

**VOLUME 7A, CHAPTER 24: “INCENTIVE PAY - HAZARDOUS DUTY OTHER THAN AERIAL FLIGHTS”**

**SUMMARY OF MAJOR CHANGES**

All changes are 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 April 2013 is archived.

<b>PARAGRAPH</b>	<b>EXPLANATION OF CHANGE/REVISION</b>	<b>PURPOSE</b>
2401	Added new “General” section with Overview and Authoritative Guidance. Renumbered remaining sections accordingly.	Addition
2402	Changed section name to “Entitlement”.	Revision
240204	Clarified “Rates” paragraph.	Revision
240205.C	Clarified restrictions on parachute pay.	Revision
240301.A	Deleted reference to “parachute riggers”.	Deletion

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## CHAPTER 24

**INCENTIVE PAY - HAZARDOUS DUTY OTHER THAN AERIAL FLIGHTS****\*2401 GENERAL****240101. Overview**

This chapter prescribes the policies when a Military Service member is entitled to receive incentive pay for performing any of the hazardous duties listed in subparagraph 240203 when duty is performed under competent orders, and otherwise meets the requirements of this chapter.

**240102. Authoritative Guidance**

The bibliography at the end of this chapter lists the authoritative references.

**\*2402 ENTITLEMENT****240201. Member of the Regular Force**

When the requirements have been met, entitlement to hazardous duty incentive pay (HDIP) commences on the date the member reports for and enters on duty in compliance with competent orders. Entitlement ceases on the effective date published in orders for termination of such duty or the date the member is detached from and no longer required to perform the hazardous duty, whichever occurs first. When a member commences hazardous duty on a date other than the first day of a month, or terminates that duty on a date other than the 30th day of a month (28th or 29th of February, as appropriate) and otherwise meets the requirements of this chapter for the month, he or she is entitled to a prorated portion of the rate of pay for the month.

**240202. Member of the Reserve Components**

A. A member of the Reserve Components on extended active duty (EAD), who is ordered to perform any of the hazardous duties listed in subparagraph 240203, is entitled to pay based on the terms of this chapter.

B. A member of the Reserve Components on active duty training (ADT), who is ordered to perform any of the hazardous duties listed below, is entitled to pay based on paragraphs 570302 and 570401 and the terms of this chapter as affected by Table 24-1, rules 9 through 13.

**240203. Hazardous Duties List**

A. Duty involving parachute jumping as an essential part of military duty.

- B. Duty involving frequent and regular participation in flight operation on the flight deck of an aircraft carrier or ship other than aircraft carrier from which aircraft are launched.
- C. Duty involving the demolition of explosives as a primary duty, including training for such duty.
- D. Duty inside a high- or low-pressure chamber.
- E. Duty as a human acceleration or deceleration experimental subject.
- F. Duty as a human test subject in thermal stress experiments.
- G. Duty involving the servicing of aircraft or missiles with highly toxic fuels or propellants.
- H. Duty involving fumigation tasks utilizing highly toxic pesticides.
- I. Duty involving laboratory work utilizing live dangerous viruses or bacteria.
- J. Duty involving handling of chemical munitions.
- K. Duty involving maritime visit, board, search and seizure operations.
- L. Duty involving use of ski-equipped aircraft on the ground in Antarctica or on the Arctic Ice-Pack.

**\*240204. Rates**

A member who qualifies for hazardous duty incentive pay under this chapter is entitled to such pay at a monthly rate of \$150. The monthly rate for a High Altitude-Low Opening (HALO) parachutist who qualifies under this chapter is \$225.

**240205. Multiple Payments of Hazardous Duty Incentive Pay**

Members who qualify for incentive pay for more than one type of hazardous duty may receive no more than two payments for the same period. Dual hazardous duty incentive pay is limited to those members required by orders to perform specific multiple hazardous duties necessary for successful accomplishment of the mission of the unit to which assigned. Members must meet minimum requirements for each hazardous duty, unless excepted as provided in subparagraph [240206.D](#).

A. Types of Duties That Qualify Member for Dual Payments of Hazardous Duty Incentive Pay. (See also [Chapter 22](#), subparagraph 220211.B.)

1. Members assigned to units who are required to perform parachute jumps in addition to and in connection with explosive ordnance demolition duties.
2. Air Force pararescue team members placed on orders to perform duties as both crew members and parachutists.
3. Other combinations of hazardous duties for which dual payment of incentive pay are authorized by the Secretary of the Military Department concerned.

B. Aviation Incentive Pays and Hazardous Duty Incentive Pay. Officers entitled to Aviation Career Incentive Pay (ACIP) and enlisted members entitled to Career Enlisted Flyer Incentive Pay (CEFIP), may receive not more than two types of HDIP under the provisions of this chapter provided the conditions for entitlement have been independently met. Officers and enlisted members entitled to HDIP for flying duty (in lieu of ACIP or CEFIP), may receive not more than one other HDIP under the provisions of this chapter provided the conditions for entitlement have been independently met.

\* C. Restriction with Regard to Parachute Duty. Only one type of parachute duty payment (regular or HALO) is authorized for a qualifying period. When a member qualifies for both types of parachute duty, the higher rate of pay is authorized. Unless otherwise restricted by Military Service regulations (for example, restrictions on manning classification), a member who qualifies for a HALO rate for a month in which the member earlier qualified for the regular rate of parachute pay will be entitled to the difference between the monthly rate of \$150 and \$225.

D. Restriction with Regard to Flight Deck Duty. (See Chapter 24, subparagraph 240401.D).

#### 240206. Injury or Incapacity Resulting From Performance of Hazardous Duty

When a member, who is required to perform hazardous duty, is injured or otherwise incapacitated as a result of performing such duty, he or she is considered to have met the requirements for that duty during the incapacity, but for not longer than 3 months. Appropriate medical authority determines the cause of the incapacity and the dates thereof.

