,294
O-1	31,425	69,988	71,195
WO-5	---	---	---
WO-4	---	---	---
WO-3	---	---	---
WO-2	---	---	---
WO-1	---	---	---
E-9	\$62,843	\$111,540	\$112,747
E-8	51,601	95,453	96,660
E-7	43,613	83,964	85,171
E-6	35,672	73,168	74,375
E-5	28,365	63,217	64,424
E-4	22,747	52,376	53,583
E-3	18,769	44,633	45,840
E-2	17,403	41,081	42,288
E-1	14,910	35,661	36,868
CADETS	\$10,217	\$13,624	Not applicable

Notes:

- 1/ Effective fiscal year 2005, military personnel services for Foreign Military Sales shall be priced using the Composite Rates that already include permanent change of station (PCS) expense and shall no longer use the actual PCS expense for PCS moves to support a FMS case. The next update of the DoD FMR Vol. 15 Section 070203 will reflect this change.
- 2/ The annual DoD composite rate includes the following military personnel appropriation costs: average basic pay plus retired pay accrual, Medicare-eligible retiree health care (MERHC) accrual, basic allowance for housing, basic allowance for subsistence, incentive and special pay, permanent change of station expenses, and miscellaneous pay. **Includes** a per capita normal cost of \$6,048 for MERHC accrual — see **Tab K-1**. <http://www.defenselink.mil/comptroller/rates/>
- 3/ The annual rate billable to Other Federal Agencies recovers additional military related health care costs financed by the Defense Health Program. The annual billable rate includes an acceleration factor of \$7,255 for all personnel. **Excludes** per capita normal cost of \$6,048 for MERHC accrual - see **Tab K-1**. <http://www.defenselink.mil/comptroller/rates/>
- 4/ To compute a Daily Rate, apply a factor of .00439. To compute an Hourly Rate, apply a factor of .00055.

5/ Basic pay for these officers is limited to the rate of basic pay for Level III of the Executive Schedule, which currently is \$152,000 per year.

★ MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE
FOR FISCAL YEAR 2006^{1/}

MILITARY PAY GRADE	AVERAGE BASIC PAY	ANNUAL DOD COMPOSITE RATE ^{2/}	ANNUAL RATE BILLABLE TO OTHER FEDERAL AGENCIES ^{3/4/}
O-10	\$149,200 ^{5/}	\$224,626	\$225,247
O-9	145,790	220,050	220,671
O-8	135,167	206,832	207,453
O-7	119,818	185,567	186,188
O-6	100,352	177,888	178,509
O-5	80,895	156,990	157,611
O-4	69,009	139,631	140,252
O-3	55,140	115,065	115,686
O-2	45,346	90,580	91,201
O-1	35,989	76,417	77,038
WO-5	---	---	---
WO-4	---	---	---
WO-3	---	---	---
WO-2	---	---	---
WO-1	---	---	---
E-9	\$61,354	\$107,515	\$108,136
E-8	50,147	92,497	93,118
E-7	42,405	81,851	82,472
E-6	34,795	71,906	72,527
E-5	28,029	63,026	63,647
E-4	22,551	52,200	52,821
E-3	18,928	43,970	44,591
E-2	17,079	39,587	40,208
E-1	14,421	34,528	35,149
CADETS	\$10,392	\$19,266	Not applicable

Notes:

- 1/ Effective fiscal year 2005, military personnel services for Foreign Military Sales shall be priced using the Annual DoD Composite Rate that includes permanent change of station (PCS) expense and shall no longer use the actual PCS expense for PCS moves to support a FMS case. The next update of the DoD FMR Vol. 15 Section 070203 will reflect this change.
- 2/ The annual DoD composite rate includes the following military personnel appropriation costs: average basic pay plus retired pay accrual, Medicare-eligible retiree health care (MERHC) accrual, basic allowance for housing, basic allowance for subsistence, incentive and special pay, permanent change of station expenses, and miscellaneous pay. Includes a per capita normal cost of \$5,652 for MERHC accrual — see Tab K-1. <http://www.defenselink.mil/comptroller/rates/>
- 3/ The annual rate billable to Other Federal Agencies recovers additional military related health care costs financed by the Defense Health Program. The annual billable rate includes an acceleration factor of \$6,273 for all personnel. Excludes per capita normal cost of \$5,652 for MERHC accrual — see Tab K-1. <http://www.defenselink.mil/comptroller/rates/>
- 4/ To compute a Daily Rate, apply a factor of .00439. To compute an Hourly Rate, apply a factor of .00055.
- 5/ Basic pay for these officers is limited to the rate of basic pay for Level III of the Executive Schedule, which currently is \$ 149,200 per year.

**MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE
FOR FISCAL YEAR 2005^{1/}**

MILITARY PAY GRADE	AVERAGE BASIC PAY	ANNUAL DOD COMPOSITE RATE^{2/}	ANNUAL RATE BILLABLE TO OTHER FEDERAL AGENCIES^{3/}
O-10	\$144,600 ^{4/}	\$224,176	\$242,110
O-9	144,556	221,634	239,365
O-8	130,978	204,188	220,523
O-7	116,176	186,735	201,674
O-6	98,005	176,227	190,325
O-5	79,573	152,988	165,227
O-4	68,094	135,657	146,510
O-3	53,814	108,164	116,817
O-2	42,066	82,370	88,960
O-1	31,217	67,990	73,429
WO-5	---	---	---
WO-4	---	---	---
WO-3	---	---	---
WO-2	---	---	---
WO-1	---	---	---
E-9	\$57,480	\$104,273	\$120,957
E-8	48,229	90,612	105,110
E-7	41,042	80,180	93,009
E-6	34,040	70,439	81,709
E-5	27,098	59,952	69,544
E-4	21,547	49,007	56,848
E-3	17,723	40,519	47,002
E-2	16,474	37,817	43,868
E-1	13,630	35,348	41,004
CADETS	\$9,535	\$18,150	Not applicable

Notes: 1/ Effective fiscal year 2005, military personnel services for Foreign Military Sales shall be priced using the Annual DoD Composite Rate that includes permanent change of station (PCS) expense and shall no longer use the actual PCS expense for PCS moves to support a FMS case. The next update of the DoD FMR Vol. 15 Section 070203 will reflect this change.

2/ The annual DoD composite rate includes the following military personnel appropriation costs: average basic pay plus retired pay accrual, medical health care accrual, basic allowance for housing, basic allowance for subsistence, incentive and special pay, and miscellaneous pay.

3/ The annual rate billable to Other Federal Agencies recovers additional military related health care costs financed by the Defense Health Program. The annual billable rate includes an acceleration factor of 8 percent for officers and 16 percent for enlisted personnel.

