

Overview of Reserve Component Compensation and Benefits

Like the active duty force, members of the reserve components are eligible for a rich array of compensation and benefits, many of which are the same benefits provided to the active component. Because most reserve component members perform duty less than full time, the pay and benefits they receive are often based on the level of participation and, for some benefits, the training category of the member. This chapter presents a comprehensive summary of reserve component compensation and benefits, compiled by the QRMC. The elements are divided into four categories: compensation, special and incentive pays, benefits, and protections. The tables below provide a description of the elements in each category as well as the duty conditions that determine reserve member eligibility.

Compensation

The elements of compensation include pays, allowances, and the tax benefit, as well as retired pay, disability compensation, and compensation paid to the survivors of fallen service members.

- ❖ **Pay and related compensation.** Members of the Selected Reserve generally serve a minimum of 38 days required training: one weekend a month, called inactive duty for training or “drills,” and two weeks per year, called annual training. Pay is based on the same basic pay table used for their active duty counterparts—a table that is based on rank and years of service. But reservists and active duty personnel do not always accrue credit for a day of pay in the same manner. During annual training and when called to active duty, reservists receive one day of pay and allowances for each day of duty, as does a member of the active component. And as noted in chapter 7, there is a different level of pay depending on how long the member is on active duty because a housing allowance is paid for shorter periods of active duty. For inactive duty training, reservists receive one day of basic pay for each “drill” but no allowances, with each weekend comprising four drills (two per day). Reservists are also eligible for several savings programs under certain conditions.
- ❖ **Tax benefit.** When serving in a combat zone, members of the armed forces, both active and reserve component, can exclude certain pay from

their income when determining federal income taxes. Under current provisions, all enlisted pay can be excluded from federal income tax, including incentive pays and bonuses. For officers, the exclusion is limited to the basic pay level of senior enlisted advisors plus Hostile Fire Pay/Imminent Danger Pay—currently just over \$7,700 a month.

- ❖ **Allowances.** Members of the reserves are eligible for a variety of allowances including “living allowances” such as the Basic Allowance for Housing and Basic Allowance for Subsistence (components of regular military compensation), travel and transportation allowances, and a number of miscellaneous allowances. Eligibility for these allowances, or the amount of payment received, may differ depending on the type of duty in which the member is serving.
- ❖ **Retirement.** Members of the reserve component are eligible for retirement after 20 years of qualifying service, and can begin receiving retired pay at age 60, or earlier based on credit for serving under certain conditions. A year of qualifying service is a year in which a reservist has earned at least 50 retirement points. Points are accrued as follows: 15 points for being a member of a reserve component, one point for each drill or period of equivalent instruction, and one point for each day of active duty or full-time National Guard duty. Points can also be earned for other activities such as completing the course of study under the health professions scholarship and financial assistance program for active service, and performing funeral honors duty. Members of the reserve component may be eligible for active duty retirement if they have completed 20 years of active service.
- ❖ **Disability.** Military members who have service-connected disabilities are eligible for disability compensation. The type and amount of disability is based on the nature of the disability and retirement eligibility. Disabilities must be the result of an injury, illness, or disease that was incurred in or aggravated by military service. For reserves, this includes while traveling directly to and from their drill site, and while remaining overnight at or in the vicinity of the drill site between successive drills. It also includes

when the member is performing funeral honors duty, traveling directly to and from the location where the funeral is held, and remaining overnight before the funeral if the location is not within a reasonable commuting distance of where the reservist resides. In all cases, the disability has to have been incurred or aggravated in the line of duty. This distinction is important for members of the reserve component who serve part-time and are not always on active duty as are members of the active component.

- ❖ **Survivors.** Survivors of fallen service members receive an array of compensation benefits including immediate and transitional assistance following the loss of their loved one, as well as long-term income support and reparation compensation that help replace the income lost as a result of the member's death. A number of these benefits have increased significantly since 2004, part of broader efforts to improve the financial well-being of service members injured in Iraq and Afghanistan, as well as their families.

Table 1 details the elements of compensation available to reserve component members, as well as compensation eligibility criteria.

Table 1. Compensation

Pay/Benefits	References	Description	National Guard and Reserve					Active	
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more	Contingency Operation		Extended Active Duty
Basic Pay	37 USC 203, 204 FMR, Vol 7A, Ch 1 FMR, Vol 7A, Ch 57	Primary pay entitlement for members on active duty based on pay grade and length of service	No	Yes	Yes	Yes	Yes	Yes	
Inactive Duty Compensation	37 USC 206 FMR, Vol 7A, Ch 58	When authorized, compensation at a rate of 1/30 th of the monthly basic pay rate for reserve component members performing inactive duty	Yes	No	No	No	No	No	
Income Replacement	37 USC 910 FMR, Vol 7A, Ch 55	Compensation for reserve component members when their total monthly military compensation is less than the average monthly civilian income. Eligibility requires the member to be under an involuntary mobilization order or retained on active duty because of an injury or illness and meets other length of service requirements	No	No	No	No	Yes, if meet eligibility criteria	No	
Differential Pay (Reserve component members who are federal civilian employees)	5 USC 5538 OPM policy guidance Dec 8, 2009; revised Jan 8, 2010	Compensation paid by the federal agency employing a reserve component member ordered to active duty under certain provisions of law. Paid only when total monthly military compensation is less than the average monthly federal civilian income of the employee	No	No	No	No	Yes, if called or ordered to active duty under title 10 USC, section 688; 12301(a); 12302; 12304; 12304a; 12305; 12406; 331 – 333	No	
Thrift Savings Plan	37 USC 211 FMR, Vol 7A, Ch 51	Allows members on active duty and Ready Reserve members in a pay status to participate in the federal government thrift savings plan (a 401K-type program)	Eligible to participate						Eligible to participate
Savings Deposit Program	10 USC 1035 FMR, Vol 7A, Ch 51	Program for members serving in combat zone, qualified hazardous duty area, or other designated areas outside the U.S. to deposit pay into an account that pays an interest rate of 10% annually on a balance of up to \$10,000	No	No	No	No	Eligible to participate	Eligible to participate	

Source: United States Code (USC), Joint Federal Travel Regulations (JFTR), DOD Financial Management Regulation (FMR) 7000.14-R, DoD Directive (DoDD), DoD Instruction (DoDI), Office of Personnel Management (OPM).

Note: Data are current as of May 2012. FTNGD – full-time National Guard duty.

