

**MONDAY MORNING GROUP OF WESTERN RIVERSIDE COUNTY
ANNUAL ADVOCACY TRIP – WASHINGTON, DC
April 9 – 11, 2024**

**ELIMINATE CUTS TO HOUSING COMPENSATION FOR GUARD AND RESERVE
SERVICEMEMBERS PERFORMING MISSIONS ON ACTIVE DUTY FOR 30 DAYS OR FEWER**

ISSUE: A significant discrepancy in compensation exists for members of both the National Guard and Reserve, who are put on full-time Active Duty orders, but whose orders last for fewer than 30 days. For unclear reasons, when orders are fewer than 30 days a servicemember's housing compensation, their Basic Allowance for Housing (BAH), is cut upwards of 50% of normal. Further, this imbalance disproportionately affects enlisted servicemembers in states with housing shortages and higher average housing costs, such as California. In fact, adjusted California housing allowance for these shorter-term operations is the third lowest in the nation (see chart below). Specifically, the military provides servicemembers with either military housing or a housing allowance, referred to as Basic Allowance for Housing, or BAH

Guard and Reserve servicemembers called to federal service in Active Duty in support of the same mission should be compensated at the same rate. Housing should not be dependent on length of duty. This shortcoming is not only perceived as being unfair to Reserve Component servicemembers, but it also produces potential undue financial hardships since the BAH rate for these shorter-term operations is calculated based on the national average for housing costs and not the cost of where that servicemember resides. Nonetheless, the BAH rate does not change based on location. Consequently, Guard and Reserve servicemembers operating in California are particularly shortchanged for their housing.

In testimony before the Senate Armed Services Committee, the Military Coalition¹ strongly advocated to eliminate this housing discrepancy. They argued that cutting housing for shorter term orders is an antiquated practice that is magnified by recent housing costs increases. It is important to remember that Reserve Component members put on orders, no matter how short, are likely not to be paid their civilian salary. Thus, a cut to their normal BAH housing compensation represents a significant reduction to their take home pay.

ACTION: The Monday Morning Group urges that the practice of cutting a servicemember's housing allowance for Guard and Reserve missions lasting fewer than 30 days be prohibited and replaced with the standard BAH housing compensation, which should be prorated for the number of days the servicemember was on orders.

BACKGROUND: Guardsmen and Reservists are required to fulfill frequent missions and training obligations for homeland operations, many of which last for 30 days or fewer. This increased operational tempo for shorter term orders, such as wildland firefighting support, has created stark financial hardships for servicemembers and their families for the primary reason of housing cost compensation. Unfortunately, the lack of suitable housing compensation for these servicemembers poses a serious headwind for readiness, recruitment, and retention of much needed personnel, especially at a time when operational requirements for the Reserve Components have also increased.

¹ The Military Coalition has approximately 5.5 million members, including their families survivors from nationally recognized military and veterans' organizations, including, the Air Force Association, Air Force Sergeants Association, Air Force Women Officers Associated, American Logistics Association, AMVETS (American Veterans), Army Aviation Association of America, Association of Military Surgeons of the United States, Association of the United States Army, Chief Warrant Officer and Warrant Officer Association, U.S. Coast Guard, Commissioned Officers Association of the U.S. Public Health Services, Inc., Enlisted Association of the National Guard of the United States, Fleet Reserve Association, Gold Star Wives of America, Inc., Jewish War Veterans of the United States of America, Marine Corps League, Marine Corps Reserve Association, Military Chaplains Association of the United States of America, Military Officers Association of America (MOAA), Military Order of the Purple Heart, National Association for Uniformed Services, National Guard Association of the United States, National Military Family Association, National Order of Battlefield Commissions, Naval Enlisted Reserve Association, Naval Reserve Association, Navy League of the United States, Noncommissioned Officers Association, Reserve Officers Association, Society of Medical Consultants to the Armed Forces, The Retired Enlisted Association, United Armed Forces Association, United States Army Warrant Officers Association, United States Coast Guard Chief Petty Officers Association, Veterans of Foreign Wars of the United States, and the Veterans' Widows International Network.

