

## MILPERSMAN 7220-080

### INCENTIVE PAY FOR HAZARDOUS DUTY

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<b>Governing Directives</b>	DOD 7000.14-R, DOD Financial Management Regulation, Volume 7A OPNAVINST 7220.4H OPNAVINST 1000.16J NAVPERS 18068F, Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards, Volume II
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1. **Hazardous Duty Incentive Pay Policy.** Naval personnel entitled to receive basic pay are also entitled to receive incentive pay per DOD 7000.14-R, volume 7A, part 2, chapter 24, for the performance of hazardous duty:

a. The hazardous duty required must be specifically authorized by written orders issued or approved by Chief of Naval Personnel or by commands authorized by Chief of Naval Personnel to issue such orders in accordance with MILPERSMAN 1320-030.

b. The commanding officer is responsible for members within the command and ensuring the disbursing officer is informed when a member fails to meet performance requirements to qualify for Hazardous Duty Incentive Pay (HDIP).

2. **Hazardous Duty List**. The following shall constitute hazardous duty for the purpose of determining entitlement to HDIP, in accordance with DOD 7000.14-R, volume 7A, part 2, chapter 24:

Parachute Duty
Flight Deck Duty
Demolition Duty
Experimental Stress Duty <ul style="list-style-type: none"><li>• Duty inside a high or low-pressure chamber</li><li>• Duty as a human acceleration or deceleration experimental subject</li><li>• Duty as a test subject in thermal stress experiments</li></ul>
Toxic Fuels (or Propellants) Duty
Toxic Pesticide Duty
Dangerous Viruses (or Bacteria) Lab Duty
Chemical Munitions

3. **Flight Deck Pay**. Quotas for Flight Deck Hazardous Duty Incentive Pay are authorized per OPNAVINST 7220.4H.

4. **Low Pressure Chamber Operations**. Quotas for hazardous duty incentive pay for inside instructor/observers in support of low pressure chamber operations for Bureau of Medicine and Surgery (BUMED) activities conducting training under the Naval Aviation Physiology Training Program are authorized by BUMED. Requests for changes in the authorized quotas should be forwarded with justification to BUMED (MED-231).

5. **Thermal Stress**. Thermal stress definition and policy:

a. **Definition:** The term "**duty as human test subject in thermal stress experiments**" means duty performed by members exposed as human thermal experimental subjects in thermal stress experiments conducted under the supervision of any laboratory designated by Secretary of the Navy.

b. **Policy:** In order to be entitled to receive thermal stress incentive pay, personnel shall be required to act as a test subject in one or more thermal stress experiments during the month, or in the case of a fractional month, during the period involved. The experiment must be one which competent medical authority has determined involves the risk of thermal hazard.

6. **Hazardous Duty Incentive Pay Manpower Policy.** Except as discussed in the preceding paragraphs, requests for initial/additional HDIP billets/quotas require changing the command's Activity Manpower Document (AMD).

a. Specific officer/enlisted billets have to be identified so that orders authorizing the required hazardous duty can be issued by a "competent authority" in accordance with MILPERSMAN 1320-030.

b. Navy Officer Billet Classification (NOBC) codes and Navy Enlisted Classification (NEC) codes for the applicable billets have to be identified and incorporated in the command AMD.

c. The source instructions to be used in affecting changes to a command's AMD are

(1) OPNAVINST 1000.16J, Manual of Navy Total Force Manpower Policies and Procedures, for NOBC changes; and

(2) NAVPERS 18068F, Manual of Navy Enlisted Manpower and Personnel Classification and Occupational Standards, volume 2, for NEC changes.