

**VOLUME 7A, CHAPTER 11: “SPECIAL PAY – DIVING DUTY”****SUMMARY OF MAJOR CHANGES**

Changes are identified in this table and also denoted by [blue font](#).

Substantive revisions are denoted by an asterisk (\*) symbol preceding the section, paragraph, table, or figure that includes the revision.

Unless otherwise noted, chapters referenced are contained in this volume.

Hyperlinks are denoted by [\*\*\*bold, italic, blue, and underlined font\*\*\*](#).

The previous version dated [September 2021](#) is archived.

| PARAGRAPH                | EXPLANATION OF CHANGE/REVISION   | PURPOSE  |
|--------------------------|--|----------|
| All                      | Updated formatting to comply with current administrative instructions.   | Revision |
| 2.8                      | Updated the “Restrictions on Payment” subparagraph to comply with Title 37, United States Code, Section 351(f)(2).   | Revision |
| 2.9                      | Updated the termination date for the “Duration of Authority” table on DFAS.MIL to comply with the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2022, Public Law (PL) 117-81, section 611, dated January 3, 2022.                             | Revision |
| 3.7                      | Updated the termination date for the “Duration of Authority” table on DFAS.MIL to comply with the NDAA for FY 2022, PL 117-81, section 611, dated January 3, 2022.   | Revision |
| Table 11-1<br>Table 11-4 | Updated “Table 11-1” and “Table “11-4” to comply with the Department of Defense Instruction 1340.09, dated January 26, 2018 and the Under Secretary of Defense (Personnel and Readiness) Memorandum, Master Diver Skill Incentive Pay, dated January 26, 2018. | Revision |
| References               | Updated statutes and supporting references.  | Revision |

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## CHAPTER 11

### SPECIAL PAY - DIVING DUTY

#### 1.0 GENERAL

##### 1.1 Purpose

This chapter provides the policy governing special pay entitlements applicable to diving duty for all of the Military Services.

##### 1.2 Authoritative Guidance

The pay policies and requirements established by DoD in this chapter are derived primarily from, and prepared in accordance with Title 37, United States Code (U.S.C.). The specific statutes, regulations, and other applicable guidance that govern each individual section are listed in a reference section at the end of the chapter.

#### 2.0 DIVING DUTY HAZARDOUS DUTY INCENTIVE PAY (HDIP)

##### 2.1 Entitlement

The Secretary concerned may pay HDIP to Service members required by competent orders to participate in diving duty as part of their primary duty.

##### 2.2 Requirements

Service members entitled to basic pay may be eligible for HDIP for diving duty for periods during which they are:

2.2.1. Assigned by competent orders to the duty of diving,

2.2.2. Required to maintain proficiency as a diver by frequent and regular dives, and

2.2.3. They are either:

2.2.3.1. Actually performing diving duty while serving in an assignment for which diving is a primary duty, or

2.2.3.2. Meeting the requirements to maintain proficiency as a diver by frequent and regular dives while serving in an assignment that includes diving other than as a primary duty.

## 2.3 Suspension

In time of war, the President may suspend diving duty pay.

## 2.4 Conditions

See Table 11-1 for conditions which further affect entitlement to diving duty pay. Additional conditions of service may be imposed by the Secretary concerned.

## 2.5 Qualifications for Diving Duty

### 2.5.1. Army

Except as noted in Tables 11-2 and 11-3, an Army member must be a rated diver in accordance with [Army Regulation \(AR\) 611-75](#) and be assigned to:

2.5.1.1. A Table of Organization and Equipment or Table of Distribution and Allowance position in Skill Classification/Military Occupational Specialty, Special Qualification Identifier, or Additional Skill Identifier (ASI) specified in AR 611-75; or

2.5.1.2. A position designated as diving duty by the Deputy Chief of Staff Personnel.

### 2.5.2. Navy and Marine Corps

Members must be designated divers, assigned to diving duty under competent orders, and maintain their qualifications for diving.

### 2.5.3. Air Force

Service members must:

2.5.3.1. Successfully complete an approved DoD course for underwater swimmers,

2.5.3.2. Be under orders for diving duty as authorized by their Major Command, and

2.5.3.3. Meet the other qualification standards prescribed by current Air Force Instructions.

## 2.6 Rates Payable

Service members who meet the eligibility criteria, but who do not participate in a full calendar month of dive duty, will receive a prorated HDIP payment.

