

VOLUME 7A, CHAPTER 58: “PAY AND ALLOWANCES FOR INACTIVE DUTY TRAINING”

SUMMARY OF MAJOR CHANGES

All changes are denoted by [blue font](#).

Substantive revisions are denoted by an * 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 October 2012 is archived.

| PARAGRAPH | EXPLANATION OF CHANGE/REVISION | PURPOSE |
|------------------|--|----------------|
| 580105.B | Changed the Muster Duty Allowance for calendar year 2013. | Update |
| 580108.D | Extended Designated Unit Pay to December 31, 2013. | Update |
| 580306 | Added new policy provisions for the payment of Hostile Fire Pay (HFP) and Imminent Danger Pay (IDP). | Add |
| 580706.B | Updated hyperlink to the Servicemembers’ Group Life Insurance (SGLI) Election and Certificate. | Update |
| 580710 | Updated hyperlink Electronic Funds Transfer option for direct remittance of SGLI and Family Servicemembers’ Group Life Insurance settlement. | Update |
| Table 58-1 | Inserted Muster Duty Allowance amount for calendar year 2013. | Add |
| Bibliography | Statutes updated. | Update |

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CHAPTER 58

PAY AND ALLOWANCES FOR INACTIVE DUTY TRAINING

5801 GENERAL PROVISIONS

580101. Entitlement and Computation of Inactive Duty Training Pay and Special Pay

A. Inactive Duty Training with Pay. A member of the National Guard or a Reserve Component is entitled to compensation at the rate of one-thirtieth of the basic pay prescribed for grade and years of service for the performance of each authorized period of:

1. Regular inactive duty training (drill or unit training assembly).
2. Equivalent training, instruction, or duty.
 - a. Army: For details and exceptions, see [Army Regulation 140-1](#) and [National Guard Regulation 350-1](#).
 - b. Navy: See [Bureau of Navy Personnel Instruction 1001.39F](#) Series.
 - c. Air Force: See [Air National Guard Instruction 36-2001](#) and [Air Force Instructions 36-2254 VI](#).
 - d. Marine Corps: See [Marine Corps Order P1001R.1K](#).
3. Appropriate duty.
4. Additional flying training period (AFTP).
5. Additional inactive duty training.
6. Duty or training that resulted in the successful completion of a course of instruction undertaken by the member using **electronic-based** distributed learning methodologies to accomplish training requirements related to unit readiness or mobilization, as directed for the member by the Secretary concerned.

NOTE: To qualify for pay for a period of inactive duty training, each member shall engage in such duty or training for the period (not less than 2 hours) as prescribed by the Secretary concerned. Compensation will not accrue for periods of inactive duty performed in excess of the number authorized by the appropriate regulations of the Military Service concerned. A member cannot qualify for pay for more than two periods of inactive duty training during a single calendar day.

B. Inactive Duty Training Without Pay. Members of the Reserve Components may, with their consent, be ordered to inactive duty training without pay when authorized by the Secretary concerned.

C. Combination Active Duty and Inactive Duty. A member of a Reserve Component may be paid the equivalent total of pay for more than 360 days in a year, when so directed based on actual entitlement if the total is based on a combination of active duty pay and inactive duty training compensation.

580102. Limitation

A member cannot accrue compensation for inactive duty training performed on a day on which he or she is also entitled to basic pay for active duty or active duty for training, or on a day on which entitled to Muster Duty Allowance (MDA).

580103. Waiver of Benefits

The provisions of Chapter 57, paragraph 570104 apply to members of the Reserve Components who perform inactive duty training in a pay status.

580104. Allotment of Pay

Members of the Reserve Components are not authorized to allot inactive duty training compensation, except as prescribed in Chapter 57, paragraph 570105.

*580105. Muster Duty Allowance (MDA) for Reservists

A. Entitlement. The Secretary of Defense may order a member of the Ready Reserve [who is](#) not a member of the National Guard or Selected Reserve, without the member's consent, to muster duty one time each year. A member ordered to muster duty shall be required to perform a minimum of 2 hours muster duty, as determined by the Secretary of the Military Department concerned, on the day of muster.

B. Amount Payable. The MDA is 125 percent of the average Continental United States per diem rate in effect on September 30 of the calendar year proceeding the calendar year in which the muster duty is performed. [The 2013 rate is \\$209.71.](#) Previous yearly rates are listed in Table 58-1.

C. Collections. From the MDA, collect:

1. Federal Income Tax Withholdings (FITW) at the authorized rate for one-time payments.
2. State Income Tax Withholdings (SITW) at the authorized rate for one-time payments.

3. Members who perform muster duty receive part-time coverage under the Servicemembers' Group Life Insurance (SGLI) program. The premium is \$0.25 for \$100,000 or \$1.00 for the maximum coverage rate of \$400,000, unless the member elects to decline coverage. See Chapter 47, Table 47-1 for coverage effective dates.

4. Members who elect SGLI shall be automatically enrolled in Traumatic Injury Protection under the SGLI program (TSGLI). There is no cost for TSGLI coverage while a member is performing muster duty. See Chapter 47, section 4713 for further information.

5. Do not collect Federal Insurance Contributions Act (FICA) taxes.

D. Payment. The allowance may be paid to a Ready Reservist before, on, or after the date on which muster duty is performed, but not more than 30 days after that date. The Ready Reservist is not entitled to other payment of any kind, including inactive duty training compensation under paragraph 580101, for the performance of a muster duty.

E. Retirement Point Credit. Muster duty shall not be credited in determining entitlement to, nor computing, retired pay.

580106. Electronic Screening Allowance (ESA) for Reservists

A. Entitlement. The Secretary concerned may authorize payment of an ESA stipend to a member of the Individual Ready Reserve (IRR) for participating in the screening performed by electronic means. Electronic screening may be performed in lieu of MDA for muster duty performed. A maximum of one ESA is paid once during a calendar year. The ESA stipend authorized may not be disbursed in kind. Payment of a stipend to a member of the IRR for participation in screening shall be made on or after the date of participation in such screening, but not later than 30 days after such date.

