



# *Financial Information*

## Pay

- ◆ **Basic Pay** – All active duty National Guard members receive basic pay. It is the bulk of their pay and it's based on rank and length of service. Current pay table for basic pay can be found at [www.dfas.mil/money](http://www.dfas.mil/money).
- ◆ **Incentive or special pay** – Special pay or allowances are paid if your Guard member is exposed to increased risk or danger. Examples include Hostile Fire Pay (provided when your service member is in or near an area where they could be injured by enemy fire) and Flight Pay (provided to service members who fly).

## Allowances

- ◆ **Basic Allowance for Housing (BAH)** – is a non-taxable allowance for housing. The amount varies and is based on your home of record, even if the Guard member is deployed out of state or out of country.
- ◆ **Basic Allowance for Subsistence (BAS)** – is a non-taxable allowance for food to all active duty National Guard members. BAS is a flat rate and does not rise or fall based on the number of family members you have.
  - **Family Separation Allowance (FSA)** – is provided to married and custodial parents. This is non-taxable. This is received because of separation from the family.

## Reading Your Leave and Earning Statement

Your Leave and Earning Statement (LES) comes every time a pay action has occurred and tells you how much you received in pay and allowances and how that pay was distributed. As you read your LES, please pay special attention to the following sections (if there are discrepancies, you should call your unit Military POC for assistance):

- ◆ **Entitlements** – Your Guard member's pay is based on rank and years of service in the military. It includes basic pay and allowances and any special pay your soldier or airman might be entitled to.

◆ **Deductions** – These include your taxes, other benefits (e.g. dental, Service members Group Life Insurance, etc.), and any incurred debts.

◆ **Summary and EOM Pay** – This section provides a breakdown of how your money went into the different sections mentioned above. EOM Pay is the amount of money you received after Deductions.

### **Pay Dates**

Service members are paid on the 1<sup>st</sup> and 15<sup>th</sup> of each month, unless this date falls on a weekend or holiday. They will then be paid on the Friday before or Monday after the weekend or holiday. This will depend on your financial institutions policy.

*If all else fails contact the organization. If that fails, contact the Family Program's Office at 1-800-446-4645.*