

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

Military Pay Grade	Average 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	\$142,500 (note 4)	\$3,909	\$218,519	\$236,001
O-9	137,900	3,909	209,939	226,734
O-8	124,925	3,909	193,455	208,931
O-7	110,669	3,909	175,056	189,060
O-6	93,160	3,909	163,343	176,411
O-5	75,500	3,909	140,367	151,596
O-4	63,921	3,909	126,240	136,339
O-3	51,750	3,909	108,199	116,854
O-2	41,004	3,909	83,672	90,366
O-1	30,378	3,909	67,604	73,012
WO-5	\$69,680	\$3,909	\$124,118	\$134,047
WO-4	63,269	3,909	115,930	\$125,204
WO-3	52,873	3,909	99,855	107,844
WO-2	44,287	3,909	89,737	96,916
WO-1	---	---	---	---
E-9	\$55,661	\$1,543	\$104,083	\$120,736
E-8	45,041	1,543	88,653	102,837
E-7	38,528	1,543	78,918	91,545
E-6	31,931	1,543	68,746	79,745
E-5	25,598	1,543	58,127	67,428
E-4	20,397	1,543	48,452	56,205
E-3	17,163	1,543	40,858	47,396
E-2	15,792	1,543	37,187	43,137
E-1	13,668	1,543	33,344	38,679
CADETS	\$9,419	\$115	\$17,280	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.

FISCAL YEAR 2003
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE NAVY

Military Pay Grade	Average Basic Pay	Permanent Change of Station Expense	Annual DoD Composite Rate (note 1)	Annual Rate Billable to Other Federal Agencies (note 2)
O-10	\$133,023 (note 3)	\$4,057	\$202,581	\$214,736
O-9	129,424	4,057	197,795	209,663
O-8	121,041	4,057	185,932	197,088
O-7	107,222	4,057	171,330	181,610
O-6	90,491	4,057	158,836	168,366
O-5	72,771	4,057	135,730	143,874
O-4	61,237	4,057	121,521	128,812
O-3	50,084	4,057	104,896	111,190
O-2	39,730	4,057	82,670	87,630
O-1	29,890	4,057	67,406	71,450
WO-5	---	---	---	---
WO-4	\$59,669	4,057	\$109,318	\$115,877
WO-3	50,409	4,057	95,202	100,914
WO-2	42,625	4,057	84,161	89,211
WO-1	---	---	---	---
E-9	\$51,869	\$1,621	\$98,112	\$108,904
E-8	42,641	1,621	84,523	93,821
E-7	37,250	1,621	75,867	84,212
E-6	30,652	1,621	65,864	73,109
E-5	24,379	1,621	55,858	62,002
E-4	19,513	1,621	46,546	51,666
E-3	16,357	1,621	39,061	43,358
E-2	15,287	1,621	36,323	40,319
E-1	12,906	1,621	32,217	35,761
CADETS	\$9,080	\$122	\$12,434	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 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 NAVY

Military Pay Grade	Average Basic Pay	Permanent Change of Station Expense	Annual DoD Composite Rate (note 1)	Annual Billable Rate to Other Federal Agencies (note 2)
O-10	\$132,825 (note 3)	\$3,809	\$197,147	\$210,947
O-9	128,993	3,809	192,327	205,790
O-8	116,797	3,809	175,917	188,231
O-7	103,594	3,809	158,668	169,775
O-6	87,259	3,809	146,905	157,188
O-5	70,157	3,809	124,016	132,697
O-4	58,558	3,809	19,171	116,813
O-3	47,830	3,809	92,151	98,602
O-2	38,316	3,809	70,048	74,951
O-1	28,845	3,809	55,257	59,125
WO-5	---	---	---	---
WO-4	\$56,988	3,809	\$100,694	\$107,743
WO-3	48,148	3,809	86,405	92,453
WO-2	40,802	3,809	74,907	80,150
WO-1	---	---	---	---
E-9	\$49,278	\$1,535	\$85,692	\$99,403
E-8	40,428	1,535	72,591	84,206
E-7	34,689	1,535	63,986	74,206
E-6	29,079	1,535	55,088	63,902
E-5	25,567	1,535	45,792	53,119
E-4	18,812	1,535	37,185	43,135
E-3	15,753	1,535	29,810	34,580
E-2	14,114	1,535	26,430	30,659
E-1	12,065	1,535	22,945	26,616
CADETS	\$8,400	\$138	\$11,238	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 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 NAVY

Military Pay Grade	Average Basic Pay Allowance	Permanent Change of Station Expense	Annual DoD Composite Rate (note 1)	Annual Rate Billable To Non-DoD Entities (note 2)
O-10	\$123,225 (note 3)	\$3,206	\$180,927	\$191,783
O-9	122,606 (note 3)	3,206	180,308	191,126
O-8	111,015 (note 3)	3,206	168,717	178,840
O-7	97,972 (note 3)	3,206	155,674	165,014
O-6	83,493	3,206	141,943	150,460
O-5	68,256	3,206	121,485	128,774
O-4	54,966	3,206	103,253	109,449
O-3	44,298	3,206	88,010	93,291
O-2	36,155	3,206	68,608	72,723
O-1	27,093	3,206	54,304	57,562
WO-5	---	---	---	---
WO-4	\$53,657	3,206	\$95,554	\$101,287
WO-3	44,215	3,206	79,844	84,635
WO-2	37,245	3,206	70,857	75,108
WO-1	---	---	---	---
E-9	\$45,698	\$1,442	\$79,543	\$93,861
E-8	37,623	1,442	67,656	79,834
E-7	31,304	1,442	58,434	68,952
E-6	26,569	1,442	50,298	59,352
E-5	22,017	1,442	43,034	50,780
E-4	18,525	1,442	35,764	42,202
E-3	15,204	1,442	28,808	33,993
E-2	14,052	1,442	26,233	30,955
E-1	12,179	1,442	23,151	27,318
CADETS	\$7,200	\$147	\$10,279	\$10,896

