

**MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY FOR FISCAL YEAR 1997**

GRADE	BASIC PAY (1)	RETIRED PAY ACCRUAL (2)	BASIC ALLOWANCE FOR QUARTERS (3)	INCENTIVE AND SPECIAL PAY (4)	PERMANENT CHANGE OF STATION (5)	MISCEL- LANEOUS EXPENSE (6)	ANNUAL DoD COMPOSITE RATE (7)	ACCELERATION FACTOR (8)	AMOUNT BILLABLE TO NON-DoD ENTITIES (9)
O-10	\$110,636	\$36,067	----	----	\$2,949	\$17,498	\$167,150	\$10,029	\$177,179
O-9	106,584	34,747	1,765	1,087	2,949	15,162	162,294	9,738	172,032
O-8	96,571	31,482	3,047	1,046	2,949	12,973	148,068	8,884	156,952
O-7	85,227	27,784	3,368	1,426	2,949	11,972	132,726	7,964	140,690
O-6	72,139	23,517	8,682	8,556	2,949	10,989	126,832	7,610	134,442
O-5	57,905	18,877	9,266	4,466	2,949	9,687	103,150	6,189	109,339
O-4	47,218	15,393	7,702	4,998	2,949	9,969	88,229	5,294	93,523
O-3	38,897	12,680	6,380	1,934	2,949	12,022	74,862	4,492	79,354
O-2	30,538	9,955	4,981	227	2,949	7,210	55,860	3,352	59,212
O-1	22,657	7,386	3,932	239	2,949	5,090	42,253	2,535	44,788
WO-5	\$51,195	\$16,690	\$7,919	\$346	\$2,949	\$8,266	87,365	\$5,242	\$92,607
WO-4	45,916	14,969	7,597	2,743	2,949	8,513	82,687	4,961	87,648
WO-3	36,061	11,756	6,221	4,152	2,949	8,160	69,299	4,158	73,457
WO-2	29,443	9,599	4,956	1,390	2,949	8,794	57,131	3,428	60,559
WO-1	25,465	8,301	4,326	353	2,949	5,296	46,690	2,801	49,491
CADETS	\$6,887	----	----	----	\$112	\$2,364	9,363	\$1,685	\$11,048
E-9	\$39,200	\$12,779	\$5,962	\$507	\$1,962	\$8,309	68,719	\$12,369	\$81,088
E-8	31,592	10,299	6,154	511	1,962	7,581	58,099	10,458	68,557
E-7	26,565	8,660	5,275	522	1,962	7,102	50,086	9,015	59,101
E-6	22,247	7,253	4,196	558	1,962	6,519	42,735	7,692	50,427
E-5	18,495	6,029	3,172	533	1,962	6,230	36,421	6,556	42,977
E-4	15,180	4,949	2,248	345	1,962	5,665	30,349	5,463	35,812
E-3	12,602	4,108	1,314	327	1,962	4,864	25,177	4,532	29,709
E-2	12,030	3,922	966	320	1,962	4,577	23,777	4,280	28,057
E-1	10,331	3,368	887	313	1,962	6,889	23,750	4,275	28,025

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.