4/ Basic pay for these officers is limited to the rate of basic pay for Level III of the Executive Schedule, which currently is \$144,600 per year

FISCAL YEAR 2004
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE

Grade	Basic Pay	Permanent Change of Station Expense (note 1)	Annual DoD Composite Rate (note 2)	Annual Rate Billable to Other Federal Agencies (note 3)
O-10	\$142,499 (note 4)	\$4,603	\$213,991	231,110
O-9	139,611	4,603	210,245	227,064
O-8	126,483	4,603	193,478	208,957
O-7	112,190	4,603	177,658	191,870
O-6	94,825	4,603	170,199	183,815
O-5	76,841	4,603	147,209	158,986
O-4	65,102	4,603	127,481	137,679
O-3	50,129	4,603	102,492	110,691
O-2	39,822	4,603	77,723	83,941
O-1	30,396	4,603	64,550	69,714
E-9	\$57,030	\$2,261	\$103,453	\$120,005
E-8	46,028	2,261	87,114	101,053
E-7	39,132	2,261	77,013	89,335
E-6	32,208	2,261	66,474	77,110
E-5	25,992	2,261	56,248	65,248
E-4	20,539	2,261	45,648	52,952
E-3	17,143	2,261	39,248	45,527
E-2	15,853	2,261	36,985	42,902
E-1	12,995	2,261	34,457	39,971
CADETS	\$9,606	\$231	\$17,303	Not applicable

Notes: (1) Represents a per capita permanent change of station (PCS) travel cost included in the composite rates not an actual PCS move rate. Calculated by dividing total amount budgeted for an officer/enlisted/cadet PCS moves by budgeted officer/enlisted/cadet average strength levels. In situations where military personnel are required to make a PCS move to support a Foreign Military Sales case, then this PCS expense should be deleted from the composite rate and actual PCS costs should be charged to the case per FMR Col. 1 Section 070203D.

(2) The Annual DoD composite rate includes the following military personnel appropriation costs: average basic pay plus retired pay accrual, medical health care accrual, basic allowance for housing, basic allowance for subsistence, and incentive and special pay, permanent change of station and miscellaneous pay.

(3) The annual rate billable to Other Federal Agencies recovers additional military related health care costs financed by the Defense Health Program. The annual billable rate includes an acceleration factor of 8 percent for officers and 16 percent for enlisted personnel.

(4) Basic pay for these officers is limited to the rate of basic pay for lever **III** of the executive schedule, which is currently \$142,500 per year.

**FISCAL YEAR 2003
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE**

Grade	Basic Pay	Permanent Change of Station Expense	Annual DoD Composite Rate (note 1)	Annual Rate Billable to Other Federal Agencies (note 2)
O-10	\$138,200 (note 3)	\$4,658	\$209,236	221,790
O-9	134,500	4,658	201,789	213,896
O-8	121,854	4,658	184,806	195,894
O-7	108,085	4,658	170,283	180,500
O-6	91,546	4,658	162,496	172,246
O-5	74,200	4,658	140,383	148,806
O-4	62,410	4,658	122,425	129,771
O-3	50,129	4,658	98,303	104,201
O-2	38,179	4,658	75,624	80,161
O-1	27,886	4,658	62,572	66,326
E-9	\$54,491	\$2,270	\$97,483	\$108,206
E-8	43,487	2,270	80,317	89,152
E-7	37,376	2,270	70,809	78,598
E-6	31,127	2,270	62,571	69,454
E-5	24,871	2,270	53,439	59,317
E-4	19,769	2,270	44,332	49,209
E-3	16,461	2,270	37,741	41,893
E-2	15,328	2,270	36,478	40,491
E-1	12,695	2,270	35,292	39,174
CADETS	\$9,081	\$313	\$12,263	Not applicable

Notes: (1) The annual DoD composite rate includes the following military personnel appropriation costs: average basic pay plus retired pay accrual, medical health care accrual, basic allowance for housing, basic allowance for subsistence, incentive and special pay, permanent change of station and miscellaneous pay.

(2) The annual rate billable to the Other Federal Agencies recovers additional military related health care costs financed by the Defense Health Program. The annual billable rate includes an acceleration factor of 6 percent for officers and 11 percent for enlisted personnel.

(3) Basic pay for these officers is limited to the rate of basic pay for Level **III** of the Executive Schedule, which currently is \$138,200 per year.

**FISCAL YEAR 2002
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE**

Grade	Basic Pay	Permanent Change of Station Expense	Annual DoD Composite Rate (note 1)	Annual Rate Billable to Other Federal Agencies (note 2)
O-10	\$133,700 (note 3)	\$4,526	\$201,324	\$215,417
O-9	128,944	4,526	191,357	204,752
O-8	116,818	4,526	176,563	188,922
O-7	103,617	4,526	159,429	170,589
O-6	87,675	4,526	152,110	162,758
O-5	71,674	4,526	133,796	143,162
O-4	60,315	4,526	116,512	124,668
O-3	49,326	4,526	92,230	98,686
O-2	38,029	4,526	70,141	75,051
O-1	27,022	4,526	54,710	58,541
E-9	\$50,204	\$2,132	\$86,854	\$100,751
E-8	41,416	2,132	73,079	84,772
E-7	35,355	2,132	63,721	73,916
E-6	29,849	2,132	56,886	65,988
E-5	24,329	2,132	48,348	56,084
E-4	19,344	2,132	39,920	46,307
E-3	15,821	2,132	32,140	37,282
E-2	14,661	2,132	31,447	36,479
E-1	12,132	2,132	31,293	36,300
CADETS	\$8,705	_____	\$11,614	Not applicable

Notes: (1) The annual DoD composite rate includes the following military personnel appropriation costs: average basic pay plus retired pay accrual, basic allowance for housing, basic allowance for subsistence, incentive and special pay, permanent change of station and miscellaneous pay.

(2) The annual rate billable to the Other Federal Agencies recovers additional military related health care costs financed by the Defense Health Program (7 percent for officers and 16 percent for enlisted personnel).

(3) Basic pay for these officers is limited to the rate of basic pay for Level **III** of the Executive Schedule, which currently is \$133,700 per year.

FISCAL YEAR 2001
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE

Grade	Basic Pay	Permanent Change of Station Expense	Annual DoD Composite Rate (note 1)	Annual Rate Billable to Non DoD Entities (note 2)
O-10	124,436 (note 3)	\$4,219	184,671	195,751
O-9	123,162	4,219	183,397	194,401
O-8	111,589	4,219	171,824	182,133
O-7	98,899	4,219	159,248	168,803
O-6	82,121	4,219	143,454	152,061
O-5	66,469	4,219	122,704	130,066
O-4	54,141	4,219	103,728	109,952
O-3	44,709	4,219	85,699	90,841
O-2	33,799	4,219	62,340	66,080
O-1	25,259	4,219	48,735	51,659
E-9	\$46,272	\$1,991	\$79,087	\$93,322
E-8	38,067	1,991	67,113	79,193
E-7	31,977	1,991	58,261	68,748
E-6	26,983	1,991	51,075	60,269
E-5	22,464	1,991	43,530	51,365
E-4	18,316	1,991	35,885	42,344
E-3	14,843	1,991	29,015	34,238
E-2	13,904	1,991	26,828	31,657
E-1	11,512	1,991	26,246	30,970
CADETS	\$7,029	\$198	\$9,635	\$10,213

Notes: (1) The annual rate billable to Non DoD Entities includes applicable factors for other personnel support costs (6 percent for officers and 18 percent for enlisted personnel).

(2) To compute a Daily Rate, apply a factor of .00439. For an Hourly Rate, apply a factor of .00055.

(3) Basic pay for these officers is limited to the rate of basic pay for Level V of the Executive Schedule, which currently is \$130,200 per year.

