

## CHAPTER 22

AERIAL FLIGHTS2201 HAZARDOUS DUTY INCENTIVE PAY (HDIP) FOR FLYING DUTY

220101. Entitlement. Members under competent orders to participate in regular and frequent aerial flights as crew or non-crew members, who otherwise meet the requirements of this chapter, are entitled to flying pay for such duty. Officers, including aviation cadets, entitled to aviation career incentive pay under section 2202, below, of this chapter are not entitled to payments under this section.

220102. Rates

A. Monthly HDIP rates for crew members covered by this section are shown in Table 22-1 except for HDIP entitlement under paragraph 220116, below. Monthly HDIP rate for non-crew members is \$110.

B. Definitions

1. Aerial Flights. Aerial flights mean flights in military aircraft or spacecraft, and also flights in nonmilitary aircraft when required by competent orders to fly such aircraft. A flight begins when the aircraft or spacecraft takes off from rest at any point of support located on the surface of the earth and terminates when it next comes to a complete stop at a point of support located on the surface of the earth.

2. Aviation Accident. Aviation accident means an accident in which a member who is required to participate frequently and regularly in aerial flights is injured or otherwise incapacitated as the result, as attested by the appropriate medical authority of the Uniformed Service concerned, of:

(a) Jumping from, being thrown from, or being struck by, an aircraft or spacecraft, or any part or auxiliary thereof, or

(b) Participation in any duty authorized aerial flight or other aircraft or spacecraft operations. Such term also means an incapacity incurred as the result, as certified by appropriate medical authority, of performance of flying duty, even though such incapacity is not the result of an actual aviation accident.

220103. Flight Requirements. A member in a flying status must perform the minimum aerial flights in A below:

A. Minimum Flying Time Each Month

1. During 1 calendar month--4 hours of aerial flight. However, if a member does not fly 4 hours in any month, hours flown during the last 5 preceding months which

have not already been used to qualify for flight pay, may be applied to meet this 4-hour requirement.

2. During 2 consecutive calendar months when the requirements of subparagraph A.1, above, have not been met--8 hours of aerial flight.

3. During 3 consecutive calendar months when the requirements of subparagraph A.2, above, have not been met--12 hours of aerial flight.

B. Fractions of a Calendar Month. For fractions of a calendar month, figure what percentage the period in question is of the calendar month. The flying time required is that same percentage of the aerial flight time required for a full calendar month. (See Table 22-2.)

C. Fractions of 2 Consecutive Calendar Months. For fractions of 2 consecutive calendar months, consider the period in question as a unit. Figure what percentage the period in question is of the calendar month. The flying time required is that same percentage of the aerial flight time required for a full calendar month. (See Table 22-2.)

D. Application of Hours Flown. Hours flown in any month apply to the extent of hours available:

1. First, to meet flight requirements for that month.
2. Next, if the member has entered a grace period for meeting flight requirements, to the prior month or months, as applicable.
3. Next, in order, to the first, second, third, fourth, and fifth succeeding months, but only to the extent that the member fails, during each such month, to fly the required 4 hours. (Such hours available to meet requirements of later months are referred to as "excess" flight time.) See examples in Tables 22-4 and 22-5.

E. Military Operations or Unavailability of Aircraft. When under authority conferred by the Secretary concerned, the commanding officer certifies a member is unable to meet normal flight requirements because military operations (combat or otherwise) or unavailability of aircraft prevents the completion of such requirements, the member may comply with the minimum flight requirements by performing 24 hours of aerial flight over a period of 6 consecutive calendar months. The commanding officer must certify that only conditions under this subparagraph prevent completion of normal flight requirements. The 24-hour flight requirement may be met at any time during the 6-calendar-month period and in any combination of flights.

1. If the member is in a 3-calendar-month grace period when military operations or unavailability of aircraft prevents fulfillment of flight requirements, the 6-calendar month period for meeting the 24-hour flight requirement under this subparagraph begins on the first day of the grace period.