Table 1. Compensation (Continued)

Pay/Benefits	References	Description	National Guard and Reserve				Active
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more	
Tax Benefit							
Combat Zone Tax Exclusion	26 USC 112 DoDI 1215.06 FMR, Vol 7A, Ch 4	Exclusion of military pay earned while serving in a combat zone, designated direct support area, or qualified hazardous duty area from determining federal income tax liability	Yes, if meet eligibility criteria, but DOD policy prohibits performing inactive duty in a designated imminent danger area	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	Yes	Yes
Living Allowances							
Basic Allowance for Housing (BAH)	37 USC 403 JFTR, Ch 10, pars U10004, U10006, and U10428 JFTR, Ch 10, Part E (RC)	Provide members equitable housing compensation based on housing costs in local civilian housing markets within the United States when government quarters are not provided	No	No	No	Yes, unless assigned government quarters at permanent duty station	Yes, unless assigned government quarters at permanent duty station
Basic Allowance for Housing—Reserve Component (BAH-RC)	37 USC 403 JFTR, Ch 10, par U10014 JFTR, Ch 10, Part E (RC Housing Allowance)	Provide reserve component members on active duty fewer than 31 days a housing allowance that is not adjusted for the local civilian housing markets	No	Yes	Yes, unless assigned government quarters at permanent duty station	No	No
Overseas Housing Allowance	37 USC 403 JFTR, Ch 10, pars U10020 – U10032 and U10428	Partial offset of housing expenses at overseas duty locations for members living in privately leased housing on the local economy when government-leased or on-base housing is not available and movement of household goods is authorized	No	No	No	Yes, unless assigned government quarters at permanent duty station	Yes, unless assigned government quarters at permanent duty station
Move-in Housing Allowance	JFTR, Ch 10, par U10026 JFTR, App N	Allowance to defray the move-in costs associated with private sector leased/owned housing when assigned overseas	No	No	No	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria

Table 1. Compensation (Continued)

Pay/Benefits	References	Description	National Guard and Reserve				Active	
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more		Contingency Operation
Family Separation Housing	37 USC 403 JFTR, Ch 10, pars U10016, U10414 and U10428	Allowance for members separated from dependents while assigned to a permanent duty station (PDS) outside the continental United States (OCONUS), or a PDS in the continental United States (CONUS) when dependent travel is delayed or restricted	No	No	No	Yes, if authorized permanent change of station allowances and dependent travel is denied	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria
Basic Allowance Subsistence	37 USC 402 FMR, Vol 7A, Ch 25 FMR, Vol 7A, Ch 57	Allowance to defray a portion of the cost of subsistence	No	Yes	Yes	Yes	Yes	Yes
Family Subsistence Supplemental Allowance	37 USC 402a DoDI 1341.11 FMR, Ch 25	Allowance for members receiving Basic Allowance for Subsistence whose gross household income would make them eligible for assistance under the U.S. Department of Agriculture Supplemental Nutrition Assistance Program	No	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria
Cost-of-Living Allowance (CONUS)	37 USC 403b JFTR, Ch 8	Allowance for members assigned to a CONUS high-cost area or assigned OCONUS and primary dependent resides in a CONUS high-cost area	No	No	No	Yes, if called/ordered to active duty for a period of 140 days or more	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria
Cost-of-Living Allowance (OCONUS)	37 USC 475 JFTR, Ch 9, Part B	Allowance to assist members assigned to an OCONUS permanent duty station when needed to maintain the purchasing power of the discretionary portion of spendable income	No	Yes, if ordered to active duty from an OCONUS location and no per diem is authorized	Yes, if ordered to active duty from an OCONUS location and no per diem is authorized	Yes, if ordered to active duty from an OCONUS location	Yes, if ordered to active duty from an OCONUS location	Yes
Travel and Transportation Allowances								
Travel Outside Normal Commuting Distance for Inactive Duty	37 USC 478a JFTR, par. U7160 and APP O, par T4045-G (Reserve Component Travel)	Reimbursement for reserve component members who travel more than 150 miles one way from their permanent residence to their inactive duty training location	Yes, if authorized by the secretary concerned	No	No	No	No	No

Table 1. Compensation (Continued)

Pay/Benefits	References	Description	National Guard and Reserve					Active
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more	Contingency Operation	
Dislocation Allowance	37 USC 477 JFTR, Ch 5, part G	Allowance to partially reimburse expenses incurred in relocating during a permanent change of station, or during a housing move ordered for the convenience of the government or incident to an evacuation	No	No	No	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria
Temporary Lodging Expense	37 USC 747a JFTR, Ch 5, Part H	Reimbursement to partially pay for lodging/meal expenses when a member/dependent(s) occupy temporary quarters in CONUS due to a permanent change in station	No	No	No (unless issued permanent change of station orders)	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria
Temporary Lodging Allowance	37 USC 475 JFTR, Ch 9, Part C	Partial reimbursement for the more than normal expenses incurred while occupying temporary lodgings at an OCONUS permanent duty station	No	No	No	Yes, if ordered to active duty for training for 140 days or more, or active duty other than for training for 180 days or more, and authorized to move household goods with a permanent change of station	Yes, if ordered to active duty other than for training for 140 days or more, and authorized to move household goods with a permanent change of station	Yes
Miscellaneous Allowances								
Yellow Ribbon Program Allowance	37 USC 4811 DoDI 1342.28 JFTR Ch 5, par U5255	Allowance for designated individuals to attend a Yellow Ribbon event	Eligible					Eligible
Family Separation Allowance	37 USC 427 DoDI 1340.24 FMR, Vol 7A, Ch 27 FMR, Vol 7A, Ch 57	Allowance for members with dependents when movement of the dependents to a permanent duty station is not authorized or the member is away from the permanent duty station/home port for more than 30 days	No	No	No	Eligible	Eligible	Eligible

Table 1. Compensation (Continued)

Pay/Benefits	References	Description	National Guard and Reserve					Active
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more	Contingency Operation	
Servicemembers' Group Life Insurance (SGLI) Premium Allowance	37 USC 437	Allowance to reimburse members covered under SGLI and serving in the theater of operations for Operation Enduring Freedom or Operation Iraqi Freedom at any time during a month for the member's SGLI premium payment	No, DOD policy prohibits performance of inactive duty training in an imminent danger area	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria
Muster Duty Allowance	37 USC 433 DoDI 1215.06 FMR 7A, Ch 58, par 580105	Allowance for members participating for a minimum of two hours in the annual muster of the reserves	Eligible if participating in screening					No
Electronic Screening Allowance	37 USC 433a FMR 7A, Ch 58, par 580106	Stipend for reserve members participating in screening of the reserves by electronic means in lieu of mustering	Eligible if participating in electronic screening					No
Funeral Honors Duty Allowance	37 USC 495 FMR 7A, Dh 58, par 580107	Allowance for reserve performing funeral honors functions	Yes	No	No	No	No	No
Uniform Allowance: Enlisted Members	37 USC 418 FMR 7A, Ch 29 FMR 7A, Ch 57, par 570505 FMR 7A, Ch 58, par 580401	Allowance when military clothing is not furnished: <ul style="list-style-type: none"> Initial clothing allowance Maternity clothing allowance Replacement clothing allowance (must be on active duty for more than 6 months to be eligible) 	Initial and maternity allowance only	Initial and maternity allowance only	Initial and maternity allowance only	Initial and maternity allowance only	Yes, if meet eligibility criteria	Yes
Uniform Allowance: Officers	37 USC 415 37 USC 416 37 USC 417 FMR 7A, Ch 30 FMR 7A, Ch 57, par 570506 FMR 7A, Ch 58, par 580402	Allowance to reimburse for purchase of required uniforms <ul style="list-style-type: none"> Initial allowance Additional allowance if on active duty greater than 90 days but not within 2 years of last allowance 	Yes, if meet eligibility criteria					Yes
Civilian Clothing Allowance	37 USC 419 FMR 7A, Ch 29 FMR 7A, Ch 30 FMR 7A, Ch 57	Allowance for members required to dress in civilian clothing more than half the time to perform their military duties <ul style="list-style-type: none"> For officers, only if permanent duty station is outside the United States 	No	No	No	May be authorized when period of active duty is 6 months or more	May be authorized when period of active duty is 6 months or more	Yes

