



PERSONNEL AND  
READINESS

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

MEMORANDUM FOR ASSISTANT SECRETARIES OF THE MILITARY DEPARTMENTS  
FOR MANPOWER AND RESERVE AFFAIRS  
DIRECTOR, DEFENSE FINANCE AND ACCOUNTING  
SERVICE

SUBJECT: Imminent Danger Area Designations

Effective June 1, 2014, the following areas are recertified for Imminent Danger Pay (IDP):

U.S. Africa Command

- The ten land areas of Algeria, Burundi, Democratic Republic of the Congo, Cote d'Ivoire, Djibouti, Eritrea, Ethiopia, Kenya, Uganda, and Chad.
- The four land areas and airspace above Libya, Somalia, Sudan, and Tunisia.
- The sea area of the Somalia Basin bounded by the following coordinates:
  - 11 degrees 10 minutes North, 51 degrees 15 minutes East
  - 6 degrees 00 minutes North, 48 degrees 30 minutes East
  - 5 degrees 00 minutes North, 50 degrees 30 minutes East
  - 11 degrees 30 minutes North, 53 degrees 34 minutes East
  - 5 degrees 00 minutes North, 50 degrees 30 minutes East
  - 1 degree 00 minutes North, 47 degrees 00 minutes East
  - 3 degrees 00 minutes South, 43 degrees 00 minutes East
  - 1 degree 00 minutes South, 41 degrees 00 minutes East
  - 6 degrees 00 minutes North, 48 degrees 30 minutes East

U.S. European Command

- The four land areas of Athens, Greece (land area within a 20 kilometer radius from the center of Athens 38-01N, 23-44E), Azerbaijan, Israel, and Turkey (land area, excluding the Turkish

Straits (that is, the Dardanelles, the Sea of Marmara, and the Bosphorus Straits), and including the limited airspace south of 37 degrees 45 minutes North and east of 43 degrees 00 minutes East).

- The land area and airspace above Kosovo.
- The sea area of the Mediterranean Sea (water area extending from the North African Coast northward into the Mediterranean Sea, bounded on the east at 26 degrees 00 minutes east longitude, extending north to 34 degrees 35 minutes north latitude, extending west to the East Coast of Tunisia).

#### U.S. Pacific Command

- The city of Jakarta, the four provinces of Central Java, East Kalimantan, Central Sulawesi, and Papua, and the region of Aceh, Indonesia.
- The state of Sabah, Malaysia.
- The land area of the Philippines.

#### U.S. Southern Command

- The two land areas of Colombia and Cuba (Guantanamo Bay Detention Facility).

#### U.S. Central Command

- The seven land areas of Iran, Lebanon, Jordan, Pakistan, Syria, Yemen, and Egypt.

Effective June 1, 2014, the designation of the following locations as imminent danger areas for IDP purposes is discontinued:

- The nine land areas of East Timor, Haiti, Liberia, Oman, Rwanda, Tajikistan, United Arab Emirates, Kyrgyzstan and Uzbekistan.
- The six land areas and airspace above Bahrain, Kuwait, Qatar, Saudi Arabia, Serbia, and Montenegro.
- Any area not recertified above within Malaysia and Indonesia.
- The four water areas of the Arabian Sea, Gulf of Aden, Gulf of Oman, and the Red Sea.
- The water area and air space above the Persian Gulf.

Effective June 1, 2014, the Hardship Duty Pay-Location (HDP-L) monthly rate in East Timor, Haiti, Liberia, Montenegro (Podgorica), Rwanda, Saudi Arabia, Serbia, Kyrgyzstan, Tajikistan, and Uzbekistan is increased to \$150. The HDP-L monthly rate in Bahrain is established at \$50.

The designation of the land areas and airspace above Afghanistan and Iraq are continued.

The changes described above will be reflected in the Department of Defense Financial Management Regulation, volume 7A, chapter 10 and chapter 17.

  
Jessica L. Wright  
Acting

cc:  
Director, Joint Staff  
Commandant, U.S. Coast Guard



**DEPARTMENT OF THE ARMY**  
**OFFICE OF THE ASSISTANT SECRETARY OF ARMY**  
**MANPOWER AND RESERVE AFFAIRS**  
111 ARMY PENTAGON  
WASHINGTON DC 20310-0111

SAMR-TRM

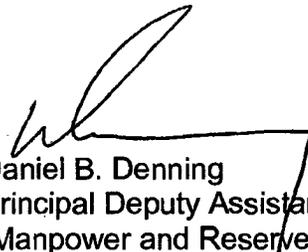
FEB 14 2008

**MEMORANDUM FOR SEE DISTRIBUTION**

**SUBJECT: Training of Reserve Component Units and Individuals in Areas Designated for Receipt of Hostile Fire / Imminent Danger Pay and Combat Zones**