2. If the member is not in a 3-calendar-month grace period, the first month in which military operations or unavailability of aircraft prevents fulfillment of flight requirements is the beginning of the 6-calendar-month period for meeting the 24-hour flight requirement under this subparagraph.

3. During the 6-calendar-month period, hazardous duty incentive pay for flying may be paid for any single month or for multiple months when minimum requirements have been met.

4. At the end of the 6-calendar-month period, hazardous duty incentive pay for flying may be paid for missed months in the period to the extent the remaining hours flown are applicable. Excess hours are applied prospectively under subparagraph D, above, if member continues to fly under the same orders.

220104. Determination of a 3-Calendar-Month Period

A. When 3-Month Period Starts and Ends. The 3-calendar-month period in which flight requirements must be met begins with the first month in which flight requirements are not met. If the member flies enough time in the second month to cover the first and second months, the period ends with the second month. If not, the period extends through the third month.

B. Deficiencies for Fraction of a Month. If a member fails to qualify for a fraction of a month (because flying status or active duty began on an intermediate day of the month), the 3-month period ends on the last day of the second full month following the fractional month.

C. When Next 3-Month Period Starts. A new 3-month period starts with the first month in which flight requirements are not met following a month in which flight requirements were met. For a new 3-month period to begin immediately after a prior 3-month period, flight requirements must have been met for the entire prior 3-month period, not merely for the last month. If the requirements for the entire prior 3-month period were not met, a new period does not begin until flight requirements are met for at least 1 month after the prior 3-month period. After such a month when flight requirements are met, a month in which flight requirements are not met begins a new 3-month period. A new period may not start with the second or third month in which flight requirements are not met; nor may a new period start with the fourth month in which flight requirements are not met. There must be at least 1 month in which requirements are met before a new 3-month period begins. Tables 22-4 and 22-5 show how the above rules apply.

220105. Entitlement to Pay When No Flights Performed in First Month of 3-Month Period. Assume for the purposes of subparagraphs A, B, and C, below, that the member had no excess flight time from prior months.

A. Second Month. If a member performs no aerial flights during the first month of a 3-month period and in the second month performs at least 4 hours but less than 8 hours, member is entitled to pay for the second month only. For example: in January no aerial flights were performed; in February, 5 hours of aerial flights were performed. Flying pay is payable for February.

B. Third Month. If a member performs no aerial flights during the first 2 months of a 3-month period, member must perform 12 hours of aerial flight in the third month to be entitled to incentive pay for all 3 consecutive months. For example: if flight requirements are met for January and a member performs no flights during the months of February and March, member must perform at least 12 hours in April to be entitled to receive the incentive pay for the period 1 February to 30 April. If member performs 4 or more hours, but less than 12 hours in April, the member is entitled to incentive pay for April only.

C. First and Third Months. If a member performs no aerial flights during the first month and in the second month performs only sufficient flights to qualify for the second month, member must perform enough hours of flights to make a total of 12 hours during the third month to qualify for the incentive pay for the first and third month of the 3-month period. For example: in January no aerial flights are performed; in February, 5 hours of aerial flights are performed. The deficiency in January must be made up in March; that is, if at least 7 hours are accomplished in March, flying for January and March is payable. If only 6 hours are flown in March, flying pay is payable for March only (payment for February having previously been made) and incentive pay for January is lost.

220106. Injury or Incapacity Resulting From Performance of Hazardous Duty

A. Flight Requirements. When a member in a flying status is injured or otherwise incapacitated as a result of performance of flying or other hazardous duty to which ordered, member is considered to have met flight requirements during the incapacity, but for not longer than 3 months. Appropriate medical authority determines the cause of the incapacity and the date of recovery. If the member has met flight requirements for the month in which the incapacity occurs, the 3-month period begins the first day of the following month. If member has not met flight requirements for the month in which the incapacity occurs, the 3-month period begins the first day of the month in which the incapacity occurs.

B. Change of Station for Medical Treatment. When a member in receipt of flying pay under the terms of subparagraph A, above, is ordered to a medical facility on permanent change of station, temporary duty, or temporary additional duty orders, member is entitled to flying pay for the period of incapacity, but not longer than 3 months, notwithstanding the change of station, provided member's continued flying status is not terminated.

