

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

GRADE	BASIC PAY (1)	RETIRED PAY ACCURAL (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	\$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	----	----	----	----	----	----	----	----	----
CADETS	\$6,696	----	----	\$114	\$117	\$2,354	\$9,282	\$1,671	\$10,953
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

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.