

***DOD 7000.14-R VOLUME 7A (MAY 2018), DEPARTMENT OF DEFENSE FINANCIAL
MANAGEMENT REGULATION VOLUME 7A: "MILITARY PAY POLICY - ACTIVE DUTY AND
RESERVE PAY"***

***NCR TRAINING
STAND-DOWN***

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OBJECTIVES

- To explain military pay and policies for Active Duty and Reserve pay
- To understand and Review the Information Provided in the Department of Defense Financial Management Regulations
- To review...

CHAPTER 17: “SPECIAL PAY-HARDSHIP DUTY”

- **HDP-Location (HDP-L)** is designed to recognize service at locations where living conditions are substantially below those normally found within the continental United States and to provide equity across Department of Defense (DoD) for Service members assigned to these locations.
- All Service members permanently assigned or serving in a temporary additional duty/temporary duty (TAD/TDY), deployed, or attached status for over 30 consecutive days in a designated area, will receive HDP-L. Service members on permanent reassignment to the area are eligible for HDP-L from the day of arrival at the new station.
- Service members performing duty temporarily in a designated area are not eligible for HDP-L during the first 30 days of consecutive duty in the area. On the 31st day, HDP-L is payable to the member retroactive to the date the member reported for duty at the location.
- HDP-L entitlement ends on The day the member departs the station as a result of Permanent Change of Station (PCS) reassignment; or The last day of the effective period as stated in Figure 17-1; or The day specified in Table 17-1 for specific situations.

CHAPTER 17: “SPECIAL PAY-HARDSHIP DUTY”

- **HDP-Mission (HDP-M)** is designed to recognize permanent or temporary assignment of Service members when conditions are deemed particularly arduous or require Service members to perform duties outside of normal military operations.
- Eligibility criteria will be established by the ASD (M&RA) for Service members permanently or temporarily assigned to a designated mission.
- HDP-M is payable to all members at the rate of \$150 per month. HDP-M is payable at the full monthly rate, without prorating or reduction, for each month, during any part of which, the member performs a specified mission.

CHAPTER 17: “SPECIAL PAY-HARDSHIP DUTY”

- **HDP-Tempo (HDP-T)** is designed to recognize extended or excessive amounts of time outside of a Service member's permanent duty station (PDS)
- Secretaries of the Military Departments concerned will establish eligibility criteria based on Service-specific needs but will consider retention, quality of life, family separation, and other factors that contribute to a Service member's dissatisfaction when spending extended or excessive amounts of time away from the Service member's PDS.
- Secretaries of the Military Departments concerned will establish monthly rates, but the maximum amount of HDP-T per month will not exceed \$500.
- The DoN received approval to pay Service members HDP-T at the monthly rate of \$495 for Sailors and Marines deployed beyond the 220th day of a consecutive operational deployment. Sailors and Marines will receive prorated HDP-T based on the number of days in the month that they are eligible
- The Secretary of the Military Departments concerned will prorate the monthly amount of HDP-T for a member who does not satisfy the eligibility requirements for an entire month.

CHAPTER 17: “SPECIAL PAY-HARDSHIP DUTY” RESTRICTIONS

- When a member is in receipt of Imminent Danger Pay (IDP) or Hostile Fire Pay (HFP), then the maximum amount of HDP-L is \$100. The total entitlement of HDP-L plus HFP or IDP in any 1 month may not exceed \$325.
- A member is authorized concurrent payment of HDP-M, HDP-L, and HDP-T during any 1 month, provided the amount does not exceed the monthly statutory maximum rate of \$1,500 for HDP.

CHAPTER 18: “SPECIAL PAY-CAREER SEA PAY”

- **Career Sea Pay (CSP)** is special pay for recognition of the greater than normal rigors of assignment to sea duty.
- **Career Sea Pay-Premium (CSP-P)** is special pay that is in addition to CSP and is paid for unusually long periods of continuous sea duty. A member entitled to CSP who has served 36 consecutive months of sea duty is also entitled to CSP-P for the 37th consecutive month and each subsequent consecutive month of sea duty served.
- Sea Duty for the purpose of entitlement to CSP and CSP-P, is duty performed by a member under orders;
 - While permanently or temporarily assigned for duty to a ship, ship-based staff, or ship-based aviation unit and serving on a ship with a primary mission that is accomplished underway. Periods when the member is on temporary duty (TDY), on leave, hospitalized, or otherwise temporarily absent under orders, not to exceed the first 30 consecutive days of each occurrence, are also counted;
 - While permanently or temporarily assigned for duty to a ship or ship-based staff and serving on a ship with a primary mission that is accomplished in port, but only during that period while the ship is away from its homeport. A ship is considered to be away from its homeport whenever it is at sea or is in a port that is more than 50 miles from its homeport; or as a member of the off-crew of a two-crewed submarine

CHAPTER 18: “SPECIAL PAY-CAREER SEA PAY”