Table 1. Compensation (Continued)

Pay/Benefits	References	Description	National Guard and Reserve				Active
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more	
Disability			Eligible				Eligible
Special Compensation for Assistance with Activities of Daily Living (SCAALD)	37 USC 439 DoDI 1341.12	Compensation for a member with a permanent catastrophic injury or illness who requires assistance with the activities of daily living	Eligible				Eligible
Incapacitation Pay	10 USC 204 DoDI 1241.01 DoDI 1241.2	Provide pay and allowances to reserve component members while being treated for or recovering from a service-connected injury, illness, or disease, or who demonstrate a loss of earned income as a result of an injury, illness, or disease incurred or aggravated in the line of duty. <ul style="list-style-type: none"> Members unable to perform military duty receive full pay and allowances less any earned income Members able to perform military duty but demonstrates a loss of earned income due to service-connected injury, illness or disease receive pay and allowances equal to the loss of earned income but not to exceed full pay and allowances 	Eligible				No
Separation for Physical Disability	10 USC 1203 10 USC 1206 10 USC 1209 10 USC 1212 DoDI 1332.38	Separation pay when a member is found no longer fit for duty because of an injury, illness, or disease that was incurred or aggravated in the line of duty and the disability is rated at less than 30%	Yes (a member with 20 or more qualifying years of service may transfer to the Standby Reserve inactive status list rather than be separated)	Yes	Yes	Yes	Yes
Retirement for Physical Disability	10 USC 1201-1202 10 USC 1204-1205 DoDI 1332.38	Retired pay when a member is found no longer fit for duty because of an injury, illness, or disease that was incurred or aggravated in the line of duty and the disability is rated at 30% or greater	Yes				Yes

Table 1. Compensation (Continued)

Pay/Benefits	References	Description	National Guard and Reserve				Active
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more	
Concurrent Retirement and Disability Payment	10 USC 1414 FMR, Vol 7B, Ch 64	Eligible retirees receive military retired pay without offset for Department of Veterans Affairs (VA) disability compensation if the combined VA disability rating is 50% or greater. Members retired for disability must have at least 20 years of qualifying service	Yes, if meet eligibility criteria				Yes, if meet eligibility criteria
Combat-Related Special Compensation	10 USC 1413a FMR, Vol 7B, Ch 63	Special monthly payment equal to the offset to military retired pay due to receipt of VA disability compensation determined to be combat related. Reserve component members retired early because of a disability not incurred in the line of duty are not eligible	Yes, if meet eligibility criteria				Yes, if meet eligibility criteria
Retirement							
Active Duty Retirement	10 USC, Ch 367 (Army) 10 USC, Ch 571/573 (Navy/Marine Corps) 10 USC, Ch 867 (Air Force)	Immediate annuity for members who complete the minimum number of years of active duty	Yes, if completed the required years of active service				Yes, if completed the required years of active duty
Reserve Retirement	10 USC, Ch 1223 DoDI 1215.07	Annuity for members who have 20 qualifying years of service	Yes, if completed the required years of qualifying service				No
Service Credit Toward Reduced Retirement Age	10 USC 12731 DoDI 1215.07	Reduces age for receipt of reserve retired pay: Three months for each aggregate of 90 days in a fiscal year of qualifying active duty or full-time National Guard duty performed in support of a national emergency (but not below age 50)	No	Qualifying service only if ordered to annual training under 10 USC 12301(d)	Qualifying service only if ordered to duty under 10 USC 12301(d), or 32 USC 502(f) in support of a national emergency	Qualifying service only if ordered to duty under 10 USC 12301(d), or 32 USC 502(f) in support of a national emergency	No

Table 1. Compensation (Continued)

Pay/Benefits	References	Description	National Guard and Reserve					Active
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more	Contingency Operation	
Survivors								
Death Gratuity	10 USC 1475	Immediate cash payment to assist survivors of deceased members to meet their financial needs during the period immediately following a member's death	If death occurs while performing inactive duty training (IDT), traveling directly to or from IDT, or between successive periods of IDT	If death occurs while on active duty or traveling to or from active duty	If death occurs while on active duty or traveling to or from active duty	If death occurs while on active duty or traveling to or from active duty	If death occurs while on active duty or traveling to or from active duty	If death occurs while on active duty or traveling to or from active duty
Survivor Benefit Plan (SBP)	10 USC, Ch 73, Subchapter II DoDI 1332.42	Benefit that allows the surviving spouse and/or children to receive a portion of the deceased's retired pay. To qualify the member must have either died while on active duty/FTNGD, or retired and elected to participate	No	Yes, if death occurs while on active duty/ FTNGD Yes, for death after retirement, but only if member elected to participate in SBP	Yes, if death occurs while on active duty/ FTNGD Yes, for death after retirement, but only if member elected to participate in SBP	Yes, if death occurs while on active duty/ FTNGD Yes, for death after retirement, but only if member elected to participate in SBP	Yes, if death occurs while on active duty/ FTNGD Yes, for death after retirement, but only if member elected to participate in SBP	Yes, if death occurs while on active duty Yes, for death after retirement, but only if member elected to participate in SBP
Reserve Component Survivor Benefit Plan (RC-SBP)	10 USC, Ch 73, Subchapter II DoDI 1332.42	Benefit that allows the surviving spouse and/or children to receive a portion of the retired pay a reserve component member would receive upon reaching the age of retirement. To qualify, the member must have died while performing inactive duty, or received a notice of eligibility for retired pay and elected to participate in the program	Yes, if death occurred while on IDT or member received notice of eligibility for retired pay and elected to participate in RC-SBP	No, if death occurred while on annual training (would be covered under SBP) Yes, for members who received notice of eligibility for retired pay, but only if member elected to participate in RC-SBP	No, if death occurred while on active duty/ FTNGD (would be covered under SBP) Yes, for members who received notice of eligibility for retired pay, but only if member elected to participate in RC-SBP	No, if death occurred while on active duty/ FTNGD (would be covered under SBP) Yes, for members who received notice of eligibility for retired pay, but only if member elected to participate in RC-SBP	No, if death occurred while on active duty (would be covered under SBP) Yes, for members who received notice of eligibility for retired pay, but only if member elected to participate in RC-SBP	No