FISCAL YEAR 2000
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE

Grade	Basic Pay	Permanent Change of Station Expense	Annual DoD Composite Rate (note 1)	Annual Rate Billable to Non DoD Entities (note 2)
O-10	\$110,700 (note 3)	\$4,304	\$171,000	\$181,250
O-9	110,700 (note 3)	4,304	168,075	178,150
O-8	107,307	4,304	163,375	173,175
O-7	94,704	4,304	146,800	155,600
O-6	78,459	4,304	134,650	142,725
O-5	63,553	4,304	115,250	122,150
O-4	52,219	4,304	99,625	105,600
O-3	42,676	4,304	82,025	86,950
O-2	32,699	4,304	60,650	64,275
O-1	24,410	4,304	46,275	49,050
E-9	\$43,857	\$2,054	\$76,525	\$90,300
E-8	36,707	2,054	64,825	76,500
E-7	30,273	2,054	56,450	66,625
E-6	26,075	2,054	49,000	57,825
E-5	21,580	2,054	42,525	50,175
E-4	17,372	2,054	35,825	42,275
E-3	14,289	2,054	28,075	33,125
E-2	13,370	2,054	25,725	30,350
E-1	11,066	2,054	21,875	25,825
CADETS	\$7,200		\$9,900	\$11,700

Notes: (1) The annual rate billable to Non DoD Entities includes applicable factors for other personnel support costs (6 percent for officers and 18 percent for enlisted personnel).

(2) To compute a Daily Rate, apply a factor of .00439. For an Hourly Rate, apply a factor of .00055.

(3) Basic pay for these officers is limited to the rate of basic pay for Level V of the Executive Schedule, which currently is \$110,700 per year.

FISCAL YEAR 1999
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT
RATES DEPARTMENT OF THE AIR FORCE

jgrade	Basic Pay (1)	Retired Pay Accrual (2)	Basic Allowance for Housing (3)	Basic Allowance for Subsistence /SIK (4)	Incentive and Special Pays (5)	Permanent Change of Station (6)	Miscellaneous Expense (7)	Annual DoD Composite Rate (8)	Acceleration Factor (9)	Annual Rate Billable to Non DoD Entities (10)
O-10	\$108,202	\$32,675	\$1,378	\$41,846	\$3,592	\$4,090	\$12,744	\$164,527	\$9,872	\$174,399
O-9	108,202	32,675	1,378	1,846	2,130	4,090	13,560	163,874	9,832	173,706
O-8	102,328	30,902	4,150	1,846	1,510	4,090	10,953	155,777	9,347	165,124
O-7	90,309	27,273	4,748	1,846	2,199	4,090	10,044	140,507	8,430	148,937
O-6	76,304	23,044	9,541	1,846	7,450	4,090	11,252	133,527	8,012	141,539
O-5	61,312	18,516	10,887	1,846	6,309	4,090	9,147	112,107	6,726	118,833
O-4	50,016	15,105	9,382	1,846	7,667	4,090	7,538	95,644	5,739	101,383
O-3	41,056	12,399	7,320	1,846	5,988	4,090	6,604	79,302	4,758	84,060
O-2	30,520	9,217	4,608	1,846	539	4,090	4,644	55,465	3,328	58,793
O-1	22,770	6,877	4,266	1,846	398	4,090	3,382	43,628	2,618	46,246
E-9	\$41,528	\$12,541	\$7,374	\$2,677	\$205	\$1,984	\$5,914	\$72,223	\$13,000	\$85,223
E-8	34,154	10,314	6,445	2,677	240	1,984	5,280	61,094	10,997	72,091
E-7	28,973	8,750	5,700	2,677	245	1,984	4,858	53,187	9,574	62,761
E-6	24,739	7,471	4,677	2,677	217	1,984	4,384	46,149	8,307	54,456
E-5	20,847	6,296	3,897	2,677	198	1,984	4,274	40,173	7,231	47,404
E-4	16,676	5,036	2,916	2,677	175	1,984	3,609	33,073	5,953	39,026
E-3	13,632	4,117	1,627	2,677	151	1,984	2,719	26,907	4,843	31,750
E-2	12,750	3,851	930	2,677	133	1,984	2,409	24,734	4,452	29,186
E-1	10,550	3,186	570	2,677	119	1,984	1,942	21,028	3,785	24,813
CADETS	\$6,696	—	—	—	—	\$205	\$2,430	\$9,331	\$1,680	\$11,011

Notes: (1) Column 9 includes factors for Other Personnel Support Costs only (6 percent for Officers and 18 percent for Enlisted Personnel).

(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.

**FISCAL YEAR 1998
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT
RATES DEPARTMENT OF THE AIR FORCE**

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)	Miscellaneous Expense (7)	Annual DoD Composite Rate (8)	Adjustment Factor (9)	Annual Rate Billable to Non DoD Entities (10)
O-10	\$108,202	\$33,002		\$1,864		\$3,927	\$19,453	\$171,250	\$10,275	\$181,525
O-9	108,202	33,002	736	1,864	—	3,927	17,980	167,551	10,053	177,604
O-8	99,318	30,292	3,904	1,864	—	3,927	15,498	156,244	9,375	165,619
O-7	87,657	26,735	4,440	1,864	—	3,927	13,128	139,812	8,389	148,201
O-6	73,658	22,466	9,265	1,864	—	3,927	13,667	131,855	7,911	139,766
O-5	59,589	18,175	10,548	1,864	5920	3,927	10,510	110,533	6,632	117,165
O-4	48,534	14,803	9,093	1,864	7032	3,927	8,281	93,534	5,612	99,146
O-3	39,998	12,199	7,130	1,864	5131	3,927	6,882	77,131	4,628	81,759
O-2	30,349	9,256	4,827	1,864	454	3,927	4,286	54,963	3,298	58,261
O-1	22,135	6,751	4,893	1,864	380	3,927	2,537	42,487	2,549	45,036
E-9	\$40,359	\$12,309	\$7,012	\$2,579	\$176	\$1,914	\$6,108	\$70,457	\$12,682	\$83,139
E-8	33,299	10,156	6,329	2,579	202	1,914	5,562	60,041	10,807	70,848
E-7	28,175	8,594	5,380	2,579	212	1,914	5,132	51,986	9,357	61,343
E-6	24,059	7,338	4,437	2,579	181	1,914	4,830	45,338	8,161	53,499
E-5	20,257	6,178	3,585	2,579	154	1,914	4,385	39,052	7,030	46,082
E-4	16,237	4,952	2,811	2,579	133	1,914	3,832	32,458	5,843	38,301
E-3	13,338	4,068	1,759	2,579	105	1,914	2,796	26,559	4,780	31,339
E-2	12,376	3,775	940	2,579	99	1,914	2,484	24,167	4,350	28,517
E-1	10,260	3,129	568	2,579	87	1,914	1,990	20,527	3,695	24,222

CADETS

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.

