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U.S. House of Representatives

Washington, DC 20515-6035

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### SUSTAIN THE QUALITY OF OUR MILITARY FORCES

### SUPPORT H.R. 4546, THE DOD AUTHORIZATION BILL

Dear Colleague:

The recruiting and retention challenges confronting the military threaten our ability to sustain the readiness and quality of our military forces. All the services have incurred damaging losses among pockets of highly qualified, experienced personnel and there is continuing evidence that military pay is inadequate to provide an attractive quality life to families.

H.R. 4546, the National Defense Authorization Act for Fiscal Year 2003 includes a wide range of policy and compensation initiatives that comprehensively address the concerns of our men and women in uniform by:

- Providing an across-the-board pay raise of 4.1 percent for all personnel, one-half of one percent more than the average pay increase for private sector employees.  
Targeting raises of up to 6.5 percent to critical mid-grade and senior noncommissioned officers and mid-grade officers.  
Reducing out-of-pocket housing expenses from the current 11.3 percent to 7.5 percent in fiscal year 2003 and confirming the plan to eliminate out-of-pocket expenses by fiscal year 2005.
- Reduces the gap between private sector and military pay raise rates by 1.1 percent in a single year to 6.4 percent.
- Authorizing new flexibility within the critical skill retention bonus and the medical loan repayment program to provide increases and comprehensive restructuring of retention incentive pays for health care providers.

These initiatives represent a bi-partisan effort to improve retention of highly qualified military personnel and their families. We urge you to vote "YES" on H.R. 4546.

Sincerely,



John McHugh  
Chairman

Military Personnel Subcommittee



Vic Snyder  
Ranking Democrat

Military Personnel Subcommittee