



OFFICE OF THE UNDER SECRETARY OF DEFENSE

1100 DEFENSE PENTAGON
WASHINGTON, DC 20301-1100

COMPTROLLER

(Program/Budget)

8 AUG 2025

MEMORANDUM FOR DEPUTY ASSISTANT SECRETARY OF DEFENSE, HEALTH
RESOURCES MANAGEMENT & POLICY (HEALTH AFFAIRS)
DEPUTY ASSISTANT SECRETARY OF THE ARMY (FINANCIAL
MANAGEMENT AND COMPTROLLER)
DEPUTY ASSISTANT SECRETARY OF THE NAVY (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: Fiscal Year 2026 Department of Defense Military Personnel Composite Standard Pay
and Reimbursement Rates

The Fiscal Year 2026 Department of Defense (DoD) Military Composite Pay and Reimbursement Rates (Tabs K1-K6 attached) are now available on the reimbursable rates page of the Office of the Under Secretary of Defense (Comptroller) website at <https://comptroller.defense.gov/Financial-Management/Reports/>. The DoD Composite Standard Pay Rate will be used when determining the military personnel appropriations cost for budget/management studies. Still, it should not be considered the fully-burdened cost of military personnel for workforce-mix decisions. The rates billable to DoD Entities, Other Federal Entities, and Foreign Military Sales Entities will be applied when obtaining reimbursement for the cost of services provided to these entities.

Questions regarding these rates should be directed to Ms. Alicia Litts. Ms. Litts can be reached at alicia.d.litts.civ@mail.mil or (703) 695-8251.

David M. Thiede
DoD Assistant Deputy Comptroller

Attachment:
As stated

MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
FISCAL YEAR 2026
OVERVIEW

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

The “DoD Composite Standard Pay Rate” must 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 workforce-mix decisions.

- Rates **include a per capita normal cost of \$7,961** 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, MERHC accruals continue to be counted as part of the Military Departments’ discretionary budget authority for budget purposes. Therefore, the MERHC accruals must be included to determine the military personnel appropriations cost for budget/management studies. Still, they must not be included in reimbursements to the Services’ personnel accounts during the year of execution (FY 2026).

The “Rate Billable to DoD Entities” must be used when obtaining reimbursement for services provided to entities inside the DoD. Per the DoD FMR, Volume 11A, Chapter 1, Paragraph 2.4.6., **the cost of military labor must not be charged to another DoD entity except for:**

- a. The cost of military personnel assigned to the Defense Working Capital Fund (DWCF) activities. DWCF activities must 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 to reimburse 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. These expenses involve the activities and programs included within the National Intelligence Program and the Military Intelligence Program.
- Rates **exclude the per capita normal cost of \$7,961** 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 2026).

The “Rate Billable to Other Federal Entities” must be used when obtaining reimbursement for services provided to entities outside the DoD.

- Rates **include an acceleration factor of \$13,584** to cover medical health care costs of active duty personnel and their dependents. Reimbursement of the acceleration factor must be deposited into the Defense Health Program (97*0130).
- Rates **exclude the per capita normal cost of \$7,961** 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 2026).

The “Rate Billable to Foreign Military Sales (FMS) Entities” must be used when obtaining reimbursement for services provided 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 \$13,584** to cover medical health care costs of active duty personnel and their dependents. Reimbursement of the acceleration factor must be deposited into the Defense Health Program (97*0130).
- Rates **include the per capita normal cost of \$7,961** for MERHC accruals. Reimbursement of the per capita normal cost for MERHC accrual must be deposited into the Miscellaneous Receipts Account 3041.

Computing the Monthly Pay for DoD and other Federal Entities:

Service of 30 Days or More. Compute monthly as if each month had 30 days, which results in 360 days a year instead of 365 days. When service begins on an intermediate day of the month, pay for the actual number of days served during that calendar month, but only through the 30th day of that month. If active military service begins on the 31st day of any month, compensation does not accrue for that day. Any person who enters active service during February and serves until the end of the month is entitled to pay for one month (30 days), less the prorated amount for the number of days expired before entry on duty. If the service ends before the last day of February, pay the member only for the actual number of days served. **Examples.** If a member is on reimbursable orders from August 16 through September 30, reimbursement is for 45 days (15 days + one 30-day month) even though the member worked 46 days. If a member is on reimbursable orders from February 16 through March 31, reimbursement is for 45 days (15 days + one 30-day month) even though the member worked 44 days (in a non-leap year).

