



# COMMONWEALTH OF VIRGINIA JOINT LEADERSHIP COUNCIL OF VETERANS SERVICE ORGANIZATIONS

101 N. 14TH ST, 17<sup>TH</sup> FLOOR  
RICHMOND VA 23219

*Air Force Association  
American Legion  
AMVETS  
Association of the United States Army  
Disabled American Veterans  
Fifth Baptist Veterans Ministry  
Fleet Reserve Association  
Iraq & Afghanistan Veterans of America  
Korean War Veterans Association  
Legion of Valor of the U.S., Inc.  
Marine Corps League  
Military Order of the Purple Heart  
Military Officers Association of America  
Military Order of the World Wars  
Navy Mutual Aid Association  
Navy Seabee Veterans of America  
Non-Commissioned Officers Association  
Paralyzed Veterans of America  
Reserve Officers Association  
Roanoke Valley Veterans Council  
Veterans of Foreign Wars  
Vietnam Veterans of America  
Virginia Army/Air National Guard Enlisted Association  
Virginia National Guard Association  
Women Marines Association*

DATE

JLC Contact  
**VNGA & VaANGEA**  
Kevin Hoffman  
hoffman931@gmail.com

Robert Barnette  
r.barnette55@gmail.com

## **Position Paper 2019-01 Increased State Active Duty (SAD) Pay**

**OBJECTIVE:** To raise minimum State Active Duty (SAD) pay for all Guardsmen to the equivalent of a service member with the rank of E-6 (Staff Sergeant) with 18 years of service, which is currently just over \$125 per day.

### **BACKGROUND:**

- a. During state emergencies, Guardsmen are brought onto SAD as temporary state employees at a very low pay band.
- b. Other state employees involved in emergency response work overtime and go home or to a hotel, however, Guardsmen on SAD are not eligible for overtime pay, put in 12-18 hours per day, and are typically quartered in austere conditions such as an armory or tent.
- c. Since January 2014, the VNG has mobilized nearly 2,570 personnel on state active duty to respond to hurricanes, winter storms and flooding. Guardsmen are often given only 12 hours to report for SAD.

### **DISCUSSION:**

- a. During the Charlottesville “Unite the Right” Protests in August 2017, Guardsmen stood side-by-side to Virginia State Police in extremely stressful and challenging conditions, however, compared to the state police pay of about \$147.63/day, VNG E-3s were paid about \$95.82 per day before taxes, which on a 12-hour shift is .48 cents above the federal minimum wage. E-1s earn about \$89.75 per day, before taxes, which on a 12-hour shift is less than the federal minimum wage (\$7.50/hour).
- b. Guardsmen often lose pay while on state active duty, and are forced to use vacation time or take leave without pay. Most employers do not supplement the pay difference.
- c. It is essential that Guardsmen are compensated at a reasonable rate, at least comparable to minimum wage, with a set pay floor. SAD pay amounts are determined by DOD pay tables.
- d. It is essential to promote a positive work environment when conducting SAD missions to send the message to Guardsmen that their efforts are valued equally to other emergency response agencies.

**RECOMMENDATION:** That the Governor and General Assembly appropriate \$50,000 to ensure that all Virginia National Guardsmen fairly compensated.