C. Incapacity Due to Shock, Derangement, or Exhaustion. A member who becomes incapacitated for flying duty by reason of shock, derangement, or exhaustion of the nervous system, which can be attributed to an aviation accident or the performance of aerial flights, is deemed to have met the flight requirements for not more than 3 months following the

date of the incapacity, as determined by appropriate medical authority. The 3-month period is determined under the provisions of subparagraph A, above. See also subparagraph 220102.B, above.

D. Hazardous Duty for Stated Period. If a member has been placed on flying status for a definite period and entitled to flying pay while incapacitated as a result of performance of flying duty, flying pay is not normally payable beyond the ending date of duty period stated in the orders. However, when evidence is furnished that the member would have continued in flying status had it not been for the incapacity, flying pay may be paid beyond the ending date of the duty.

220107. Incapacity Not the Result of Performance of Hazardous Duty. The right of a member on flying status to flying pay during incapacity which is not the result of performing hazardous duty, depends on fulfillment of flight requirements under paragraph 220103, above.

220108. Right to Flying Pay Under Certain Conditions. See Table 22-3.

220109. Determinations Affecting Entitlement to Flying Pay

A. Flying Pay From Date of Reporting for Duty. A member is entitled to flying pay on and after the date member reports for and enters upon duty under competent orders, subject to meeting flight requirements. A member in a non-duty status (such as leave, sick, etc.) at the time member's flying status orders are issued, is not entitled to flying pay for any period before the member reports for and enters on duty under such orders.

B. Excess Flight Time. When authorized under paragraph 220103, above, flight time in excess of the time required or insufficient to qualify for a particular month, may be applied against a later month in which minimum requirements are not met provided that the orders under which flying time was logged remain in effect.

C. Change of Designation, Non-crew Member to Crew Member or Vice Versa. A member whose status changes from non-crew member to crew member, or vice versa within a month/unit period may not combine time flown in both categories for pay purposes. The member is entitled to flying pay as a non-crew member for the period of time member held that status if member met the pro rata requirements as a non-crew member. The member is entitled to flying pay as a crew member for the period of time member held that status if member met the pro rata requirements as a crew member.

D. Change From One Crew Member Status to Another Crew Member Status. Flights as one type of crew member may be combined with flights as another type of crew member if the member remains on continuous active duty and continuous flying status. Total requirements may be met in either crew member status or a portion may be met in each status.

Example: Aviation cadet who is given a rating as navigator and issued new flying status orders immediately following termination of former orders.

E. Missing, Missing-in-Action, etc. A member is entitled to flying pay when carried in a missing status as defined in the definitions and for the period of required hospitalization and rehabilitation, not to exceed 1 year, after termination of member's missing status. (See paragraph 220115, below.) Members continued in a flying status are entitled to flying pay after termination of the period authorized under paragraph 220115 only if they meet flight requirements in subparagraph 220103.A, above. A new 3-month grace period does not start when the period authorized under paragraph 220115 ends; it starts with the month of deficiency, even though the member was in a missing status at that time. Hence, if the missing status goes beyond the 3-month grace period, the member must meet flight requirements for one month to become entitled to flight pay after the period authorized under paragraph 220115 ends. If the member does not meet flight requirements after the period authorized under paragraph 220115, member is entitled to pro rata flying pay through the date of such authorized period.

F. Death

1. Death Due to Aviation Accident. If death occurs on the date of the aviation accident, flying pay accrues to include the date of death. However, if death occurs after the 3-month period has expired, flying pay is not authorized for any day after the expiration of such period. Flying pay for the month or period before the month in which the accident occurred is not authorized unless flight requirements were met for that period.

2. Death Due to Other Causes. If death occurs from causes other than an aviation accident, flying pay is payable to and including the date of death if the member has met pro rata flight requirements for the month of death and was on flying status.