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

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

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

Military Pay Grade	Average Basic Pay Allowance	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)	\$3,755	\$166,250	\$176,225
O-9	110,700 (note 3)	3,755	172,625	182,975
O-8	107,041	3,755	165,050	174,950
O-7	94,430	3,755	149,350	158,300
O-6	79,930	3,755	136,875	145,075
O-5	64,019	3,755	115,450	122,375
O-4	51,857	3,755	98,775	104,700
O-3	42,731	3,755	86,050	91,200
O-2	34,906	3,755	66,925	70,950
O-1	26,162	3,755	53,175	56,350
WO-5	---	---	---	---
WO-4	\$51,235	\$3,755	\$92,550	\$109,200
WO-3	42,282	3,755	78,330	92,400
WO-2	35,805	3,755	69,175	81,650
WO-1	---	---	---	---
E-9	\$43,148	\$1,374	\$76,600	\$90,375
E-8	35,377	1,374	65,350	77,125
E-7	29,917	1,374	57,300	67,625
E-6	25,411	1,374	49,725	58,675
E-5	20,874	1,374	42,450	50,100
E-4	17,094	1,374	34,950	41,225
E-3	14,407	1,374	29,025	34,250
E-2	13,045	1,374	26,250	30,975
E-1	11,176	1,374	23,150	27,325
CADETS	\$7,200	---	\$9,825	\$11,600

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 .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 NAVY

Grade	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)	Amount Billable To Non- DoD Entities (10)
O-10	\$113,763	\$34,356	---	\$1,882	\$3,364	\$3,575	\$12,560	\$169,500	\$10,170	\$179,670
O-9	112,983	34,121	\$7,283	1,882	3,484	3,575	10,180	173,508	10,410	183,918
O-8	102,342	30,907	7,601	1,882	3,380	3,575	9,203	158,890	9,533	168,423
O-7	90,294	27,269	7,601	1,882	3,402	3,575	9,869	143,892	8,634	152,526
O-6	75,986	22,948	12,141	1882	7,204	3,575	8,632	132,418	7,945	140,363
O-5	60,424	18,248	12,815	1,882	7,206	3,575	7,167	111,317	6,679	117,996
O-4	49,020	14,804	10,881	1,882	7,313	3,575	6,564	94,039	5,642	99,681
O-3	40,846	12,336	8,880	1,882	7,442	3,575	7,054	82,015	4,921	86,936
O-2	33,366	10,076	7,563	1,882	2,687	3,575	6,191	65,340	3,920	69,260
O-1	25,014	7,554	6,149	1,882	2,030	3,575	6,078	52,282	3,137	55,419
W-5	---	---	---	---	---	---	---	---	---	---
W-4	\$48,806	\$14,739	\$9,140	\$1,882	\$3,582	\$3,575	\$9,827	\$91,553	\$5,493	\$97,046
W-3	40,291	12,168	8,367	1,882	3,451	3,575	6,395	76,129	4,568	80,697
W-2	34,197	10,327	8,408	1,882	3,207	3,575	6,132	67,728	4,064	71,792
W-1	---	---	---	---	---	---	---	---	---	---
E-9	\$41,045	\$12,379	\$9,685	\$2,511	\$2,101	\$1,368	\$4,876	\$73,965	\$13,314	\$87,279
E-8	33,540	10,116	8,411	2,511	2,420	1,368	4,723	63,089	11,356	74,445
E-7	28,437	8,576	7,437	2,511	2,357	1,368	4,777	55,463	9,983	65,446
E-6	24,135	7,279	6,225	2,511	2,098	1,368	4,594	48,210	8,678	56,888
E-5	19,761	5,960	5,443	2,511	1,567	1,368	4,554	41,164	7,410	48,574
E-4	16,200	4,886	3,229	2,511	1,219	1,368	4,554	33,967	6,114	40,081
E-3	13,810	4,165	1,978	2,511	245	1,368	4,444	28,521	5,134	33,655
E-2	12,744	3,844	1,044	2,511	233	1,368	4,382	26,126	4,703	30,829
E-1	11,025	3,325	538	2,511	216	1,368	4,205	23,188	4,174	27,362
CADETS	\$6,696	---	---	\$1,916	\$202	\$110	\$512	\$9,437	\$6,547	\$15,984

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 NAVY**

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)	Acceleration Factor (9)	Amount Billable To Non- DoD Entities (10)
O-10	\$113,615	\$34,653	\$3,700	\$1,853	\$3,097	\$2,807	\$11,207	\$170,932	\$10,256	\$181,188
O-9	109,639	33,451	3,379	1,853	3,646	2,807	9,424	164,199	9,852	174,051
O-8	99,333	30,306	8,221	1,853	3,190	2,807	8,959	154,669	9,280	163,949
O-7	87,600	26,718	7,980	1,853	17,457	2,807	9,157	153,572	9,214	162,786
O-6	73,554	22,434	12,140	1,853	7,495	2,807	7,878	128,161	7,690	135,851
O-5	58,499	17,842	12,589	1,853	6,889	2,807	6,538	107,017	6,421	113,438
O-4	47,635	14,529	11,246	1,853	7,587	2,807	5,699	91,356	5,481	96,837
O-3	39,580	12,072	8,755	1,853	6,596	2,807	6,279	77,942	4,677	82,619
O-2	32,165	9,810	7,213	1,853	2,544	2,807	5,394	61,786	3,707	64,493
O-1	24,280	7,406	6,211	1,853	1,619	2,807	5,170	49,346	2,961	52,307
WO-5	---	---	---	---	---	---	---	---	---	---
WO-4	\$47,272	\$14,418	\$10,513	\$1,853	\$4,336	\$2,807	\$8,991	90,190	\$5,411	\$95,601
WO-3	38,935	11,875	9,292	1,853	2,835	2,807	5,559	73,156	4,389	77,545
WO-2	33,001	10,065	7,817	1,853	3,898	2,807	5,368	64,809	3,889	68,698
WO-1	---	---	---	---	---	---	---	---	---	---
E-9	\$39,850	\$12,114	\$9,505	\$2,337	\$2,150	\$1,301	\$6,306	\$73,563	\$13,241	\$86,804
E-8	32,431	9,859	8,377	2,337	2,221	1,301	5,526	62,052	11,169	73,221
E-7	27,545	8,374	7,328	2,337	2,257	1,301	5,151	54,293	9,773	64,066
E-6	23,397	7,113	6,219	2,337	2,001	1,301	4,576	46,944	8,450	55,394
E-5	19,160	5,844	5,296	2,337	1,538	1,301	4,181	39,657	7,138	46,795
E-4	15,737	4,800	3,129	2,337	1,170	1,301	3,865	32,339	5,821	38,160
E-3	13,416	4,092	1,868	2,337	207	1,301	3,583	26,804	4,825	31,629
E-2	12,400	3,781	991	2,337	202	1,301	3,403	24,415	4,395	28,810
E-1	10,699	3,263	605	2,337	179	1,301	3,090	21,474	3,865	25,339
CADETS	\$6,696	---	---	\$1,876	\$202	\$110	\$512	\$9,396	\$1,691	\$11,087

