



CCD 151.07
EFFECTIVE DATE: 7 April 2023

By Order of the Secretary of Health and Human Services:

Xavier Becerra

SUBJECT: Hazardous Duty Pay and Special Duty Pay

1. PURPOSE: This Directive sets forth the regulations regarding payment of hazardous duty pay (HDP) and special duty pay to Public Health Service (PHS) officers.
2. APPLICABILITY: This Directive applies to all PHS officers serving on active duty, including both Regular Corps and Ready Reserve Corps.
3. AUTHORITY:
 - 3-1. [37 U.S.C. § 334](#), "Special aviation incentive pay and bonus authorities for officers"
 - 3-2. [37 U.S.C. § 351](#), "Hazardous duty pay"
 - 3-3. [37 U.S.C. § 352](#), "Assignment pay or special duty pay"
 - 3-4. [42 U.S.C. § 204a](#), "Deployment Readiness"
 - 3-5. Memorandum from Secretary Xavier Becerra, "Request to Authorize Hazardous Duty Pay to Public Health Service (PHS) Officers Potentially Exposed to COVID-19" dated 12 May 2021.
4. PROPONENT: The proponent of this Directive is the Secretary of the Department of Health and Human Services (HHS).
5. SUMMARY OF REVISIONS AND UPDATES: This is the first issuance of this Directive within the electronic Commissioned Corps Issuance System (eCCIS).

6. POLICY:

6-1. General.

- a. The Assistant Secretary for Health (ASH) may:
 - (1) Authorize HDP and special duty pay to Regular Corps and Ready Reserve Corps officers;
 - (2) Authorize the response to an urgent or emergency public health care need (once determined by the Secretary in accordance with [42 U.S.C. § 204a\(a\)\(5\)](#) and Commissioned Corps Directive (CCD) [121.02](#), “Deployment and Readiness”) caused by a virus or bacteria;
 - (3) Authorize other additional delegations to implement this Directive; and
 - (4) Delegate to the Surgeon General (SG) or to the Director, Commissioned Corps Headquarters (CCHQ), the authority to implement procedures regarding HDP and special duty pay including:
 - (a) Determining how officers qualify for these pays,
 - (b) Deciding what duties qualify as hazardous, and
 - (c) Distributing these pays to officers who qualify for the pay at the amounts established by the ASH.
- b. An officer may qualify for HDP and special duty pay based on the officer’s regularly assigned duties, or the officer’s U.S. Public Health Service (USPHS) Commissioned Corps led or intra-agency, deployment role.

6-2. Hazardous Duty Pay (HDP).

- a. General.
 - (1) **Criteria.** The ASH may authorize the payment of HDP to an officer if the USPHS Commissioned Corps or the officer’s Operating Division (OPDM)/ Staff Division (STAFFDIV)/non-HHS organization assigns the officer to perform duties designated by the ASH as hazardous duty based upon their inherent dangers and risks of physical injury.
 - (2) **Eligibility.** The USPHS Commissioned Corps may pay HDP to an officer in the Regular Corps or Ready Reserve who is entitled to basic pay under [37 U.S.C. § 204](#) or compensation under [37 U.S.C. § 206](#).
 - (3) **Maximum Amount of Pay.** The ASH may determine the amount of pay for HDP up to the maximum authorized in [37 U.S.C. § 351](#).
 - (4) **Multiple HDP.** An officer may receive HDP in addition to other pay and allowances, except the officer may not receive HDP for more than three of the HDP covered in Subsections 6-2.b., c., d., and e. in a given month.
- b. **HDP-Toxic Pesticides.** The officer must be assigned for a period of 30 consecutive days to a position in entomology, pest control, pest management, or preventative medicine functions where the primary duties involve application of certain fumigants.