2.6.1. Service members assigned to diving duty are entitled to special pay for diving duty at a rate of not more than \$240 per month.

2.6.2. Service regulations may not vary criteria or rates for payment of diving duty HDIP for officers and enlisted members.

## 2.7 Specific Rates Payable

See Tables 11-2 through 11-9. The most current rates are in the [Diving Duty Pay Rates](#) table on DFAS.MIL.

## \*2.8 Restrictions on Payment

2.8.1. Although a Service member may perform more than three hazardous duties in a month, a Service member may not receive simultaneous payments for more than three HDIP duties in a month. Therefore, if a member receives diving duty incentive pay in a month, they may not receive more than two other HDIP payments from the hazardous duties listed in Chapter 22 and Chapter 24.

2.8.2. No member is entitled to receive special pay for performing diving duty after diving qualifications have lapsed. Upon requalification, no payments will be made for the period of the lapsed qualification.

## \*2.9 Duration of Authority

Unless authorized by Congress, no diving duty HDIP payment may be paid after the termination date on the [Duration of Authority](#) table.

## 3.0 MASTER DIVER SKILL INCENTIVE PAY (MDSIP)

### 3.1 Authority

[Title 37, U.S.C. § 353](#) and the Under Secretary of Defense (Personnel and Readiness) (USD(P&R)) Memorandum, Master Diver Skill Incentive Pay, dated January 26, 2018, provides the authority for the Secretaries of the Military Departments to offer MDSIP to Service members who:

3.1.1. Are qualified in a critical diving specialty, and

3.1.2. Maintains proficiency as a diver through frequent and regular dives.

### 3.2 Eligibility

The Secretaries of the Military Departments may pay MDSIP to qualified Service members serving in critical diving specialties designated by the Secretary concerned. Qualifying Service members must be proficient in performance of one of the following critical diving skill areas:

3.2.1. Supervision and training of members who are qualified in the full spectrum of diving apparatus and gas mixtures;

3.2.2. Diving, salvage, and ship underwater repair operations;

3.2.3. Surface and under water demolition operations for salvage, ship husbandry, or underwater construction operations;

3.2.4. Operation, maintenance, and certification of deep dive systems and equipment; or

3.2.5. Operation of special operations underwater vehicles requiring the use of an underwater breathing apparatus.

### 3.3 Additional Guidelines

3.3.1. In addition to being qualified in one of the critical skill areas listed in paragraph 3.2, a Regular or Reserve Component Service member must meet the eligibility criteria for diving duty (HDIP) outlined in section 2.0, and any additional criteria prescribed by the Secretary concerned.

3.3.2. Service members qualified solely in the use of a self-contained underwater breathing apparatus are not authorized MDSIP.

3.3.3. Reserve Component members entitled to compensation pursuant to [37 U.S.C. § 206](#) are eligible for MDSIP at the discretion of the Secretary of the Military Department concerned. The amount authorized will be equal to 1/30th of the monthly MDSIP authorized by the Military Department concerned for each period of inactive duty training.

### 3.4 Payment Method and Amount

3.4.1. Rates. In accordance with paragraph 3.1, the Military Departments may pay monthly MDSIP to qualified Service members who meet the MDSIP eligibility requirements. The amount may not exceed:

3.4.1.1. \$340 per month for enlisted members, or

3.4.1.2. \$240 per month for officers.

#### 3.4.2. Multiple Payments.

3.4.2.1. Under the provisions of 37 U.S.C. § 353, a Service member may not be paid more than one skill incentive pay in any month for the same period of service or skill.

3.4.2.2. A member may not be paid a skill incentive pay under 37 U.S.C. § 353, and hazardous duty pay under [37 U.S.C. § 351](#), for the same period of service in the same career field or skill for which the payment is made.

3.4.3. Proration. If a Service member does not satisfy the eligibility requirements for MDSIP for an entire month, the Secretary concerned will prorate the payment to reflect the duration of the member's actual qualifying service during the month.

