

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 [June 2017](#) is archived.

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
240101	Updated the “Purpose” paragraph in accordance with the Department of Defense (DoD) Instruction (DoDI) 1340.09, dated January 26, 2018.	Revision
2402	Updated the “Entitlement” section in accordance with DoDI 1340.09.	Revision
240203.A	Updated the “Rates” subparagraph, to reference the “Hazardous Duty Incentive Pay (HDIP) Rates” table on DFAS.MIL. Added a hyperlink to the table.	Revision
240208	Added a “Duration of Authority” paragraph, updated the “Duration of Authority” table on DFAS.MIL. Added a hyperlink to the table.	Addition
2403	Updated the “Parachute Duty” performance requirements and rates in accordance with DoDI 1340.09. Included the rates on the “Hazardous Duty Incentive Pay (HDIP) Rates” table and added a hyperlink to the table.	Revision
240403	Updated the “Flight Deck Duty” rate per DoDI 1340.09. Included the rate on the “Hazardous Duty Incentive Pay (HDIP) Rates” table and added a hyperlink to the table.	Revision
2405	Updated the “Demolition Duty” performance requirements and the rate in accordance with DoDI 1340.09. Included the rate on the “Hazardous Duty Incentive Pay (HDIP) Rates” table and added a hyperlink to the table.	Revision
240601.B 240602	Updated the “Navy Enlisted Classification/Navy Officer Billet Classification” list and the “Rates” paragraph. Included the rate on the “Hazardous Duty Incentive Pay (HDIP) Rates” table and added a hyperlink to the table.	Revision

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
240703 240803 240903 241003 241103 241203	Updated the “Rates” paragraphs for the HDIP programs in accordance with DoDI 1340.09. Included the rates on the “Hazardous Duty Incentive Pay (HDIP) Rates” table and added hyperlinks to the table.	Revision
2413	Added the “Weapons of Mass Destruction Civil Support Team” section per DoDI 1340.09.	Addition
2414	Added the “Diving Duty” section per DoDI 1340.09.	Addition
Table 24-2 Table 24-3 Table 24-4 Table 24-5	Deleted the obsolete Tables 24-2 through 24-5.	Deletion
References	Renamed “Bibliography” to “References” and updated supporting statutes and references.	Revision

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CHAPTER 24

INCENTIVE PAY - HAZARDOUS DUTY OTHER THAN AERIAL FLIGHTS

2401 GENERAL

*240101. Purpose

The Secretaries of the Military Departments may offer hazardous duty incentive pay (HDIP) payments to Service members who under competent orders are required to perform duties designated as hazardous, based upon the inherent dangers of the duty and the risks of physical injury. This chapter establishes the policy pertaining to the monetary incentive to Service members who perform these duties.

240102. Authoritative Guidance

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

*2402 ENTITLEMENT

240201. Eligibility

In order to receive HDIP, a Regular or Reserve Component Service member must:

- A. Be entitled to basic pay under 37 U.S.C., section 204 or 206;
- B. Be serving under competent orders to perform the hazardous duty; and
- C. Be in training, or have completed qualifying training and meet eligibility criteria for the performance of the hazardous duty.

240202. Member of the Reserve Components (RC)

A. A member of the RC on extended active duty (EAD), who is ordered to perform any of the hazardous duties listed in sections 2403 through 2413, is entitled to pay based on the terms of this chapter.

B. A member of the RC on active duty training (ADT), who is ordered to perform any of the hazardous duties listed in sections 2403 through 2413 is entitled to pay based on Chapter 57, paragraphs 570302 and 570401 and Table 24-1, rules 9 through 13.

240203. Payment Method and Amounts

A. Rates. A member who qualifies for HDIP under this chapter is entitled to the rate prescribed for the type of duty performed. The most current rates are in the *Hazardous Duty Incentive Pay (HDIP) Rates* table on DFAS.MIL.

B. Proration. In the case of a member of the Regular Component, HDIP commences on the date the member reports for, and begins performing an eligible 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 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 rate of pay for the month. In the case of an RC member, see subparagraph 240202.B

240204. Multiple Payments of HDIP

Service members performing multiple hazardous duties may receive a maximum of three HDIP payments per month. Multiple HDIP 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 paragraph 240206.

