ALARACT 014/2014

DTG: R 152003Z JAN 14

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SUBJECT: SPECIAL DUTY ASSIGNMENT PAY (SDAP)

1. REFERENCES:

A. MEMORANDUM, ASSISTANT SECRETARY OF ARMY, MANPOWER AND RESERVE AFFAIRS, SUBJECT: SPECIAL DUTY ASSIGNMENT, DATED 1 NOVEMBER 2013.

B. DOD INSTRUCTION 1304.27, SUBJECT: AWARD AND ADMINISTRATION OF SPECIAL DUTY ASSIGNMENT PAY, DATED APRIL 10, 2009.

C. AR 600-8-105 (MILITARY ORDERS), 28 OCTOBER 1994.

D. AR 614-200 (ENLISTED ASSIGNMENTS AND UTILIZATION MANAGEMENT), 26 FEBRUARY 2009, RAPID ACTION REVISION ISSUE DATE 11 OCTOBER 2011.

E. SECTIONS 204, AND 206 OF TITLE 37, UNITED STATES CODE.

F. ALARACT MESSAGE 308/2013, SUBJECT: SPECIAL DUTY ASSIGNMENT PAY, DATED 21 NOVEMBER 2013


3. THE ARMY REGARDS SDAP AS A VALUABLE TOOL TO ENCOURAGE MEMBERS TO VOLUNTEER TO PERFORM EXTREMELY DEMANDING DUTIES OR DUTIES DEMANDING AN UNUSUAL DEGREE OF RESPONSIBILITY. HOWEVER, AS THE ARMY MOVES INTO A MORE RESOURCE CONSTRAINED ENVIRONMENT, IT IS IMPERATIVE THAT WE FULLY EVALUATE EACH OF OUR COMPENSATION PROGRAMS TO ENSURE VIABLE ALTERNATIVE COURSES OF ACTION ARE WEIGHED AGAINST THE TOTAL COSTS AND BENEFITS OF THE CURRENT PROGRAMS.

4. CONSISTENT WITH POLICY, THE ARMY REGULARLY REVIEWS THE SDAP PROGRAM TO ENSURE IT CONTINUES TO BE EFFICIENT AND COST EFFECTIVE IN
MEETING THE ARMY'S FORCE MANAGEMENT OBJECTIVES. THE DECISION TO RESTRUCTURE THE SDAP PROGRAM WAS NOT TAKEN LIGHTLY AND THE RESTRUCTURING WAS STAFFED AT THE HIGHEST LEVELS TO ENSURE WE CONSIDERED ALL RELEVANT FACTORS THAT WOULD AFFECT OUR ABILITY TO ACCOMPLISH OUR MISSIONS.

5. THE FOLLOWING INCREASES AND NEW SDAP PROGRAMS TOOK EFFECT ON 1 NOVEMBER 2013. AUTHORIZED COMMANDERS OR SERVICING PERSONNEL OFFICES WILL ISSUE ORDERS IMMEDIATELY WITH AN EFFECTIVE DATE OF 1 NOVEMBER 2013.


B. RANGER-QUALIFIED SOLDIERS (SGT AND ABOVE) SERVING IN RANGER OR RECONNAISSANCE AND SURVEILLANCE LEADER COURSE INSTRUCTOR POSITIONS ARE AUTHORIZED SD-2.

C. SELECT NOMINATIVE SERGEANTS MAJOR WHOSE RATERS AND SENIOR RATERS ARE ALL GENERAL OFFICERS OR SENIOR EXECUTIVE SERVICE (SES) EQUIVALENT. IF RATER IS-

(1) BRIGADIER GENERAL, SD-1 IS AUTHORIZED.

(2) MAJOR GENERAL, SD-2 IS AUTHORIZED.

(3) LIEUTENANT GENERAL, SD-3 IS AUTHORIZED.

(4) GENERAL, SD-4 IS AUTHORIZED.