FISCAL YEAR 1997
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT
RATES DEPARTMENT OF THE AIR FORCE

Grade	Basic Pay (1)	Retired Pay Accrual (2)	Basic Allowance for Quarters (3)	Incentive and Special Pay (4)	Permanent Change of Station (5)	Miscellaneous Expense (6)	Annual DoD Composite Rate (7)	Acceleration Factor (8)	Annual Rate Billable to Non DoD Entities (9)
O-10	\$108,200	\$35,273	\$1,191	\$3,654	\$3,294	\$25,184	\$176,795	\$10,608	\$187,403
O-9	106,571	34,742	781	1,950	3,294	21,515	168,854	10,131	178,985
O-8	96,571	31,482	3,521	1,322	3,294	16,689	152,880	9,173	162,053
O-7	85,229	27,785	3,719	1,552	3,294	14,769	136,347	8,181	144,528
O-6	71,638	23,354	8,830	7,135	3,294	14,052	128,302	7,698	136,000
O-5	57,798	18,842	9,918	5,986	3,294	11,083	106,921	6,415	113,336
O-4	47,229	15,419	8,529	7,069	3,294	8,974	90,585	5,435	96,020
O-3	38,609	12,587	6,870	4,495	3,294	7,735	73,589	4,415	78,004
O-2	29,326	9,560	3,942	548	3,294	5,353	52,023	3,121	55,144
O-1	21,474	7,001	4,734	378	3,294	3,816	40,696	2,442	43,138
E-9	\$38,863	\$12,669	\$6,741	\$192	\$1,759	\$7,891	\$68,116	\$12,261	\$80,377
E-8	32,061	10,452	5,982	218	1,759	7,425	57,897	10,421	68,318
E-7	27,241	8,881	5,197	230	1,759	6,861	50,168	9,030	59,198
E-6	23,343	7,610	4,438	205	1,759	6,759	44,113	7,940	52,053
E-5	19,576	6,382	3,462	166	1,759	6,053	37,398	6,732	44,130
E-4	15,542	5,067	2,621	147	1,759	5,385	30,521	5,494	36,015
E-3	12,897	4,204	1,666	117	1,759	4,721	25,363	4,565	29,928
E-2	12,032	3,922	1,012	110	1,759	4,176	23,011	4,142	27,153
E-1	9,951	3,244	607	100	1,759	3,704	19,365	3,486	22,851
CADETS	\$6,696	—	—	—	\$195	\$2,356	\$9,246	\$1,664	\$10,910

Notes: (1) Column 9 includes factors for Other Personnel Support Costs only (6 percent for Officers and 18 percent for Enlisted Personnel).

(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.

FISCAL YEAR 1996
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT
RATES DEPARTMENT OF THE AIR FORCE

Grade	Basic Pay (1)	Retired Pay Accrual (2)	Basic Allowance for Quarters (3)	Incentive and Special Pay (4)	Permanent Change of Station (5)	Miscellaneous Expense (6)	Annual DoD Composite Rate (7)	Acceleration Factor (8)	Annual Rate Billable to Non DoD Entities (9)
O-10	\$108,200	\$35,598	\$1,489	\$4,394	\$3,274	\$25,159	\$178,114	\$10,687	\$188,801
O-9	103,625	34,093	819	2,184	3,274	16,197	160,192	9,612	169,804
O-8	93,891	30,890	3,199	1,383	3,274	14,932	147,569	8,854	156,423
O-7	82,270	27,067	3,667	1,555	3,274	12,049	129,882	7,793	137,675
O-6	69,274	22,791	8,328	6,358	3,274	11,301	121,326	7,280	128,606
O-5	56,114	18,641	9,548	5,824	3,274	10,048	103,449	6,207	109,656
O-4	46,299	15,232	8,518	6,560	3,274	10,678	90,561	5,434	95,995
O-3	38,354	12,618	6,103	4,641	3,274	8,589	73,579	4,415	77,994
O-2	28,762	9,463	3,298	778	3,274	4,919	50,494	3,030	53,524
O-1	21,123	6,949	3,705	397	3,274	4,483	39,931	2,396	43,327
E-9	\$37,903	\$12,470	\$6,457	\$198	\$1,919	\$9,089	\$68,036	\$12,246	\$80,282
E-8	31,156	10,250	5,747	216	1,919	8,518	57,806	10,405	68,211
E-7	26,431	8,696	5,007	202	1,919	7,977	50,232	9,042	59,274
E-6	22,711	7,472	4,368	194	1,919	7,962	44,626	8,033	52,659
E-5	19,015	6,256	3,296	147	1,919	7,336	37,969	6,834	44,803
E-4	15,417	5,072	2,424	131	1,919	6,839	31,802	5,724	37,526
E-3	12,465	4,101	1,591	108	1,919	6,181	26,365	4,746	31,111
E-2	11,698	3,849	1,024	92	1,919	5,598	24,180	4,352	28,532
E-1	9,670	3,181	586	85	1,919	5,135	20,576	3,704	24,280
CADETS	\$6,696	—	—	—	\$202	\$2,355	\$9,253	\$1,666	\$10,919

Notes: (1) Column 9 includes factors for Other Personnel Support Costs only (6 percent for Officers and 18 percent for Enlisted Personnel).

(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.

FISCAL YEAR 1995
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT
RATES DEPARTMENT OF THE AIR FORCE

Grade	Basic Pay (1)	Retired Pay Accrual (2)	Basic Allowance for Quarters (3)	Incentive and Special Pay (4)	Permanent Change of Station (5)	Miscellaneous Expense (6)	Annual DoD Composite Standard Rate (7)	Annual Rate Billable to Non DoD Entities (8)
O-10	\$108,182	\$38,405	\$273	\$3,894	\$3,287	\$15,317	\$169,358	\$179,519
0-9	100,412	35,646	324	2,208	3,287	12,699	154,576	163,851
0-8	90,969	32,294	2,867	1,296	3,287	11,982	142,695	151,257
0-7	79,857	28,501	3,700	1,625	3,287	10,673	127,643	135,302
0-6	67,017	23,791	8,129	6,649	3,287	11,018	119,891	127,084
0-5	54,254	19,260	9,274	5,477	3,287	9,815	101,367	107,449
0-4	44,617	15,839	8,016	6,262	3,287	9,976	87,997	93,277
0-3	36,596	12,992	6,211	4,590	3,287	7,878	71,554	75,847
0-2	27,472	9,753	4,386	771	3,287	4,923	50,592	53,628
0-1	20,170	7,160	4,084	470	3,287	4,011	39,182	41,533
E-9	\$36,594	\$13,119	\$5,646	\$211	\$2,046	\$9,181	\$67,157	\$79,245
E-8	30,162	10,708	5,120	222	2,046	8,470	56,728	66,939
E-7	25,576	9,080	4,694	203	2,046	7,853	49,452	58,353
E-6	21,750	7,721	4,097	193	2,046	7,678	43,485	51,312
E-5	18,175	6,452	3,092	150	2,046	7,185	37,100	43,778
E-4	14,671	5,208	2,210	130	2,046	6,716	30,981	36,558
E-3	12,180	4,324	1,435	107	2,046	6,084	26,176	30,888
E-2	11,334	4,024	908	91	2,046	5,566	23,969	28,283
E-1	9,375	3,328	522	85	2,046	5,124	20,480	24,166
Cadets	\$6,605	—	—	—	\$130	\$2,319	\$9,054	

Notes:(1) Column 8 includes factors for Other Personnel Support Costs only (6% for Officers and 18% for Enlisted Personnel).

(2) To compute a Daily Rate that includes 14% for Leave and Holiday Pay, a factor of .00439 may be applied to Column 8. For an Hourly Rate, .00055 may be used.

