



DoD INSTRUCTION 7730.67

AVIATION INCENTIVE PAYS AND BONUS PROGRAM

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| Originating Component: | Office of the Under Secretary of Defense for Personnel and Readiness |
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| Approved by: | Peter Levine, Performing the Duties of the Under Secretary of Defense for Personnel and Readiness |

Purpose: In accordance with the authority in DoD Directive 5124.02, this issuance:

- Establishes policies, assigns responsibilities, and prescribes procedures concerning eligibility and requirements for receipt of aviation incentive pays and bonuses in accordance with Sections 101, 204, 205, 206, 334, 353, 371, 373, and 374 of Title 37, United States Code (U.S.C.).
- Identifies conditions of entitlement and restrictions on authorization and payment, to be implemented in accordance with Volume 7A of DoD 7000.14-R.

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SECTION 1: GENERAL ISSUANCE INFORMATION

1.1. APPLICABILITY. This issuance applies to OSD, the Military Departments, the Office of the Chairman of the Joint Chiefs of Staff and the Joint Staff, the Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities within the DoD.

1.2. POLICY.

a. Aviation incentive pay (AvIP) and the aviation bonuses (AvBs) may be given to eligible Regular and Reserve Component officers for continued aviation service, in accordance with Section 334 of Title 37, U.S.C., the guidance prescribed in this issuance, and regulations published by the Secretary of the Military Department concerned.

b. Critical skill incentive pay (CSIP) may be given to eligible Regular and Reserve Component enlisted Service members serving in an aeronautical career field or skill designated as critical by the Secretary of the Military Department concerned for continued aviation service, in accordance with Section 353 of Title 37, U.S.C., the guidance prescribed in this issuance, and regulations published by the Secretary of the Military Department concerned.

c. Payment of aviation pays and bonuses will be in addition to any other pay or allowance to which the Service member is entitled, except where otherwise provided in accordance with this issuance and Title 37, U.S.C.

d. Awarding Aviation Career Incentive Pay, Aviation Continuation Pay, and Career Enlisted Flyers Incentive Pay in accordance with Sections 301a, 301b, and 320 of Title 37, U.S.C., will be discontinued after October 1, 2017. Bonus agreements awarded in accordance with Section 301b of Title 37, U.S.C., that were approved before October 1, 2017 will remain in effect and payments may continue through the agreed-upon date in the written agreement.

1.3. INFORMATION COLLECTIONS. The annual AvB execution reports, referred to in Paragraphs 2.2.b., 2.4.g., and 3.5.e.(3) of this issuance, has been assigned report control symbol DD-P&R(A)1837 in accordance with the procedures in Volume 1 of DoD Manual 8910.01. The expiration date of this information collection is listed in the DoD Information Collections System at <https://apps.osd.mil/sites/DoDIIC/Pages/default.aspx>.

SECTION 2: RESPONSIBILITIES

2.1. ASSISTANT SECRETARY OF DEFENSE FOR MANPOWER AND RESERVE AFFAIRS (ASD(M&RA)). The ASD(M&RA):

a. In accordance with DoD Directive 5124.09, exercises the authorities of the Secretary of Defense and the USD(P&R) to:

(1) Establish amounts and provide overall guidance in the administration of the AvIP, CSIP, and AvB programs.

(2) Adjudicate exception to policy requests beyond the authorities provided to the Secretaries of the Military Departments concerned.

b. Through policy guidance memorandums, updates the amounts of AvIP, CSIP, and AvB authorized in Paragraphs 3.2.c., 3.4.d., and 3.5.d. of this issuance as appropriate within the legislative limitations of Sections 334 and 353 of Title 37, U.S.C.

2.2. DEPUTY ASSISTANT SECRETARY OF DEFENSE FOR MILITARY PERSONNEL POLICY (DASD(MPP)). In accordance with ASD(M&RA) guidance, the DASD(MPP):

a. Reviews the AvIP, CSIP, and AvB regulations and plans developed and provided by each of the Military Departments before implementation.

b. Reviews annual AvB execution reports from each of the Military Departments.

