



OFFICE OF THE UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

MAY 25 2004

PERSONNEL AND
READINESS

The Honorable Duncan Hunter
Chairman, Committee on Armed Services
U.S. House of Representatives
Washington, DC 20515

Dear Mr. Chairman:

The Conference Report (H. Rept. 108-354) accompanying National Defense Authorization Act for Fiscal Year 2004, Public Law 108-354, pages 713-714, requests the Secretary of Defense to report on Korea assignments and quality of life issues. The report is enclosed.

The conferees asked for information in the following areas: housing, pay, and quality of life resources for assigned military personnel. As indicated in the report, the Department has several ongoing efforts to improve housing. United States Forces Korea is steadily increasing family housing through its build-to-lease program and anticipates eliminating substandard housing for unaccompanied enlisted members by 2009. Additionally, the realignment of forces within two hubs south of Seoul will help in reaching our housing goals through the introduction of new units at the remaining installations. Efforts undertaken to improve morale, welfare, and recreation activities, as well as the implementation of new incentive pay programs, will also contribute significantly to incentivizing further assignments on the peninsula.

Ensuring the men and women in the Nation's Armed Forces have the best housing and facilities possible and appropriate compensation for their service are among our foremost responsibilities. In that regard, I believe we have a positive message to report on Korea assignments. The Department of Defense appreciates your support for our military members and their families.

A similar letter has been sent to the Chairman, Senate Committee on Armed Services.

Sincerely,

A handwritten signature in black ink, appearing to read "Charles S. Abell".

Charles S. Abell
Principal Deputy

Enclosure:
Korea Assignments and Quality of Life Issues

cc:
The Honorable Ike Skelton
Ranking Member



REPORT TO CONGRESS

ON

**KOREA ASSIGNMENTS AND
QUALITY OF LIFE ISSUES**

May 2004

Prepared By:
Office of the Under Secretary of Defense
Personnel and Readiness

I Introduction

The National Defense Authorization Act (NDAA) for Fiscal Year 2004, Public Law 108-136, Conference Report (H. Rept. 108-354) requests at pages 713-714 that the Department of Defense submit a report to Congress assessing various aspects of Korea assignments. The specific information requested is:

- (1) progress and projections for eliminating substandard housing for United States military personnel stationed in Korea;
- (2) pay comparability for soldiers stationed in Korea with soldiers stationed in a cross section of bases in the continental United States, Kosovo, Bosnia, Iraq, Afghanistan, and Japan;
- (3) evaluation of the Commander's goal of providing command-sponsored housing for at least 25 percent of married military members and their families by 2010;
- (4) the effect on the quality of life for United States military personnel of the Republic of South Korea's host nation funded construction programs;
- (5) progress in achieving the goal of providing unaccompanied enlisted service members with quality housing by 2008;
- (6) evaluation of the funding levels for the Sustainment, Restoration, and Modernization accounts in reversing deteriorating facilities;
- (7) improvements in quality of life, including morale, welfare, and recreation resources, internet access, and communication capabilities for personal use;
- (8) and, recommendations for improving the compensation and quality of life for soldiers, sailors, airmen, and marines and their dependents stationed in Korea.

II Information Requested by FY 04 NDAA Conference Report, Pgs 713-714

1. Progress and projections for eliminating substandard housing for U.S. military personnel stationed in Korea.

The Commander, United States Forces Korea (USFK), reports that currently more than 1,300 of the approximately 2,000 family housing units in Korea are inadequate and over 8,000 unaccompanied service members live in inadequate quarters.

For family housing, USFK plans to renovate 1,000 units and build new units to raise the available inventory to 5,500 units by 2010. This includes some Military Construction-funded housing units, 52 of which opened in 2003; however, the majority of family housing increase will be achieved through a build-to-lease program. The plan is to align United States forces within two major hubs south of Seoul, which will replace inadequate housing at closing camps and stations with new housing at the remaining installations. The Services estimate they will eliminate substandard housing for unaccompanied enlisted personnel by 2009.

For unaccompanied officers and senior noncommissioned officers, USFK is beginning a privatization initiative in 2004 to meet this requirement through a build-to-lease program. The first one is projected for K-16 Air Base in 2004.