Table 1. Compensation (Continued)

Pay/Benefits	References	Description	National Guard and Reserve				Active
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more	
Dependency and Indemnity Compensation (DIC)	38 USC, Ch 13, Subchapter II	Monthly payment to survivors of a member who died while on active duty or performing inactive duty, and survivors of veterans whose death resulted from a service-related injury or disease and certain other situations	Yes				Yes
Special Survivor Indemnity Allowance	10 USC 1450(m)	Allowance paid to survivors whose SPB payments are offset by DIC	Yes, if meet eligibility criteria				Yes, if meet eligibility criteria

Special and Incentive Pays

Special and incentive (S&I) pays, which include monthly pays and bonuses, are targeted compensation that the military services use to address staffing shortfalls in specific career fields, ensure comparability with high-wage civilian sector occupations, compensate members for onerous assignments, and reward members who train for and remain current in a critical skill. Some S&I pays are stable pays used to supplement military earnings on an ongoing basis; others compensate for onerous or hazardous careers or assignments, such as duty involving demolition of explosives, parachute jumping, or working on the flight deck of an aircraft carrier. Whether personnel receive S&I pays depends on a member's occupation, assignment, and service—and the amount awarded can vary considerably.

Eligibility for members of the reserve component can differ from that of their active component counterparts. In particular, in some cases special and incentive pays are prorated based on the number of days served, frequently referred to as the 1/30th rule. Under this construct, the applicable monthly pay or allowance is divided by 30 to produce the daily rate paid to reserve component members—for each day of active duty and each period of inactive duty. This is different from members of the active component who are always “on duty.” (The efficacy of the 1/30th rule is discussed in more detail in Chapter 7 of the 11th QRMC, Main Report.)

The consolidation of more than 60 special and incentive pay authorities into eight broad categories has made the incentives available to manage the active and reserve components much more consistent, while still recognizing the difference between a member who serves full time and one who serves less than full time. Table 2 lists the S&I pays applicable to reserve component members and the relevant eligibility criteria.

Table 2. Special and Incentive Pays

Pay/Benefits	References	Description	National Guard and Reserve				Active
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more	
General Bonus Authority for Enlisted Members							
Enlistment in the Armed Forces	37 USC 331(a)(1) <i>Legacy provision:</i> 37 USC 309	Maximum bonus: \$50K for a 2-year service obligation	Yes, if meet eligibility criteria				Yes, if meet eligibility criteria
Enlistment in or Affiliation with a Reserve Component	37 USC 331(a)(2) <i>Legacy provisions:</i> 37 USC 308c 37 USC 308g	Maximum bonus: \$50K for a 2-year service obligation	Yes, if meet eligibility criteria				Yes, if meet eligibility criteria
Reenlistment or Extension of Enlistment in a Designated Career Field or Unit	37 USC 331(a)(3) <i>Legacy provisions:</i> 37 USC 308 37 USC 308b 37 USC 308h 37 USC 326	Maximum bonus: • \$30K for each year of obligated service in a regular component • \$15K for each year of obligated service in a reserve component	Yes, if meet eligibility criteria				Yes, if meet eligibility criteria
Transfers between a Regular and Reserve Component in the Same Service	37 USC 331(a)(4)	Maximum bonus: \$10K	Yes, if meet eligibility criteria				Yes, if meet eligibility criteria
Transfers to a Regular or Reserve Component in Another Service	37 USC 331(a)(5) <i>Legacy provision:</i> 37 USC 327	Maximum bonus: \$10K	Yes, if meet eligibility criteria				Yes, if meet eligibility criteria
General Bonus Authority for Officers							
Accession into the Armed Forces	37 USC 332(a)(1) <i>Legacy provisions:</i> 37 USC 324 37 USC 330 37 USC 308j(b)	Maximum bonus: \$60K for a 3-year service obligation	Yes, if meet eligibility criteria				Yes, if meet eligibility criteria

Source: United States Code (USC), Joint Federal Travel Regulations (JFTR), DOD Financial Management Regulation (FMR) 7000.14-R, DoD Directive (DoDD), DoD Instruction (DoDI).

Note: Data are current as of May 2012. FTNGD – full-time National Guard duty.

Table 2. Special and Incentive Pays (Continued)

Pay/Benefits	References	Description	National Guard and Reserve				Active
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more	
Affiliation with a Reserve Component	37 USC 332(a)(2) <i>Legacy provision:</i> 37 USC 308f(a)	Maximum bonus: \$12K for a 3-year service obligation	Yes, if meet eligibility criteria				Yes, if meet eligibility criteria
Remain on Active Duty or Serve in an Active Status	37 USC 332(a)(3) <i>Legacy provisions:</i> 37 USC 318 37 USC 319 37 USC 321 37 USC 315	Maximum bonus: • \$50K for each year of obligated service in a regular component • \$12K for each year of obligated service in a reserve component	Yes, if meet eligibility criteria				Yes, if meet eligibility criteria
Transfers between a Regular and Reserve Component in the Same Service	37 USC 332(a)(4) <i>Legacy provision:</i> 37 USC 327	Maximum bonus: \$10K	Yes, if meet eligibility criteria				Yes, if meet eligibility criteria
Transfers to a Regular or Reserve Component in Another Service	37 USC 332(a)(5) <i>Legacy provision:</i> 37 USC 327	Maximum bonus: \$10K	Yes, if meet eligibility criteria				Yes, if meet eligibility criteria
Nuclear Officer Bonus and Incentive Pay							
Bonus	37 USC 333(a)(1) <i>Legacy provisions:</i> 37 USC 312b	Bonus for agreeing to serve on active duty Maximum bonus: \$35K for each 12-month period	No	No	No	No	Yes, if meet eligibility criteria
	37 USC 333(a)(2) <i>Legacy provisions:</i> 37 USC 312	Bonus for agreeing to remain on active duty Maximum bonus: \$35K for each 12-month period	No	No	No	No	Yes, if meet eligibility criteria
Incentive Pay	37 USC 333(b) <i>Legacy provisions:</i> 37 USC 312c	Incentive pay for agreeing to remain on active duty Maximum incentive pay: \$25K for each 12-month period of active duty	No	No	No	No	Yes, if meet eligibility criteria

Table 2. Special and Incentive Pays (Continued)