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 NAVY

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)	Acceleratio n Factor (8)	Amount Billable to Non-DoD Entities (9)
O-10	\$113,141	\$36,884	\$2,364	\$2,094	\$2,993	\$13,489	\$170,965	\$10,258	\$181,223
O-9	106,609	34,754	3,745	3,267	2,993	11,629	162,998	9,780	172,778
O-8	96,581	31,485	7,831	2,955	2,993	11,161	153,007	9,180	162,187
O-7	85,196	27,774	6,764	2,914	2,993	11,384	137,025	8,222	145,247
O-6	71,460	23,296	11,575	6,370	2,993	9,537	125,231	7,514	132,745
O-5	56,980	18,576	12,088	6,404	2,993	8,863	105,904	6,354	112,258
O-4	46,472	15,150	10,325	6,594	2,993	8,199	89,732	5,384	95,116
O-3	38,401	12,519	8,218	6,585	2,993	8,562	77,278	4,637	81,915
O-2	31,023	10,114	6,900	2,341	2,993	7,822	61,193	3,672	64,865
O-1	23,584	7,688	5,589	1,845	2,993	7,586	49,286	2,957	52,243
WO-5	---	---	---	---	---	---	---	---	---
WO-4	\$46,049	\$15,012	\$9,556	\$3,616	\$2,993	\$10,576	\$87,802	\$5,268	\$93,070
WO-3	37,812	12,327	8,637	2,666	2,993	8,189	72,623	4,357	76,980
WO-2	31,982	10,426	6,862	4,147	2,993	7,744	64,155	3,849	68,004
WO-1	----	---	---	---	---	----	---	---	---
E-9	\$38,682	\$12,610	\$8,998	\$2,375	\$1,218	\$6,790	\$70,674	\$12,721	\$83,395
E-8	31,481	10,262	8,107	2,209	1,218	6,700	59,977	10,796	70,773
E-7	26,664	8,691	7,058	2,238	1,218	6,719	52,589	9,466	62,055
E-6	22,690	7,396	6,099	1,934	1,218	6,414	45,752	8,235	53,987
E-5	18,564	6,050	4,618	1,485	1,218	6,353	38,288	6,892	45,180
E-4	15,300	4,983	3,015	1,138	1,218	6,301	31,956	5,752	37,708
E-3	13,009	4,228	1,753	192	1,218	6,182	26,582	4,785	31,367
E-2	12,034	3,896	927	190	1,218	6,075	24,341	4,381	28,722
E-1	10,329	3,335	593	172	1,218	5,899	21,547	3,878	25,425
CADETS	\$6,696	-----	-----	\$114	\$117	\$2,354	\$9,282	\$1,671	\$10953

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 NAVY

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)	Amount Billable to Non-DoD Entities (9)
O-10	\$113,020	\$37,184	---	\$2,465	\$2,758	\$16,825	\$172,252	\$10,335	\$182,587
O-9	103,642	34,098	\$658	3,229	2,758	14,137	158,522	9,511	168,033
O-8	93,880	30,886	7,610	2,803	2,758	13,080	151,017	9,061	160,078
O-7	82,870	27,264	6,811	2,740	2,758	11,819	134,262	8,056	142,318
O-6	69,354	22,817	10,918	6,071	2,758	10,854	122,772	7,366	130,138
O-5	55,387	18,222	11,455	6,151	2,758	9,635	103,608	6,216	109,824
O-4	45,203	14,872	9,507	6,406	2,758	8,364	87,110	5,227	92,337
O-3	37,280	12,265	7,845	6,313	2,758	7,986	74,447	4,467	78,914
O-2	30,130	9,913	6,388	2,339	2,758	6,659	58,187	3,491	61,678
O-1	22,820	7,508	5,871	1,738	2,758	5,841	46,536	2,792	49,328
WO-5	---	---	---	---	---	---	---	---	---
WO-4	\$44,733	\$14,717	\$9,073	\$3,095	\$2,758	\$8,418	\$82,794	\$4,968	\$87,762
WO-3	36,787	12,103	8,329	2,284	2,758	7,184	69,445	4,167	73,612
WO-2	31,085	10,227	5,137	3,736	2,758	6,721	59,664	3,580	63,244
WO-1	23,183	7,627	9,513	0	2,758	5,622	48,703	2,922	51,625
E-9	\$37,499	\$12,336	\$8,444	\$2,095	\$1,160	\$7,768	\$69,302	\$12,474	\$81,776
E-8	30,582	10,060	7,725	2,007	1,160	7,111	58,645	10,556	69,201
E-7	25,928	8,528	6,691	2,049	1,160	6,783	51,139	9,205	60,344
E-6	22,023	7,245	5,612	1,733	1,160	6,206	43,979	7,916	51,895
E-5	18,011	5,923	4,545	1,302	1,160	5,772	36,713	6,608	43,321
E-4	14,868	4,887	2,911	950	1,160	5,481	30,257	5,446	35,703
E-3	12,628	4,143	1,687	125	1,160	5,172	24,915	4,485	29,400
E-2	11,715	3,829	891	121	1,160	5,020	22,736	4,092	26,828
E-1	10,142	3,299	455	104	1,160	4,727	19,887	3,580	23,467
CADETS	\$6,696	---	---	\$135	\$117	\$2,309	\$9,257	\$1,666	\$10,923

Notes: (1) Column 9 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 9. For an Hourly Rate, .00055 may be used

