

Administration of Joseph R. Biden, Jr., 2023

Memorandum on the Fourteenth Quadrennial Review of Military Compensation
January 31, 2023

Memorandum for the Secretary of Defense

Subject: Fourteenth Quadrennial Review of Military Compensation

Pursuant to the requirements of section 1008(b) of title 37, United States Code, I direct a complete review of the principles and concepts of the compensation system for members of the uniformed services. This review should commence in January 2023 and be completed within 2 years. You will be my Executive Agent for this review.

Our great Nation has the finest fighting force in the world and it remains our sacred obligation to take care of our men and women in uniform. We owe our service members our support and gratitude, and we recognize the sacrifices they make every day in support of our Nation. Further, our service members deserve a 21st century military compensation system that recognizes and rewards their contributions, reflects the values of our Nation, and incentivizes the next generation of men and women to serve.

Accordingly, I direct the 14th Quadrennial Review of Military Compensation to focus on the following:

- (1) Review military compensation and benefits, including special pay, to ensure the Department of Defense is appropriately compensating service members while remaining responsible stewards of the funds provided by American taxpayers;
- (2) Review the military basic pay table to ensure it is structured to further strengthen service members' economic security and enhance the Department of Defense's ability to recruit and retain the Nation's finest;
- (3) Evaluate military compensation and its current benchmark to determine how a shift toward dual-income households and the unique factors affecting military household incomes might require structural changes, to include the development of a new benchmark for military compensation. This evaluation should include, but is not limited to, consideration of factors such as the challenge of military spouse unemployment, frequent military moves, periods of geographic separation between service members and their spouses (including dual military couples), and childcare access and cost;
- (4) Review the statutory requirements and current methodologies used to calculate housing, subsistence, and cost-of-living allowances, including the Basic Needs Allowance, to ensure service members are food secure and able to procure suitable housing; and
- (5) Review military compensation relative to anticipated future requirements in technology and other fields that are critical to the Department of Defense.

As the Executive Agent, you will ensure representatives of other executive departments and agencies participate in this review, as appropriate. I look forward to receiving the results of your review.

JOSEPH R. BIDEN JR.

NOTE: An original was not available for verification of the content of this memorandum.

Categories: Communications to Federal Agencies : Military compensation, 14th quadrennial review, memorandum.

Subjects: Military compensation, 14th quadrennial review; U.S. servicemembers, service and dedication.

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