B. Maximum Amount Payable. The aggregate amount of the ESA stipend paid to an IRR member, in any calendar year, may not exceed \$50, regardless of pay grade.

C. Collections. From the ESA, collect:

1. FITW at the authorized rate for one-time payments.

2. SITW at the authorized rate for one-time payments.

3. Members who perform electronic screening receive part-time coverage under the SGLI program. The premium is \$0.25 for \$100,000 or \$1.00 for the maximum coverage rate of \$400,000, unless the member elects to decline coverage. See Chapter 47, Table 47-1 for coverage effective dates.

4. Members who elect SGLI shall be automatically enrolled in Traumatic Injury Protection under the SGLI program (TSGLI). There is no cost for TSGLI

coverage while a member is performing electronic screening. See Chapter 47, section 4713 for further information.

5. Do not collect FICA taxes.

D. Restriction. The ESA is the only monetary compensation authorized to be paid to a member for the performance of electronic screening and shall constitute full payment to the member regardless of the grade or rank in which the member is serving.

580107. Funeral Honors Duty Allowance (FHDA)

A. Entitlement. The Secretary concerned may authorize payment of FHDA to a member of the Ready Reserves [and the Retired Reserves](#). The member is entitled to a FHDA for a minimum of 2 hours of funeral honors duty (FHD). A maximum of 1 FHDA may be earned and paid in 1 calendar day.

B. Amount Payable (Effective October 1, 2000)

1. \$50 regardless of pay grade for each FHD period; or
2. One-thirtieth of the basic pay prescribed for grade and years of service for the performance of each FHD period.

C. Collections. From the FHDA, collect:

1. FITW and SITW at the rate claimed on the member's Internal Revenue Service (IRS) Form W-4, "Employee's Withholding Allowance Certificate" or, if a W-4 is not submitted, at the rate using the daily rate table for a single member with no dependent.

2. [Retired](#) Reserve members who do not have SGLI coverage may elect part-time SGLI coverage when performing FHD. The cost is \$0.25 per \$100,000 or \$1.00 for \$400,000 coverage. There is no cost for TSGLI coverage while a member is performing funeral honors duty. See Chapter 47, section 4713 for further information.

3. Do not collect FICA.

D. Restriction. Except for expenses reimbursed for travel and transportation incident to FHD, the FHDA is the only monetary compensation authorized to be paid to a member for the performance of FHD and shall constitute full payment to the member.

*580108. Designated Unit Pay

A. A member assigned to a unit designated as a high priority unit of the Selected Reserve by the Secretary concerned is, while performing inactive duty training for

compensation, entitled to a maximum of \$50 designated unit pay for the performance of each authorized period of:

1. Regular inactive duty training (drill or unit training assembly).
2. Equivalent training, instruction, or duty, provided each authorized period is not less than 4-hours duration. Authorized periods may be performed on a Sunday or a legal holiday.

B. A member of a designated unit is entitled to designated unit pay for authorized periods of drill or duty performed with a nondesignated unit, but members of a nondesignated unit may not receive designated unit pay for authorized periods of drill or duty performed with a designated unit.

C. Designated unit pay is subject to federal and state withholding, but is not subject to FICA taxation.

* D. No payment of designated unit pay may be made for any period before the date the Secretary concerned designates a unit as a high priority unit, nor may any payment be made for any period of drill or instruction performed after [December 31, 2013](#).

5802 INCENTIVE PAY

580201. Entitlement

Members of the Reserve Components who are in a pay status are entitled to incentive pay for hazardous duty performed during periods of inactive duty training if serving under competent orders and otherwise meeting the requirements of this section. Members entitled to incentive pay for hazardous duty are entitled to an increase in compensation equal to one-thirtieth the applicable monthly rate for each authorized period of inactive duty training of not less than 2 hours.

580202. Aviation Career Incentive Pay (ACIP), Continuous or Conditional, or Hazardous Duty Incentive Pay (HDIP) for Flying Duty

Members of the Reserve Components who perform inactive duty training in a pay status are entitled to ACIP or incentive pay for flying under the conditions of Chapter 22, sections 2201 or 2202. The provisions of Chapter 22, subparagraphs 220103.A.1 or 220203.A.1, regarding the use of hours flown during the preceding 5 months not already used to qualify for flight pay, are equally applicable to members otherwise eligible who are performing inactive duty training. Exception: Minimum flight requirements are one-half of those prescribed for a member on active duty - that is, 2 hours per month when the calendar month is the unit period. If a fraction of a calendar month is the unit period, then flying time required for such period will be as shown in Chapter 22, Table 22-2 under "Inactive Duty." A member who has performed less than the total number of regularly scheduled drills or unit training assemblies during a month or a fractional part of a month shall meet the minimum flight requirements for the month, or fraction

thereof, in order to be entitled to any flying pay for the drills or unit training assemblies actually performed. When scheduled inactive duty training was not attended and performed in a subsequent month, flying pay for such period(s) is payable, provided the member met minimum flight requirements for each period involved.

A. Combined Flight Requirements. When a member performs both active and inactive duty with pay in the same month, designated flying time earned in that month may be combined to satisfy any ACIP or HDIP flight requirements for that month.

1. Active and inactive duty flying time may be combined for application to flight requirements only in the month in which the flying is performed. Combined flying time that is in excess of the requirements of the month in which actually performed, or that otherwise cannot be used in the month earned, will be redistributed into active and inactive flying time categories. Combined flying time may be applied only to other monthly flight requirements (see Chapter 22) for the appropriate status category into which redistributed (i.e., active duty flying time for active duty requirements and inactive duty flying time for inactive duty requirements). Combined flying time will be applied and any excess or unused time will be divided and placed into appropriate categories as set forth in subparagraph 580202.A.1.a.