A. When To Start the 3-Month Entitlement Period. (See Table 24-2.)

B. Hazardous Duty for Definite Period. When a member has been placed on hazardous duty for a definite period and is entitled to incentive pay while incapacitated as a result of performance of such duty, incentive pay may not normally be paid beyond the ending date of the duty period stated in the orders. When evidence, however, is furnished that the member would have continued in the hazardous duty status had it not been for the incapacity, incentive pay may be paid beyond the ending date of the duty stated in the orders.

C. Change of Station for Medical Treatment. See Table 24-3 for effect of permanent change of station. Temporary duty or temporary additional duty orders which specify a member's return to a permanent station do not affect assignment or attachment to the hazardous duty. A member ordered to a medical facility under such orders continues to be entitled to incentive pay during incapacity for no more than 3 months.

D. Injury or Incapacity While Performing Dual Hazardous Duties. If members, required to perform more than one hazardous duty, are injured or otherwise incapacitated as a result of either of those duties, they are entitled to dual incentive pay during the incapacity but for no longer than 3 months. If not entitled to dual incentive pay at the time of the incapacity, they are entitled to the type of incentive pay they were receiving at the time of the incapacitation. The beginning date of the 3-month period must be determined separately for each type of incentive pay. Use [Chapter 22](#), paragraph 220206 or Table 24-2, as applicable, to determine the 3-month period separately for each incentive pay.

[240207.](#) Incapacity Not Caused by Hazardous Duty

A member's right to incentive pay during incapacity, which is not the result of performing hazardous duty, depends on fulfillment of hazardous duty requirements.

[240208.](#) Authority to Issue Orders

Authority of the Military Departments to issue orders requiring performance of hazardous duty is delegated by the Secretaries to specific commanders within each Military Service. These delegations are contained in personnel administrative regulations of the respective Military Services.

[240209.](#) Missing Status - Member's Entitlement

A member receiving incentive pay of a type listed in paragraph [240301](#), when declared by competent authority to be missing (as defined in the Glossary) is entitled to such incentive pay during the period of absence and for any period, not to exceed 1 year, required for hospitalization and rehabilitation after termination of missing status. The member's entitlement to incentive pay of a type listed in paragraph [240201](#) upon termination of any required period of hospitalization and rehabilitation or the 1-year period after date of return from missing status, whichever is earlier, will be contingent on a determination of continued eligibility under paragraph [240201](#) and the applicable incentive pay requirements of this chapter.

[2403](#) PARACHUTE DUTY

[240301.](#) Entitlement

\* A. General. Qualified members are those who have received a designation as a parachutist, or are undergoing training for such designation; who is required by competent orders to engage in parachute jumping from an aircraft in aerial flight, and who meet the minimum performance requirements of Table 24-4.

B. Military Free Fall or High Altitude-Low Opening (HALO)

1. Members must perform duty involving parachute jumping, as an essential part of such duty, in military free fall operations where parachute deployment by the jumper occurs without the use of a static line.

2. Qualifying members are those who have graduated from the United States Army Military Free Fall Course or a Military Service recognized equivalent course; have received a designation as a HALO parachutist, or are undergoing training for such designation; and are required by competent orders to engage in parachute jumping at high altitudes without use of a static line from an aircraft in aerial flight. Members **will** meet the requirements of Table 24-4. Performance requirements must be satisfied by free fall jumps.

**240302.** Parachute Jumps-Leave, Permanent Change of Station (PCS), Temporary Duty/Temporary Active Duty (TDY/ TAD), or ADT

A. General. Qualifying jumps for entitlement to parachute pay **will** be performed during a period of duty requiring parachute jumping as established by competent orders. Parachute jumps performed under the following circumstances do not qualify a member for entitlement to parachute pay:

1. Parachute jumps performed by any member while on leave or during PCS or TDY/TAD not requiring parachute jumping as an essential part of the duty.

2. Parachute jumps performed by a member of a Reserve Component while on ADT that does not require parachute jumping as an essential part of the duty.

B. Examples (Not All Inclusive)

1. Leave

a. Facts

(1) A member is placed on parachute jump status by competent orders effective January 15. Member performs a jump on March 15.

(2) The member is on leave for the period March 25 through April 25, and performs a jump on April 15 during the period of leave.

(3) The member returns to the permanent duty station April 26 and performs a jump on July 15.

b. Entitlements

(1) The member is entitled to parachute pay from January 15 through March 30 based on the jump performed March 15 (see Table 24-4, rule 1 and note 1).

(2) The member is entitled to parachute pay for May, June, and July based on the jump performed July 15 (see Table 24-1, rule 2, and Table 24-4, rule 1).

(3) The jump performed on April 15 is not a qualifying jump for parachute pay entitlement; thus, the member is not entitled to parachute pay for April.

2. TDY/TAD

a. Facts

(1) The member is placed on parachute jump status by competent orders at permanent duty station. Member performs a jump on January 15.

(2) For the period January 25 through July 2, the member is assigned TDY/TAD where parachute jumping is not required by competent orders. The member performs a parachute jump on June 10 while on TDY/TAD.

(3) A member returns to permanent duty station on July 3 and performs a jump on: July 6, July 13, and August 6.

b. Entitlements

(1) The member is entitled to parachute pay for January, February, and March based on jump performed January 15 (Table 24-1, rule, and Table 24-4, rule 1).

(2) The member is entitled to parachute pay for May, June, and July based on jump performed July 6. The jump performed on July 13 is not applied for entitlement because it is one of multiple jumps performed in the same month. Only one jump per month is used for qualification to parachute pay (Table 24-4, rule 1).

(3) The member is entitled to parachute pay for August, September, and October based on jump performed August 6 (Table 24-4, rules 1 and 2).

(4) The jump performed on June 10 during TDY/TAD is not a qualifying jump for parachute pay entitlement (subparagraph 240302.A.1); no entitlement exists for parachute pay for April.