2.3. UNDER SECRETARY OF DEFENSE (COMPTROLLER)/CHIEF FINANCIAL OFFICER, DEPARTMENT OF DEFENSE (USD(C)/CFO). The USD(C)/CFO publishes regulations in Volume 7A of DoD 7000.14-R regarding military pay policy and procedures for paying AvIP, CSIP, and AvB, in accordance with Sections 334 and 353 of Title 37, U.S.C., and this issuance.

2.4. SECRETARIES OF THE MILITARY DEPARTMENTS. The Secretaries of Military Departments:

a. Implement the procedures in Section 3 of this issuance.

b. Publish aviation pays and bonus regulations for their respective Departments, focused on targeted aviator recruitment and retention. Service regulations and any future changes will be provided to the Office of the DASD(MPP) (ODASD(MPP)) before implementation.

- c. Establish minimum flight hour requirements, in accordance with Paragraphs 3.2.b.(5) and 3.4.b.(4) of this issuance, for aviation officers and enlisted Service members assigned to operational flying duty (OFD) or proficiency flying duty (PFD) positions.
- d. Designate enlisted aviation military occupational specialties or ratings as critical for the purpose of offering CSIP to enlisted Service members serving in aviation careers.
- e. Track and maintain the cumulative creditable months of OFD or PFD time for the aviators in their respective Military Services. On a case-by-case basis, adjudicate exception to policy requests pertaining to creditable months of OFD/PFD flying requirements listed in Paragraphs 3.3.b.(2) to 3.3.b.(4).
- f. Develop Service AvB plans for the upcoming fiscal year (FY) and provide these plans to ODASD(MPP) before implementation, using the guidance in Paragraph 3.5.e. of this issuance.
- g. Provide annual AvB execution reports in accordance with Paragraph 3.5.e. for the preceding fiscal year to ODASD(MPP) by March 15 of each year.

SECTION 3: PROCEDURES

3.1. GENERAL. The Secretaries of the Military Departments may offer aviation special and incentive pays to increase their respective Department's ability to attract and retain officer and enlisted volunteers in a military aviation career. These pays are in accordance with Sections 334 and 353 of Title 37, U.S.C., as appropriate, and support the recruiting and retention of individuals with military aeronautical ratings or designations.

a. Aviation Pays and Bonuses. Aviation pays and bonuses paid in accordance with this issuance will be in addition to any other pay or allowance to which the Service member is entitled, except as otherwise provided in this issuance. The Military Departments may pay the following aviation incentive pays and bonuses:

(1) **AvIP.** Payable monthly to Regular or Reserve Component officers with an aeronautical rating in accordance with Paragraphs 3.2. and 3.3. of this issuance.

(2) **CSIP.** Payable monthly to Regular or Reserve Component enlisted Service members with an aeronautical career field or skill designated as critical by the Secretary of the Military Department concerned in accordance with Paragraph 3.4 of this issuance.

(3) **AvB.** Payable to Regular or Reserve Component officers eligible to receive AvIP who execute a written agreement to remain on active duty or in an active status in aviation service for a specified period in accordance with Paragraph 3.5 of this issuance.

b. Limitations and Restrictions.

(1) Pursuant to Section 371(b) of Title 37, U.S.C., a Service member may not receive a bonus or incentive pay pursuant to Subchapter I and Subchapter II of Chapter 5 of Title 37, U.S.C., for the same activity, skill, or period of service.

(a) Officers receiving incentive payments pursuant to Sections 301(a)(1), 301(a)(2), 301(a)(13) or 301a of Title 37, U.S.C., are ineligible for AvIP.

(b) Officers receiving bonuses pursuant to Section 301b of Title 37, U.S.C., are ineligible for AvB for the same activity, skill, or period of service.

(c) Enlisted Service members receiving incentive payments pursuant to Sections 301(a)(1), 301(a)(2), 301(a)(13) or 320 of Title 37, U.S.C., are ineligible for CSIP.

(2) Officers receiving AvIP pursuant to Section 334(a) of Title 37, U.S.C., may not receive hazardous duty pay (HDP) pursuant to Section 351(a)(2) of Title 37, U.S.C., or skill incentive pay or proficiency bonuses pursuant to Section 353 of Title 37, U.S.C., for the same skill and period of service.

