



## IN THIS ISSUE

VOLUME 4 NUMBER 38  
FEBRUARY 2, 2023

### Incentives Aim to Boost Recruiting

3

### Government Affairs

Pass Military Funding Bills

4

### Member Benefits

Financial, Legal Assistance

6



### Chapter Highlight

Fort Pitt

7



A soldier with the 1st Armored Division rappels from a UH-60 Black Hawk Jan. 30 during the first multinational air assault training at Mihail Kogalniceanu, Romania. (U.S. ARMY/SPC. ROBERT FAISON)

# Military compensation review ordered

The White House announced Jan. 31 that the 14th Quadrennial Review of Military Compensation will take a closer look at the adequacy of pay and benefits for dual-income households.

“The unique factors affecting military household incomes might require structural changes, to include the development of a new benchmark for military compensation,” says a memorandum from President Joe Biden establishing the review.

“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,” the memo says. The goal is to “strengthen service members’ economic security and enhance the Department of Defense’s ability to recruit and retain.”

Previous compensation reviews have resulted in major changes in pay and benefits, such as increasing hazardous duty pay, widening the pay gap between ranks to increase the incentive for promotion and revisions in how housing allowances are determined.

The request to look into living costs comes as Congress gave service members a 12% increase in Basic Allowance for Housing beginning in January. In the upcoming review, the White House wants further study on how housing, subsistence and cost-of-living allowances are calculated and

to take a close look at compensation levels for service members in highly technical fields.

The pay commission is expected to start right away and to provide a final study within two years.

“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,” Biden wrote in the memo.

“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,” he wrote.



# CAUSA COFFEE SERIES

REGISTER NOW

**GEN JAMES E. RAINEY**

Commanding General, U.S. Army Futures Command

8 February 2023

Gordon R. Sullivan Conference and Event Center, Arlington, VA



THANK YOU TO OUR SPONSORS!

★ ★ ★ ★

**GENERAL DYNAMICS**

 **LEONARDO DRS**

★ ★

**NORTHROP  
GRUMMAN**



## Army offers promotion incentives to increase recruiting

In its latest effort to boost recruiting, the Army is offering promotion incentives to soldiers who lead young people to join the service.

The Soldier Referral Program encourages all soldiers to support the Army as it faces a challenging recruiting environment and gives those already serving a chance to share their stories, according to an Army news release.

“We’re excited to launch the Soldier Referral Program, allowing us to leverage motivated junior soldiers throughout the Army to engage high-quality recruits,” Maj. Gen. Johnny Davis, commanding general of Army Recruiting Command, said in the news release. “We hope soldiers everywhere will discuss the benefits and opportunities they’re afforded through their service with their friends and family.”

Under the pilot program, privates to privates first class will be eligible for a single rank advancement of one grade if they refer someone who enlists and ships to basic training or



Sgt. Sagen Maddalena of the U.S. Army Marksmanship Unit, center, demonstrates the deadlift from the Army Combat Fitness Test during a January visit to Patriot High School in Jurupa Valley, California. (U.S. ARMY/PFC. MATTHEW WANTROBA)

one-station unit training. A soldier can only be promoted one time in their career through the Soldier Referral Program.

Specialists and sergeants who participate will be eligible for promotion points by earning the new U.S. Army Recruiting Ribbon. The newly created ribbon aims to recognize soldiers for contributing to the recruiting effort.

Additionally, any soldier, officer or enlisted, who has a qualified referral enlist and ship to basic training can earn the Recruiting Ribbon, according to the news release.

The Soldier Referral Program comes after a tough recruiting year. The Army missed its fiscal 2022 goal by about 15,000 soldiers.

Quality recruits are critical to the Army’s readiness, Davis said. “The Army needs quality recruits to support our national defense and readiness, and the best way to reach these individuals is through the young professionals throughout our formations,” he said. “Quality will attract quality.”