A. Aviation Incentive Pay (AvIP) and HDIP. Officers entitled to AvIP and enlisted members entitled to Critical Skill Incentive Pay (CSIP), 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 AvIP or CSIP), may receive not more than two other HDIPs under the provisions of this chapter provided the conditions for entitlement have been independently met.

B. Restriction With Regard to Parachute Duty. Only one type of parachute duty payment (regular or military free fall) 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 military free fall 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.

240205. Injury or Incapacity Resulting From Performance of Hazardous Duty

Service members qualified for HDIP who are temporarily unable to perform a hazardous duty due to an injury or illness that is not the result of the Service member's own misconduct may continue to receive HDIP for up to 6 months. Appropriate medical authority determines the cause of the incapacity and the dates thereof.

A. Case-by-Case Exception. On a case by case basis, the Secretary concerned, or designee, may authorize an extension of HDIP payments for up to an additional 6-months, based on the recommendation of the appropriate medical authority. Under no circumstance may HDIP payments continue beyond 12 months from the date of injury or illness.

B. Termination of HDIP. HDIP will be terminated for Service members permanently disqualified or otherwise determined to be no longer eligible to perform hazardous duty by a competent medical authority.

C. Reassignment or Reclassification. Service members reassigned to a new duty assignment or specialty not eligible for HDIP will have their HDIP payments terminated on the date of reassignment or reclassification.

D. Combat Zone. If the injury or illness occurred while serving in a combat zone, hostile fire area, or imminent danger area, the Service member may continue to receive HDIP during his or her hospitalization and rehabilitation in accordance with 37 U.S.C. § 372. See Chapter 13, section 1302 for additional details.

240206. 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.

240207. Missing Status - Member's Entitlement

A member, receiving an HDIP listed in sections 2403 through 2414, when declared by competent authority to be missing (as defined in the Definitions Chapter), is entitled to HDIP during the period of absence and for any period, not to exceed 1 year, required for hospitalization and rehabilitation after termination of the missing status. The member's entitlement to HDIP, 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 section 2402 and the applicable requirements.

240208. Duration of Authority

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

*2403 PARACHUTE DUTY

240301. Entitlement

A. General. Qualified members are those who have received a designation as a parachutist, including those 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.

B. Performance Requirements. To qualify for parachute duty pay for a 3-month period the Service member is required to jump at least once during the 3-month period. If a Service member is not able to perform at least one jump in a 3-month period due to reasons beyond the Service member's control, the Service member may jump twice during a 6-month period, including two jumps within the same month, to maintain pay eligibility for 2 consecutive 3-month periods. The following exceptions are waivers to the 3-month jump rule:

1. Non-availability of jump equipment or aircraft, attendance at military education or training of less than 179 days, or inclement weather. Commanding officers, in the pay grade of O-5 or above, may waive the jump requirement for one jump during a 12-month period. Service members must maintain their proficiency through refresher training in lieu of jumping in order to retain eligibly for parachute duty pay during the waived period;

2. The appropriate commander, grade O-7 or above, may waive the minimum jump requirement when a Service member is unable to perform a jump due to combat operations or being operationally deployed. Upon returning from deployment, the Service member must complete airborne refresher training and jump within 3 months; or

3. Service members must maintain their eligibility for parachute pay through the actual performance of a parachute jump unless the minimum jump requirement is waived. If the Service member does not have a waiver and fails to meet the minimum jump requirement, the parachute duty pay will be discontinued and any overpayment or unearned portion of pay will be subject to repayment in accordance with 37 U.S.C. §§ 373 and 1007.

C. Military Free Fall

1. Service members who qualify for military free fall duty, must perform duty involving parachute jumping, as an essential part of their military duties, 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 received a designation as a **military free fall** parachutist, **including those** undergoing training for such designation; **who** are required by competent orders to engage in parachute jumping from an aircraft in aerial flight; **and who** meet the requirements of **paragraph 240301**. Performance requirements must be satisfied by **military free fall jumps**.

