

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

SUMMARY OF MAJOR CHANGES

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

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

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

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

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

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
All	Updated formatting to comply with current administrative instructions.	Revision
2.2	Updated the “Member of the Reserve Component” subparagraph for clarity.	Revision
2.3.3.	Added the “Repayment of Unearned or Overpayment” subparagraph.	Addition
2.8	Updated the termination date on the “Duration of Authority” table on DFAS.MIL to comply with the National Defense Authorization Act (NDAA) for Fiscal Year 2023, Public Law 117-263, section 601, dated December 23, 2022.	Revision
3.1 4.1 5.3 6.3 7.2 8.2 9.2 10.2 11.2 12.2 13.2	Updated the “Performance Requirements” subparagraphs to reference the Department of Defense(DoD) Instruction (DoDI) 1340.09, dated January 26, 2018.	Revision
15.0	Added the “Special Warfare Skill Incentive Pay” paragraph in accordance with the Office of the Assistant Secretary of Defense, Manpower and Reserve Affairs Memo, dated April 15, 2021, and January 30, 2023.	Addition

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
16.0	Added the “Naval Special Warfare Skill Incentive Pay” paragraph in accordance with the Office of the Under Secretary of Defense, Personnel and Readiness Memo, dated October 15, 2018.	Addition
Table 24-2 Table 24-3 Table 24-4	Added Tables 24-2 through 24-4.	Addition
References	Updated statutes and supporting references.	Revision

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CHAPTER 24

INCENTIVE PAY - HAZARDOUS DUTY OTHER THAN AERIAL FLIGHTS

1.0 GENERAL

1.1 Purpose

The Secretaries of the Military Departments may offer hazardous duty incentive pay (HDIP), [special warfare skill incentive pay \(SWSIP\)](#), or [Naval special warfare \(NSW\) skill incentive pay \(SKIP\)](#) 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.

1.2 Authoritative Guidance

The pay policies and requirements established by the 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.

2.0 ENTITLEMENT

2.1 Eligibility

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

2.1.1. Be entitled to basic pay under [37 U.S.C. § 204](#) or [37 U.S.C. § 206](#);

2.1.2. Be serving under competent orders to perform the hazardous duty; and

2.1.3. Be in training, or have completed qualifying training and meet eligibility criteria for the performance of the hazardous duty.

*2.2 Member of the Reserve Components (RC)

2.2.1. A member of the RC on extended active duty (EAD) [as defined in Chapter 57, paragraph 2.1](#), who is ordered to perform any of the hazardous duties listed in sections 3.0 through 13.0, is entitled to pay based on the terms of this chapter.

2.2.2. A member of the RC on active duty training (ADT), who is ordered to perform any of the hazardous duties listed in sections 3.0 through 13.0 is entitled to pay based on Table 24-1, rules 9 through 13 and Chapter 57, paragraphs [3.2](#) and [4.1](#).

2.3 Payment Method and Amounts

2.3.1. Rates. A member who qualifies for HDIP under this chapter [may receive a monthly amount up](#) to the rate prescribed for the type of duty performed. The most current rates are in the [HDIP Rates](#) table on DFAS.MIL.

2.3.2. 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 [may receive](#) a prorated portion of pay for the month. [In cases where a member does not satisfy the HDIP eligibility requirement for the entire month, the member's pay for the qualifying service must be prorated to 1/30th of the monthly amount payable pursuant to paragraph 2.3.1.](#) In the case of an RC member, see subparagraph 2.2.2.

[*2.3.3. Repayment of Unearned or Overpayment. Service member receiving an incentive pay in accordance with this chapter and fails to satisfy the eligibility requirements for receipt of pay will be subject to having the pay terminated. Repayment of any overpayment will be in accordance with the provisions of Title 37, U.S.C., section 373, DoD Financial Management Regulation, Volume 16, Chapter 3.](#)

2.4 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 2.6.

2.4.1. Aviation Incentive Pay (AvIP) and HDIP. Officers entitled to AvIP and enlisted members entitled to Critical Skill Incentive Pay (CSIP), [are not eligible for flying duty HDIP. In addition to flying duty HDIP, Service members may receive two additional HDIPs](#) under the provisions of this chapter provided the conditions for entitlement have been independently met.

2.4.2. 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.

2.5 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.

2.5.1. 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.

2.5.2. 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.

2.5.3. 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.

2.5.4. 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 2.0 for additional details.

2.6 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.

2.7 Missing Status - Member's Entitlement

A member receiving an HDIP listed in sections 3.0 through 14.0, 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 2.0 and the applicable requirements.