Pay/Benefits	References	Description	National Guard and Reserve					Active
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more	Contingency Operation	
Aviation Officer Incentive Pay and Bonus								
Incentive Pay	37 USC 334(a) <i>Legacy provision:</i> 37 USC 301a	Incentive pay for engaging/remaining in aviation service Maximum incentive pay: \$850 per month	Yes, if meet eligibility criteria; pay is prorated for each IDT period	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	
Bonus	37 USC 334(b) <i>Legacy provision:</i> 37 USC 301b	Bonus for agreeing to remain on active duty in a regular component or serve in an active status in a reserve component for at least one year Maximum bonus: \$25K for each 12-month period	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria				
Health Professions Officers Bonus and Incentive Pay								
Accession Bonuses	37 USC 335(a)(1) <i>Legacy provisions:</i> 37 USC 302h 37 USC 302j 37 USC 302d	Agrees to serve on active duty or in an active status Maximum bonus: \$30K for each 12-month period	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria				
Critical Skill Accession Bonus	37 USC 335(a)(2) <i>Legacy provisions:</i> 37 USC 302k 37 USC 302i	Accepts a commission/appointment and whose specialty is designated as a critically short wartime specialty; Maximum bonus: \$100K for each 12-month period	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria				
Retention Bonus	37 USC 335(a)(3) <i>Legacy provisions:</i> 37 USC 301d 37 USC 301e 37 USC 302a(b) 37 USC 302i	Agrees to remain on active duty or serve in an active status Maximum bonus: \$75K for each 12-month period	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria				

Table 2. Special and Incentive Pays (Continued)

Pay/Benefits	References	Description	National Guard and Reserve					Active
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more	Contingency Operation	
Incentive Pays	37 USC 335(b) <i>Legacy provisions:</i> 37 USC 302(a)(2) 37 USC 302(a)(3) 37 USC 302(h) 37 USC 302b(a)(2) 37 USC 302b(a)(3) 37 USC 302f 37 USC 302a(a)(2) 37 USC 303(a) 37 USC 302(a)(4) 37 USC 302(b) 37 USC 302b(a)(4) 37 USC 302b(a)(6) 37 USC 302b(g) 37 USC 302e 37 USC 302g(a)	Serving on active duty or serving in an active status; Maximum annual incentive pay: • medical/dental officers: \$100K • other health professions: \$15K	Yes, if meet eligibility criteria; pay is prorated for each IDT period	Yes, if meet eligibility criteria; pay is prorated for the number of days on active duty	Yes, if meet eligibility criteria; pay is prorated for the number of days on active duty	Yes, if meet eligibility criteria; pay is prorated for the number of days on active duty	Yes, if meet eligibility criteria; pay is prorated for the number of days on active duty	Yes, if meet eligibility criteria
Board Certified Pay	37 USC 335(c) <i>Legacy provisions:</i> 37 USC 302(a)(5) 37 USC 302b(a)(5) 37 USC 302c 37 USC 303(b)	Pay for health providers who are board certified in a designated health profession specialty or skill Maximum pay: \$6K for each 12-month period	Yes, if meet eligibility criteria; pay is prorated for each IDT period	Yes, if meet eligibility criteria; pay is prorated for the number of days on active duty	Yes, if meet eligibility criteria; pay is prorated for the number of days on active duty	Yes, if meet eligibility criteria; pay is prorated for the number of days on active duty	Yes, if meet eligibility criteria; pay is prorated for the number of days on active duty	Yes, if meet eligibility criteria
Hazardous Duty Pay								
Hostile Fire	37 USC 351(a)(1) <i>Legacy provisions:</i> 37 USC 370(a)(2)(A) 37 USC 370(a)(2)(B) 37 USC 370(a)(2)(C)	Performs duty in a hostile fire area or is exposed to a hostile fire event or explosion Maximum pay: \$450/month	DOD policy guidance prohibits performance of IDT in a hostile fire area	Yes, if meet eligibility criteria; pay is prorated for the number of days on active duty	Yes, if meet eligibility criteria; pay is prorated for the number of days on active duty	Yes, if meet eligibility criteria; pay is prorated for the number of days on active duty	Yes, if meet eligibility criteria; pay is prorated for the number of days on active duty	Yes, if meet eligibility criteria

Table 2. Special and Incentive Pays (Continued)

Pay/Benefits	References	Description	National Guard and Reserve					Active
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more	Contingency Operation	
Hazardous Duty	37 USC 351(a)(2) <i>Legacy provisions:</i> 37 USC 301(a)(1) 37 USC 301(a)(2) 37 USC 301(a)(3) 37 USC 301(a)(4) 37 USC 301(a)(5) 37 USC 301(a)(6) 37 USC 301(a)(7) 37 USC 301(a)(8) 37 USC 301(a)(9) 37 USC 301(a)(10) 37 USC 301(a)(11) 37 USC 301(a)(12) 37 USC 301(a)(13) 37 USC 301(e) 37 USC 305(b)	Performs duty designated as hazardous Maximum pay: \$250/month	Yes, if meet eligibility criteria; pay may be prorated for each IDT period	Yes, if meet eligibility criteria; pay is prorated for the number of days on active duty (may be paid the full monthly rate if exposed to hostile fire or explosion of a hostile explosive device during the month)	Yes, if meet eligibility criteria; pay is prorated for the number of days on active duty (may be paid the full monthly rate if exposed to hostile fire or explosion of a hostile explosive device during the month)	Yes, if meet eligibility criteria; pay is prorated for the number of days on active duty (may be paid the full monthly rate if exposed to hostile fire or explosion of a hostile explosive device during the month)	Yes, if meet eligibility criteria; pay is prorated for the number of days on active duty (may be paid the full monthly rate if exposed to hostile fire or explosion of a hostile explosive device during the month)	Yes, if meet eligibility criteria; pay is prorated for the number of days on active duty (may be paid the full monthly rate if exposed to hostile fire or explosion of a hostile explosive device during the month)
Imminent Danger	37 USC 351(a)(3) <i>Legacy provision:</i> 37 USC 310(a)(2)(D)	Performs duty in a foreign area determined to expose the member to imminent danger of physical injury Maximum pay: \$250/month	DOD policy guidance prohibits performance of IDT in an imminent danger area	Yes, if meet eligibility criteria; pay is prorated for the number of days on active duty	Yes, if meet eligibility criteria; pay is prorated for the number of days on active duty	Yes, if meet eligibility criteria; pay is prorated for the number of days on active duty	Yes, if meet eligibility criteria; pay is prorated for the number of days on active duty	Yes, if meet eligibility criteria
Assignment Pay or Hazardous Duty Pay	37 USC 352 DoDI 1215.06 <i>Legacy provisions:</i> 37 USC 301c 37 USC 305 37 USC 305a(a) 37 USC 305a(c) 37 USC 306 37 USC 307 37 USC 307a 37 USC 308d 37 USC 314	Performs duties in a designated assignment, location, or unit Maximum pay: \$5K/month	Yes, if meet eligibility criteria; pay is prorated for each IDT period	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria

Table 2. Special and Incentive Pays (Continued)

