

MQFP® Study Guide 2.1: Reserve and Guard Pay and Allowances

Learning Objectives:

2.1 Reserve and Guard Pay and Allowances

a. Describe Reserve and Guard pays and allowances, including paying authority, drilling, annual training, and activation

Military reserve and guard pay and allowances are structured to compensate part-time service members for their service. The pay for reserve and guard members is based on a variety of factors including rank, time in service, and whether they're on active duty or performing training.

Basic Pay: Reserve and guard members receive basic pay which is determined by their rank and time in service. This pay is prorated based on the number of days served.

Drill Pay: Reserve and guard members are paid for the time they spend training, referred to as "drill." This includes weekends and other training periods. Drill pay is based on the member's pay grade and the number of drills completed.

Active Duty Pay: When reserve or guard members are called to active duty, they receive the same pay and allowances as active-duty service members based on their rank and time in service.

Allowances: Reserve and guard members may also receive allowances for housing (Basic Allowance for Housing - BAH) and food (Basic Allowance for Subsistence - BAS) when eligible. The amount depends on the member's location and dependency status.

Special Pay: Some reserve and guard roles may qualify for special pay, such as hazardous duty pay or bonuses for specific skills or critical job roles.

Healthcare Benefits: Reserve and guard members may be eligible for TRICARE, the military health care program, either through a subsidized plan or purchasing coverage.

Education Benefits: Reserve and guard members can access educational benefits such as the GI Bill, which provides financial support for education and training programs.

Overall, the pay and allowances for reserve and guard members are structured to provide fair compensation for their service commitment and duties, both during training and when activated for active duty.

Exercise 1: Reserve and Guard Pay and Allowances

Provide a detailed explanation of Reserve and Guard pays and allowances, including:

- Drilling pay: Compensation for Reserve and Guard members attending scheduled drills (usually one weekend per month).
- Annual training pay: Compensation for Reserve and Guard members attending annual training exercises (typically 2 weeks per year).

- Activation pay: Compensation for Reserve and Guard members who are activated for short-term missions or deployments.
- Paying authority: The specific regulations and authorities that govern pay and allowances for Reserve and Guard members.

b. Calculate the impact on drill pay for a Reservist who receives VA disability compensation

[10 U.S.C. 12316](#) and [38 U.S.C. 5304\(c\)](#) prohibit the concurrent receipt of drill pay and Department of Veterans Affairs (VA) disability compensation or pension.

Veterans who perform active or inactive duty training must choose the benefit they prefer and waive the other.

Most Veterans choose to receive drill pay instead of disability compensation or pension because drill pay is typically the greater benefit. These Veterans must waive their VA benefits for the same number of days they received drill pay.

Concurrent receipt of VA benefits and the *subsistence allowance* that a Veteran in the Senior Reserve Officers' Training Corps (SROTC) might receive is **not** prohibited. Only concurrent receipt of VA benefits and pay the Veteran receives for active or inactive duty training in the SROTC is prohibited.

Exercise 2: Drill Pay Calculation

Given a hypothetical scenario of a Reservist who receives VA disability compensation, calculate the impact of VA disability compensation on their drill pay. Consider how disability compensation affects the member's overall income and drill pay entitlement.

Quiz: (Multiple Choice)

1. What is the purpose of drilling pay for Reserve and Guard members?
 - a) Compensation for full-time active duty service
 - b) Compensation for attending scheduled drills (usually one weekend per month)
 - c) Compensation for attending annual training exercises
 - d) Compensation for long-term deployments

2. True or False: Reserve and Guard members receive the same pay rates as active duty service members.
 - a) True
 - b) False

3. Which of the following is NOT considered a Reserve and Guard pay or allowance?

- a) Annual training pay
- b) Activation pay
- c) Base pay
- d) Drilling pay

4. How does receiving VA disability compensation impact a Reservist's drill pay?

- a) It has no impact on drill pay.
- b) It reduces the Reservist's drill pay by an equivalent amount.
- c) It increases the Reservist's drill pay due to additional benefits.
- d) It entirely replaces the Reservist's drill pay.

References:

- Reserve and Guard Pay Overview, Military Pay: <https://militarypay.defense.gov/Pay/Reserve-Guard-Pay/>

- Reserve Component (RC) Drill Pay, Defense Finance and Accounting Service (DFAS): <https://www.dfas.mil/militarymembers/payentitlements/military-pay-charts/rcpay.html>

- Veterans Affairs (VA) Disability Compensation, U.S. Department of Veterans Affairs: <https://www.va.gov/disability/>

*Answer Key can be found at: <https://mqfp.org/study-guides/8> *