220110. Suspensions From Flying Status, Effect on Flying Pay

A. Flying Pay for Period of Suspension. Except under subparagraphs B and C, below, members are not entitled to flying pay for a period while suspended from flying status. Members are considered suspended on the effective date of suspension. Members are considered in a flying status on the day the suspension is removed or terminated. Payment for a period of suspension cannot be made in any case until the suspension has been removed or terminated.

B. Suspension for Other Than Physical Incapacity for Members Required to Perform Minimum Flight Requirements. Such members are entitled to flying pay for a period of suspension from flying status, provided the suspension is removed or terminated and they meet flight requirements as prescribed in paragraph 220103, above. If such members have excess flights performed before suspension, the grace period in paragraph 220103 would begin the first month of the period of suspension not covered by excess flights.

Example: Members suspended from flying status 1 February. They had 16 hours excess flying time 31 January. Flying pay is stopped 31 January. Suspension is removed (or terminated) 30 June. They flew 12 hours 1-31 July. After removal of suspension, pay flying pay for 1 February through May on basis of the 16 excess hours accumulated in the 5 months before

1 February. Grace period authorized by paragraph 220103 started 1 June. Hours flown in July qualified members for flying pay for June and July.

C. Suspension for Physical Incapacity of Members Subject to Minimum Flight Requirements. Members are entitled to flying pay during a period of grounding due to physical incapacity if flight requirements of paragraph 220103, above, are met. They are also entitled during a period of suspension, if the suspension is removed or terminated and flight requirements are actually met. (There are no flight requirements during the first 3 months of a period of incapacity incurred as the result of performance of an assigned hazardous duty. See paragraph 220106, above.)

D. Suspension Removed or Terminated. If a suspension is removed or terminated after the member can no longer qualify for flying pay under subparagraphs B or C, above, there is loss of pay for any period that is not covered by paragraph 220103, above. Flying pay accrues after the suspension is removed or terminated for members required to meet minimum flight requirements from the date of reporting for flying duty after the suspension is removed or terminated, if flight requirements are met.

220111. Payment of Flying Pay and Incentive Pay for Other Hazardous Duty. Members who qualify for flying pay and incentive pay for one or more other types of hazardous duty may receive the flying pay and incentive pay for only one other hazardous duty for the same period. Dual hazardous duty incentive pay is limited to those members required by orders to perform specific multiple hazardous duty necessary for successful accomplishment of the mission of the unit to which assigned.

A. Conditions of Entitlement. The hazardous duties for which dual incentive pay is made must be an integral part of the member's assigned mission. Accomplishment of the assigned mission must require members to perform specific multiple hazardous duties. Members must meet minimum requirements for each of the hazardous duties except when injury or incapacity as the result of performance of hazardous duty is involved.

B. Types of Duties That Qualify Member for Dual Payment of Hazardous Duty Incentive Pay: (See also subparagraph 240105.B.)

1. Air Force pararescue team members placed on orders to perform duties as both crew members and parachutists.

2. Other combinations of hazardous duties for which dual payments of incentive pay are authorized by the respective Military Services.

C. Injury or Incapacity as a Result of Performance of Hazardous Duty or Dual Hazardous Duties. If members required to perform more than one hazardous duty are injured or otherwise incapacitated as a result of any of the duties, they are entitled to dual incentive pay during the incapacity, but for no longer than 3 months. If not entitled to dual incentive pay at the time of the incapacity, they are entitled to the type of incentive pay they were receiving at the

time of the incapacity. The beginning date of the 3-month period must be determined separately for each type of incentive pay. Use paragraph 220106, above, or Table 24-1, as applicable, to determine the 3-month period separately for each incentive pay.

220112. Restriction on Payment of Flying Pay and Diving Duty Pay. See paragraph 110501.

220113. Restriction on Payment of Flying Pay and Aviation Officer Continuation Pay (AOCP). See section 1506.

220114. Authority To Issue Orders. Authority to issue orders requiring performances of flying duty, granting waivers of performance requirements, and/or extending unit periods during which requirements may be met, as appropriate, is delegated by the Secretaries to specific commanders within each Military Service. Such delegations are contained in personnel administrative regulations of the Military Services.