Pay/Benefits	References	Description	National Guard and Reserve					Active
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more	Contingency Operation	
Skill Incentive Pay or Proficiency Bonus								
Incentive Pay	37 USC 353(a) <i>Legacy provisions:</i> 37 USC 304 37 USC 320	Serves in a career field or skill designated as critical by the secretary concerned Maximum incentive pay: \$1K/month	Yes, if meet eligibility criteria; pay is prorated for each IDT period	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	
Proficiency Bonus	37 USC 353(b) <i>Legacy provision:</i> 37 USC 316	Has/maintains certified proficiency in a skill designated as critical by the secretary concerned Maximum bonus: \$12K for each 12-month period	Yes, if meet eligibility criteria				Yes, if meet eligibility criteria	
Miscellaneous Incentive Pays								
15-Year Career Status Bonus	37 USC 354 FMR, Vol 7A, Ch 66 <i>Legacy provision:</i> 37 USC 322	Completed 15 years of active duty; agrees to remain on active duty until completing 20 years of active duty service, and agrees to the retired pay option known as "REDUX" Bonus amount: \$30K	No	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	Option only available to members who entered service on or after August 1, 1986	
Members qualified in critical military skills or assigned to high priority units—retention incentive	37 USC 355 FMR, Vol 7A, Ch 3 <i>Legacy provision:</i> 37 USC 323	Officer or enlisted member who is qualified in a critical military skill designated by the secretary of defense (or secretary of homeland security in the case of the Coast Guard) and agrees to remain on active duty or in an active status in a reserve component for at least one year Maximum total bonus for all agreements: \$200K for active duty; \$100K for reserve component member	Yes, if meet eligibility criteria				Yes, if meet eligibility criteria	
Continuation of pays during hospitalization and rehabilitation resulting from wounds, injury, or illness incurred while on duty in a hostile fire area or exposed to an event of hostile fire or other hostile action	37 USC 372	While hospitalized for treatment of the wound, injury, or illness, continue to pay all pay/allowances that were being paid to the member at the time the member incurred a wound, injury, or illness while serving in a combat operation or a combat zone, hostile fire area, or exposed to a hostile fire	Yes, if meet eligibility criteria				Yes, if meet eligibility criteria	

Benefits

Generally, benefits fall into six broad categories:

- ❖ **Health care** benefits include comprehensive health care at no cost to the member and various health insurance programs available to service members and their dependents through TRICARE, as well as the provision of in-kind health care through military treatment facilities on a space available basis.
- ❖ **Education** benefits support voluntary education and training. Principal programs in this category include tuition assistance for off-duty education, the pre-discharge education program, and educational assistance programs administered by the Department of Veterans Affairs, and which—with the exception of the Montgomery GI Bill—Selected Reserve—are principally designed for veterans. But recent program changes have made these benefits available to dependents if the member has completed six years of service and agrees to remain in the military for an additional period of time.
- ❖ **Morale, welfare, and recreation (MWR)** benefits are designed to “promote esprit de corps and provide for the physical, cultural, and social needs; general well-being; quality of life; and hometown community support of service members and their families.”¹ Programs such as physical fitness centers and services, libraries and information services, community and recreation centers, golf courses and bowling centers, and sports and athletics programs are examples of the many MWR programs and activities available to military personnel and their families.
- ❖ **Family programs** are a component of MWR benefits that cater especially to children and spouses of service members. These programs include family support services such as relocation assistance, personal financial management, crisis assistance, career resources, and individual and family counseling programs. Family programs also include childcare and youth programs. Childcare programs help members locate affordable options for quality childcare both on and off DOD installations. School-age care programs provide safe, supervised, healthy, accountable, and age-appropriate environments. Youth programs include planned

1. DOD Instruction 1015.10, Military Morale, Welfare, and Recreation (MWR) Programs, July 6, 2009 (Incorporating Change 1, May 6, 2011).

and self-directed activities and events responding to the recreational, developmental, social, physiological, psychological, cultural, and educational needs of youth.

- ❖ **Commissary and exchange** privileges, a component of MWR benefits, have a long history in the military. Their purpose is to allow items of “convenience and necessity” to be purchased by military personnel and their dependents at convenient locations and reasonable prices. The discounted prices offered in these facilities provide an income benefit to members and their families. Commissaries, usually located on military installations, are supermarkets that sell food, sundry, and cleaning products; exchanges serve as military department and drug stores.
- ❖ **Miscellaneous** benefits include programs such as life, traumatic injury, and long-term care insurance; leave and liberty; space available travel; and legal assistance. Insurance policies provide active and reserve members with access to affordable insurance options. All members on active duty or full-time National Guard duty for more than 30 days accrue leave. A recent change now allows reserve component members to carry unused leave forward, subject to the maximum leave balance a member is allowed to maintain, rather than taking the leave or selling it back upon completion of duty. Space-available travel is a privilege extended to military members as an avenue of respite from the rigors of duty in a uniformed service. Legal services, subject to availability of legal staff, assist members in preparing legal documents such as a will, power of attorney, advanced medical directive, and other documents to help the member and family with estate planning.

Table 3 contains details on the benefits and eligibility in each of these areas.

Table 3. Benefits

Benefit	References	Description	National Guard and Reserve					Active
			Inactive Duty	Annual Training	Active Duty/ FTNGD fewer than 30 days or more	Active Duty/ FTNGD 31 days or more	Contingency Operation	
Health Care								
Medical and Dental Benefits: Member	10 USC 1074	Comprehensive care for members on active duty for more than 30 days	Not eligible	Not eligible	Not eligible	Yes	Yes	Yes
Medical and Dental Treatment: Member	10 USC 1074a	Treatment for injury, illness or disease incurred or aggravated in line of duty for members on active duty for 30 days or fewer or performing inactive duty	Yes	Yes	Yes	No	No	No
Medical Care (delayed-effective-date active-duty order)	10 USC 1074	Medical and dental care for reserve component members and dependents up to 180 days before commencement of active duty when the member is covered by an order to active duty in support of a contingency operation	No	No	No	No	No	No
Transitional Health Care	10 USC 1145	Medical and dental care for 180 days following release from active duty, or for 180 days following the diagnosis of the condition that was identified during the member's 180-day transition period (but only for the post-release condition)	No	No	No	Yes, if: • involuntarily separated from active duty • discharged because of sole survivorship • a member of the Individual Ready Reserve and agrees to serve in the Selected Reserve	Yes, if period of active duty is greater than 30 days	Yes, if: • involuntarily separated and agrees to serve in the Selected Reserve • discharged because of sole survivorship
TRICARE Reserve Select (TRS)	10 USC 1076d	TRICARE for Selected Reserve members and their eligible dependents. Must not be eligible for, or enrolled in, the Federal Employees Health Benefits Program	Eligible	Eligible	Eligible	No (covered under comprehensive active duty health care)	No (covered under comprehensive active duty health care)	No

Source: United States Code (USC), Joint Federal Travel Regulations (JFTR), DOD Financial Management Regulation (FMR) 7000.14-R, DoD Directives (DoDD), DoD Instructions (DoDI).