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

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)	Amount Billable to Non-DoD Entities (8)
O-10	\$113,310	\$40,196	---	\$2,451	\$2,754	\$15,531	\$174,242	\$184,697
O-9	100,307	35,584	\$1,582	3,147	2,754	12,843	156,217	165,590
O-8	90,999	32,282	7,634	2,709	2,754	12,032	148,410	157,315
O-7	80,310	28,490	6,685	2,654	2,754	10,958	131,851	139,762
O-6	66,747	23,678	11,127	5,781	2,754	10,822	120,909	128,164
O-5	53,974	19,147	11,393	5,874	2,754	9,240	102,382	108,525
O-4	44,200	15,680	9,524	6,218	2,754	8,180	86,556	91,749
O-3	36,134	12,819	7,884	6,030	2,754	8,747	74,368	78,830
O-2	28,763	10,204	6,514	2,376	2,754	6,712	57,323	60,762
O-1	21,477	7,619	5,410	1,720	2,754	5,783	44,763	47,449
W4	\$43,208	\$15,328	\$9,116	\$3,124	\$2,754	\$9,322	\$82,852	\$87,823
W3	35,742	12,679	8,128	2,349	2,754	7,183	68,835	72,965
W2	30,296	10,748	6,627	2,970	2,754	6,517	59,912	63,507
W1	19,197	6,810	3,344	---	2,754	5,593	37,698	39,960
E-9	\$36,049	\$12,776	\$8,193	\$2,161	\$1,127	\$7,610	\$67,916	\$80,141
E-8	29,734	10,538	7,348	2,018	1,127	6,883	57,648	68,025
E-7	25,006	8,862	6,341	1,942	1,127	6,448	49,726	58,677
E-6	21,133	7,490	5,274	1,675	1,127	5,925	42,624	50,296
E-5	17,168	6,084	4,101	1,255	1,127	5,543	35,278	41,628
E-4	14,188	5,028	2,740	947	1,127	5,268	29,298	34,572
E-3	12,331	4,370	1,834	122	1,127	4,997	24,781	29,242
E-2	11,337	4,018	956	110	1,127	4,803	22,351	26,374
E-1	9,827	3,483	427	91	1,127	4,530	19,485	22,992
Midshipmen	\$6,605	---	---	\$121	\$193	\$2,277	\$9,196	---
Cadets	13,000	---	---	---	---	5,000	18,000	---

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 NAVY

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for Quarters	Incentive and Special Pay	Permanent Change of Station	Miscellaneous Expense	Annual DoD Composite Rate	Amount Billable to Non-DoD Entities
O-10	\$108,202	\$38,993	\$1,055	\$2,405	\$2,744	\$14,745	\$168,144	\$178,233
O-9	97,078	34,984	2,007	3,037	2,744	13,339	153,189	162,380
O-8	87,959	31,698	6,850	2,601	2,744	13,824	145,676	154,417
O-7	77,627	27,974	7,352	2,544	2,744	12,853	131,094	138,960
O-6	64,468	23,233	10,616	5,694	2,744	11,471	118,226	125,320
O-5	52,154	18,795	11,084	5,858	2,744	9,854	100,489	106,518
O-4	42,733	15,400	9,081	6,193	2,744	8,823	84,973	90,071
O-3	34,947	12,594	7,520	6,003	2,744	8,858	72,666	77,026
O-2	27,956	10,074	6,306	2,425	2,744	7,159	56,664	60,064
O-1	20,733	7,471	4,963	1,840	2,744	6,187	43,938	46,574
W4	\$41,687	\$15,023	\$8,779	\$2,948	\$2,744	\$9,824	\$80,999	\$85,859
W3	34,503	12,434	7,807	2,461	2,744	7,742	67,691	71,752
W2	29,237	10,536	6,348	2,964	2,744	7,004	58,833	62,363
W1	18,533	6,679	6,075	-0-	2,744	5,958	39,989	42,388
E-9	\$34,598	\$12,455	\$8,074	\$2,017	\$1,021	\$7,156	\$65,321	\$77,079
E-8	28,642	10,311	7,084	2,044	1,021	6,592	55,694	65,719
E-7	24,126	8,685	6,133	1,871	1,021	6,215	48,051	56,700
E-6	20,327	7,318	5,041	1,732	1,021	5,731	41,170	44,463
E-5	16,485	5,935	3,924	1,293	1,021	5,366	34,024	40,148
E-4	13,604	4,897	2,689	869	1,021	5,037	28,112	33,172
E-3	11,889	4,280	1,854	124	1,021	4,756	23,924	28,230
E-2	10,988	3,956	1,072	105	1,021	4,598	21,740	25,653
E-1	9,526	3,429	597	86	1,021	4,296	18,955	22,367
Midshipmen	\$6,527	---	---	\$120	\$106	\$2,223	\$8,976	\$9,515
Cadets	12,090	---	\$100	---	390	5,310	17,890	18,963

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 NAVY

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	\$87,040	\$36,731	---	\$16,002	\$2,609	\$2,404	\$144,786
O-9	87,172	36,787	\$1,439	12,336	2,609	3,077	143,420
O-8	87,146	36,776	7,943	11,019	2,609	2,637	148,130
O-7	76,932	32,465	6,813	10,183	2,609	2,581	131,583
O-6	64,082	27,042	10,270	9,650	2,609	5,596	119,249
O-5	51,716	21,824	11,060	7,820	2,609	5,677	100,706
O-4	42,325	17,861	9,190	6,693	2,609	6,247	84,925
O-3	34,674	14,632	7,573	6,715	2,609	6,156	72,359
O-2	27,662	11,673	5,996	5,322	2,609	2,425	55,687
O-1	20,422	8,618	4,894	4,467	2,609	1,733	42,743
W4	\$41,123	\$17,354	\$7,977	\$8,208	\$2,609	\$3,390	\$80,661
W3	34,192	14,429	7,894	5,867	2,609	2,486	67,477
W2	29,074	12,269	6,735	5,212	2,609	2,817	58,716
W1	18,883	7,969	6,749	4,309	2,609	---	40,519
E-9	\$34,279	\$14,466	\$7,876	\$6,507	\$1,002	\$1,937	\$66,067
E-8	28,324	11,953	6,893	5,902	1,002	1,958	56,032
E-7	23,877	10,076	5,978	5,500	1,002	1,806	48,239
E-6	20,108	8,486	4,986	5,010	1,002	1,522	41,114
E-5	16,317	6,886	3,773	4,668	1,002	1,207	33,853
E-4	13,480	5,688	2,524	4,388	1,002	914	27,996
E-3	11,805	4,982	1,777	4,108	1,002	132	23,806
E-2	10,928	4,611	1,017	3,964	1,002	129	21,651
E-1	9,562	4,035	690	3,656	1,002	87	19,032

