

Sec.  
301a. Incentive pay: aviation career.  
301b. Special pay: aviation career officers extending period of active duty.  
301c. Incentive pay: submarine duty.  
301d. Multiyear retention bonus: medical officers of the armed forces.  
301e. Multiyear retention bonus: dental officers of the armed forces.  
302. Special pay: medical officers of the armed forces.  
302a. Special pay: optometrists.  
302b. Special pay: dental officers of the armed forces.  
302c. Special pay: psychologists and nonphysician health care providers.  
302c-1. Special pay: accession and retention bonuses for psychologists.  
302d. Special pay: accession bonus for registered nurses.  
302e. Special pay: nurse anesthetists.  
302f. Special pay: reserve, recalled, or retained health care officers.  
302g. Special pay: Selected Reserve health care professionals in critically short wartime specialties.  
302h. Special pay: accession bonus for dental officers.  
302i. Special pay: pharmacy officers.  
302j. Special pay: accession bonus for pharmacy officers.  
302k. Special pay: accession bonus for medical officers in critically short wartime specialties.  
302l. Special pay: accession bonus for dental specialist officers in critically short wartime specialties.  
303. Special pay: veterinarians.  
303a. Special pay: general provisions.  
303b. Waiver of board certification requirements.  
304. Special pay: diving duty.  
305. Special pay: hardship duty pay.  
305a. Special pay: career sea pay.  
305b. Special pay: service as member of Weapons of Mass Destruction Civil Support Team.  
306. Special pay: officers holding positions of unusual responsibility and of critical nature.  
306a. Special pay: members assigned to international military headquarters.  
307. Special pay: special duty assignment pay for enlisted members.  
307a. Special pay: assignment incentive pay.  
308. Special pay: reenlistment bonus.  
[308a. Repealed.]  
308b. Special pay: reenlistment bonus for members of the Selected Reserve.  
308c. Special pay: bonus for affiliation or enlistment in the Selected Reserve.  
308d. Special pay: members of the Selected Reserve assigned to certain high priority units.  
[308e, 308f. Repealed.]  
308g. Special pay: bonus for enlistment in elements of the Ready Reserve other than the Selected Reserve.  
308h. Special pay: bonus for reenlistment, enlistment, or voluntary extension of enlistment in elements of the Ready Reserve other than the Selected Reserve.  
308i. Special pay: prior service enlistment bonus.  
308j. Special pay: affiliation bonus for officers in the Selected Reserve.  
309. Special pay: enlistment bonus.  
310. Special pay: duty subject to hostile fire or imminent danger.  
[311. Repealed.]  
312. Special pay: nuclear-qualified officers extending period of active service.  
[312a. Repealed.]  
312b. Special pay: nuclear career accession bonus.  
312c. Special pay: nuclear career annual incentive bonus.

Sec.  
[313. Repealed.]  
314. Special pay or bonus: qualified members extending duty at designated locations overseas.  
315. Special pay: engineering and scientific career continuation pay.  
316. Special pay: bonus for members with foreign language proficiency.  
316a. Special pay: incentive pay for members of precommissioning programs pursuing foreign language proficiency.  
317. Special pay: officers in critical acquisition positions extending period of active duty.  
318. Special pay: special warfare officers extending period of active duty.  
319. Special pay: surface warfare officer continuation pay.  
320. Incentive pay: career enlisted flyers.  
321. Special pay: judge advocate continuation pay.  
[322, 323. Renumbered.]  
324. Special pay: accession bonus for new officers in critical skills.  
325. Incentive bonus: savings plan for education expenses and other contingencies.  
326. Incentive bonus: conversion to military occupational specialty to ease personnel shortage.  
327. Incentive bonus: transfer between armed forces.  
328. Combat-related injury rehabilitation pay.  
329. Incentive bonus: retired members and reserve component members volunteering for high-demand, low-density assignments.  
330. Special pay: accession bonus for officer candidates.