1. This memorandum outlines the procedures and status for the conduct of Reserve Component (RC) training with specific emphasis on Overseas Deployment Training (ODT) (Enclosure 1). Reserve Component units can conduct annual training in areas designated for receipt of Hostile Fire / Imminent Danger Pay (hereafter referred to as Imminent Danger Area's and Combat Zones) (Enclosure 2). Procedures to request this training apply more specifically to the conduct of unit collective training. Conducting ODT in an Imminent Danger Area requires the approval of the Army G-3/5/7 and further stipulates that training in a designated Combat Zone requires the approval of the ASA (M&RA), neither of which can be further delegated.
2. To further codify and promulgate this policy, the Army G-3/5/7 will incorporate this training clarification into the appropriate training regulation within one year of the effective date of this memorandum. In lieu of meeting this one-year suspense, a Department of the Army numbered memorandum is required until posting this policy in the appropriate regulation:
3. The point of contact for this action is COL Gerry Kitzhaber, DSN: 222-1293, commercial: (703) 692-1293.

- 2 Encls  
1. RC Duty Categories  
2. References

  
Daniel B. Denning  
Principal Deputy Assistant Secretary  
(Manpower and Reserve Affairs)

**DISTRIBUTION:**

ASSISTANT SECRETARY OF THE ARMY (FM&C)  
ASSISTANT SECRETARY OF THE ARMY (M&RA)  
DEPUTY CHIEF OF STAFF, G-1  
DEPUTY CHIEF OF STAFF, G-2  
DEPUTY CHIEF OF STAFF, G-3/5/7  
DEPUTY CHIEF OF STAFF, G-4  
DEPUTY CHIEF OF STAFF, G-8  
CHIEF OF CHAPLAINS  
CHIEF, ARMY RESERVES

**SAMR-TRM**

**SUBJECT: Training of Reserve Component Units and Individuals in Areas Designated for Receipt of Hostile Fire / Imminent Danger Pay and Combat Zones**

**THE INSPECTOR GENERAL  
CHIEF, NATIONAL GUARD BUREAU  
CHIEF OF PUBLIC AFFAIRS  
THE JUDGE ADVOCATE GENERAL  
THE SURGEON GENERAL**

**COMMANDING GENERAL:**

**U.S. ARMY EUROPE AND 7TH ARMY  
THIRD U.S. ARMY AND ARCENT  
EIGHTH U.S. ARMY  
U.S. ARMY FORCES COMMAND  
U.S. ARMY CENTRAL COMMAND  
U.S. ARMY MATERIEL COMMAND  
U.S. ARMY TRAINING AND DOCTRINE COMMAND  
U.S. ARMY CORPS OF ENGINEERS  
U.S. ARMY SPECIAL OPERATIONS COMMAND  
U.S. ARMY PACIFIC COMMAND  
U.S. ARMY MEDICAL COMMAND  
U.S. ARMY SOUTH**

---

**CF: ASSISTANT SECRETARY OF DEFENSE FOR RESERVE AFFAIRS**

SAMR-TRM

SUBJECT: Training of Reserve Component Units and Individuals in Areas Designated for Receipt of Hostile Fire / Imminent Danger Pay and Combat Zones

### RC Duty Categories Authorized in Various Locations

Type of RC Duty	CONUS	OCONUS	Imminent Danger Area (IDA) <sup>1</sup>	Combat Zone (CZ) <sup>2</sup>
<b>IDT: USAR (Title 10)</b>	Authorized	Authorized	Not Authorized	Not Authorized
<b>IDT: ARNG (Title 32)</b>	Authorized	Not Authorized	Not Authorized	Not Authorized
<b>AT / ADT / ODT (Title 10)</b>	Authorized	Authorized	Authorized, when coordinated and approved in advance by the Army G-3/5/7	Authorized, when coordinated and approved in advance by ASA (M&RA) <sup>3</sup>
<b>FTNGD / FTNGDSW (Title 32)</b>	Authorized	Not Authorized	Not Authorized	Not Authorized
<b>ADSW: TTAD / COTTAD / CO- EAD (AC-Funded, Title 10)</b>	Authorized	Authorized	Authorized	Authorized
<b>ADSW (RC-Funded, Title 10)</b>	Authorized	Authorized	Authorized	Authorized
<b>AGR (Title 10)</b>	Authorized	Authorized	Authorized	Authorized
<b>Involuntary Active Duty (10 USC 12301 (a), 12302, 12304)</b>	Authorized	Authorized	Authorized	Authorized

<sup>1</sup> Imminent Danger Area (IDA) – An area designated by the PDUSD(P&R) as an area where Service members are subject to imminent danger because of civil insurrection, civil war, terrorism, or wartime conditions under 37 U.S.C. 310.

<sup>2</sup> Combat Zone (CZ) – Any area the President of the United States designates by Executive Order as an area in which the U.S. Armed Forces are engaging or have engaged in combat. An area usually becomes a combat zone and ceases to be a combat zone on the dates the President designates by Executive Order.