Service of Less Than 30 Days. Uniformed Services members are entitled to compensation for continuous periods of less than one month. They are entitled to pay and allowances for each day of the period at the rate of 1/30 of the monthly amount of such pay and

allowances. Include the 31st day of a calendar month in the computation. Members who are obligated to serve on active duty for 30 days or more but who were released before performing such active duty for at least 30 days are entitled to receive pay and allowances on a day-to-day basis. **Examples.** If a member is on reimbursable orders from May 18 through June 2, reimbursement is for 16 days, and when a member is on reimbursable orders from February 18 through March 2, reimbursement is for 13 days (in a non-leap year).

When computing the daily or hourly reimbursable rates for FMS Entities, see DoD FMR, Volume 15, Chapter 7, Exhibit 7-12, for examples of military personnel services price computation.

The FY 2026 Military Composite Standard Pay and Reimbursement Rates for the Army, Navy, Marine Corps, Air Force, and Space Force are effective October 1, 2025.

**MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY
UNITED STATES OF AMERICA
FOR FISCAL YEAR 2026**

MILITARY PAY GRADE	AVERAGE BASIC PAY	DOD COMPOSITE STANDARD PAY RATE ^{1/}	RATE BILLABLE TO DOD ENTITIES ^{2/ 5/}	RATE BILLABLE TO OTHER FEDERAL ENTITIES ^{3/ 6/ 8/}	RATE BILLABLE TO FMS ENTITIES ^{4/ 7/ 9/}
O-10	\$225,700 ^{10/}	\$364,236	\$356,275	\$369,859	\$377,820
O-9	225,700	363,441	355,480	369,064	377,025
O-8	225,699	360,582	352,621	366,205	374,166
O-7	205,013	333,309	325,348	338,932	346,893
O-6	182,844	325,406	317,445	331,029	338,990
O-5	145,398	270,257	262,296	275,880	283,841
O-4	121,783	233,694	225,733	239,317	247,278
O-3	95,522	187,173	179,212	192,796	200,757
O-2	67,105	137,218	129,257	142,841	150,802
O-1	57,766	121,736	113,775	127,359	135,320
WO-5	\$141,608	\$266,182	\$258,221	\$271,805	\$279,766
WO-4	119,446	233,956	225,995	239,579	247,540
WO-3	99,249	195,668	187,707	201,291	209,252
WO-2	80,722	162,803	154,842	168,426	176,387
WO-1	69,412	142,216	134,255	147,839	155,800
E-9	\$107,922	\$202,698	\$194,737	\$208,321	\$216,282
E-8	84,539	170,026	162,065	175,649	183,610
E-7	73,452	156,801	148,840	162,424	170,385
E-6	56,330	128,570	120,609	134,193	142,154
E-5	49,008	107,616	99,655	113,239	121,200
E-4	40,878	90,295	82,334	95,918	103,879
E-3	33,769	74,335	66,374	79,958	87,919
E-2	32,079	71,826	63,865	77,449	85,410
E-1	28,615	66,201	58,240	71,824	79,785
CADETS	\$17,512	\$26,802	Not applicable	Not applicable	Not applicable

Notes:

- 1/ The Department of Defense (DoD) Composite Standard Pay Rate must be used when determining the military personnel appropriations cost for budget/management studies. Still, it should not be considered a fully burdened cost for military personnel to make workforce-mix decisions. **Includes** a per capita normal cost of \$7,961 for Medicare-Eligible Retiree Health Care (MERHC) accrual -- see Tab K-1.
- 2/ The Rate Billable to DoD Entities must be used to obtain reimbursement for services provided to entities inside DoD. See Volume 11A, Chapter 1, Paragraph 2.3, for billing DoD entities. **Excludes** a per capita normal cost of \$7,961 for MERHC accrual -- see Tab K-1.
- 3/ The Rate Billable to Other Federal Entities must be used when obtaining reimbursement for services provided to other federal entities outside of DoD. See Volume 11A, Chapter 1, Paragraph 2.3, for billing other federal entities. **Includes** an acceleration factor of \$13,584 for all personnel -- see Tab K-1. Reimbursement of the acceleration factor must be deposited into the Defense Health Program (97*0130). **Excludes** a per capita normal cost of \$7,961 for MERHC accrual -- see Tab K-1.
- 4/ Reimbursement procedures for Foreign Military Sales (FMS) are specifically addressed in the DoD FMR Volume 15, Chapter 8, Paragraph 2.2. **Includes** a per capita normal cost of \$7,961 for MERHC accrual and an acceleration factor of \$13,584 for all personnel -- see Tab K-1. Reimbursement of the per capita normal cost for MERHC accrual must be deposited into the Miscellaneous Receipts Account 3041.
- 5/ To compute a Monthly Rate, apply a factor of .08333 (1/12). To calculate a Daily Rate, apply a factor of .00278 (1/360). Per DoD FMR Volume 7A, Chapter 1, Paragraph 3.2.1, "compute monthly compensation as if each month had 30 days"; the daily rate is "1/30 of the monthly rate."
- 6/ To compute a Monthly Rate, apply a factor of .09083 (1.09/12). To calculate a Daily Rate, apply a factor of .00303 (1.09/360). This factor 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 assumes the member will be contracted for no less than 30 days, resulting in accrued leave. If a member is contracted for less than 30 days, use the Daily Rate factor in **Footnote 5/**. Per DoD FMR Volume 7A, Chapter 35, Paragraph 2.2.2, "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 calculate 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 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 Entities to be deposited into the Defense Health Program (97*0130), apply the Monthly (.09083) or Daily (.00303) factor to the acceleration factor (13,584). Do not use this if the assignment is annual. \$13,584 is the annual rate 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 (\$7,961). Do not use this if the assignment is annual (\$7,961 is the yearly 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 (13,584). Do not use this if the assignment is annual. \$13,584 is the annual rate 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 projected to be \$225,700 for fiscal year (FY) 2026.

**MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE NAVY
UNITED STATES OF AMERICA
FOR FISCAL YEAR 2026**

<u>MILITARY PAY GRADE</u>	<u>AVERAGE BASIC PAY</u>	<u>DOD COMPOSITE STANDARD PAY RATE</u> ^{1/}	<u>RATE BILLABLE TO DOD ENTITIES</u> ^{2/ 5/}	<u>RATE BILLABLE TO OTHER FEDERAL ENTITIES</u> ^{3/ 6/ 8/}	<u>RATE BILLABLE TO FMS ENTITIES</u> ^{4/ 7/ 9/}
O-10	\$225,700 ^{10/}	\$383,199	\$375,238	\$388,822	\$396,783
O-9	225,700	379,062	371,101	384,685	392,646
O-8	225,700	382,309	374,348	387,932	395,893
O-7	195,583	334,234	326,273	339,857	347,818
O-6	177,154	322,490	314,529	328,113	336,074
O-5	141,392	275,614	267,653	281,237	289,198
O-4	119,126	244,393	236,432	250,016	257,977
O-3	94,887	201,917	193,956	207,540	215,501
O-2	73,954	162,414	154,453	168,037	175,998
O-1	54,516	132,019	124,058	137,642	145,603
WO-5	\$146,362	\$265,331	\$257,370	\$270,954	\$278,915
WO-4	124,328	237,334	229,373	242,957	250,918
WO-3	103,526	207,779	199,818	213,402	221,363
WO-2	85,047	182,149	174,188	187,772	195,733
WO-1	67,491	145,624	137,663	151,247	159,208
E-9	\$106,320	\$203,390	\$195,429	\$209,013	\$216,974
E-8	83,010	173,262	165,301	178,885	186,846
E-7	71,351	156,516	148,555	162,139	170,100
E-6	57,765	136,064	128,103	141,687	149,648
E-5	46,447	115,816	107,855	121,439	129,400
E-4	40,796	98,120	90,159	103,743	111,704
E-3	33,731	79,290	71,329	84,913	92,874
E-2	32,079	73,948	65,987	79,571	87,532
E-1	26,883	64,605	56,644	70,228	78,189
CADETS	\$17,362	\$28,514	Not applicable	Not applicable	Not applicable

