

**MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES  
DEPARTMENT OF THE ARMY FOR FISCAL YEAR 1999**

GRADE	BASIC PAY (1)	RETIRED PAY ACCRAUAL (2)	BASIC ALLOWANCE FOR HOUSING (3)	BASIC ALLOWANCE INCENTIVE			PERMANENT CHANGE OF STATION (6)	MISCEL- LANEOUS EXPENSE (7)	ANNUAL DoD COMPOSITE RATE (8)	ACCELERATI ON FACTOR (9)	AMOUNT BILLABLE TO NON-DoD ENTITIES (10)
				FOR SUBSISTENCE /SIK (4)	AND SPECIAL PAYS (5)						
O-10	\$113,820	\$34,374	\$3,086	\$1,882	----	\$3,457	\$13,292	\$169,911	\$10,195	\$180,106	
O-9	112,941	34,108	3,086	1,882	\$908	3,457	16,028	172,410	10,345	182,755	
O-8	102,328	30,903	3,086	1,882	788	3,457	7,955	150,399	9,024	159,423	
O-7	90,311	27,274	3,086	1,882	2,787	3,457	6,215	135,012	8,101	143,113	
O-6	76,876	23,217	9,667	1,882	4,489	3,457	4,626	124,214	7,453	131,667	
O-5	61,647	18,617	8,939	1,882	3,524	3,457	2,105	100,171	6,010	106,181	
O-4	50,027	15,108	8,363	1,882	4,660	3,457	1,081	84,578	5,075	89,653	
O-3	41,835	12,634	6,916	1,882	3,945	3,457	4,171	74,840	4,490	79,330	
O-2	32,422	9,791	5,425	1,882	214	3,457	352	53,543	3,213	56,756	
O-1	24,483	7,394	4,280	1,882	213	3,457	695	42,404	2,544	44,948	
WO-5	\$55,312	\$16,704	\$9,050	\$1,882	\$353	\$3,457	\$67	\$86,825	\$5,210	\$92,035	
WO-4	47,096	14,223	8,275	1,882	1,733	3,457	641	77,307	4,638	81,945	
WO-3	37,816	11,420	7,264	1,882	4,163	3,457	2,451	68,453	4,107	72,560	
WO-2	31,412	9,486	5,483	1,882	1,430	3,457	345	53,495	3,210	56,705	
WO-1	27,594	8,333	4,774	1,882	357	3,457	424	46,821	2,809	49,630	
CADETS	\$6,896	----	----	\$1,916	----	\$140	\$371	\$9,323	1,678	\$11,001	
E-9	\$41,766	\$12,613	\$6,367	\$2,768	\$622	\$2,062	\$1,122	\$67,320	\$12,118	\$79,438	
E-8	33,601	10,148	5,726	2,768	626	2,062	1,044	55,975	10,076	66,051	
E-7	28,320	8,553	4,687	2,768	634	2,062	1,466	48,490	8,728	57,218	
E-6	23,679	7,151	4,502	2,768	674	2,062	844	41,680	7,502	49,182	
E-5	19,539	5,901	3,288	2,768	646	2,062	1,452	35,656	6,418	42,074	
E-4	16,011	4,835	2,268	2,768	544	2,062	1,620	30,108	5,419	35,527	
E-3	13,415	4,051	1,397	2,768	526	2,062	1,784	26,003	4,681	30,684	
E-2	12,807	3,868	658	2,768	520	2,062	2,369	25,052	4,509	29,561	
E-1	11,082	3,347	870	2,768	515	2,062	1,198	21,842	3,932	25,774	

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 10. For an Hourly Rate, .00055 may be used.