<sup>3</sup> Consistent with DOD policies and procedures covering the mobilization process. **Enclosure 1**

SAMR-TRM

SUBJECT: Training of Reserve Component Units and Individuals in Areas Designated for Receipt of Hostile Fire / Imminent Danger Pay and Combat Zones

## **References**

1. Public Law 105-85 (18 NOV 97)
2. Title 10 United States Code § 10147
3. Title 26 United States Code § 112
4. Title 32 United States Code § 502
5. Title 37 United States Code §204, § 310
6. DoD Directive Number 1215.6 (14 MAR 97)
7. DoD Instruction Number 1215.19 (8 MAR 01)
8. DoD Instruction Number 1340.9 (10 APR 92)
9. DoD Financial Management Regulation, Volume 7A (OCT 03)
10. AR 135-200, Active Duty for Missions, Projects, and Training for Reserve Component Soldiers (30 JUN 99)
11. AR 135-210, Order to Active Duty as Individuals for Other Than a Presidential Selected Reserve Call-up, Partial or Full Mobilization (17 SEP 99)
12. AR 140-1, Mission, Organization and Training (20 JAN 04)
13. AR 350-1, Army Training and Education (9 APR 03)
14. AR 350-9, Overseas Deployment Training (8 NOV 04)
15. AR 350-28, Army Exercises (9 DEC 97)
16. OASD/RA (M&P) Document, "A Guide for Effective Peacetime Employment of Reserve Component Units and Individuals" (NOV 01)

Enclosure 2



DEPARTMENT OF THE ARMY  
OFFICE OF THE CHIEF, ARMY RESERVE  
2400 ARMY PENTAGON  
WASHINGTON, DC 20310-2400

REPLY TO  
ATTENTION OF

DAAR-HR

09 AUG 2005

MEMORANDUM FOR

Deputy Chiefs of Staff, G-1, USAR Major Subordinate Commands  
Deputy Chief of Staff, G-1, 9th RRC, 1557 Pass Street, Fort Shafter Flats, Honolulu,  
HI 96819-2135  
Deputy Chief of Staff, G-1, 7th ARCOM, Unit 29238, APO AE 09102  
Deputy Chief of Staff, G-1, US Army Civil Affairs and Psychological Operations  
Command, E-2929 Desert Storm Drive, Fort Bragg, NC 28310

SUBJECT: Army Reserve Soldiers who Deploy as Civilian Employees

1. References:

- a. AR 140-10, Assignments, Attachments, Details and Transfers, 15 Aug 05.
- b. AR 135-91, Service Obligations, Methods of Fulfillment, Participation Requirements, and Enforcement Procedures, 1 Feb 05.
- c. Memorandum, HQ USARC, AFRC-TR, 4 Nov 05, subject: Army Reserve Policy on Soldiers Training in Imminent Danger Area (IDA), Hostile Fire Zone (HFZ) and Combat Zone (CZ) (enclosure 1).

2. We now find Army Reserve Soldiers who are on the battlefield employed by civilian companies. The current regulatory guidance in references a and b does not apply to today's realities. The following guidance will allow Army Reserve Soldiers to remain in the Selected Reserve and participate in training activities while employed as contractors overseas.

3. Current regulatory guidance in reference a lists the Standby Reserve Active Status List as a category for Soldiers who enlisted in the Selected Reserve, have a remaining statutory military service obligation, and have incurred either a bona fide temporary, nonmilitary obligation requiring overseas residency outside the United States, or a bona fide, temporary (not to exceed 30 months), religious missionary obligation. Additionally, reference b states that a Soldier with a remaining service obligation may be reassigned/transferred to the Standby Reserve to temporarily reside overseas or to fulfill a temporary nonmilitary employment obligation requiring overseas residency, or a bona fide, temporary missionary obligation.

DAAR-HR

SUBJECT: Army Reserve Soldiers who Deploy as Civilian Employees

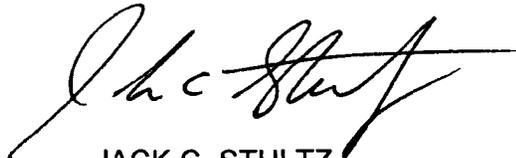
4. None of the references require Army Reserve Soldiers to transfer to the Standby Reserve and, as such, commanders are authorized to retain Soldiers deployed as civilian employees for less than 1 year in their units of assignment. Commanders will authorize those affected Soldiers the opportunity to perform duty closer to their areas of employment but outside any imminent danger area or hostile fire zone, including but not limited to Germany (7th ARCOM), Qatar (CENTCOM), UAE, Italy, Turkey, and Egypt, as follows:

a. Attachment of Soldiers to the closest Army Reserve Unit to their areas of employment to perform Annual Training. Coordinating attachment through his/her chain of command is the Soldier's responsibility.

b. To perform inactive duty training (IDT) with the closest Army Reserve Units to their areas of employment. Inactive duty training will be at no travel or per diem cost to the government. IDT will be coordinated with the Soldier's chain of command and require a request for rescheduled training, a training plan, and submission of a DA Form 1380 upon completion of his/her duty.