*2.8 Duration of Authority

Unless reauthorized by Congress, HDIP, SWSIP, and NSW SKIP may not be paid after the date listed on the [Duration of Authority](#) table.

3.0 PARACHUTE DUTY

*3.1 Entitlement

3.1.1. General. Qualified members are those who have received a designation as a 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 minimum performance requirements.

3.1.2. Performance Requirements. For eligibility, the member must meet the performance requirements for parachute duty HDIP set out in DoD Instruction (DoDI) 1340.09, para. 3.4.d.

3.1.3. Military Free Fall

3.1.3.1. 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.

3.1.3.2. 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 3.1. Performance requirements must be satisfied by military free fall jumps.

3.2 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:

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

3.2.2. 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.

3.3 Rates

The HDIP rates for parachute duty are:

3.3.1. HDIP for static line parachute jumping is \$150 per month (see the HDIP Rates table for the most current rate).

3.3.2. HDIP for a military freefall parachutist is \$225 per month (see the HDIP Rates table for the most current rate).

3.3.3. 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 those months.

4.0 FLIGHT DECK DUTY

*4.1 Entitlement

The Secretary concerned may offer flight deck HDIP (FDHIP) to Service members who under competent orders perform flight deck hazardous duty. Service members must be present, during flight operations at an assigned duty 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.

4.1.1. Performance Requirements. for eligibility, the member must meet the performance requirements for flight deck duty HDIP set out in DoDI 1340.09, para. 3.4.g.

4.1.2. Multiple Payments. Members receiving HDIP for any other type of hazardous duty are not entitled to FDHDIP for the same period.

4.2 Specialized Terms

4.2.1. 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.

4.2.2. 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.

4.2.3. 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.

4.2.4. 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 **four** days of flight operations.

4.2.5. 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.

4.2.6. 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.

4.3 Rates

FDHDIP is paid to eligible members at a rate of \$150 per month (see the 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.

4.4 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.

4.5 Right to Pay Under Certain Conditions

See Table 24-1.

5.0 DEMOLITION DUTY

5.1 Entitlement

5.1.1. 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.

5.1.2. 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:

5.1.2.1. 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;

5.1.2.2. Participate as students or instructors in instructional training, including that in the field or fleet, for the duties described in subparagraph 5.1.2.1 provided that live explosives are used in such training;

5.1.2.3. Participate in proficiency training, including that in the field or fleet, for the maintenance of skill in the duties described in subparagraph 5.1.2.1 provided that live explosives are used in such training; or

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

5.2 Rates

HDIP for demolition duty is \$150 per month (see the 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 2.3.2 for any portion of a calendar month during which a member under competent orders performs demolition duty.

*5.3 Performance Requirements

For eligibility, the member must meet the performance requirements for demolition duty HDIP set out in DoDI 1340.09, para. 3.4.e.

5.4 Right to Pay Under Certain Conditions

See Table 24-1.

6.0 EXPERIMENTAL STRESS DUTY

6.1 Entitlement

6.1.1. 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.

6.1.2. Duty Involving Experimental Stress. Experimental stress duties are included in subparagraphs 6.1.2.1 through 6.1.2.4.

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

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

6.1.2.3. 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.

6.1.2.4. High-Pressure Chamber Duty

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

6.1.2.4.1.1. 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;

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

6.1.2.4.1.3. 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.

6.1.2.4.2. 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:

6.1.2.4.2.1. 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

NEC

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

Fleet Marine Force Reconnaissance Independent Duty Corpsman	L02A
Fleet Marine Force Reconnaissance Corpsman	L11A
Medical Deep Sea Diving Technician	L27A
Deep Sea Diving Independent Duty Corpsman	L28A

Officer**NOBC**

Undersea Medical (Diving) Officer	0107
EOD Officer	9230
EOD Mobile Unit Officer	9231
SEAL Officer	9293
Diving Officer (General)	9312;

6.1.2.4.2.2. Be ordered to perform additional duty as a human test subject, inside instructor-observer or inside observer-tender as described in subparagraphs 6.1.2.4.1, 6.1.2.4.2, or 6.1.2.4.3, or by the commanding officer having cognizance over the recompression chamber or hyperbaric complex; and

6.1.2.4.2.3. 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.