NOTE: Unless the member is performing continuous active duty in excess of 30 days, or unless the active duty period extends unbroken over parts of 2 months, the excess/unused active flying duty hours may not be banked for potential application to other requirements.

a. When the hours flown while on active duty are in excess of the active duty flight requirement of the month, and the hours flown during the inactive duty period are also in excess of the inactive duty flight requirement of the month, all excess hours will be retained in their respective categories for application to the requirements for other months, if otherwise allowable.

Example 1: A member performed 15 days of active duty and was in an inactive duty training status 15 days in the same calendar month. The member performed 5.0 hours of flying duty while on active duty and 1.5 hours while on inactive duty. The 5.0 hours earned while on active duty are in excess to the 2 hours required, and the 1.5 hours earned while on inactive duty are in excess to the 1.0 hours required. The 3.0 hours that are in excess of the active duty requirement will be “banked” as active duty time if the criteria of the note in subparagraph 580202.A.1 are met. The 0.5 hours in excess to the inactive duty requirement will be banked as inactive duty time.

b. When the hours flown while on active duty are in excess of the active duty flight requirement of the month, and the hours flown during the inactive duty period are insufficient for the inactive duty flight requirement of the month, the excess active duty hours will be applied to the inactive duty requirement. Any remaining excess or unused active duty hours will be retained for application to the requirements for other months of active duty, if otherwise allowable. If the excess active duty hours applied to the inactive duty requirement are not sufficient to meet the inactive duty requirement for that month, then any banked inactive hours shall also be applied. If the inactive duty requirement is still not satisfied,

then all hours revert to their respective categories to be used in meeting the requirements for other months, as allowable.

Example 2: A member performed 15 days of active duty and was in an inactive duty training status for 15 days in the same calendar month. The member performed 5.0 hours of flying duty while on active duty and 0.5 hours while on inactive duty. The active duty flying time is in excess of the active duty requirement of 2.0 hours, while the inactive flying time is insufficient for the inactive duty requirement of 1.0 hours. Apply 0.5 of the excess active duty hours to the inactive requirement. The remaining 2.5 excess active duty hours may be banked as active duty time, if the criteria of the note in subparagraph 580202A.1 are met.

c. When the hours flown while on active duty are insufficient for the active duty flight requirement of the month, and the hours flown during the inactive duty period are in excess of the inactive duty flight requirement of the month, the excess inactive duty hours will be applied to the active duty requirement. Any remaining excess or unused inactive duty hours will be retained for application to inactive duty requirements in a subsequent month. If the excess inactive duty hours applied to the active duty requirement are not sufficient for the month's active duty requirement, then any banked active duty hours shall be applied. If the active duty requirement is still not satisfied, then all hours revert to their respective categories for use in meeting requirements for other months, as allowable.

Example 3: A member performed 15 days of active duty and was in an inactive duty for training status 15 days in the same calendar month. The member performed 0.5 hours of flying duty while on active duty and 1.5 hours while on inactive duty. The member has 0.0 hours of active duty flying time and 3.0 of inactive flying time banked. The active duty flying time is insufficient for the active duty requirement of 2.0 hours and the inactive flying time is in excess of the inactive duty requirement of 1.0 hours. Apply the 0.5 excess inactive duty hours to the active duty requirement. Combined, the active duty and inactive duty flying time is short of the requirement by 1.0 hours. In this case, there are no banked active duty hours and the active duty requirement remains unfulfilled. Therefore, the 0.5 unused active duty hour may be banked as active duty time if the criteria of the note in subparagraph 580202.A.1 are met and the 0.5 hour of unused inactive duty time will be banked as inactive duty time.

d. When the hours flown while on active duty are insufficient for the active duty flight requirement of the month, and the hours flown during the inactive duty period are also insufficient for the inactive duty flight requirement of the month, the hours will be applied in the following sequence. First, the inactive duty hours flown will be applied to the active duty requirement. If the combined active and inactive duty hours flown are not sufficient for the active duty requirement, then any banked active duty hours shall also be applied. If the active duty requirement is still not satisfied, then the active duty hours flown will instead be applied to the inactive duty requirement. If the combined active and inactive duty hours flown are not sufficient for the inactive duty requirement, then any banked inactive duty hours shall also be applied. If the inactive duty requirement is still not satisfied, then all hours revert to their respective categories use in meeting requirements for other months, as allowable.

Example 4: A member performed 15 days of active duty and was in an inactive duty for training status 15 days in the same calendar month. The member performed 0.3 hours of flying duty while on active duty and 0.4 hours while on inactive duty. The member has 0.1 hours of active duty flying time (as a result of a period of active duty that began near the middle of the previous month and was continuous into the present month) and 0.2 hours of inactive duty flying time banked. The active duty flying time is insufficient for the active duty requirement of 2.0 hours and the inactive flying time is insufficient for the inactive duty requirement of 1.0 hours. First, apply the 0.4 hours of the inactive duty flying time to the active duty requirement. Combined, the active duty and inactive duty flying time is short of the requirement by 1.3 hours. In this case, there are 0.1 of banked active duty hours, but that also is insufficient and the active duty requirement remains unfulfilled. Next, apply the 0.3 hours of the active duty flying time to the inactive duty requirement. Again, the coverage is not sufficient, being 0.3 hours short of the inactive duty requirement. In this case, there are 0.2 hours of banked inactive duty hours, but that also is insufficient and the inactive duty requirement remains unfulfilled. Finally, since neither the active nor the inactive requirements could be fulfilled, the unused time will be banked as allowed. The unused 0.3 hours of active flying time may be banked as active duty time if the criterion of the note in subparagraph 580202.A.1 is met and the unused 0.4 hours of inactive flying time will be banked as inactive duty time.