- **Cumulative Sea Duty (CSD)** is the total time a member has been assigned to qualifying sea duty during their service career, regardless of pay grade. Additionally, it will include all time during which a member is assigned to a ship or ship-based staff and actually served on a ship with a primary mission that is accomplished in port, regardless of whether the ship is at sea or away from homeport.
- Ship, for the purpose of entitlement to CSP and CSP-P, means a self-propelled vessel in an active status, in commission, or in-service.
- All members in pay grades E-1 through O-6 are eligible for payment of CSP, except commissioned officers of the Army and Air Force with 3 or less years of CSD and enlisted members of the Air Force in pay grades below E-4.
- The Secretary concerned will prescribe the monthly rate for CSP-P applicable to members of each Military Service under the Secretary's jurisdiction. The monthly rate may not exceed \$350.

CHAPTER 18: “SPECIAL PAY-CAREER SEA PAY” RESTRICTIONS

- Do not credit time for sea duty and do not pay CSP or CSP-P to members enroute to or from ships outside the Continental United States or onboard a ship for transportation, regardless of the length of the period. This restriction applies to the periods prior to a member reporting for permanent duty and after being permanently detached from duty onboard a ship.
- Midshipmen and Cadet Members
- Do not pay CSP-P to Navy and Marine Corps members entitled to CSP for duty if in pay grades E-5 through E-9 with over 8 years of CSD.
- Do not pay CSP-P to Army members entitled to CSP for duty or after July 1, 2003 if in pay grades E-4 through E-9 or W-1 through W-5.
- Do not pay CSP-P to Air Force members entitled to CSP in Table 18-4 for duty if in pay grades E-5 through E-9 with over 5 years of CSD.

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CHAPTER 25: “BASIC ALLOWANCE FOR SUBSISTENCE”

- **Officer BAS.** A single rate of BAS applies to all officers.
- **Enlisted BAS** is the monthly standard rate that is payable to enlisted members unless they qualify for, and proper authority approves, BAS II.
- **Enlisted BAS II** is the monthly rate that may be payable to members on duty at a permanent station and assigned to single (unaccompanied) Government quarters, which do not have adequate food storage or preparation facilities, and where a Government mess is not available, and the Government cannot otherwise make meals available. Entitlement begins on the day authorized by proper authority.
- BAS II may be paid to enlisted members of the Navy assigned to vessels in a pre-commissioning status or who otherwise meet criteria set forth in the Military Personnel Manual (MILSPERMAN) 7220-182.

CHAPTER 25: “BASIC ALLOWANCE FOR SUBSISTENCE”

- Enlisted members continue their existing BAS entitlement without interruption upon discharge or retirement, if reenlistment or recall to active duty is completed at the same station within 24 hours.
- Enlisted BAS rates will be applied uniformly for all enlisted members under similar conditions permanently assigned to the same installation, station, base, or ship.
- Enlisted members on PCS or authorized leave (including proceed time, authorized delays enroute between duty stations chargeable as leave, and convalescent leave) are entitled to the standard enlisted BAS rate, regardless of the BAS rate authorized at their Permanent Duty Station (PDS).
- Enlisted members receiving BAS II at their PDS who are hospitalized or performing regular or permissive TAD/TDY under orders away from their PDS will revert to standard enlisted BAS for the period of hospitalization or absence from the PDS.
- BAS is paid in conjunction with the overseas Cost-Of-Living Allowances (COLA) authorized by the Joint Travel Regulations.

CHAPTER 25: “BASIC ALLOWANCE FOR SUBSISTENCE” RESTRICTIONS

- Not payable while at accession training (RTC, OCS, ODS, DCOIC), except when the member has continuous prior enlisted service (active or reserve);
- When in an excess leave status;
- When in an absent-without-leave status, in excess of 24 hours, unless the absence is excused as unavoidable;
- When on an approved educational leave of absence not exceeding 2 years;
- When a member with no dependents is training for, attending, or participating in Pan American games, Olympic games, or other specifically authorized international amateur sport competitions and the sponsoring agency subsists them during that period; or
- When a court-martial sentence imposes forfeiture of pay and allowances.
- Enlisted members are not authorized BAS II when a government mess is temporarily closed for less than 14 days.

CHAPTER 25: “BASIC ALLOWANCE FOR SUBSISTENCE”

- Military members being paid BAS must pay for all meals or rations provided by or on behalf of the Government, except medical recuperation or therapy, or is otherwise in the status of continuous care, including outpatient care, at a military treatment facility for an injury, illness or disease incurred while the member was on active duty in support of OIF, OEF, OND or any other SECDEF designated operation as a CZ.
- Mandatory pay account collection of BAS is required in Field Duty; Sea Duty; Members traveling together with limited or no per-diem travel, accession training, and when Messing (including Group Messing) is available.