SUBCHAPTER II—CONSOLIDATION OF SPECIAL PAY, INCENTIVE PAY, AND BONUS AUTHORITIES

331. General bonus authority for enlisted members.  
332. General bonus authority for officers.  
333. Special bonus and incentive pay authorities for nuclear officers.  
334. Special aviation incentive pay and bonus authorities for officers.  
335. Special bonus and incentive pay authorities for officers in health professions.  
351. Hazardous duty pay.  
352. Assignment pay or special duty pay.  
353. Skill incentive pay or proficiency bonus.  
354. Special pay: 15-year career status bonus for members entering service on or after August 1, 1986.  
355. Special pay: retention incentives for members qualified in critical military skills or assigned to high priority units.

SUBCHAPTER III—GENERAL PROVISIONS

371. Relationship to other incentives and pays.  
372. Continuation of pays during hospitalization and rehabilitation resulting from wounds, injury, or illness incurred while on duty in a hostile fire area or exposed to an event of hostile fire or other hostile action.  
373. Repayment of unearned portion of bonus, incentive pay, or similar benefit, and termination of remaining payments, when conditions of payment not met.  
374. Regulations.

AMENDMENTS

2011—Pub. L. 111-383, div. A, title X, §1075(c)(2), Jan. 7, 2011, 124 Stat. 4372, added item 312 and struck out former item 312 “Special pay: nuclear-qualified officers extending period of active duty”.  
2008—Pub. L. 110-417, [div. A], title VI, §§619(b)(2), 620(b)(2), 651(c)(2)(B), Oct. 14, 2008, 122 Stat. 4489, 4491,

4497, added items 302c-1, 316a, and 373 and struck out former item 373 "Repayment of unearned portion of bonus, incentive pay, or similar benefit when conditions of payment not met".

Pub. L. 110-181, div. A, title VI, §661(d), Jan. 28, 2008, 122 Stat. 178, amended analysis generally, substituting items 301 to 374 and subchapter headings for former items 301 to 330.

2006—Pub. L. 109-364, div. A, title VI, §§617(d), 621(d)(1), 622(a)(2), Oct. 17, 2006, 120 Stat. 2251, 2255, 2256, added items 302k, 302l, 329, and 330.

Pub. L. 109-163, div. A, title VI, §§629(d)(2), 631(c), 632(c)(2), 634(c)(2), 639(e)(2), 640(f)(2), 641(b), 642(c), 687(e)(2), Jan. 6, 2006, 119 Stat. 3297, 3299, 3300, 3302, 3303, 3305, 3306, 3336, added items 327 and 328, substituted "Special pay: general provisions" for "Special pay: health professionals; general provisions" in item 303a, "Special pay: bonus for affiliation or enlistment in the Selected Reserve" for "Special pay: bonus for enlistment in the Selected Reserve" in item 308c, "Special pay: members of the Selected Reserve assigned to certain high priority units" for "Special pay: enlisted members of the Selected Reserve assigned to certain high priority units" in item 308d, "Special pay: affiliation bonus for officers in the Selected Reserve" for "Special pay: bonus for certain initial service of officers in the Selected Reserve" in item 308j, "Special pay: bonus for members with foreign language proficiency" for "Special pay and bonus for members with foreign language proficiency" in item 316, and "Special pay: retention incentives for members qualified in critical military skills or assigned to high priority units" for "Special pay: retention incentives for members qualified in a critical military skill" in item 323, and struck out item 308e "Special pay: bonus for reserve affiliation agreement" and item 312a "Special pay: nuclear-trained and qualified enlisted members".

2004—Pub. L. 108-375, div. A, title VI, §§619(b), 620(a)(2), (b)(2), Oct. 28, 2004, 118 Stat. 1952, 1954, added item 308j, substituted "Special pay and bonus for members with foreign language proficiency" for "Special pay: foreign language proficiency pay" in item 316, and struck out item 316a "Waiver of certification requirement".

2003—Pub. L. 108-136, div. A, title VI, §§621(a)(2)(B), 624(b), 625(b), Nov. 24, 2003, 117 Stat. 1505-1507, added items 305b and 326 and substituted "qualified members" for "qualified enlisted members" in item 314.