2. Active Duty of Less Than One Calendar Month Covering Parts of Two Calendar Months. When active duty of less than 1 month covers parts of 2 consecutive calendar months, flights performed on inactive duty training may be combined to satisfy requirements for the whole period of active duty if the inactive duty flight requirements for both months have been met.

Example 1: A member performed 3.4 hours of flying while on an inactive duty training status from April 1-23. The member did not fly during active duty for training period of April 24 to May 7, or while in an inactive duty training status May 8-31. A total of 1.1 excess flying hours were accumulated before April 1. Flying time of 3.4 hours is first applied to the inactive duty training flight requirements for April (1.6 hours) and then to active duty flight requirements for April (1.0 hours). The 0.8 excess flying hours during April added to the 1.1 excess flying hours accumulated before April results in 1.9 excess flying hours available to apply against May flight requirements. Flight time in May totals 2.6 hours (24 days of inactive duty requires 1.6 hours; 7 days of active duty requires 1.0 hours; see Chapter 22, Table 22-2). Accumulated excess hours first are applied to the inactive duty training flight requirements. Do not credit pay for the period of 1-7 May since only 0.3 unused hours available is less than the 1.0 hours requirement.

Example 2: A member performed the following flights while on active and inactive duty training during parts of 2 calendar months. No excess flying hours were available on March 1.

| <u>Periods</u> | <u>Time Flown</u> | <u>Flight Requirements</u> |
|------------------------|-------------------|----------------------------|
| (Inactive) March 1 | 1.8 hrs | 1 hr |
| (Active) March 16-31 | 1.2 hrs | 2.2 hrs |
| (Active) April 1-9 | 1 hr | 1.2 hrs |
| (Inactive) April 10-30 | 1.6 hrs | 1.4 hrs |

NOTE: The continuous period of active duty training (March 16 to April 9) is a unit period of 25 days, which requires 3.4 hours flying time. For that reason, the 31st day of March imposes required flying time. Since this member is unable to meet the flight requirements for the active duty flight period, which covers, parts of 2 calendar months, it is necessary to determine if the member can meet the requirements for a single month. Entitlement for the month of March requires a composite of only 3 hours of flying time, and the month of April requires 2.6 hours. Thus, the member qualifies for flying pay for each inactive duty period and for the active duty training periods.

B. Additional Flying Training Periods (AFTP). A member who performs an AFTP in a pay status, if otherwise qualified, is entitled to incentive pay for flying if he or she meets the flight requirements of this paragraph for the month in which the AFTP is performed. Flying time accumulated during an AFTP may be used to satisfy requirements for inactive duty training and under the provisions of subparagraphs 580202 A.1 and A.2 may also be used for requirements for periods of active duty or active duty for training.

C. Operational Flying. Flying duty required by competent orders and performed by members of a Reserve Component, irrespective of unit of assignment, is considered to be operational flying.

580203. Continuous ACIP

An officer of a Reserve Component who performs inactive duty training in a pay status is entitled to continuous ACIP so long as the requirements are met for an aviation service career (not on extended active duty) as defined in the Definitions and the provisions of Chapter 22, section 2202.

580204. Submarine Duty Pay

A member of a Reserve Component who participates in scheduled drills aboard a submarine during underway operations, while under competent orders and in a pay status, is entitled to incentive pay for submarine duty.

580205. Hazardous Duty Incentive Pay for Parachute Duty

A member of a Reserve Component who performs inactive duty training in a pay status is entitled to incentive pay for parachute duty under the provisions of Chapter 24, section 2402.

A. Parachute jumps performed during periods of inactive duty training or active duty for training qualifies a member for incentive pay for either type of duty.

B. Parachute jumps performed while on extended active duty do not qualify a member for incentive pay for inactive duty training (see Chapter 57, paragraph 570101).

580206. Hazardous Duty Incentive Pay for Flight Deck Duty, Demolition Duty, and Experimental Stress Duty

A member of a Reserve Component who performs inactive duty training in a pay status is entitled to incentive pay under provisions of Chapter 24.

580207. Air Force Remotely Piloted Aircraft Aviation Incentive Pay and Career Enlisted Aviation Incentive Pay

A member of the Air Force Reserve Component who performs inactive duty training in a pay status is entitled to incentive pay under provisions of Chapter 22.

5803 SPECIAL PAY

580301. Entitlement

Members of the Reserve Components are not entitled to special pay for periods of inactive duty except as noted in the following paragraphs.

580302. Foreign Language Proficiency Bonus (FLPB)

The Secretary of the Military Department concerned may pay a member of a Reserve Component FLPB who is proficient in at least two of the three language modalities of reading, listening and speaking with respect to foreign languages identified on the Strategic Language List. A member of a Reserve Component who meets the requirements of Chapter 19, section 1901; and any additional requirements of the Military Service concerned, (see each applicable Service Foreign Language Proficiency Bonus Instruction) is entitled to foreign language proficiency bonus for each regular period of instruction or period of appropriate duty at which the member is engaged for at least 2 hours. This includes instruction received or duty performed on a Sunday or holiday and each period of performance of such equivalent training, instruction duty, or appropriate duties as the Secretary concerned may prescribe. The sum total of FLPB for reservists must equal the annual FLPB paid to an active duty member with the same certified language proficiency.

580303. Diving Duty Pay

The Secretary of the Military Department concerned may pay a member of a Reserve Component who is entitled to basic pay is entitled to special pay in the amounts set forth in Chapter 11, Table 11-1 for which the member:

- A. Is assigned by orders to the duty of diving;
- B. Is required to maintain proficiency as a diver by frequent and regular dives; and
- C. They are either:
 - 1. Actually performing diving duty while serving in an assignment for which diving is a primary duty; or
 - 2. Meeting the requirements to maintain proficiency as described in subparagraph 110101.B while serving in an assignment that includes diving duty other than as a primary duty.