NOTE: THE LIST OF AUTHORIZED NOMINATIVE SERGEANTS MAJOR WILL BE MAINTAINED AND VALIDATED BY THE SERGEANTS MAJOR MANAGEMENT OFFICE (SMMO). ORDER ISSUING AUTHORITIES WILL VALIDATE THE POSITION WITH THE SMMO PRIOR TO ISSUING SDAP ORDERS.

6. THE FOLLOWING SDAP PROGRAMS ARE CONTINUED AT THE CURRENT SDAP LEVELS:

A. SOLDIERS ASSIGNED TO SPECIAL MISSION UNITS ARE AUTHORIZED SD-2, SD-3, SD-4, SD-5, OR SD-6 BASED ON POSITION REQUIREMENT.

B. CMF 18, SPECIAL FORCES SOLDIERS SERVING IN MAJOR FORCE PROGRAM-11 DOCUMENTED POSITIONS ARE AUTHORIZED SD-5.
C. EXPLOSIVE ORDNANCE DISPOSAL (EOD) SPECIALISTS (MOS 89D) ASSIGNED TO AUTHORIZED EOD (MTOE/TDA) BILLETS AND PERFORMING EOD DUTIES ARE AUTHORIZED SD-5.

D. RANGER-QUALIFIED SOLDIERS (SGT AND ABOVE), ASSIGNED TO SPECIAL QUALIFICATION IDENTIFIER (SQI) "V" POSITIONS IN THE 75TH RANGER REGIMENT ARE AUTHORIZED SD-4.

E. SOLDIERS ASSIGNED TO THE 160TH SPECIAL OPERATIONS AVIATION REGIMENT ARE AUTHORIZED SD-2, SD-3, OR SD-4 BASED ON POSITION REQUIREMENT.

F. COMMAND SERGEANTS MAJOR WHOSE RATERS AND SENIOR RATERS ARE ALL GENERAL OFFICERS OR SES EQUIVALENT. IF RATER IS-

(1) BRIGADIER GENERAL, SD-1 IS AUTHORIZED.

(2) MAJOR GENERAL, SD-2 IS AUTHORIZED.

(3) LIEUTENANT GENERAL, SD-3 IS AUTHORIZED.

(4) GENERAL, SD-4 IS AUTHORIZED.

G. RANGER-QUALIFIED SOLDIERS (SGT AND ABOVE), ASSIGNED TO SPECIAL QUALIFICATION IDENTIFIER (SQI) "V" POSITIONS IN THE MILITARY INFORMATION SUPPORT OPERATIONS COMMAND (MISOC) ARE AUTHORIZED SD-2.

7. THE FOLLOWING SDAP REDUCTIONS GO INTO EFFECT ON 1 FEBRUARY 2014 (REFER TO PARAGRAPHS 11 AND 12 FOR ADDITIONAL GUIDANCE):

A. PRODUCTION RECRUITERS AND STATION COMMANDERS ASSIGNED TO A RECRUITING CENTER OR STATION ARE AUTHORIZED SD-4.

B. RECRUITING GUIDANCE COUNSELORS (MSG AND BELOW) ARE AUTHORIZED SD-4.

C. RECRUITING BATTALION MASTER TRAINERS ARE AUTHORIZED SD-4.

D. RECRUITING COMPANY FIRST SERGEANTS ARE AUTHORIZED SD-4.

E. DRILL SERGEANTS (SQI "X") WHO OCCUPY A DESIGNATED SDAP POSITION AS
A drill sergeant are authorized SD-4. Upon graduation from drill sergeant school, soldiers will receive SD-4 effective the date assigned to an authorized drill sergeant position.

F. Soldiers assigned to the White House Communications Agency (WHCA) are authorized SDAP for the following duty assignments:

1) WHCA operators are authorized SD-1
2) WHCA technicians are authorized SD-2
3) WHCA supervisors are authorized SD-3.
4) WHCA managers are authorized SD-4.

G. Soldiers assigned to the White House Shelter Complex (WHSC) are authorized SDAP for the following duty assignments:

1) WHSC operators are authorized SD-1
2) WHSC technicians are authorized SD-2
3) WHSC supervisors are authorized SD-3.
4) WHSC managers are authorized SD-4.