3. Active Duty Training (ADT) Less Than 20 Weeks, Reserve Component Member Assigned to a Unit

a. Facts

(1) A Reserve Component member is placed on parachute jump status at unit of assignment by competent orders. At the unit of assignment, the member performs inactive duty training (IDT) drills on January 14-15, February 12-13, and March 15-16. The member performs a parachute jump on January 15.

(2) The member is ordered to active duty training ADT for the period March 28 through May 22 (less than 20 weeks). The member is not placed on parachute jump status at ADT station, but the member performs a jump on April 5 while on ADT.

(3) The member returns to parachute duty at the unit of assignment upon completion of ADT and performs IDT on drills May 24-25, June 8-9, and July 9-10. He or she performs a parachute jump on July 10.

b. Entitlements

(1) The member is entitled to parachute pay for IDT drills in January, February, and March based on the jump performed January 15 (see Table 24-4, rule 1).

(2) The member is entitled to parachute pay for allowable travel time to the ADT station and for ADT days, March 28-30, also based on jump performed January 15 (see Chapter 58, paragraph 580305; Table 24-1, rule 13; Table 24-4, rule 1).

(3) The member is entitled to parachute pay for ADT May 1-22 plus allowable travel time from ADT station based on the jump performed July 10 (see paragraph 580305; Table 24-1, rule 13; Table 24-4, rule 2).

(4) Also based on jump performed July 10, the member is entitled to parachute pay for IDT drills performed in May, June, and July.

(5) The jump performed April 5 is not a qualifying jump for entitlement to parachute pay. Thus, no entitlement exists for April (see subparagraph 240302.A).

4. Active Duty Training (ADT) Any Number of Weeks, Reserve Component Member, With or Without Unit of Assignment

a. Facts

(1) A Reserve Component member, if assigned to a unit, is not placed on parachute jump status at unit.

(2) The member is ordered to ADT, any number of weeks. He or she is placed on parachute jump status at the ADT station by competent orders.

(3) The member meets minimum performance requirements according to Table 24-4 by jumps performed during ADT.

b. Entitlements. The member is entitled to parachute pay for allowable travel time to and from the ADT station and for period of ADT (see Table 24-5, rules 9 and 11).

240303. Rates

See paragraph 240204.

240304. Performance Requirements

See Table 24-3.

240305. Table of Parachute Jumps

Table 24-5 gives examples of how minimum requirements are applied. This table does not necessarily cover all situations but is intended as a general guide. In each example, the member was required by orders to participate frequently and regularly in parachute jumps for the entire period. This table is not intended to show date of payment. In every case, the parachute duty requirements must be met before payment is made.

240306. Right to Pay Under Certain Conditions

See Table 24-1.

2404 FLIGHT DECK DUTY

240401. Entitlement

A. Conditions of Entitlement. A member is entitled to incentive pay for flight deck duty (flight deck hazardous duty incentive pay (FDHDIP)) when the member:

1. Serves on the crew of an eligible air capable ship or an aviation unit operating from such a ship; fixed-wing-aircraft carrier or an aviation unit operating from that type of carrier;

2. Is ordered by competent authority to duty in a billet which requires frequent and regular participation in flight operations; and

3. Participates, within a calendar month, in 4 days of flight operations or their equivalent on the flight deck of eligible air capable ships.

B. Quotas and Billets. The number of members entitled to FDHDIP is subject to the monthly quotas applicable to the eligible air capable ships and type or combination of air units operating from such ships, as promulgated in Chief of Naval Operations (OPNAV) Instructions in the 7220.4J series.

C. Members on Temporary Duty or Temporary Additional Duty. Members on temporary duty or temporary additional duty in the crew of an eligible air capable ship or an aviation unit operating from such a ship may be ordered to flight deck hazardous duty billets (FDHDBs). When so ordered, they are entitled to FDHDIP for the actual period specified in the orders provided they meet the minimal participation requirements for an entire month (4 days of flight operations or their equivalent) within each calendar month.

D. Dual Payments. Members receiving incentive pay for any other type of hazardous duty are not entitled to FDHDIP for the same period.

#### 240402. Specialized Terms

A. Eligible Air Capable Ship. A ship having a flight deck that has been certified to launch or land aircraft under Chief of Naval Operations ship or helicopter facility certification program.

B. Flight Operations. The period of time during which launch and recovery of aircraft are in progress on the flight deck of an eligible air capable ship. It includes the turnup and movement of aircraft preparatory to launch and the movement and shutdown of aircraft immediately following recovery.

C. Day of Flight Operations. One day of flight operations **will** consist of a calendar day during which any combination of aircraft takeoffs and/or landings takes place, as specified for each ship by class in OPNAV Instruction 7220.4J series. Four days of such flight operations, or the equivalent thereof, **will** constitute the basic calendar month qualification criteria.

D. Equivalent of 4 Days of Flight Operations. Any single day, or combination of days during a calendar month in which the number of aircraft take-offs and/or landing equals the monthly total requirement for that class ship in OPNAV Instruction 7220.4J series **will** constitute the equivalent of 4 days of flight operations.

E. Flight Deck Hazardous Duty Billet (FDHDB). A billet that requires frequent and regular participation in flight operations on the flight deck of an eligible air capable ship as promulgated in OPNAV Instruction in the 7220.4J series.

F. Participation. Presence, during flight operations, at an assigned station in an FDHDB on the flight deck of an aircraft carrier or a ship other than an aircraft carrier from which aircraft are launched and recovered during flight operations.

240403. Rates

See paragraph 240204.

240404. Commencement and Termination of Flight Deck Hazardous Duty Incentive Pay (FDHDIP)

Eligibility for entitlement to FDHDIP begins on the date a member is ordered to duty in a FDHDIP. Entitlement eligibility ends on the date the orders to such billet are revoked, or when a member is permanently detached from the aircraft carrier or aviation unit, whichever occurs first. Orders may be terminated for other reasons but not for the sole purpose of providing FDHDIP for additional members.