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

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:

A. 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; and

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

240303. Rates

The HDIP rates for parachute duty are:

A. HDIP for static line parachute jumping is \$150 per month (see the **Hazardous Duty Incentive Pay (HDIP) Rates** table for the most current rate).

B. HDIP for a military freefall parachutist is \$225 per month (see the **Hazardous Duty Incentive Pay (HDIP) Rates** table for the most current rate).

C. HDIP for parachute duty may be paid, provided prescribed requirements are met, only from the date of reporting for duty or training. Service members who arrive after the first day of the month or depart prior to the end of the month and are not on competent orders for a full calendar month will receive a prorated HDIP payment for these months.

2404 FLIGHT DECK DUTY

240401. Entitlement

A. **Conditions of Entitlement**. A member is entitled to flight deck **HDIP** (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 the Chief of Naval Operations (OPNAV) Instruction 7220.4 series.

C. Members on TDY or TAD. Members on TDY or TAD in the crew of an aircraft carrier or other eligible air capable ship or an aviation unit operating from such a ship may be ordered to flight deck hazardous duty (FDHD) billets. When so ordered, they are eligible for HDIP 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. Multiple Payments. Members receiving HDIP 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 turn-up 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 7220.4 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 takeoffs and/or landings equals the monthly total requirement for that class ship in OPNAV Instruction 7220.4 series will constitute the equivalent of 4 days of flight operations.

E. FDHD Billet. A billet that requires frequent and regular participation in flight operations on the flight deck of an eligible (certified) ship as promulgated in the OPNAV Instruction 7220.4 series.

F. Participation. Service members must be present, during flight operations, at an assigned station 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

FDHDIP is paid to eligible members at a rate of \$150 per month (see the Hazardous Duty Incentive Pay (HDIP) Rates table for the most current rate). Service members who 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 an FDHD billet aboard ship for the partial month.

240404. Commencement and Termination of FDHDIP

Eligibility for entitlement to FDHDIP begins on the date a member is ordered to duty in an FDHD billet. Entitlement eligibility ends on the date the orders to such billet are revoked, or when a member is permanently detached from the aircraft carrier, other eligible air capable ship, 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. 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 HDIP under the conditions stated in this section.

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 explosive objects, obstacles, or other explosives, or recover and render harmless, by disarming or demolishing, 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

HDIP for demolition duty is \$150 per month (see the [Hazardous Duty Incentive Pay \(HDIP\) Rates](#) table for the most current rate). HDIP is payable for any full calendar month, provided the prescribed requirements are met at least one time during the calendar month, or is prorated under subparagraph 240203.B for any portion of a calendar month during which a member under competent orders performs demolition duty.

240503. Performance Requirements

A member, who is assigned to demolition duty by competent orders and performs such duty during the month involved, is eligible for HDIP for that duty provided live explosives are used. Service members failing to meet the monthly minimum requirement for demolition duty HDIP will have their pay discontinued and any overpayment or unearned portion of the pay will be subject to repayment. 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 HDIP.

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 HDIP under the conditions stated in this section.

B. Duty Involving Experimental Stress. Experimental stress duties are included in subparagraphs 240601.B.1 through 240601.B.4.

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 subjects, 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) Human test subject in a recompression chamber/hyperbaric complex inside instructor-observer or inside observer-tender during the conduct of protocols; or

(3) Human test subject in a 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. For a Navy member to qualify 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 one of the Navy Enlisted Classification/Navy Officer Billet Classification (NEC/NOBC) codes listed and be assigned by competent orders to a billet utilizing the following NEC/NOBC classifications:

Enlisted:

Special Warfare Operator (SEAL) Candidate
 SEAL Delivery Vehicle (SDV) Operator
 Special Warfare Operator (SEAL)
 Basic Explosive Ordnance Disposal (EOD) Technician
 Senior EOD Technician
 Master EOD Technician
 Master Diver
 First Class Diver
 Second Class Diver
 Underwater Construction Technician **Advanced**
 Underwater Construction Technician Basic
 Master Underwater Construction **Diver**
 Fleet Marine Force Reconnaissance Independent Duty Corpsman
 Fleet Marine Force Reconnaissance Corpsman

NEC

O20A
 O23A
 O26A
 M02A
 M03A
 M04A
 MMDV
 M1DV
 M2DV
 B16A
 B17A
 B18A
 L02A
 L11A

Medical Deep Sea Diving Technician	L27A
Deep Sea Diving Independent Duty Corpsman	L28A
<u>Officer</u>	<u>NOBC</u>
Undersea Medical (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 HDIP 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) Under instruction either inside instructor-observer, inside observer-tender, or trainees that 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 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; and

(5) Patients undergoing hyperbaric treatment or therapy.

