Equal Hazardous Duty Incentive Pay for Reserve Component

**ROA urges Congress to ensure reserve component servicemembers receive equal Hazardous Duty Incentive Pay (HDIP) at the same rate as their active duty counterparts as they are required to meet the same monthly standards for performance of duty.** (Title 37 U.S.C §301)

The military has many jobs that are considered hazardous and the men and women who are in these positions qualify for special incentive pay. According to DoD 1340.09, Hazard Pay Program, states, “HDIP provides a monetary incentive to Service members who volunteer to perform a duty designated as hazardous, based upon the inherent dangers of the duty and risks of physical injury.” Members of the military who volunteer for these hazardous positions include pilots, SEALs, divers, parachutists, and more. The Navy offers special pay for being onboard submarines and working with nuclear energy plants. Jobs that qualify for hazardous duty are deemed more dangerous than others.

To compensate U.S. service members who are assigned these high-risk duties, the armed forces allows for a special payment that starts at $150 per month, known as Hazardous Duty Incentive Pay.

Reserve Component Servicemembers DO NOT receive equal pay when it comes to performing these duties. Although requirements are the same for a National Guard or Reserve member, they are only paid 1/30 of the pay their active duty counterparts receive.

37 U.S. Code § 301. Incentive pay: hazardous duty

(f)(1) Under regulations prescribed by the President and to the extent provided for by appropriations, when a member of a reserve component of a uniformed service, or of the National Guard, who is entitled to compensation under section 206 of this title, performs, under orders, any duty described in subsection (a) for members entitled to basic pay, he is entitled to an increase in compensation equal to 1/30 of the monthly incentive pay authorized by subsection (b) or (c), as the case may be, for the performance of that hazardous duty by a member of a corresponding grade who is entitled to basic pay. He is entitled to the increase for as long as he is qualified for it, for each regular period of instruction, or period of appropriate duty, at which he is engaged for at least two hours, including that performed on a Sunday or holiday, or for the performance of such other equivalent training, instruction, duty, or appropriate duties, as the Secretary may prescribe under section 206(a) of this title. This subsection does not apply to a member who is entitled to basic pay under section 204 of this title for the entire month.

We know that AC members receive $150 a month even though they may only perform the actual hazardous duty for certain days during the month. RC members also perform hazardous duty for certain days during the month but because they are not on 30-day orders they only receive 1/30 of the incentive pay. If the requirement is equal, the pay should be equal as well. Active, Guard and Reserve servicemembers must meet the same requirements and assume the same risk.
Equalizing the Hazardous Duty Incentive Pay recognizes the RC are responsible for meeting the same deployment standards as the active counterpart. It is better to retain a trained servicemember then incur the expense to train new servicemembers, over and over. The experience that the individuals in these field have is vital to the success of our national strategy efforts. Additionally, the leadership skills during their career cannot be replaced with new recruits.

Currently there are numerous specialty duties in accordance with DoDI 1340.09 that receive HDIP:

<table>
<thead>
<tr>
<th>Hazardous Duty Incentive Pay</th>
<th>Rates per month</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aircrew and Non-Air Crewmembers</td>
<td></td>
</tr>
<tr>
<td>Air Crew</td>
<td>$150-$240 Enlisted</td>
</tr>
<tr>
<td></td>
<td>$150-$215 Warrants</td>
</tr>
<tr>
<td></td>
<td>$150-$250 Officers</td>
</tr>
<tr>
<td>Parachute Duty, High Altitude, Low Opening</td>
<td>$150-$225</td>
</tr>
<tr>
<td>Demolition Duty</td>
<td>$150</td>
</tr>
<tr>
<td>Experimental Stress Duty</td>
<td>$150</td>
</tr>
<tr>
<td>Flight Deck Duty</td>
<td>$150</td>
</tr>
<tr>
<td>Exposure to Highly Toxic Pesticides</td>
<td>$150</td>
</tr>
<tr>
<td>Laboratory Duty Utilizing Live Dangerous Viruses or Bacteria</td>
<td>$150</td>
</tr>
<tr>
<td>Toxic Fuels and Propellants.</td>
<td>$150</td>
</tr>
<tr>
<td>Handling Chemical Munitions</td>
<td>$150</td>
</tr>
<tr>
<td>Maritime Visit, Board, Search, Seizure (VBSS)</td>
<td>$150</td>
</tr>
<tr>
<td>Weapons of Mass Destruction Civil Support (WMDCS) Team</td>
<td>$150</td>
</tr>
<tr>
<td>Diving Duty</td>
<td>$150</td>
</tr>
</tbody>
</table>

Defense Finance and Accounting Service: [https://militarypay.defense.gov/Pay/Special-and-Incentive-Pays/HDIP/](https://militarypay.defense.gov/Pay/Special-and-Incentive-Pays/HDIP/)

Hazardous Duty Incentive Pay is different pay than Hazard Pay and Aviation Career Incentive Pay.

For further information on Hazardous Duty Incentive Pay for the Reserve Component please contact Kevin Hollinger at (202) 670-1826, khollinger@roa.org or Susan Lukas at 202-646-7713, slukas@roa.org.
To amend title 37, United States Code, to standardize payment of hazardous duty incentive pay for members of the reserve components of the Armed Forces, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 13, 2020

Mr. KIM (for himself, Mr. COLE, Mr. PALAZZO, Mr. KELLY of Mississippi, Mr. RYAN, and Ms. SLOTKIN) introduced the following bill; which was referred to the Committee on Armed Services

A BILL

To amend title 37, United States Code, to standardize payment of hazardous duty incentive pay for members of the reserve components of the Armed Forces, and for other purposes.

1 Be it enacted by the Senate and House of Representa-
2 tives of the United States of America in Congress assembled,
3 SECTION 1. SHORT TITLE.
4 This Act may be cited as the “Guard and Reserve Hazard Duty Pay Equity Act”.


SEC. 2. STANDARDIZATION OF PAYMENT OF HAZARDOUS DUTY INCENTIVE PAY FOR MEMBERS OF THE RESERVE COMPONENTS OF THE ARMED FORCES.

(a) IN GENERAL.—Section 301 of title 37, United States Code, is amended—

(1) in subsection (a), in the matter preceding paragraph (1)—

(A) by inserting “under section 204 of this title or compensation under section 206 of this title” after “member of a uniformed service who is entitled to basic pay”; and

(B) by striking “or (c)” and inserting “, (c), or (e)”;

(2) in subsection (e), by striking “who is entitled to basic pay”; and

(3) by striking subsection (f).

(b) EFFECTIVE DATE.—The amendments made by subsection (a) shall take effect on October 1, 2020, and shall apply with respect to duty performed in any month beginning on or after that date.
116TH CONGRESS
2D SESSION

S. 3308

To amend title 37, United States Code, to standardize payment of hazardous duty incentive pay for members of the reserve components of the Armed Forces, and for other purposes.

IN THE SENATE OF THE UNITED STATES

FEBRUARY 13, 2020

Mr. MANCHIN (for himself, Mr. CRISER, and Ms. DUCKWORTH) introduced the following bill; which was read twice and referred to the Committee on Armed Services

A BILL

To amend title 37, United States Code, to standardize payment of hazardous duty incentive pay for members of the reserve components of the Armed Forces, and for other purposes.

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