



Equal Hazardous Duty Incentive Pay for National Guard

EANGUS urges the 117th Congress to ensure National Guard servicemembers receive equal Hazardous Duty Incentive Pay (HDIP) at the same rate as their active-duty counterparts because they are required to meet the same monthly standards for performance of duty (Title 37 U.S.C § 301)

The military has many hazardous jobs, and the men and women in these positions qualify for special incentive pay. According to DoDI 1340.09, Hazard Pay Program, states, “HDIP provides a monetary incentive to servicemembers 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 precarious 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. servicemembers assigned these high-risk duties, the Armed Forces allow for a particular payment that starts at \$150 per month, known as Hazardous Duty Incentive Pay.

National Guard servicemembers DO NOT receive equal pay when it comes to performing these duties. Although requirements are the same for a National Guard servicemember, they are only paid 1/30th 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 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 entitled to basic pay under section 204 of this title for the entire month.

We know that Active Component members receive \$150 a month even though they may only perform the actual hazardous duty for a certain number of days during the month. Reserve Component members also perform hazardous duty for a certain number of days during the month, but because they are not on 30-day orders, they only receive 1/30th of the incentive pay. EANGUS believes that if the requirements are exactly the same for all members regardless of Active or Reserve status, then the payment should be equal as well. Active, Guard, and Reserve servicemembers must all meet the exact requirements and all assume the same risk.

Equalizing the Hazardous Duty Incentive Pay recognizes that the National Guard is responsible for meeting the same deployment standards as their active counterpart. It is better to retain a trained servicemember than incur the expense to train new servicemembers, over and over. The special training and experience that individuals in these fields possess is vital to the success of our national strategy. Additionally, the leadership skills gained during their career cannot be replaced with recruits.

Currently, the following specialty duties receive HDIP per DoDI 1340.09:

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

Reference: Defense Finance and Accounting Service:

<https://militarypay.defense.gov/Pay/Special-and-Incentive-Pays/HDIP/>

NOTE: 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 National Guard, please contact EANGUS Legislative Director Kevin Hollinger at (202) 670-1826, kevin@eangus.org