

**SUMMARY OF MAJOR CHANGES TO
DOD 7000.14-R, VOLUME 15, APPENDIX C
“VI - MILITARY COMPOSITE STANDARD PAY RATES NAVY,
ARMY, NAVY, AND MARINES”**

Changes are denoted in blue font

Substantive 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 NAVY**

| GRADE | FMS COMPOSITE RATE FY 2006 | FMS COMPOSITE RATE FY 2007 | FMS COMPOSITE RATE FY 2008 |
|--------|----------------------------------|----------------------------------|----------------------------------|
| O-10 | \$235,442 | \$250,118 | \$262,677 |
| O-9 | 232,349 | 247,765 | 256,458 |
| O-8 | 219,474 | 229,975 | 241,446 |
| O-7 | 200,108 | 210,105 | 218,449 |
| O-6 | 189,271 | 198,446 | 203,057 |
| O-5 | 165,261 | 169,776 | 175,147 |
| O-4 | 147,604 | 152,302 | 160,039 |
| O-3 | 127,996 | 132,284 | 140,626 |
| O-2 | 102,524 | 110,821 | 111,640 |
| O-1 | 85,639 | 88,933 | 91,335 |
| WO-5 | \$142,107 | \$148,159 | \$163,951 |
| WO-4 | 139,077 | 145,896 | 150,611 |
| WO-3 | 119,729 | 124,043 | 133,250 |
| WO-2 | 112,277 | 127,054 | 123,077 |
| WO-1 | -- | -- | -- |
| E-9 | \$120,235 | \$127,399 | \$133,100 |
| E-8 | 103,084 | 108,254 | 114,589 |
| E-7 | 92,764 | 99,182 | 104,084 |
| E-6 | 81,372 | 86,618 | 91,987 |
| E-5 | 70,474 | 74,098 | 79,511 |
| E-4 | 59,981 | 64,215 | 67,709 |
| E-3 | 51,968 | 54,844 | 58,773 |
| E-2 | 47,497 | 49,351 | 53,479 |
| E-1 | 43,624 | 46,196 | 49,135 |
| CADETS | \$ 26,340 | \$ 21,597 | \$ 23,017 |

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* 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 NAVY
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/} | \$254,312 | \$256,689 |
| O-9 | 158,312 | 248,093 | 250,470 |
| O-8 | 144,920 | 233,081 | 235,458 |
| O-7 | 126,738 | 210,084 | 212,462 |
| O-6 | 106,543 | 194,692 | 197,070 |
| O-5 | 85,732 | 166,782 | 169,159 |
| O-4 | 72,649 | 151,674 | 154,051 |
| O-3 | 59,340 | 132,261 | 134,638 |
| O-2 | 46,827 | 103,275 | 105,652 |
| O-1 | 34,737 | 82,970 | 85,347 |
| WO-5 | \$84,035 | \$155,586 | \$157,963 |
| WO-4 | 74,213 | 142,246 | 144,623 |
| WO-3 | 62,478 | 124,885 | 127,262 |
| WO-2 | 52,659 | 114,712 | 117,089 |
| WO-1 | — | ---- | — |
| E-9 | \$64,455 | \$124,735 | \$127,112 |
| E-8 | 51,263 | 106,224 | 108,602 |
| E-7 | 43,946 | 95,719 | 98,097 |
| E-6 | 35,854 | 83,622 | 85,999 |
| E-5 | 28,712 | 71,146 | 73,523 |
| E-4 | 23,189 | 59,344 | 61,721 |
| E-3 | 19,610 | 50,408 | 52,786 |
| E-2 | 17,936 | 45,114 | 47,491 |
| E-1 | 15,413 | 40,770 | 43,147 |
| CADETS | \$10,604 | \$14,652 | 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 NAVY
FOR FISCAL YEAR 2007 ^{1/}**