FISCAL YEAR 1994
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT
RATES DEPARTMENT OF THE AIR FORCE

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for Quarters	Incentive and Special Pay	Permanent Change of Station	Miscellaneous Expense	Annual DoD Composite Rate	Annual Rate Billable to Non DoD Entities
O-10	\$108,198	\$38,951	_____	\$3,872	\$3,250	\$16,843	\$171,114	\$181,381
O-9	97,078	34,948	\$382	2,150	3,250	13,809	151,617	160,714
O-8	87,959	31,665	2,654	1,277	3,250	12,170	138,975	147,314
O-7	77,627	27,946	3,676	1,926	3,250	10,707	125,132	132,640
O-6	64,602	23,257	7,737	6,470	3,250	11,491	116,807	123,815
O-5	52,247	18,809	9,305	5,969	3,250	8,821	98,401	104,305
O-4	43,345	15,604	7,786	6,358	3,250	8,050	84,393	89,457
O-3	35,445	12,760	6,145	4,377	3,250	8,195	70,172	74,382
O-2	26,152	9,415	4,430	902	3,250	5,068	49,217	52,170
O-1	19,864	7,151	3,851	644	3,250	3,940	38,700	41,022
E-9	\$35,885	\$12,919	\$6,019	\$211	\$1,842	\$7,575	\$64,451	76,052
E-8	29,459	10,605	5,249	227	1,842	6,951	54,333	64,113
E-7	24,922	8,972	4,561	210	1,842	6,357	46,864	55,300
E-6	21,147	7,613	3,898	183	1,842	6,007	40,690	48,014
E-5	17,667	6,360	3,104	161	1,842	5,748	34,882	41,161
E-4	14,421	5,192	2,241	133	1,842	5,186	29,015	34,238
E-3	11,765	4,235	1,675	115	1,842	4,748	24,380	28,768
E-2	10,958	3,945	1,046	98	1,842	4,133	22,022	25,986
E-1	9,071	3,266	801	90	1,842	3,688	18,758	22,134
Cadets	\$6,527				\$123	\$2,233	\$8,883	9,416

Note: Daily Rate = .00439 of annual rate (includes leave and holiday factor)

Hourly Rate = .00048 of annual rate (includes leave and holiday factor)

FISCAL YEAR 1993
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
INCLUDES 3.7% PAY RAISE EFFECTIVE JANUARY 1,1993
DEPARTMENT OF THE AIR FORCE

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$104,800	\$44,226	—	\$16,858	\$3,414	\$3,290	\$172,588
O-9	96,212	40,602	\$824	13,673	3,414	1,162	155,887
O-8	87,173	36,787	3,184	13,466	3,414	1,398	145,422
O-7	76,936	32,467	4,271	11,510	3,414	1,850	130,448
O-6	63,049	26,607	7,357	10,579	3,414	5,828	116,834
O-5	51,812	21,865	8,948	9,081	3,414	5,521	100,641
O-4	43,196	18,229	7,581	7,664	3,414	6,484	86,568
O-3	35,625	15,034	5,891	9,467	3,414	4,392	73,823
O-2	26,741	11,285	4,114	4,978	3,414	975	51,507
O-1	19,342	8,162	3,676	3,847	3,414	804	39,245
E-9	\$35,244	\$14,873	\$5,084	\$7,545	\$1,499	\$183	\$64,428
E-8	28,989	12,233	4,912	6,878	1,499	216	54,727
E-7	24,593	10,378	4,173	6,459	1,499	200	47,302
E-6	20,886	8,814	3,540	6,030	1,499	161	40,930
E-5	17,401	7,343	3,159	6,156	1,499	138	35,696
E-4	14,184	5,986	2,143	5,448	1,499	98	29,358
E-3	11,606	4,898	1,688	4,985	1,499	80	24,756
E-2	10,859	4,583	758	4,317	1,499	73	22,089
E-1	9,006	3,801	363	3,848	1,499	55	18,572
Cadets	\$7,041	—	—	\$2,370	\$117	—	\$9,528

Acceleration Factors

Leave and Holidays 14.0 %

Other Benefits 6.0% for officers; 18% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate

Daily Rate = 1/260 (.00385) of annual rate

Hourly Rate = 1/2080 (.00048) of annual rate

FISCAL YEAR 1992
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$103,925	\$44,376	\$840	\$17,257	\$3,294	\$3,197	\$172,888
O-9	92,672	39,571	991	11,166	3,294	1198	148,891
O-8	83,964	35,852	3,066	12,440	3,294	1,417	140,034
O-7	74,109	31,645	3,537	10,575	3,294	1,853	125,013
O-6	61,188	26,127	6,965	10,393	3,294	5,699	113,667
O-5	50,326	21,489	8,730	8,873	3,294	5,631	98,343
O-4	41,323	17,645	7,361	6,919	3,294	6,490	83,032
O-3	33,916	14,482	5,733	6,353	3,294	4,113	67,892
O-2	25,692	10,970	3,879	4,786	3,294	947	49,569
O-1	18,747	8,005	3,513	4,079	3,294	944	38,581
E-9	\$33,706	\$14,392	\$4,943	\$7,051	\$1,452	\$175	\$61,719
E-8	27,843	11,889	4,724	6,465	1,452	208	52,581
E-7	23,663	10,104	3,860	6,041	1,452	194	45,314
E-6	20,097	8,581	3,555	5,687	1,452	162	39,534
E-5	16,720	7,139	3,002	5,496	1,452	125	33,934
E-4	13,687	5,844	2,082	5,007	1,452	95	28,167
E-3	11,174	4,771	1,675	4,612	1,452	80	23,764
E-2	10,461	4,467	737	4,025	1,452	73	21,215
E-1	8,676	3,705	354	3,554	1,452	56	17,797
Cadet	\$6,732			\$2,045	\$116		\$8,893

Acceleration Factors

Leave and Holidays 14.0%
Other Benefits 6.0% for officers; 18.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate
Daily Rate = 1/260 (.00385) of annual rate
Hourly Rate = 1/2080 (.00048) of annual rate

**FISCAL YEAR 1991
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE**

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$101,300	\$43,863	\$1,039	\$8,709	\$2,673	\$3,614	\$161,198
O-9	89,833	38,898	961	8,754	2,673	1,398	142,517
O-8	82,431	35,693	2,936	6,872	2,673	1,052	131,657
O-7	71,133	30,800	3,115	8,067	2,673	1,293	117,081
O-6	58,860	25,486	6,814	7,760	2,673	6,436	108,029
O-5	48,297	20,913	8,430	6,943	2,673	5,826	93,082
O-4	39,803	17,235	7,125	6,523	2,673	7,061	80,420
O-3	32,487	14,067	5,478	6,230	2,673	3,685	64,620
O-2	24,593	10,649	3,751	5,475	2,673	884	48,025
O-1	17,887	7,745	3,530	5,058	2,673	935	37,828
E-9	\$32,548	\$14,093	\$5,425	\$6,627	\$1,572	\$174	\$60,439
E-8	26,868	11,634	4,686	6,180	1,572	186	51,126
E-7	22,718	9,837	3,976	5,631	1,572	172	43,906
E-6	19,010	8,231	3,697	5,254	1,572	140	37,904
E-5	15,822	6,851	2,599	5,061	1,572	116	32,021
E-4	12,967	5,615	2,064	4,855	1,572	86	27,159
E-3	10,781	4,668	1,477	4,323	1,572	74	22,895
E-2	10,041	4,348	878	4,107	1,572	63	21,009
E-1	8,368	3,623	516	3,458	1,572	49	17,586
Cadet	\$6,527			\$2,002	\$157		\$8,686