240405. Prorated FDHDIP

Personnel who otherwise meet entitlement criteria, but who do not participate in a full calendar month of flight operations, will receive a prorated FDHDIP payment. The prorated amount will be determined by multiplying 1/30th of the monthly FDHDIP rate by the number of days the member actually performed in a FDHDIP billet aboard ship for the partial month.

240406. Right to Pay Under Certain Conditions

See Table 24-1.

\*2405 DEMOLITION DUTY

240501. Entitlement

A. Condition of Entitlement. A member entitled to basic pay, who is required by competent orders to perform duty involving the demolition of explosives, as prescribed by Military Service regulations, as a primary duty (including training for that duty), is entitled to incentive pay under the conditions stated in this section. Incentive pay is payable for any full month, or is prorated under paragraph 240201 for any portion of a calendar month during which a member under competent orders performs demolition duty by use of live explosives.

B. Duty Involving Demolition of Explosives. Demolition duty is duty performed by members who engage in the following activities under competent orders and as a primary duty assignment:

1. Demolish by the use of explosives objects, obstacles, or other explosives, or recover and render harmless, by disarming or demolition, explosives that have failed to function as intended or which have become a potential hazard;

2. Participate as students or instructors in instructional training, including that in the field or fleet, for the duties described in subparagraph 240501.B.1 provided that live explosives are used in such training;

3. Participate in proficiency training, including that in the field or fleet, for the maintenance of skill in the duties described in subparagraph 240501.B.1 provided that live explosives are used in such training; or

4. Experiment with or develop tools, equipment, or procedures for the demolition and rendering harmless of explosives, provided that live explosives are used.

240502. Rates

See paragraph 240204.

240503. Performance Requirements

A member, who is assigned to demolition duty by competent orders and performs such duty during the month involved, is entitled to incentive pay for that duty provided live explosives are used. Local commanders are responsible for ensuring that the finance officer is informed when a member fails to perform the monthly demolition duty required for entitlement to the incentive pay.

240504. Right to Pay Under Certain Conditions

See Table 24-1.

2406 EXPERIMENTAL STRESS DUTY

240601. Entitlement

A. Condition of Entitlement. A member on active duty who is required by competent orders to perform experimental stress duty is entitled to incentive pay under the conditions stated in this section. Incentive pay is payable for any full month, or is prorated in accordance with paragraph 240201 for any portion of a calendar month, during which experimental stress duty is performed under competent orders.

B. Duty Involving Experimental Stress. Experimental stress duties are limited to the following:

1. Human Acceleration or Deceleration Experimental Subject. Duty performed as human acceleration or deceleration experimental subjects utilizing experimental acceleration or deceleration devices.

2. Thermal Stress Duty. Duty performed as human thermal experimental subjects in thermal stress experiments.

3. Low-Pressure Chamber Duty. Duty performed within a low-pressure (altitude) chamber at physiological facilities as human test subject, inside instructor-observer or inside observer-tender.

4. High-Pressure Chamber Duty

a. Duty performed within a high-pressure (hyperbaric or recompression) chamber or hyperbaric complex as a:

(1) Human test subject for approved protocols applicable to the research, development, testing and evaluation of diving, hyperbaric and underwater-related tools, systems, equipment and procedures.

(2) Recompression chamber/hyperbaric complex inside instructor-observer or inside observer-tender during the conduct of protocols involving the use of human test subjects.

(3) Recompression chamber/hyperbaric complex inside instructor-observer or inside observer-tender during the conduct of hyperbaric treatment or hyperbaric therapy procedures which include, but are not limited to, treatment of ailments incidental to diving and hyperbaric/hypobaric exposure.

b. Navy Personnel Only. For a Navy member to qualify for this incentive pay as a human test subject, inside instructor-observer or inside observer-tender in a recompression chamber/hyperbaric complex, all of the following conditions must be met. The member must:

(1) Possess a Navy Enlisted Classification/Navy Officer Billet Classification (NEC/NOBC) listed below and is assigned by competent orders to a billet utilizing that NEC/NOBC:

<u>Enlisted:</u>	<u>NEC</u>
SEAL (Basic)	5320
Swimmer Delivery Vehicle	5323
SEAL	5326
Basic Explosive Ordnance Disposal (EOD) Technician	5332
Basic EOD Technician (Parachutist)	5333
Senior EOD Technician	5334
Senior EOD Technician (Parachutist)	5335
Master EOD Technician	5336
Master EOD Technician (Parachutist)	5337
Master Diver	5341
First Class Diver	5342
Second Class Diver	5343
Advanced Underwater Construction Technician	5931
Basic Underwater Construction Technician	5932

<u>Enlisted:</u>	<u>NEC</u>
Master Underwater Construction Technician	5933
Special Amphibious Reconnaissance Independent Duty Corpsman	8403
Fleet Marine Force Reconnaissance Corpsman	8427
Special Operations Independent Duty Corpsman	8491
Special Operations Technician	8492
Medical Deep Sea Diving Technician	8493
Medical Deep Sea Diving Technician	8494
<u>Officer</u>	<u>NOBC</u>
Undersea Medical (Diving) Officer	0107
Medical Service Corps (Diving) Officer	0107
EOD Officer	9230
EOD Mobile Unit Officer	9231
SEAL Officer	9293
Diving Officer (General)	9312

(2) Be ordered to perform additional duty as a human test subject, inside instructor-observer or inside observer-tender as described in subparagraphs 240601.B.4.a., b, or c, or by the commanding officer having cognizance over the recompression chamber or hyperbaric complex, and;

(3) Either be instructing or operating Navy approved underwater breathing equipment, support systems, and recompression chambers; or observing the other individual(s) for symptoms of diving injuries/illnesses and providing appropriate treatment, as ordered by competent authority.

c. The following types of similar duties do not entitle Navy personnel to hazardous duty incentive pay as recompression chamber/hyperbaric complex inside instructor-observers or inside observer-tenders:

(1) Inside observer-tender and divers for surface decompression procedures incidental to the conduct of diving operations as this is considered a normal procedure related to the safe conduct of routine diving operations.