H. Soldiers assigned to the White House Situation Room (WHSR) are authorized SDAP for the following duty assignments:

1) WHSR communication officer I is authorized SD-1.
2) WHSR communication officer II is authorized SD-2.
3) WHSR communication officer lead is authorized SD-3.

I. Soldiers assigned to the White House Facilities Maintenance Unit (FMU) are authorized SDAP for the following duty assignments:

1) FMU operators are authorized SD-1
2) FMU technicians are authorized SD-2
3) FMU SUPERVISORS ARE AUTHORIZED SD-3.

4) FMU MANAGERS ARE AUTHORIZED SD-4.

J. WHITE HOUSE PRESIDENTIAL EMERGENCY OPERATIONS CENTER (PEOC) WATCH NCOS ARE AUTHORIZED SD-2.

K. SOLDIERS ASSIGNED TO THE WHITE HOUSE TRANSPORTATION AGENCY (WHTA) ARE AUTHORIZED SDAP FOR THE FOLLOWING DUTY ASSIGNMENTS:

1) WHTA COORDINATORS ARE AUTHORIZED SD-1.

2) WHTA SUPERVISORS ARE AUTHORIZED SD-2.

L. SOLDIERS SERVING AS CADRE IN A WARRIOR TRANSITION UNIT OR COMMUNITY BASED HEALTH CARE ORGANIZATION WHO ARE ASSIGNED TO DOCUMENTED PLATOON SERGEANT OR SQUAD LEADER DUTY POSITIONS ARE AUTHORIZED SD-3. SOLDIERS MUST BE GRADUATES OF THE WARRIOR LEADER COURSE AND HAVE COMPLETED THE REQUIRED CERTIFICATION TRAINING IN ORDER TO BE ELIGIBLE FOR SDAP.

M. ACCREDITED CRIMINAL INVESTIGATION DIVISION SPECIAL AGENTS (PMOS 31D), IN THE PAY GRADE OF E-5, IN SPECIFIED SDAP POSITIONS ARE AUTHORIZED SD-2.

N. TECHNICAL ESCORT UNIT SOLDIERS IN SPECIFIED SDAP POSITIONS ARE AUTHORIZED SD-2.

O. AIR TRAFFIC CONTROLLERS (PMOS IS 15Q) ARE AUTHORIZED SD-1 OR SD-2 BASED ON THEIR CERTIFICATION.

P. ATTACHE NONCOMMISSIONED OFFICERS (SQI OF "7") ASSIGNED TO AN ATTACHE POSITION (SGT AND ABOVE) ARE AUTHORIZED SD-2.

8. EFFECTIVE 1 FEBRUARY 2014 THE FOLLOWING SDAP PROGRAMS ARE TERMINATED (REFER TO PARAGRAPHS 10 AND 12 FOR ADDITIONAL GUIDANCE):

A. DEFENSE COURIER SERVICE SOLDIERS.

B. ON-SITE INSPECTION AGENCY/DEFENSE THREAT REDUCTION AGENCY SOLDIERS.
C. REGULAR ARMY CAREER COUNSELORS (PMOS 79S) AND RC RETENTION AND TRANSITION NCOS (PMOS 79V). NOTE: THIS POLICY WILL BE APPLIED TO PMOS 79T WHEN THE SOLDIER'S PRIMARY DUTY INVOLVES SIMILAR CAREER COUNSELOR OR RETENTION AND TRANSITION DUTIES ONLY.

D. SOLDIERS/RECRUITERS NOT ASSIGNED TO A RECRUITING CENTER OR STATION AND STAFF RECRUITERS, WHICH INCLUDE CSMS AND/OR SGMS, RECRUITING OPERATIONS NCOS, MASTER TRAINERS ABOVE BATTALION LEVEL, EXHIBITORS, RECRUITER INSTRUCTORS, RECRUITING HQ STAFF POSITIONS, AND DA-LEVEL STAFF AND OTHER RECRUITERS.