Note: Current as of May 2012; FTNGD – full-time National Guard duty.

Table 3. Benefits (Continued)

Benefit	References	Description	National Guard and Reserve				Active
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more	
TRICARE Dental Program: Member	10 USC 1076a	Premium-sharing, cost-sharing dental insurance program for reserve component members not on active duty for greater than 30 days	Eligible	Eligible	Eligible	No (covered under comprehensive active duty health care)	No
Medical Care: Dependents	10 USC 1076	TRICARE and space available care at a military treatment facility	No	No	No	Yes	Yes
TRICARE Dental Program: Dependents	10 USC 1076a	Premium-sharing, cost-sharing dental insurance program for dependents of active duty and reserve component members	Eligible				Eligible
TRICARE For Retirees	10 USC 1097	TRICARE plan options for retired members and their eligible dependents	Eligible, if receiving retired pay and under age 65				Eligible, if receiving retired pay and under age 65
TRICARE Retired Reserve (TRR)	10 USC 1076e DoDI 1241.03	A premium-based health plan under TRICARE for retired reserve component members under age 60 and their eligible dependents. Must not be eligible for, or enrolled in, the Federal Employees Health Benefits Program	Eligible	Eligible	Eligible	Eligible, but would have comprehensive health coverage while on active duty and TRR would be suspended	Eligible, but would have comprehensive health coverage while on active duty and TRR would be suspended
TRICARE For Life	10 USC 1086	TRICARE (as a second payer) for retirees who have both Medicare Parts A and B	Eligible, if enrolled in Medicare Parts A and B				Eligible, if enrolled in Medicare Parts A and B
Educational Assistance							
Montgomery GI Bill—Selected Reserve	10 USC, Ch 1606 DoDI 1322.17	Education financial support for members who agree to serve six years in the Selected Reserve	Eligible	Eligible	Eligible	Eligible, but if enrolled, entitlement would be suspended while on active duty	Not eligible
Reserve Educational Assistance Program	10 USC, Ch 1607 DTM-08-040	Education financial support for Ready Reserve members called or ordered to active duty in response to a war or national emergency (contingency operation)	Not qualifying service	Not qualifying service	Not qualifying service	Yes	No

Table 3. Benefits (Continued)

Benefit	References	Description	National Guard and Reserve					Active
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more	Contingency Operation	
Montgomery GI Bill—Active Duty	38 USC, Ch 30 DoDI 1322.16	Education financial support for members who did not decline Montgomery GI Bill and who fulfill the required number of months on active duty	Not qualifying service	Not qualifying service	Not qualifying service	May qualify if orders specify a minimum active duty service obligation of at least 24 months	May qualify if orders specify a minimum active duty service obligation of at least 24 months	May qualify for benefits
Post-9/11 GI Bill	38 USC, Ch 33 DTM-09-003	Education financial support and housing financial support for members with at least 90 days of aggregate service after September 10, 2001, or members discharged with a service-connected disability who served at least 30 days	Not qualifying service	Qualifying service only if ordered to active duty under 10 USC 12301(d)	Qualifying service only if ordered to active duty under 10 USC 12301(d) or full-time National Guard duty under 32 USC 502(f) as an Active Guard Reserve or for the purpose of responding to a national emergency	Qualifying service only if ordered to active duty under 10 USC 12301(d) or full-time National Guard duty under 32 USC 502(f) as an Active Guard Reserve or for the purpose of responding to a national emergency	Qualifying service	Qualifying service
FrYE Scholarship	38 USC 3311	Post-9/11 GI Bill benefits for the children of members who died while serving on active duty	No	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria	Yes, if meet eligibility criteria
Tuition Assistance	10 USC 2007 DoDD 1322.08E	Financial assistance for voluntary off-duty civilian education programs in support of a soldier's professional and personal self-development goals	Eligibility subject to availability of funding and service policy restrictions					Eligibility subject to availability of funding and service policy restrictions

Table 3. Benefits (Continued)

Benefit	References	Description	National Guard and Reserve				Active
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more	
Morale, Welfare, and Recreation (MWR)							
Morale, Welfare, and Recreation Services	10 USC 1065 DoDI 1015.10	Category A – Mission-Sustaining Programs: Programs that promote physical and mental well-being such as physical fitness centers, aquatic training, libraries, recreational programs, quality-of-life programs, etc.	Eligible				Eligible
	DoDI 1015.10 DoDI 6060.2 DoDI 6060.3 DoDI 6060.4	Category B – Basic Community Support Programs: Programs that provide for the basic physiological and psychological needs of service members and their families with childcare and youth programs, community programs, outdoor recreation programs, recreational skill programs, bowling, intramural sports programs, etc.	Eligible, but availability may be limited for child care services				Eligible, but availability may be limited for child care services
	DoDI 1015.10 DoDI 1015.11 DTM-07-023 (lodging)	Category C – Revenue-Generating Programs: Programs that provide recreational activities such as lodging and hospitality, and special interest programs such as flying, rod and gun, scuba diving, bowling, golf, base theater, etc.	Eligible				Eligible
Commissary and Exchange							
Commissary Privileges	10 USC 1063 10 USC 1064 DoDI 1330.17 DoDI 1330.21	A worldwide system of stores that sells food and other merchandise at reduced prices to eligible patrons	Unlimited				Unlimited
Military Exchange Privileges	DoDI 1330.9	A worldwide system of stores that sells merchandise at reduced prices to eligible patrons	Unlimited				Unlimited

Table 3. Benefits (Continued)

Benefit	References	Description	National Guard and Reserve					Contingency Operation	Active
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more	Extended Active Duty		
Miscellaneous									
<i>Insurance</i>									
Servicemembers' Group Life Insurance (SGLI)	38 USC 1965 et seq. FMR, Vol 7A, Ch 47 DVA SGLI Handbook H-29-98-1	Term life insurance policy available to military members	Eligible for full-time coverage if assigned to a unit/position which requires active duty or training and each year will be scheduled to perform at least 12 periods of inactive duty training	Eligible for full-time coverage if assigned to a unit/position which requires active duty or training and each year will be scheduled to perform at least 12 periods of inactive duty training	Eligible for full-time coverage assigned to a unit/position which requires active duty or training and each year will be scheduled to perform at least 12 periods of inactive duty training	Eligible for full-time coverage	Eligible for full-time coverage	Eligible for full-time coverage	
Traumatic Servicemembers' Group Life Insurance (TSGLI)	38 USC 1980A FMR, Vol 7A, Ch 47 DVA SGLI Handbook H-29-98-1	Insurance benefit payment for severely injured members	Automatically covered while in service if member has SGLI					Automatically covered while in service if member has SGLI	
Family Servicemembers' Group Life Insurance	38 USC 1965 et seq. FMR, Vol 7A, Ch 47 DVA SGLI Handbook H-29-98-1	Term life insurance for the spouse and unmarried dependent children of members insured under SGLI	Eligible, if member has SGLI					Eligible, if member has SGLI	
Long-term Care Insurance	5 USC, Ch 90	Insurance to help pay for the cost of long-term care services at home, in a nursing home, or at a long-term care facility	Eligible, if a member of the Selected Reserve	Eligible, if a member of the Selected Reserve	Eligible, if a member of the Selected Reserve	Eligible	Eligible, if on active duty for more than 30 days, otherwise eligible if a member of the Selected Reserve	Eligible	