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 1992
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE NAVY**

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for QTRS and VHA	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$83,798	\$35,782	\$976	\$12,373	\$2,504	\$2,413	\$137,847
O-9	83,858	35,807	963	10,858	2,504	2,982	136,973
O-8	83,969	35,855	7,038	10,364	2,504	2,530	142,261
O-7	74,185	31,677	6,528	8,945	2,504	2,473	126,313
O-6	61,171	26,355	9,523	9,436	2,504	5,484	115,022
O-5	49,827	21,276	10,522	7,691	2,504	5,464	97,284
O-4	40,885	17,458	8,860	6,506	2,504	6,155	82,368
O-3	33,646	14,367	7,262	6,644	2,504	6,049	70,472
O-2	26,676	11,391	5,862	5,088	2,504	2,329	53,849
O-1	19,512	8,331	4,525	4,261	2,504	1,683	40,816
W-4	\$39,486	\$16,861	\$6,862	\$8,312	\$2,504	\$3,147	\$77,172
W-3	33,037	14,107	7,077	5,889	2,504	2,577	65,192
W-2	28,089	11,994	6,660	5,020	2,504	2,693	56,960
W-3	22,511	9,612	8,132	4,496	2,504	---	47,256
E-9	\$33,156	\$14,158	\$7,469	\$6,310	\$961	\$2,089	\$64,143
E-8	27,298	11,656	6,467	5,671	961	2,111	54,164
E-7	22,939	9,795	5,674	5,337	961	1,894	46,599
E-6	19,207	8,201	4,709	4,785	961	1,567	39,430
E-5	15,707	6,707	3,582	4,487	961	1,199	32,643
E-4	12,952	5,530	2,268	4,201	961	927	26,838
E-3	11,297	4,824	1,582	3,934	961	140	22,738
E-2	10,462	4,467	845	3,816	961	143	20,694
E-1	9,055	3,867	486	3,501	961	109	17,979
Midshipmen	\$7,006	---	---	\$2,011	\$73	\$192	\$9,283
Aviation Cadets	8,938	---	99	4,426	165		13,628

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 NAVY**

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for QTRS and VHA	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$94,330	\$40,750	\$938	\$11,760	\$2,417	\$2,401	\$152,596
O-9	86,447	37,345	2,168	10,082	2,417	2,795	141,254
O-8	80,238	34,663	6,278	9,905	2,417	2,360	135,861
O-7	70,901	30,629	6,261	8,853	2,417	2,306	121,368
O-6	59,009	25,492	9,212	8,296	2,417	5,048	109,474
O-5	47,651	20,585	9,912	7,150	2,417	5,108	92,824
O-4	39,084	16,884	8,354	6,170	2,417	5,810	78,720
O-3	32,141	13,885	6,840	6,062	2,417	5,698	67,045
O-2	25,512	11,021	5,463	4,817	2,417	2,355	51,585
O-1	18,660	8,061	4,308	4,038	2,417	1,656	39,142
W-4	\$37,815	\$16,336	\$7,151	\$7,352	\$2,417	\$2,935	\$74,006
W-3	31,586	13,645	6,778	5,400	2,417	2,795	62,622
W-2	26,888	11,616	6,412	4,781	2,417	2,668	54,782
E-9	\$31,713	\$13,700	\$7,077	\$5,971	\$871	\$2,144	\$61,445
E-8	26,117	11,282	6,233	5,364	871	2,065	51,932
E-7	21,974	9,491	5,384	5,037	871	1,935	44,693
E-6	18,414	7,953	4,500	4,519	871	1,554	37,812
E-5	15,016	6,483	3,414	4,232	871	1,225	31,243
E-4	12,367	5,336	2,212	3,934	871	912	25,633
E-3	10,815	4,651	1,520	3,664	871	13	21,654
E-2	9,991	4,278	827	3,490	871	119	19,577
E-1	8,684	3,713	565	3,188	871	83	17,106
Midshipmen	\$6,697	---	---	\$1,925	\$75	\$197	\$8,894
Aviation Cadets	\$8,542	---	\$96	\$4,065	---	---	\$12,803

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 NAVY

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for QTRS and VHA	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$77,613	\$34,072	---	\$11,978	\$2,223	\$2,464	\$128,531
O-9	77,516	34,029	\$2,010	9,817	2,223	2,303	127,899
O-8	77,538	34,039	5,980	9,406	2,223	1,902	131,088
O-7	68,414	30,034	6,191	8,486	2,223	1,848	117,194
O-6	56,891	24,975	8,834	8,030	2,223	4,236	105,190
O-5	45,883	20,143	9,585	7,058	2,223	4,266	89,157
O-4	37,678	16,541	8,028	6,049	2,223	5,029	75,548
O-3	30,942	13,583	6,559	5,985	2,223	5,043	64,335
O-2	24,554	10,779	5,459	4,629	2,223	1,806	49,450
O-1	17,918	7,866	4,194	3,887	2,223	1,307	37,394
W-4	\$36,252	\$15,915	\$6,016	\$7459	\$2,223	\$2,447	\$70,313
W-3	30,336	13,317	6,056	5402	2,223	2,488	59,822
W-2	25,857	11,351	6,290	4,623	2,223	2,422	52,767
E-9	\$30,870	\$13,552	\$6,983	\$6,463	\$815	\$1,911	\$60,595
E-8	25,446	11,171	6,176	5,859	815	1,957	51,423
E-7	21,321	9,360	5,282	5,521	815	1,854	44,152
E-6	17,719	7,778	4,273	4,979	815	1,521	37,085
E-5	14,449	6,343	3,286	4,679	815	1,189	30,760
E-4	11,995	5,266	2,191	4,411	815	852	25,530
E-3	10,563	4,593	1,469	4,161	815	119	21,621
E-2	9,657	4,240	810	3,963	815	99	19,585
E-1	8,380	3,679	427	3,672	815	76	17,050
Midshipmen	\$6,470	---	---	\$1,905	\$85	\$232	\$8,691
Aviation Cadets	8,251	---	---	4,116	220	---	12,684