Acceleration Factors

Leave and Holidays 14.0%
Other Benefits 6.0% for officers; 18.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate
Daily Rate = 1/260 (.00385) of annual rate
Hourly Rate = 1/2080 (.00048) of annual rate

FISCAL YEAR 1990
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$77,539	\$34,039	\$979	\$13,201	\$2,496	\$5,818	\$134,072
O-9	77,526	34,034	670	9,082	2,496	1,977	125,785
O-8	77,526	34,034	2,231	6,801	2,496	1,894	124,982
O-7	68,411	30,032	3,990	8,735	2,496	2,555	116,219
O-6	56,353	24,739	6,949	8,117	2,496	7,113	105,767
O-5	46,297	20,324	7,867	7,526	2,496	5,301	89,811
O-4	38,085	16,719	6,777	6,459	2,496	6,530	77,066
O-3	31,397	13,783	5,234	5,720	2,496	2,996	61,626
O-2	23,622	10,370	3,724	4,589	2,496	1,345	46,146
O-1	17,351	7,617	3,292	3,813	2,496	1,225	35,794
E-9	\$31,308	\$13,744	\$5,019	\$6,692	\$1,214	\$173	\$58,240
E-8	25,855	11,350	4,402	6,228	1,214	183	49,233
E-7	21,893	9,611	3,876	5,709	1,214	151	42,454
E-6	18,430	8,091	3,291	5,297	1,214	131	36,453
E-5	15,261	6,700	2,642	4,991	1,214	98	30,906
E-4	12,608	5,535	1,985	4,570	1,214	59	25,971
E-3	10,354	4,545	1,367	4,129	1,214	48	21,658
E-2	9,657	4,239	765	4,130	1,214	43	20,048
E-1	8,034	3,527	493	3,533	1,214	27	16,827
Cadet	\$6,470	—	—	\$1,948	\$2,496	—	\$10,914

Acceleration Factors

Leave and Holidays 14.0%

Other Benefits 6.0% for officers; 18.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate

Daily Rate = 1/260 (.00385) of annual rate

Hourly Rate = 1/2080 (.00048) of annual rate

**FISCAL YEAR 1989
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE**

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$75,400	\$37,851	\$852	\$13,474	\$2,305	\$3,719	133,601
O-9	75,400	37,851	898	11,236	2,305	1,245	128,935
O-8	75,400	37,851	2,290	8,500	2,305	1,195	127,461
O-7	66,548	33,407	3,516	9,361	2,305	1,610	116,747
O-6	54,109	27,163	6,703	7,818	2,305	4,279	102,376
O-5	44,548	22,363	7,502	7,572	2,305	3,250	87,540
O-4	36,729	18,434	6,819	6,237	2,305	3,890	74,214
O-3	30,358	15,240	5,152	5,456	2,305	1,819	60,330
O-2	23,454	11,774	3,679	4,290	2,305	718	46,220
O-1	16,812	8,440	3,444	3,416	2,305	542	34,959
E-9	\$30,066	\$15,093	\$4,943	\$6,376	\$1,142	\$168	\$57,788
E-8	24,930	12,515	4,356	5,915	1,142	183	49,401
E-7	21,040	10,562	3,672	5,499	1,142	157	42,072
E-6	17,664	8,867	3,174	5,058	1,142	131	36,036
E-5	14,565	7,312	2,440	4,721	1,142	96	30,276
E-4	12,111	6,080	1,933	4,430	1,142	62	25,758
E-3	10,066	5,053	1,468	3,965	1,142	46	21,740
E-2	9,310	4,674	968	3,666	1,142	44	19,804
E-1	7,721	3,876	528	3,264	1,142	25	16,556
Cadet	\$6,238	—	—	\$1,944	\$124	—	\$8,306

Acceleration Factors

Leave and Holidays 14.0%
Other Benefits 6.0% for officers; 18.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate
Daily Rate = 1/260 (.00385) of annual rate
Hourly Rate = 1/2080 (.00048) of annual rate

FISCAL YEAR 1988
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$72,500	\$37,120	\$863	\$7,129	\$2,131	\$2,500	122,312
0-9	72,500	37,120	1,084	6,532	2,131	703	119,893
0-8	70,416	36,053	1,843	6,247	2,131	425	116,955
0-7	63,677	32,590	3,201	6,489	2,131	2,543	110,969
0-6	52,080	26,655	6,078	5,848	2,131	4,004	97,074
0-5	42,777	21,894	7,038	5,652	2,131	2,688	82,376
0-4	35,607	18,224	6,361	5,208	2,131	2,890	70,467
0-3	29,360	15,027	4,755	5,075	2,131	1,809	58,414
0-2	22,577	11,555	3,421	4,690	2,131	1,296	45,837
0-1	16,394	8,391	3,452	4,381	2,131	1,438	36,061
E-9	\$29,001	\$14,836	\$4,479	\$5,758	\$1,125	\$162	\$55,361
E-8	24,089	13,323	3,883	5,225	1,125	172	46,817
E-7	20,352	10,411	3,506	4,965	1,125	151	40,510
E-6	17,079	8,737	2,956	4,537	1,125	127	34,561
E-5	14,029	7,177	2,429	4,227	1,125	95	29,082
E-4	11,768	6,020	1,893	4,107	1,125	62	24,975
E-3	9,711	4,968	1,448	3,596	1,125	42	20,890
E-2	8,989	4,598	847	3,412	1,125	35	19,006
E-1	7,519	3,826	530	3,155	1,125	24	16,199
Cadet	\$6,022			\$1,899	\$113		\$8,034

Acceleration Factors

Leave and Holidays 14.0%
Other Benefits 6.0% for officers; 18.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate
Daily Rate = 1/260 (.00385) of annual rate
Hourly Rate = 1/2080 (.00048) of annual rate

**FISCAL YEAR 1987
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE**

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$70,244	\$36,667	\$863	\$6,417	\$1,823	\$2,500	118,514
0-9	70,244	36,667	1,084	6,026	1,823	1,211	117,055
0-8	70,244	36,667	1,843	6,405	1,823	664	117,646
0-7	62,275	32,508	3,201	5,874	1,823	1,264	106,945
0-6	50,791	26,513	6,078	5,671	1,823	3,853	94,729
0-5	41,925	21,884	7,038	5,405	1,823	2,613	80,687
0-4	34,829	18,181	6,361	4,657	1,823	2,779	68,630
0-3	28,708	14,986	4,755	4,382	1,823	1,777	56,431
0-2	22,232	11,605	3,421	3,398	1,823	1,278	43,757
0-1	16,200	8,456	3,452	2,728	1,823	1,165	33,824
E-9	\$28,285	\$14,765	\$4,420	\$5,242	\$1,264	\$165	\$54,141
E-8	23,490	12,262	3,830	4,776	1,264	173	45,794
E-7	19,825	10,349	3,450	4,514	1,264	154	39,556
E-6	16,671	8,702	2,905	4,184	1,264	133	33,859
E-5	13,647	7,124	2,408	3,942	1,264	108	28,493
E-4	11,456	5,980	1,904	3,744	1,264	66	24,414
E-3	9,494	4,956	1,425	3,363	1,264	32	20,533
E-2	8,790	4,588	857	3,160	1,264	24	18,684
E-1	7,304	3,813	456	2,904	1,264	6	15,746
Cadet	\$5,890			\$1,863	\$92		\$7,845