NOTE: A member of a Reserve Component who meets the requirements of Chapter 11 and any additional requirements of the Military Service concerned is entitled to diving duty pay for each regular period of instruction or period of appropriate duty at which the member is engaged for at least 2 hours. This includes instruction received or duty performed on a Sunday or holiday and each period of performance of such equivalent training, instruction duty, or appropriate duties as the Secretary concerned may prescribe. The compensation for each such period will be equal to one-thirtieth of the monthly special pay authorized under Chapter 11, section 1103.

580304. Special Duty Assignment Pay

An enlisted Reserve Component member entitled to basic pay may qualify for Special Duty Assignment Pay (SDAP) when the member performs duties designated by the Secretary concerned as extremely difficult or involving an unusual degree of responsibility. A member entitled to SDAP may receive such pay in addition to any other pay or allowances to which entitled. SDAP status is awarded according to the applicable regulations of the Military Service concerned.

An enlisted member of a Reserve Component who meets the requirements of Chapter 8 and any additional requirements of the Military Service concerned is entitled to special duty assignment pay for each regular period of instruction or period of appropriate duty at which the member is engaged for at least 2 hours. This includes instruction received or duty performed on a Sunday or holiday and each period of performance of such equivalent training, instruction duty, or appropriate duties as the Secretary concerned may prescribe. The compensation for each such period will be equal to one-thirtieth of the monthly special pay authorized under Chapter 8, paragraph [080103](#).

580305. Officer Responsibility Pay

The Secretary concerned may designate positions of unusual responsibility that are of a critical nature to an Armed Force under his or her jurisdiction and authorize special pay to officers performing the duties of such a position. An officer of a Reserve Component who meets the requirements of Chapter 3, section 0302, and any additional requirements of the Military

Service concerned is entitled to responsibility pay for each day of the performance of duties in the designated position. This applies to days on which regular periods of instruction or periods of appropriate duty are performed, including periods of instruction received or duty performed on a Sunday or holiday and duties as the Secretary concerned may prescribe. The compensation for each such day will be equal to one-thirtieth of the monthly special pay authorized under Chapter 3, paragraph 030202.

NOTE: This is a departure from the usual compensation practice of paying one-thirtieth of a special pay for each inactive duty drill period.

*580306. Hostile Fire or Imminent Danger Pay

A member of a Reserve Component is entitled to hostile fire or imminent danger pay for any month when the member, while entitled to basic pay for active duty or compensation for inactive duty, also meets the requirements of Chapter 10. This includes instruction received or duty performed on a Sunday or holiday and duties as the Secretary concerned may prescribe. A member is not authorized to receive concurrent payments for hostile fire and imminent danger duty.

* A. Hostile Fire Pay (HFP). This entitlement is paid at the rate of \$225 per month when, as certified by the appropriate commander, a member is:

1. Subjected to hostile fire or explosion of a hostile mine, or
2. On duty in an area in close proximity to a hostile fire incident and the member is in danger of being exposed to the same dangers actually experienced by other Service members subjected to hostile fire or explosion of hostile mines, or
3. Killed, injured, or wounded by hostile fire, explosion of a hostile mine, or any other hostile action.

* B. Imminent Danger Pay (IDP). This entitlement is paid on a daily pro-rated basis not to exceed \$225 per month when a member is on official duty in a designated IDP area (Chapter 10, Figure 10-1).

* C. Payment

Effective December 31, 2011, IDP is payable on a prorated daily basis not to exceed a monthly rate of \$225. It is payable in addition to all other pays or allowances, except when receiving HFP as stated in paragraph 100101. The proration does not apply to the 31st of a month for Active and Reserve component members who are on active duty for 30 days or more. HFP shall not be prorated. Members will receive the maximum monthly rate of special pay for the month in which the hostile fire or hostile fire mine explosion event occurred. Payment will be made for the full month if a member is exposed to hostile fire or a hostile mine explosion on the 31st day of a month and the member had not already received credit for the full monthly allowance. The following examples for payment on the 31st are provided:

Example 1: A member on active duty for more than 30 days in an IDP area for the period March 31 through April 29 will receive IDP only for the period April 1 – 29.

Example 2: A member on active duty for more than 30 days in an IDP area for the period March 31 through April 29, and is exposed to hostile fire or a hostile mine explosion on March 31, will be entitled to HFP for the entire month of March and IDP for the period April 1 – 29.

Example 3: A member on active duty for less than 30 days in an IDP area for the period March 29 through April 20 will be entitled to IDP for the period March 29 through 31st and April 1 through 20th for a total of 23 days.

Example 4: A member on active duty for less than 30 days in an IDP area for the period March 29 through April 20, and is exposed to hostile fire or a hostile mine explosion on March 31, will be entitled to the full monthly amount of HFP of \$225 for the month of March, and daily IDP for the period April 1 to 20.

580307. Assignment Incentive Pay (AIP)

The Secretary concerned may pay incentive pay to a member of a uniformed service who performs service, while entitled to basic pay, in an assignment designated by the Secretary concerned under the provisions of Chapter 15.

5804 ALLOWANCES

580401. Clothing Monetary Allowances, Enlisted Members

Except as provided for in subparagraphs 580401.A through C, an enlisted member of a Reserve Component is not entitled to any cash clothing allowances when on inactive duty training.

A. Special Initial Clothing Monetary Allowance (Navy). Effective October 1, 2009, Chief Petty Officers of the Naval Reserve, who are assigned to Selected Reserve and Voluntary Training Units, are entitled to a special initial clothing monetary allowance upon first advancement to Chief. (See Chapter 29, paragraph 290204.)

