

# MQFP® Study Guide 1.1: Active Duty Pay and Allowances

## Learning Objectives:

### 1.1 Active Duty Pay and Allowances

- a. Demonstrate the ability to navigate current and past military pay tables to determine base pay, basic allowance for housing (BAH), and basic allowance for subsistence (BAS)

**Exercise 1:** Calculate Base Pay

Using the enlisted pay table for the year 2023, determine the base pay for a Petty Officer Third Class (E-4) with 3 years of service.

**Exercise 2:** Calculate Basic Allowance for Housing (BAH)

A Staff Sergeant (E-6) without dependents is stationed at Joint Base Lewis-McChord, WA (zip code 98433). Using the 2023 BAH rates, calculate the monthly BAH amount.

**Exercise 3:** Calculate Basic Allowance for Subsistence (BAS)

What is the current monthly rate for Basic Allowance for Subsistence (BAS) for all enlisted service members?

- b. Explain overseas housing allowance (OHA), OCONUS COLA, CONUS COLA, and family separation allowance (FSA)

**Exercise 4:** Understanding Overseas Housing Allowance (OHA)

What is the purpose of Overseas Housing Allowance (OHA), and how is it different from Basic Allowance for Housing (BAH)?

**Exercise 5:** Identifying OCONUS COLA

You are stationed at an overseas location, and your Commanding Officer informs you that you are eligible for OCONUS COLA. What does OCONUS COLA stand for, and what does it aim to compensate for?

**Exercise 6:** Family Separation Allowance (FSA) Eligibility

Under what circumstances is a service member eligible to receive Family Separation Allowance (FSA)?

c. Describe the various types of special, incentive, and bonus pays available to active duty service members

**Exercise 7: Identifying Special Pays:**

Match the following special pays with their descriptions:

1. Hazardous Duty Incentive Pay (HDIP)

2. Career Enlisted Flyer Incentive Pay (CEFIP)

3. Reenlistment Bonus

4. Selective Reenlistment Bonus (SRB)

a) A monetary incentive provided to service members who hold specific assignments that require unique skills or qualifications.

b) A financial incentive given to service members who agree to extend their service contract for a specific period.

c) Provided to service members who perform duties that involve a higher level of risk or exposure to hazardous conditions.

d) Offered to enlisted service members who hold certain aircrew positions and complete specific flight-related training.

**Quiz: (Multiple Choice)**

1. What is the purpose of Overseas Housing Allowance (OHA)?

a) To provide additional pay for service members with dependents stationed overseas.

b) To compensate for the higher cost of living in overseas locations.

c) To offset the cost of housing for service members stationed in high-cost areas within the U.S.

d) To incentivize service members to extend their service contract.

2. Which of the following pays compensates service members for performing duties that involve a higher level of risk or exposure to hazardous conditions?

a) Basic Allowance for Housing (BAH)

b) Basic Allowance for Subsistence (BAS)

c) Hazardous Duty Incentive Pay (HDIP)

d) Special Duty Assignment Pay (SDAP)

3. True or False: Family Separation Allowance (FSA) is provided to service members who are required to be away from their dependents for more than 60 days consecutively.

- a) True
- b) False

4. Which type of pay is given to service members who possess specific skills that are in high demand within the military?

- a) Special Skills Bonus (SSB)
- b) Career Enlisted Flyer Incentive Pay (CEFIP)
- c) Overseas Housing Allowance (OHA)
- d) Selective Reenlistment Bonus (SRB)

**References:**

- Defense Finance and Accounting Service (DFAS) website: <https://www.dfas.mil/>
- Defense Travel Management Office (DTMO) website: <https://www.defensetravel.dod.mil/>
- Department of Defense Financial Management Regulation (DoD FMR).

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