2. Pay comparability for soldiers stationed in Korea with soldiers stationed in a cross section of bases in the continental United States, Kosovo, Bosnia, Iraq, Afghanistan, Diego Garcia, and Japan.

The chart at the enclosure compares monthly military compensation for various duty assignments for two typical enlisted members in the grade of E-6, both with 10 years of service, one single and the other one married with two children. Selected sites include Fort Bragg, North Carolina (permanent duty station); Iraq/Afghanistan (1-year temporary duty (TDY)); Bosnia/Kosovo (6-month TDY); Korea (Demilitarized Zone)/Diego Garcia (1-year permanent change of station (PCS) assignment, family of married member remains in the U.S.); and Japan (3-year PCS assignment, family of married member accompanies the member in Japan). The compensation comparison chart serves as a basis for this discussion on pay and allowances. The statutory governing compensation are found at the following:

- Title 37, United States Code, Chapter 3 (Basic Pay, §203)
- Title 37, United States Code, Chapter 5 (Hardship Duty Pay, §305)
- Title 37, United States Code, Chapter 5 (Imminent Duty Pay, §310)
- Title 37, United States Code, Chapter 7 (Basic Allowance for Subsistence, §402)
- Title 37, United States Code, Chapter 7, (Basic Allowance for Housing and Overseas Housing Allowance, §403)

- Title 37, United States Code, Chapter 7, (TDY Per Diem, §404)
- Title 37, United States Code, Chapter 7, (Family Separation Allowance, §427)
- Title 26, United States Code, (Combat Zone Tax Exclusion, §112)
- Internal Revenue Code of 1986 (Combat Zone Tax Exclusion, §112)

Military members deployed to Iraq/Afghanistan/Bosnia/Kosovo are in a TDY capacity in a Combat Zone (CZ) (in the case of Iraq, Afghanistan, and Kosovo) or a Qualified Hazardous Duty Area (QHDA) (in the case of Bosnia and Kosovo). By virtue of being in a temporary duty assignment status, those individuals receive TDY travel per diem allowances. Because they are serving in areas of designated imminent threat (due to civil war, civil insurrection, wartime conditions, or terrorism), they receive Imminent Danger Pay (IDP). Also, because they are serving in a CZ or QHDA, they receive Combat Zone Tax Relief benefits. Additionally, members in Iraq and Afghanistan receive Hardship Duty Pay (HDP) due to the extremely arduous Quality-of-Life (QoL) living conditions in those areas. There are no accompanied tours in Iraq, Afghanistan, Bosnia or Kosovo and, therefore, any members assigned in those countries who have dependents, receive Family Separation Allowance (FSA).

Military members stationed in Korea serve 1-year permanent assignment tours and, consequently, are not entitled to TDY travel per diem allowances. Korea is neither a Combat Zone nor a Qualified Hazardous Duty Area and, therefore, members serving in Korea are not exempt from paying income tax on the military pay they earn while stationed in Korea. South Korea is not designated as an IDP area and members in South Korea do not, consequently, receive IDP. However, because of the poor quality-of-life (QoL) living conditions in Korea, all members serving in South Korea receive HDP. Those serving in areas north of Seoul receive \$150 per month in HDP; those in Seoul and south of Seoul receive \$50 per month, except members assigned to Pohang and Camp Yongin, who receive \$100 per month in HDP. A very large percentage of tours in Korea are “without dependent tours,” meaning that members who have dependents are not allowed to bring those dependents with them to Korea at government expense; and thus, those members who have dependents who do not accompany them to Korea also receive FSA.

Diego Garcia, like Korea, is a 1-year PCS assignment. It is included on the comparison chart, since it demonstrates that members on similar assignments receive similar special pays (as appropriate to the conditions of the location in which they are serving). The one distinction between Diego Garcia and Korea is that in Diego Garcia there are no accompanied tours and members married to members are not allowed to be co-assigned there, while some of the tours in Korea are accompanied (and USFK Korea is looking to increase those numbers in the future) and military couples can serve in Korea together.