5. Because of the potential costs to the Soldier, retention in the Selected Reserve while temporarily residing overseas for less than 1 year must be on a voluntary basis. Eligible Soldiers will be counseled by their first line leaders using the enclosed DA Form 4856, Developmental Counseling Form (enclosure 2), to ensure they understand travel to and from an overseas location to perform duty or report for mobilization will not incur any costs to the government except for pay and allowances. Those nonobligated Soldiers notifying their commands of overseas residency exceeding 1 year will be reassigned to the Individual Ready Reserve. Obligated Soldiers residing overseas for over 1 year will be reassigned to the Standby Reserve for a period not to exceed 30 months in accordance with reference a.

6. For additional information, contact Ms. Heidi A. King, Enlisted Personnel Management Branch, at (404) 464-8914 or heidi.king@usar.army.mil, or Mr. Steven Standiford, Officer Personnel Management Branch, at (404) 464-8907 or steven.standiford@usar.army.mil.



JACK C. STULTZ  
Lieutenant General, USA  
Chief, Army Reserve

2 Encls



DEPARTMENT OF THE ARMY  
HEADQUARTERS, UNITED STATES ARMY RESERVE COMMAND  
1401 DESHLER STREET SW  
FORT MCPHERSON, GA 30331-2000

REPLY TO  
ATTENTION OF

AFRC-TR (350)

4 November 2005

MEMORANDUM FOR

Commanders, USAR Major Subordinate Commands (DCS, G-1/DCS, G-3/DCS, G-7/DCS, G-8)  
Commander, USAG-Fort McCoy  
Commander, USAG & Fort Dix  
Commander, US Army Combat Support Training Center  
Commander, Fort Buchanan

SUBJECT: Army Reserve Policy on Soldiers Training in Imminent Danger Area (IDA), Hostile Fire Zone (HFZ) and Combat Zone (CZ)

1. References:

- a. U.S.C., title 10, sec. 12301.
- b. DoD Reg 7000-14-R, Financial Management Regulation, Volume 7A, Military Pay Policy and Procedures Active and Reserve Pay, Mar 01.
- c. DoD Guidance, Office of the Assistant Secretary of Defense/Reserve Affairs (OASD/RA), A Guide for Effective Peacetime Employment of Reserve Component Units and Individuals, Nov 01.
- d. Memorandum (DRAFT), ASA M&RA, SAMR, subject: Training of Reserve Component Units and Individuals in Areas Designated for Receipt of Hostile Fire/Imminent Danger Pay and Combat Zones.

2. The purpose of this memorandum is to establish Army Reserve policy on the employment of Army Reserve Soldiers in IDA, HFZ and CZ while serving in an active training status in support of training exercises and missions.

3. Army Reserve Soldiers are authorized to perform duty in IDA, HFZ or CZ in an active training status. Army Reserve Soldiers receive all legal protections and benefits mandated by law while serving in an active training status. The Army Reserve is transforming into a joint war-fighting asset, therefore, there is a need for a shift in the manner and environment in which Army Reserve Soldiers are trained.

Final

AFRC-TR

SUBJECT: Army Reserve Policy on Soldiers Training in Imminent Danger Area (IDA), Hostile Fire Zone (HFZ) and Combat Zone (CZ)

4. The Army Reserve's support of training exercises and missions while serving in an active training status must provide training and readiness benefits to the Army Reserve and must be approved in advance in accordance with ASA M&RA draft memorandum (reference 1d). The use of Army Reserve Soldiers in support of non-training related operational missions in an active training status is 'NOT ALLOWED' under any circumstances. Army Reserve Soldiers involved in operational mission support must be in a mobilized, Contingency Temporary Tour of Active Duty, Temporary Tour of Active Duty, or Contingency Extended Active Duty status.

5. Effective immediately, Army Reserve Soldiers will observe the categories listed below when requesting duty.

Type of Army Reserve Duty	CONUS	OCONUS	Imminent Danger Army Reserve (IDA) / Hostile Fire Zone (HFZ)	Combat Zone (CZ)
IDT	Authorized	Authorized	Not Authorized	Not Authorized
AT/ADT	Authorized	Authorized	Authorized	Authorized
ADSW	Authorized	Authorized	Authorized	Authorized
AGR	Authorized	Authorized	Authorized	Authorized

6. For additional information, contact MAJ Mark Young, DCS, G-7, at (404) 464-8241 / DSN 367-8241, or MAJ Jeff Gatch, DCS, G-7, at (404) 464-8244 / DSN 367-8244.