B. Quarterly Maintenance Clothing Allowance (Navy). Effective October 1, 2009, Chief Petty Officers of the Naval Reserve who are assigned to Selected Reserve and Voluntary Training Units and who maintain satisfactory reserve participation per current Bureau of Naval Personnel policy in the quarter concerned, are entitled to a quarterly Reserve Maintenance Clothing Allowance (RMA) in the amount of \$30.60 per quarter. A chief petty officer who is advanced to that grade or who becomes a member of a pay unit in a pay or nonpay status on other than the first day of a quarter is not entitled to a quarterly allowance until the first day of the next quarter. The allowance will not be paid for a fractional part of a quarter. New Chiefs are not entitled to the RMA until the first day of the following fiscal year after advancement.

C. Initial Cash Allowance for Enlisted Members An enlisted member of a Reserve Component is entitled to an initial cash allowance for the purchase of items specifically designated by the Military Department concerned to be purchased by the member rather than to be furnished in kind. (See Chapter 29, paragraph 290201.)

580402. Officers' Initial Uniform Allowance

An officer of a Reserve Component is entitled to an initial uniform allowance upon completing 14 periods of inactive duty training as an officer in the Ready Reserve, provided each period is of at least 2 hours duration. See also Chapter 30, section 3002.

580403. Basic Allowance for Subsistence (BAS)

Enlisted members of a Reserve Component may receive subsistence in kind or a cash commutation for meals when not entitled to basic pay if the member's period of instruction or duty totals at least 8 hours in 1 day. This entitlement is at the discretion of the Secretary concerned who shall issue written instructions specifying eligibility criteria. When a cash commutation is authorized, it shall be paid at one-thirtieth of the applicable monthly BAS rate from Chapter 25 for each such day authorized, further pro-rated by meal. Breakfast shall be pro-rated at 20 percent of the daily BAS rate; lunch and dinner shall each be prorated at 40 percent of the daily BAS rate.

5805 MISCELLANEOUS PAYMENTS

580501. Pay and Allowances While Disabled

See Chapter 57, paragraph [570507](#) for entitlements when a member of a Reserve Component is disabled while performing inactive duty training.

580502. Payment on Behalf of Deceased Members

A. Death Gratuity. The eligible beneficiaries of a member of a Reserve Component are entitled to payment of death gratuity, regardless of whether death occurred in the line of duty or was the result of the member's misconduct, if the member dies:

1. While on inactive duty training.
2. While traveling directly to or from inactive duty training.
3. Within 120 days after discharge or release from inactive duty training, if the Department of Veterans Affairs determines that death resulted from an injury or disease incurred or aggravated while performing, or traveling directly to or from such training.

B. Eligible Beneficiaries. The provisions of Chapter 36, Table 36-1 apply to members of the Reserve Components.

C. Determining Eligible Beneficiaries. The provisions of Chapter 36, paragraph 360104 apply to members of the Reserve Components.

D. Determination Affecting Entitlement. The provisions of Chapter 36, paragraph 360105 apply to members of the Reserve Components.

E. Amounts Payable. The provisions of Chapter 36, paragraph 360106 apply to members of the Reserve Components.

F. Expediting Payments. The provisions of Chapter 36, paragraph 360107 apply to members of the Reserve Components.

G. Erroneous Payment. The provisions of Chapter 36, paragraph 360109 apply to members of the Reserve Components.

H. Settling Deceased Member's Accounts. The provisions of Chapter 36, section 3602; and Chapter 2 shall apply to members of the Reserve Components.

580503. Disability Severance Pay

A. A member who performs inactive duty training and is separated for physical disability due to injury, which was the proximate result of the performance of such duty, is entitled to severance pay if otherwise qualified under appropriate personnel regulations.

B. Computation of severance pay will be as prescribed in Chapter 35.

580504. Reservists' Special Separation Pay (RSSP)

A. Eligibility. Upon approval of the Secretary concerned and in accordance with Public Law 102-484, sections 4411 through 4422, as amended, October 23, 1992, pay RSSP to a reservist who has served more than 20 years of service but who has not reached his/her 60th birthday and meets the following conditions:

1. The member will apply for such pay and request transfer to the Retired Reserve on or after March 11, 1993.

2. The member shall have completed at least 20 years of service, and be qualified to receive nonregular retired pay (except for having reached the age of 60), not later than December 31, 2001.

3. Members who are authorized to receive early (completed at least 15 but less than 20 years of service) non-regular retired pay at age 60 are not authorized to receive RSSP.

4. Members are not eligible to receive RSSP if they are entitled to immediate payment of retired or retainer pay based solely on military service.

B. Computation of Annual Payment

1. Using an official statement of service, determine the member's total years of creditable service as of the date of transfer to the Retired Reserve. (Do not pay RSSP if the member has less than 20 years of service.) Round total years down to the nearest whole year.

2. Using the total years as determined in 580504.B.1, determine the multiplier from the following table:

| <u>Years of Service</u> | <u>Multiplier</u> |
|-------------------------|-------------------|
| 20 | 5.0% |
| 21 | 5.5% |
| 22 | 6.0% |
| 23 | 6.5% |
| 24 | 7.0% |
| 25 | 7.5% |
| 26 | 8.0% |
| 27 | 8.5% |
| 28 | 9.0% |
| 29 | 9.5% |
| 30 or more | 10.0% |

Example 1: A member who was born June 5, 1937, and who has 23 years, 10 months of creditable service, and who has 28 years total service for pay purposes (includes service not creditable), transfers to the Retired Reserve on June 19, 1993, in the grade E-8, and the Secretary concerned approves payment of RSSP. Years of creditable service for RSSP purposes is 23 years (the 10 months are rounded down), with a multiplier of 6.5 percent basic pay for an E-8 with 28 years for pay purposes is \$2808.60. The member's RSSP is \$2190.71 ($\$2808.60 \times 12 \times .065$). Pay an initial installment of \$2190.71 on June 19, 1993, with additional installments on June 19, 1994, June 19, 1995, and June 19, 1996. Since the member's 60th birthday will occur before the next installment date of June 19, 1997, no further payment will be made.

