



OFFICE OF THE SECRETARY OF DEFENSE

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WASHINGTON, DC 20301-1000

COMPTROLLER

(Program/Budget)

MEMORANDUM FOR DIRECTOR, HEALTH AND FINANCIAL POLICY, OFFICE OF
ASSISTANT SECRETARY OF DEFENSE (HEALTH AFFAIRS)
DEPUTY ASSISTANT SECRETARY OF THE ARMY (FINANCIAL
MANAGEMENT AND COMPTROLLER)
DEPUTY ASSISTANT SECRETARY OF THE ARMY (FINANCIAL
MANAGEMENT AND COMPTROLLER)
DEPUTY ASSISTANT SECRETARY OF THE AIR FORCE
(FINANCIAL MANAGEMENT AND COMPTROLLER)
DEPUTY DIRECTOR, ADMINISTRATION AND MANAGEMENT
DEPUTY DIRECTOR FOR RESOURCE MANAGEMENT, DEFENSE
FINANCE AND ACCOUNTING SERVICE

SUBJECT: FY 2021 Department of Defense (DoD) Military Personnel Composite Standard Pay
and Reimbursement Rates

The FY 2021 DoD military composite pay and reimbursement rates (Tabs K1-K5 attached) are now available on the reimbursable rates page of the Office of the Under Secretary of Defense (Comptroller) website <http://comptroller.defense.gov/reports.html>. The composite standard pay rates will be used when determining the military personnel appropriations cost for budget/management studies, but should not be considered as the fully-burdened cost of military personnel for the purposes of workforce-mix decisions. The amount billable rate charged to DoD, non-DoD, and Foreign Military Sales (FMS) activities will be used when obtaining reimbursement for services provided to entities inside of DoD, agencies outside the DoD, and FMS entities.

Anne J. McAndrew
DoD Deputy Comptroller

Attachment:
As stated

MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
FISCAL YEAR 2021
OVERVIEW

The Military Composite Standard Pay and Reimbursement Rates are calculated in accordance with provisions of Volume 11A, Chapter 6, Appendix G of the “DoD Financial Management Regulation” (DoD 7000.14R). Composite standard pay and reimbursement rates include the following military personnel appropriation costs: average basic pay plus retired pay accrual, basic allowance for subsistence, basic allowance for housing, incentive and special pay, permanent change of station expenses, and miscellaneous pay.

The “Annual Department of Defense (DoD) Composite Standard Rate” shall be used when determining the military personnel appropriations cost for budget/management studies, but should not be considered as the fully-burdened cost of military personnel for the purposes of workforce-mix decisions.

- Rates **include a per capita normal cost of \$4,911** for Medicare-Eligible Retiree Health Care (MERHC) accruals. Beginning with FY 2006, the MERHC accruals are paid from the permanent, indefinite appropriations of the General Fund of the Treasury instead of the military personnel appropriations. However, for budget purposes, MERHC accruals continue to be counted as part of the Military Departments’ discretionary budget authority. Therefore, the MERHC accruals must be included for determining the military personnel appropriations cost for budget/management studies, but may not be included in reimbursements to the Services’ personnel accounts during the year of execution (FY 2021).

The “Amount Billable to DoD Entities” shall be used when obtaining reimbursement for services provided to entities inside of the DoD. Per Volume 11A, Chapter 1, Paragraph 010203, **the cost of military labor shall not be charged to another DoD entity except for:**

- a. The cost of military personnel assigned to the DWCF activities. DWCF activities shall be reimbursed by their customers for the cost of military labor as prescribed in Volume 11B, Chapter 12; or
 - b. If provided for in the annual DoD Appropriations Act, operation and maintenance appropriations, may be available for reimbursement of pay, allowances and other expenses for National Guard and Reserve members who provide intelligence or counterintelligence support to Combatant Commands, Defense Agencies and Joint Intelligence Activities, including the activities and programs included within the National Intelligence Program and the Military Intelligence Program.
- Rates **exclude the per capita normal cost of \$4,911** for MERHC accruals. Beginning with FY 2006, the MERHC accruals are paid from the General Fund of the Treasury and cannot be reimbursed to the Services’ personnel accounts during the year of execution (FY 2021).