  
JAMES R. HELMLY, "14  
Lieutenant General, USA  
Commanding

CF:

Deputy Chief of Staff, G-3/5/7, 400 Army Pentagon, Washington, DC 20310-0400

Commander, US Army Forces Command, 1777 Hardee Avenue SW, Fort McPherson, GA 30330-1062

Office of the Chief, Army Reserve (DAAR-CFM/COL Gay), 1421 Jefferson Davis Highway, Arlington, VA 22202-3259

## DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 22-100; the proponent agency is TRADOC

### DATA REQUIRED BY THE PRIVACY ACT OF 1974

**AUTHORITY:** 5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army and E.O. 9397 (SSN)  
**PRINCIPAL PURPOSE:** To assist leaders in conducting and recording counseling data pertaining to subordinates.  
**ROUTINE USES:** For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.  
**DISCLOSURE:** Disclosure is voluntary.

### PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) Smith, Larry R.	Rank/Grade MSG	Social Security No. 111-22-3333	Date of Counseling 24 May 06
Organization HQ, 2d Artillery Battalion		Name and Title of Counselor John R. Adams, MAJ, FA	

### PART II - BACKGROUND INFORMATION

**Purpose of Counseling:** (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)

To obtain understanding by the Soldier of his status when he/she volunteers to deploy as a civilian employee for overseas employment and to obtain the Soldier's election as indicated below.

### PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

**Key Points of Discussion:**

I am an Army Reserve Soldier deploying as a civilian employee to an overseas location. I elect to remain assigned to a Troop Program Unit with duty outside the United States for a period not to exceed 1 year. Further, I understand that all travel costs incurred to and from an overseas location to perform inactive duty training or to report for mobilization will be at no expense to the government, except for pay and allowances.

I am a nonobligated Soldier and have notified my command that my residency will exceed 1 year and I elect reassignment to the Individual Ready Reserve.

I am an obligated Soldier residing overseas for over 1 year I will be reassigned to the Standby Reserve for a period not to exceed 30 months.

### OTHER INSTRUCTIONS

This form will be destroyed upon: reassignment (other than rehabilitative transfers), separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.

**Plan of Action:** (Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below).)

**Session Closing:** (The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees/disagrees and provides remarks if appropriate.)

Individual counseled:  I agree  disagree with the information above.

Individual counseled remarks:

Signature of Individual Counseled: \_\_\_\_\_ Date: \_\_\_\_\_

**Leader Responsibilities:** (Leader's responsibilities in implementing the plan of action.)

Signature of Counselor: \_\_\_\_\_ Date: \_\_\_\_\_

**PART IV - ASSESSMENT OF THE PLAN OF ACTION**

**Assessment:** (Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)

Counselor: \_\_\_\_\_ Individual Counseled: \_\_\_\_\_ Date of Assessment: \_\_\_\_\_

**Note: Both the counselor and the individual counseled should retain a record of the counseling.**

## Information Paper

Subject: Hostile Fire Pay (HFP) and Imminent Danger Pay (IDP)

Authorities: 37 USC 310, DoDI 1340.09

### Summary:

37 USC 310(a) establishes that a member may be paid special pay for any day or portion of day in which (1) the member was entitled to basic pay or compensation under section 204 or 206 of title 37 USC; and (2) the member:

- (A) was subject to hostile fire or an explosion of hostile mines;
- (B) was on duty in an area in which the member was in imminent danger of being exposed to hostile fire or explosion of hostile mines and in which, during the period the member was on duty in the area, other members of the uniformed services were subject to hostile fire or explosion of hostile mines;
- (C) was killed, injured, injured, or wounded by hostile fire, explosion of a hostile mine or any other hostile action; or
- (D) was on duty in a foreign area in which the member was subject to the threat of physical harm or imminent danger on the basis of civil insurrection, civil war, terrorism, or wartime conditions.

In application, the Department views (A) through (C) above as HFP; and (D) as IDP. PDUSD(P&R) designates foreign areas as imminent danger areas for IDP purposes; we do not currently designate hostile fire areas for HFP purposes. IDP may be considered a "threat based pay", while HFP is "event based."

### Hostile Fire Pay:

Under the DoDI, for a member to be entitled to hostile fire pay, the appropriate commander must certify the member met the requirements for such pay (specifically, the commander must certify the member was: (1) subjected to hostile fire or explosion of a hostile mine; (2) on duty in an area in close proximity to a hostile fire incident and the member is in danger of being exposed to the same dangers actually experienced by other uniformed members subjected to hostile fire or explosion of hostile mines; or (3) killed, injured, or wounded by hostile fire, explosion of a hostile mine, or any other hostile action).