Example 2: On June 30, 1995, a member (who was born on December 5, 1936) transfers to the Retired Reserve with entitlement to two years of RSSP at the rate of \$6,000 per year, as determined by the Secretary concerned. The initial payment is in the full amount. The second installment, however, is due on June 30, 1996, which is after the member's 59th birthday but before his 60th birthday. Prorate for each full month between the due date and the member's 60th birthday. In this case, the second installment is 5/12ths of \$6,000, or \$2,500.

3. Compute annual RSSP installment by multiplying 12 times the monthly basic pay to which the member would be entitled if the member were serving on active duty on the date the member transfers to the Retired Reserve times the multiplier.

4. Subject to the exception set out below, pay the member a maximum of five installments, the number of installments being as determined by the Secretary concerned. Pay the first installment on the member's date of transfer to the Retired Reserve. Any additional installments are due on successive anniversary dates. Do not make any payments after a member reaches age 60. For transfers, which occur after October 5, 1994, prorate any installment, including the initial payment, which is due the member after the member's 59th birthday but before the member's 60th birthday. See Example 2.

5. Withhold taxes from the initial payment at the rate appropriate for one-time payments for both federal and applicable state tax withholding purposes. Withhold taxes from any other RSSP installment payments at the rate appropriate for salaries paid on an annual basis, currently set forth for federal withholding purposes in the [IRS Publication 15](#). Give appropriate consideration to any withholding exemptions claimed by the member on an IRS Form W-4, "Employee's Withholding Allowance Certificate," when withholding taxes payments.

6. Receipt of these annual payments does not decrease or otherwise affect the retired pay to which the member is entitled at age 60.

7. In the event of the member's death, do not make any remaining annual payments.

580505. Reservists' Involuntary Separation Pay (RISP)

A. Payment. Upon approval by the Secretary concerned, and subject to the restrictions in this paragraph, pay RISP to a member the Selected Reserve who has at least 6 years but less than 15 years of service as of the date of discharge from a Reserve Component or involuntary transfer from the Selected Reserve. Do not make payment if the separation occurs before March 11, 1993.

B. Computation

1. Using an official statement of service, determine years of service, computing to three decimal places and rounding to two decimal places. Do not include in the service any days or points for which the member previously received separation, severance, or readjustment pay.

2. Multiply the number of years of service times 0.15 times 62 times the member's daily rate of basic pay if serving on active duty as of the date of separation or transfer from the Selected Reserve. The product is the RISP.

Example: A member who is an E-5 over 8 years total service for pay purposes (daily rate of pay \$47.55) and a total of 1,760 retirement points credit is approved for discharge on August 27, 1993, by the Secretary concerned. Compute RISP as follows: Divide total Retirement Points Credit 1,760 by 360 = 4.89 years (computing to 3 decimal places rounding to 2 decimal places) x 15% x 62 x \$47.55 (daily rate of pay) = \$2,162.43 RISP.

3. Withhold federal and state income taxes. RISP payments are not subject to FICA or Medicare taxes.

4. A recipient of RISP who later receives basic pay, inactive duty training compensation, or retired or retainer pay, shall have such pay, compensation, or retired pay reduced by 75 percent until the total reductions equal the total RISP received.

5. A member who has received RISP, who later receives disability compensation from the Department of Veterans Affairs, shall have deducted from such disability compensation the total amount of RISP. However, there shall be no such reduction if the disability compensation is for a disability incurred or aggravated after the period for which the RISP was paid.

6. Members are not authorized to receive RISP when they are authorized to receive early (completed at least 15 but less than 20 years of service) non-regular retired pay at age 60.

5806 DEDUCTIONS AND COLLECTIONS

580601. Income Tax Withholding

See Chapter 57 paragraph [570601](#) for provisions for members of the Reserve Components who are performing inactive duty training.

580602. FICA

See Chapter 45.

580603. Courts-Martial Sentences

The provisions of Chapter 48 apply to members of the Reserve Components who are performing inactive duty training.

580604. Nonjudicial Punishment

A. The provisions of Chapter 49, except paragraph 490302, apply to members of the Reserve Components who are performing inactive duty training.

B. The maximum forfeiture to which a member of a Reserve Component is subject, while in an inactive duty status, is limited to one-half of the inactive duty training compensation to which entitled during the period of the sentence. This applies also to a member who is on active duty for training when the nonjudicial punishment is imposed, and reverts to an inactive duty status during the period of the sentence.

580605. Stoppages and Collections Other Than Courts-Martial Forfeitures

The provisions of Chapter 50 apply to members of the Reserve Component who are performing inactive duty training. Remission of indebtedness is not applicable to members in an inactive duty status.

580606. Waiver of Claims for Erroneous Payment of Pay and Allowances

See Chapter 50, section 5005.

580607. Legal Process for the Enforcement of Child Support and Alimony Obligations

See Chapter 41, section 4102.

5807 SERVICEMEMBERS' GROUP LIFE INSURANCE (SGLI) PROGRAM FOR RESERVE COMPONENT

580701. Definitions

See Chapter 47, section 4702.

580702. Basic Coverage

Effective September 1, 2005, this program automatically insures eligible members against death for \$400,000, unless the member elects a reduced coverage or declines coverage. SGLI is payable upon the member's death while insured.

580703. Periods of Coverage

See Chapter 47, Table 47-1.

580704. Changes in Coverage

See Chapter 47, Table 47-1. A member who is covered for an amount less than the maximum coverage may later apply for increased coverage in writing, up to \$250,000 with a proof of good health. See Chapter 47, Table 47-1, note 7 for the only exception to the proof of good health requirement.

