



READINESS AND FORCE
MANAGEMENT

ASSISTANT SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

SEP 17 2014

**MEMORANDUM FOR ASSISTANT SECRETARY OF THE NAVY (MANPOWER &
RESERVE AFFAIRS)**

SUBJECT: Department of the Navy Program for Payment of Hardship Duty Pay – Tempo

Reference: Principal Deputy Under Secretary of Defense for Personnel and Readiness memorandum, “Hardship Duty Pay – Tempo”, October 1, 2008

Effective immediately, pursuant to the authority in title 37, United States Code, section 305, and the referenced memo, your proposal to pay Hardship Duty Pay–Tempo to compensate Sailors and Marines for extended operational deployments driven by normal peacetime requirements is approved.

Approval is granted under the terms and conditions set forth in the attachment. Accumulation of days of operational deployment will be counted and Hardship Duty Pay–Tempo rates will be applied and paid without distinction as to members of the Active and Reserve Component.

Subsequent adjustments, including proposed changes to qualifying conditions for Hardship Duty Pay–Tempo, must be coordinated with the Assistant Secretary of Defense for Readiness and Force Management.

Authority to make Hardship Duty Pay–Tempo payments shall expire as of October 1, 2016. Consecutive days of operational deployment which occur through September 30, 2016, may be counted towards payment of Hardship Duty Pay–Tempo. The Department of the Navy shall submit a report detailing the effectiveness of the program to the Deputy Assistant Secretary of Defense (Military Personnel Policy) no later than September 1, 2016.


Stephanie Barna
Acting

Attachment:
As stated

cc:
Assistant Secretary of Defense (Reserve Affairs)
Director, Defense Finance and Accounting Service

Conditions for payment of Hardship Duty Pay–Tempo

- The maximum total monthly amount payable under title 37, United States Code, section 305 is \$1,500, while a member is performing duty that is designated by the Secretary of Defense as hardship duty. This maximum includes Hardship Duty Pay–Tempo payments and any other payments under section 305 currently authorized for designated duties for mission (Hardship Duty Pay–Mission) and/or location (Hardship Duty Pay–Location). The Department of the Navy may not exceed this \$1,500 monthly maximum for any member.
- In accordance with title 37, United States Code, section 305, Hardship Duty Pay–Tempo will be paid at a monthly rate of \$495. Members become eligible for Hardship Duty Pay–Tempo only when deployed beyond the normal deployment length, which for the purposes of this pay is defined as the 220th day of consecutive operational deployment. Sailors and Marines will receive a prorated Hardship Duty Pay–Tempo based on the number of days in the month that they are eligible for Hardship Duty Pay–Tempo.
- The policy is effective on the date of signature; however, for members on a qualifying operational deployment on the date of signature, the consecutive days of the current deployment that occurred prior to signature may be counted for purposes of eligibility for payment of Hardship Duty Pay–Tempo.
- Only consecutive days in an operational deployment, as defined in Undersecretary of Defense (Personnel and Readiness) memorandum, “USD(P&R) Deployment-to-Dwell, Mobilization-to-Dwell Policy Revision”, November 1, 2013 (reference (b)), will count towards accumulation of Hardship Duty Pay–Tempo deployment days.
- Payment of Hardship Duty Pay–Tempo will be based on the number of consecutive days of operational deployment that exceed 220.
- There will be no differentiation in rates of Hardship Duty Pay–Tempo by pay grade.
- Authority to make Hardship Duty Pay-Tempo payments shall expire as of October 1, 2016. Consecutive days of operational deployment which occur through September 30, 2016 may be counted towards payment of Hardship Duty Pay-Tempo.



PERSONNEL AND
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D. C. 20301-4000

Reference

OCT 1 2008

MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (M&RA)
ASSISTANT SECRETARY OF THE NAVY (M&RA)
ASSISTANT SECRETARY OF THE AIR FORCE (MR)
DIRECTOR, DEFENSE FINANCE AND ACCOUNTING
SERVICE

SUBJECT: Hardship Duty Pay - Tempo (HDP-T)

Effective immediately, this directive-type memorandum (DTM) implements a tempo element of hardship duty pay, consistent with section 305 of title 37, United States Code (U.S.C.). Under section 305 of title 37, U.S.C., a member of the uniformed services entitled to basic pay may be paid HDP, at a monthly rate not to exceed \$1,500, while the member is performing duty designated by the Secretary of Defense as hardship duty.

Currently, the Department has implemented HDP for duty performed in a designated hardship mission (HDP-M) and in designated hardship locations (HDP-L).¹ This memorandum expands the HDP program to include a tempo element, or HDP-T. Specifically, a mobilization or deployment tempo that requires the member to perform duties in an operational environment for periods that exceed rotation norms (e.g., voluntary or involuntary rotations that are often, or that involve extensions beyond established goals) is designated as hardship duty for purposes of paying HDP-T.² Such rotation norms are based on guidance from the Secretary of Defense³ and the Secretaries of the Military Departments. The Secretaries of the Military Departments may establish HDP-T programs under guidelines established herein. Members are eligible for receipt of HDP-T only while performing duty qualifying for HDP-T.

A Service initiating an HDP-T program shall provide to the Principal Deputy Under Secretary of Defense for Personnel and Readiness the following information and data for approval prior to implementation:

1. A detailed program plan which includes duties to be designated and performance periods to be included in determining qualifying frequent or extended mobilizations and deployments for members. In addition, there should be an explanation or rationale for the request;
2. The level of monthly payments contemplated within the statutory limits of section 305 of title 37, U.S.C.

¹ DoD Financial Management Regulation, Vol. A, Ch. 17.

² The Military Departments may not pay members twice for the same period of designated duty under Title 37. Qualified members may however be paid HDP-L, HDP-M, and HDP-T for the same period of designated duty provided the monthly total does not exceed the maximum amount under section 305 of Title 37.

³ Secretary of Defense memorandum, *Utilization of the Total Force*, dated January 19, 2007.