Acceleration Factors

Leave and Holidays 14.0% 6.0% for officers; 18.0% for
Other Benefits enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate

Daily Rate = 1/260 (.00385) of annual rate

Hourly Rate = 1/2080 (.00048) of annual rate

FISCAL YEAR 1986
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$68,700	\$34,831	\$692	\$8,231	\$2,212	\$2,308	116,974
0-9	68700	34,831	1,053	7,711	2,212	1,026	115,533
0-8	68,700	34,831	952	6,197	2,212	684	114,564
0-7	60,906	30,879	3,218	6,006	2,212	1,000	104,221
0-6	49,884	25,291	5,953	5,748	2,212	2,108	91,196
0-5	40,841	20,707	6,947	5,158	2,212	2,733	78,597
0-4	34,087	17,282	6,229	4,398	2,212	3,083	67,291
0-3	28,092	14,243	4,803	4,268	2,212	2,115	55,733
0-2	21,936	11,122	3,422	3,212	2,212	1,647	43,551
0-1	16,055	8,140	3,164	2,701	2,212	518	32,790
E-9	\$28,083	\$14,238	\$4,334	\$4,864	\$1,471	\$116	\$53,107
E-8	23,254	11,790	3,800	4,406	1,471	113	44,833
E-7	19,610	9,942	3,384	4,130	1,471	107	38,645
E-6	16,436	8,333	2,866	3,857	1,471	92	33,055
E-5	13,396	6,792	2,359	3,603	1,471	76	27,697
E-4	11,266	5,712	1,919	3,438	1,471	47	23,852
E-3	9,383	4,757	1,408	3,197	1,471	24	20,239
E-2	8,597	3,538	830	3,064	1,471	17	18,337
E-1	7,079	3,589	548	2,875	1,471	3	15,564
Cadet	\$5,933			\$1,872	\$79		\$7,844

Acceleration Factors

Leave and Holidays 14.0%
Other Benefits 6.0% for officers; 18.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate
Daily Rate = 1/260 (.00385) of annual rate
Hourly Rate = 1/2080 (.00048) of annual rate

FISCAL YEAR 1985
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$66,400	\$33,665	_____	\$5,615	\$2,013	\$2,308	\$110,001
0-9	66,400	33,665	\$361	5,964	2,013	722	108,855
0-8	65,394	33,155	2,076	6,246	2,013	195	109,079
0-7	56,854	28,825	2,503	5,643	2,013	1,544	97,382
0-6	46,417	23,533	5,425	5,281	2,013	2,605	85,274
0-5	38,059	19,296	6,190	4,664	2,013	2,277	72,499
0-4	31,792	16,118	5,548	4,130	2,013	4,548	64,149
0-3	26,255	3,311	14,315	3,597	2,013	1,685	51,176
0-2	20,442	10,364	3,188	3,008	2,013	955	39,970
0-1	15,077	7,644	2,863	2,382	2,013	540	30,519
E-9	\$26,183	\$13,275	\$3,882	\$4,589	\$1,217	\$144	\$49,290
E-8	21,715	11,010	3,431	4,232	1,217	140	41,745
E-7	18,285	9,270	3,017	3,953	1,217	122	35,864
E-6	15,272	7,743	2,544	3,690	1,217	103	30,569
E-5	12,446	6,310	2,065	3,453	1,217	83	25,574
E-4	10,394	5,270	1,763	3,271	1,217	40	21,955
E-3	8,736	4,429	1,261	3,076	1,217	19	18,738
E-2	8,024	4,068	744	2,966	1,217	12	17,031
E-1	7,156	3,628	531	2,821	1,217	3	15,356
Cadet	\$5,760				\$119	\$1,866	\$7,745

Acceleration Factors

Leave and Holidays	14.0%
Other Benefits	6.0% for officers; 18.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate
Daily Rate = 1/260 (.00385) of annual rate
Hourly Rate = 1/2080 (.00048) of annual rate

EFFECTIVE JANUARY 1, 1984
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE

Grade	Basic Pay	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$66,000	\$687	\$5,833	\$2,187	\$2,417	\$77,124
O-9	66,000	1,026	5,750	2,187	944	75,907
O-8	64,758	2,247	5,791	2,187	583	75,566
O-7	56,306	2,636	6,035	2,187	1,235	68,399
O-6	46,249	5,528	5,207	2,187	3,112	62,283
O-5	37,710	6,258	4,722	2,187	2,675	53,552
O-4	31,596	5,697	4,098	2,187	3,055	46,633
O-3	26,085	4,460	3,598	2,187	2,393	38,723
O-2	20,549	3,305	3,084	2,187	700	29,825
O-1	15,005	2,938	2,625	2,187	545	23,300
E-9	\$26,407	\$3,689	\$4,640	\$1,249	\$142	\$36,127
E-8	21,878	3,227	4,278	1,249	139	30,771
E-7	18,345	2,937	4,003	1,249	120	26,654
E-6	15,437	2,522	3,744	1,249	103	23,055
E-5	12,556	2,185	3,482	1,249	82	19,554
E-4	10,367	1,776	3,342	1,249	45	16,779
E-3	8,685	1,352	3,063	1,249	18	14,367
E-2	8,024	748	2,902	1,249	11	12,934
E-1	7,158	516	2,770	1,249	3	11,696
Cadet	\$5,760		\$1,826	\$142		\$7,728

Acceleration Factors

Retirement	33.0%
Leave and Holidays	18.0%
Other Benefits	8.0% for officers; 23.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate
Daily Rate = 1/260 (.00385) of annual rate
Hourly Rate = 1/2080 (.00048) of annual rate

★ October 2008

**OCTOBER 1,1983 - DECEMBER 31,1983
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE**

Grade	Basic Pay	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$63,800	\$667	\$5,667	\$2,187	\$2,417	\$74,738
0-9	63,800	1,000	5,583	2,187	944	73,514
0-8	62,875	2,192	5,625	2,187	583	73,462
0-7	54,671	2,571	5,635	2,187	1,235	66,299
0-6	44,902	5,398	5,066	2,187	3,112	60,665
0-5	36,612	6,112	4,596	2,187	2,675	52,182
0-4	30,676	5,567	3,992	2,187	3,055	45,477
0-3	25,325	4,351	3,504	2,187	2,393	37,760
0-2	19,950	3,225	3,002	2,187	700	29,064
0-1	14,568	2,871	2,557	2,187	545	22,728
E-9	\$25,391	\$3,667	\$4,499	\$1,249	\$142	\$34,948
E-8	21,307	3,207	4,151	1,249	139	29,783
E-7	17,639	2,920	3,887	1,249	120	25,815
E-6	14,843	2,507	3,639	1,249	103	22,341
E-5	12,073	2,171	3,385	1,249	82	18,960
E-4	9,968	1,764	3,250	1,249	45	16,276
E-3	8,351	1,344	2,979	1,249	18	13,941
E-2	7,715	744	2,819	1,249	11	12,538
E-1	6,883	512	2,689	1,249	3	11,336
Cadet	\$5,760	—	\$1,826	\$142	—	\$7,728

