

**TABLE 28-1. CIVILIAN STANDARD COMPOSITE PAY RATES MAJCOM/SOA.
(AS OF 30 September 2004)**

MAJCOM/SOA	GENERAL SCHEDULE			WAGE BOARD		
	FY02	FY03	FY04	FY02	FY03	FY04
US Space Command	83,555	85,458	88,472			0
Air Weather Service	65,975	69,103	73,504	24,815	27,869	30,078
AF Special Operations Cmd	56,714	59,559	62,263	58,775	60,792	62,184
Center for Env Excellence	84,904	89,377	95,940	33,672	31,988	36,437
US Strategic Command	72,893	79,905	84,304	30,105	36,031	33,662
11th Support Group	76,845	82,183	90,310	61,576	64,936	72,028
Air Force Intelligence Command	77,003	83,084	87,369	56,066	61,274	63,629
AF Materiel Command	69,769	75,901	78,824	55,535	58,891	61,098
AF Communications Agency	79,769	84,401	89,358			0
US Central Command	80,223	87,780	88,046	51,144	53,909	54,075
Special Operations Forces	82,264	76,002	89,531		0	0
AF Tech Appl Center	83,145	85,839	85,674		0	0
AF Office of Spec Invest	89,419	92,176	109,882	22,972	0	0
AF Audit Agency	84,801	86,922	91,034		64,793	67,561
AF Inspection Agency	59,389	61,794	65,321			0
AF Military Personnel Center	60,156	63,107	68,268	35,719	32,592	33,875
AF Oper Test & Eval Center	74,492	77,881	81,321	22,459	24,391	25,998
Air Education & Training Cmd	55,157	58,202	61,726	49,108	50,892	54,684
Air Mobility Command	57,704	59,909	62,919	56,850	59,009	61,217
US Transportation Command	69,089	72,407	75,268			0
Pacific Air Forces	62,191	65,718	69,892	66,771	69,309	71,787
AF Civil Eng Spt Agency	83,027	88,817	94,432	60,963	62,032	68,200
Air Combat Command	58,809	62,299	66,177	52,292	54,817	57,016
US Air Forces in Europe	58,764	64,051	71,823	39,802	44,095	48,642
AF Safety Agency	81,078	82,765	92,543	52,269	53,836	56,427
Space Command	68,355	71,930	75,863	58,272	61,176	64,310
AFNEWS	68,922	73,363	78,943		0	0
US Air Force Academy	57,140	56,806	62,542	51,977	39,548	40,947

Continued on Page 2....

	DIRECT HIRE			INDIRECT HIRE			AVERAGE		
	FY02	FY03	FY04	FY02	FY03	FY04	FY02	FY03	FY04
							84,862	85,346	88,735
				0	0	0	65,566	68,318	72,610
				0	0	0	57,089	59,526	62,027
	0	0	0	0	0	0	84,921	89,461	95,916
	0	0	0	0	0	0	72,985	80,272	84,423
	0	0	0	0	0	0	77,641	82,821	90,376
	0	0	0	0	0	0	72,675	82,636	86,814
	44,832	57,281	70,702	0	0	0	68,328	74,181	77,239
	0	0	0	0	0	0	74,165	84,401	89,358
	0	0	0	0	0	0	79,769	88,693	88,706
	0	0	0	0	0	0	81,124	76,002	89,531
	0	0	0	0	0	0	84,245	87,032	85,674
	37,793	40,630	40,359	19,968	21,405	35,765	84,792	87,989	105,933
	0	0	0	0	0	0	82,882	84,836	89,264
	0	0	0	0	0	0	59,389	61,778	65,321
	0	0	0	0	0	0	59,622	62,374	67,503
	0	0	0	0	0	0	74,256	77,940	81,434
	0	55,296	0	0	0	0	53,926	56,766	60,491
	0	0	0	7,509	5,528	9,766	57,412	59,612	62,492
							69,089	72,407	75,284
	24,574	27,699	31,300	1,267	551	5,581	30,670	32,374	35,525
	0	0	0	0	0	0	74,294	78,051	85,546
	21,064	39,948	41,630	0	0	0	55,216	60,742	64,251
	28,639	24,727	28,940	36,126	24,314	42,367	43,680	35,801	48,478
	0	0	0	0	0	0	80,495	82,015	93,021
	0	28,552	0	0	0	0	67,081	70,534	74,377
	26,717	30,416	31,028	2,898	3,630	2,897	51,728	56,549	59,669
	0	0	0	0	0	0	59,402	58,772	63,890

...Continued from Page 1

Acronyms:

FERS	Federal employees Retirement System
FY	Fiscal Year
GS	Government Schedule
MAJCOM	Major Command
O&M	Operations and Maintenance
OSD	Office of the Secretary of Defense
SOA	Separate Operating Agency

References/Links:

1. See table 26-1 for average civilian pay broken down by grade.
2. See table 27-1 for civilian pay broken down by major category.
3. See tables 31-1/2 for civilian pay broken down to hourly rate with acceleration factors included.
4. See tables 19 and 32 for military pay.
5. See <http://www.dfas.mil> for civilian & military pay charts

Table Description:

This table provides the average standard composite civilian pay for GS, Wage grade, direct hire and indirect hire broken down by MAJCOM and SOA.

Table Uses:

Use these factors in studies when an overall Air Force civilian factor is too general or when the Air Force considers the command-peculiar aspects of civilian personnel costs sufficiently different from an overall Air Force average civilian cost.

Business Rules & Assumptions:

The rates in this table are the average annual civilian personnel costs factors

The FY 02 - FY 04 factors have been adjusted for current and projected payraises, plus/minus workdays, increases in Federal Employee Retirement System (FERS) and current year health benefit pricing changes. Factors include:

- a. Basic Pay
- b. Additional variable payments for overtime, holiday, night differentials, incentive awards and all other personnel compensation above basic rates paid directly to civilian employees.
- c. Government costs for civilian employee benefits, such as retirement, health benefits, life insurance, and quarters or uniform allowances.

Source Data: Based on DFAS accounting reports.

Table Notes:

POC: SAF/FMBOP, Mr. Rechtermann, DSN: 225-0897 or commercial (703) 695-0897