2002—Pub. L. 107-314, div. A, title VI, §616(a)(2), Dec. 2, 2002, 116 Stat. 2570, added item 307a.

2001—Pub. L. 107-107, div. A, title VI, §§621(b), 622(a)(2), Dec. 28, 2001, 115 Stat. 1140, 1142, added items 324 and 325.

2000—Pub. L. 106-398, §1 [[div. A], title VI, §§624(a)(2), (b)(2), 628(c), 633(a)(2)], Oct. 30, 2000, 114 Stat. 1654, 1654A-152, 1654A-153, 1654A-155, 1654A-158, added items 302i, 302j, 309, and 323 and struck out items 308a "Special pay: enlistment bonus" and 308f "Special pay: bonus for enlistment in the Army".

1999—Pub. L. 106-65, div. A, title VI, §§626(a)(2), 627(a)(2), 628(a)(2), 629(a)(2), 642(b), Oct. 5, 1999, 113 Stat. 656, 657, 659, 660, 663, added items 318 to 322.

1998—Pub. L. 105-261, div. A, title VI, §617(c)(2), Oct. 17, 1998, 112 Stat. 2041, struck out "location" after "hardship duty" in item 305.

1997—Pub. L. 105-85, div. A, title VI, §§617(b), 619(c)(2), 625(a)(2), Nov. 18, 1997, 111 Stat. 1789, 1790, 1795, added item 301e and substituted "hardship duty location pay" for "while on duty at certain places" in item 305 and "Special pay or bonus:" for "Special pay:" in item 314.

1996—Pub. L. 104-201, div. A, title VI, §615(c)(2), Sept. 23, 1996, 110 Stat. 2546, added item 302h.

Pub. L. 104-106, div. A, title VI, §614(a)(2), Feb. 10, 1996, 110 Stat. 361, added item 302g.

1991—Pub. L. 102-190, div. A, title VI, §§634(b), 635(b), 636(b), Dec. 5, 1991, 105 Stat. 1381-1383, added items 302f, 303b, and 316a.

Pub. L. 102-25, title VII, §702(a)(1), Apr. 6, 1991, 105 Stat. 117, substituted "Multiyear retention" for "Retention" in item 301d.

1990—Pub. L. 101-510, div. A, title VI, §§611(a)(2), 618(c)(2), title XII, §1203(a)(2), title XIV, §1484(f)(1), Nov. 5, 1990, 104 Stat. 1576, 1579, 1657, 1717, revised chapter heading so as to appear in all capital letters, added item 301d, inserted "and nonphysician health care providers" after "psychologists" in item 302c, and added item 317.

1989—Pub. L. 101-189, div. A, title V, §505(a)(2), title VII, §§704(b)(2), 705(a)(2), 706(a)(2), Nov. 29, 1989, 103 Stat. 1438, 1471-1473, struck out "in the Public Health Service Corps" after "psychologists" in item 302c and added items 302d, 302e, and 308d.

1987—Pub. L. 100-140, §2(b)(2), Oct. 26, 1987, 101 Stat. 831, added item 302c.

1986—Pub. L. 99-661, div. A, title VI, §634(a)(2), Nov. 14, 1986, 100 Stat. 3885, added item 316.

1985—Pub. L. 99-145, title VI, §§639(e), 644(a)(2), Nov. 8, 1985, 99 Stat. 651, 653, substituted "dental officers of the armed forces" for "dentists" in item 302b, added item 308i, and struck out item 311 "Special pay: continuation pay for dentists in the armed forces".

1984—Pub. L. 98-525, title VI, §623(b)(2), title XIV, §1402(b)(2), Oct. 19, 1984, 98 Stat. 2542, 2621, substituted "special duty assignment pay for enlisted members" for "proficiency pay for enlisted members" in item 307, and added item 306a.

1983—Pub. L. 98-94, title IX, §905(b)(2), title X, §1011(b)(2), Sept. 24, 1983, 97 Stat. 664, struck out item 308d "Special pay: bonus for enlistment, reenlistment, or extension of enlistment in elements of the ready Reserve other than the Selected Reserve", added items 308g and 308h, and in item 310 inserted "or imminent danger".