Acceleration Factors

Retirement	33.0%
Leave and Holiday	18.0%
Other Benefits	8.0% for officers; 23.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate
Daily Rate = 1/260 (.00385) of annual rate
Hourly Rate = 1/2080 (.00048) of annual rate

FEBRUARY 1,1983 - SEPTEMBER 30,1983
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE

Grade	Basic Pay	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$63,800	\$792	\$8,511	\$2,086	\$731	\$75,920
0-9	63,800	1,058	6,622	2,086	856	74,422
0-8	62,878	1,971	5,194	2,086	945	73,074
O-7	54,670	2,740	5,085	2,086	1,476	66,056
0-6	44,912	5,168	4,596	2,086	2,075	58,837
0-5	36,611	5,935	4,253	2,086	2,517	51,402
0-4	30,600	5,407	3,825	2,086	2,613	44,531
0-3	25,270	4,291	3,325	2,086	2,325	37,297
0-2	19,923	3,001	2,842	2,086	1,283	29,135
0-1	14,422	2,694	2,276	2,086	1,341	22,719
E-9	\$25,334	\$3,614	\$4,061	\$1,188	\$130	\$34,327
E-8	20,907	3,117	3,711	1,188	131	29,054
E-7	17,584	2,792	3,658	1,188	119	25,341
E-6	14,742	2,406	3,438	1,188	105	21,879
E-5	11,927	2,057	3,196	1,188	86	18,454
E-4	9,850	1,701	3,061	1,188	59	15,859
E-3	8,285	1,159	2,807	1,188	39	13,478
E-2	7,715	648	2,441	1,188	25	12,017
E-1	6,883	420	2,280	1,188	14	10,785
Cadets	\$5,760		\$1,788	\$187		\$7,735

Acceleration Factors

Retirement	26.5%
Leave and Holidays	18.0%
Other Benefits	8.0% for officers; 23.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate
Daily Rate = 1/260 (.00385) of annual rate
Hourly Rate = 1/2080 (.00048) of annual rate

★ October 2008

**OCTOBER 1,1982 - JANUARY 31,1983
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE**

Grade	Basic Pay	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$57,499	\$767	\$8,420	\$2,528	\$823	\$69,214
0-9	57,499	1,028	5,570	2,528	526	67,448
0-8	57,499	1,886	6,080	2,528	1,336	68,519
O-7	54,670	2,610	4,547	2,528	3,251	65,898
0-6	44,914	5,053	4,583	2,528	3,326	60,329
0-5	36,613	5,762	4,278	2,528	2,864	52,507
0-4	30,677	5,256	3,850	2,528	2,338	45,175
0-3	25,269	4,205	3,385	2,528	2,325	37,725
0-2	19,909	3,007	2,898	2,528	557	28,889
0-1	14,304	2,759	2,336	2,528	604	22,531
E-9	\$25,318	\$3,506	\$4,148	\$1,355	\$121	\$34,448
E-8	20,992	3,094	3,937	1,355	121	29,499
E-7	17,574	2,792	3,695	1,355	108	25,524
E-6	14,788	2,666	3,484	1,355	96	22,389
E-5	12,045	1,983	3,328	1,355	76	18,717
E-4	9,936	1,687	3,030	1,355	47	16,055
E-3	8,304	1,154	2,873	1,355	28	13,713
E-2	7,715	624	2,765	1,355	26	12,476
E-1	6.883	412	2.613	1,355	14	11,277
CADETS	\$5,760		\$1,824	\$192		\$7,816

Acceleration Factors

Retirement	26.5%
Leave and Holidays	18.0%
Other Benefits	8.0% for officers; 23.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate
Daily Rate = 1/260 (.00385) of annual rate
Hourly Rate = 1/2080 (.00048) of annual rate

FISCAL YEAR 1982
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE

Grade	Basic Pay	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$50,112 (note 1)	—	\$7,755	\$2,451	—	\$60,318 (note 2)
0-9	50,112 (note 1)	\$553	6,321	2,451	\$288	59,725 (note 2)
0-8	50,112 (note 1)	2,472	5,286	2,451	531	60,852 (note 2)
0-7	50,112 (note 1)	2,921	4,787	2,451	930	61,201 (note 2)
0-6	43,288	5,150	4,573	2,451	2,760	58,242
0-5	35,103	5,662	4,378	2,451	2,212	49,806
0-4	29,344	4,988	3,586	2,451	3,522	43,891
0-3	24,327	4,026	3,417	2,451	1,640	35,861
0-2	18,884	2,717	2,578	2,451	572	27,202
0-1	13,958	2,239	2,255	2,451	500	21,403
E-9	\$24,389	\$3,384	\$4,866	\$1,291	\$154	\$34,084
E-8	20,353	2,816	4,410	1,291	171	20,041
E-7	17,055	2,644	4,049	1,291	169	25,228
E-6	14,262	2,227	2,691	1,291	151	21,622
E-5	11,627	1,915	3,395	1,291	113	18,341
E-4	9,678	1,676	3,090	1,291	58	15,693
E-3	7,957	1,062	2,685	1,291	23	13,018
E-2	7,420	616	2,579	1,291	17	10,763
E-1	6,617	401	2,451	1,291	3	10,763
CADETS	\$5,527	...	\$1,757	\$208	—	\$7,492

Acceleration Factors

Retirement	26.5%
Leave and Holidays	18.0%
Other Benefits	8.0% for officers; 23.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate
Daily Rate = 1/260 (.00385) of annual rate
Hourly Rate = 1/2080 (.00048) of annual rate

Note (1) Effective January 1, 1982, the amount is \$57,499 for O-8 through O-10 and \$52,576 for O-7.

(2) Effective January 1, 1982, the amount should be increased to reflect changes in basic pay.

**FISCAL YEAR 1981
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE**

Grade	Basic Pay	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$50,113	\$562	\$8,720	\$2,049	—	\$61,444
O-9	50,113	375	6,115	2,049	\$117	58,769
O-8	50,113	1,620	4,247	2,049	271	58,300
O-7	45,990	2,330	4,285	2,049	590	55,245
O-6	37,891	4,058	4,042	2,049	3,207	51,247
O-5	30,797	4,736	3,548	2,049	2,466	43,596
O-4	25,619	4,162	3,116	2,049	2,286	37,232
O-3	21,227	3,584	3,219	2,049	2,225	32,304
O-2	16,405	2,430	2,674	2,049	646	24,204
O-1	12,260	1,836	2,572	2,049	394	19,111
E-9	\$20,782	\$2,756	\$3,250	\$1,066	\$115	\$27,969
E-8	17,224	2,303	3,177	1,066	136	23,906
E-7	14,533	2,111	3,073	1,066	115	20,898
E-6	12,295	1,827	2,972	1,066	103	18,283
E-5	9,979	1,609	2,931	1,066	84	15,669
E-4	8,474	1,442	2,765	1,066	56	13,803
E-3	7,196	866	2,540	1,066	34	11,702
E-2	6,698	545	2,401	1,066	38	10,738
E-1	6,011	345	2,350	1,066	20	9,792
CADETS	\$5,034	—	\$1,544	\$199	—	\$6,697

Acceleration Factors

Retirement	26.5%
Leave and Holidays	18.0%
Other Benefits	8.0% for officers ; 23.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate
Daily Rate = 1/260 (.00385) of annual rate
Hourly Rate = 1/2080 (.00048) of annual rate