All members serving on the same vessel or aircraft that is exposed to hostile fire, explosion of a hostile mine(s), or other hostile action, and those serving on a vessel or aircraft that is in such close proximity that members are in danger of being wounded, injured, or killed are eligible. For land forces, members in the unit (patrol, squad, platoon, or larger unit) in the immediate vicinity of the trajectory, point-of-impact, or explosion of hostile ordnance, mine(s) or other hostile action, and placed in danger of being wounded, injured, or killed from such causes, would be eligible. In application, a death certificate or injury report could be substituted in place of the certification if the document establishes the cause of the death or injury was due to hostile fire or an explosion of a hostile mine. Certification of entitlement is made at the lowest level of command that includes all the vessels, aircraft, or units subjected to the hostile fire or explosion of hostile mine incident. For example, in the case of a single vessel subjected to hostile fire or explosion of hostile mines,

the vessel's commanding officer could certify payment for all Service members on board. If two or more vessels are involved, the commanding officer of the unit that includes all of the vessels could certify eligibility. Certification would include the name and needed identifying information for each member entitled to the hostile fire pay, a short description of the incident, and when and where it occurred. The certification is forwarded directly to the servicing financial support office, with a copy to the Regional Combatant Commander.

37 USC 310(d) is clear that "Any determination of fact that is made is conclusive. Such a determination may not be reviewed by any other officer or agency of the United States unless there has been fraud or gross negligence. However, the determination may be changed on the basis of new evidence or for other good cause."

### Imminent Danger Pay

Imminent Danger Pay is authorized under 37 USC §310 to provide additional compensation to members on duty in foreign areas where they are subject to the threat of physical harm or imminent danger because of civil insurrection, civil war, terrorism, or wartime conditions.

It is payable to members in foreign areas designated by the PDUSD(P&R) as an imminent danger area for IDP purposes. Designations are based on written requests from the Combatant Commander (CC) concerned, accompanied by an assessment of threat conditions against U.S. military personnel in the area based on civil war, civil insurrection, terrorism or wartime conditions. Among factors considered are: Acts of violence against U.S. personnel; Conditions of fighting in the area; Existence, capability, history, intentions of groups targeting U.S. military personnel; and the Security environment for U.S. personnel in the area.

The NDAA 2012, signed on December 31, 2011, requires that DoD prorate IDP so that members are paid for only the actual days they perform duty in an IDP area. Before December 31st members received the full \$225 a month even if they performed duty in an IDP area for only 1 day. Now service members will receive \$7.50 for each day they are on duty in an IDP area up to the maximum monthly rate of \$225, regardless of whether or not they are subjected to hostile fire. In addition, in its implementing policy, DoD pays the full monthly rate to anyone who is actually attacked or engages in combat (i.e., involved in a hostile fire act or exposed to a hostile explosion) regardless of the period the service member was in the combat zone or IDP area during any given month

### Notes:

- A member may not be paid IDP in the same month they are paid HFP.
- The effective date during which IDP may be paid may be the date occurring before, on, or after the actual date of the designation. If the commencement date for an IDP designation period is a date that occurs before the date on which the PDUSD(P&R) makes the designation, the payment of IDP shall be subject to the availability of appropriated funds.
- To be eligible for HFP/IDP, a member must perform duty in an HFP/IDP designated area during the month. For a member aboard an aircraft or vessel to qualify for HFP/IDP, the aircraft or vessel must be in the HFP/IDP area to perform a specific mission or conduct operations. A member who is merely transiting through the airspace or waters or who is present in the HFP/IDP area for other than mission reasons (leave/personal convenience) does not qualify to receive HFP/IDP.

IDP interaction with other pay and benefits:

Hardship Duty Pay – Location:

HDP-L is additional compensation paid to military members in designated hardship duty locations (i.e., areas where the quality of life is substantially below that which most military members in the United States generally experience). Factors considered include physical environment, living conditions, and personal security.

For areas currently designated as IDP areas, the monthly HDP-L rate is capped, by policy, at \$100. This ensures that members are not dually compensated for personal security issues recognized in the IDP rate. In areas where HDP-L rates are capped at \$100 that subsequently lose IDP designation, the maximum HDP-L rate is increased to \$150 per month.

Rest and recuperation Leave Program:

DoDI 1327.06 Leave and Liberty Policy and Procedures, Paragraph (9)(a)(2) states that R&R leave program locations must be in an area designated for hostile fire or imminent danger pay, as authorized by section 310 of Title 37.

Special Leave Accrual:

Service members who serve on active duty for a continuous period of at least 120 days in an area in which they are entitled to hostile fire or imminent may accumulate up to 120 days leave at the end of the fiscal year.

Campaign Medals:

Campaign medals are created to recognize participation in long-term or large-scale combat operations as designated by the Secretary of Defense upon the request of the Chairman of the Joint Chiefs of Staff. Award of a designated campaign medal will be terminated when the area of eligibility for the award is no longer designated for hostile fire or imminent danger pay, as authorized by section 310 of title 37.

Bronze Star:

The Bronze Star may only be awarded to a member of a military force who at the time of the events for which the decoration is to be awarded, was serving in a geographic area designated for hostile fire or imminent danger pay, as authorized by section 310 of title 37

Qualified Hazardous Duty Area(QHDA):

A member of the Armed Forces is entitled to the Combat Zone Tax Exclusion(CZTE) if for any period during a calendar month the member performs active service in a qualified hazardous duty area (QHDA) designated by Congress. The QHDA is treated as if it were a Combat Zone provided a member is also entitled to hostile fire pay or imminent danger pay (HFP/IDP).

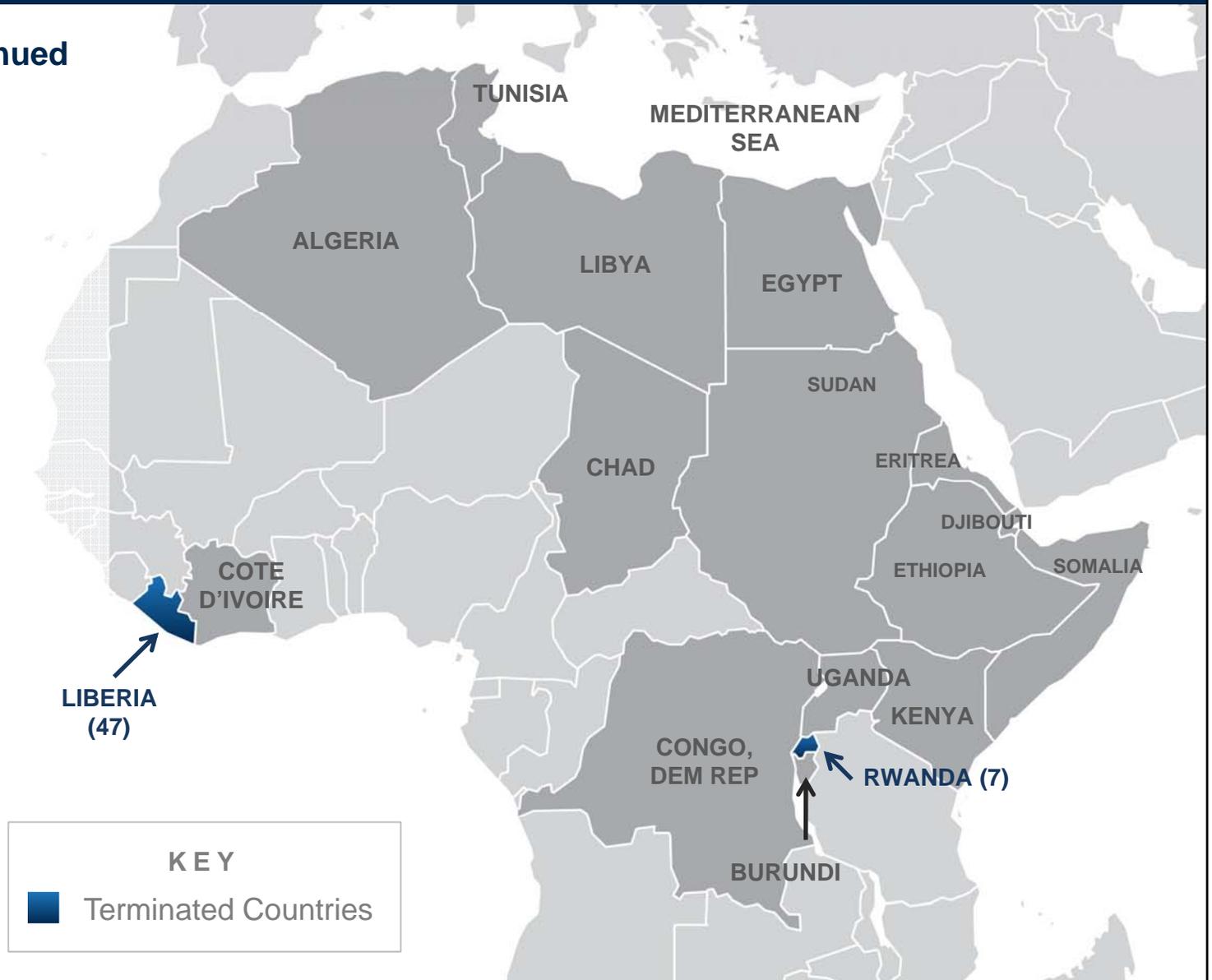
Direct Support Location:

A member of the Armed Forces is entitled to the CZTE if for any period during a calendar month the member performs active service in an area outside the CZ or QHDA when the PDUSD(P&R) certifies that such military service is in direct support of military operations in a CZ or QHDA, as applicable, and the member is entitled to HFP/IDP. The HFP/IDP entitlement must be directly related to military operations in the CZ or QHDA.