The “Amount Rate Billable to Other Federal Agencies” shall be used when obtaining reimbursement for services provided to agencies outside of the DoD.

- Rates **include an acceleration factor of \$10,591** to cover medical health care costs of active duty personnel and their dependents. Reimbursement of the acceleration factor shall be deposited into the Defense Health Program (97*0130).
- Rates **exclude the per capita normal cost of \$4,911** for MERHC accruals. Beginning with FY 2006, the MERHC accruals are paid from the General Fund of the Treasury and cannot be reimbursed to the Services’ personnel accounts during the year of execution (FY 2021).

The “Amount Billable to Foreign Military Sales (FMS)” Entities shall be used when obtaining reimbursement for services provide to FMS Entities. Title 22, United States Code, Section 2761(a)(1)(C) of the Arms Export Control Act requires foreign countries or international organizations, in the case of the sale of a defense service, to pay “the full cost to the United States Government of furnishing such service”. Therefore:

- Rates **include an acceleration factor of \$10,591** to cover medical health care costs of active duty personnel and their dependents. Reimbursement of the acceleration factor shall be deposited into the Defense Health Program (97*0130).
- Rates **include the per capita normal cost of \$4,911** for MERHC accruals. Reimbursement of the per capita normal cost for MERHC accrual shall be deposited into the Miscellaneous Receipts Account 3041.

The FY 2021 Military Composite Standard Pay and Reimbursement Rates for Army, Navy, Marine Corps and Air Force are effective October 1, 2020.

**MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY
FOR FISCAL YEAR 2021**

MILITARY PAY GRADE	AVERAGE BASIC PAY	ANNUAL DOD COMPOSITE STANDARD RATE ^{1/}	AMOUNT BILLABLE TO OTHER DOD ENTITIES ^{2/ 5/}	AMOUNT BILLABLE TO OTHER FEDERAL AGENCIES ^{3/ 6/ 8/}	AMOUNT BILLABLE TO FMS ENTITIES ^{4/ 7/ 9/}
O-10	\$198,780 ^{10/}	\$328,129	\$323,218	\$333,809	\$338,720
O-9	198,780	327,680	322,769	333,360	338,271
O-8	198,780	328,649	323,738	334,329	339,240
O-7	169,746	289,017	284,106	294,697	299,608
O-6	146,685	274,457	269,546	280,137	285,048
O-5	117,611	228,265	223,354	233,945	238,856
O-4	98,520	198,836	193,925	204,516	209,427
O-3	77,843	158,515	153,604	164,195	169,106
O-2	58,941	122,376	117,465	128,056	132,967
O-1	42,356	92,996	88,085	98,676	103,587
WO-5	\$115,131	\$220,187	\$215,276	\$225,867	\$230,778
WO-4	94,997	189,499	184,588	195,179	200,090
WO-3	79,525	165,536	160,625	171,216	176,127
WO-2	65,678	138,695	133,784	144,375	149,286
WO-1	58,849	122,518	117,607	128,198	133,109
E-9	\$87,222	\$167,232	\$162,321	\$172,912	\$177,823
E-8	67,874	138,369	133,458	144,049	148,960
E-7	58,581	124,609	119,698	130,289	135,200
E-6	46,496	107,019	102,108	112,699	117,610
E-5	37,453	87,528	82,617	93,208	98,119
E-4	30,297	70,253	65,342	75,933	80,844
E-3	25,063	57,224	52,313	62,904	67,815
E-2	23,833	53,643	48,732	59,323	64,234
E-1	19,918	46,431	41,520	52,111	57,022
CADETS	\$14,308	\$21,207	Not applicable	Not applicable	Not applicable

Notes:

- 1/ The annual DoD composite standard rate shall be used when determining the military personnel appropriations cost for budget/management studies, but should not be considered as a fully-burdened costs of military personnel for the purposes of workforce-mix decisions. **Includes** a per capita normal cost of \$4,911 for Medicare-Eligible Retiree Health Care (MERHC) accrual -- see Tab K-1.
- 2/ The amount billable to other DoD entities shall be used when obtaining reimbursement for services provided to entities inside of DoD. See Volume 11A, Chapter 1, Paragraph 010203 for billing DoD entities. **Excludes** a per capita normal cost of \$4,911 for MERHC accrual -- see Tab K-1.
- 3/ The amount billable to Other Federal Agencies shall be used when obtaining reimbursement for services provided to other federal agencies outside of DoD. The amount billable rate **includes** an acceleration factor of \$10,591 for all personnel -- see Tab K-1. Reimbursement of the acceleration factor shall be deposited into the Defense Health Program (97*0130). **Excludes** a per capita normal cost of \$4,911 for MERHC accrual -- see Tab K-1.
- 4/ Reimbursement procedures for Foreign Military Sales (FMS) are specifically addressed in the DoD FMR Vol. 15 Section 070202. **Includes** a per capita normal cost of \$4,911 for MERHC accrual and an acceleration factor of \$10,591 for all personnel -- see Tab K-1. Reimbursement of the per capita normal cost for MERHC accrual shall be deposited into the Miscellaneous Receipts Account 3041. Reimbursement of the acceleration factor shall be deposited into the Defense Health Program (97*0130).
- 5/ To compute a Monthly Rate, apply a factor of .08333 (1/12). To compute a Daily Rate, apply a factor of .00278 (1/360). Per FMR Volume 7A, Chapter 1, Paragraph 010302. A. & C., "compute monthly compensation as if each month had 30 days"; "the daily rate is 1/30 of monthly rate".
- 6/ To compute a Monthly Rate, apply a factor of .09083 (1.09/12). To compute a Daily Rate, apply a factor of .00303 (1.09/360). This represents a leave factor of 9% and compensates for wages paid during leave. (Do not use this factor if the assignment is annual.) This factor assume the member will be contracted for no less than 30 days, thereby resulting in leave accrued and that the member will **NOT** take the leave accrued within the time frame of the contract. If a member is contracted for less than 30 days or takes all leave earned within the timeframe of the contract use the factors in **Footnote 5/**. Per FMR Volume 7A, Chapter 35, Paragraph 350202. B., Leave accrues to a Service member serving on active duty for 30 days or more. It accrues at the rate of 2 1/2 days for each month of active service. For partial months, it accrues at the rate of 1/2 day for any period of 6 days or less.
- 7/ To compute a Daily Rate, apply a factor of .00452 (1.18/260.875). To compute an Hourly Rate, apply a factor of .00057 (1.18/2087). This represents a leave/holiday factor of 18%. This factor compensates for wages paid during leave or holiday period, and is only applicable when reimbursements are based on time actually worked. (Do not use this factor if the assignment is annual.)
- 8/ To compute the Monthly or Daily Rate of the reimbursement from Other Federal Agencies to be deposited into the Defense Health Program (97*0130) apply the Monthly (.09083) or Daily (.00303) factor to the acceleration factor (10,591). (Do not use this if the assignment is annual. \$10,591 is the annual amount to be deposited into the Defense Health Program (97*0130).)
- 9/ To compute the Daily or Hourly Rate of the reimbursement from FMS Entities to be deposited into the Miscellaneous Receipts Account 3041 apply the Daily (.00452) or Hourly (.00057) factor to the per capita normal cost for the MERHC accrual (\$4,911). (Do not use this if the assignment is annual. \$4,911 is the annual amount to be deposited into the Miscellaneous Receipts Account 3041). To compute the Daily or Hourly Rate of the reimbursement from FMS Entities to be deposited into the Defense Health Program (97*0130) apply the Daily (.00452) or Hourly (.00057) factor to the acceleration factor (10,591). (Do not use this if the assignment is annual. \$10,591 is the annual amount to be deposited into the Defense Health Program (97*0130).)
- 10/ Basic pay for officer pay grades O-7 to O-10 is limited to the rate of basic pay for Level II of the Executive Schedule, which is currently projected to be \$198,780 for fiscal year (FY) 2021.

**MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE NAVY
FOR FISCAL YEAR 2021**

<u>MILITARY PAY GRADE</u>	<u>AVERAGE BASIC PAY</u>	<u>ANNUAL DOD COMPOSITE STANDARD RATE</u> ^{1/}	<u>AMOUNT BILLABLE TO OTHER DOD ENTITIES</u> ^{2/ 5/}	<u>AMOUNT BILLABLE TO OTHER FEDERAL AGENCIES</u> ^{3/ 6/ 8/}	<u>AMOUNT BILLABLE TO FMS ENTITIES</u> ^{4/ 7/ 9/}
O-10	\$198,780 ^{10/}	\$339,710	\$334,799	\$345,390	\$350,301
O-9	198,780	337,675	332,764	343,355	348,266
O-8	191,450	334,772	329,861	340,452	345,363
O-7	166,777	294,867	289,956	300,547	305,458
O-6	143,718	269,371	264,460	275,051	279,962
O-5	115,887	229,434	224,523	235,114	240,025
O-4	97,393	203,359	198,448	209,039	213,950
O-3	78,167	173,981	169,070	179,661	184,572
O-2	60,857	139,854	134,943	145,534	150,445
O-1	43,991	110,208	105,297	115,888	120,799
WO-5	\$116,947	\$220,391	\$215,480	\$226,071	\$230,982
WO-4	100,419	196,274	191,363	201,954	206,865
WO-3	85,434	174,384	169,473	180,064	184,975
WO-2	70,238	152,888	147,977	158,568	163,479
WO-1	45,408	109,070	104,159	114,750	119,661
E-9	\$86,019	\$169,856	\$164,945	\$175,536	\$180,447
E-8	68,524	145,060	140,149	150,740	155,651
E-7	58,646	130,655	125,744	136,335	141,246
E-6	47,300	112,977	108,066	118,657	123,568
E-5	37,738	95,232	90,321	100,912	105,823
E-4	30,745	76,655	71,744	82,335	87,246
E-3	25,961	63,322	58,411	69,002	73,913
E-2	23,928	56,831	51,920	62,511	67,422
E-1	20,300	49,707	44,796	55,387	60,298
CADETS	\$14,402	\$20,260	Not applicable	Not applicable	Not applicable

Notes:

- 1/ The annual DoD composite standard rate shall be used when determining the military personnel appropriations cost for budget/management studies, but should not be considered as a fully-burdened costs of military personnel for the purposes of workforce-mix decisions. **Includes** a per capita normal cost of \$4,911 for Medicare-Eligible Retiree Health Care (MERHC) accrual -- see Tab K-1.
- 2/ The amount billable to other DoD entities shall be used when obtaining reimbursement for services provided to entities inside of DoD. See Volume 11A, Chapter 1, Paragraph 010203 for billing DoD entities. **Excludes** a per capita normal cost of \$4,911 for MERHC accrual -- see Tab K-1.
- 3/ The amount billable to Other Federal Agencies shall be used when obtaining reimbursement for services provided to other federal agencies outside of DoD. The amount billable rate **includes** an acceleration factor of \$10,591 for all personnel -- see Tab K-1. Reimbursement of the acceleration factor shall be deposited into the Defense Health Program (97*0130). **Excludes** a per capita normal cost of \$4,911 for MERHC accrual -- see Tab K-1.
- 4/ Reimbursement procedures for Foreign Military Sales (FMS) are specifically addressed in the DoD FMR Vol. 15 Section 070202. **Includes** a per capita normal cost of \$4,911 for MERHC accrual and an acceleration factor of \$10,591 for all personnel -- see Tab K-1. Reimbursement of the per capita normal cost for MERHC accrual shall be deposited into the Miscellaneous Receipts Account 3041. Reimbursement of the acceleration factor shall be deposited into the Defense Health Program (97*0130).
- 5/ To compute a Monthly Rate, apply a factor of .08333 (1/12). To compute a Daily Rate, apply a factor of .00278 (1/360). Per FMR Volume 7A, Chapter 1, Paragraph 010302. A. & C., "compute monthly compensation as if each month had 30 days"; "the daily rate is 1/30 of monthly rate".
- 6/ To compute a Monthly Rate, apply a factor of .09083 (1.09/12). To compute a Daily Rate, apply a factor of .00303 (1.09/360). This represents a leave factor of 9% and compensates for wages paid during leave. (Do not use this factor if the assignment is annual.) These factors assume the member will be contracted for no less than 30 days, thereby resulting in leave accrued and that the member will **NOT** take the leave accrued within the time frame of the contract. If a member is contracted for less than 30 days or takes all leave earned within the timeframe of the contract use the factors in **Footnote 5/**. Per FMR Volume 7A, Chapter 35, Paragraph 350202. B., Leave accrues to a Service member serving on active duty for 30 days or more. It accrues at the rate of 2½ days for each month of active service. For partial months, it accrues at the rate of ½ day for any period of 6 days or less.
- 7/ To compute a Daily Rate, apply a factor of .00452 (1.18/260.875). To compute an Hourly Rate, apply a factor of .00057 (1.18/2087). This represents a leave/holiday factor of 18%. This factor compensates for wages paid during leave or holiday period, and is only applicable when reimbursements are based on time actually worked. (Do not use this factor if the assignment is annual.)
- 8/ To compute the Monthly or Daily Rate of the reimbursement from Other Federal Agencies to be deposited into the Defense Health Program (97*0130) apply the Monthly (.09083) or Daily (.00303) factor to the acceleration factor (10,591). (Do not use this if the assignment is annual. \$10,591 is the annual amount to be deposited into the Defense Health Program (97*0130).)
- 9/ To compute the Daily or Hourly Rate of the reimbursement from FMS Entities to be deposited into the Miscellaneous Receipts Account 3041 apply the Daily (.00452) or Hourly (.00057) factor to the per capita normal cost for the MERHC accrual (\$4,911). (Do not use this if the assignment is annual. \$4,911 is the annual amount to be deposited into the Miscellaneous Receipts Account 3041). To compute the Daily or Hourly Rate of the reimbursement from FMS Entities to be deposited into the Defense Health Program (97*0130) apply the Daily (.00452) or Hourly (.00057) factor to the acceleration factor (10,591). (Do not use this if the assignment is annual. \$10,591 is the annual amount to be deposited into the Defense Health Program (97*0130).)
- 10/ Basic pay for officer pay grades O-7 to O-10 is limited to the rate of basic pay for Level II of the Executive Schedule, which is currently projected to be \$198,780 for fiscal year (FY) 2021.

**MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE MARINE CORPS
FOR FISCAL YEAR 2021**

MILITARY PAY GRADE	AVERAGE BASIC PAY	ANNUAL DOD COMPOSITE STANDARD RATE ^{1/}	AMOUNT BILLABLE TO OTHER DOD ENTITIES ^{2/ 5/}	AMOUNT BILLABLE TO OTHER FEDERAL AGENCIES ^{3/ 6/ 8/}	AMOUNT BILLABLE TO FMS ENTITIES ^{4/ 7/ 9/}
O-10	\$198,097 ^{10/}	\$327,655	\$322,744	\$333,335	\$338,246
O-9	198,097	329,894	324,983	335,574	340,485
O-8	191,694	329,648	324,737	335,328	340,239
O-7	166,392	304,396	299,485	310,076	314,987
O-6	147,129	265,254	260,343	270,934	275,845
O-5	118,383	223,628	218,717	229,308	234,219
O-4	99,492	193,036	188,125	198,716	203,627
O-3	81,248	163,845	158,934	169,525	174,436
O-2	60,508	128,720	123,809	134,400	139,311
O-1	43,946	97,520	92,609	103,200	108,111
WO-5	\$111,207	\$211,920	\$207,009	\$217,600	\$222,511
WO-4	95,982	186,405	181,494	192,085	196,996
WO-3	80,296	162,785	157,874	168,465	173,376
WO-2	67,842	142,887	137,976	148,567	153,478
WO-1	60,623	129,892	124,981	135,572	140,483
E-9	\$87,081	\$170,256	\$165,345	\$175,936	\$180,847
E-8	68,484	140,941	136,030	146,621	151,532
E-7	58,171	124,912	120,001	130,592	135,503
E-6	47,345	108,180	103,269	113,860	118,771
E-5	37,314	85,031	80,120	90,711	95,622
E-4	30,408	68,125	63,214	73,805	78,716
E-3	25,861	58,197	53,286	63,877	68,788
E-2	23,833	52,231	47,320	57,911	62,822
E-1	20,215	47,975	43,064	53,655	58,566
CADETS	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

Notes:

- 1/ The annual DoD composite standard rate shall be used when determining the military personnel appropriations cost for budget/management studies, but should not be considered as a fully-burdened costs of military personnel for the purposes of workforce-mix decisions. **Includes** a per capita normal cost of \$4,911 for Medicare-Eligible Retiree Health Care (MERHC) accrual -- see Tab K-1.
- 2/ The amount billable to other DoD entities shall be used when obtaining reimbursement for services provided to entities inside of DoD. See Volume 11A, Chapter 1, Paragraph 010203 for billing DoD entities. **Excludes** a per capita normal cost of \$4,911 for MERHC accrual -- see Tab K-1.
- 3/ The amount billable to Other Federal Agencies shall be used when obtaining reimbursement for services provided to other federal agencies outside of DoD. The amount billable rate **includes** an acceleration factor of \$10,591 for all personnel -- see Tab K-1. Reimbursement of the acceleration factor shall be deposited into the Defense Health Program (97*0130). **Excludes** a per capita normal cost of \$4,911 for MERHC accrual -- see Tab K-1.
- 4/ Reimbursement procedures for Foreign Military Sales (FMS) are specifically addressed in the DoD FMR Vol. 15 Section 070202. **Includes** a per capita normal cost of \$4,911 for MERHC accrual and an acceleration factor of \$10,591 for all personnel -- see Tab K-1. Reimbursement of the per capita normal cost for MERHC accrual shall be deposited into the Miscellaneous Receipts Account 3041. Reimbursement of the acceleration factor shall be deposited into the Defense Health Program (97*0130).
- 5/ To compute a Monthly Rate, apply a factor of .08333 (1/12). To compute a Daily Rate, apply a factor of .00278 (1/360). Per FMR Volume 7A, Chapter 1, Paragraph 010302. A. & C., "compute monthly compensation as if each month had 30 days"; "the daily rate is 1/30 of monthly rate".
- 6/ To compute a Monthly Rate, apply a factor of .09083 (1.09/12). To compute a Daily Rate, apply a factor of .00303 (1.09/360). This represents a leave factor of 9% and compensates for wages paid during leave. (Do not use this factor if the assignment is annual.) These factors assume the member will be contracted for no less than 30 days, thereby resulting in leave accrued and that the member will **NOT** take the leave accrued within the time frame of the contract. If a member is contracted for less than 30 days or takes all leave earned within the timeframe of the contract use the factors in **Footnote 5/**. Per FMR Volume 7A, Chapter 35, Paragraph 350202. B., Leave accrues to a Service member serving on active duty for 30 days or more. It accrues at the rate of 2½ days for each month of active service. For partial months, it accrues at the rate of ½ day for any period of 6 days or less.
- 7/ To compute a Daily Rate, apply a factor of .00452 (1.18/260.875). To compute an Hourly Rate, apply a factor of .00057 (1.18/2087). This represents a leave/holiday factor of 18%. This factor compensates for wages paid during leave or holiday period, and is only applicable when reimbursements are based on time actually worked. (Do not use this factor if the assignment is annual.)
- 8/ To compute the Monthly or Daily Rate of the reimbursement from Other Federal Agencies to be deposited into the Defense Health Program (97*0130) apply the Monthly (.09083) or Daily (.00303) factor to the acceleration factor (10,591). (Do not use this if the assignment is annual. \$10,591 is the annual amount to be deposited into the Defense Health Program (97*0130).)
- 9/ To compute the Daily or Hourly Rate of the reimbursement from FMS Entities to be deposited into the Miscellaneous Receipts Account 3041 apply the Daily (.00452) or Hourly (.00057) factor to the per capita normal cost for the MERHC accrual (\$4,911). (Do not use this if the assignment is annual. \$4,911 is the annual amount to be deposited into the Miscellaneous Receipts Account 3041). To compute the Daily or Hourly Rate of the reimbursement from FMS Entities to be deposited into the Defense Health Program (97*0130) apply the Daily (.00452) or Hourly (.00057) factor to the acceleration factor (10,591). (Do not use this if the assignment is annual. \$10,591 is the annual amount to be deposited into the Defense Health Program (97*0130).)
- 10/ Basic pay for officer pay grades O-7 to O-10 is limited to the rate of basic pay for Level II of the Executive Schedule, which is currently projected to be \$198,780 for fiscal year (FY) 2021.

**MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE
FOR FISCAL YEAR 2021**

MILITARY PAY GRADE	AVERAGE BASIC PAY	ANNUAL DOD COMPOSITE STANDARD RATE ^{1/}	AMOUNT BILLABLE TO OTHER DOD ENTITIES ^{2/ 5/}	AMOUNT BILLABLE TO OTHER FEDERAL AGENCIES ^{3/ 6/ 8/}	AMOUNT BILLABLE TO FMS ENTITIES ^{4/ 7/ 9/}
O-10	\$198,780 ^{10/}	\$327,939	\$323,028	\$333,619	\$338,530
O-9	198,780	338,946	334,035	344,626	349,537
O-8	189,549	327,323	322,412	333,003	337,914
O-7	164,565	291,614	286,703	297,294	302,205
O-6	140,359	259,554	254,643	265,234	270,145
O-5	113,684	221,672	216,761	227,352	232,263
O-4	96,254	195,093	190,182	200,773	205,684
O-3	75,670	161,844	156,933	167,524	172,435
O-2	60,672	136,437	131,526	142,117	147,028
O-1	43,690	107,277	102,366	112,957	117,868
WO-5	----	----	----	----	----
WO-4	----	----	----	----	----
WO-3	----	----	----	----	----
WO-2	----	----	----	----	----
WO-1	----	----	----	----	----
E-9	\$85,729	\$164,874	\$159,963	\$170,554	\$175,465
E-8	68,468	139,745	134,834	145,425	150,336
E-7	59,253	124,651	119,740	130,331	135,242
E-6	48,618	108,437	103,526	114,117	119,028
E-5	38,973	91,873	86,962	97,553	102,464
E-4	31,207	75,658	70,747	81,338	86,249
E-3	25,750	59,785	54,874	65,465	70,376
E-2	24,040	53,796	48,885	59,476	64,387
E-1	20,590	46,503	41,592	52,183	57,094
CADETS	\$14,315	\$20,702	Not applicable	Not applicable	Not applicable

Notes:

- 1/ The annual DoD composite standard rate shall be used when determining the military personnel appropriations cost for budget/management studies, but should not be considered as a fully-burdened costs of military personnel for the purposes of workforce-mix decisions. **Includes** a per capita normal cost of \$4,911 for Medicare-Eligible Retiree Health Care (MERHC) accrual -- see Tab K-1.
- 2/ The amount billable to other DoD entities shall be used when obtaining reimbursement for services provided to entities inside of DoD. See Volume 11A, Chapter 1, Paragraph 010203 for billing DoD entities. **Excludes** a per capita normal cost of \$4,911 for MERHC accrual -- see Tab K-1.
- 3/ The amount billable to Other Federal Agencies shall be used when obtaining reimbursement for services provided to other federal agencies outside of DoD. The amount billable rate **includes** an acceleration factor of \$10,591 for all personnel -- see Tab K-1. Reimbursement of the acceleration factor shall be deposited into the Defense Health Program (97*0130). **Excludes** a per capita normal cost of \$4,911 for MERHC accrual -- see Tab K-1.
- 4/ Reimbursement procedures for Foreign Military Sales (FMS) are specifically addressed in the DoD FMR Vol. 15 Section 070202. **Includes** a per capita normal cost of \$4,911 for MERHC accrual and an acceleration factor of \$10,591 for all personnel -- see Tab K-1. Reimbursement of the per capita normal cost for MERHC accrual shall be deposited into the Miscellaneous Receipts Account 3041. Reimbursement of the acceleration factor shall be deposited into the Defense Health Program (97*0130).
- 5/ To compute a Monthly Rate, apply a factor of .08333 (1/12). To compute a Daily Rate, apply a factor of .00278 (1/360). Per FMR Volume 7A, Chapter 1, Paragraph 010302. A. & C., "compute monthly compensation as if each month had 30 days"; "the daily rate is 1/30 of monthly rate".
- 6/ To compute a Monthly Rate, apply a factor of .09083 (1.09/12). To compute a Daily Rate, apply a factor of .00303 (1.09/360). This represents a leave factor of 9% and compensates for wages paid during leave. (Do not use this factor if the assignment is annual.) These factors assume the member will be contracted for no less than 30 days, thereby resulting in leave accrued and that the member will **NOT** take the leave accrued within the time frame of the contract. If a member is contracted for less than 30 days or takes all leave earned within the timeframe of the contract use the factors in **Footnote 5/**. Per FMR Volume 7A, Chapter 35, Paragraph 350202. B., Leave accrues to a Service member serving on active duty for 30 days or more. It accrues at the rate of 2½ days for each month of active service. For partial months, it accrues at the rate of ½ day for any period of 6 days or less.
- 7/ To compute a Daily Rate, apply a factor of .00452 (1.18/260.875). To compute an Hourly Rate, apply a factor of .00057 (1.18/2087). This represents a leave/holiday factor of 18%. This factor compensates for wages paid during leave or holiday period, and is only applicable when reimbursements are based on time actually worked. (Do not use this factor if the assignment is annual.)
- 8/ To compute the Monthly or Daily Rate of the reimbursement from Other Federal Agencies to be deposited into the Defense Health Program (97*0130) apply the Monthly (.09083) or Daily (.00303) factor to the acceleration factor (10,591). (Do not use this if the assignment is annual. \$10,591 is the annual amount to be deposited into the Defense Health Program (97*0130).)
- 9/ To compute the Daily or Hourly Rate of the reimbursement from FMS Entities to be deposited into the Miscellaneous Receipts Account 3041 apply the Daily (.00452) or Hourly (.00057) factor to the per capita normal cost for the MERHC accrual (\$4,911). (Do not use this if the assignment is annual. \$4,911 is the annual amount to be deposited into the Miscellaneous Receipts Account 3041). To compute the Daily or Hourly Rate of the reimbursement from FMS Entities to be deposited into the Defense Health Program (97*0130) apply the Daily (.00452) or Hourly (.00057) factor to the acceleration factor (10,591). (Do not use this if the assignment is annual. \$10,591 is the annual amount to be deposited into the Defense Health Program (97*0130).)
- 10/ Basic pay for officer pay grades O-7 to O-10 is limited to the rate of basic pay for Level II of the Executive Schedule, which is currently projected to be \$198,780 for fiscal year (FY) 2021.