220115. Missing Status, Member's Entitlement. A member receiving flying pay when entering a missing status is entitled to flying pay during the period of absence and for the period, not to exceed 1 year, required for hospitalization and rehabilitation after termination of missing status. The member's entitlement to flying pay upon termination of the required period of hospitalization and rehabilitation or the 1 year period after date of return from missing status, whichever is earlier, will be contingent on a determination of continued eligibility under paragraph 220101, above, and the applicable flight requirement provisions of this chapter.

★220116. HDIP for Duty as Air Weapons Controller Crew Members for Officers, Warrant Officers, and Enlisted Members. Effective 10 February 1996, a member under competent orders to participate in frequent and regular aerial flight as an air weapons controller crew member aboard airborne warning and control system aircraft (AWACS), is entitled to HDIP at a monthly rate in Table 22-8 when requirements of this section are met.

A. An officer entitled to ACIP under section 2202 of this chapter is not entitled to HDIP under this paragraph.

B. A member entitled to HDIP for AWACS duty is not entitled to HDIP for flying.

C. An officer entitled to aviation officer continuation pay is not entitled to HDIP under this paragraph.



2202 AVIATION CAREER INCENTIVE PAY (ACIP) FOR RATED OR DESIGNATED OFFICERS, AVIATION CADETS AND WARRANT OFFICERS220201. Entitlement

A. Effective 1 June 1974, officers qualified for aviation service under regulations prescribed by the Secretary concerned are entitled to ACIP under the conditions prescribed by this section. (Current rates are shown in Tables 22-6 and 22-7.) However, an officer qualified for aviation service, except a flight surgeon or other medical officer, who had more than 12 or more than 18 years of aviation service on 31 May 1974 is entitled to continuous ACIP as prescribed by subparagraph A.2 or A.4, below, without regard to the operational flying requirements stated therein.

1. An officer qualified for aviation service (except a flight surgeon or medical officer) is entitled to continuous ACIP starting when the officer enters flight training leading to the original rating or when appointed an officer, whichever is later, and continues until the officer completes 12 years of aviation service, subject to the 25-year officer service limitation indicated in subparagraph A.4, below.

★2. Effective 10 February 1996, an officer qualified for aviation service (except a flight surgeon or other medical officer) who has performed at least 8 years of operational flying duty upon completion of 12 years of aviation service, is entitled to continuous ACIP for the first 18 years of aviation service, subject to the 25-year officer service limitation indicated in subparagraph A.4, below.

★3. An officer qualified for aviation service (except a flight surgeon or other medical officer) who has performed 10 or more years but less than 12 years of operational flying duty upon completion of 18 years of aviation service is entitled to continuous ACIP for the first 22 years of officer service.

★4. An officer qualified for aviation service (except a flight surgeon or other medical officer) who has performed at least 12 years of operational flying duty upon completion of 18 years of aviation service, is entitled to continuous ACIP for the first 25 years of officer service. Such entitlement ceases after 25 years of officer service except for warrant officers who are otherwise qualified.

★5. The Secretary of the Military Service concerned may permit, on a case by case basis, an officer to continue to receive continuous monthly incentive pay despite the failure of the officer to perform the prescribed operational flying duty requirements during the prescribed periods of time so long as the officer has performed those requirements for not less than 6 years of aviation service. The Secretary concerned may not delegate this approval authority.

★6. An officer qualified for aviation service who is not entitled to continuous ACIP under the above provisions, is entitled to monthly ACIP (otherwise called

conditional ACIP) under certain circumstances. The officer must be required by competent orders to perform operational flying duties and must meet the minimum flight requirements under paragraph 220203, below. This subparagraph applies to flight surgeons and other medical officers qualified for aviation service. Entitlement to monthly ACIP is subject to the 25-year officer service limitation except as shown in the following subparagraph.