3.4.4. Repayment. Repayment of any unearned portion or overpayment will be in accordance with the provisions of Chapter 2; Volume 16, Chapter 3; and [37 U.S.C. § 373](#).

### 3.5 Restrictions

3.5.1. Service members temporarily unable to perform diving duty due to a physical or medical condition, not the result of the member's own misconduct, may continue to receive MDSIP for up to 6 months. After 6 months, MDSIP will be terminated and may not be reinstated until the condition resulting in the physical or medical restriction is corrected and the member is again certified for diving duty by a competent Medical Officer.

3.5.2. Service members permanently disqualified or otherwise determined to be no longer eligible to perform diving duty are not eligible for MDSIP in accordance with paragraph 3.1 or any additional criteria prescribed by the Military Departments concerned.

3.5.3. Service members are not authorized MDSIP for any period of unauthorized absences.

3.5.4. Service members who receive MDSIP and fail to satisfy the eligibility requirements for receipt of pay will be subject to having the pay terminated.

### 3.6 Written Agreement

The Secretary of the Military Department concerned will establish Service specific instructions for the administration of MDSIP in accordance with paragraph 3.1. The instructions may require a member to enter into a written agreement in order to qualify for MDSIP. The written agreement must specify the period for which the Service member will receive the skill incentive pay and the monthly rate of the pay.

### \*3.7 Duration of Authority

Unless authorized by Congress, no MDSIP payment may be entered into after the date on the Duration of Authority table.



\*Table 11-1. Diving Duty [HDIP](#) and [MDSIP](#) - Conditions of Entitlement

| <b>R<br/>U<br/>L<br/>E</b> | <b>When a member entitled to diving duty pay</b>  | <b>and</b>  | <b>then diving duty pay</b>   |
|----------------------------|---|---|---|
| <b>1</b>                   | is removed from diving duty or the member's diving qualifications lapse   |   | ceases on the date of removal or lapse.   |
| <b>2</b>                   | is hospitalized as a result of a diving accident  |   | <a href="#">may continue for a period of up to 6 months.</a>  |
| <b>3</b>                   | is hospitalized not as a result of a diving accident <a href="#">due to an injury or an illness that is not the result of the member's own misconduct</a> |   | <a href="#">may continue for a period of up to 6 months.</a>  |
| <b>4</b>                   | is on leave in a pay status   |   | accrues for the first 30 days   |
| <b>5</b>                   | is on Temporary Additional Duty (TAD)/Temporary Duty (TDY) other than diving duty   |   | accrues for the first 30 days   |
| <b>6</b>                   | is on TAD/TDY for diving duty purposes  |   | continues to accrue (note 1).   |
| <b>7</b>                   | is in confinement awaiting trial by court-martial   | is subsequently acquitted or charges are dismissed  | accrues retroactively to date of confinement.   |
| <b>8</b>                   | is in confinement awaiting trial by court-martial   | is subsequently convicted   | does not accrue from first day of confinement through the day before the date restored to a full duty status. |
| <b>9</b>                   | is in confinement under sentence of a court-martial   |   | does not accrue from first day of confinement through the day before the date restored to a full duty status. |
| <b>10</b>                  | is reassigned Permanent Change of Station (PCS) and no TAD/TDY is required enroute to the new duty station  | is ordered to and actually performs diving duty at the new duty station                                       | continues to accrue (notes 1 and 2).  |
| <b>11</b>                  | is reassigned PCS and no TAD/TDY is required enroute to the new duty station  | is not ordered to diving duty at the new duty station   | accrues through the date of detachment from the old duty station.   |
| <b>12</b>                  | is reassigned PCS and TAD/TDY is required enroute to the new duty station   | PCS orders require diving duty at the TAD/TDY station and new duty station, and actually performs diving duty | continues to accrue (notes 1 and 2).  |