| MILITARY PAY GRADE | AVERAGE BASIC PAY | ANNUAL DOD COMPOSITE RATE ^{2/} | ANNUAL RATE BILLABLE TO OTHER FEDERAL AGENCIES ^{3/4/} |
|--------------------------|-------------------------|--|--|
| O-10 | \$152,000 ^{5/} | \$242,863 | \$244,070 |
| O-9 | 150,307 | 240,510 | 241,717 |
| O-8 | 138,441 | 222,720 | 223,927 |
| O-7 | 122,751 | 202,850 | 204,057 |
| O-6 | 103,251 | 191,191 | 192,398 |
| O-5 | 83,255 | 162,521 | 163,728 |
| O-4 | 70,462 | 145,047 | 146,254 |
| O-3 | 57,563 | 125,029 | 126,236 |
| O-2 | 45,634 | 103,657 | 104,864 |
| O-1 | 33,651 | 81,678 | 82,885 |
| WO-5 | \$80,556 | \$140,904 | \$142,111 |
| WO-4 | 72,342 | 138,641 | 139,848 |
| WO-3 | 60,863 | 116,788 | 117,995 |
| WO-2 | 51,649 | 119,799 | 121,006 |
| WO-1 | --- | --- | --- |
| E-9 | \$61,981 | \$120,144 | \$121,351 |
| E-8 | 50,089 | 100,999 | 102,206 |
| E-7 | 42,729 | 91,927 | 93,134 |
| E-6 | 35,073 | 79,363 | 80,570 |
| E-5 | 27,798 | 67,843 | 69,050 |
| E-4 | 22,494 | 56,960 | 58,167 |
| E-3 | 19,054 | 47,589 | 48,796 |
| E-2 | 17,402 | 42,096 | 43,303 |
| E-1 | 15,007 | 38,941 | 40,148 |
| CADETS | \$10,315 | \$14,342 | 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 NAVY
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/} | \$229,169 | \$229,790 |
| O-9 | 145,790 | 226,076 | 226,697 |
| O-8 | 135,175 | 213,201 | 213,822 |
| O-7 | 119,855 | 193,835 | 194,456 |
| O-6 | 100,945 | 182,998 | 183,619 |
| O-5 | 81,447 | 158,988 | 159,609 |
| O-4 | 68,881 | 141,331 | 141,952 |
| O-3 | 55,501 | 121,723 | 122,344 |
| O-2 | 43,510 | 96,251 | 96,872 |
| O-1 | 32,308 | 79,366 | 79,987 |
| WO-5 | \$75,072 | \$135,834 | \$136,455 |
| WO-4 | 68,471 | 132,804 | 133,425 |
| WO-3 | 56,833 | 113,456 | 114,077 |
| WO-2 | 48,418 | 106,004 | 106,625 |
| WO-1 | ---- | --- | --- |
| E-9 | \$60,484 | \$113,962 | \$114,583 |
| E-8 | 48,708 | 96,811 | 97,432 |
| E-7 | 41,364 | 86,491 | 87,112 |
| E-6 | 34,014 | 75,099 | 75,720 |
| E-5 | 27,047 | 64,201 | 64,822 |
| E-4 | 21,949 | 53,708 | 54,329 |
| E-3 | 18,615 | 45,695 | 46,316 |
| E-2 | 16,988 | 41,224 | 41,845 |
| E-1 | 14,648 | 37,351 | 37,972 |
| CADETS | \$10,350 | \$20,067 | 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 NAVY
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/} | \$226,551 | \$244,675 |
| O-9 | 142,238 | 217,735 | 235,154 |
| O-8 | 128,842 | 200,670 | 216,724 |
| O-7 | 114,129 | 181,796 | 196,340 |
| O-6 | 96,007 | 175,827 | 189,893 |
| O-5 | 77,924 | 151,966 | 164,123 |
| O-4 | 66,016 | 137,459 | 148,456 |
| O-3 | 53,516 | 111,461 | 120,377 |
| O-2 | 42,202 | 87,497 | 94,497 |
| O-1 | 31,212 | 71,796 | 77,540 |
| WO-5 | \$72,389 | \$125,853 | \$135,922 |
| WO-4 | 65,717 | 125,642 | 135,693 |
| WO-3 | 54,783 | 99,281 | 107,224 |
| WO-2 | 45,719 | 98,621 | 106,511 |
| WO-1 | --- | ---- | ---- |
| E-9 | \$58,363 | \$111,106 | \$128,883 |
| E-8 | 47,200 | 94,699 | 109,850 |
| E-7 | 40,188 | 83,708 | 97,101 |
| E-6 | 33,156 | 72,739 | 84,377 |
| E-5 | 26,331 | 61,760 | 71,642 |
| E-4 | 21,249 | 51,073 | 59,244 |
| E-3 | 17,949 | 43,777 | 50,781 |
| E-2 | 16,465 | 39,771 | 46,134 |
| E-1 | 14,206 | 36,013 | 41,775 |
| CADETS | \$9,722 | \$18,556 | 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.