**MONDAY MORNING GROUP OF WESTERN RIVERSIDE COUNTY
ANNUAL ADVOCACY TRIP – WASHINGTON, DC
April 9 – 11, 2024**

Additionally, standard BAH rates are based on the Servicemember’s geographic duty location, pay grade and dependency status (with dependents or without dependents). However, some BAH rates are not tied to these parameters. In fact, there is a totally separate level of housing compensation for the Guard and Reserve on Active Duty full-time orders but only when orders are fewer than 30 days. This is referred to as BAH Type II (it is also known as Basic Allowance for Housing – Reserve Component/Transient (BAH-RC/T), BAH Reserve, BAH Transit, and BAH Non-Locality). Unfortunately, the compensation levels are much lower (See Table 1).

This discrepancy in housing compensation is a relic of the old Strategic Reserve Component pre-9-11. Today’s post-9-11 Guard and Reserve are an Operational Reserve Force with an increased operational tempo and equivalent readiness level. To this point, during a recent Senate Armed Services Committee hearing, Chairman of the Joint Chiefs General Mark Milley said of the Guard and Reserve, “The Army is dependent upon the National Guard and the U.S. Army Reserve to execute our wartime mission. It cannot be done without it.”

Despite an overall increase to BAH rates this year due to inflation, BAH Type II rates still fall dramatically short of the national average housing expenses. When comparing the 2024 BAH Type II rate to the standard 2024 BAH State-Wide average across the United States, National Guard and Reservists are often receiving less than half of the standard BAH rates (See Table 2).

Table 1: BAH Type II (BAH-RC/T) Chart (Non-Locality)

2024 Non-Locality BAH Rates				
<i>Effective 1 January 2024</i>				
Pay Grade	Partial	BAH RC/T*		Differential*
		Without Dependents	With Dependents	
O-10	\$ 50.70	\$ 2,244.90	\$ 2,762.40	\$ 429.30
O-9	\$ 50.70	\$ 2,244.90	\$ 2,762.40	\$ 429.30
O-8	\$ 50.70	\$ 2,244.90	\$ 2,762.40	\$ 429.30
O-7	\$ 50.70	\$ 2,244.90	\$ 2,762.40	\$ 429.30
O-6	\$ 39.60	\$ 2,058.60	\$ 2,486.40	\$ 364.80
O-5	\$ 33.00	\$ 1,982.40	\$ 2,396.70	\$ 352.50
O-4	\$ 26.70	\$ 1,836.60	\$ 2,112.30	\$ 235.20
O-3	\$ 22.20	\$ 1,473.00	\$ 1,747.80	\$ 234.90
O-2	\$ 17.70	\$ 1,166.70	\$ 1,491.30	\$ 276.90
O-1	\$ 13.20	\$ 1,001.70	\$ 1,335.00	\$ 299.10
O3E	\$ 22.20	\$ 1,589.70	\$ 1,878.30	\$ 245.40
O2E	\$ 17.70	\$ 1,351.80	\$ 1,695.30	\$ 293.70
O1E	\$ 13.20	\$ 1,175.70	\$ 1,566.90	\$ 344.70
W-5	\$ 25.20	\$ 1,866.90	\$ 2,040.00	\$ 146.70
W-4	\$ 25.20	\$ 1,657.50	\$ 1,870.20	\$ 180.90
W-3	\$ 20.70	\$ 1,393.50	\$ 1,714.20	\$ 272.40
W-2	\$ 15.90	\$ 1,236.90	\$ 1,575.00	\$ 288.00
W-1	\$ 13.80	\$ 1,037.10	\$ 1,363.50	\$ 279.00
E-9	\$ 18.60	\$ 1,360.50	\$ 1,794.60	\$ 368.10
E-8	\$ 15.30	\$ 1,250.70	\$ 1,655.10	\$ 345.00
E-7	\$ 12.00	\$ 1,152.00	\$ 1,535.70	\$ 399.30
E-6	\$ 9.90	\$ 1,064.70	\$ 1,419.30	\$ 386.40
E-5	\$ 8.70	\$ 958.20	\$ 1,277.40	\$ 328.50
E-4	\$ 8.10	\$ 833.40	\$ 1,110.00	\$ 283.80
E-3	\$ 7.80	\$ 774.30	\$ 1,032.00	\$ 232.80
E-2	\$ 7.20	\$ 738.60	\$ 983.70	\$ 311.10
E-1	\$ 6.90	\$ 738.60	\$ 983.70	\$ 368.10

*BAH RC/Transit rates are adjusted by the average change in housing costs; BAH-DIFF rates are adjusted by the amount of the basic pay raise. BAH Partial rates are constant.