Table 11-1. Diving Duty Pay - Conditions of Entitlement (Continued)

| <b>R<br/>U<br/>L<br/>E</b> | <b>When a member entitled to diving duty pay</b>                                       | <b>and</b>   | <b>then diving duty pay</b>  |
|----------------------------|--|--|--|
| <b>13</b>                  | is reassigned PCS and TAD/TDY is required enroute to the new duty station              | PCS orders require diving duty at the TAD/TDY station but not the new duty station | continues to accrue through the date of detachment from the TAD/TDY station (notes 1 and 2). |
| <b>14</b>                  | is reassigned PCS and TAD/TDY is required enroute to the new duty station              | PCS orders do not require diving duty at TAD/TDY station                           | accrues through the date of detachment from the old duty station.                            |
| <b>15</b>                  | is a member of a Reserve Component   | is released from active duty   | ceases not later than the date the member departs for home from the last duty station.       |
| <b>16</b>                  | is discharged and immediately reenlists at the same station without a break in service | diving duty orders are not specifically terminated                                 | continues to accrue.   |
| <b>17</b>                  | is discharged and immediately reenlists at the same station without a break in service | diving duty orders are specifically terminated                                     | ceases on the date stated in the orders.   |

**NOTES:**

1. If the member is removed from diving duty, or the member's qualifications lapse during this period, then the member's entitlement to diving duty pay terminates on the date removed from diving duty or the date qualifications lapse.
2. If a member is reassigned PCS and takes leave enroute, then diving duty pay will continue to accrue up to 30 days, if the member has otherwise met the requirements for diving duty pay.

Table 11-2. Diving Duty Pay Rates - Army Enlisted

| <b>R<br/>U<br/>L<br/>E</b> | <b>If an Army enlisted member is (note 1)</b>  | <b>then the member may<br/>receive diving duty pay at<br/>the monthly rate of</b> |
|----------------------------|--|---|
| <b>1</b>                   | assigned to diving duty under instruction at an approved Armed Services diving school (note 2) | \$110   |
| <b>2</b>                   | Master Diver   | \$340   |
| <b>3</b>                   | Diver First Class  | \$215   |
| <b>4</b>                   | Salvage Diver  | \$175   |
| <b>5</b>                   | Diver Second Class   | \$150   |
| <b>6</b>                   | Combat Diver (note 3)  | \$215   |

**NOTES:**

1. Except as otherwise noted, eligibility commences on the date of assignment to diving duty under a listed category after graduation from the requisite diving course.
2. Eligibility commences on the date of first dive and continues through the date dropped from the course or the date of graduation, whichever is earlier.
3. The combat diver rating applies to members serving primarily in Special Operations Forces (SOF) units who are assigned to positions that require Special Forces Underwater Operations Systems qualifications and hold a combat diver rating in accordance with AR 611-75.

Table 11-3. Diving Duty Pay Rates - Army Officers

| <b>R<br/>U<br/>L<br/>E</b> | <b>If an Army officer is (note 1)</b>  | <b>and has a<br/>special<br/>identifying code</b> | <b>then the officer may<br/>receive diving duty<br/>pay at the monthly<br/>rate of</b> |
|----------------------------|--|---|--|
| <b>1</b>                   | assigned to diving duty under instruction at an approved Armed Services diving school (note 2) |   | \$110  |
| <b>2</b>                   | Marine Diving Officer  | ASI 5V  | \$240  |
| <b>3</b>                   | Combat Diver (note 3)  |   | \$215  |
| <b>4</b>                   | Diving Medical Officer   |   | \$215  |

**NOTES:**

1. Except as otherwise noted, eligibility commences on the date of assignment to diving duty under a listed category after graduation from the requisite diving course.
2. Eligibility commences on the date of first dive and continues through the date dropped from the course or the date of graduation, whichever is earlier.
3. The combat diver rating applies to members serving primarily in SOF units who are assigned to positions that require Special Forces Underwater Operations Systems qualifications and hold a combat diver rating in accordance with AR 611-75.