(2) Either under instruction inside instructor-observer, inside observer-tender or trainees. This includes saturation diving procedures and hyperbaric medical related training which is considered a normal requirement to establish or maintain proficiency and/or qualifications.

(3) Inside observer-tender or test candidates during conduct of pressure and/or oxygen tolerance tests.

(4) Inside observer-tender, technicians or others involved in recompression chamber or hyperbaric complex preventive or corrective maintenance

or during the use of a chamber or complex for the purpose of conducting preventive or corrective maintenance procedures.

(5) Patients undergoing hyperbaric treatment or therapy.

C. Restriction. A member is entitled to only one payment of incentive pay for experimental stress duty during any 1 month.

[240602.](#) Rates

See paragraph [240204](#).

[240603.](#) Performance Requirements

A member is entitled to incentive pay for experimental stress duty when assigned to that duty by competent orders and performs such duty during the month involved. Competent medical authorities of the Military Service concerned must determine if the member is engaged in one or more stress experiments involving risk of experimental hazard.

[240604.](#) Right to Pay Under Certain Conditions

See Table 24-1.

[2407](#) TOXIC FUELS (OR PROPELLANTS) DUTY

[240701.](#) Entitlement

A. A member is entitled to HDIP for duty involving the servicing of aircraft or missiles with highly toxic fuels or propellants when this duty is performed as a primary duty according to the requirements set forth in subparagraphs [240702.A](#) through D and G.

B. A member is entitled to HDIP for duty involving the servicing of aircraft or missiles with highly toxic fuels or propellants for the testing of aircraft or missile systems (or components of such systems) during which highly toxic fuels are used when this duty is performed as a primary duty according to the requirements listed below.

[240702.](#) Requirements

Primary duty under this section requires:

A. Removal, replacement, and servicing of the emergency power unit of an aircraft with H-70 propellant (30 percent water, 70 percent hydrazine).

B. Participation by those personnel performing duties in subparagraph 240702.A, who must also participate in an emergency response force, spill containment, or spill cleanup involving H-70 propellant (30 percent water, 70 percent hydrazine).

C. Handling and maintaining the liquid propellants (liquid oxidizer-nitrogen tetroxide; unsymmetrical dimethyl hydrazine) used in the Titan weapon system if such duty requires the qualification in the use of the rocket fuel handler's clothing outfit and involves:

1. Launch duct operations, including flow, pressurization, on-load, off-load, set-up, or tear down involving propellant transfer operations.
2. Set-up, installation, or tear down for fuel/oxidizer flow.
3. Decontamination of equipment, including but not limited to the rocket fuel handler's clothing outfit.
4. Venting or pressurizing missile fuel or oxidizer tanks.
5. Removing or replacing missile components while missile fuel and oxidizer tanks are loaded with such propellants.
6. Transferring propellants between commercial and military holding trailers; or between holding trailers and fuel/oxidizer pump rooms.
7. Normal preventive maintenance activities including but not limited to seal changes.

D. Handling and maintaining the propellants, unsymmetrical dimethyl hydrazine and inhibited red-fuming nitric acid used in the LANCE missile system.

E. Handling, transporting, or working with toxic fuels/propellants by members assigned to the Air Force Rocket Propulsion Lab (AFRPL) who:

1. Directly manage and inspect the activities of crew members conducting operations involving experimental rocket propulsion systems and components.
2. Directly monitor and set up measurement instruments in operational areas where contamination is suspected or may be physically present.
3. Install and remove instrumentation devices from propulsion systems and components.
4. Perform final test preparation and immediate safety inspection duties around pressurized, active systems during pre-run and post-run test periods.
5. Install and repair electrical systems.

F. Handling, loading/unloading, and transporting toxic fuels and oxidizers at the precision sled track while working with the liquid rocket sled which uses JP-X (a mixture of jet fuel (JP-4) and unsymmetrical dimethyl hydrazine) and red-fuming nitric acid and a propulsion.

G. Involvement with other toxic substances contained in missile or aircraft weapon system fuels or propellants as determined by the Secretary concerned.

240703. Rates

See paragraph 240204.

240704. Restriction

The entitlement to the pay under this section is based upon the performance of such duty which has the potential for accidental or inadvertent exposure to highly toxic fuels or propellants or related substances and not upon actual quantifiable exposure to such substances. Therefore, neither this construction of the term nor the receipt of the pay provided for in this section may be construed as indicating that any person entitled to such pay has been actually exposed to highly toxic fuels or propellants or related substances contrary to the provisions of any statute, executive order, rule, or regulation relating to health or safety which is applicable to the Uniformed Services.

## 2408 TOXIC PESTICIDES DUTY

240801. Entitlement

A member is entitled to HDIP for duty involving frequent and regular exposure to highly toxic pesticides when the member is assigned by competent orders to the entomology, pest control, pest management, or preventive medicine functions of a Uniformed Service for a period of 30 consecutive days or more.

240802. Requirements

A. Fumigation Duties. Members must perform fumigation duties during a calendar month to receive HDIP for the month. Duty under this section covers any fumigation task utilizing: (1) phosphine, sulfuryl fluoride, hydrogen cyanide, methyl bromide, or (2) a fumigant of comparable high-acute toxicity and hazard potential.

B. Restrictions. The use of solid fumigant formulations such as aluminum phosphide, magnesium phosphide, and calcium cyanide in the outdoor control of burrowing animals does not qualify a member for incentive pay under this section.

240803. Rates

See paragraph 240204.