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

| 3xade | 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 | 1,882 | 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 /S/K (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) | Acceleration 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 andVHA | 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 |
| 0-9 | 83,858 | 35,807 | 963 | 10,858 | 2,504 | 2,982 | 136,973 |
| 0-8 | 83,969 | 35,855 | 7,038 | 10,364 | 2,504 | 2,530 | 142,261 |
| 0-7 | 74,185 | 31,677 | 6,528 | 8,945 | 2,504 | 2,473 | 126,313 |
| 0-6 | 61,171 | 26,355 | 9,523 | 9,436 | 2,504 | 5,484 | 115,022 |
| 0-5 | 49,827 | 21,276 | 10,522 | 7,691 | 2,504 | 5,464 | 97,284 |
| 0-4 | 40,885 | 17,458 | 8,860 | 6,506 | 2,504 | 6,155 | 82,368 |
| 0-3 | 33,646 | 14,367 | 7,262 | 6,644 | 2,504 | 6,049 | 70,472 |
| 0-2 | 26,676 | 11,391 | 5,862 | 5,088 | 2,504 | 2,329 | 53,849 |
| 0-1 | 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 |
| 0-9 | 86,447 | 37,345 | 2,168 | 10,082 | 2,417 | 2,795 | 141,254 |
| 0-8 | 80,238 | 34,663 | 6,278 | 9,905 | 2,417 | 2,360 | 135,861 |
| 0-7 | 70,901 | 30,629 | 6,261 | 8,853 | 2,417 | 2,306 | 121,368 |
| 0-6 | 59,009 | 25,492 | 9,212 | 8,296 | 2,417 | 5,048 | 109,474 |
| 0-5 | 47,651 | 20,585 | 9,912 | 7,150 | 2,417 | 5,108 | 92,824 |
| 0-4 | 39,084 | 16,884 | 8,354 | 6,170 | 2,417 | 5,810 | 78,720 |
| 0-3 | 32,141 | 13,885 | 6,840 | 6,062 | 2,417 | 5,698 | 67,045 |
| 0-2 | 25,512 | 11,021 | 5,463 | 4,817 | 2,417 | 2,355 | 51,585 |
| 0-1 | 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 andVHA | 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 | =1/26 (.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 AndVHA | 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% 18.0% 8.0% for officers;
 Leave and Holidays 23.0% for enlisted
 Other Benefits

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 |
| 0-9 | 63,799 | \$3,031 | 5,979 | 2,197 | 2,239 | 77,245 |
| 0-8 | 62,878 | 5,345 | 7,902 | 2,197 | 1,876 | 80,198 |
| 0-7 | 54,670 | 4,832 | 4,492 | 2,197 | 1,676 | 67,867 |
| 0-6 | 46,432 | 6,577 | 5,330 | 2,197 | 4,393 | 64,929 |
| 0-5 | 36,694 | 6,855 | 4,593 | 2,197 | 4,776 | 55,115 |
| 0-4 | 30,034 | 5,984 | 4,095 | 2,197 | 4,272 | 46,582 |
| 0-3 | 24,189 | 4,815 | 3,897 | 2,197 | 3,677 | 38,775 |
| 0-2 | 19,290 | 3,732 | 3,102 | 2,197 | 1,832 | 30,153 |
| 0-1 | 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 3; 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 | 8.0% for officers; 23% for enlisted |

Benefits

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 |
| 0-9 | 50,112 | 1,033 | 5,797 | 2,150 | 652 | 59,744 |
| 0-8 | 50,112 | 3,483 | 6,688 | 2,150 | 542 | 62,975 |
| 0-7 | 45,990 | 4,152 | 3,343 | 2,150 | 395 | 56,030 |
| 0-6 | 38,462 | 5,037 | 4,215 | 2,150 | 4,094 | 53,958 |
| 0-5 | 30,678 | 5,099 | 3,630 | 2,150 | 2,969 | 44,526 |
| 0-4 | 24,995 | 4,475 | 3,254 | 2,150 | 3,581 | 38,455 |
| 0-3 | 20,978 | 3,821 | 3,319 | 2,150 | 3,154 | 33,422 |
| 0-2 | 16,557 | 3,082 | 2,640 | 2,150 | 810 | 25,239 |
| 0-1 | 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 | 8.0% for officers ; 23.0% for enlisted |
| Benefits | |
| 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