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

*240602. Rates

HDIP for experimental stress duty is \$150 per month (see the [Hazardous Duty Incentive Pay \(HDIP\) Rates](#) table for the most current rate). HDIP is payable for any full month, or is prorated in accordance with subparagraph 240203.B for any portion of a calendar month, during which experimental stress duty is performed under competent orders.

240603. Performance Requirements

A member is entitled to HDIP 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 [eligible for](#) 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 – D and G.

B. A member is [eligible for](#) 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 in paragraph 240702.

240702. [Performance](#) Requirements

Primary duty [requirements for this HDIP](#) consist of:

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) 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; or
 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;
- E. Handling, transporting, or working with toxic fuels/propellants by members assigned to the Air Force Rocket Propulsion Lab 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; or
 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; or
- G. Involvement with other toxic substances contained in missile or aircraft weapon system fuels or propellants as determined by the Secretary concerned.

*240703. Rates

HDIP for handling of toxic fuels and propellants is \$150 per month (see the [Hazardous Duty Incentive Pay \(HDIP\) Rates](#) table for the most current rate). Service members who meet the eligibility criteria, but who do not participate in a full calendar month of duty involving toxic fuels and propellants, will receive a prorated HDIP payment.

240704. Restriction

[Authorization](#) is based upon the performance of [this primary duty that](#) 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 may be construed as indicating that any [Service member eligible for](#) 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 [eligible for](#) 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. [Performance](#) Requirements

A. [Fumigation Duties](#). Members must perform fumigation duties during a calendar month to receive HDIP for the month. Fumigation duty 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 HDIP.

*240803. Rates

HDIP for duty involving exposure to toxic pesticides is \$150 per month (see the [Hazardous Duty Incentive Pay \(HDIP\) Rates](#) table for the most current rate). Service members who meet the eligibility criteria, but who do not participate in a full calendar month of duty involving exposure to highly toxic pesticides will receive a prorated HDIP payment.

2409 DANGEROUS VIRUSES (OR BACTERIA) LAB DUTY

240901. Entitlement

A member is [eligible for](#) HDIP for duty involving laboratory work that utilizes live dangerous viruses or bacteria as a primary duty.

240902. [Performance](#) Requirements

[Eligible](#) members must perform [their](#) 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. [This](#) duty [requires](#) members [to](#) work [directly](#) with microorganisms:

A. That cause diseases with a high potential for mortality and for which effective therapeutic procedures are not available; and

B. For which no effective prophylactic immunization exists.

*240903. Rates.

HDIP for laboratory duty involving dangerous viruses or bacteria is \$150 per month (see the [Hazardous Duty Incentive Pay \(HDIP\) Rates](#) table for the most current rate). [Service members who meet the eligibility criteria, but who do not participate in a full calendar month of laboratory duty utilizing live viruses or bacteria will receive a prorated HDIP payment.](#)

2410 CHEMICAL MUNITIONS DUTY

241001. Entitlement

A member is [eligible for](#) HDIP for duty involving the handling of chemical munitions (or components of such munitions) as a primary duty.

241002. [Performance](#) Requirements

A. Primary duty 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 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. The following duties **are not eligible for** HDIP:

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; and

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

*241003. Rates

HDIP for handling of chemical munitions is \$150 per month (see the [Hazardous Duty Incentive Pay \(HDIP\) Rates](#) table for the most current rate). Service members who meet the eligibility criteria, but who do not participate in a full calendar month of duty handling chemical weapons will receive a prorated HDIP payment.

