

Application of Military Standard Composite Rate Acceleration  
Factors for Fiscal Year 2004  
BASED ON FY 2005 PRESIDENT'S BUDGET  
FY04

GRADE	Standard Composite Pay Rate w/PCS	Accelerated Annual Pay Rate Workyear(1)	Accelerated Hourly Pay Rate (Direct Workhour (2))
=====	=====	=====	=====
OFFICER			
O-10	\$218,206	\$235,662	\$121.89
O-9	\$209,000	\$225,720	\$116.75
O-8	\$192,619	\$208,029	\$107.60
O-7	\$176,760	\$190,901	\$98.74
O-6	\$167,401	\$180,793	\$93.51
O-5	\$143,928	\$155,442	\$80.40
O-4	\$126,254	\$136,354	\$70.53
O-3	\$100,592	\$108,639	\$56.19
O-2	\$77,977	\$84,215	\$43.56
O-1	\$64,182	\$69,317	\$35.85
TOTAL AVERAGE	\$109,278	\$118,020	\$61.04
CADETS	\$12,714	\$13,731	\$7.10
ENLISTED			
E-9	\$100,107	\$116,124	\$60.06
E-8	\$86,116	\$99,895	\$51.67
E-7	\$76,344	\$88,559	\$45.80
E-6	\$66,445	\$77,076	\$39.87
E-5	\$57,063	\$66,193	\$34.24
E-4	\$47,104	\$54,641	\$28.26
E-3	\$39,594	\$45,929	\$23.76
E-2	\$37,145	\$43,088	\$22.29
E-1	\$34,429	\$39,938	\$20.66
TOTAL AVERAGE	\$55,248	\$64,088	\$33.15

Application of Military Standard Composite Rate Acceleration  
Factors for Fiscal Year 2005  
BASED ON FY 2005 PRESIDENT'S BUDGET  
FY05

GRADE	Standard Composite Pay Rate w/PCS	Accelerated Annual Pay Rate Workyear(1)	Accelerated Hourly Pay Rate (Direct Workhour (2))
=====	=====	=====	=====
OFFICER			
O-10	\$224,176	\$242,110	\$125.23
O-9	\$221,634	\$239,365	\$123.81
O-8	\$204,188	\$220,523	\$114.06
O-7	\$186,735	\$201,674	\$104.31
O-6	\$176,227	\$190,325	\$98.44
O-5	\$152,988	\$165,227	\$85.46
O-4	\$135,657	\$146,510	\$75.78
O-3	\$108,164	\$116,817	\$60.42
O-2	\$82,370	\$88,960	\$46.01
O-1	\$67,990	\$73,429	\$37.98
TOTAL AVERAGE	\$115,915	\$125,188	\$64.75
CADETS	\$12,786	\$13,809	\$7.14
ENLISTED			
E-9	\$104,273	\$120,957	\$62.56
E-8	\$90,612	\$105,110	\$54.37
E-7	\$80,180	\$93,009	\$48.11
E-6	\$70,439	\$81,709	\$42.26
E-5	\$59,952	\$69,544	\$35.97
E-4	\$49,007	\$56,848	\$29.40
E-3	\$40,519	\$47,002	\$24.31
E-2	\$37,817	\$43,868	\$22.69
E-1	\$35,348	\$41,004	\$21.21
TOTAL AVERAGE	\$56,787	\$65,873	\$34.07

**Acronyms:**

FASCAP	Fast Payback Capital Investment
FY	Fiscal Year
OSD	Office of the secretary of Defense
PEIC	Productivity Enhancing Capital Investment
PIF	Productivity Investment Fund
PCS	Permanent Change of Station

**References/Links:**

1. See Table A26-A28 for average civilian pay.
2. See Table A30-1 OSD acceleration factors.
3. See Tables A19 and A32 for military pay.
4. See <http://www.dfas.mil> for civilian & military pay charts.
5. See OSD website <http://www.dod.mil/comptroller/rates/fy2004.pdf> for acceleration factors.

**Table Description:**

These tables provide accelerated military pay rates per hour. Table A32-1 is in FY03 dollars; Tables A32-2 is in FY04 dollars.

