



TEXAS MILITARY DEPARTMENT

DIRECTIVE

TMD-J8
DISTRIBUTION: A

TMDD 1216.01
AUG 28 2023

STATE ACTIVE DUTY (SAD) PAY RATES

References. See Enclosure A.

1. Purpose. Establish pay rates for personnel on Texas Military Department State Active-Duty missions for Fiscal Years 2024 & 2025.

2. Cancellation. This directive replaces TMDD 1235.01, “Texas Military Department (TMD) State Active Duty (SAD) Pay Rates”, dated 22 December 2022.

3. Applicability. This directive applies to all members and employees of the Texas Military Department (TMD) ordered to State Active Duty (SAD) and TMD employees responsible for processing SAD payroll.

4. Policy. The Adjutant General (TAG) retains the authority to implement, modify, or suspend any new or existing pay rate. TMD communicates the implementation, administration, and modification of pay through corresponding mission orders. Below are the rates set by TAG, which are subject to the availability of funds.

a. Texas National Guard (TXNG) pay rates.

(1) *Daily Base Pay* is based on United States Armed Forces pay tables. The daily minimum pay rate is \$165.33 in fiscal year 2024, and \$173.67 in fiscal year 2025 including all allowances and incentive pay.

(2) *Basic Allowance for Housing Reserve Component/Transient (BAH RC/T)* follows current rates published by the Department of Defense (DoD) Defense Travel Management Office. The rate varies based on the Service Member’s grade and dependent status. It does not change based on geographic location.

(3) *Basic Allowance for Subsistence (BAS)* follows the current federal standard rate for military personnel.

(4) *Special Pay.*

(a) *Daily Allowance* may be authorized for subsistence based on operational mission requirements. Daily rate is set by the Texas Comptroller in accordance with the Employees' In-State overnight Meal Rate. Daily allowance is not state travel reimbursement.

(b) *Supplemental Duty Pay for Economic Hardship* may be authorized under Texas Govt Code, Chapter 437 and availability of funds.

(c) *Hardship Duty Pay - Tempo (HDP-T)* may be authorized recognizing extended or excessive time away from SM's Permanent Duty Station (PDS). Eligibility criteria may include but are not limited to mission-specific needs, retention, quality of life, or family separation. HDP-T will not exceed \$500/month.

(d) *Imminent Danger Pay (IDP)* may be authorized and will not exceed \$225.00 a month to SM subject to the threat of physical harm or imminent danger.

(e) *Aviation Critical Skill Incentive Pay (AvCSIP)* may be authorized and will not exceed \$33.00 daily for performing duties in a military career aviation occupational specialty designated as critical by TAG.

(f) *Board-Certified Pay for Health Profession Officers (BCP)* may be authorized and will not exceed \$500.00 monthly for Health Profession Officers (HPOs) that perform the duties of a health professional while on SAD. An HPO must be certified by a professional board in a designated health professional clinical specialty, such as a medical officer, dental officer, veterinary officer, medical service officer, biomedical sciences officer, medical specialist, or nurse.

(g) *High Deployment Allowance (HDA)* may be authorized and will not exceed \$1000.00 monthly for SMs performing more than 365 cumulative days on SAD.

(h) *Travel Mileage Reimbursement* may be eligible for mileage reimbursement for using a personally owned vehicle (POV). SAD mission orders will contain eligibility criteria for reimbursement.

b. Texas State Guard (TXSG) pay.

(1) *Daily Pay Rate* is \$165.33 in fiscal year 2024, and \$173.67 in fiscal year 2025 in accordance with TXSG Compensation, defined in Texas Government Code, Chapter 437. TAG has the authority to set the daily pay rate.

(2) *Daily Allowance* may be authorized based on subsistence on operational mission requirements. Daily rate is set by the Texas Comptroller in accordance with the Employees' In-State Overnight Meal Rate. Daily allowance is not state travel reimbursement.

(3) *Special Pay*. TAG may authorize Special Pay that will not exceed \$25.00 daily for specific SAD missions. TAG retains the authority to implement, modify, or suspend any new or existing special pay. Special pay is subject to the availability of funds.

5. Definitions. The Texas National Guard (TXNG) is comprised of the Texas Army National Guard (TXARNG) and the Texas Air National Guard (TXANG).

6. Responsibilities.

a. *Joint Logistics Operations Center (JLOC)* will secure lodging in accordance with the Texas Comptroller's published Travel Reimbursement Rates.

b. *Office of the Joint/State Surgeon (OJS)* will validate professional certifications of HPOs.

c. *TXSG Units* will provide supporting documentation to justify payment of special pay, as outlined in published mission orders.

7. Summary of Changes. There are substantive changes to SAD pay rates throughout this directive and significant changes to the directive format.

8. Releasability. The release of this directive is unlimited and is available to the public.

9. Effective Date. This directive is effective on 1 September 2023 and will expire in five years. This directive will remain effective until replaced or canceled.



Thomas M. Suelzer
THOMAS M. SUELZER
Major General, TXANG
Adjutant General

Enclosures:
A – References

ENCLOSURE A

REFERENCES

- a. DoD 7000.14-R, “Department of Defense Financial Management Regulation, Volume 7”, May 2021. <https://comptroller.defense.gov/fmr/>.
- b. Federal Basic Allowance for Housing Tables, updated each year, located at: https://www.defensetravel.dod.mil/site/pdcFiles.cfm?dir=/Allowances/Non-Locality_BAH/
- c. Federal Military Pay Tables, updated each calendar year, located at: <https://www.dfas.mil/militarymembers.html>
- d. JFTR 1-02, “State Active Duty for Texas Military Forces Full- time Members”, 12 February 2009
- e. Chapter 437, T.G.C. §437.212, 437.219, and 437.220, Added by Acts 2013, 83rd Leg., R.S., Chapter 1217 (S.B. 1536), sec. 1.01, 1 September 2013
- f. Texas State Comptroller Current Travel Reimbursement Rates, updated each fiscal year, located at: <https://fmx.cpa.texas.gov/fmx/travel/texttravel/rates/current.php>.
- g. General Appropriations Act, HB.1, 88th Legislature, Regular Session, TMD Rider 30, pg-V-47