241004. Restriction

The **Secretary concerned is authorized** to pay HDIP for the performance of this primary 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 **eligible for** 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, SEIZURE (VBSS) DUTY

241101. Entitlement

The **Secretary concerned may offer an HDIP** to members who under competent orders perform duty in VBSS billets that require frequent and regular participation in VBSS operations aboard vessels in support of maritime interdiction operations.

241102. [Performance](#) Requirements

The Navy has established that in order to qualify for HDIP [duty involving maritime VBSS](#) for any month a member must:

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

*241103. Rates

HDIP for VBSS is a monthly rate of \$150.00 (see the [Hazardous Duty Incentive Pay \(HDIP\) Rates](#) table for the most current rate). Service members are eligible for HDIP for VBSS operations and may be paid a full month's VBSS HDIP during any calendar month in which the Service member serves in such a billet and conducts the minimum number of boarding operations.

2412 POLAR REGION FLIGHT OPERATIONS DUTY

241201. Entitlement

A member is [eligible for HDIP for duty](#) involving [the](#) use of ski-equipped aircraft on the ground in Antarctica or on the Arctic Ice-Pack.

241202. [Performance](#) Requirements

A member [may](#) be eligible in any calendar month during which that member participated in a takeoff from or landing on the ground in Antarctica or the Arctic Ice-Pack, or the servicing 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

HDIP for polar region flight operations duty is \$150.00 per month (see the [Hazardous Duty Incentive Pay \(HDIP\) Rates](#) table for the most current rate).

*2413 WEAPONS OF MASS DESTRUCTION CIVIL SUPPORT (WMDCS) TEAM

241301. Entitlement

The Secretary concerned may pay HDIP to RC Service members assigned to WMDCS teams.

241302. Performance Requirements

In order to be eligible for WMDCS HDIP, a Service member must be:

- A. Entitled to basic pay under 37 U.S.C. § 204;
- B. Assigned by competent orders to duty as a member of a WMDCS team;
- C. Fully qualified for WMDCS team operations; and
- D. Serving on an approved active duty tour in excess of 139 days in a DoD designated and certified WMDCS team position.

241303. Rates

HDIP for RC Service members assigned to a WMDCS team is \$150 per month (see the *Hazardous Duty Incentive Pay (HDIP) Rates* table for the most current rate). Service members who meet the eligibility criteria, but who do not participate in a full calendar month as a WMDCS team member, will receive a prorated HDIP payment.

*2414 DIVING DUTY HDIP

See Chapter 11 for diving duty eligibility criteria, requirements, and rates.

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

R U L E	A	B	C	D
	When a member under orders to perform hazardous duty is	and the hazardous duty involved is	and	then IP entitlement
1	sick in the line of duty	any type of hazardous duty listed in this chapter	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.
2	on authorized leave			continues for the period of leave (note 1).
3	on TDY or TAD			continues for the period of TDY or TAD.
4	reassigned PCS including TDY in conjunction with PCS			is not affected by the PCS (note 2).
5	on TDY or TAD	any type of hazardous duty listed in this chapter	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 TDY location and exists for the period of TDY.
6	discharged and immediately reenlisted at the same station	any type of hazardous duty listed in this chapter	orders to perform hazardous duty involved are not specifically terminated	is determined as though there had been no discharge.
7	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. IP for Hazardous Duty-Entitlement Under Certain Conditions (Continued)

R U L E	A	B	C	D
	When a member under orders to perform hazardous duty is	and the hazardous duty involved is	and	then IP entitlement
8	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.)
9	a member of an RC being released from active duty performed either: a. while member is part of strength accountability of the active military establishment (EAD); or b. while member is accountable to an RC (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. IP for Hazardous Duty-Entitlement Under Certain Conditions (Continued)

R U L E	A	B	C	D
	When a member under orders to perform hazardous duty is	and the hazardous duty involved is	and	then IP entitlement
10	being released from active duty performed either: a. while member is part of strength accountability of the active military establishment (EAD); or b. while member is accountable to an RC (ADT) (note 4)	demolition, flight deck, experimental stress, toxic fuels, toxic pesticides, dangerous viruses, handling chemical munitions, maritime VBSS, 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.
11	on ADT for any number of weeks (with or without a unit of assignment) (note 4)	any type of hazardous duty listed in this chapter	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.
12	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. IP for Hazardous Duty-Entitlement Under Certain Conditions (Continued)

R U L E	A	B	C	D
	When a member under orders to perform hazardous duty is	and the hazardous duty involved is	and	then IP entitlement
13	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 IDT at unit of assignment	<ol style="list-style-type: none"> exists for the period of ADT. Entitlement for ADT is terminated per rules 9 or 10. for IDT is determined under note 6.