Table 3. Benefits (Continued)

Benefit	References	Description	National Guard and Reserve					Active
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more	Contingency Operation	
<i>Leave and Liberty</i>								
Leave; Chargeable	DoDI 1327.06	Leave accrued at a rate of 2 ½ days per month	No leave is accrued	No leave is accrued	No leave is accrued	Yes, may carry any accumulated leave to the next period of active service subject to leave accrual limit	Yes, may carry any accumulated leave to the next period of active service subject to leave accrual limit	Yes
Leave; Non-Chargeable	DoDI 1327.06	Leave that is not charged to the leave balance includes convalescent, maternity, recruiting assistance program, adoption, paternity, graduation, and excess leave	No	Possibly for certain types of leave	Possibly for certain types of leave	Yes	Yes	Yes
Payment for Unused Leave	37 USC 501 FMR, Vol 7A, Ch 35	Paid at the daily basic pay rate for each day of leave	No	No, unless selling leave accrued during a period of active service	No, unless selling leave accrued during a previous period of active service	Yes	Yes	Yes
Liberty (pass)	DoDI 1327.06	Authorized absence, not chargeable as leave, granted for short periods, not to exceed three days unless the president authorized four days	No	Yes	Yes	Yes	Yes	Yes
Administrative Absence	DoDI 1327.06	A period of absence not charged as leave for events such as professional development, legal witness, house hunting, competing in sporting events, etc.	No	Possibly for some purposes	Possibly for some purposes	Yes	Yes	Yes

Table 3. Benefits (Continued)

Benefit	References	Description	National Guard and Reserve				Active	
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more		Contingency Operation
Post-Deployment Mobilization Respite Absence (PDMRA)	DoDI 1327.06	Days of administrative absence awarded to members who are deployed or mobilized beyond established DOD rotation frequency thresholds	No	No	No	No	Yes, under certain circumstances, a reserve member may be paid for each PDMRA day a rate of \$200/day in lieu of administrative absence days	Yes
<i>Travel and Legal Assistance</i>								
Space-Available Travel	DoD 4515.13-R	Travel on DOD aircraft, at no cost to the traveler, after all space-required passengers have been accommodated	Member only (only in the continental United States and territories)	Eligible, except for members of the Standby Reserve in an inactive status	Eligible, except for members of the Standby Reserve in an inactive status	Eligible	Eligible	Eligible
Space-Required Travel	10 USC 8505 DoD 4515.13-R	Mission essential travel on DOD aircraft	Yes, when traveling to inactive duty training	Yes, when traveling to active duty for training	Yes, when traveling to active duty for training or under official PCS, TDY, or TAD orders	Yes, when traveling to active duty for training or under official PCS, TDY, or TAD orders	Yes, when traveling to active duty for training or under official PCS, TDY, or TAD orders	Yes, when traveling under official PCS, TDY, or TAD orders
City Pair Travel Program	10 USC 12603 DoDI 4515.16	Selected Reserve members may use the General Services Administration City Pair Program to obtain commercial air transportation at the government rate for travel to the inactive duty training sites	Yes	No	No	No	No	No

Table 3. Benefits (Continued)

Benefit	References	Description	National Guard and Reserve					Active
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more	Contingency Operation	
Legal Assistance	10 USC 1044 DoDD 1350.4	Assistance in preparing legal documents in connection with the member's personal civil legal affairs	Yes, subject to availability of legal staff	Yes, subject to availability of legal staff	Yes, subject to availability of legal staff	Yes, subject to availability of legal staff	Yes, subject to availability of legal staff	Yes, subject to availability of legal staff if ordered to active duty for more than 30 days under a mobilization authority, eligible for legal assistance for not less than twice the length of active duty following release

Protections

Most members of the reserve components have full-time civilian jobs while serving part time in the reserves. Certain protections exist to enable members to serve in this capacity without fear of losing their employment or being subject to legal actions when performing military service. The Uniformed Services Employment and Reemployment Rights Act (USERRA) protects service members' reemployment rights when returning from a period of military service, and prohibits employers from discriminating based on military service or obligation. The Servicemembers' Civil Relief Act (SCRA) was signed into law in December 2003, replacing the Soldiers' and Sailors' Civil Relief Act of 1940. SCRA provides a number of civil protections to members of the armed forces. Examples include staying court hearings; reducing interest rates on mortgages and credit card debt; eviction protections; delay of civil court actions, such as bankruptcy, foreclosure, and divorce proceedings; and provisions for property and automobile lease termination. Table 4 contains further detail on eligibility.

Table 4. Legal Protections

Pay/Benefits	References	Description	National Guard and Reserve				Active	
			Inactive Duty	Annual Training	Active Duty/ FTNGD 30 days or fewer	Active Duty/ FTNGD 31 days or more		Contingency Operation
Uniformed Services Employment and Reemployment Rights Act (USERRA)	38 USC Chap 43 DoDI 1205.12 Department of Labor non-technical guide to USERRA	Employment/reemployment rights and protections for members whose cumulative length of absence from a civilian employer for military service (excluding certain periods of service) does not exceed five years	Yes					Yes
Servicemembers' Civil Relief Act (SCRA) ^a	50 USC App. §§ 501–596	Provides members important legal protections and temporary suspension of judicial and administrative proceedings and transactions that may adversely affect the civil rights of a member during military service. Examples of these protections: <ul style="list-style-type: none"> • delay of court/administrative proceedings • termination of leases • eviction for nonpayment of rent • default judgments • residency for tax purposes 	Not covered	Covered	Covered	Covered	Covered	Covered

a. Members on active duty under a provision of title 10, United States Code (USC) and members of the National Guard when under an order to full-time National Guard duty (section 502(f) of title 32, USC) when authorized by the President or Secretary of Defense for a period of more than 30 days to respond to a national emergency declared by the President and funded by the Federal government.

Source: United States Code (USC), Joint Federal Travel Regulations (JFTR), DOD Financial Management Regulation (FMR) 7000.14–R, DoD Directive (DoDD), DoD Instruction (DoDI).

Note: Data are current as of May 2012. FTNGD – full-time National Guard duty.