9. IN ACCORDANCE WITH REFERENCE C. AND D., AUTHORIZED COMMANDERS OR SERVICING PERSONNEL OFFICES WILL ISSUE FORMAT 330 (PROFICIENCY PAY) ORDERS PRIOR TO AWARDING, CHANGING, TERMINATING, OR REINSTATING SDAP. A FORMAT 330 (PROFICIENCY PAY) ORDER IS THE ONLY DOCUMENT FINANCE OFFICES OR DEFENSE MILITARY PAY OFFICES WILL ACCEPT TO AWARD, CHANGE, TERMINATE AND REINSTATE SDAP.

10. PAYMENT OF SDAP FOR SOLDIERS SERVING IN A SPECIALTY OR BILLET DESIGNATED FOR TERMINATION:

A. A SOLDIER SERVING IN A SPECIALTY OR BILLET, ON 31 OCTOBER 2013, DESIGNATED FOR TERMINATION OF AWARD WILL RECEIVE THE SDAP RATE DESCRIBED IN PARAGRAPH 12 ON 1 FEBRUARY 2014.

B. NEWLY ASSIGNED SOLDIERS WHO WERE NOT RECEIVING SDAP AS OF 31 OCTOBER 2013 ARE NOT ENTITLED TO RECEIVE SDAP.

C. SOLDIERS WHO WERE DRAWING SDAP ON 31 OCTOBER 2013 AND WHO PCS WITHIN THE SAME SPECIALTY DURING THE 1 FEBRUARY 2014 - 31 JANUARY 2015 TRANSITION PERIOD TO A SDAP POSITION THAT IS BEING TERMINATED WILL RECEIVE EITHER THE INTERIM SDAP RATE OF THEIR CURRENT POSITION OR THE SDAP RATE OF THEIR GAINING POSITION, WHICHEVER IS LOWER. HOWEVER, AT NO TIME WILL A SOLDIER BE AUTHORIZED A HIGHER SDAP LEVEL UNLESS, IT IS THE NEW RATE APPROVED ON 1 NOVEMBER 2013.

D. SOLDIERS REASSIGNED TO A DIFFERENT SPECIALTY DESIGNATED FOR TERMINATION ARE NOT ENTITLED TO RECEIVE SDAP.

E. WHEN A SOLDIER'S SDAP IS TERMINATED FOR ANY REASON, SUCH AS WHEN IT IS DETERMINED THAT THE SOLDIER FAILS TO MEET THE REQUIREMENTS FOR CONTINUED RECEIPT IN REFERENCE D ABOVE, THE SOLDIER WILL BE ELIGIBLE TO
RECEIVE THE SDAP HALF RATE UNTIL 31 JANUARY 2015, IF THE SOLDIER IS NOT AT FAULT AND REGAINS THEIR ELIGIBILITY FOR THE PAYMENT OF SDAP DURING THE TRANSITION WINDOW. IF THE SOLDIERS IS FOUND TO BE AT FAULT, THE SOLDIER'S SDAP WILL NOT BE RESTARTED.

F. AUTHORIZED COMMANDERS OR SERVICING PERSONNEL OFFICES WILL ISSUE ORDERS NO LATER THAN 31 JANUARY 2014, WITH AN EFFECTIVE DATE OF 1 FEBRUARY 2014.

11. PAYMENT OF SDAP FOR SOLDIERS SERVING IN A SPECIALTY OR BILLET DESIGNATED FOR REDUCTION:

A. A SOLDIER SERVING IN A SPECIALTY OR BILLET ON 31 OCTOBER 2013, DESIGNATED FOR REDUCTION OF AWARD WILL RECEIVE THE SDAP RATE DESCRIBED IN PARAGRAPH 12 OR THE NEW SDAP RATE, WHICHEVER IS HIGHER WITH AN EFFECTIVE DATE OF 1 FEBRUARY 2014.