**2409 DANGEROUS VIRUSES (OR BACTERIA) LAB DUTY****240901. Entitlement**

A member is entitled to HDIP for duty involving laboratory work that utilizes live dangerous viruses or bacteria as a primary duty.

**240902. Requirements**

Under this section members must perform primary duty while assigned by competent orders for a period of 30 consecutive days or more to participate in or conduct applied or basic research that is characterized by a changing variety of techniques, procedures, equipment, and experiments. Duty under this section is primary duty performed by members who work with microorganisms:

- A. That cause disease:
  - 1. With a high potential for mortality; and
  - 2. For which effective therapeutic procedures are not available.
- B. For which no effective prophylactic immunization exists.

**240903. Rates.**

See paragraph [240204](#).

**2410 CHEMICAL MUNITIONS DUTY****241001. Entitlement**

A member is entitled to HDIP for duty involving the handling of chemical munitions (or components of such munitions) as a primary duty.

**241002. Requirements**

- A. Primary Duties. Primary duty under this section requires direct physical handling of:
  - 1. Toxic chemical munitions incident to storage, maintenance, testing, surveillance, assembly, disassembly, demilitarization, or disposal of said munitions;
  - 2. Chemical surety material defined by the Secretary of the Military Department concerned, incident to manufacture, storage, testing, laboratory analysis, detoxification, or disposal of said material;

3. Toxic chemical munitions incident to the technical escort of shipments of said munitions; or

4. Chemical surety material, defined by the Secretary concerned, incident to technical escort of shipments of said material.

B. Restrictions. HDIP under this section does not include the following duties:

1. Handling of the individual components of binary chemical agents or munitions.

2. User handling incident to loading, firing, or otherwise launching the toxic chemical munitions, or field storage operations during hostilities.

3. Handling of research, development, testing, and evaluation dilute solutions of toxic chemicals as defined by the Secretary concerned.

4. Handling of riot control agents, chemical defoliants and herbicides, smoke, flame and incendiaries, and industrial chemicals.

[241003](#). Rates

See paragraph [240204](#).

[241004](#). Restriction

The entitlement to the pay under this section is based upon the performance of such duty that has the potential for accidental exposure to chemical agents and not upon actual quantifiable exposure to such agents. Therefore, neither the construction of the term nor the receipt of pay provided for in this section may be construed as indicating that any person entitled to such pay actually has been exposed to chemical agents contrary to the provisions of any statute, executive order, rule, or regulation relating to health and safety which is applicable to the Uniformed Services.

## [2411](#) MARITIME VISIT, BOARD, SEARCH AND SEIZURE (VBSS) DUTY

[241101](#). Entitlement

A member of a uniformed service who is entitled to basic pay is also entitled to incentive pay for hazardous duty involving regular participation as a member of a team conducting visit, board, search, and seizure operations aboard vessels in support of maritime interdiction operations.

**241102.** Duty Involving Maritime VBSS

Navy has established that in order to qualify for HDIP for any month under this section a member must:

- A. Be assigned for an entire month to a billet designated as requiring frequent and regular participation in visit, board, search and seizure operations.
- B. Be properly trained for the VBSS billet.
- C. Participate in a minimum of three boarding missions (excluding training exercises) during each month of qualification.

**2412 POLAR REGION FLIGHT OPERATIONS DUTY****241201.** Entitlement

A member of a uniformed service who is entitled to basic pay is also entitled to incentive pay for hazardous duty involving use of ski-equipped aircraft on the ground in Antarctica or on the Arctic Ice-Pack.

**241202.** Requirements

A member **will** be eligible in any calendar month during which that member participated in a take-off from or landing on the ground in Antarctica or the Arctic Ice-Pack, or the servicing of, or the handling of cargo in connection with such aircraft on the ground in such a polar region. The appropriate commander **will** certify those members who under competent orders perform such duty in a calendar month.

**241203.** Rates

See paragraph **240204**.

Table 24-1. Incentive Pay for Hazardous Duty-Entitlement Under Certain Conditions

<b>R U L E</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
	<b>When a member under orders to perform hazardous duty is</b>	<b>and the hazardous duty involved is</b>	<b>and</b>	<b>then incentive pay entitlement</b>
<b>1</b>	sick in line of duty	any type of hazardous duty listed in paragraph <a href="#">240203</a>	orders to perform the hazardous duty involved remain in effect and the member performs the duty involved during the month involved, or when appropriate, performs the minimum performance requirements for the duty involved	continues for the period of the illness.
<b>2</b>	on authorized leave			continues for the period of leave (note 1).
<b>3</b>	on temporary duty or temporary additional duty			continues for the period of TDY or TAD.
<b>4</b>	reassigned PCS including temporary duty in conjunction with PCS			is not affected by the PCS (note 2).
<b>5</b>	on temporary duty or temporary additional duty	any type of hazardous duty listed in paragraph <a href="#">240203</a>	orders to perform hazardous duty involved are in effect at the TDY station only. Member meets minimum performance requirements at the TDY station	begins on the date of reporting for duty at the temporary duty location and exists for the period of temporary duty.
<b>6</b>	discharged and immediately reenlisted at the same station	any type of hazardous duty listed in paragraph <a href="#">240203</a>	orders to perform hazardous duty involved are not specifically terminated	is determined as though there had been no discharge.
<b>7</b>	without a break in service		orders to perform the hazardous duty involved are specifically terminated	ceases on effective date shown in orders.

Table 24-1. Incentive Pay for Hazardous Duty-Entitlement Under Certain Conditions (continued)

<b>R U L E</b>	<b>A</b> <b>When a member under orders to perform hazardous duty is</b>	<b>B</b> <b>and the hazardous duty involved is</b>	<b>C</b> <b>and</b>	<b>D</b> <b>then incentive pay entitlement</b>
<b>8</b>	removed from hazardous duty		removal is for cause, disqualification, or the member's own request	ceases on the date that cause or disqualification is determined to exist or the date the member is removed per request, which will be the effective date established in orders terminating the hazardous duty. (See note 2 for pay proration.)
<b>9</b>	a member of a Reserve Component being released from active duty performed either: a. while member is part of strength accountability of the active military establishment (EAD). b. while member is accountable to a Reserve Component (ADT) (note 5)	parachute	orders are not issued directing relief from assigned duties and requirements have been met for the period involved	continues for the period of allowable travel time (notes 3 and 5).