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 NAVY

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	\$74,701	\$37,500	---	\$10,527	\$2,030	\$2,118	\$126,876
O-9	74,701	37,500	\$1,871	8,962	2,030	2,313	127,377
O-8	74,701	37,500	5,686	8,504	2,030	1,875	130,296
O-7	65,964	33,144	5,659	7,794	2,030	1,828	116,389
O-6	54,841	27,530	8,111	7,322	2,030	4,252	104,086
O-5	44,080	22,128	8,503	6,428	2,030	4,133	87,302
O-4	36,291	18,218	7,354	5,514	2,030	4,899	74,306
O-3	29,843	14,981	5,921	5,614	2,030	4,920	63,309
O-2	23,599	11,847	4,750	4,254	2,030	1,834	48,314
O-1	17,166	8,617	3,703	3,546	2,030	1,296	33,358
W-4	\$34,782	\$17,461	\$6,043	\$6,328	\$2,030	\$2,137	\$68,781
W-3	28,988	14,552	5,683	4,791	2,030	2,508	58,552
W-2	24,893	12,496	5,677	4,211	2,030	2,313	51,620
E-9	\$30,284	\$15,202	\$6,473	\$5,733	\$777	\$1,792	\$60,261
E-8	24,813	12,455	5,672	5,278	777	2,016	51,011
E-7	20,684	10,381	4,882	4,945	777	1,860	43,529
E-6	16,995	8,530	3,932	4,533	777	1,496	36,263
E-5	13,917	6,982	3,022	4,207	777	1,128	30,033
E-4	11,672	5,850	1,963	3,973	777	865	25,100
E-3	10,050	5,021	1,310	3,973	777	125	21,256
E-2	9,322	4,361	754	3,581	777	100	19,156
E-1	7,972	3,957	447	3,060	777	72	16,285
Midshipmen	\$6,238	---	---	\$1,880	\$86	\$208	\$8,412
Aviation Cadets	7,956	---	---	4,060	258	---	12,274

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 NAVY

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for QTRS and VHA	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$72,500	\$37,120	---	\$10,193	\$1,915	\$2,362	\$124,090
O-9	72,500	37,120	\$1,929	8,627	1,915	2,257	124,348
O-8	72,500	37,120	5,580	7,679	1,915	1,708	126,502
O-7	64,060	32,779	5,808	6,428	1,915	1,661	112,671
O-6	52,952	27,111	7,854	6,883	1,915	3,768	100,483
O-5	42,473	21,746	8,288	6,042	1,915	3,782	84,246
O-4	34,964	17,902	7,155	5,213	1,915	4,124	71,291
O-3	28,748	14,719	5,712	5,320	1,915	4,046	60,460
O-2	22,960	11,756	4,213	4,217	1,915	1,851	46,912
O-1	16,550	8,474	3,707	3,563	1,915	1,223	35,432
W-4	\$33,538	\$17,171	\$6,321	\$5,552	\$1,915	\$1,883	\$66,380
W-3	27,934	14,302	6,330	4,522	1,915	2,312	57,315
W-2	24,063	12,320	4,428	4,120	1,915	2,522	49,368
E-9	\$28,926	\$14,804	\$6,263	\$5,675	\$758	\$1,785	\$58,211
E-8	23,825	12,193	5,476	5,119	758	1,856	49,227
E-7	19,881	10,173	4,680	4,872	758	1,823	42,187
E-6	16,378	8,381	3,855	4,350	758	1,345	35,067
E-5	13,407	6,857	2,887	4,101	758	1,161	29,171
E-4	11,321	5,784	1,889	3,860	758	898	24,510
E-3	9,779	4,984	1,315	3,605	758	132	20,573
E-2	8,989	4,545	721	3,439	758	117	18,569
E-1	7,698	3,881	379	3,192	758	84	15,992
Midshipmen	\$6,022	---	---	\$1,862	\$91	\$228	\$8,203
Aviation Cadets	7,681	---	---	2,959	475	---	11,115

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 NAVY

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for QTRS and VHA	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$70,245	\$36,625	---	\$9,143	\$1,954	\$2,694	\$120,661
O-9	70,245	36,655	\$1,517	7,893	1,954	2,229	120,493
O-8	70,245	36,667	4,987	7,111	1,954	1,716	122,680
O-7	62,294	32,518	5,950	5,785	1,954	1,642	110,143
O-6	51,815	27,048	7,735	6,258	1,954	3,612	98,422
O-5	41,337	21,578	8,137	5,324	1,954	3,656	81,986
O-4	33,927	17,710	7,074	4,605	1,954	3,606	68,876
O-3	28,031	14,632	5,670	4,497	1,954	3,521	58,305
O-2	22,042	11,506	4,202	3,668	1,954	1,813	45,185
O-1	16,498	8,612	3,628	3,083	1,954	1,568	35,343
W-4	\$32,724	\$17,801	\$6,151	\$5,080	\$1,954	\$2,199	\$65,189
W-3	27,183	14,190	6,142	3,977	1,954	2,382	55,828
W-2	23,492	12,263	4,342	3,612	1,954	2,966	48,629
E-9	\$28,319	\$14,767	\$6,081	\$5,165	\$781	\$1,540	\$56,653
E-8	23,274	12,136	5,358	4,697	781	1,593	47,839
E-7	19,379	10,104	4,604	4,451	781	1,581	40,900
E-6	15,945	8,313	3,775	4,018	781	1,275	34,107
E-5	12,982	6,764	2,815	3,784	781	1,053	28,179
E-4	10,901	5,673	1,857	3,592	781	844	23,648
E-3	9,535	4,949	1,280	3,402	781	95	20,042
E-2	8,767	4,517	701	3,227	781	87	18,080
E-1	7,506	3,842	362	2,986	781	69	15,546
Midshipmen	\$5,890	---	---	\$1,832	\$91	\$225	\$8,038
Aviation Cadets	7,534	---	---	4,916	697	---	13,147

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 1986
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE NAVY