The program also encourages sol-

diers to share their Army experiences, which could help address civilians’ decreasing familiarity with the military.

While Americans today are less likely to know someone who has served, family connections and mentors have a positive impact on people’s decision to join the military, according to analysis from the Institute for Defense Analyses. “Family connections and mentors: parents, aunts and uncles, teachers, and coaches who may have served in the military [have] a positive association with accessions,” the report found.

The Army looks forward to rewarding soldiers who help grow the force. “For decades, our Army recruiting mission has benefited from the selfless efforts of soldiers at every rank who encouraged others to see the benefits of Army service,” Brig. Gen. Hope Rampy, director of Military Personnel Management, said in the Army news release. “Now, we have a way to reward their contributions.”

To participate in the Soldier Referral Program, click here or text RFRL to GOARMY (462769).

### ARMY magazine February issue



AUSA Basic Members can now view a selection of articles from the February issue of *ARMY* magazine. To read the articles, click here.

# New Congress must address military funding and appropriations bills



AUSA continues to fight to ensure that the Army, including soldiers-for-life and their families, receive the support and resources they have earned. (ARCHITECT OF THE CAPITOL PHOTO)

**W**ith the new year comes a new Congress, which is currently in the midst of organizing committees.

Information regarding who will be on which committee continues to trickle out, but as of this publication, official lists have not been published.

This is not atypical. January for a new Congress is usually a time when legislators organize committees and some “growing pains” are to be expected.

We expect the administration’s budget request will likely be delayed until March, which may slow the appropriations process. However, due to the recent omnibus spending package, the government is funded for the rest of fiscal year 2023.

It is our hope that lawmakers can return to regular order and pass appropriations on a more regular basis—but this will be an uphill climb for a variety of reasons.

This year in Congress will likely be dominated by negotiations regarding spending levels and the debt ceiling. Your Association of the U.S. Army Government Affairs team will con-

tinue to fight to ensure that the Army, including our soldiers-for-life and their families, receive the support and resources they have earned.

In particular, we will continue to work to help shape the National Defense Authorization Act and appropriations bills, such as defense, military construction and veterans affairs, in support of the Total Army and our AUSA members.

You can assist to build momentum for passage of critical legislation that supports the Total Army by contacting your representatives and senators, and encouraging them to pass the NDAA and appropriations.

Additionally, Government Affairs continues to refine our legislative Focus Areas—AUSA’s primary initiatives to support and advocate for the Total Army—and we look forward to rolling them out soon. Stay tuned for more information in our next column.

Action in Congress will begin to ramp up over the next month and the situation in Washington, as ever, is evolving. We will continue to monitor these and other developments closely.

**Mark Haaland** is AUSA’s Government Affairs director.

## AUSA Extra

Voice for the Army –  
Support For the Soldier

**Gen. Bob Brown, USA Ret.**  
President and CEO, AUSA

**Lt. Gen. Leslie Smith, USA Ret.**  
Vice President, Leadership and Education,  
AUSA

**Luc Dunn**  
Editor

**Desiree Hurlocker**  
Advertising Manager

**Advertising Information Contact:**  
Fox Associates Inc.  
116 W. Kinzie St. • Chicago, IL 60654  
Phone: 800-440-0231  
Email: [adinfo.rmy@foxrep.com](mailto:adinfo.rmy@foxrep.com)

**ARTICLES.** Articles appearing in AUSA Extra do not necessarily reflect the opinion of the officers or members of the Council of Trustees of AUSA, or its editors. Articles are expressions of personal opinion and should not be interpreted as reflecting the official opinion of the Department of Defense nor of any branch, command, installation or agency of the Department of Defense. The publication assumes no responsibility for any unsolicited material. Email: [extra@ausa.org](mailto:extra@ausa.org)

**ADVERTISING.** Neither AUSA Extra, nor its publisher, the Association of the United States Army, makes any representations, warranties or endorsements as to the truth and accuracy of the advertisements appearing herein, and no such representations, warranties or endorsements should be implied or inferred from the appearance of the advertisements in the publication. The advertisers are solely responsible for the contents of such advertisements.

**MEMBERSHIP RATES.** Premium membership rates are \$40 for two years or \$75 for five years. Lifetime membership is \$400 and can be paid in full or in four monthly installments. A special Premium rate of \$10 for two years is open to E1–E4 and cadets only. New two-year Basic membership with select benefits is free. Learn more at [www.ausa.org/join](http://www.ausa.org/join) or by emailing [membersupport@ausa.org](mailto:membersupport@ausa.org), phoning 855-246-6269, or mailing Fulfillment Manager, P.O. Box 101560, Arlington, VA 22210-0860.

### PERK OF THE WEEK



Check out all your member travel discounts and more at [www.ausa.org/savings](http://www.ausa.org/savings). You can find savings on hotels, vacation resorts, guided travel, car rentals and much more. You can also save on entertainment once you arrive at your destination.





AUSA'S HOT TOPICS



# ARMY AVIATION



General Gordon R. Sullivan Conference and Events Center  
2425 Wilson Boulevard, Arlington, VA

**23 February 2023**

SPONSORED BY:





## Save on financial, legal assistance with your membership

The beginning of a new year inspires us to review our financial and legal situations.

Have you considered if your will is current? Do you need a trust? Do you have a health care directive? A power of attorney for financial and/or medical situations?

The Association of the U.S. Army pays for a comprehensive legal document service for all members—individuals and businesses—based on the laws of your state. Please visit [www.ausa.org/legal](http://www.ausa.org/legal), click “get access” and create a new account on the LawAssure website.

### Member Benefits

At no cost to you, you can create legal documents related to:

- **Will-writing:** Create a legal will that sets out your wishes and makes things easier for those you care about.
- **Powers of attorney:** Give permission to a loved one or trusted adviser to manage your financial affairs.
- **Health care directives:** Put together a living will and advance directive, create a HIPAA authorization and create a care agreement for personal and elder care.
- **Consumer:** Sell or rent property, deal with debt and resolve consumer disputes.
- **Trusts:** Plan ahead and protect assets for you and your beneficiaries with pour-over wills, living trusts and pet trusts.
- **Household:** Manage your home, arrange housesitting and contract with a builder for construction projects.
- **Property rentals:** If you lease property, you should be sure you're meeting your legal obligations with a range of agreements that let you lease safely.

AUSA has also purchased the business document package for our members with businesses. The Business Law package includes:

- **Office:** If you have an office, hire



As an AUSA member, you can receive comprehensive legal document service for wills, trusts, health care directives, powers of attorney and more. (U.S. ARMY PHOTO)

third parties and arrange maintenance while reducing your exposure to lawsuits and cyber risks. Examine documents to hire contractors, take on consultants, arrange building maintenance and more.

- **Construction/maintenance:** If you're a contractor or need to hire one, LawAssure can help you get the job done while staying compliant.

- **Retail and hospitality:** If you operate a shop or hospitality venue like a restaurant or bar, LawAssure can help you avoid risk while planning events, maintaining your premises and growing your business.

- **Risk assessment:** If your business has existing legal agreements, get help reviewing them for the right data security and indemnification provisions. Check that your contracts are protecting you, transfer risk and prevent breaches, and extend documents as needed.

- **Commercial landlord:** If you own a commercial property, LawAssure's agreements can help you lease and maintain it while reducing the risk of lawsuits, fines and disputes.

### TaxAct

As you're receiving your W2s and 1099s, consider taking advantage of your member discount at TaxAct, an

AUSA affinity partner that supports AUSA's programs.

Like TurboTax, TaxAct provides online tax-filing solutions for every tax situation at an excellent value. In 2021, I entered my data into both services and preferred Tax Act because it provided a better solution with less legwork for me for a particular tax situation. The bottom line was the same, just less work for me.