- c. HDP-Virus/Bacteria. The officer must be assigned for a period of 30 consecutive days to a position with primary duties that involve laboratory work that utilizes live dangerous viruses and bacteria, or duties related to the response to an urgent or emergency public health care need that the Secretary or designee states was caused by a virus or bacteria.
 - d. HDP-Flight Pay. The officer must be assigned to a position that requires flight duty as a non-crew member and fly a minimum of four hours per month. Additionally, an officer may not receive HDP-Flight Pay for the same skill and period of service as Aviation Incentive Pay (AIP).
 - e. HDP-Dive Pay. The officer must be assigned to a position that requires diving duty as part of their primary duty.
- 6-3. Hostile Fire Pay (HFP) and Imminent Danger Pay (IDP).
- a. Eligibility. The USPHS Commissioned Corps may pay HFP and IDP to an officer in the Regular Corps or Ready Reserve who is entitled to basic pay under [37 U.S.C. § 204](#) or compensation under [37 U.S.C. § 206](#).
 - (1) HFP. The officer must be assigned to duties that subject the officer to direct or proximate hostile fire or explosion of a hostile mine; or lead to the officer's killing, injuring, or wounding by hostile action.
 - (2) IDP. The officer must be assigned to duties in a designated IDP location.
 - b. Maximum Amount of Pay. The ASH may determine the amount of pay for HFP and IDP up to the maximum authorized in [37 U.S.C. § 351](#).
 - c. Relationship to Other Pays. An officer may receive HFP or IDP in addition to other pay and allowances, except HFP and IDP cannot be paid concurrently.
- 6-4. Aviation Incentive Pay (AIP).
- a. Eligibility. The ASH may authorize payment of AIP to an officer in the Regular Corps or Ready Reserve who is entitled to basic pay under 37 U.S.C. § 204 or compensation under 37 U.S.C. § 206. The officer must be assigned to a position that requires flight duty as a crew member and maintain or train for an aeronautical rating or designation.
 - b. Maximum Amount of Pay. The ASH may determine the amount of pay for AIP up to the maximum authorized in 37 U.S.C. § 334.
 - c. Relationship to Other Pays. An officer may receive AIP in addition to other pay and allowances, except the officer may not receive AIP for the same skill and period of service as HDP-Flight Pay.
- 6-5. Career Sea Pay (CSP).
- a. Eligibility. The ASH may authorize payment of CSP to an officer in the Regular Corps or Ready Reserve who is entitled to basic pay under 37 U.S.C. § 204 or compensation under 37 U.S.C. § 206. An officer must be assigned to a position that requires performing duties in a ship or ship-based assignment, location, or unit designated by, and under the conditions of service specified by the ASH.

- b. Maximum Amount of Pay. The ASH may determine the amount of pay for CSP up to the maximum authorized in [37 U.S.C. § 352](#).
- c. Relationship to Other Pays. An officer may receive CSP in addition to other pay and allowances.

6-6. Hardship Duty Pay-Location.

- a. Eligibility. The ASH may authorize payment of Hardship Duty Pay-Location to an officer in the Regular Corps or Ready Reserve who is entitled to basic pay under [37 U.S.C. § 204](#) or compensation under [37 U.S.C. § 206](#). The officer must be assigned to duties for a period of 30 consecutive days in a designated Hardship Duty Pay-Location.
- b. Maximum Amount of Pay. The ASH may determine the amount of pay for Hardship Duty Pay-Location up to the maximum authorized in 37 U.S.C. § 352.
- c. Relationship to Other Pays. An officer may receive Hardship Duty Pay-Location in addition to other assignment and special duty pays, except that the officer may not receive more than the amount listed in Subsection 6-6.b.

7. RESPONSIBILITIES:

7-1. The ASH is responsible for:

- a. Establishing policies related to HDP and special duty pay;
- b. Authorizing HDP and special duty pay to Regular Corps or Ready Reserve Corps officers who meet the criteria for such pays contained in this Directive and any additional criteria established by the ASH pursuant to 37 U.S.C. § 334, 37 U.S.C. § 351, and 37 U.S.C. § 352; and
- c. Establishing the rates for these pays as long as these rates do not exceed the statutory ceiling.

8. HISTORICAL NOTES: This is the first issuance of this Directive within the eCCIS.

- 8-1. This CCD supersedes and replaces the 30 April 2021 memorandum from the Secretary, "Request to Authorize Hazardous Duty Pay (HDP) to Public Health Service (PHS) Officers Potentially Exposed to COVID-19." The content of this memorandum is incorporated into the new version of CCI 642.01, "Hazardous Duty Pay."