6.1.2.4.3. 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:

6.1.2.4.3.1. 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;

6.1.2.4.3.2. 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;

6.1.2.4.3.3. Inside observer-tender or test candidates during pressure and/or oxygen tolerance tests;

6.1.2.4.3.4. 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

6.1.2.4.3.5. Patients undergoing hyperbaric treatment or therapy.

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

6.2 Rates

HDIP for experimental stress duty is \$150 per month (see the HDIP Rates table for the most current rate). HDIP is payable for any full month, or is prorated in accordance with subparagraph 2.3.2 for any portion of a calendar month, during which experimental stress duty is performed under competent orders.

*6.3 Performance Requirements

For eligibility, the member must meet the performance requirements for experimental stress duty HDIP set out in DoDI 1340.09, para. 3.4.f.

6.4 Right to Pay Under Certain Conditions

See Table 24-1.

7.0 TOXIC FUELS (OR PROPELLANTS) DUTY

7.1 Entitlement

7.1.1. 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 7.2.1 through 7.2.4 and 7.2.7.

7.1.2. 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 7.2.

*7.2 Performance Requirements

For eligibility, the member must meet the performance requirements for toxic fuel or propellants duty HDIP set out in DoDI 1340.09, para. 3.4.j.

7.3 Rates

HDIP for handling of toxic fuels and propellants is \$150 per month (see the 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.

7.4 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](#).

8.0 TOXIC PESTICIDES DUTY

8.1 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.

*8.2 Performance Requirements

[For eligibility, the member must meet the performance requirements for toxic pesticides duty HDIP set out in DoDI 1340.09, para. 3.4.h.](#)

8.3 Rates

HDIP for duty involving exposure to toxic pesticides is \$150 per month (see the 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.

9.0 DANGEROUS VIRUSES (OR BACTERIA) LAB DUTY

9.1 Entitlement

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

*9.2 Performance Requirements

[For eligibility, the member must meet the performance requirements for dangerous viruses or bacteria duty HDIP set out in DoDI 1340.09, para. 3.4.i.](#)

9.3 Rates

HDIP for laboratory duty involving dangerous viruses or bacteria is \$150 per month (see the 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.

10.0 CHEMICAL MUNITIONS DUTY

10.1 Entitlement

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

*10.2 Performance Requirements

For eligibility, the member must meet the performance requirements for toxic pesticides duty HDIP set out in DoDI 1340.09, para. 3.4.k.

10.3 Rates

HDIP for handling of chemical munitions is \$150 per month (see the 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.

10.4 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.

11.0 MARITIME VISIT, BOARD, SEARCH, SEIZURE (VBSS) DUTY

11.1 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.

*11.2 Performance Requirements

For eligibility, the member must meet the performance requirements for maritime VBSS duty HDIP set out in DoDI 1340.09, para. 3.4.l.

11.3 Rates

HDIP for VBSS is a monthly rate of \$150.00 (see the 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.

12.0 POLAR REGION FLIGHT OPERATIONS DUTY

12.1 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.

*12.2 Performance Requirements

For eligibility, the member must meet the performance requirements for polar region flight operations duty HDIP set out in DoDI 1340.09, para. 3.4.m.

12.3 Rates

HDIP for polar region flight operations duty is \$150.00 per month (see the HDIP Rates table for the most current rate).

13.0 WEAPONS OF MASS DESTRUCTION CIVIL SUPPORT (WMDCS) TEAM

13.1 Entitlement

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

*13.2 Performance Requirements

For eligibility, the member must meet the performance requirements for WMDCS team HDIP set out in DoDI 1340.09, para. 3.4.n.

13.3 Rates

HDIP for RC Service members assigned to a WMDCS team is \$150 per month (see the HDIP Rates 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.

14.0 DIVING DUTY HDIP

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

*15.0 SPECIAL WARFARE SKILL INCENTIVE PAY (SWSIP)

15.1 Entitlement

The Air Force may pay a monthly skill incentive pay to Airmen qualified and serving as an Air Force Special Warfare (AFSPECWAR) Airmen. AFSPECWAR Airmen conduct operations in the ground domain in contested, denied, operationally limited, and permissive environments under severe environmental conditions.

15.2 Performance Requirements

15.2.1. AFSPECWAR Airmen must serve in one the following seven critical Air Force Specialty Codes (AFSC):

15.2.1.1. Pararescue (1Z1XX);

15.2.1.2. Combat Control (1Z2XX);

15.2.1.3. Tactical Air Control Party (1Z3XX);

15.2.1.4. Special Reconnaissance (1Z4XX);

15.2.1.5. Special Tactics Officer (19ZXA);

15.2.1.6. Tactical Air Control Party Officer (19ZXB); or

15.2.1.7. Combat Rescue Officer (19ZXC).

15.2.2. The Air Force may offer skill incentive pay to AFSPECWAR Airmen who:

15.2.2.1. Are entitled to basic pay under 37 U.S.C. § 204, or 37 U.S.C. § 206.

15.2.2.2. Serve in one of the AFSPECWAR Airmen AFSCs listed in subparagraph

15.2.1.