(3) Enlisted Service members receiving CSIP pursuant to Section 353(a) of Title 37, U.S.C., may not also receive HDP pursuant to Section 351(a)(2) of Title 37, U.S.C., for the same period of service in the same career field or skill.

(4) Officers receiving AvBs pursuant to Section 334(b) of Title 37, U.S.C., may not receive payment pursuant to Sections 332 or 353 of Title 37, U.S.C., for the same skill and period of service.

(5) Enlisted Service members may receive only one skill incentive payment in any given month for the same skill and period of service, pursuant to Section 353(a) of Title 37, U.S.C.

(6) Enlisted Service members may not receive CSIPs and proficiency bonuses, in accordance with Section 353 of Title 37, U.S.C., for the same skills and periods of service.

(7) Officers are not authorized CSIP in accordance with this issuance.

(8) Individuals temporarily medically incapacitated will be considered qualified for aviation service unless such incapacitation continues for more than 12 months. After 365 days of incapacitation, a Service member will be disqualified from aviation service and will not be requalified until the condition resulting in incapacitation is corrected or is subject to a waiver under regulations prescribed by the Secretary of the Military Department concerned. A competent medical authority must certify the Service member as medically qualified for OFD/PFD. This guidance is only for the purposes of aviation incentive pays and bonuses and does not otherwise restrict a Service's authority to place an aviator in an applicable flight status.

(9) Individuals permanently disqualified for aviation service or otherwise determined no longer eligible for aviation service, in accordance with this issuance and such additional regulations prescribed by the Secretary of the Military Department concerned, are ineligible for AvIP, AvB, or CSIP.

(10) Service members are not authorized AvIP, AvB, or CSIP payments for any periods of unauthorized absence.

c. Repayment. An officer or enlisted Service member who receives a bonus or incentive pay in accordance with Paragraph 3.1.a. of this issuance who fails to fulfill the eligibility requirements of this issuance or other conditions of service specified by the Secretary of the Military Department concerned, will be subject to repayment consistent with Section 373 of Title 37, U.S.C., and Chapter 2 of Volume 7a of DoD 7000.14-R.

d. Exception to Policy. The Secretaries of the Military Departments may submit exception to policy requests for the policies and procedures within this issuance to the ASD(M&RA).

3.2. AVIP ELIGIBILITY AND PAYMENT FOR AVIATORS IN OPERATIONAL FLYING DUTY OR PROFICIENCY FLYING DUTY POSITIONS.

a. General. The Secretary of the Military Department concerned may pay AvIP to aviation officers performing OFD or PFD or other assignments in accordance with this issuance.

b. Eligibility. AvIP may only be paid to an officer who meets each of the following conditions:

(1) Is entitled to basic pay pursuant to Section 204 of Title 37, U.S.C., or compensation pursuant to Section 206 of Title 37, U.S.C.

(2) Maintains, or is in training to receive, an aeronautical rating or designation that qualifies the officer to engage in OFD or PFD.

(3) Engages in, or is in training to receive, frequent and regular performance of OFD or PFD.

(4) Engages in or remains in aviation service for a specified period of time.

(5) Achieves the minimum flight requirements of 4 hours during 1 calendar month or 24 hours during 6 consecutive months (the minimum flight hour requirement for Reserve Component officers not on active duty for a period of more than 30 consecutive days is 2 hours during 1 calendar month or 12 hours during 6 consecutive months). A certified flight simulator may be used to meet this requirement. The Secretary of the Military Department concerned may waive the minimum flight requirements in the following situations:

(a) For officers (except flight surgeons or medical officers) who meet the AvIP eligibility requirements outlined in Paragraph 3.3.b. of this issuance while assigned to OFD or PFD positions.

(b) In extenuating circumstances (e.g., military operations (combat or otherwise) or non-availability of aircraft), when the Secretary of the Military Department concerned may authorize a commanding officer to certify that an officer is unable to meet minimum flight requirements.

(6) Meets all applicable eligibility requirements of this issuance and such other criteria as the Secretary of the Military Department concerned determines appropriate.

c. Payment Methods and Amounts.