A pay comparison of Japan vice Korea is included at the enclosure as well. As the chart illustrates, members in Japan receive less compensation than those in Korea.

Largely, that is a function of better QoL living conditions in Japan than in Korea. Thus, members in Korea receive HDP, while members in Japan do not. Also, members in Japan can be accompanied by their dependents and, therefore, do not receive FSA, while most members in Korea who have dependents receive FSA because they cannot bring those dependents with them.

Under our current system of military compensation, all military personnel receive basic pay based on rank and longevity. They also receive a basic allowance for subsistence (BAS) (nontaxable), as well as an allowance for housing (nontaxable) or housing at government expense. Collectively, that is what constitutes Regular Military Compensation (RMC). In addition to RMC, there is an array of special and incentive (S&I) pays, benefits and allowances for military personnel to address specific needs. Most S&I pays are intended to ensure adequate staffing, overall and in specific skills and locations; some are intended solely as financial recognition of those members serving in very arduous or dangerous conditions.

Basic pay for a member remains constant regardless of location where the member is serving or assignment status (permanent duty, temporary duty, or deployed). BAS is a flat monthly rate (in 2004, \$254.46 for enlisted, \$175.23 for officers). The amounts set for housing allowances (Basic Housing Allowance (BAH) in the U.S.; Overseas Housing Allowance (OHA) overseas) are established based on the cost of housing in the areas concerned.

BAS is intended to provide a member a cash allowance to defray a portion of the member's cost of subsistence. Monthly BAS received in a member's paycheck is affected if the government provides the member's meals at the member's permanent station. Members in Korea who are serving there without dependents (whether in actuality, they have no dependents, or are serving in Korea unaccompanied by their dependents) are provided meals at government expense, but must pay for those meals out of their BAS at the daily food cost rate. This rule is the same for members similarly assigned on 1-year PCS assignments, such as in Diego Garcia.

Members serving in a TDY capacity (such as in the Balkans) are provided meals at government expense, but still receive their BAS in their paycheck and do not have to pay for the meals the government provides them out of the BAS. This is because members on temporary duty are entitled to TDY travel per diem allowances, in addition to their RMC. A portion of the TDY travel per diem allowance is for lodging, a portion is for meals, and a portion is for incidental expense (IE) allowances. Members on temporary duty in contingencies are provided housing, and are not paid the lodging portion of the TDY allowance; they are provided meals, and charged for the meals from the meals portion of the TDY allowance; and are paid the IE portion of the TDY allowance (the \$105/mo. shown on the chart at the enclosure). The meals portion of the per diem is transparent to the member as it is automatically forwarded to the appropriate military pay account.

Therefore, the members continue to receive their full BAS, but are not required to pay for the meals out of that BAS, in accordance with chapter 7 of title 37, United States Code.

The associated allowance rules for a PCS short-tour assignment (e.g., Korea) and for a TDY assignment (e.g., Bosnia) are structurally different, but the rules are not inequitable. Generally, PCS short-tour assignments recognize arduous conditions at a location and TDY assignments are structured for short-term contingencies. Within a career, most members experience both situations.

All members, regardless of assignment location or assignment condition, receive either a housing allowance or housing in lieu thereof. The BAH allowance rate is based on the cost of adequate housing in the geographic area concerned, pay grade, and dependency status. OHA is structured to cover the actual cost of a member's housing up to a limit set for the geographic area. Members who have dependents, but who are serving overseas without their families, generally continue to receive the appropriate BAH based on the dependents' location in the United States. Therefore, due to the high cost of housing in Japan, members serving with the family at Camp Zama, Japan, would be paid more in housing allowance than a member serving in Korea whose family remains at Fort Bragg.