15.2.2.3. Meet all applicable eligibility requirements for performance of skill incentive pay as outlined in the Assistance Secretary of Defense (ASD) Memo for Assistant Secretary of the Air Force for Manpower and Reserve Affairs (M&RA) and any other criteria established by the Secretary of the Air Force in accordance with Air Force publications:

15.2.2.3.1. Air Force Manual (AFMAN) 10-3500V1, Air Force Special Warfare Training Program, dated June 1, 2022, Table A2.1 and A2.2 for critical skills (parachute, dive, demolition, and aerial flight); and

15.2.2.3.2. Department of the Air Force Guidance Memorandum to AFMAN 10-409-O, Support to Adaptive Planning, dated June 15, 2021.

15.2.2.4. Have completed the requisite training and maintain necessary qualifications for the performance of Special Warfare Airmen critical skills required by the Secretary of the Air Force in accordance with the Air Force “Force Generation and Force Presentation (AFFORGEN) model.”

15.2.2.5. Meet medical and physical requirements for deployment or be granted a waiver for deployment purposes.

15.2.2.6. AFSPECWAR Airmen assigned to designated career-broadening assignments (e.g., Headquarters staff, recruiting, and instructor duties) may continue to receive SWSIP for up to 24 months as long as they meet SWSIP qualifications at the time they report to their career-broadening assignment. After 24 months, Airmen must recertify in their SWSIP skills within 180 days or SWSIP will be discontinued and any payments received after 24 months will be subject to repayment in accordance with provisions of 37 U.S.C. § 373.

15.2.2.7. AFSPECWAR Airmen may continue to receive SWSIP provided they meet SWSIP eligibility criteria while attending Professional Military Education Courses, during contingency deployment, while on authorized leave, and while in route to their next AFSPECWAR duty assignment.

15.3 Rates

15.3.1. SWSIP is paid to eligible members at an amount not to exceed \$615 per month. If a Service members satisfies the eligibility requirements only for part of the month, the Secretary of the Air Force will prorate the payment amount to reflect the duration of the member’s qualifying service during the month. Reserve component members may be eligible for SWSIP at the discretion of the Secretary of the Air Force. The daily amount authorized will be equal to 1/30th of the monthly SWSIP rate for each period of inactive duty for training.

15.3.2. See SWSIP Tables 24-3 and 24-4 detailing how SWSIP will be paid.

15.4 Restriction

The following limitations and restrictions apply for receipt of SWSIP:

15.4.1. Service members may not receive a bonus or incentive pay pursuant to *Subchapter I and Subchapter II of Chapter 5, of Title 37, U.S.C.*, for the same activity, skill, or period of service.

15.4.2. Service members receiving incentive payments pursuant to 37 U.S.C. § 334 or 37 U.S.C. § 334a are not eligible for SWSIP for the same skill or period of service.

15.4.3. Service members may not be paid skill incentive pay or proficiency bonuses pursuant to 37 U.S.C. § 353, and hazardous duty pay under 37 U.S.C. § 351(a)(2), for the same period of service in the same career field or skill.

15.4.4. Service members may not be paid more than one pay under 37 U.S.C. § 353, in any month for the same period of service and skill.

15.4.5. Service members temporarily unable to perform the skills of an AFSPECWAR Airman due to a medical restriction, not the result of the member's own misconduct, may continue to receive SWSIP for up to 12 months, provided the member met the eligibility criteria within the 30 days that occurred prior to the injury or illness. If the restriction persists beyond 365 days or the member is no longer certified to perform the AFSPECWAR Airman duties, SWSIP payments will terminate and may not resume until the condition resulting in medical restriction is corrected and the member is certified to resume AFSPECWAR Airman duties by a competent medical authority. The Secretary of the Air Force may, on a case-by-case basis, authorize a one-time extension of SWSIP for up to 90 days (beyond the initial 365 days). Extensions beyond 90 days must be forwarded to the Assistant Secretary of Defense for Manpower and Reserve Affairs for approval. All extension requests will include a description of the injury, current prognosis and treatment technique, expected date of full recovery and resumption of AFSPECWAR Airman duties, as well as an endorsement recommendation from the Air Force Surgeon General or designee.