NOTES:

- Performance of hazardous duty while on leave cannot be counted for pay purposes.
- 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 HDIP 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 HDIP 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 240203.B.
- Parachute pay may not be paid beyond the last day of the calendar month for which requirements are met.
- ADT includes annual training, special tours of ADT, school tours, and the initial tour performed by enlistees without prior military service.
- HDIP entitlement for ADT includes time allowed for necessary travel from home to first duty station (See Chapter 1).
- HDIP for IDT is paid per Chapter 58.

*REFERENCES

CHAPTER 24 - INCENTIVE PAY - HAZARDOUS DUTY OTHER THAN AERIAL FLIGHTS

2401 - GENERAL

240101 DoD Instruction (DoDI) 1340.09,
January 26, 2018

2402 - ENTITLEMENT

240201 Executive Order 13294, March 28, 2003
DoDI 1340.09, January 26, 2018
37 U.S.C. § 351

240202 37 U.S.C. § 301(c)

240203 DoDI 1340.09, January 26, 2018
37 U.S.C. § 351

240204 DoDI 1340.09, January 26, 2018

240205 DoDI 1340.09, January 26, 2018
37 U.S.C. § 372

240208 38 Comptroller General Decision 83
37 U.S.C. § 351

2403 - PARACHUTE DUTY

240303 DoDI 1340.09, January 26, 2018
37 U.S.C. § 351(a)(2)
37 U.S.C. § 301(c)(1)(3)

2404 - FLIGHT DECK DUTY

240402 DoDI 1340.09, January 26, 2018
37 U.S.C. § 351(a)(2)
OPNAV Instruction 7220.4 series

240403 37 U.S.C. § 301(c)(1)

240405 OPNAV Instruction 7220.4 series

2405 - DEMOLITION DUTY

240502 DoDI 1340.09, January 26, 2018
37 U.S.C. § 351(a)(2)
37 U.S.C. § 301(c)(1)

2406 - EXPERIMENTAL STRESS DUTY

DoDI 1340.09, January 26, 2018

240602 37 U.S.C. § 351(a)(2)
37 U.S.C. § 301(c)(1)

2407 - TOXIC FUELS (OR PROPELLANTS) DUTY

240703 DoDI 1340.09, January 26, 2018
37 U.S.C. § 351(a)(2)
37 U.S.C. § 301(c)(1)

2408 - TOXIC PESTICIDES DUTY

240803 DoDI 1340.09, January 26, 2018
37 U.S.C. § 351(a)(2)
37 U.S.C. § 301(c)(1)

2409 - DANGEROUS VIRUSES (OR BACTERIA) LAB DUTY

240903 DoDI 1340.09, January 26, 2018
37 U.S.C. § 351(a)(2)
37 U.S.C. § 301(c)(1)

2410 - CHEMICAL MUNITIONS DUTY

241003 DoDI 1340.09, January 26, 2018
37 U.S.C. § 351(a)(2)
37 U.S.C. § 301(c)(1)

2411 - MARITIME VBSS DUTY

241103 DoDI 1340.09, January 26, 2018
37 U.S.C. § 351(a)(2)
37 U.S.C. § 301(c)(1)

2412 - POLAR REGION FLIGHT OPERATIONS DUTY

241203 DoDI 1340.09, January 26, 2018
37 U.S.C. § 351(a)(2)
37 U.S.C. § 301(c)(1)

2413 - WMDCS TEAM HDIP

241303 DoDI 1340.09, January 26, 2018
37 U.S.C. § 351(a)(2)
37 U.S.C. § 301(c)(1)