\*Table 11-4. Diving Duty Pay Rates - Navy Enlisted

| <b>RULE</b>      | <b>If a Navy enlisted member is<br/>(note 1)</b>   | <b>with an Navy<br/>Enlisted<br/>Classification<br/>of</b> | <b>then the member may receive<br/>diving duty pay at the monthly<br/>rate of</b> |
|------------------|--|--|---|
| <b>Dive HDIP</b> |  |  |   |
| <b>1</b>         | assigned to diving duty under instruction at an approved Armed Services diving school (note 2) |  | \$150   |
| <b>2</b>         | Underwater Construction Technician Advanced  | B16A   | \$215   |
| <b>3</b>         | Underwater Construction Technician Basic   | B17A   | \$150   |
| <b>4</b>         | Second Class Diver   | M2DV   | \$215   |
| <b>5</b>         | Self-Contained Underwater Breathing Apparatus (SCUBA) Diver                                    | 840A   | \$150   |
| <b>6</b>         | Fleet Marine Force (FMF) Reconnaissance Independent Duty Corpsman                              | L02A   | \$215   |
| <b>7</b>         | FMF Reconnaissance Corpsman  | L11A   | \$215   |
| <b>8</b>         | Deep Sea Medical Technician  | L27A   | \$215   |
| <b>9</b>         | Deep Sea Technician Independent Duty Corpsman  | L28A   | \$215   |
| <b>10</b>        | Explosive Ordnance Disposal (EOD) Mobile Unit Apprentice                                       | M06A   | \$150   |
| <b>11</b>        | Basic EOD Technician   | M02A   | \$215   |
| <b>12</b>        | Special Warfare Operator   | O26A   | \$215   |
| <b>13</b>        | Special Warfare Operator (SEAL) Candidate  | O20A   | \$150   |
| <b>14</b>        | Senior EOD Technician  | M03A   | \$215   |
| <b>15</b>        | Master EOD Technician  | M04A   | \$215   |
| <b>MSDSIP</b>    |  |  |   |
| <b>16</b>        | Master Diver   | MMDV   | \$340   |
| <b>17</b>        | Master Underwater Construction Diver   | B18A   | \$340   |
| <b>18</b>        | First Class Diver  | M1DV   | \$315   |
| <b>19</b>        | Seal Delivery Vehicle Operator   | O23A   | \$340   |

**NOTES:**

1. Except as otherwise noted, eligibility commences on the date of graduation from the requisite diving course, with assignment to diving duty under a listed category.
2. Eligibility commences on the date of first dive.

Table 11-5. Diving Duty Pay Rates - Navy Officers

| <b>R<br/>U<br/>L<br/>E</b> | <b>If a Navy officer is</b>  | <b>and has a designator of</b> | <b>then the officer may receive diving duty pay at the monthly rate of</b> |
|----------------------------|--|--------------------------------|--|
| <b>1</b>                   | assigned to diving duty under instruction at an approved Armed Services diving school (note 1) | various                        | \$150  |
| <b>2</b>                   | Diving Officer (SCUBA) (note 2)  | various                        | \$150  |
| <b>3</b>                   | Diving Officer (note 3)  | various                        | \$240  |
| <b>4</b>                   | EOD Officer (note 4)   | 114X, 119X, 648X, 748X         | \$240  |
| <b>5</b>                   | Special Warfare Officer (note 5)   | 113X, 715X                     | \$240  |
| <b>6</b>                   | Special Warfare Officer – Student (note 1)   | 118X                           | \$150  |
| <b>7</b>                   | Medical (Diving Undersea) Officer (note 4)   | 210X                           | \$240  |
| <b>8</b>                   | Diving Chief Warrant Officer (note 5)  | 720X                           | \$240  |

**NOTES:**

1. Eligibility commences on the date of first dive.
2. Must have completed SCUBA course of instruction, Course Identification Number A 433-0023.
3. Eligibility commences in accordance with paragraph 2.1.
4. Except as otherwise noted, entitlement commences on the date of graduation from the requisite diving course, with assignment to diving duty under a listed category.
5. Eligibility commences on assignment of the designator.

Table 11-6. Diving Duty Pay Rates - Marine Corps Enlisted

| <b>R<br/>U<br/>L<br/>E</b> | <b>If a Marine Corps enlisted member is (note 1)</b>   | <b>and has a special identifying code of</b> | <b>then the member may receive diving duty pay at the monthly rate of</b> |
|----------------------------|--|--|---|
| <b>1</b>                   | assigned to diving duty under instruction at an approved Armed Services diving school (note 2) |  | \$150   |
| <b>2</b>                   | Combatant Diver  | 0324/0326/8024/<br>8026                      | \$215   |

**NOTES:**

1. Except as otherwise noted, eligibility commences on the date of assignment to diving duty under a listed category after graduation from the Combatant Diver course.
2. Eligibility commences on the date of first dive and continues through the date dropped from the course or the date of graduation, whichever is earlier.