B. NEWLY ASSIGNED SOLDIERS (AFTER 31 OCTOBER 2013) ARE NOT ENTITLED TO RECEIVE SDAP HALF AMOUNTS. THESE SOLDIERS WILL BE PAID AT THE NEW SDAP RATE APPROVED ON 1 NOVEMBER 2013.

C. SOLDIERS WHO WERE DRAWING SDAP ON 31 OCTOBER 2013 AND WHO PCS DURING THE 1 FEBRUARY 2014 - 31 JANUARY 2015 TRANSITION PERIOD TO A SDAP POSITION THAT IS BEING REDUCED WILL RECEIVE EITHER THE INTERIM SDAP RATE OF THEIR CURRENT POSITION OR THE SDAP RATE OF THEIR GAINING POSITION, WHICHEVER IS LOWER. AT NO TIME WILL A SOLDIER BE AUTHORIZED A HIGHER SDAP LEVEL UNLESS, IT IS THE NEW RATE APPROVED ON 1 NOVEMBER 2013.


E. AUTHORIZED COMMANDERS OR SERVICING PERSONNEL OFFICES WILL ISSUE ORDERS NO LATER THAN 31 JANUARY 2014, WITH AN EFFECTIVE DATE OF 1 FEBRUARY 2014.
12. The following SDAP half amounts are authorized for soldiers who were receiving SDAP on 31 October 2013, for the duty assignments listed below. The SDAP half amounts listed below are only authorized for the period of 1 February 2014 thru 31 January 2015. Effective 1 February 2015, the soldier’s SDAP will be terminated or further reduced to the new SDAP level approved on 1 November 2013:

Note: Contact the POC listed below for problematic cases or situations regarding the award of SDAP for these soldiers during the transition period.

A. Production recruiters and station commanders assigned to a recruiting center or station receiving SD-6 ($450.00) prior to 1 November 2013, are authorized SD-5 ($375.00) for the period listed above.

B. Recruiting guidance counselors (MSG and below) receiving SD-6 ($450.00) prior to 1 November 2013, are authorized SD-5 ($375.00) for the period listed above.

C. Recruiting battalion master trainers receiving SD-6 ($450.00) prior to 1 November 2013, are authorized SD-5 ($375.00) for the period listed above.

D. Recruiting company first sergeants receiving SD-6 ($450.00) prior to 1 November 2013, are authorized SD-5 ($375.00) for the period listed above.

E. Soldiers/recruiters serving in positions identified in paragraph 8d receiving SD-6 ($450.00) prior to 1 November 2013, are authorized SD-3 ($225.00) for the period listed above.

F. Soldiers/recruiters serving in positions identified in paragraph 8d receiving SD-5 ($375.00) prior to 1 November 2013, are authorized $187.50 for the period listed above.

G. Soldiers/recruiters serving in positions identified in paragraph 8d receiving SD-4 ($300.00) prior to 1 November 2013, are authorized SD-2 ($150.00) for the period listed above.

H. CMF 18, special forces soldiers not serving in major force
PROGRAM-11 DOCUMENTED POSITIONS RECEIVING SD-5 ($375.00) PRIOR TO 1 NOVEMBER 2013, ARE AUTHORIZED $187.50 FOR THE PERIOD LISTED ABOVE.

I. WHITE HOUSE TRANSPORTATION AGENCY (WHTA) SOLDIERS RECEIVING SD-1 ($75.00) PRIOR TO 1 NOVEMBER 2013, ARE AUTHORIZED $37.50 FOR THE PERIOD LISTED ABOVE.

J. SOLDIERS SERVING AS CADRE IN A WARRIOR TRANSITION UNIT OR COMMUNITY BASED HEALTH CARE ORGANIZATION WHO ARE ASSIGNED TO DOCUMENTED PLATOON SERGEANT OR SQUAD LEADER DUTY POSITIONS RECEIVING SD-5 ($375.00) PRIOR TO 1 NOVEMBER 2013, ARE AUTHORIZED SD-4 ($300.00) FOR THE PERIOD LISTED ABOVE.

