

**NINETY-EIGHTH NATIONAL CONVENTION  
OF  
THE AMERICAN LEGION  
Cincinnati, Ohio  
August 30, 31, September 1, 2016**

**Resolution No. 341: Support Recognition of Military and Pay When Calculating Starting Federal Civilian Salaries**

**Origin: Convention Committee on Veterans Employment & Education**

**Submitted by: Convention Committee on Veterans Employment & Education**

WHEREAS, The Office of Personnel Management's interpretation of Section 531.203 of Title 5, Code of Federal Regulations does not allow the use of military pay rates to determine the rate of basic pay that may be paid to an individual upon appointment to a civil service position; and

WHEREAS, The interpretation of this law places an undue financial hardship on former members of the Armed Forces and penalizes the individual for serving in the military; and

WHEREAS, It also provides an advantage to non-veterans seeking higher starting salary when entering into federal employment; now, therefore, be it

**RESOLVED, By The American Legion in National Convention assembled in Cincinnati, Ohio, August 30, 31, September 1, 2016, That The American Legion supports legislation that requires federal agencies to take an employee's military experience and military pay history into consideration when computing that employee's starting civilian salary.**