1981—Pub. L. 97-60, title I, §§117(c)(2), 120(b), Oct. 14, 1981, 95 Stat. 997, 999, added items 308f and 315.

1980—Pub. L. 96-579, §§3(e), 5(a)(2), Dec. 23, 1980, 94 Stat. 3364, 3366, added items 301c and 314.

Pub. L. 96-513, title V, §506(5), Dec. 12, 1980, 94 Stat. 2919, struck out items 302c "Special pay: medical officers of the Public Health Service" and 313 "Special pay: medical officers of the Public Health Service who execute active duty agreements", and struck out "and physicians and dentists in the Public Health Service" after "forces" in item 311.

Pub. L. 96-342, title VIII, §§805(a)(2), 806(a)(2), Sept. 8, 1980, 94 Stat. 1094, 1096, added items 301b, 308d, and 308e.

Pub. L. 96-284, §§2(b), 3(a)(2), (b)(6), 4(d)(4), 5(b), June 28, 1980, 94 Stat. 589-593, added items 302c and 303a, and in item 302, substituted "medical officers of the armed forces" for "physicians", item 311, substituted "dentists in the armed forces and physicians and dentists in the Public Health Service" for "physicians and dentists who extend their service on active duty", and in item 313, inserted "of the Public Health Service" after "medical officers".

1979—Pub. L. 96-107, title IV, §404(a)(2), Nov. 9, 1979, 93 Stat. 808, struck out item 309 "Reserves; members of National Guard: additional pay for performance of administrative duty."

1978—Pub. L. 95-485, title IV, §404(b), title VIII, §804(b)(2), Oct. 20, 1978, 92 Stat. 1615, 1621, substituted "on duty" for "on sea duty or duty" in item 305, and added items 305a and 308c.

1977—Pub. L. 95-79, title IV, §403(a)(2), July 30, 1977, 91 Stat. 331, added item 308b.

1976—Pub. L. 94-356, §3, July 12, 1976, 90 Stat. 901, added items 312b and 312c.

1974—Pub. L. 93-294, §2(3), May 31, 1974, 88 Stat. 177, added item 301a.

Pub. L. 93-274, §1(1), (2), (4), May 6, 1974, 88 Stat. 94, 95, substituted "physicians" for "physicians and dentists" in item 302, and added items 302b and 313.

1972—Pub. L. 92-581, §1(1), (4), Oct. 27, 1972, 86 Stat. 1277, 1278, struck out "submarine" in item 312, and added item 312a.

1971—Pub. L. 92-129, title II, §§202(b), 203(b), Sept. 28, 1971, 85 Stat. 358, added items 302a and 308a.

1969—Pub. L. 91-20, §1(2), June 3, 1969, 83 Stat. 13, added item 312.

1967—Pub. L. 90-207, §1(2)(B), Dec. 16, 1967, 81 Stat. 651, added item 311.

1963—Pub. L. 88-132, §§9(a)(2), 12(c), Oct. 2, 1963, 77 Stat. 216, 218, substituted “while on sea duty or duty at certain places” for “sea and foreign duty” in item 305, and added item 310.

SUBCHAPTER I—EXISTING SPECIAL PAY, INCENTIVE PAY, AND BONUS AUTHORITIES

§ 301. Incentive pay: hazardous duty

(a) Subject to regulations prescribed by the President, a member of a uniformed service who is entitled to basic pay is also entitled to incentive pay, in the amount set forth in subsection (b) or (c), for the performance of hazardous duty required by orders. In this subsection, the term “hazardous duty” means duty—

- (1) involving frequent and regular participation in aerial flight as a crew member, as determined by the Secretary concerned, except for a member who is entitled to incentive pay under section 301a of this title;
- (2) involving frequent and regular participation in aerial flight, not as a crew member under paragraph (1);
- (3) involving parachute jumping as an essential part of military duty;
- (4) involving the demolition of explosives as a primary duty, including training for that duty;
- (5) inside a high- or low-pressure chamber;
- (6) as a human acceleration or deceleration experimental subject;
- (7) as a human test subject in thermal stress experiments;
- (8) involving frequent and regular participation in flight operations on the flight deck of an aircraft carrier or of a ship other than an aircraft carrier from which aircraft are launched;
- (9) involving frequent and regular exposure to highly toxic pesticides or involving laboratory work that utilizes live dangerous viruses or bacteria;

(10) involving (A) the servicing of aircraft or missiles with highly toxic fuels or propellants, (B) the testing of aircraft or missile systems (or components of such systems) during which highly toxic fuels or propellants are used, or (C) the handling of chemical munitions (or components of such munitions);

(11) involving regular participation as a member of a team conducting visit, board, search, and seizure operations aboard vessels in support of maritime interdiction operations;

(12) involving use of ski-equipped aircraft on the ground in Antarctica or on the Arctic ice-pack; or

(13) involving frequent and regular participation in aerial flight by a member who is serving as an air weapons controller crew member (as defined by the Secretary concerned) aboard an airborne warning and control system aircraft (as designated by such Secretary) and who is not entitled to incentive pay under section 301a of this title.

(b) For the performance of hazardous duty described in paragraph (1) of subsection (a), a

member is entitled to monthly incentive pay as follows:

Pay Grade	Monthly Rate
O-10 .....	\$150
O-9 .....	150
O-8 .....	150
O-7 .....	150
O-6 .....	250
O-5 .....	250
O-4 .....	225
O-3 .....	175
O-2 .....	150
O-1 .....	150
W-5 .....	250
W-4 .....	250
W-3 .....	175
W-2 .....	150
W-1 .....	150
E-9 .....	240
E-8 .....	240
E-7 .....	240
E-6 .....	215
E-5 .....	190
E-4 .....	165
E-3 .....	150
E-2 .....	150
E-1 .....	150

(c)(1) For the performance of hazardous duty described in paragraphs (2) through (12) of subsection (a), a member is entitled to \$150 a month. However, a member performing hazardous duty described in paragraph (3) of that subsection who also performs as an essential part of such duty parachute jumping in military free fall operations involving parachute deployment by the jumper without the use of a static line is entitled to \$225 a month.

(2)(A) For the performance of hazardous duty described in paragraph (13) of subsection (a), a member is entitled to monthly incentive pay based upon his years of service as an air weapons controller as follows:

Pay grade	Years of service as an air weapons controller							
	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12
O-7 and above ..	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200
O-6 .....	225	250	300	325	350	350	350	350
O-5 .....	200	250	300	325	350	350	350	350
O-4 .....	175	225	275	300	350	350	350	350
O-3 .....	150	156	188	206	350	350	350	350
O-2 .....	150	156	188	206	250	300	300	300
O-1 .....	150	156	188	206	250	250	250	250
W-4 .....	200	225	275	300	325	325	325	325
W-3 .....	175	225	275	300	325	325	325	325
W-2 .....	150	200	250	275	325	325	325	325
W-1 .....	150	150	150	175	325	325	325	325
E-9 .....	200	225	250	275	300	300	300	300
E-8 .....	200	225	250	275	300	300	300	300
E-7 .....	175	200	225	250	275	275	275	300
E-6 .....	156	175	200	225	250	250	250	300
E-5 .....	150	156	175	188	200	200	200	250
E-4 and below ..	150	156	175	188	200	200	200	200
	Over 14	Over 16	Over 18	Over 20	Over 22	Over 24	Over 25	
O-7 and above ..	\$200	\$200	\$200	\$200	\$200	\$200	\$150	
O-6 .....	350	350	350	300	250	250	225	
O-5 .....	350	350	350	300	250	250	225	
O-4 .....	350	350	350	300	250	250	225	
O-3 .....	350	350	300	275	250	225	200	
O-2 .....	300	300	275	245	210	200	180	
O-1 .....	250	250	245	210	200	180	150	
W-4 .....	325	325	325	276	250	225	200	
W-3 .....	325	325	325	325	250	225	200	
W-2 .....	325	325	325	275	250	225	200	