CHAPTER 25: “BASIC ALLOWANCE FOR SUBSISTENCE”

- **Family Subsistence Supplemental Allowance (FSSA)** is payable at a monthly rate as determined by the Military Service concerned under the guidance provided by the Secretary of Defense, and may not exceed \$1,100 per month.
- Eligibility:
 - Be on active duty (officer or enlisted) and receiving BAS;
 - Has a household income, including military income of the member and any other household income, that would make the member eligible for assistance under the USDA SNAP program for a given household size;
 - Has at least one person in the member's household who is a military dependent;
 - Has made an application for and been certified, at a specific payment level, by the appropriate office; and
 - After September 30, 2016, is serving outside the United States, the Commonwealth of Puerto Rico, the U.S. Virgin Islands, or Guam.
- FSSA is payable in an amount that would bring the member's household income to 130 percent of the Federal poverty line as established by the USDA.
- For periods of less than a full month of entitlement, the FSSA is payable at 1/30 of the monthly amount for eligible day served.

CHAPTER 25: “BASIC ALLOWANCE FOR SUBSISTENCE”

- Members must apply for the FSSA Program with the appropriate organizational element as designated by their respective Service. Must re-certify annually on February 1. The effective date of recertification will be the day following the last day of the previous certification period.
- When any of the following events occurs, in order to avoid termination of FSSA, a member receiving FSSA must report the event to the Service certifying organization within 30 days for recertification of FSSA eligibility:
 - Income increased by \$100
 - Promotion
 - Decrease in household size
 - PCS

CHAPTER 27: “FAMILY SEPARATION ALLOWANCE (FSA)”

- FSA provides compensation for added expenses incurred because of an enforced family separation. FSA is payable to qualified members serving inside or outside the United States. FSA is payable in addition to any other allowance or per diem, to which a member may be entitled. The member, however, may not receive more than one payment of FSA for the same period, even though qualified for.
- Effective October 1, 2002, FSA is payable in a monthly amount of \$250.
- **FSA-R (Restricted)** - The member's dependents, including dependents acquired after the effective date of PCS orders do not live in the vicinity of the member's homeport/ Permanent Duty Station (PDS) , and their transportation to or near the PDS is not authorized at government expense.
- **FSA-S (Ship)** - The member is on duty aboard a ship, and the ship is away from the homeport continuously for more than 30 days.
 - The dependents are not required to reside in the vicinity of the homeport.

CHAPTER 27: “FAMILY SEPARATION ALLOWANCE (FSA)”

- **FSA-T (Temporary)** - The member is on Temporary Duty (TDY) or Temporary Assigned Duty (TAD) away from the PDS continuously for more than 30 days, and the member's dependents do not reside at or near the TDY or TAD station. This includes members who are required to perform a period of the TDY or TAD before reporting to their initial station of assignment. Members on an unaccompanied tour are entitled to FSA-T for TDY or TAD periods of over 30 continuous days if the member's dependents do not reside at or near the TDY or TAD station and they do not reside near the PDS.
- **Member married to Member** - FSA is payable to a member married to another member regardless of whether the member has any non-active duty dependents, when all other general conditions are met, and provided members were residing together immediately before being separated by reason of execution of military orders.

CHAPTER 3: “SPECIAL PAY-OFFICERS ONLY”

- Title 32, United States Code (U.S.C.), section 332 and the Department of Defense (DoD) Instruction (DoDI) 1304.34, General Bonus Authority for Officers.
- Types of Bonuses:
 - **Accession Bonus**
 - **RC Affiliation Bonus**
 - **Retention Bonus**
 - **Transfer Bonus** (Intra and Inter-service bonuses)
 - **Special Pay for Nuclear-Qualified Officers (NAVY ONLY)**
 - Nuclear Officer Continuation Bonus (COBO)
 - Nuclear Career Annual Incentive Pay (AIP)
 - Prototype Shift Engineer Incentive Pay (SEIP)
 - **Command Pay**
 - **No more than 10 percent of the number of officers on AD in a Military Service in paygrades O-4 through O-6 may be paid command pay.**

CHAPTER 3: “SPECIAL PAY-OFFICERS ONLY” RESTRICTIONS

- An officer may receive only one officer accession bonus during a career. An officer accessed from the enlisted ranks is eligible for an accession bonus as an officer or warrant officer.
- An officer reappointed in a Military Service after resignation or termination of a commission or appointment from an earlier period of military service is not eligible for an accession bonus.
- An officer may not receive an accession bonus and a transfer bonus for the same period of military service.
- An officer may not receive an accession bonus and an affiliation bonus for the same period of military service.
- An officer is not eligible for a retention bonus if, at the start of the period of additional obligated service, the officer has between 16 and 19 years of active commissioned or qualifying service, or is retirement eligible with more than 22 years of active commissioned or qualifying service.
- Officers who have transferred their Post-9/11 GI Bill or Montgomery GI Bill – SELRES education benefits to a dependent or spouse are eligible for a retention bonus.

Thank you/Questions?