★7. An officer (other than a warrant officer) below pay grade O-7 with over 25 years of officer service who is qualified for aviation service and required by competent orders to perform operational flying duties is entitled to monthly (conditional) ACIP for the performance of the minimum flight requirements prescribed in paragraph 220203, below. A rated officer aviator in pay grade O-7 or higher with over 25 years of officer service (as computed in Chapter 1, section 0101) is not authorized conditional or continuous ACIP under any conditions.

★B. A rated or designated officer qualified for aviation service, but not receiving continuous or conditional ACIP, may be required by competent orders to perform hazardous duty for flying as a crew member or non-crew member. When the minimum flight requirements are met under the provisions of section 2201, the officer is entitled to HDIP for flying. A member entitled to ACIP is not entitled to HDIP when flying as crew member or non-crew member.

C. The provisions of this paragraph apply to Reserve Component officers as long as the requirements are met for an aviation service career (not on extended active duty) defined in the definitions.

220202. Rates and Definitions

A. Rates. The rates for ACIP on a continuous basis and the rates for ACIP on a monthly (conditional) basis are the same.

1. See Table 22-6 for commissioned officers' and aviation cadets' ACIP rates.

2. See Table 22-7 for warrant officers' ACIP rates.

B. Definitions

1. The terms "aerial flights and aviation accident" are defined in section 2201, subparagraph 220102.B, above.

2. Aviation Service as an Officer (including aviation cadets). For purposes of Tables 22-6 and 22-7, aviation service as an officer begins on the day, month, and year the officer first reports under competent flight orders to the aviation facility having aircraft in which the officer receives flight training leading to the award of an aeronautical rating or designation, and continues to accumulate from that date without exceptions as long as the flight

rating remains in effect.

3. Operational Flying. Operational flying is flying performed by officers in training that leads to the award of an aeronautical rating or designation, and flying performed under competent orders by rated or designated officers while serving in assignments in which basic flying skills (as determined by the Secretary concerned) normally are maintained in the performance of assigned duties.

4. Officer Service. Officer service is all active and inactive service as a commissioned, warrant, and flight officer.

5. Aviation Cadet. Aviation cadet is a term which applies to a member enlisted and designated as an aviation cadet under 10 U.S.C. 6911 (reference (c)). Service as an aviation cadet on or after 14 November 1986 counts for entitlement to ACIP. Where aviation cadet is not specified in section 2202, the term "officer" includes member so designated.

220203. Flight Requirements for Monthly (Conditional) ACIP. An officer covered by subparagraph 220201.A, above, must meet the minimum flight requirements of this subparagraph to be entitled to monthly (conditional) ACIP.

A. Minimum Flying Time Each Month

1. During 1 calendar month--4 hours of aerial flight. However, if an officer does not fly 4 hours in any month, hours flown during the last 5 preceding months which have not already been used to qualify for ACIP may be applied to meet this 4-hour requirement.

2. During 2 consecutive calendar months when the requirements of subparagraph A.1, above, have not been met-- 8 hours of aerial flight.

3. During 3 consecutive calendar months when the requirements of subparagraph A.2, above, have not been met-- 12 hours of aerial flight.

B. Fractions of a Calendar Month. For fractions of a calendar month, figure what percentage the period in question is of the calendar month. The flying time required is that same percentage of the aerial flight time required for a full calendar month. (See Table 22-2.)

C. Fractions of 2 Consecutive Calendar Months. For fractions of 2 consecutive calendar months, consider the period in question as a unit. Figure what percentage the period in question is of a calendar month. The flying time required is that same percentage of the aerial flight time required for a full calendar month. (See Table 22-2.)

D. Application of Hours Flown. Hours flown in any month apply to the extent of hours available:

1. First, to meet flight requirements for that month.
2. Next, if the officer has entered a grace period for meeting flight requirements, to the prior month or months as explained in paragraph 220205, below.
3. Next, in order, to the first, second, third, fourth, and fifth succeeding months, but only to the extent that the officer fails, during each such month, to fly the required 4 hours. (Such hours available to meet requirements of later months are referred to as "excess" flight time.) (See examples in Tables 22-4 and 22-5.)