Table 11-7. Diving Duty Pay Rates - Marine Corps Officers

| <b>R<br/>U<br/>L<br/>E</b> | <b>If a Marine Corps officer is (note 1)</b>   | <b>and has a special<br/>identifying code of</b> | <b>then the member may<br/>receive diving duty<br/>pay at the monthly<br/>rate of</b> |
|----------------------------|--|--|---|
| <b>1</b>                   | assigned to diving duty under instruction at an approved Armed Services diving school (note 2) |  | \$150   |
| <b>2</b>                   | Combatant Diver  | 8024/8026  | \$215   |

**NOTES:**

1. Except as otherwise noted, eligibility commences on the date of assignment to diving duty under a listed category after graduation from the Combatant Diver course.
2. Eligibility commences on the date of first dive and continues through the date dropped from the course or the date of graduation, whichever is earlier.

Table 11-8. Diving Duty Pay Rates - Air Force Enlisted

| <b>R<br/>U<br/>L<br/>E</b> | <b>If an Air Force enlisted member is</b> | <b>then the member may receive<br/>diving duty pay at the monthly<br/>rate of</b> |
|----------------------------|---|---|
| <b>1</b>                   | SCUBA Diver                               | \$110   |
| <b>2</b>                   | Para rescue Diver                         | \$150   |

Table 11-9. Diving Duty Pay Rates - Air Force Officers

| <b>R<br/>U<br/>L<br/>E</b> | <b>If an Air Force Officer is</b> | <b>then the officer may receive<br/>diving duty pay at the monthly<br/>rate of</b> |
|----------------------------|-----------------------------------|--|
| <b>1</b>                   | assigned to diving duty           | \$150  |

## \*REFERENCES

## SPECIAL PAY - DIVING DUTY

## 2.0 – DIVING DUTY HDIP

|     |   |
|-----|---|
|     | DoD Instruction (DoDI) 1340.09, paragraph 3.4.o,<br>January 26, 2018  |
|     | 37 U.S.C. § 351   |
| 2.6 | DoDI 1340.09, paragraph 3.4.o(4), January 26, 2018  |
|     | 37 U.S.C. § 351(g)  |
| 2.8 | <a href="#">37 U.S.C. § 351(f)(2)</a>   |
| 2.9 | 37 U.S.C. § 351(h)  |
|     | National Defense Authorization Act (NDAA) for<br>Fiscal Year (FY) <a href="#">2022</a> , Public Law <a href="#">(PL) 117-81</a> ,<br>section 611(d)(6), January <a href="#">3, 2022</a> |

## 3.0 – MASTER DIVER SKILL INCENTIVE PAY

|                            |  |
|----------------------------|--|
|                            | USD (P&R) Memorandum, January 26, 2018   |
|                            | 37 U.S.C. § 353  |
|                            | 37 U.S.C. § 351  |
| 3.4                        | USD (P&R) Memorandum, January 26, 2018   |
| 3.7                        | 37 U.S.C. § 353(i)   |
|                            | NDAA for FY <a href="#">2022</a> , <a href="#">PL 117-81</a> , section 611 (d)(8),<br>January <a href="#">3, 2022</a>  |
| <a href="#">Table 11-1</a> | <a href="#">DoDI 1340.09, paragraph 3.4.a(3), January 26, 2018</a><br><a href="#">USD (P&amp;R) Memorandum, January 26, 2018</a>   |
| <a href="#">Table 11-3</a> |  |
| Rule 4                     | Department of the Army (DA), Office of the Deputy<br>Chief of Staff (ODCS) G-1 Memo, May 10, 2007<br>DA ODCS G-1 Memo, May 24, 2007<br>AR 611-75, February 13, 2020              |
| <a href="#">Table 11-5</a> | Department of the Navy, Bureau of Naval Personnel<br>(BUPERS), 7220 Series BUPERS - 3/377,<br>June 18, 2009<br>Naval Military Personnel Manual 1220-260 CH-64,<br>August 2, 2018 |
| <a href="#">Table 11-7</a> | Marines Administrative Message 449/18,<br>August 22, 2018  |