Table 24-1. Incentive Pay for Hazardous Duty-Entitlement Under Certain Conditions (continued)

<b>R U L E</b>	<b>A</b> <b>When a member under orders to perform hazardous duty is</b>	<b>B</b> <b>and the hazardous duty involved is</b>	<b>C</b> <b>and</b>	<b>D</b> <b>then incentive pay entitlement</b>
<b>10</b>	being released from active duty performed either: a. while member is part of strength accountability of the active military establishment (EAD). b. while member is accountable to a Reserve Component (ADT) (note 4)	demolition, flight deck, experimental stress, toxic fuels, toxic pesticides, dangerous viruses, handling chemical munitions, maritime visit, board, search and seizure, or polar region flight operations	orders are not issued directing relief from assigned duties and requirements have been met for the period involved	ceases on detachment from last duty station.
<b>11</b>	on ADT for any number of weeks (with or without a unit of assignment) (note 4)	any type of hazardous duty listed in paragraph <a href="#">240203</a>	orders to perform the hazardous duty involved are in effect at the ADT station. Member meets minimum performance requirements at ADT station	1. exists for the period of ADT. Entitlement for ADT is terminated per rules 9 or 10. 2. for IDT is determined under note 6.
<b>12</b>	on ADT for 20 weeks or more away from unit of assignment (note 4)		member is not ordered to perform the hazardous duty at the ADT station	1. does not exist for the period of ADT. 2. for IDT is determined under note 6.

Table 24-1. Incentive Pay for Hazardous Duty-Entitlement Under Certain Conditions (continued)

<b>R U L E</b>	<b>A</b> <b>When a member under orders to perform hazardous duty is</b>	<b>B</b> <b>and the hazardous duty involved is</b>	<b>C</b> <b>and</b>	<b>D</b> <b>then incentive pay entitlement</b>
<b>13</b>	on ADT for less than 20 weeks away from unit of assignment (note 4)		orders to perform the hazardous duty involved remain in effect at unit of assignment. Member is not ordered to perform hazardous duty at ADT station. Member meets minimum performance requirements during inactive duty training (IDT) at unit of assignment	<ol style="list-style-type: none"> <li>1. exists for the period of ADT. Entitlement for ADT is terminated per rules 9 or 10.</li> <li>2. for IDT is determined under note 6.</li> </ol>

**NOTES**

1. Performance of hazardous duty while on leave cannot be counted for pay purposes.
2. Orders to perform hazardous duty remain in effect when member is being reassigned PCS successively to hazardous duty. If the member cannot be immediately assigned to a hazardous duty position at a new station, orders to perform such duty will be terminated effective the date of arrival at new duty station and incentive pay stopped as of that date. When successive assignment does not require hazardous duty as an essential part of military duty at the new permanent duty station, orders to perform such duty will be terminated effective the date of departure from old duty station (or TDY point if performance of hazardous duty is required as an essential part of military duty at the TDY point) and incentive pay stopped as of that date. When effective date in the orders terminating hazardous duty is other than the last day of a calendar month and that month's performance requirements have been met, the month's hazardous duty pay will be prorated per subparagraph 240201.
3. Parachute pay may not be paid beyond the last day of the calendar month for which requirements are met.
4. ADT includes annual training, special tours of active duty for training, school tours, and the initial tour performed by enlistees without prior military service.
5. Hazardous duty incentive pay entitlement for ADT includes time allowed for necessary travel from home to first duty station (paragraph 010305).
6. Hazardous duty incentive pay for inactive duty training (IDT) is paid per Chapter 58.

Table 24-2. When to Start the 3-Month Entitlement Period for Incapacity Resulting from Performance of Hazardous Duty

<b>R U L E</b>	<b>A</b>	<b>B</b>	<b>C</b>
	<b>When the type of duty is</b>	<b>and</b>	<b>then the 3-month period during which requirements are considered to have been met begins</b>
<b>1</b>	demolition, experimental stress, toxic fuels, toxic pesticides, dangerous viruses, or handling chemical munitions		the first day of the month following the month in which the incapacity occurred.
<b>2</b>	parachute, flight deck, maritime visit, board, search and seizure, or	performance requirements for the month of incapacity have been met	
<b>3</b>	polar region flight operations	performance requirements for the month of incapacity have not been met	the first day of the month in which the incapacity occurred.

Table 24-3. When Incentive Pay for Incapacity Resulting from Hazardous Duty Stops on PCS

<b>R U L E</b>	<b>A</b>	<b>B</b>
	<b>When a member receiving incentive pay as a result of incapacity resulting from hazardous duty is ordered on permanent change of station to a medical facility for treatment during the 3-month entitlement period, and the hazardous duty involved is</b>	<b>incentive pay accrues</b>
<b>1</b>	parachute	after PCS through the end of the 3-month entitlement period.
<b>2</b>	flight deck, demolition, experimental stress, toxic fuels, toxic pesticides, dangerous viruses, handling chemical munitions, maritime visit, board, search and seizure, or polar region flight operations	through the date of departure from the old station.