# Africa

## Countries with Continued IDP Designation

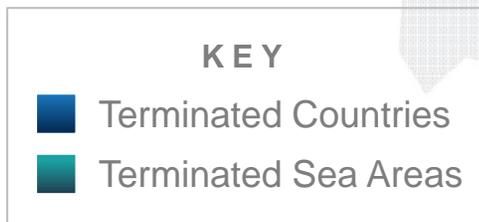
Algeria  
Burundi  
Chad  
Congo, Dem Rep  
Cote d'Ivoire  
Djibouti  
Eritrea  
Ethiopia  
Egypt (Sinai Penn)  
Kenya  
Libya  
Mediterranean Sea  
(north of Libya)  
Somalia  
Sudan  
Tunisia  
Uganda



# Eastern Europe

## Countries with Continued IDP Designation

Athens, Greece  
Kosovo



# Southeast Asia

## Countries with Continued IDP Designation

Philippines

Indonesia\*

Malaysia\*

(\* Certain Regions Modified)



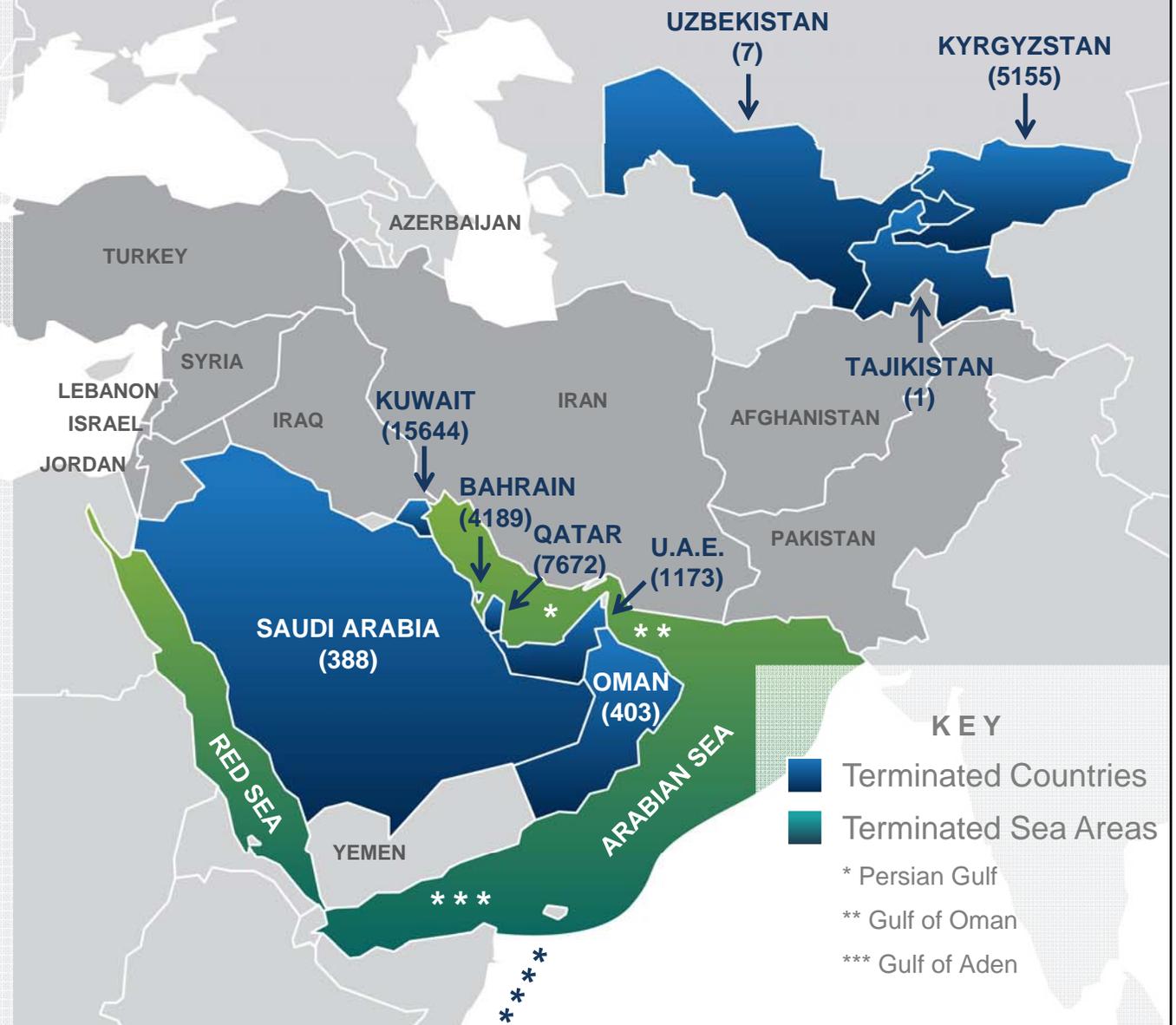
### KEY

■ Terminated Countries

# Middle East

## Countries with Continued IDP Designation

- Afghanistan
- Azerbaijan
- Iran
- Iraq
- Israel
- Jordan
- Lebanon
- Pakistan
- Somalia Basin\*\*\*\*
- Syria
- Turkey
- Yemen



### KEY

- Terminated Countries
- Terminated Sea Areas
- \* Persian Gulf
- \*\* Gulf of Oman
- \*\*\* Gulf of Aden

# Caribbean / South America

## Countries with Continued IDP Designation

Columbia

Cuba  
(GTMO Detention Center)