(1) AvIP is payable on a monthly basis, pursuant to Section 334(a) of Title 37, U.S.C., to officers while serving in an OFD or PFD assignment in the following amounts, unless otherwise updated by the ASD(M&RA) in accordance with Paragraph 2.1.b.

(a) Officers performing qualifying flying duty may receive up to \$850.

(b) Officers performing qualifying flying duty relating to unmanned aerial system may receive up to \$1,000.

(2) The Secretaries of the Military Departments will establish their monthly AvIP rates based on years of aviation service (YAS) not to exceed the values in Table 1.

(3) The following are exceptions to the amounts provided in Table 1.

(a) Warrant officers with over 22 YAS may continue to receive AvIP at the over 14 YAS rate until retirement.

Table 1. Monthly Maximum AvIP Rates

| YAS | Monthly Maximum Amount |
|------------|-------------------------------|
| 2 or less | \$125 |
| Over 2 | \$156 |
| Over 3 | \$188 |
| Over 4 | \$206 |
| Over 6 | \$650 |
| Over 14 | \$850 |
| Over 22 | \$585 |
| Over 23 | \$495 |
| Over 24 | \$385 |
| Over 25 | \$250 |

(b) Officers performing OFD or PFD while piloting unmanned aerial systems (UASs) with over 14 YAS may receive AvIP up to \$1,000 per month up to 22 YAS, at which time the amounts listed in Table 1 will control.

(4) AvIP payments for officers in aviation training will begin on the later of these two dates and will be prorated based on the number of days remaining in the month:

(a) The date when the officer first reports to the aviation activity in which he or she will receive flight training in a specific aircraft leading to an aeronautical rating, and is placed on aeronautical orders.

(b) The date of commission.

(5) AvIP payments for all other aviators will begin the day an officer signs in to an OFD or PFD assignment. The initial AvIP payment amount will be prorated based on the number of days remaining in the month.

(6) Reserve Component officers entitled to compensation pursuant to Section 206 of Title 37, U.S.C., are eligible for AvIP at the discretion of the Secretary of the Military Department concerned. The amount authorized will be equal to 1/30th of the monthly AvIP authorized by the Military Department concerned for each period of inactive-duty training (IDT).

3.3. AVIP ELIGIBILITY AND PAYMENT FOR AVIATORS NOT IN OPERATIONAL FLYING DUTY OR PROFICIENCY FLYING DUTY POSITIONS.

a. General. The Secretary of the Military Department concerned may pay AvIP to an officer who is otherwise qualified for such pay but who is not currently engaged in the performance of OFD or PFD, who meets each of the following three conditions:

- (1) The officer meets one of the eligibility criteria listed in Paragraph 3.3.b.
- (2) The officer is assigned to a position listed in Paragraph 3.3.c.

(3) The payment of AvIP to that officer is in the best interests of the Military Service.

b. Eligibility. The Secretary of the Military Department concerned may pay AvIP to officers with an aeronautical rating (except flight surgeons or medical officers) with fewer than 25 years of aviation service who are in non-OFD or PFD assignments and meet one of the following criteria outlined in Table 2:

(1) Are eligible for AvIP continuously through 12 years of aviation service.

(2) Have performed at least 96 creditable months of OFD or PFD upon completion of 12 years of aviation service. These officers are eligible for AvIP for up to 18 years of aviation service as long as they are assigned to a non-OFD or -PFD assignment, as outlined in Paragraph 3.3.c.

(3) Have performed at least 120 creditable months of OFD or PFD upon completion of 18 years of aviation service. These officers are eligible for AvIP for up to 22 years of aviation service as long as they are assigned to a non-OFD or -PFD assignment, as outlined in Paragraph 3.3.c.

(4) Have performed at least 144 creditable months of OFD or PFD upon completion of 18 years of aviation service. These officers are eligible for AvIP for up to 25 years of aviation service as long as they are assigned to a non-OFD or -PFD assignment, as outlined in Paragraph 3.3.c. Aviation warrant officers may continue to receive AvIP beyond 25 years of aviation service as long as they are assigned to an assignment in Paragraph 3.3.c.

Table 2. AvIP Eligibility

| YAS | Months of OFD/PFD | AvIP Eligibility Through: |
|------------|--------------------------|----------------------------------|
| 12 | 96 | 18 years |
| 18 | 120 | 22 years |
| 18 | 144 | 25 years |

c. Non-OFD or -PFD Assignments. Qualified aviation officers (except flight surgeons or other medical officers) who meet the eligibility criteria in Paragraph 3.3.b. may receive AvIP when assigned to any of the following non-OFD or -PFD assignments:

(1) A Joint assignment or position on the Joint Duty Assignment List.

(2) Attending resident professional military education or a fully-funded graduate education program authorized by the Secretary of the Military Department concerned.

(3) Aviation-specific positions that must be filled by officers with an aeronautical rating.

(4) Career-enhancing assignments outside of aviation or based on the needs of the Military Services for a period not to exceed 48 consecutive months.

d. Transition Period. Upon publication of Service regulation, officers in receipt of continuous aviation career incentive pay pursuant to Section 301a of Title 37, U.S.C., may receive AvIP for the remaining period of aviation service outlined in Paragraphs (4) and (5) of

Section 301a(a) of Title 37, U.S.C., or 48 months, whichever is less. After this time, an aviator must be assigned to a position in accordance with Paragraphs 3.3.c.(1) – 3.3.c.(3) of this issuance or an OFD or PFD position to receive AvIP payments.

e. Payment Methods and Amounts.

(1) The Secretary of the Military Department concerned may pay monthly AvIP rates up to the amounts listed in Table 1 to aviators who meet the YAS criteria outlined in Table 2 and are serving in positions listed in accordance with Paragraph 3.3.c. of this issuance.

(2) Reserve Component officers entitled to compensation pursuant to Section 206 of Title 37, U.S.C., are eligible for AvIP at the discretion of the Secretary of the Military Department concerned. The amount authorized will be equal to 1/30th of the monthly AvIP authorized by the Military Department concerned for each period of IDT.

3.4. CSIP ELIGIBILITY AND PAYMENT.

a. General. The Secretary of the Military Department concerned may designate a career field or skill as critical for the purpose of offering a skill incentive pay. For the purposes of this issuance, the following specialties are designated as critical and are eligible for CSIP:

(1) Qualified career enlisted Service members who meet the eligibility requirements in Paragraph 3.4.b of this issuance. However, once a Military Department offers CSIP payments pursuant to Section 353 of Title 37, U.S.C., career enlisted flyer pay pursuant to Section 320 of Title 37, U.S.C., is no longer authorized.

(2) Enlisted UAS operators who meet the eligibility criteria established in Paragraph 3.4.b.

b. Eligibility. CSIP is payable to a Regular or Reserve Component enlisted Service member on a monthly basis pursuant to Section 353 of Title 37, U.S.C., who:

(1) Is entitled to basic pay pursuant to Section 204 of Title 37, U.S.C., or to compensation pursuant to Section 206 of Title 37, U.S.C.

(2) Serves in a military career enlisted aviation occupational specialty or rating designated as critical by the Secretary of the Military Department concerned.

(3) Qualifies for aviation service pursuant to regulations prescribed by the Secretary of the Military Department concerned.

(4) Meets all applicable eligibility requirements of this issuance and such other criteria as the Secretary of the Military Department concerned determines appropriate.

c. Terms and Conditions of CSIP Written Agreements. The Secretary of the Military Department concerned may require a Service member to enter into a written agreement in order

to qualify for CSIP payment. The written agreement must specify the period for which the Service member will receive the skill incentive pay and the monthly rate of the pay.

d. Payment Methods and Amounts.

(1) The Secretaries of the Military Departments may pay monthly CSIP to eligible Service members who meet the CSIP eligibility requirements in an amount not to exceed \$400 per month, unless otherwise updated by the ASD(M&RA) in accordance with Paragraph 2.1.b.

(2) If a Service member does not satisfy the eligibility requirement specified in Paragraph 3.4.b. of this issuance for an entire month for receipt of skill incentive pay, the Secretary of the Military Department concerned may prorate the payment amount to reflect the duration of the member's actual qualifying service during the month.

(3) Reserve Component members entitled to compensation pursuant to Section 206 of Title 37, U.S.C., are eligible for CSIP at the discretion of the Secretary of the Military Department concerned. The amount authorized will be equal to 1/30th of the monthly CSIP authorized by the Military Department concerned for each period of IDT.

e. Relationship To Other Pays and Allowances. A Service member may not be paid more than once under Section 353 of Title 37, U.S.C. in any month for the same period of service and skill. Service members may be paid CSIP in addition to any other pay and allowances to which they are entitled, except that they may not be paid CSIP and hazardous duty pay under Section 351 of Title 37, U.S.C. for the same period of service in the same career field or skill.

3.5. AVB ELIGIBILITY AND PAYMENT.

a. General. The Military Departments may offer an AvB on a selective basis, in accordance with Section 334(b) of Title 37, U.S.C., when there is a shortage or a projected shortage of Regular or Reserve Component officers qualified in critical aviation specialties. AvBs will be limited to those periods in an officer's aviation career in which AvBs can be expected to affect retention trends for the Military Service concerned.

b. Eligibility. In accordance with Paragraph 3.1.a.(3), the Military Departments may pay an AvB to an officer on active duty or in an active status who:

(1) Is eligible for AvIP at the time of incurring the initial AvB contractual obligation.

(2) Is in the pay grade of O-5 or below at the time of incurring the initial AvB contractual obligation.

(3) Is serving in an aviation specialty or skill designated as critical by the Secretary of the Military Department concerned.

(4) Has completed or is within 1 year of completing any service obligation incurred for undergraduate aviator training. In accordance with Section 653 of Title 10, U.S.C., the minimum service obligation of any Service member who successfully completes training in the armed

forces as a pilot will be 8 years for members trained to fly fixed-wing jet aircraft and 6 years for members trained to fly any other type of aircraft. The minimum service obligation of any member who successfully completes training in the Military Services as a combat systems officer or naval flight officer will be 6 years.

(5) Executes a written agreement to remain on active duty in a Regular Component or to serve in an active status in the selected reserve for at least 1 year.

(6) Meets such other additional criteria as the Secretary of the Military Department concerned may prescribe.

c. Terms and Conditions of AvB Written Agreements.

(1) To receive an AvB, an officer must execute a written agreement with the Secretary of the Military Department concerned that specifies the amount of the AvB, the method of payment (i.e., lump sum or periodic installments), the period of obligated service (at least 1 year), and the type or conditions of service. No agreement may be executed that would take an officer beyond 25 YAS.

(2) The Secretary of the Military Department concerned will not exceed the AvB amount covered by the written agreement for any 12-month period of obligated service specified in Section 334(c) of Title 37, U.S.C., or Paragraph 3.5.d.(2) of this issuance unless otherwise updated by the ASD(M&RA) in accordance with Paragraph 2.1.b.

(3) Upon the acceptance of a written AvB agreement by the Secretary of the Military Department concerned, the period of obligated service and the total amount of AvB the Department will pay pursuant to the agreement will be fixed unless otherwise renegotiated for a higher bonus amount in return for additional obligated service.

d. Payment Methods and Amounts.

(1) AvB may be paid to Regular or Reserve Component officers in a lump sum or in periodic installments, as determined by the Secretary of the Military Department concerned.

(2) The AvB amount covered by the written agreement between the Regular or Reserve Component officer and the Secretary of the Military Department concerned for any 12-month period of obligated service specified in Section 334(c) of Title 37, U.S.C., will not exceed the following, unless otherwise updated by the ASD(M&RA) in accordance with Paragraph 2.1.b.:

(a) \$25,000 per year for Regular Component officers or Reserve Component Active Guard and Reserve officers performing qualified flying duty.

(b) \$35,000 per year for Regular Component officers or Reserve Component Active Guard and Reserve officers performing qualified flying duty related to UAS operators.

(c) \$18,000 per year for all other Reserve Component officers performing qualified flying duty, to include UAS operators.

(3) The Secretary of the Military Department concerned may prorate bonus amounts for retention agreements longer than 12 months. Payment for the additional service time will be calculated based on a monthly rate equal to 1/12th the annual amount.

e. Annual AvB Program Plan Requirements. If the Secretary of a Military Department offers an AvB, the Department's Assistant Secretary for Manpower and Reserve Affairs (M&RA) will approve the AvB program plan for the upcoming FY. The Assistant Secretary of the Navy for M&RA will approve the Marine Corps AvB program plan.

(1) Each Military Department that offers AvB must furnish a copy of its approved AvB program plan to the ASD(M&RA) before implementation.

(2) Each Military Department's AvB program plan must contain, at a minimum:

(a) An executive summary of the Military Department's AvB program (including key elements that describe changes from the previous FY).

(b) The specific aviation specialties targeted for AvB.

(c) The criteria used to designate an aviation specialty as critical for purposes of paying AvB.

(d) The existing personnel shortages within each critical aviation specialty (expressed as a percentage of authorized manpower levels).

(e) The projected impact of AvB payments on retention for each of the planned critical aviation specialties.

(f) The projected AvB outlays and budget necessary to support initial and anniversary AvB payments over the next five FYs.

(3) The Military Department's annual AvB execution report must contain, at a minimum:

(a) A summary assessment by the Military Service on the effectiveness of the AvB in meeting aviation retention goals.

(b) The number of aviators (by specialty) who were qualified for AvB, including new eligible.

(c) The number of aviators (by specialty) who took AvB, including those who received payments for the first time.

(d) The Military Service's total AvB outlay for the fiscal year concerned.

GLOSSARY

G.1. ACRONYMS.

| | |
|------------|---|
| ASD(M&RA) | Assistant Secretary of Defense for Manpower and Reserve Affairs |
| AvB | aviation bonus |
| AvIP | aviation incentive pay |
| CSIP | Critical Skill Incentive Pay |
| DASD(MPP) | Deputy Assistant Secretary of Defense for Military Personnel and Policy |
| FY | fiscal year |
| HDP | hazardous duty pay |
| IDT | inactive-duty training |
| M&RA | Manpower and Reserve Affairs |
| ODASD(MPP) | Office of the Deputy Assistant Secretary of Defense for Military Personnel and Policy |
| OFD | operational flying duty |
| PFD | proficiency flying duty |
| UAS | unmanned aerial system |
| U.S.C. | United States Code |
| USD(C)/CFO | Under Secretary of Defense (Comptroller)/Chief Financial Officer, Department of Defense |
| USD(P&R) | Under Secretary of Defense for Personnel and Readiness |
| YAS | years of aviation service |

G.2. DEFINITIONS. Unless otherwise noted, these terms and their definitions are for the purposes of this issuance.

Active Guard and Reserve Duty. Defined in Section 101(d)(6) of Title 10, U.S.C.

AvB. A bonus payment selectively offered to aviation officers who agree to remain on active duty for specified periods of time.

aviation service date. The effective date of the first aeronautical order to perform flight duties. For rated officers, this date is set when the Service member first reports to the aviation activity in

which he or she will receive flight training in a specific aircraft leading to an aeronautical rating and is placed on aeronautical orders, or the date of commission, whichever is later. This date may be adjusted for breaks in military service or periods of non-permanent disqualification. Also referred to as “aviation entry service date” by the Navy and Marine Corps.

aviation service and aviation skills. Service or skills identified by the Secretary of the Military Department concerned that require the knowledge, skills, or ability to fly or operate flight capable machines.