Members receive 25% off for personal tax filings and for small business tax filings.

### A Place for Mom

AUSA has a new partnership with A Place for Mom—an exclusive benefit of receiving \$350 if you choose to move to one of their partner locations.

A Place for Mom is the nation's leading senior living advisory service. Their local senior living experts help families navigate the complexities of finding the right care solution for their aging loved ones across home care, independent living, memory care, assisted living and more, all at no cost to families.

Click here for more.

**Susan Rubel** is AUSA's Association and Affinity Partnerships director.



## AUSA member selected for National Inventors Hall of Fame

**R**ory Cooper, a life member with the Association of the U.S. Army's Fort Pitt chapter in McKees Rocks, Pennsylvania, recently was announced as a 2023 inductee into the National Inventors Hall of Fame.

Cooper was recognized for “innovations in wheelchair technology that have improved manual and electric wheelchairs, and advanced the health, mobility and social inclusion of people with disabilities and older adults,” according to a news release from the Hall of Fame. He holds more than 20 U.S. patents.

### Fort Pitt

Born in 1959 in Los Angeles, Cooper said his experience as an Eagle Scout and working in his parents' automotive and repair shop helped grow his interest in problem-solving and piecing together machinery. “That was my early introduction to engineering, working with my mother in the shop, making things,” Cooper said in an interview with the Hall of Fame.

After enlisting in the Army in 1976, Cooper was attached to U.S. Army Europe's 5th Signal Command. While stationed in Germany in 1980, he was hit by a bus while riding his bicycle and was paralyzed from the waist down.



Army veteran and AUSA member Rory Cooper has spent most of his adult life trying to make life easier for people with disabilities. (UNIVERSITY OF PITTSBURGH PHOTO)

Cooper then enrolled at California Polytechnic State University, where he became frustrated with the limited maneuverability of his 80-pound chrome and steel wheelchair and designed his own ultralight wheelchair in his family's shop.

“Informed by his experience with building a better wheelchair for himself, Cooper researched adaptive technologies and was determined to reduce the repetitive stress injuries plaguing many users of manual

wheelchairs,” the news release says.

By 1994, Cooper was founder and director of the Human Engineering Research Laboratories, a collaboration between the Department of Veterans Affairs and the University of Pittsburgh. He continues to direct the laboratory today, and he has served since 2000 as a senior research career scientist and research center director at the VA.

Cooper has also maintained his interest in athletics after his injury, winning a bronze medal at the 1988 Seoul Paralympics in the 4×400-meter wheelchair relay and more than 200 medals in the National Veterans Wheelchair Games.

“The Army taught me a lot of things that I still use to this day. The concept of selfless service is really reinforced in the Army,” Cooper said.

For his many accomplishments, he has received the DoD Meritorious Civilian Service Medal and the Army's Distinguished Civilian Service Award, among other honors.

Cooper has also served as the Civilian Aide to the Secretary of the Army for Pennsylvania (West) since 2014.



Cooper competes in the National Veterans Wheelchair Games in 2017. (VA PHOTO)



# LISTEN. LEARN. LEAD.

AUSA's Army Matters podcast amplifies the voices of the Total Army – one story at a time.

Tune in every other Wednesday for a new story that speaks to our listeners' wide range of interests and lived experiences with episodes covering: inspirational leadership stories, current issues for NCOs, our military families' journeys, and in-depth looks into the Army's past, present, and future.



Interested in advertising on Army Matters? Contact Fox Associates at [adinfo.ausaarmy@foxrep.com](mailto:adinfo.ausaarmy@foxrep.com) or 800.440.0231.

Tune-in at:

[WWW.AUSA.ORG/PODCAST](http://WWW.AUSA.ORG/PODCAST)



**ASSOCIATION OF THE  
UNITED STATES ARMY**