Notes:

- 1/ The Department of Defense (DoD) Composite Standard Pay Rate must be used when determining the military personnel appropriations cost for budget/management studies. Still, it should not be considered a fully burdened cost for military personnel to make workforce-mix decisions. **Includes** a per capita normal cost of \$7,961 for Medicare-Eligible Retiree Health Care (MERHC) accrual -- see Tab K-1.
- 2/ The Rate Billable to DoD Entities must be used to obtain reimbursement for services provided to entities inside DoD. See Volume 11A, Chapter 1, Paragraph 2.3, for billing DoD entities. **Excludes** a per capita normal cost of \$7,961 for MERHC accrual -- see Tab K-1.
- 3/ The Rate Billable to Other Federal Entities must be used when obtaining reimbursement for services provided to other federal entities outside of DoD. See Volume 11A, Chapter 1, Paragraph 2.3, for billing other federal entities. **Includes** an acceleration factor of \$13,584 for all personnel -- see Tab K-1. Reimbursement of the acceleration factor must be deposited into the Defense Health Program (97*0130). **Excludes** a per capita normal cost of \$7,961 for MERHC accrual -- see Tab K-1.
- 4/ Reimbursement procedures for Foreign Military Sales (FMS) are specifically addressed in the DoD FMR Volume 15, Chapter 8, Paragraph 2.2. **Includes** a per capita normal cost of \$7,961 for MERHC accrual and an acceleration factor of \$13,584 for all personnel -- see Tab K-1. Reimbursement of the per capita normal cost for MERHC accrual must be deposited into the Miscellaneous Receipts Account 3041.
- 5/ To compute a Monthly Rate, apply a factor of .08333 (1/12). To calculate a Daily Rate, apply a factor of .00278 (1/360). Per DoD FMR Volume 7A, Chapter 1, Paragraph 3.2.1, "compute monthly compensation as if each month had 30 days"; the daily rate is "1/30 of the monthly rate."
- 6/ To compute a Monthly Rate, apply a factor of .09083 (1.09/12). To calculate a Daily Rate, apply a factor of .00303 (1.09/360). This factor 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 assumes the member will be contracted for no less than 30 days, resulting in accrued leave. If a member is contracted for less than 30 days, use the Daily Rate factor in **Footnote 5/**. Per DoD FMR Volume 7A, Chapter 35, Paragraph 2.2.2, "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 calculate 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 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 Entities to be deposited into the Defense Health Program (97*0130), apply the Monthly (.09083) or Daily (.00303) factor to the acceleration factor (13,584). Do not use this if the assignment is annual. \$13,584 is the annual rate 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 (\$7,961). Do not use this if the assignment is annual (\$7,961 is the yearly 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 (13,584). Do not use this if the assignment is annual. \$13,584 is the annual rate 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 projected to be \$225,700 for fiscal year (FY) 2026.

**MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE NAVY
UNITED STATES MARINE CORPS
FOR FISCAL YEAR 2026**

MILITARY PAY GRADE	AVERAGE BASIC PAY	DOD COMPOSITE STANDARD PAY RATE ^{1/}	RATE BILLABLE TO DOD ENTITIES ^{2/ 5/}	RATE BILLABLE TO OTHER FEDERAL ENTITIES ^{3/ 6/ 8/}	RATE BILLABLE TO FMS ENTITIES ^{4/ 7/ 9/}
O-10	\$225,700 ^{10/}	\$380,554	\$372,593	\$386,177	\$394,138
O-9	225,700	373,386	365,425	379,009	386,970
O-8	225,700	372,087	364,126	377,710	385,671
O-7	204,700	348,127	340,166	353,750	361,711
O-6	177,746	307,900	299,939	313,523	321,484
O-5	141,601	260,496	252,535	266,119	274,080
O-4	120,049	227,301	219,340	232,924	240,885
O-3	95,874	192,699	184,738	198,322	206,283
O-2	74,524	156,971	149,010	162,594	170,555
O-1	55,046	120,595	112,634	126,218	134,179
WO-5	\$135,972	\$254,662	\$246,701	\$260,285	\$268,246
WO-4	114,479	222,254	214,293	227,877	235,838
WO-3	96,619	192,796	184,835	198,419	206,380
WO-2	81,862	171,802	163,841	177,425	185,386
WO-1	72,664	158,220	150,259	163,843	171,804
E-9	\$104,422	\$200,889	\$192,928	\$206,512	\$214,473
E-8	81,890	168,182	160,221	173,805	181,766
E-7	69,301	150,035	142,074	155,658	163,619
E-6	56,752	129,990	122,029	135,613	143,574
E-5	47,776	106,728	98,767	112,351	120,312
E-4	41,003	87,905	79,944	93,528	101,489
E-3	35,190	76,248	68,287	81,871	89,832
E-2	32,079	68,070	60,109	73,693	81,654
E-1	28,621	63,461	55,500	69,084	77,045
CADETS	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

Notes:

- 1/ The Department of Defense (DoD) Composite Standard Pay Rate must be used when determining the military personnel appropriations cost for budget/management studies. Still, it should not be considered a fully burdened cost for military personnel to make workforce-mix decisions. **Includes** a per capita normal cost of \$7,961 for Medicare-Eligible Retiree Health Care (MERHC) accrual -- see Tab K-1.
- 2/ The Rate Billable to DoD Entities must be used to obtain reimbursement for services provided to entities inside DoD. See Volume 11A, Chapter 1, Paragraph 2.3, for billing DoD entities. **Excludes** a per capita normal cost of \$7,961 for MERHC accrual -- see Tab K-1.
- 3/ The Rate Billable to Other Federal Entities must be used when obtaining reimbursement for services provided to other federal entities outside of DoD. See Volume 11A, Chapter 1, Paragraph 2.3, for billing other federal entities. **Includes** an acceleration factor of \$13,584 for all personnel - see Tab K-1. Reimbursement of the acceleration factor must be deposited into the Defense Health Program (97*0130). **Excludes** a per capita normal cost of \$7,961 for MERHC accrual -- see Tab K-1.
- 4/ Reimbursement procedures for Foreign Military Sales (FMS) are specifically addressed in the DoD FMR Volume 15, Chapter 8, Paragraph 2.2.. **Includes** a per capita normal cost of \$7,961 for MERHC accrual and an acceleration factor of \$13,584 for all personnel -- see Tab K-1. Reimbursement of the per capita normal cost for MERHC accrual must be deposited into the Miscellaneous Receipts Account 3041.
- 5/ To compute a Monthly Rate, apply a factor of .08333 (1/12). To calculate a Daily Rate, apply a factor of .00278 (1/360). Per DoD FMR Volume 7A, Chapter 1, Paragraph 3.2.1, "compute monthly compensation as if each month had 30 days"; the daily rate is "1/30 of the monthly rate."
- 6/ To compute a Monthly Rate, apply a factor of .09083 (1.09/12). To calculate a Daily Rate, apply a factor of .00303 (1.09/360). This factor 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 assumes the member will be contracted for no less than 30 days, resulting in accrued leave. If a member is contracted for less than 30 days, use the Daily Rate factor in **Footnote 5/**. Per DoD FMR Volume 7A, Chapter 35, Paragraph 2.2.2, "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 calculate 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 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 Entities to be deposited into the Defense Health Program (97*0130), apply the Monthly (.09083) or Daily (.00303) factor to the acceleration factor (13,584). Do not use this if the assignment is annual. \$13,584 is the annual rate 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 (\$7,961). Do not use this if the assignment is annual (\$7,961 is the yearly 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 (13,584). Do not use this if the assignment is annual. \$13,584 is the annual rate 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 projected to be \$225,700 for fiscal year (FY) 2026.

**MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE
UNITED STATES OF AMERICA
FOR FISCAL YEAR 2026**

<u>MILITARY PAY GRADE</u>	<u>AVERAGE BASIC PAY</u>	<u>DOD COMPOSITE STANDARD PAY RATE</u> ^{1/}	<u>RATE BILLABLE TO DOD ENTITIES</u> ^{2/ 5/}	<u>RATE BILLABLE TO OTHER FEDERAL ENTITIES</u> ^{3/ 6/ 8/}	<u>RATE BILLABLE TO FMS ENTITIES</u> ^{4/ 7/ 9/}
O-10	\$225,700 ^{10/}	\$391,376	\$383,415	\$396,999	\$404,960
O-9	225,700	382,354	374,393	387,977	395,938
O-8	225,700	378,735	370,774	384,358	392,319
O-7	199,927	344,439	336,478	350,062	358,023
O-6	174,850	315,669	307,708	321,292	329,253
O-5	140,420	267,272	259,311	272,895	280,856
O-4	118,071	234,614	226,653	240,237	248,198
O-3	94,971	198,559	190,598	204,182	212,143
O-2	73,781	165,132	157,171	170,755	178,716
O-1	53,385	134,345	126,384	139,968	147,929
WO-5	----	----	----	----	----
WO-4	----	----	----	----	----
WO-3	99,170	204,846	196,885	210,469	218,430
WO-2	79,031	175,360	167,399	167,399	175,360
WO-1	64,638	152,813	144,852	158,436	166,397
E-9	\$104,526	\$195,107	\$187,146	\$200,730	\$208,691
E-8	83,773	165,799	157,838	171,422	179,383
E-7	71,800	149,113	141,152	154,736	162,697
E-6	59,424	130,991	123,030	136,614	144,575
E-5	49,041	113,670	105,709	119,293	127,254
E-4	40,457	97,813	89,852	103,436	111,397
E-3	33,731	77,446	69,485	83,069	91,030
E-2	32,079	70,476	62,515	76,099	84,060
E-1	26,730	62,146	54,185	67,769	75,730
CADETS	\$17,530	\$26,968	Not applicable	Not applicable	Not applicable

Notes:

- 1/ The Department of Defense (DoD) Composite Standard Pay Rate must be used when determining the military personnel appropriations cost for budget/management studies. Still, it should not be considered a fully burdened cost for military personnel to make workforce-mix decisions. **Includes** a per capita normal cost of \$7,961 for Medicare-Eligible Retiree Health Care (MERHC) accrual -- see Tab K-1.
- 2/ The Rate Billable to DoD Entities must be used to obtain reimbursement for services provided to entities inside DoD. See Volume 11A, Chapter 1, Paragraph 2.3, for billing DoD entities. **Excludes** a per capita normal cost of \$7,961 for MERHC accrual -- see Tab K-1.
- 3/ The Rate Billable to Other Federal Entities must be used when obtaining reimbursement for services provided to other federal entities outside of DoD. See Volume 11A, Chapter 1, Paragraph 2.3, for billing other federal entities. **Includes** an acceleration factor of \$13,584 for all personnel -- see Tab K-1. Reimbursement of the acceleration factor must be deposited into the Defense Health Program (97*0130). **Excludes** a per capita normal cost of \$7,961 for MERHC accrual -- see Tab K-1.
- 4/ Reimbursement procedures for Foreign Military Sales (FMS) are specifically addressed in the DoD FMR Volume 15, Chapter 8, Paragraph 2.2. **Includes** a per capita normal cost of \$7,961 for MERHC accrual and an acceleration factor of \$13,584 for all personnel -- see Tab K-1. Reimbursement of the per capita normal cost for MERHC accrual must be deposited into the Miscellaneous Receipts Account 3041.
- 5/ To compute a Monthly Rate, apply a factor of .08333 (1/12). To calculate a Daily Rate, apply a factor of .00278 (1/360). Per DoD FMR Volume 7A, Chapter 1, Paragraph 3.2.1, "compute monthly compensation as if each month had 30 days"; the daily rate is "1/30 of the monthly rate."
- 6/ To compute a Monthly Rate, apply a factor of .09083 (1.09/12). To calculate a Daily Rate, apply a factor of .00303 (1.09/360). This factor 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 assumes the member will be contracted for no less than 30 days, resulting in accrued leave. If a member is contracted for less than 30 days, use the Daily Rate factor in **Footnote 5/**. Per DoD FMR Volume 7A, Chapter 35, Paragraph 2.2.2, "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 calculate 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 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 Entities to be deposited into the Defense Health Program (97*0130), apply the Monthly (.09083) or Daily (.00303) factor to the acceleration factor (13,584). Do not use this if the assignment is annual. \$13,584 is the annual rate 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 (\$7,961). Do not use this if the assignment is annual (\$7,961 is the yearly 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 (13,584). Do not use this if the assignment is annual. \$13,584 is the annual rate 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 projected to be \$225,700 for fiscal year (FY) 2026.

**MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE AIR FORCE
UNITED STATES SPACE FORCE
FOR FISCAL YEAR 2026**

MILITARY PAY GRADE	AVERAGE BASIC PAY	DOD COMPOSITE STANDARD PAY RATE ^{1/}	RATE BILLABLE TO DOD ENTITIES ^{2/ 5/}	RATE BILLABLE TO OTHER FEDERAL ENTITIES ^{3/ 6/ 8/}	RATE BILLABLE TO FMS ENTITIES ^{4/ 7/ 9/}
O-10	\$225,700 ^{10/}	\$375,622	\$367,661	\$381,245	\$389,206
O-9	225,700	372,622	364,661	378,245	386,206
O-8	225,700	364,972	357,011	370,595	378,556
O-7	199,927	331,917	323,956	337,540	345,501
O-6	174,850	289,022	281,061	294,645	302,606
O-5	140,420	241,702	233,741	247,325	255,286
O-4	118,071	209,183	201,222	214,806	222,767
O-3	94,971	174,445	166,484	180,068	188,029
O-2	73,781	141,891	133,930	147,514	155,475
O-1	53,385	113,123	105,162	118,746	126,707
WO-5	----	----	----	----	----
WO-4	----	----	----	----	----
WO-3	----	----	----	----	----
WO-2	----	----	----	----	----
WO-1	----	----	----	----	----
E-9	\$104,526	\$198,823	\$190,862	\$204,446	\$212,407
E-8	83,773	163,810	155,849	169,433	177,394
E-7	71,767	147,051	139,090	152,674	160,635
E-6	59,398	129,219	121,258	134,842	142,803
E-5	49,019	112,600	104,639	118,223	126,184
E-4	40,439	98,006	90,045	103,629	111,590
E-3	33,731	82,795	74,834	88,418	96,379
E-2	32,079	79,943	71,982	85,566	93,527
E-1	26,730	70,353	62,392	75,976	83,937
CADETS	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

Notes:

- 1/ The Department of Defense (DoD) Composite Standard Pay Rate must be used when determining the military personnel appropriations cost for budget/management studies. Still, it should not be considered a fully burdened cost for military personnel to make workforce-mix decisions. **Includes** a per capita normal cost of \$7,961 for Medicare-Eligible Retiree Health Care (MERHC) accrual -- see Tab K-1.
- 2/ The Rate Billable to DoD Entities must be used to obtain reimbursement for services provided to entities inside DoD. See Volume 11A, Chapter 1, Paragraph 2.3, for billing DoD entities. **Excludes** a per capita normal cost of \$7,961 for MERHC accrual -- see Tab K-1.
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- 4/ Reimbursement procedures for Foreign Military Sales (FMS) are specifically addressed in the DoD FMR Volume 15, Chapter 8, Paragraph 2.2.. **Includes** a per capita normal cost of \$7,961 for MERHC accrual and an acceleration factor of \$13,584 for all personnel -- see Tab K-1. Reimbursement of the per capita normal cost for MERHC accrual must be deposited into the Miscellaneous Receipts Account 3041.
- 5/ To compute a Monthly Rate, apply a factor of .08333 (1/12). To calculate a Daily Rate, apply a factor of .00278 (1/360). Per DoD FMR Volume 7A, Chapter 1, Paragraph 3.2.1, "compute monthly compensation as if each month had 30 days"; the daily rate is "1/30 of the monthly rate."
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