15.4.6. Service members permanently disqualified or otherwise determined to be no longer eligible to perform the duties of an AFSPECWAR Airman, are ineligible for SWSIP.

15.4.7. Service members are not authorized SWSIP payments for any periods of unauthorized absence.

*16.0 NAVAL SPECIAL WARFARE (NSW) SKILL INCENTIVE PAY (SKIP)

16.1 Entitlement

The Navy may pay a monthly skill incentive pay to Service members qualified and serving as NSW Operators pursuant to 37 U.S.C. § 353. NSW Operators perform clandestine paradrop, maritime, and land-based special operations in austere conditions in order to provide to the United States and its allies tailored capabilities. NSW SKIP will be used in lieu of hazardous duty incentive pays to minimize costly training interruptions in the NSW inter-deployment training cycle (IDTC), minimize the strain on force Personnel Tempo System during the IDTC and remove financial disincentives associated with NSW Operators seeking medical care.

16.2 Performance Requirements

16.2.1. The term NSW Operator encompasses the following critical Navy enlisted classifications (NECs) and officer designator codes:

- 16.2.1.1. Sea-air-land (SEAL) delivery vehicle (SDV), operator (023X);
- 16.2.1.2. SEAL special warfare operator (O26X);
- 16.2.1.3. SEAL special warfare officer (113X);
- 16.2.1.4. SEAL special warfare warrant operator (715X);
- 16.2.1.5. Special warfare combatant-craft crewman (SWCC) operator (052X); and
- 16.2.1.6. SWCC warrant officer (717X).

16.2.2. The NSW SKIP is payable to active duty, and training and administration of Reserve operators only, on a monthly basis, who meet all of the following criteria in subparagraph 16.2.2.1 through 16.2.2.6.

16.2.2.1. Be entitled to basic pay under 37 U.S.C. § 204, or 37 U.S.C. § 206.

16.2.2.2. Be serving in one of the NSW operators NECs or officer designator codes listed in subparagraphs 16.2.1.1 through 16.2.1.6.

16.2.2.3. Completed all the required training and maintained eligibility for designation as an NSW operator.

16.2.2.4. Completed the requisite training necessary to perform parachute duty and (if necessary) qualification training for demolition and diving duty.

16.2.2.5. Meet the medical and physical requirements for deployment or granted a waiver by the Secretary of the Navy.

16.2.2.6. Be assigned to commands that complete NSW IDTC (e.g., SEAL team, SDV team, special boat team, NSW training detachment), or meet the minimum semi-annual currency requirements as listed by the rating and qualifications in the NSW SKIP Currency and Payment Levels table (Table 24-4).

16.2.3. NSW operators will continue to receive NSW SKIP while in school, NSW IDTC, on leave, or en route to next assignment as long as they continue to meet the eligibility criteria listed in subparagraphs 16.2.2.1 through 16.2.2.6. Contact the OPNAV, Naval Special Warfare Program Management Branch (N137) for partial payment information.

16.2.4. NSW operators who receive NSW SKIP under this guidance and fail to satisfy the eligibility requirements will be subject to having their pay terminated. Repayment of any overpayment will be in accordance with 37 U.S.C. § 373.

16.2.5. Reserve NSW operators (1135) will receive NSW SKIP if recalled to fulfill orders that are 1 year or longer. Jump, dive, and demolition payments may be paid to NSW reservists

with orders under a year and have met currency requirements per the NSW SKIP Currency and Payment Levels listed in Exhibit 1.

16.3 NSW Pay Levels and Qualifications

Enlisted pay rates will be administered according to NECs and qualifications. Officer pay rates will be administered according to designators and qualifications. Pay will be stopped by the commanding officer's (CO) decertification, NEC or designator removal, terminal leave, or lateral transfer out of the NSW community. Levels and qualifications are as follows:

16.3.1. SDV Operator Holding NEC 023X

16.3.1.1. SEAL enlisted SDV operators must be qualified and current in all of the following duties:

16.3.1.1.1. Military parachuting operations including static line and or military free-fall,

16.3.1.1.2. Combat diving (open circuit self-contained underwater breathing apparatus (SCUBA) and or closed circuit) operations, and

16.3.1.1.3. Demolition and explosive breaching operations with live explosive material as an essential part of required duties.