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for QTRS and VHA	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$68,699	\$34,843	---	\$8,020	\$2,171	\$2,436	\$116,169
O-9	68,600	34,843	\$2,970	6,740	2,171	2,174	117,597
O-8	68,699	34,843	5,818	10,982	2,171	1,719	124,232
O-7	61,855	31,373	5,848	5,142	2,171	1,601	107,990
O-6	51,172	25,957	7,531	5,801	2,171	4,352	96,984
O-5	40,398	20,495	7,924	5,108	2,171	3,820	79,916
O-4	33,043	16,766	6,884	4,432	2,171	3,534	66,830
O-3	27,483	13,947	5,588	4,436	2,171	3,339	56,964
O-2	21,696	11,013	4,255	3,511	2,171	1,708	44,354
O-1	16,274	8,264	3,569	2,951	2,171	1,556	34,785
W-4	\$32,660	\$16,572	\$6,386	\$4,478	\$2,171	\$2,001	\$64,268
W-3	26,467	13,432	4,928	3,880	2,171	2,382	53,260
W-2	23,594	11,975	4,808	3,484	2,171	3,082	49,114
E-9	\$27,808	\$14,099	\$5,977	\$5,114	\$903	\$1,253	\$55,154
E-8	22,972	11,646	5,251	4,590	903	1,479	46,841
E-7	19,037	9,650	4,567	4,309	903	1,494	39,960
E-6	15,726	7,971	3,803	3,854	903	1,250	33,507
E-5	12,823	6,495	2,835	3,616	903	1,028	27,700
E-4	10,838	5,481	1,952	3,416	903	820	23,410
E-3	9,336	4,705	1,384	3,210	903	88	19,626
E-2	8,595	4,276	691	3,028	903	73	17,569
E-1	7,643	3,804	409	2,876	903	54	15,689
Midshipmen	\$5,933	---	---	\$1,811	\$90	\$177	\$8,011

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 NAVY

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for QTRS And VHA	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$68,406	\$34,887	---	\$9,248	\$2,113	\$2,436	\$117,090
O-9	68,406	34,887	\$2,152	7,597	2,113	2,118	117,273
O-8	67,364	34,356	6,062	8,921	2,113	1,640	120,456
O-7	58,552	29,861	5,138	4,917	2,113	1,608	102,189
O-6	49,592	25,292	6,837	5,615	2,113	4,466	93,915
O-5	39,010	19,895	7,202	5,014	2,113	3,909	77,143
O-4	31,921	16,280	6,291	4,337	2,113	3,544	64,486
O-3	26,377	13,452	5,021	4,087	2,113	3,382	54,432
O-2	20,730	10,572	3,909	3,303	2,113	1,830	42,457
O-1	15,686	8,000	3,439	2,867	2,113	1,713	33,818
W-4	\$31,992	\$16,316	\$6,025	\$4,558	\$2,113	\$1,952	\$62,956
W-3	25,492	13,001	3,806	3,810	2,113	2,758	50,980
W-2	22,614	11,533	4,200	3,383	2,113	3,162	47,005
E-9	\$26,606	\$13,568	\$5,394	\$5,025	\$786	\$1,167	\$52,546
E-8	22,123	11,282	4,755	4,618	786	1,394	44,958
E-7	18,352	9,358	4,068	4,360	786	1,498	38,422
E-6	15,044	7,671	3,470	3,858	786	1,184	32,013
E-5	12,170	6,202	2,567	3,604	786	1,001	26,330
E-4	10,329	5,257	1,722	3,415	786	776	22,285
E-3	8,935	4,538	1,205	3,230	786	84	18,778
E-2	8,259	4,139	696	3,092	786	89	17,061
E-1	7,359	3,676	341	2,933	786	60	15,155
Midshipmen-	\$5,933	---	---	\$1,914	\$881	\$90	\$8,125

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 NAVY

Grade	Basic Pay	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$65,450	---	\$6,962	\$2,184	\$3,187	\$77,783
O-9	65,450	\$2,839	6,780	2,184	2,952	80,205
O-8	64,764	5,265	8,731	2,184	2,526	83,470
O-7	56,310	5,000	4,556	2,184	2,396	70,446
O-6	47,820	6,570	5,434	2,184	4,686	66,694
O-5	37,796	6,830	4,591	2,184	4,143	55,544
O-4	30,938	5,982	4,152	2,184	3,784	47,040
O-3	25,568	4,855	3,889	2,184	3,498	39,994
O-2	19,872	3,748	3,140	2,184	1,939	30,883
O-1	15,199	3,231	2,672	2,184	1,854	25,140
W-4	\$30,071	\$5,513	\$4,549	\$2,184	\$2,794	\$45,111
W-3	24,994	4,244	3,618	2,184	2,516	37,556
W-2	21,162	3,636	3,095	2,184	3,097	33,174
E-9	\$25,525	\$5,083	\$4,850	\$865	\$1,234	\$37,557
E-8	21,203	4,412	4,415	865	1,413	32,308
E-7	17,663	3,827	4,110	865	1,483	27,948
E-6	14,462	3,222	3,624	865	1,195	23,368
E-5	11,631	2,400	3,356	865	984	19,236
E-4	9,902	1,582	3,158	865	726	16,233
E-3	8,632	1,090	2,983	865	87	13,657
E-2	7,940	667	2,806	865	81	12,369
E-1	7,071	429	2,637	865	62	11,064
Midshipmen	\$5,760	---	\$1,829	\$90	\$193	\$7,872

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 1, 1983 – DECEMBER 31, 1983
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE NAVY

Grade	Basic Pay	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$63,799	---	\$7,104	\$2,197	\$2,430	\$75,530
O-9	63,799	\$3,031	5,979	2,197	2,239	77,245
O-8	62,878	5,345	7,902	2,197	1,876	80,198
O-7	54,670	4,832	4,492	2,197	1,676	67,867
O-6	46,432	6,577	5,330	2,197	4,393	64,929
O-5	36,694	6,855	4,593	2,197	4,776	55,115
O-4	30,034	5,984	4,095	2,197	4,272	46,582
O-3	24,189	4,815	3,897	2,197	3,677	38,775
O-2	19,290	3,732	3,102	2,197	1,832	30,153
O-1	14,763	3,244	2,617	2,197	1,501	24,322
W-4	\$29,162	\$5,283	\$4,595	\$2,197	\$2,145	\$45,382
W-3	24,270	4,153	3,457	2,197	1,758	35,835
W-2	20,572	3,644	3,099	2,197	2,343	31,855
E-9	\$24,806	\$5,122	\$4,741	\$945	\$1,196	\$36,810
E-8	20,612	4,444	4,321	945	1,369	31,691
E-7	17,243	3,845	4,099	945	1,432	27,564
E-6	14,126	3,223	3,700	945	1,181	23,175
E-5	11,360	2,416	3,454	945	932	19,107
E-4	9,666	1,615	3,271	945	729	16,226
E-3	8,427	1,121	3,089	945	91	13,673
E-2	7,715	685	2,911	945	81	12,337
E-1	6,883	494	2,744	945	59	11,125
Midshipmen	\$5,760	---	\$1,905	\$88	\$192	\$7,945

