

**Retention of Military Commissaries as an Incentive
(9: Recruiting & Retention)
Resolution No. 23-17**

April 2022 Pentagon announced ceasing merging Commissaries with Base Exchange

WHEREAS, more than any other benefit, the commissary privilege uniquely epitomizes the nation's gratitude for the hardships which our men and women in uniform are called upon to endure, adding greatly to its perceived value; and

WHEREAS, the commissary is a symbol of parity to Reserve and National Guard members, who fought for years for access equal to those who serve on Active duty; and

WHEREAS, the commissary system, in which products are sold at cost with an added surcharge to defray facility expenditures, is cost-effective; and

WHEREAS, each defense dollar invested in the commissary is leveraged into a benefit, which in its effect on recruitment and retention of personnel, has a dollar value many times greater than the actual DoD cost; and

WHEREAS, commissaries in highly populated areas, where there are competing commercial supermarkets, produce commissary income needed to sustain commissaries in less populated areas and overseas locations where acquisition or transportation expenses elevate operational costs; and

WHEREAS, the savings provided on groceries at the commissary can deliver financial and nutritional relief to the National Guard and Reserve service members and families experiencing food insecurity (approximately one in five RC respondents to a 2021 U.S. Census Bureau survey reported having trouble feeding their families, more than double the national rate); and

WHEREAS, DoD cost-cutting efforts have produced several proposals, e.g., eliminating commissaries in metropolitan areas, significantly increasing the surcharge paid by military retirees, and operating commissaries in conjunction with or like exchanges as a non-appropriated fund activity which would significantly change this cost-effective benefit;

NOW, THEREFORE, BE IT RESOLVED, that the Reserve Officers Association, d.b.a. Reserve Organization of America, rejects any change that would degrade the effectiveness of the commissary system as an incentive for recruiting and retaining highly qualified personnel in the military.

Renewed by the National Convention, 1 Oct. 2023, 30 July 2005 as 05-18, 28 June 2009 as 08-22, 2 February 2011 as 11-15, 26 July 2014 a 14-15 and 23 July 2017
Adopted by the National Convention, 23 June 2002 as 02-12