E. Military Operations or Unavailability of Aircraft. When an officer is unable to meet normal flight requirements because military operations (combat or otherwise) or unavailability of aircraft prevents the completion of such requirements, the officer may comply with the minimum flight requirements by performing 24 hours of aerial flight over a period of 6 consecutive calendar months. The commanding officer must certify that only conditions under this subparagraph prevent completion of normal flight requirements. The 24-hour flight requirement may be met at any time during the 6 calendar-month period and in any combination of flights.

1. If the officer is in a 3-calendar-month grace period when military operations or unavailability of aircraft prevents fulfillment of flight requirements, the 6-calendar-month period for meeting the 24-hour flight requirement under this subparagraph begins on the first day of the grace period.

2. If the officer is not in a 3-calendar-month grace period, the first month in which military operations or unavailability of aircraft prevents fulfillment of flight requirements is the beginning of the 6-calendar-month period for meeting the 24-hour flight requirement under this subparagraph.

3. During the 6-calendar-month period, monthly (conditional) ACIP may be paid for any single month or for multiple months when minimum requirements have been met.

4. At the end of the 6-calendar-month period, monthly (conditional) ACIP may be paid for missed months in the period to the extent the remaining hours flown are applicable. Excess hours are applied prospectively under subparagraph D, above, if officer continues to fly under the same orders.

F. Flight Requirements for Reserve Component Personnel (Not on Extended Active Duty). Minimum monthly flight requirements are contained in chapters 57 and 58.

220204. Determination of a 3-Calendar-Month Period for Entitlement to Monthly (Conditional) ACIP

A. First Month. The first month in which an officer fails to meet flight requirements marks the beginning of the initial 3-calendar-month grace period allowed for meeting flight requirements. Succeeding grace periods begin according to subparagraph D, below.

B. Second and Third Month. If the officer flies enough hours in the second month to cover the first and second months, the grace period ends with the second month. If not, grace period extends through the third month.

C. Deficiencies for Fraction of a Month. If the officer fails to qualify for a fraction of a month because flying status or active duty began on an intermediate day of the month, the 3-calendar-month period ends on the last day of the second full month following the fractional month.

D. When Next 3-Calendar-Month Period Starts. A new 3-calendar-month period starts on the first day of the month in which flight requirements are not met (month of failure). The foregoing is subject to the following limitations (See Tables 22-4 and 22-5 for examples.):

1. If a month of failure immediately follows a 3-calendar-month period in which all flight requirements were met (not merely for the last month), then a new 3-calendar-month period starts with the month of failure.

2. However, if a month of failure immediately follows a 3-calendar-month period in which all flight requirements were not met, then a month of failure does not start a new 3-calendar-month period. The officer must meet flight requirements for at least 1 month after which a new 3-calendar-month period may start.

3. After any month in which flight requirements are met following a 3-calendar-month period, a new 3-calendar-month period starts with the next month of failure whether or not requirements were met for the most recent 3-calendar-month period.

220205. Entitlement to Monthly (Conditional) ACIP When No Flights Performed in First Month of 3-Calendar-Month Period. Assume for the purpose of subparagraphs A, B, and C, below, that the officer had no excess flight time from prior months.

A. Second Month. If an officer does not fly during the first month of a 3-calendar-month period and in the second month flies at least 4 hours but less than 8 hours, the officer is entitled to conditional ACIP for the second month only. For example: 0 hours flown in January; 7 hours flown in February. Conditional ACIP is due for February.

B. Third Month. If an officer does not fly during the first 2 months of a 3-calendar-month period, the officer must fly at least 12 hours in the third month to be entitled to conditional ACIP for more than the third month. For example: 0 hours flown in January; 0 hours flown in February; 12 hours flown in March. Conditional ACIP is due for January, February, and

March. Otherwise: 0 hours flown in January; 0 hours flown in February; 10 hours flown in March. Conditional ACIP is due for March only. Excess hours flown in March are carried forward.

