

**VOLUME 7A, CHAPTER 20: “AVIATOR RETENTION BONUS”****SUMMARY OF MAJOR CHANGES**

All changes are denoted by **blue font**.

Substantive revisions are denoted by an asterisk (\*) symbol preceding the section, paragraph, table, or figure that includes the revision.

Unless otherwise noted, chapters referenced are contained in this volume.

Hyperlinks are denoted by **bold, italic, blue, and underlined font**.

The previous version dated August 2014 is archived.

<b>PARAGRAPH</b>	<b>EXPLANATION OF CHANGE/REVISION</b>	<b>PURPOSE</b>
200101 200102	Inserted paragraphs to further define the General Section.	Addition
2002	Updated Duration of Authority for Aviator Retention Bonus extended to December 31, 2015.	Revision
200301.A	Added Aviation Bonus for United States Marine Corp Reserve aviators.	Addition
200302.B	Defined Operational Flying Duty.	Addition
Bibliography	Updated Public Law.	Revision

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## CHAPTER 20

AVIATOR RETENTION BONUS

## 2001 GENERAL

## \*200101. Overview

An aviation officer, who executes a written agreement to remain on active duty in aviation service for at least one year may, upon acceptance by the Secretary concerned, be paid a retention bonus. An aviation officer eligible under this chapter is entitled to a retention bonus; in addition to any other pay and allowances, to which the officer is entitled.

## \*200102. Authoritative Guidance

The information contained in this chapter is in accordance with the references located in the Bibliography.

## \*2002 DURATION OF AUTHORITY

No agreement under this chapter may be entered into after [December 31, 2015](#), unless this bonus authority is extended by the Congress.

## 2003 ELIGIBILITY REQUIREMENTS

## \*200301. Qualifications

To qualify for an aviation bonus under this chapter, an officer must:

\* A. Be entitled to aviation career incentive pay [or aviation incentive pay for United States Marine Corp Reserve aviators](#);

B. Be in a pay grade below O-7 (although the Secretary of the Military Department concerned may establish more restrictive requirements);

C. Be qualified to perform operational flying duty; and

D. Have completed any active duty service obligation for undergraduate aviator training, or be within one year of completing such commitment.

## \*200302. Definitions

Definitions of select terms used in this chapter are as follows:

A. Aviation Service. Aviation service is a service performed by an officer (except a flight surgeon or other medical officer) while holding an aeronautical rating or designation or while in training to receive an aeronautical rating or designation.

\* B. Operational Flying Duty. Flying performed under competent orders by rated or designated members while serving in assignments in which basic flying skills normally are maintained in the performance of assigned duties as determined by the Secretary of the Military Department concerned, and flying performed by members in training that leads to the award of an aeronautical rating or designation.

#### 2004 AMOUNT

The amount of a retention bonus authorized under this chapter, for agreements submitted on or after October 1, 1999, may not be more than \$25,000 for each year, covered by the agreement, to remain on active duty.

#### 2005 PAYMENT

##### 200501. Term

The term of the written agreement and the amount of payment may be prorated, so long as an agreement does not extend beyond the date on which the officer would complete 25 years of aviation service.

##### 200502. Acceptance

Upon acceptance of the agreement by the Secretary of the Military Department concerned, the total amount payable becomes fixed and may be paid either in a lump sum or in installments.

##### 200503. Death of a Member

If a member dies before receiving the full amount of the bonus due (including contracted future year anniversary payments) and death is not caused by the member's misconduct, the remaining unpaid bonus balance is payable as a lump sum for inclusion in the settlement of the deceased member's final military pay account. If death is determined to be the result of the member's own misconduct, termination of future payments and proration or repayment of the bonus, as applicable, must be made in accordance with procedures established by the concerned Military Department for members whose inability to complete a contracted period of service is voluntary or the result of misconduct.

#### 2006 REPAYMENT

An officer who fails to fulfill the service conditions specified in the written agreement for the retention bonus will be subject to the repayment provisions of Chapter 2.

\*BIBLIOGRAPHY

**CHAPTER 20 - AVIATOR RETENTION BONUS**

2001 – GENERAL

37 U.S.C. 301b (a)

2002 – DURATION OF AUTHORITY

37 U.S.C. 301b

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Public Law 113-291, section 615(1), December 19, 2014

2003 – ELIGIBILITY REQUIREMENTS

200301.A

37 U.S.C. 334 (b)

200302.A

37 U.S.C. 301b (j) (1)

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37 U.S.C. 334 (b)

2004 – AMOUNT

37 U.S.C. 301b (c)

2005 – PAYMENT

200503

37 U.S.C. 301b (d), (e)

ASD (FMP) Memo, June 29, 1999

2006 – REPAYMENT

37 U.S.C. 303a (e), 373

USD (P&R) Memo, May 21, 2008

USD (P&R) Memo, February 6, 2009