In that same vein, variances in economic factors drive the amounts paid in Cost-of-Living Allowances (COLA) for different areas of assignment. The overseas COLA program is designed to provide the right rate of compensation needed to equalize aggregate non-housing cost exposure in overseas locations with such cost exposure in the United States. The purpose is to ensure that members are no better or worse off economically during their overseas assignment. The COLA program operates with a series of cost and living behavior surveys designed to measure the cost exposure at a given overseas location. The same basic cost measurement process is used by the Department of Defense, which sets rates for military personnel, and the Department of State, which sets rates for civilian employees. The primary factors that affect the amount of COLA include not only the costs for non-housing types of expenses, such as food, clothing, and services, but also the source of those items. Costs in United States-provided facilities, such as commissaries and exchanges, are generally lower than the local economy costs in overseas areas and are roughly comparable to private sector costs within the United States. The proportion of use of United States facilities as opposed to local economy facilities is factored in the COLA computation. Thus, the higher the use of United States-provided facilities, the lower the aggregate cost exposure is when compared to the United States.

Differences in rates between Korea and other locations are generally attributable to such things as differences in local economy prices, differences in usage rates of United States-provided facilities, and differences in transportation costs. Since the base comparison is between each overseas location and a common cost base in the United States, and the rate is established accordingly, the result is members are equitably treated.

The COLA rate may differ, but their economic treatment in comparison to their United States counterpart is the same. Thus, although Seoul may be one of the 10 most expensive cities in the world for someone trying to purchase an American lifestyle on the Korean economy, the military population in Seoul actually purchases the vast majority of goods and services in United States-provided facilities at costs that approximate United States mainland prices. That lower price exposure is reflected in their COLA rate.

Local commanders did not submit cost surveys for Korea between 1996 and 2003. Surveys were conducted and data submitted in 2003, which resulted in a COLA for all locations. The local commands are conducting new surveys in 2004. Changes to the COLA rates, if required, will ensue when analysis of the data is completed.

As with the BAS and OHA, paying a different amount in COLA in one overseas area vice another is not an inequity, but a reflection of economic factors in the respective areas.

3. Evaluation of the Commander's goal of providing command-sponsored housing for at least 25 percent of married military members and their families by 2010.

USFK reports substantial progress toward the goal of providing 5,500 family housing units in Korea by 2010. At Camp Humphreys, 52 newly-constructed family housing units opened in 2003 and another 48 units are underway. Additionally, a nearby bowling alley was converted into a 150-student elementary school. At Osan Air Base, a program was initiated to build over 300 family units. As a result of Congress' efforts, new enabling authorizations in the build-to-lease program extended the allowable lease period to 15 years. The Department is looking into ways to extend some housing privatization authorities to Korea. As a result, USFK is on track to select a developer to provide 1,500 family housing units in a build-to-lease endeavor in the near future. Supporting agencies, such as the Department of Defense Education Agency, Army and Air Force Exchange Service (AAFES), and the Defense Commissary Agency are working closely with USFK and the Department of the Army to finalize the requirements and determine the impact of this initiative will have upon the individual agencies' existing funding baselines. These new lease costs are anticipated to be substantial based upon the projected housing units. The increased population will generate additional support requirements for Defense agencies.

4. The effect on the quality of life for United States military personnel of the Republic of South Korea's (ROK) host nation funded construction programs.

The ROK host nation funded construction program currently provides the majority of the new construction for USFK. Currently, the focus is directed to achieving the new basing alignment to two major hubs south of Seoul. Completing this new alignment will greatly increase the quality of life of service members and their families. A recent

Department of Defense survey found that one of the top reasons Korea is the least favored permanent change of station location among service members is the perception of poor living and working conditions. By addressing this issue, the host nation funded construction program significantly improves the quality of life.

ROK Host Nation Funded Construction:

2002 - \$193 million
2003 - \$220.4 million
2004 - \$236 million (projected)

USFK anticipates steady funding increases from 2005 through 2008. Host nation funding construction program in Korea is comprised of two parts: (1) the Combined Defense Improvement Projects (CDIP) and (2) the Republic of Korea Funded Construction Program (ROKFC). The CDIP provides construction of combat readiness facilities while the ROKFC supports quality of life and other non-readiness type construction. Together, these programs fund such projects as maintenance facilities, munitions storage, aircraft shelters, dormitories, family housing, dining facilities, administrative structures, and infrastructure. Currently, USFK is concentrating efforts on the consolidation and realignment into the two major hubs south of Seoul. This will provide new, modern living and working facilities for USFK service members and their families.

