

## Pay Rates

California Military Department (CMD) Service Members (SMs) who are in support of Emergency State Active Duty (ESAD) Responses are eligible for ESAD-EAP (Emergency Activation Pay) or ESAD-MILPAY (Military Pay Rate).

To ensure compliance with California minimum wage directives, ESAD will be paid pursuant to CMVC 324 para 2 when SMs activate in direct support of National Guard Civil Support (NGCS), regardless of the agency supported. ESAD applies to but is not limited to Protection, Mitigation, Prevention, Response, and Recovery.

Hazardous Duty (HD) pay: is ESAD-EAP plus an additional 20% of daily pay rate. HD pay is not automatic and is mission specific to the assessed level of individual hazard for each mission. It is intended for use to compensate SM's directly engaged in hazardous duty. The Director, Joint Staff is the only approval authority for the authorization of Hazardous Duty Pay.

## Taxes

- Daily Federal and State Income Tax (Tax rates in SM's ARRO profile) will be deducted from ESAD pay.
- Out-of-state SMs will still have to pay CA state income taxes.
- W2s available to SMs NLT 31 JAN 2025.

## State Workers Compensation


All ESAD personnel are entitled to file a Workers Compensation Claim through the State Compensation Insurance Fund (SCIF) if suffering a non preexistent injury/illness while on ESAD.

Follow these steps to complete a claim:

1. Complete Workers' Compensation Claim Form (e3301) **WITHIN 1 DAY** of the reported injury.  
(<https://content.statefundca.com/pdf/e3301.pdf>)
2. Complete Employer's Report of Occupational Injury or Illness (e3067) **WITHIN 5 DAYS** of the reported injury  
(<https://content.statefundca.com/pdf/3067.pdf>)
3. Encrypt email and send supporting documents (SIR Cal Form 190-40, e3067, e3301 and copies of treatment records) to [ng.ca.caarng.list.jfhq-j1-jpoc@army.mil](mailto:ng.ca.caarng.list.jfhq-j1-jpoc@army.mil)

POC: 916.854.3623

## Awards

- Service Members serving on ESAD during a [declared state emergency](#) are authorized the California State Service Ribbon (CASSR). Reference CMDM 1600.
- POC is the J1 at:   
[ng.ca.caarng.list.jfhq-j1-jpoc@army.mil](mailto:ng.ca.caarng.list.jfhq-j1-jpoc@army.mil)



Emergency State Active Duty  
(ESAD) Compensation & Benefits

## Emergency Finance Section



[J8.EmergencyFinance@cmd.ca.gov](mailto:J8.EmergencyFinance@cmd.ca.gov)

916.854.4244



## References

- Title 5, United States Code, Section 6323 (b)
- IRS Pub 15 [(Circular E), Employer's Tax Guide]
- California Military and Veterans Code (CMVC)
  - ❖ Activation: \$146 and \$143
  - ❖ Pay: \$320-321,324
  - ❖ Travel: \$322
  - ❖ Compensation for Injury: \$340.1
  - ❖ Employment protections: \$394-395

## ESAD-EAP Worksheet

| GRADE | 2024 EAP | 2024 HD-EAP |
|-------|----------|-------------|
| E-1   | \$383    | \$460       |
| E-2   | \$383    | \$460       |
| E-3   | \$383    | \$460       |
| E-4   | \$383    | \$460       |
| E-5   | \$383    | \$460       |
| E-6   | \$433    | \$520       |
| E-7   | \$483    | \$580       |
| E-8   | \$533    | \$640       |
| E-9   | \$583    | \$700       |
| WO-1  | \$536    | \$643       |
| CW-2  | \$586    | \$703       |
| CW-3  | \$636    | \$763       |
| CW-4  | \$686    | \$823       |
| CW-5  | \$736    | \$883       |
| O-1   | \$611    | \$733       |
| O-2   | \$636    | \$763       |
| O-3   | \$661    | \$793       |
| O-4   | \$686    | \$823       |
| O-5   | \$736    | \$883       |
| O-6   | \$786    | \$943       |

## ESAD-MILPAY Worksheet

ESAD MILPAY is calculated using the active duty pay rates and dividing them by 30 days to determine your daily pay. ESAD-MILPAY includes BAH Type II and BAS. All rates are also divided by 30 days to determine your daily pay rate while on mission. Use the links below to determine Duty Pay, BAH Type II and BAS.

Duty Pay Chart:

<https://www.dfas.mil/militarymembers/payentitlements/Pay-Tables/>

BAH Type II Chart:

[https://www.travel.dod.mil/Portals/119/Documents/BAH/PDF\\_Non-Locality-BAH-Rates/2024-Non-Locality-BAH-Rates.pdf](https://www.travel.dod.mil/Portals/119/Documents/BAH/PDF_Non-Locality-BAH-Rates/2024-Non-Locality-BAH-Rates.pdf)

BAS Chart:

<https://www.dfas.mil/militarymembers/payentitlements/Pay-Tables/bas/>

## Travel Expense Claims

Service members on an approved travel status can claim travel expenses via a Travel Expense Claim (TEC).

Scan the QR code below to access the [Travel Quick Reference Guide Trifold](#).



To submit a Travel Expense Claim, please use the QR link below to go to the [TEC submission form](#).



|                           |
|---------------------------|
| ____ (PAY GRADE)          |
| \$_____ Daily Pay Rate    |
| _____ Number of Duty Days |
| <b>TOTAL \$_____</b>      |

|  |
|--|
| \$_____ (Duty + BAH Typ. II + BAS ÷30) |
| \$_____ Daily Pay Rate                 |
| _____ Number of Duty Days              |
| <b>TOTAL \$_____</b>                   |