Table 24-4. Parachute Jumps-Incentive Pay for Parachute Duty-Performance Requirements

R U L E	A	B	C
	When	in	then
1	a jump is performed	any calendar month	member qualifies for parachute duty pay for that month and one preceding and succeeding month; or that month and 2 preceding months; or that month and 2 succeeding months (note 1).
2	jumps are made	2 or more consecutive months	new 3 consecutive-calendar-month period starts with each month a jump is made, except when rule 3 applies.
3	a member is unable to perform a jump because of military operations of the command or the absence of jump equipment or aircraft	a 3-month period	member may qualify for parachute duty pay on a 12-month basis. He or she may qualify for the 3-month period plus the following 9 consecutive-calendar-months by performing four jumps any time during the 9-month period (note 2).
4	a member is unable to perform a jump by reason of being engaged in combat operations in a hostile fire area		minimum jump requirements may be waived by the member's commanding officer (note 2).
5	a member begins parachute training or reports for duty with a parachute unit	a fractional part of a month	the month the training or duty begins becomes the first month of the 3 consecutive-calendar-month period (note 1).

**NOTES:**

1. Incentive pay for parachute duty may be paid, provided prescribed requirements are met, only from the date of reporting for duty or training. If that day is other than the first day of a month, that month's rate of pay will be prorated in accordance with paragraph 240201.
2. Military operations, combat operations in a hostile fire area, or absence of jump equipment are the only authorized reasons for not complying with requirements over a 3-month period.

Table 24-5. Parachute Jump Examples

	Example 1		Example 2		Example 3		Example 4		Example 5		Example 6		Example 7	
	Jumps	Entitled	Jumps	Entitled	Jumps	Entitled	Jumps	Entitled	Jumps	Entitled	Jumps	Entitled	Jumps	Entitled
20--														
October	0	Yes <sup>1</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0	Yes <sup>1</sup>	0	Yes <sup>1</sup>	0	Yes <sup>1</sup>	0	Yes <sup>1</sup>	0	Yes <sup>1</sup>
November	0	Yes <sup>1</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	1	Yes <sup>2</sup>	0	Yes <sup>1</sup>	0	Yes <sup>1</sup>	0	Yes <sup>1</sup>	0	Yes <sup>1</sup>
December	1	Yes <sup>2</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0	Yes <sup>1</sup>	1	Yes <sup>2</sup>	1	Yes <sup>2</sup>	1	Yes <sup>2</sup>	1 <sup>5</sup>	Yes <sup>2</sup>
20--														
January	0	Yes <sup>1</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>6</sup>	Yes <sup>7</sup>
February	1	Yes <sup>2</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>1</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>6</sup>	Yes <sup>7</sup>
March	0	Yes <sup>1</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>1</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>6</sup>	Yes <sup>7</sup>
April	0	No	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>1</sup>	2	Yes <sup>2</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>6</sup>	No
May	0	Yes <sup>1</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>1</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>6</sup>	No
June	0	Yes <sup>1</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	2	Yes <sup>2</sup>	0 <sup>3</sup>	Yes <sup>1</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>6</sup>	No
July	2	Yes <sup>2</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>1</sup>	0 <sup>3</sup>	Yes <sup>1</sup>	0 <sup>6</sup>	No
August	0	No	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	1	Yes <sup>2</sup>	0 <sup>3</sup>	Yes <sup>1</sup>	1	Yes <sup>2</sup>
September	0	No	4	Yes <sup>2</sup>	0 <sup>3</sup>	Yes <sup>1</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>1</sup>	3	Yes <sup>2</sup>	0	Yes <sup>1</sup>
October	0	Yes <sup>1</sup>	0	Yes <sup>1</sup>	0 <sup>3</sup>	Yes <sup>1</sup>	0 <sup>3</sup>	Yes <sup>1</sup>	0 <sup>3</sup>	Yes <sup>1</sup>	1	Yes <sup>2</sup>	0	Yes <sup>1</sup>
November	0	Yes <sup>1</sup>	1	Yes <sup>2</sup>	3	Yes <sup>2</sup>	0 <sup>3</sup>	Yes <sup>1</sup>	1	Yes <sup>2</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0	No
December	1	Yes <sup>2</sup>	0	Yes <sup>1</sup>	1	Yes <sup>2</sup>	2	Yes <sup>2</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0 <sup>3</sup>	Yes <sup>4</sup>	0	No
20--														
January	0	No	0	No	0	No	0	No	0	No	0	Yes <sup>1</sup>	0	No
February	0	No	0	No	0	No	0	No	0	No	0	Yes <sup>1</sup>	0	No
March	0	No	0	No	0	No	0	No	0	No	1	Yes <sup>2</sup>	0	No

**NOTES:**

1. Entitled to incentive pay for parachute duty based on jumps performed in 3 consecutive calendar months.
2. Entitled to incentive pay for parachute duty based on that month's jump.
3. No jumps performed because of absence of jump equipment or aircraft or on account of military operations.
4. Entitled to incentive pay for parachute duty based on jumps performed in 12 consecutive calendar months.
5. Incapacitated by reason of parachute accident.
6. No jumps performed because of incapacitation resulting from parachute accident.
7. Entitled to incentive pay for parachute duty-accident.

**BIBLIOGRAPHY****CHAPTER 24 - INCENTIVE PAY - HAZARDOUS DUTY OTHER THAN AERIAL FLIGHTS****2402 - ENTITLEMENT**

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240201	37 U.S.C. 301
240202	37 U.S.C. 301(c)
240203	37 U.S.C. 301(e)
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240204.C	38 Comp Gen 83

**2403 - PARACHUTE DUTY**

240301	37 U.S.C. 301(a)(3) 37 U.S.C. 301(c)(1) Public Law 102-190, December 5, 1991 OASD(FM&P) Memo, March 5, 1992 MS Comp Gen B-112720, February 3, 1953
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**2404 - FLIGHT DECK DUTY**

240401	37 U.S.C. 301(a)(8)
240402	OPNAVINST 7220.4 series
240403	37 U.S.C. 301(c)
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**2405 - DEMOLITION DUTY**

240501	37 U.S.C. 301(a)(8)
240502	37 U.S.C. 301(c)

**2406 - EXPERIMENTAL STRESS DUTY**

240601	37 U.S.C. 301(a)(9), (10), 11)
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