5. Progress in achieving the goal of providing unaccompanied enlisted service members with quality housing by 2008.

Currently, USFK estimates approximately 8,000 service members who need to be relocated to more adequate quarters. As noted, the plan to realign United States forces within two major hubs south of Seoul will help meet the goal by replacing inadequate housing at closing camps and stations with new housing at the enduring installations. Due to military construction budget constraints in the Fiscal Year 2003 and Fiscal Year 2004 the services' ability to meet that goal has been delayed. As a result, the services estimate they will eliminate substandard housing for unaccompanied enlisted personnel by 2009. For unaccompanied senior enlisted members, USFK is already launching a privatization initiative to meet this requirement through the build-to-lease program. The first one is slated for K-16 Air Base in 2004.

6. Evaluation of funding levels for the Sustainment, Restoration, and Modernization (S/RM) accounts in reversing deteriorating facilities.

Funding constraints over the last several years have left many facilities and large portions of USFK infrastructure in a failed or failing condition. As US forces realign to

the two hub sites, sustainment funding requirements will remain relatively stable while restoration and modernization requirements will spike sharply to reconfigure and renovate facilities at the enduring installations.

Army

Army's Installation Management Agency funding for facilities sustainment was appropriated at 94 percent of requirements for Fiscal Year 2004. Korea sustainment requirements for Fiscal Year 2004 are \$111 million. By fiscal year end, Army anticipates that Korea will achieve a sustainment funding level significantly higher than their current position and will be well above other Installation Management Agency installations. Further, Korea received \$6.8 million in Fiscal Year 2004 for senior enlisted quarters/officer quarters barracks projects in areas III and IV.

Air Force

Currently, the Air Force operates two major bases and a host of smaller installations in Korea that receive funding from Air Force Operation and Maintenance, MILCON, and Host Nation funding. Air Force facility programs are decentralized, and Pacific Air Forces developed their Facility S/RM program for Korean installations by balancing all command requirements and in consultation with United States Forces Korea and 7th Air Force. Fiscal Year 2004 and Fiscal Year 2005 sustainment funding for bases in Korea is in line with other Pacific Air Forces installations, funded at 84 percent and 94 percent in Fiscal Year 2004 and Fiscal Year 2005, respectively. Overall, Pacific Air Forces is underfunded in Restoration and Modernization, below required levels to recapitalize its facilities. While the Air Force goal is to reach a 67-year recapitalization rate by 2008, Pacific Air Forces' Restoration and Modernization investment (Operations and Maintenance and MILCON) levels yield them a recapitalization rate over 400 years in Fiscal Year 2004, and 319 years in the Fiscal Year 2005 President's budget. This rate perpetuates further deterioration and obsolescence.

7. Improvements in quality of life, including morale, welfare, and recreation resources, internet access, and communication capabilities for personal use.

The services have undertaken several initiatives to improve the quality of life for personnel in Korea, which directly support the commander's goal of making Korea an "assignment of choice." These include:

Army

- Provided free basic cable for all soldiers and family members on all Army installations. This translated to 26,000 cable drops throughout Korea with approximately 14,000 premium subscribers.
- Upgraded the cable TV network to a two-way system in order to provide internet connectivity to soldiers on 17 remaining Army installations.
- Established internet ADSL services at all 18 non-enduring Army installations.

- Provided free internet usage to all 20 recreation centers, all 22 libraries, at 8 morale, welfare, and recreation (MWR) clubs, with a modest fee at 4 AAFES cyber cafes.
- Provided free movies to all authorized MWR patrons at AAFES theaters on Army installations. (Army MWR funds are used to cover the costs of this benefit, allowing authorized patrons to attend for free.)
- Provided off-shore entertainment, such as house bands and celebrity entertainment (approximately 1,800 performances in Fiscal Year 2003).
- Completed 9 nonappropriated fund construction projects in the last 2 years costing \$30.2 million. Currently, 8 projects are in design or under construction valued at \$46.8 million.
- Completed 3 Army lodges (Camp Humphreys – 80 rooms, Camp Casey – 40 rooms, and Camp Walker – 60 rooms) valued at \$23.5 million. Camp Carroll's 50-room lodge will be completed in 2004. Funding is provided by the Army Lodging Fund.