K. AIR TRAFFIC CONTROLLERS (PMOS IS 15Q) RECEIVING SD-4 ($300.00) PRIOR TO 1 NOVEMBER 2013, ARE AUTHORIZED SD-3 ($225.00) FOR THE PERIOD LISTED ABOVE.

L. AIR TRAFFIC CONTROLLERS (PMOS IS 15Q) RECEIVING SD-3 ($225.00) PRIOR TO 1 NOVEMBER 2013, ARE AUTHORIZED SD-2 ($150.00) FOR THE PERIOD LISTED ABOVE.

M. REGULAR ARMY CAREER COUNSELORS (PMOS 79S) AND RC RETENTION AND TRANSITION NCOS (PMOS IS 79V) RECEIVING SD-4 ($300.00) PRIOR TO 1 NOVEMBER 2013, ARE AUTHORIZED SD-2 ($150.00) FOR THE PERIOD LISTED ABOVE.

N. REGULAR ARMY CAREER COUNSELORS (PMOS 79S) AND RC RETENTION AND TRANSITION NCOS (PMOS IS 79V) RECEIVING SD-3 ($225.00) PRIOR TO 1 NOVEMBER 2013, ARE AUTHORIZED $112.50 FOR THE PERIOD LISTED ABOVE.

O. DEFENSE COURIER SERVICE SOLDIERS RECEIVING SD-1 ($75.00) PRIOR TO 1 NOVEMBER 2013, ARE AUTHORIZED $37.50 FOR THE PERIOD LISTED ABOVE.

P. ON-SITE INSPECTION AGENCY/DEFENSE THREAT REDUCTION AGENCY SOLDIERS RECEIVING SD-2 ($150.00) PRIOR TO 1 NOVEMBER 2013, ARE AUTHORIZED SD-1 ($75.00) FOR THE PERIOD LISTED ABOVE.

13. SDAP HALF AMOUNTS ARE ONLY AUTHORIZED FOR SOLDIERS WHO WERE RECEIVING SDAP ON 31 OCTOBER 2013 IN DUTY ASSIGNMENTS THAT WERE TERMINATED OR REDUCED BY MORE THAN ONE SDAP LEVEL. EFFECTIVE 1 FEBRUARY 2014, ALL OTHER DUTY ASSIGNMENTS ARE AUTHORIZED THE NEW SDAP RATE APPROVED FOR THE SPECIALTY OR BILLET ON 1 NOVEMBER 2013.
14. REFERENCE B. REQUIRES COMMANDERS OF SOLDIERS ENTITLED TO SDAP TO REVIEW AND CERTIFY EACH SOLDIER’S ENTITLEMENT TO SDAP ANNUALLY. THE ARMY G-1 WILL ISSUE ADDITIONAL GUIDANCE FORMALIZING THIS PROCESS. THE ARMY G-1 WILL AUTOMATICALLY TERMINATE SDAP FOR ALL SOLDIERS WHO ARE NOT CERTIFIED.

15. REFERENCE B. REQUIRES PROPONENTS FOR THE SPECIALTY OR BILLETS AUTHORIZED FOR PAYMENT OF SDAP TO APPOINT A SDAP PROGRAM MANAGER. PROGRAM MANAGERS WILL BE RESPONSIBLE FOR SERVING AS THE CENTRAL POINT OF CONTACT FOR THE PROGRAM, PROVIDING THE ANNUAL CERTIFICATION DATA, AND THE BIENNIAL RECERTIFICATION PACKET TO THE ARMY G-1. PROGRAMS MANAGERS MUST BE IDENTIFIED IN WRITING AND PROVIDED TO THE POC NLT 1 FEBRUARY 2014.

16. POINT OF CONTACT FOR THIS MESSAGE IS MR. JD RILEY, ARMY G-1, AT (703) 571-7117 OR JAMES.D.RILEY14.CIV@MAIL.MIL

17. EXPIRATION DATE CANNOT BE DETERMINED.