**MONDAY MORNING GROUP OF WESTERN RIVERSIDE COUNTY
ANNUAL ADVOCACY TRIP – WASHINGTON, DC
April 9 – 11, 2024**

**Table 2: Example – E5 with Dependents
Comparison between 2024 State-Wide Average BAH rates & 2024 BAH Type II Rates**

State	2024: BAH State-Wide Average	2024: BAH-Type II	2024: Difference (Entitlement Loss)
Massachusetts	\$3,319.33	\$1,277.40	\$2,041.93
Hawaii	\$3,276.75	\$1,277.40	\$1,999.35
California	\$2,868.23	\$1,277.40	\$1,590.83
Connecticut	\$2,442.00	\$1,277.40	\$1,164.60
New Jersey	\$2,931.43	\$1,277.40	\$1,654.03
Rhode Island	\$2,622.00	\$1,277.40	\$1,344.60
New Hampshire	\$2,857.50	\$1,277.40	\$1,580.10
Washington D.C.	\$2,880.00	\$1,277.40	\$1,602.60
Vermont	\$2,922.00	\$1,277.40	\$1,644.60
New York	\$2,742.00	\$1,277.40	\$1,464.60
Florida	\$2,462.56	\$1,277.40	\$1,185.16
Alaska	\$2,448.00	\$1,277.40	\$1,170.60
Colorado	\$2,481.00	\$1,277.40	\$1,203.60
Maryland	\$2,404.00	\$1,277.40	\$1,126.60
Washington	\$2,251.13	\$1,277.40	\$973.73
Maine	\$2,253.00	\$1,277.40	\$975.60
Delaware	\$2,256.00	\$1,277.40	\$978.60
Utah	\$2,031.00	\$1,277.40	\$753.60
Virginia	\$2,149.00	\$1,277.40	\$871.60
Oregon	\$2,022.00	\$1,277.40	\$744.60
Nevada	\$1,937.00	\$1,277.40	\$659.60
Pennsylvania	\$1,985.25	\$1,277.40	\$707.85
Idaho	\$1,851.00	\$1,277.40	\$573.60
South Carolina	\$1,983.50	\$1,277.40	\$706.10
Tennessee	\$1,892.40	\$1,277.40	\$615.00
Minnesota	\$1,995.00	\$1,277.40	\$717.60
Arizona	\$1,852.50	\$1,277.40	\$575.10
North Carolina	\$1,876.75	\$1,277.40	\$599.35
Wisconsin	\$1,681.50	\$1,277.40	\$404.10
Georgia	\$1,815.30	\$1,277.40	\$537.90
Illinois	\$1,692.86	\$1,277.40	\$415.46
Texas	\$1,706.29	\$1,277.40	\$428.89
Michigan	\$1,756.80	\$1,277.40	\$479.40
New Mexico	\$1,784.40	\$1,277.40	\$507.00
Nebraska	\$1,671.00	\$1,277.40	\$393.60

**MONDAY MORNING GROUP OF WESTERN RIVERSIDE COUNTY
ANNUAL ADVOCACY TRIP – WASHINGTON, DC
April 9 – 11, 2024**

**(Continued) Table 2: Example – E5 with Dependents
Comparison between 2024 State-Wide Average BAH rates & 2024 BAH Type II Rates**

State	2024: BAH State-Wide Average	2024: BAH-Type II	2024: Difference (Entitlement Loss)
Ohio	\$1,647.43	\$1,277.40	\$370.03
South Dakota	\$1,692.00	\$1,277.40	\$414.60
West Virginia	\$1,511.25	\$1,277.40	\$233.85
Iowa	\$1,539.00	\$1,277.40	\$261.60
Indiana	\$1,611.00	\$1,277.40	\$333.60
Alabama	\$1,575.43	\$1,277.40	\$298.03
Montana	\$1,548.00	\$1,277.40	\$270.60
Louisiana	\$1,397.33	\$1,277.40	\$119.93
Missouri	\$1,495.00	\$1,277.40	\$217.60
Kentucky	\$1,492.00	\$1,277.40	\$214.60
North Dakota	\$1,432.50	\$1,277.40	\$155.10
Arkansas	\$1,470.00	\$1,277.40	\$192.60
Wyoming	\$1,551.00	\$1,277.40	\$273.60
Kansas	\$1,374.25	\$1,277.40	\$96.85
Mississippi	\$1,341.00	\$1,277.40	\$63.60
Oklahoma	\$1,257.60	\$1,277.40	-\$19.80

Table 3: 2023-2024 BAH and BAH Type II House Compensation Differences for Select States

