Table A33-1

FASCAP Military Pay and Benefit Factors for Fiscal Year 2004
BASED ON FY 2005 PRESIDENT'S BUDGET

FY04

GRADE	Standard Composite Pay Rate w/PCS	Accelerated Annual Pay Rate w/o PCS(2)	Direct Hour Pay Rate w/o PCS(3)
OFFICER			
O-10	$218,206	$250,065	$129.34
O-9	$209,000	$239,328	$123.79
O-8	$192,619	$220,221	$113.90
O-7	$176,760	$201,723	$104.34
O-6	$167,401	$190,807	$98.69
O-5	$143,928	$163,428	$84.53
O-4	$126,254	$142,813	$73.87
O-3	$100,592	$112,881	$58.38
O-2	$77,977	$86,503	$44.74
O-1	$64,182	$70,412	$36.42
TOTAL AVERAGE	$109,278	$123,012	$63.62
CADETS	$12,714	$14,598	$7.55
ENLISTED			
E-9	$100,107	$132,384	$68.47
E-8	$86,116	$113,558	$58.73
E-7	$76,344	$100,408	$51.93
E-6	$66,445	$87,088	$45.04
E-5	$57,063	$74,464	$38.51
E-4	$47,104	$61,063	$31.58
E-3	$39,594	$50,958	$26.36
E-2	$37,145	$47,662	$24.65
E-1	$34,429	$44,008	$22.76
TOTAL AVERAGE	$55,248	$72,022	$37.25

Table A33-2

FASCAP Military Pay and Benefit Factors for Fiscal Year 2005
BASED ON FY 2005 PRESIDENT'S BUDGET

FY05

GRADE	Standard Composite Pay Rate w/PCS	Accelerated Annual Pay Rate w/o PCS(2)	Direct Hour Pay Rate w/o PCS(3)
OFFICER			
O-10	$224,176	$256,127	$132.48
O-9	$221,634	$253,162	$130.94
O-8	$204,188	$232,813	$120.42
O-7	$186,735	$212,456	$109.89
O-6	$176,227	$200,200	$103.55
O-5	$152,988	$173,094	$89.53
O-4	$135,657	$152,879	$79.07
O-3	$108,164	$120,811	$62.49
O-2	$82,370	$90,725	$46.93
O-1	$67,990	$73,952	$38.25
TOTAL AVERAGE	$115,915	$129,852	$67.16
CADETS	$12,786	$14,653	$7.58
ENLISTED			
E-9	$104,273	$137,786	$71.27
E-8	$90,612	$119,403	$61.76
E-7	$80,180	$105,366	$54.50
E-6	$70,439	$92,259	$47.72
E-5	$59,952	$78,147	$40.42
E-4	$49,007	$63,420	$32.80
E-3	$40,519	$51,998	$26.89
E-2	$37,817	$48,362	$25.01
E-1	$35,348	$45,040	$23.30
TOTAL AVERAGE	$56,787	$73,888	$38.22

Acronyms:

BAQ	Basic Allowance for Quarters
CSIP	Component Sponsored Investment Program
FASCAP	Fast Payback Capital Investment
FY	Fiscal Year
OSD	Office of the Secretary of Defense
PIF	Productivity Investment Fund
PCS	Permanent Change of Station
VHA	Variable Housing Allowance

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.dtic.mil/comptroller/rates/fy2004 for acceleration factors.

Table Description:

This table provides military cost factors for use in FASCAP studies. They include basic pay, retirement, BAQ, VHA, incentive and special pay, miscellaneous pay, leave and holiday pay, and various personnel support costs financed by appropriations other than the military personnel appropriation 3500. They do not include PCS costs. Table A31-1 provides civilian cost factors for use in FASCAP studies.

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 without PCS. (see items 2 & 3, below).

2. ACCELERATED ANNUAL PAY RATE w/o PCS (WORKYEAR): These rates represent the total cost of one full-time military member without PCS costs. These should be used in the costing of full-time positions only.

3. ACCELERATED HOURLY PAY RATE w/o PCS (DIRECT WORKHOUR): These rates represent the total cost of one part-time military member without PCS costs. These rates 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 amounts come from the "ANNUAL COMPOSITE RATE" column in Tables A19-1 & 2.

2. ACCELERATED ANNUAL PAY RATE w/o PCS: These rates include medical support cost for officers and enlisted. The figures in this column come from the AMT BILLABLE TO NON-DOD ENTITIES column from Table A19-1 (FY 2004 Military Standard Composite Rates By Grade) minus the total PCS cost column from Table A19-1 multiplied by the appropriate medical support factor (8% for Officers, 16% for Enlisted). (For further information on these factors, see table A30-1).

3. DIRECT HOUR PAY RATE w/o PCS: These rates are computed by dividing the amount contained in the ACCELERATED ANNUAL PAY RATE w/o PCS column by the Military Leave & Holiday Factor from table A30-1 (1,933.4 hours). For further information, see table A32-1 & 2.

4. The factors included in the Standard Composite Rate column are Basic Pay, Retirement, BAQ, VHA, Incentive and Special Pay, and Miscellaneous Pay
The factors do NOT include PCS costs.

5. For FASCAP, PIF and CSIP cost reporting, use the PCS cost per work year in Table A25-1.

POC:

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