580705. Full-Time Coverage

Members of the Reserve Component are eligible for full-time SGLI coverage while assigned to a unit or position in which they are required to perform active duty or active duty for training; and each year will be required to perform at least 12 periods of inactive duty training that is creditable for retirement purposes. Services SGLI procedures must provide for timely determination of the effective start dates for eligible members and stop dates whenever a member

does not meet the eligibility criteria. When a member ceases to meet the conditions of eligibility for full-time SGLI coverage, the Service must notify the member of the pending termination of benefits. Also, see Chapter 47, paragraph 470301.

A. Deduction of SGLI Premiums. See section Chapter 47, section 4706.

B. Collection of SGLI Premiums

1. Member in a Pay Status. SGLI premiums will be collected from the member's active duty pay or drill pay whenever possible. This should apply to members who drill regularly, even if they are not scheduled to drill every month. Even though a member may not drill on a particular month and may not receive any pay, premium due is still included in the monthly transfer of funds to the Department of Veterans Affairs and must be collected from the member as quickly as possible. This can be done by deduction either from pay or direct payment from the member. The Defense Finance and Accounting Service (DFAS) will establish a debt on the member's pay account and collect the total premium due when pay is due. When a member ceases to meet the conditions of eligibility for SGLI coverage, the member's parent Service must inform DFAS in a timely manner to allow any final premium liability to be deducted from final pay and to preclude further overpayments.

2. Direct Remitters. Each Service must have clearly established programs to identify members who are required to make a direct remittance of premiums. Services must notify members at least 30 days in advance of the date the direct remittance is due. The notice will include the amount of the payment, the date it is due and the Service's address to which the payment should be sent. The member must make remittance within 30 days from the date of the notice.

a. Failure to Make Remittance Within 60 Days. When a member fails to make the direct remittance within 60 days from the due date, the Service Secretary concerned must notify the member of termination of SGLI coverage unless the member justifies the delinquency to the satisfaction of the Secretary concerned.

b. Termination of SGLI Coverage. When the Secretary concerned determines that the member failed to make direct remittance within 60 days of the due date, the Secretary concerned will send a "Notice of SGLI Termination" to the member's official address. The notice must clearly state that effective 60 days from the date of such notice the member's SGLI will be terminated. If the member fails to justify the delinquency within 60 days, then the Secretary concerned shall send the "Final Notice of SGLI Termination" by certified mail to the member's official address. The Secretary concerned must notify DFAS of the member's effective date of termination. Once SGLI coverage is terminated, it will remain terminated with reinstatement only as approved by the Secretary of Veterans Affairs.

c. Continuation of Coverage. SGLI coverage may be continued if, and only if, the member remits all required premiums within 60 days from the "Notice of SGLI Termination" and justifies the reason for the late payment (subject to approval

the Secretary concerned). A copy of all requests for continuation of SGLI coverage and the Service's final determination will be forwarded within 30 days to:

Director of Compensation
Attn: Termination of SGLI Coverage
ODASD(FMP)(MPP)(Comp)
Washington, DC 20301-4000

*580706. Part-Time Coverage

Part-time coverage is available to certain eligible members of the Reserve Component who do not qualify for full-time coverage while performing active duty or active duty for training under calls or orders of specified periods of 30 days or less. Members may elect coverage of \$400,000 or less in \$50,000 increments, or decline coverage.

A. Deductions of SGLI Premium. The premium is \$3.50 for \$50,000 or \$28.00 for \$400,000. The premium covers the entire fiscal year without regard for any portion of the fiscal year served. The annual premium is collected from the member's pay account during the first period of duty each year in which the member is in a pay status, or for those not in a pay status, by direct payment by the member to the appropriate Military Service. The premium is not pro-rated.

* B. Election Changes. Amounts deducted for coverage before the effective date of a waiver of coverage or before an election of a lesser amount of coverage are not refunded. Should a member elect increased coverage during a year in which a duty period has already been performed, collect the difference (between the higher annual premium and the premium previously collected) during the first period of duty in which the member is in a pay status that same year, if applicable. A proof of good health is required for any increase of coverage. See Chapter 47, Table 47-1, note 7. A member may make election changes using the electronic form at <http://www.benefits.va.gov/insurance/forms/8286.htm>.

C. Continuation of Coverage. Any election made continues in effect during continuous obligation to perform duty in the same Uniformed Service, including any active duty for a period of more than 30 days. For mobilization, see Chapter 47, Table 47-1, rule 8.

580707. Appellate Leave

See Chapter 47, section 4705

580708. Forfeiture of Coverage

See Chapter 47, paragraph 470303.

580709. Refunds

See Chapter 47, section 4707.

*580710. Settlement of SGLI Claims

See Chapter 47, section 4709. Effective July 1, 2011, the [SGLV Form 8283, "Claim for Death Benefits,"](#) and [SGLV Form 8283A, "Claim for Family Coverage Death Benefits,"](#) have been updated to reflect Electronic Funds Transfer as a settlement payment option for the beneficiaries.

580711. Retired Reserve

Reservist with full-time coverage will, upon retirement, have the option of converting their SGLI coverage to Veterans Group Life Insurance (VGLI). On the day that a member is assigned to (or who upon application would be eligible for assignment to) the Retired Reserve, such member's SGLI coverage will remain in effect for 120 days after separation and/or retirement. Within this 120-day period, the member may apply for conversion to VGLI, and medical proof of insurability is not required.

580712. Family Coverage Under SGLI

See Chapter 47, section 4710.

*Table 58-1. Muster Duty Allowance

| MUSTER DUTY ALLOWANCE | |
|---------------------------------|--------------------------|
| Effective | Amount |
| January 1, 2009 | \$197.86 |
| January 1, 2010 | \$205.00 |
| January 1, 2011 | \$215.63 |
| January 1, 2012 | \$207.28 |
| January 1, 2013 | \$209.71 |

*Table 58-1. Muster Duty Allowance

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