**Table Uses:**

1. STANDARD COMPOSITE PAY RATE W/PCS: These rates account for the pay & benefits of active duty military personnel. Apply these rates to the Military Medical Support and the Military Leave & Holiday Factors from table A30-1 in order to calculate the accelerated annual and hourly pay rates (see items 2 & 3, below).
2. ACCELERATED ANNUAL PAY RATE WORKYEAR: These rates represent the total cost of one full-time military member. Use these rates when estimating the cost of military personnel. These should be used in the costing of full-time positions only.
3. ACCELERATED HOURLY PAY RATE (DIRECT WORKHOUR): These rates represent the total cost of one part-time military member. They exclude the cost of lost productivity due to time spent on leave & holiday, as well as time spent in activities other than members' primary duties. Use these rates only when basing cost estimates on time actually worked. Do not apply to full-time positions.

**Business Rules & Assumptions:**

1. STANDARD COMPOSITE RATE W/PCS: These rates come from the "ANNUAL COMPOSITE RATE" column in table A19-1&2.
2. ACCELERATED ANNUAL PAY RATE WORKYEAR: These rates are computed by multiplying the Military Standard Composite Rate w/PCS by the Appropriate Military Medical Support Factor (8% for Officers, 16% for Enlisted).
3. ACCELERATED HOURLY PAY RATE (DIRECT WORKHOUR): These rates are computed by multiplying the Military Standard Composite Pay Rate w/PCS by the appropriate Military Medical Support Factor (8% for Officers, 16% for Enlisted (see table A30-1 for more information)) and then dividing the result by the Military Leave & Holiday Factor (1,933.4 hours).

**Source Data:**

1. Based on FY05 President's Budget.
2. Standard Composite Pay with PCS comes from Table A19-1, FY 2004 Standard Composite Rates by Grade and Table A19-2, FY 2005 Standard Composite Rates by Grade.
3. The Military Leave & Holiday Factor (1933.4 hours) comes from table A30-1.

3. The Military Leave & Holiday Factor (1933.4 hours) comes from table A30-1.
4. Accelerated Annual Pay Rate Work year (8% officers and 16% enlisted) comes from the Military Composite Standard Pay and Reimbursement Rates Tab K-5 at [http://www.dod.mil/comptroller/rates/fy2004/2004\\_k.pdf](http://www.dod.mil/comptroller/rates/fy2004/2004_k.pdf).

**Table Notes:**

1. Accelerated Annual Pay Rate Work year includes medical support costs for officers and enlisted not included in the standard composite rates, i.e. 8% of the standard composite rate (with PCS) for officers and 16% of the standard composite rate (with PCS) for enlisted. For more information, see table 30-1.
2. Pay for leave and holidays are included in the annual pay rate, but the actual direct hours worked normally are less than 2080 hours. To account for this, the annual pay rate is divided by the Military Leave & Holiday factor, which is 1,933.4 hours. This figure is derived from the 2002 Peacetime Military Man-Hour Availability Factor (MAF) for the normal (40 hour) workweek, published in AFI 38-201. As per AFI 38-201, it is Air Force policy to determine military manpower related requirements and cost on an availability rate of 1,933.4 hours per person per year to accomplish direct mission related primary duties (does not include leave and holidays, medical treatment, PCS related activities, organizational duties, and education/training). For more information, see the following website: [https://www.afmia.randolph.af.mil/mip/mips/spec\\_studies/Mil%20Peacetime%202002%20MAF.doc](https://www.afmia.randolph.af.mil/mip/mips/spec_studies/Mil%20Peacetime%202002%20MAF.doc).
3. When estimating cost/savings for Productivity Enhancing Capital Investment (PEIC) initiatives i.e. FASCAP, PIF, etc., back out the worldwide PCS cost per work year for the accelerated annual pay rate column to avoid double counting (refer to Table A33-1). PCS costs/savings are treated as a separate line item apart from manpower costs/savings per AFI 38-301. Refer to Table A25-1 in this regulation for a cost breakout.

**POC:**

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