16.3.2. Special Warfare Operator Holding NEC 026X, SEAL Warrant Officer Holding Designator 715X, SEAL Officer Holding Designator 113X

16.3.2.1. SEAL enlisted operators, SEAL Officers, and SEAL warrant officers must be qualified and current in all of the following duties:

16.3.2.1.1. Military parachuting operations including static line and or military free-fall,

16.3.2.1.2. Combat diving (open circuit SCUBA and or closed circuit) operations, and

16.3.2.1.3. Demolition and explosive breaching operations with live explosive material as an essential part of required duties.

16.3.3. Special Warfare Boat Operator Holding NEC 052X and Special Warfare Combatant-Craft Crewman Warrant Officer Holding Designator 717X

SWCC enlisted operators and SWCC warrant officers must be qualified and current in military parachuting operations including static line and or military free-fall.

16.4 Rates

The Navy may pay monthly NSW SKIP to qualified Service members who meet the NSW SKIP eligibility requirements in an amount not to exceed \$715 per month. See the NSW SKIP Currency and Payment Levels (Table 24-4) for the monthly pay rate. If a Service member does not satisfy the eligibility requirements specified for an entire month, the Secretary of the Navy will prorate the payment amount to reflect the duration of the member's actual qualifying service during the month. Qualified Reserve Component members who meet the NSW SKIP eligibility requirements, and are entitled to compensation pursuant to 37 U.S.C. § 206, may be eligible for NSW SKIP at the discretion of the Secretary of the Navy. The daily amount authorized will be equal to 1/30th of the monthly NSW SKIP rate for each period of inactive duty for training.

16.5 Restrictions

The following limitations and restrictions apply for receipt of NSW SKIP:

16.5.1. Service members may not be paid NSW SKIP and jump, dive, or demolition duty pays for the same period of service.

16.5.2. Service members may not be paid more than one NSW SKIP in any month for the same period of service.

16.5.3. Service members temporarily unable to perform the skills of an NSW operator due to a medical restriction that is not the result of the Service member's own misconduct may continue to receive NSW SKIP for up to 12 months, provided the Service member met the eligibility criteria for the pay within 30 days prior to the injury or illness. If the restriction persists beyond 12 months or the Service member is no longer certified to perform the NSW operator skill, NSW SKIP payments will terminate and may not resume until the condition, which resulted in the medical restriction, is corrected and the Service member is certified to resume NSW operator duties by the appropriate medical authority. The Secretary of the Navy may, on a case-by-case basis, authorize a one-time extension of NSW SKIP for up to 90 days beyond the initial 12 months. Extensions beyond 90 days must be forwarded to the Assistant Secretary of Defense for Manpower and Reserve Affairs for approval.

16.5.4. COs in the pay grade of O-5 or above may waive the jump requirements for one jump during a 12-month period due to non-availability of jump equipment or aircraft, inclement weather, or while attending a military education or training of less than 179 days. Service members must maintain their proficiency through refresher training in lieu of jumping in order to retain eligibility for NSW SKIP pay during the waived period.

16.5.5. COs in the paygrade of O-5 or above may waive jump, dive, and demolition currency requirements for joint individual augmentations and any global force management assignment that requires a member to deploy where operations or equipment do not permit execution of jump, dive, and demolition training.

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

R U L E	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	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 leave (note 1).
3	on TDY or TAD	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 TDY or TAD.
4	reassigned PCS including TDY in conjunction with PCS	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	is not affected by the PCS (note 2).

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

R U L E	When a member under orders to perform hazardous duty is	and the hazardous duty involved is	and	then IP entitlement
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 without a break in service	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	discharged and immediately reenlisted at the same station without a break in service	any type of hazardous duty listed in this chapter	orders to perform the hazardous duty involved are specifically terminated	ceases on effective date shown in orders.
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	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	<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.
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	<ol style="list-style-type: none"> does not exist for the period of ADT. for IDT is determined under note 6.
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.

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

NOTES:

1. Performance of hazardous duty while on leave cannot be counted for pay purposes.
2. Orders to perform hazardous duty remain in effect when member is being reassigned PCS successively to hazardous duty. If the member cannot be immediately assigned to a hazardous duty position at a new station, orders to perform such duty will be terminated effective the date of arrival at new duty station and 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 2.3.2.
3. Parachute pay may not be paid beyond the last day of the calendar month for which requirements are met.
4. ADT includes annual training, special tours of ADT, school tours, and the initial tour performed by enlistees without prior military service.
5. HDIP entitlement for ADT includes time allowed for necessary travel from home to first duty station (See Chapter 1).
6. HDIP for IDT is paid per Chapter 58.

*Table 24-2. SWSIP - Enlisted

Parachute (Static Line (S/L)): \$150
 Military Free Fall (MFF)/HALO: \$225
 Demo: \$150
 Dive: \$150
 Air Crew Duty: \$150

SWSIP AFSC	Operator Description	Critical Skill	SWSIP Pay
1Z1XX	Pararescue	MFF; Dive; Aircrew + 3-level	Tier 1 - \$540
1Z1XX	Pararescue	MFF; Dive; Aircrew + 5-level	Tier 2 - \$590
1Z1XX	Pararescue	MFF; Dive; Aircrew + 7-level	Tier 3 - \$615
1Z2XX	Combat Control	MFF; Dive; Demo; + 3-level	Tier 1 - \$540
1Z2XX	Combat Control	MFF; Dive; Demo; + 5-level	Tier 2 - \$590
1Z2XX	Combat Control	MFF; Dive; Demo; + 7-level	Tier 3 - \$615
1Z3XX	Tactical Air Control Party	Static Line; MFF; Dive; Demo; + 3- level	Tier 1 - \$540
1Z3XX	Tactical Air Control Party	Static Line; MFF; Dive; Demo; + 5- level	Tier 2 - \$590
1Z3XX	Tactical Air Control Party	Static Line; MFF; Dive; Demo; + 7- level	Tier 3 - \$615

*Table 24-2. SWSIP – Enlisted (Continued)

SWSIP AFSC	Operator Description	Critical Skill	SWSIP Pay
1Z4XX	Special Reconnaissance*	MFF; Dive; Demo; + 3-level	Tier 1 - \$540
1Z4XX	Special Reconnaissance*	MFF; Dive; Demo; + 5-level	Tier 2 - \$590
1Z4XX	Special Reconnaissance*	MFF; Dive; Demo + 7-level	Tier 3 - \$615

*The Special Operations Weather Team (SOWT) Air Force Specialty (AFS) was replaced by the Special Reconnaissance AFS, which has the same requirements as Combat Control. The previous SOWT had a different pipeline and were paid in accordance with the skills gained. The SR pay tiers align with skills and pipeline associated with the career field.

*Table 24-3. SWSIP – Officer

Parachute (Static Line (S/L)): \$150

Military Free Fall (MFF)/HALO: \$225

Demo: \$150

Dive: \$150

Air Crew Duty: \$150

SWSIP AFSC	Operator Description	Critical Skill	SWSIP Pay
19ZXA	Special Tactics Officer	MFF; Dive; Demo; + 2-level	Tier 1 - \$590
19ZXA	Special Tactics Officer	MFF + Dive + Demo + 3-level with advanced qualification for Static Line Jump	Tier 2 - \$615
19ZXA	Special Tactics Officer	MFF + Dive + Demo + 4 level with advanced qualification for Static Line Jump	Tier 2 - \$615
19ZXB	Tactical Air Control Party Officer	Static Line + 2-level*	Tier 1 - \$590
19ZXB	Tactical Air Control Party Officer	Static Line + 3-level*	Tier 2 - \$615
19ZXB	Tactical Air Control Party Officer	Static Line + 4-level*	Tier 2 - \$615
19ZXC	Combat Rescue Officer	MFF; Dive; Air Crew; + 2-level	Tier 1 - \$590
19ZXC	Combat Rescue Officer	MFF; Dive; Air Crew; + 3-level	Tier 2 - \$615
19ZXC	Combat Rescue Officer	MFF; Dive; Air Crew; + 4-level	Tier 2 - \$615

*May earn pays based on additional qualifications for MFF (\$225), Demolitions (\$150), and Dive (\$150).

*Table 24-4. NSW SKIP Currency and Payments Levels

NSW SKIP Currency Requirements and Max Payment Levels					
Level	NEC/Designator	NSW Operator Description	Qualification	Semi-Annual Requirement	NSW SKIP Monthly Pay
1	O52X or 717X	SWCC Enlisted/Warrant Officer	Static Line Jump (SL)	2 Jumps	\$150
2	O52X or 717X	SWCC Enlisted/Warrant Officer	Military Free-Fall (MFF)	2 Jumps	\$225
3	026X	SEAL Enlisted	SL + Dive + Demo	2 Jumps, 4 Dives, 6 Demolition Shots	\$515
4	026X	SEAL Enlisted	MFF + Dive + Demo	2 Jumps, 4 Dives, 6 Demolition Shots	\$590
5	113X or 715X	SEAL Warrant Officer / SEAL Officer	SL + Dive + Demo	2 Jumps, 4 Dives, 6 Demolition Shots	\$540
6	113X or 715X	SEAL Warrant Officer / SEAL Officer	MFF + Dive + Demo	2 Jumps, 4 Dives, 6 Demolition Shots	\$615
7	023X	SDV Enlisted	SL + Dive + Demo	2 Jumps, 4 Dives, 6 Demolition Shots	\$640
8	023X	SDV Enlisted	MFF + Dive + Demo	2 Jumps, 4 Dives, 6 Demolition Shots	\$715

Note 1: The SKIP requalification timeline is semi-annually and broken down into two blocks. Block 1 timeline is 1 January through 30 June. Block 2 timeline is 1 July through 30 December.

*Table 24-4. NSW SKIP Currency and Payments Levels (Continued)

Note 2: In order to qualify for special pay for NSWSKIP, NSW operators are considered qualified if they have conducted minimum requirements in the previous block.

Note 3: SEAL enlisted operators who get commissioned will continue to receive the same NEC NSW SKIP pay level they received prior to commissioning until they complete the Junior Officer Training Course (JOTC). After completing JOTC and their officer designator is changed from 1180 to 1130, the officer will begin receiving the 113X NSW SKIP pay level.

*REFERENCES

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

1.0 – GENERAL

- 1.1 DoD Instruction (DoDI) 1340.09, January 26, 2018
[37 U.S.C. § 351](#)

2.0 – ENTITLEMENT

- 2.5 Executive Order 13294, March 28, 2003
DoDI 1340.09, January 26, 2018
[37 U.S.C. § 351](#)
[37 U.S.C. § 372](#)
38 Comptroller General Decision 83
- 2.8 National Defense Authorization Act for Fiscal Year
[2023](#), Public Law [117-263](#), section [601\(d\)\(8\)](#)
[December 23, 2022](#)

3.0 – PARACHUTE DUTY

- DoDI 1340.09, [para. 3.4.d](#), January 26, 2018
[37 U.S.C. § 351\(a\)\(2\)](#)

4.0 – FLIGHT DECK DUTY

- 4.2 DoDI 1340.09, [para. 3.4.g](#), January 26, 2018
[37 U.S.C. § 351\(a\)\(2\)](#)
OPNAV Instruction 7220.4L, [July 16, 2019](#)

5.0 – DEMOLITION DUTY

- DoDI 1340.09, [para. 3.4.e](#), January 26, 2018
[37 U.S.C. § 351\(a\)\(2\)](#)

6.0 – EXPERIMENTAL STRESS DUTY

- DoDI 1340.09, [para. 3.4.f](#), January 26, 2018
[37 U.S.C. § 351\(a\)\(2\)](#)

7.0 – TOXIC FUELS (OR PROPELLANTS) DUTY

- DoDI 1340.09, [para. 3.4.j](#), January 26, 2018
[37 U.S.C. § 351\(a\)\(2\)](#)

8.0 – TOXIC PESTICIDES DUTY

DoDI 1340.09, [para. 3.4.h](#), January 26, 2018
37 U.S.C. § 351(a)(2)

9.0 – DANGEROUS VIRUSES (OR BACTERIA) LAB DUTY

DoDI 1340.09, [para. 3.4.i](#), January 26, 2018
37 U.S.C. § 351(a)(2)

10.0 – CHEMICAL MUNITIONS DUTY

DoDI 1340.09, [para. 3.4.k](#), January 26, 2018
37 U.S.C. § 351(a)(2)

11.0 – MARITIME VBSS DUTY

DoDI 1340.09, [para. 3.4.l](#), January 26, 2018
37 U.S.C. § 351(a)(2)

12.0 – POLAR REGION FLIGHT OPERATIONS DUTY

DoDI 1340.09, [para. 3.4.m](#), January 26, 2018
37 U.S.C. § 351(a)(2)

13.0 – WMDCS TEAM HDIP

DoDI 1340.09, [para. 3.4.n](#), January 26, 2018
37 U.S.C. § 351(a)(2)

15.0 – SWSIP

DoDI 1340.09, January 26, 2018
Office of the Assistant Secretary of Defense,
Manpower and Reserve Affairs Memo, dated
April 15, 2021
Office of the Assistant Secretary of Defense,
Manpower and Reserve Affairs Memo, dated
January 30, 2023
37 U.S.C. § 353(a)

16.0 – NSW SKIP

DoDI 1340.09, January 26, 2018
Office of the Under Secretary of Defense Personnel

and Readiness Memo, dated October 15, 2018
Navy Military Personnel Manual 72520-114, CH-77,
dated November 18, 2021
37 U.S.C. § 353(a)