

MILPERSMAN 7220-080

INCENTIVE PAY FOR HAZARDOUS DUTY

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References	(a) DoD 7000.14-R, Department of Defense Financial Management Regulation (DoD FMR), Volume 7A (b) DoD Instruction 1340.09 of 26 January 2018 (c) OPNAVINST 7220.18A (d) OPNAVINST 7220.4L
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1. **Policy**. Hazardous duty incentive pay (HDIP) is an incentive pay for Service members who perform duties designated as hazardous, based upon the inherent dangers of the duty, have risks of physical injury, and meet eligibility requirements in line with references (a) and (b).

2. **Eligibility**

a. In order to receive HDIP, a Service member must be:

(1) entitled to basic pay;

(2) serving under competent orders to perform the hazardous duty; and

(3) be in training or have completed qualifying training and meet eligibility criteria for the performance of the hazardous duty.

b. Entitlement for reservists on either extended active-duty or active-duty training may be eligible for HDIP in line with reference (a).

3. **Payment and Restrictions**. Payment is based on the type of duty performed. The most current rates are available on the

Defense Finance Accounting Service Web site at <https://www.dfas.mil/MilitaryMembers/payentitlements/Pay-Tables/HDIP/>.

a. Specifics on when to start and stop are outlined in reference (a).

b. Members may be entitled to a prorated portion of the rate of pay for the month or the full rate of pay for the month, as approved by the Assistant Secretary of Defense for Manpower and Reserve Affairs (ASD (M&RA)).

c. Members performing multiple hazardous duties may receive a maximum of three HDIP payments per month. Additional restrictions are outlined in reference (a) and [MILPERSMAN 7220-114](#).

d. Service members who are temporarily unable to perform a hazardous duty due to 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. Under no circumstance may HDIP payments continue beyond 12 months from the date of injury or illness.

e. If injury or illness occurred while serving in a combat zone, hostile fire area, or imminent danger area, Service members may continue to receive HDIP during their hospitalization and rehabilitation.

f. Only one payment of HDIP for experimental stress duty during any one month is authorized.

g. Additional conditions of entitlement can be found in chapter 24, table 24-1, of reference (a).

4. **Hazardous Duty List**. With the exception of naval special warfare (NSW) and explosive ordnance disposal (EOD) skill incentive pay (SKIP), the following duties will constitute hazardous duty for the purpose of determining entitlement to HDIP:

Parachute Duty, to include military free fall
Flying Duty
Demolition Duty
Experimental Stress Duty

Flight Deck Duty
Toxic Fuels or Propellants Duty
Toxic Pesticides Duty
Dangerous Viruses or Bacteria Lab Duty
Chemical Munitions Duty
Maritime Visit, Board, Search, and Seizure Duty
Polar Region Flight Operations Duty
Weapons of Mass Destruction Civil Support Team
Diving Duty

5. **Parachute Duty**. Eligibility information regarding parachute duty and military free fall can be found in references (a) and (b). Service members may also reference [MILPERSMAN 1220-030](#).

6. **Flying Duty**. Eligibility for flying duty HDIP is outlined in references (a) and (b). Additional information regarding flying duty HDIP may be found in chapter 22 of reference (a) and in reference (c).

7. **Demolition Duty**. Eligibility information regarding demolition duty can be found in references (a) and (b). Service members may also reference [MILPERSMAN 1220-280](#).

8. **Flight Deck Duty**. Flight deck duty HDIP eligibility requirements are outlined in references (a) and (b). Additional information, to include current quotas, is available in reference (d).

9. **Diving Duty**. Eligibility information regarding diving duty can be found in references (a) and (b). Chapter 11 of reference (a) includes amplifying information. Service members may also reference [MILPERSMAN 7220-090](#).

10. **Skill Incentive Pay (SKIP)**. NSW and EOD SKIP will be used in lieu of certain HDIPs to minimize costly training interruptions in the inter-deployment training cycle (IDTC) or optimized fleet response plan cycle to minimize strain on force personnel tempo system during IDTC and to remove financial disincentives associated with necessary medical care. NSW and EOD SKIP are outlined in separate MILPERSMAN articles. Eligibility requirements are outlined in reference (a). Service members drawing NSW or EOD SKIP are ineligible for the HDIPs which are included in SKIP.

11. **Requests to Add a Duty as HDIP.** Requests to add a duty to paragraph 4 must be submitted to ASD (M&RA). Requests must be supported with an assessment of the inherent dangers and threats that place Service members at risk of physical injury while performing the duty. At a minimum, requests must also demonstrate the following:

- a. Measures taken to mitigate the hazard;
- b. Requirements for initial training or to remain qualified to perform the duty; and
- c. Readiness requirements that mandate the frequency of the performance of the duty on a daily or monthly basis.