



February 5, 2024

The Honorable Jon Tester  
Chairman  
Senate Appropriations, Subcommittee on Defense  
311 Hart Senate Office Building  
Washington, DC 20510

The Honorable Susan Collins  
Ranking Member  
Senate Appropriations, Subcommittee on Defense  
413 Dirksen Senate Office Building  
Washington, DC 20510

The Honorable Ken Calvert  
Chairman  
House Appropriations, Subcommittee on Defense  
2205 Rayburn House Office Building  
Washington, DC 20515

The Honorable Betty McCollum  
Ranking Member  
House Appropriations, Subcommittee on Defense  
2426 Rayburn House Office Building  
Washington, DC 20515

Dear Chairman Tester, Chairman Calvert, Ranking Member Collins, Ranking Member McCollum,

It has been more than two years since its passage, yet the Department of Defense continues to delay implementation of Guard and Reserve special and incentive (S&I) pay parity. In order to be “Always Ready, Always There,” the Reserve Component commits to the same level of skill and proficiency as the Active Component and yet they receive only 1/30<sup>th</sup> of the pay. As such, the National Guard Association of the United States (NGAUS) has advocated for years on the importance of S&I pay parity.

Congress acknowledged this issue and set out to resolve this inequity. The FY22 NDAA required the Department of Defense to pay members of the National Guard and Reserve equivalent S&I pay to that of the Active Component. The law also required a report by the Department of Defense to outline the details of implementation.

Unfortunately, the Department of Defense delivered their report to Congress six months past due. The final product did not comply with congressional intent and did not provide an implementation plan, as required. The Department stated it would “need to update numerous policies, secure additional funding from Congress, or reallocate resources from within the Department’s existing budget.” While it may require additional effort, the law still must be carried out.

We need a strong Total Force now more than ever. Long gone are the days where we could focus on one component over the other. At a time when the military as a whole is struggling to recruit and retain talent, we must look for new ways to encourage, reward and retain military service across all components. We cannot afford to lose any of our skilled professionals just because the Department of Defense is slow rolling the will of Congress.

On behalf of our NGAUS members and all members of the Reserve Component, I ask you to use your oversight authority to investigate the Department’s delay on S&I payments to the Guard and Reserve and request that you urge its leadership to implement S&I pay parity and provide these servicemembers what they are due. I am grateful for your continued support of the men and women of the National Guard and look forward to working with you in resolving this issue.

Sincerely,

Maj. Gen. (ret.) Francis M. McGinn  
President, National Guard Association of the United States