Navy

- Provided free internet service for all personnel in Chinhae at the cyber café coffee shop, library, and single sailor center. Also, provided free cable TV for everyone in base housing.
- Conducted at least 4 out-of-country trips per year at the lowest price possible (approximately \$300).
- Provided free skiing packages.
- Provided an informal youth program with recreational-type activities.
- Provided free membership to the Point Athletic Center in Yongsan.
- Opened Chinhae gym on a 24-hours-a-day basis, and provided free aerobics for both military and family members.
- Provided free quality entertainment at the clubs in Chinhae and Yongsan.

Air Force

- Provided free large scale events mainly tied to United States holidays. Events offer free food, entertainment, and games.
- Provided internet access at libraries through a local internet service provider, connecting computers and providing wireless cards for use with personal laptops.
- Opened a professionally-built skate park.
- Opened a \$34 million visitors quarters facility, a coffee shop in the library, a coffee shop in the visitors quarters, a “smoothie bar” in the fitness center, a steakhouse, a European-style panini sandwich shop, and an Italian restaurant.
- Will begin construction in Fiscal Year 2004 on a Chili's restaurant.
- Will begin construction in Fiscal Year 2005 on a new golf clubhouse, as well as a new enlisted club designed to hold a 1,000-person banquet/entertainment area, and a built-in community center.

8. Recommendations for improving the compensation and quality of life for soldiers, sailors, airmen, and marines and their dependents stationed in Korea.

As mentioned earlier, in addition to RMC, there is an array of S&I pay for military personnel that are payable, as needed, to ensure adequate staffing overall and or in specific skills and locations. CDR USFK has highlighted for some time the difficulties Army has been experiencing in filling assignments in Korea. In response, the Army has been employing many initiatives, including a targeted Selective Reenlistment Bonus (TSRB) program, which offers a higher multiplier in designated SRB critical skills if members reenlist in those skills for service in Korea. The Army has also for some time used the Overseas Tour Extension Incentive Pay (OTEIP) as an incentive for enlisted members to serve longer tours in Korea.

While these have met Army's needs to date, in the near future, Army faces a shortage of fills in Korea if all members now in Korea rotate out on reassignment at their scheduled rotation time. The Army believes the best option to preempt that shortage is to offer a monetary incentive for members in Korea, or on orders to Korea, to voluntarily extend their tour in Korea. Assignment Incentive Pay, authorized by section 616 of the National Defense Authorization Act for Fiscal Year 2003 (Public Law 107-314; title 37, United States Code 307a) is the tool the Army will utilize for this purpose. Army's AIP plan, very basically, will pay an additional \$300 or \$400 per month to members who sign agreements to serve an additional 12 or 24 months, respectively, in Korea. Army estimates that if it offers such incentives for one year, it can achieve needed stability in Korea that would have a worldwide operational impact.

Air Force is also facing challenges in regard to assignments to Korea, and is formulating its own AIP program for assignments in Korea. The Department will take immediate action in response to Air Force's program request upon receipt.

Finally, with the Fiscal Year 2004 National Defense Authorization Act, §621, Congress extended the authority for the Department to offer the Overseas Tour Extension Incentive Program (OTEIP) to officers. Previously, OTEIP was open only to enlisted personnel. Under title 10, United States Code, §705, and title 37, United States Code, §314, Secretaries concerned may offer specific allowances/bonuses to certain service members for extending their overseas tours. To qualify, a service member will be able to be offered one of the following for extending at least 12 months:

- \$80 per month for each month extended
- Rest and recuperation absence for 30 days (not charged as leave)
- Rest and recuperation for 15 days (not charged as leave) and a round-trip to the continental United States
- \$2,000 up-front lump sum payment