AvIP. Additional pay, issued by the Military Departments, that is designed to encourage officers to continue to perform duties in OFD or PFD or other aviation assignments designated by the Secretaries of the Military Departments concerned.

career enlisted flyer services and skills. The services performed and skills utilized by enlisted Service members in the Regular or Reserve Components who hold or are in training for a military career enlisted flyer occupational specialty or rating designated as critical by the Secretary of the Military Department concerned. Such personnel must meet the requirements of this issuance and such additional regulations as the Secretary of the Military Department concerned may prescribe. Such occupational specialty or rating designations may include performance of duty or training leading to the performance of duty as a dropsonde system operator.

competent medical authority. An officer who is a flight surgeon or a physician specially-trained in aviator medical practice whose primary duty is the medical examination and medical care of aircrew.

creditable months of OFD or PFD service. OFD or PFD service will be credited in months. Each month an aviator is assigned to an OFD or PFD assignment counts as 1 creditable month. An individual assigned to an OFD or PFD position for at least 15 days of any month entitles the Service member to credit for the entire month.

critical aviation occupational specialty or rating. The designation by the Secretary of a Military Department of a military occupational specialty, designation, or aeronautical rating which the Service member holds, or is in training towards, as critical for mission success of the Military Service. This provision is applicable to both officer and enlisted Service members.

CSIP. Monthly incentive pay used by the DoD to attract and encourage enlisted Service members in the Regular or Reserve Component of a Military Service to serve in an aviation career field or skill designated as critical by the Secretary of the Military Department concerned.

exception to policy. Any deviation from the authority granted in this issuance, but authorized within law, would require an exception to policy from the ASD(M&RA).

IDT. Defined in Section 101(22) of Title 37, U.S.C.

medical incapacitation. Injury, illness, or disease that prevents the performance of aviation service, as determined by the Secretary of the Military Department concerned.

officer. Includes warrant officers and individuals enlisted and designated as aviation cadets, in accordance with Section 6911 of Title 10, U.S.C.

officer aviation services and skills. The services performed and skills utilized by officers in the Regular or Reserve Components who hold an aeronautical rating or designation or are in training to receive an aeronautical rating or designation, and who meet the requirements of this issuance and such additional regulations as the Secretary of the Military Department concerned may prescribe.

officer service. All service creditable pursuant to Section 205 of Title 37, U.S.C., as a commissioned officer, warrant officer, or flight officer.

OFD as an enlisted flyer. Flying performed under competent military orders by Regular or Reserve Component enlisted Service members while holding or training for a military career enlisted flyer occupational specialty or rating designated as critical by the Secretary of the Military Department concerned. Personnel must be serving in assignments, to include assignments as UAS and dropsonde system operators, in which basic aviation skills normally are maintained in the performance of assigned duties, as determined by the Secretary of the Military Department concerned.

OFD as an officer. Flying performed under competent military orders by a Regular or Reserve Component officer while holding or training for an aeronautical rating or designation and while serving in assignments in which basic aviation skills normally are maintained in the performance of assigned duties, as determined by the Secretary of the Military Department concerned.

proficiency flying duty. Flying performed under competent orders by rated or designated Regular or Reserve Component officers while serving in assignments in which such skills would normally not be maintained in the performance of assigned duties.

qualification for aviation service. A Regular or Reserve Component Service member's aviation service, to include any periods of non-permanent or permanent disqualification, as determined based on regulations prescribed by the Secretary of the Military Department concerned.

Reserve Component. Includes the Army National Guard, the Army Reserve, the Navy Reserve, the Marine Corps Reserve, the Air National Guard, or the Air Force Reserve.

UAS. A remotely-piloted, -controlled, or -programmed autonomous aircraft used for surveillance or strike missions, which may also be described as an "unmanned aerial vehicle" or a "remotely piloted aircraft."

YAS. Service computed beginning with the effective date of the initial order to perform aviation service. It may be adjusted for breaks in military service or periods of non-permanent disqualification, as defined by the Secretary of the Military Department concerned.

REFERENCES

- DoD 7000.14-R, Volume 7A, “Department of Defense Financial Management Regulation (DoD FMR): Military Pay Policy - Active Duty and Reserve Pay,” current edition
- DoD Directive 5124.02, “Under Secretary of Defense for Personnel and Readiness (USD(P&R)),” June 23, 2008
- DoD Directive 5124.09, “Assistant Secretary of Defense for Readiness and Force Management (ASD(R&FM)),” June 12, 2014
- DoD Manual 8910.01, Volume 1, “DoD Information Collections Manual: Procedures for DoD Internal Information Collections,” June 30, 2014, as amended
- United States Code, Title 10
- United States Code, Title 37