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 1, 1982 – SEPTEMBER 30, 1983
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE NAVY

Grade	Basic Pay	Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$57,499 (note 1)	---	\$8,827	\$2,465	\$52	\$68,843 (note 2)
O-9	57,499 (note 1)	\$2,323	5,816	2,465	1,676	69,779 (note 3)
O-8	57,499 (note 3)	5,116	6,842	2,465	1,665	73,587 (note 4)
O-7	54,670	5,063	4,179	2,465	1,835	68,212
O-6	45,720	6,359	4,828	2,465	5,002	64,374
O-5	36,239	6,523	4,149	2,465	4,541	53,917
O-4	29,802	5,791	3,927	2,465	4,178	46,163
O-3	24,849	4,556	3,685	2,465	3,542	39,097
O-2	19,612	3,540	2,911	2,465	1,614	30,142
O-1	14,512	2,824	2,469	2,465	1,543	23,813
W-4	\$28,607	\$4,965	\$4,525	\$2,465	\$1,471	\$42,033
W-3	23,772	4,247	3,318	2,465	1,502	35,304
W-2	20,747	3,015	3,009	2,465	2,612	31,848
E-9	\$24,751	\$4,875	\$4,780	\$1,012	\$1,093	\$36,511
E-8	20,531	4,078	4,344	1,012	1,385	31,350
E-7	17,216	3,476	4,007	1,012	1,461	27,172
E-6	14,061	2,969	3,654	1,012	1,164	22,860
E-5	11,299	2,302	3,406	1,012	849	18,868
E-4	9,535	1,518	3,228	1,012	637	15,930
E-3	9,321	993	3,049	1,012	90	13,465
E-2	7,717	559	2,915	1,012	74	12,277
E-1	6,882	411	2,744	1,012	60	11,109
Midshipmen	\$5,760	---	\$1,867	\$93	\$188	\$7,908

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 March 1, 1983, the amount is \$63,799 for O-9 through O-10.
(2) Effective March 1, 1983, the amount should be increased \$6,300 to reflect changes in basic pay.
(3) Effective March 1, 1983, the amount is \$62,878.
(4) Effective March 1, 1983, the amount is \$76,838.

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

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)	\$1,800	\$8,413	\$2,369	\$346	\$63,040 (note 2)
O-9	50,112 (note 1)	2,968	6,478	2,369	392	63,319 (note 2)
O-8	50,112	13,955	7,346	2,369	360	63,142 (note 2)
O-7	50,112	12,990	3,565	2,369	549	62,050 (note 2)
O-6	43,954	6,320	4,741	2,369	4,409	61,793
O-5	34,960	6,204	4,082	2,369	4,366	51,981
O-4	28,496	5,352	3,684	2,369	4,078	43,979
O-3	23,883	4,239	3,575	2,369	3,493	37,559
O-2	18,951	3,251	2,801	2,369	1,791	29,163
O-1	13,903	2,272	2,352	2,369	1,600	22,496
W-4	\$27,411	\$4,760	\$4,057	\$2,369	\$1,268	\$39,865
W-3	22,691	4,002	3,156	2,369	1,437	33,655
W-2	19,864	2,802	2,866	2,369	2,126	30,027
E-9	\$23,715	\$4,647	\$4,802	\$1,037	\$780	\$34,981
E-8	19,678	3,977	4,419	1,037	1,019	30,130
E-7	16,524	3,353	4,098	1,037	1,086	26,098
E-6	13,545	2,712	3,752	1,037	859	21,905
E-5	10,775	2,108	3,449	1,037	722	18,091
E-4	9,115	1,341	3,285	1,037	574	15,352
E-3	8,006	858	3,095	1,037	63	13,059
E-2	7,420	554	2,959	1,037	46	12,016
E-1	6,618	334	2,787	1,037	36	10,812
Midshipmen	\$5,537	---	\$1,760	\$102	\$154	\$7,553

Acceleration Factors

Retirement	26.5%
Leave and Holidays	18.0%
Other Benefits	8.0% for officers; 23% 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 NAVY**

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	\$1,600	\$7,697	\$2,150	\$152	\$61,711
O-9	50,112	1,033	5,797	2,150	652	59,744
O-8	50,112	3,483	6,688	2,150	542	62,975
O-7	45,990	4,152	3,343	2,150	395	56,030
O-6	38,462	5,037	4,215	2,150	4,094	53,958
O-5	30,678	5,099	3,630	2,150	2,969	44,526
O-4	24,995	4,475	3,254	2,150	3,581	38,455
O-3	20,978	3,821	3,319	2,150	3,154	33,422
O-2	16,557	3,082	2,640	2,150	810	25,239
O-1	12,192	2,352	2,101	2,150	571	19,372
W-4	\$23,942	\$3,924	\$4,044	\$2,150	\$167	\$34,227
W-3	19,788	3,511	2,989	2,150	163	28,601
W-2	17,357	2,650	2,570	2,150	164	24,891
E-9	\$20,124	\$3,723	\$4,253	\$973	\$243	\$29,316
E-8	16,796	3,239	3,725	973	287	25,020
E-7	14,132	2,763	3,355	973	299	21,522
E-6	11,684	2,296	3,061	973	293	18,307
E-5	9,296	1,842	2,832	973	319	15,262
E-4	8,108	1,200	2,639	973	263	13,183
E-3	7,284	716	2,527	973	109	11,609
E-2	6,704	470	2,447	973	35	10,629
E-1	6,016	274	2,351	973	19	9,633
Midshipmen	\$5,035	---	\$1,546	\$36	---	\$6,633

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