Comparison of Military Compensation (monthly) for Various Duty Assignments

Scenario: Two E6s, both with 10 years of service (YOS), one single, the other married (with 2 children), are assigned: at permanent duty station (PDS) (Ft Bragg) in the continental United States (CONUS); deployed on temporary duty (TDY) orders to Iraq or Afghanistan, or Bosnia or Kosovo; on permanent change of station (PCS) orders to Korea DMZ or Diego Garcia; on PCS orders to Japan.	Ft Bragg (Permanent Duty Station)		Iraq/Afghanistan (1 yr TDY)		Bosnia/Kosovo (6 mo TDY)		Korea (DMZ)/Diego Garcia (1 yr PCS--family remains in CONUS)		Japan (Camp Zama) (3 yr PCS--family with member in Japan)	
	Single (2)	Married (2)	Single	Married	Single	Married	Single	Married	Single	Married
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Basic pay (BP) (1)	2,596	2,596	2,596	2,596	2,596	2,596	2,596	2,596	2,596	2,596
Temporary Duty - Per Diem (Incidental & Expense (I&E) Alw portion) (3)	-	-	105	105	105	105	-	-	-	-
Family Separation Allowance (FSA)	-	-	-	250	-	250	-	-	-	250
Harship Duty Pay (for Location) (HDP-L) (4)	-	-	100	100	-	-	150	150	-	-
Imminent Danger Pay (IDP)	-	-	225	225	225	225	-	-	-	-
Combat Zone Tax Exclusion (CZTE)	no	no	288	90	288	90	no	no	no	no
Subtotal	\$ 2,596	\$ 2,596	\$ 3,314	\$ 3,366	\$ 3,214	\$ 3,266	\$ 2,746	\$ 2,996	\$ 2,596	\$ 2,596
Housing Allowance: Basic Allowance for Housing (BAH) (6)	-	884	-	884	-	884	-	884	-	N/A
Overseas Housing Allowance (OHA) (7)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1,864
Basic Allowance for Subsistence (BAS) (8)	254	254	254	254	254	254	254	254	254	254
Grand total	\$ 2,850	\$ 3,734	\$ 3,568	\$ 4,504	\$ 3,468	\$ 4,404	\$ 3,000	\$ 4,134	\$ 2,850	\$ 4,714

Notes:

- Assumes 1 January 2004 basic pay
- Assumes single member lives in barracks at PDS; married members lives off-post with family at CONUS PDS
- Members on temporary duty who are provided meals and quarters, receive the portion of per diem for "incidentals and expenses," which is \$3.50 per day (\$105/mo.) outside CONUS
- DoD policy caps HDP-L at \$150/mo., except in IDP areas it is capped at \$100/mo. (intent of this policy is to ward against dual payment for personal security issues).
- Amount of CZTE benefit varies by person (based on total income & number of dependents), this assumes no spousal income for married member. It is noted that single persons pay higher amounts in federal income tax and thus CZTE benefit favors singles. This reflects 2004 tax rates
- Amount of BAH paid to a member is the rate set for CONUS locations based on cost of adequate housing in the area concerned. BAH is only received in member's paycheck if member resides off-post, so single member who lives in barracks gets no BAH in this or her paycheck. A member with dependents, assigned overseas without their dependents, is housed at government expense and; if on temporary duty (TDY) or deployed, member continues to receive BAH appropriate to the permanent housing situation in CONUS; if on permanent duty, member is paid BAH in consideration of dependent's housing location in CONUS. Members with no dependents are housed at government expense and, if on TDY or deployed, either continue to receive BAH for their PDS or their HHG are stored at government expense; if on permanent duty overseas, they are not paid BAH for housing in CONUS.
- OHA is only received by a member who is assigned overseas on permanent duty orders and who is not provided quarters. OHA covers actual housing cost up to a limit for the geographic area. This \$1,864 shown is the maximum payable to a member in OHA for Camp Zama.
- (a) In Iraq/Afghanistan, Bosnia/Kosovo, meals portion of TDY per diem pays for government meals provided member, and is automatically deducted from member's paycheck; therefore, member only sees IE portion of per diem in paycheck. (b) Members in Korea and Diego Garcia are serving 1-year PCS and unaccompanied (so NOT entitled to TDY allowances); they have \$210/month deducted from their BAS to pay for meals government provides them in dining facility. (c) Members assigned overseas with their dependents (as is the case with Camp Zama in this comparison) continue to receive full BAS in their paycheck and pay cash for meals they eat in government dining facilities.