C. First and Third Months. If an officer does not fly during the first month and in the second month flies only enough hours to qualify for the second month, the officer must fly enough hours in the third month to total 12 hours to qualify for conditional ACIP for the first and third months of the 3-calendar-month period. For example: 0 hours flown in January; 5 hours flown in February; 7 hours flown in March. Conditional ACIP is due for January, February, and March. Otherwise: 0 hours flown in January; 5 hours flown in February; 6 hours flown in March. Conditional ACIP is due for February and March only. Excess hours from February and March are carried forward.

220206. Injury or Incapacity Resulting From Performance of Flying Duty. An officer who is medically incapacitated will be considered qualified for aviation service until disqualified for aviation service. Effective 15 December 1994, disqualification for medical incapacity will be effected on the first day following a period of 365 days that commences on the date of incapacitation, or on the date a competent medical authority determines the medical incapacitation to be permanent, whichever is earlier (referred to as the "incapacitation period"). No entitlement to ACIP exists during a period of disqualification. Entitlement for the period of incapacity before medical disqualification is shown in subparagraphs that follow:

A. Officer Entitled to Continuous ACIP. When an officer entitled to continuous ACIP is injured or otherwise incapacitated as a result of flying or as a result of shock, derangement, or exhaustion of the nervous system attributed to an aviation accident or the performance of aerial flight, entitlement continues past the date of incapacitation and through the day before the date of disqualification for aviation service.

B. Officer Entitled to Monthly (Conditional) ACIP. Although a medically incapacitated officer who is entitled to monthly (conditional) ACIP remains qualified for aviation service during the incapacitation period described above, entitlement for this period is based on the following:

1. Flight Requirements. When such officer is injured or otherwise incapacitated as a result of the performance of flying duty to which ordered, the officer is considered to have met flight requirements during the incapacity, but for not longer than 3 months. Appropriate medical authority determines the date and cause of incapacity, and the date of recovery. If the officer has met flight requirements for the month in which the incapacity occurs, the 3-month period begins the first day of the following month. If the officer has not met flight requirements for the month in which the incapacity occurs, the 3-month period begins on the first day of the month in which the incapacity occurs. The officer must have logged enough hours to meet minimum flight requirements for the remaining months of the period before disqualification. An officer may not use hours flown after a period of disqualification to meet minimum flight requirements for a period before disqualification.

2. Change of Station for Medical Treatment. When an officer receiving monthly (conditional) ACIP under subparagraph B.1, above, is ordered to a medical facility upon permanent change of station, temporary duty, or temporary additional duty orders, the entitlement to pay continues for the period of incapacity, but not longer than 3 months. (This is true in the case of a change of station provided the officer's orders to fly are not terminated.)

3. Incapacity Due to Shock, Derangement, or Exhaustion. An officer entitled to monthly (conditional) ACIP who becomes incapacitated for flying duty by reason of shock, derangement, or exhaustion of the nervous system which can be attributed to an aviation accident or the performance of aerial flights, is considered to have met the flight requirements for not more than 3 months following the date of the incapacity, as determined by appropriate medical authority. The 3-month period is determined according to subparagraph B.1, above.

4. Flying Duty for Stated Period. When an officer ordered to flying duty for a definite period is entitled to monthly (conditional) ACIP while incapacitated as a result of performing flying duty, the entitlement does not normally extend beyond the ending date of the duty period stated in orders. However, when evidence is furnished that the officer would have continued under orders to fly had it not been for the incapacity, monthly (conditional) ACIP may be paid beyond the ending date of the duty but no longer than 3 months after the incapacity.

220207. Incapacity Not the Result of Performance of Flying Duty. An officer who is medically incapacitated will be considered qualified for aviation service until disqualified for aviation service. Disqualification for medical incapacity will be effected on the first day following a period of 365 days that commences on the date of incapacitation, or on the date a competent medical authority determines the medical incapacitation to be permanent, whichever is earlier. No entitlement to ACIP exists during a period of disqualification. Entitlement for the period of incapacitation before disqualification is shown in subparagraphs that follow:

A. