SUBJECT: State Active Duty (SAD) Pay

References: See enclosure.

1. PURPOSE. To set the daily pay rate for Texas Military Department (TMD) personnel on SAD orders.

2. APPLICABILITY. This issuance applies to all members of TMD serving on short-term or long-term SAD orders.

3. POLICY.

   a. Members of the Texas Army National Guard (TXARNG) and Texas Air National Guard (TXANG) are paid in accordance with the current military pay tables for the service members grade, years of service and special pay (if applicable). Pay may be subject to federal income tax and Federal Insurance Contributions Act (FICA) tax. In accordance with IRS Publication 963, section 218, services performed by an employee hired on a temporary basis in the case of fire, storm, snow, earthquake, flood or similar emergency are excluded from social security coverage. Pay and allowances are set as follows:

      (1) Short-term mission compensation for TXARNG and TXANG service members is a daily base pay rate that is equivalent to one day of the service member’s annual training pay (special pay included), in accordance with current military pay tables. If a service member’s annual training pay (special pay included), is below $129 per day, the TXARNG and TXANG service member will be paid a minimum of $129 per day. Commanders will ensure service members on short-term missions are processed for pay immediately upon mission completion.

      (2) Texas State Guard (TXSG) service member’s compensation for short-term missions is a daily base pay rate of $129 per day.

      (3) The TXARNG and TXANG service member’s compensation for long-term missions is a daily base pay rate that is equivalent to one day of annual training pay (special pay included) in accordance with current military pay tables. If a service
member’s annual training pay (special pay included), according to current military pay
tables, is below $154 per day, the TXARNG and TXANG service member will be paid a
minimum of $154 per day. The pay cycle will be determined based on mission type and
duration.

(4) The TXSG service member’s compensation for long-term missions is a daily
base pay rate of $154 per day.

(5) SAD Contract pay rates for service members will be paid in accordance with
appropriate external funding and TAG guidance. Upon identification of SAD contract
mission, TMD will publish an Instruction identifying pay rate and term of mission.

b. Basic Allowance for Subsistence (BAS) (food) may be authorized for TXARNG
and TXANG service members at $8.45 per day for officers and $12.28 per day for
enlisted, in accordance with SAD orders.

c. Basic allowance for housing (BAH) Type II is an allowance which may be
authorized for TXARNG and TXANG service members in accordance with SAD orders.

d. Service members of TXARNG and TXANG may be authorized per diem at a rate
of $36 per day in accordance with SAD orders. TXSG service members may be
authorized payment for food and lodging in accordance with SAD orders.

e. Supplemental duty pay for economic hardship (EHP) may be granted on a case
by case basis to TXARNG or TXANG service members who apply for an economic
hardship. Economic hardship pay is based on the availability of funds. Texas State
Guard service members are not eligible for EHP in accordance with Texas Government
Code 437.220.

f. Leave will not be accrued on SAD missions. A short, non-chargeable, authorized
absence from post or place of duty may be granted using a special pass during a long
term SAD mission. The commander is the approving authority for a special pass.
Passes shall not exceed seven days.

g. Travel vouchers resulting from SAD missions must be submitted within sixty days
from the date of travel or end of mission.

h. State active duty pay will be managed and processed via the personnel
emergency management system (PEMS). Units at all levels must have a PEMS
operator who is trained and available to ensure their service members are submitted for
SAD pay.

4. DEFINITIONS.

a. Long-term SAD mission: A mission lasting 31 days or more.
b. Short-term SAD mission: A mission lasting 30 days or less.

c. Economic Hardship Pay: Texas Govt. Code Sec. 437.220. The difference between the amount of income that the member has lost from civilian employment as a result of being called to military duty and the amount of military pay and allowances the member receives from state or federal sources while on military duty.

d. Special pay: In addition to military basic pay, benefits and allowances, members of the armed forces may also receive special pay. This pay includes hardship duty pay, foreign language pay, sea pay, special assignment pay, and flight pay.

e. SAD Contract - A result of missions in which an agency other than TMD provides financial support, such as a grant.

5. RESPONSIBILITIES. Commanders are responsible for ensuring they have a PEMS operator and all assigned or attached service members receive SAD pay as necessary.

6. INFORMATION REQUIREMENTS. This issuance supports state requirements.

7. RELEASABILITY. Unlimited.

8. EFFECTIVE DATE. This issuance is effective immediately and will expire two years from the date of publication unless otherwise rescinded or superseded.

9. POINT OF CONTACT. J1 at 512-782-1958 or Office of the Executive Director at 512-782-5408.

Encl

JOHN F. NICHOLS
Major General, TXANG
Adjutant General

DISTRIBUTION:

A

KATHERINE M. BROWN
CW4 AG.
J5-Issuance
Enclosure

References.

a. Texas Government Code, Title 4, Chapter 437, Sections 437.219 and 437.220, Added by Acts 2013, 83rd Leg., R.S., Chapter 1217 (S.B. 1536), sec. 1.01, 1 September 2013

b. Federal Military Pay Tables, updated each calendar year, located at: https://www.dfas.mil/militarymembers.html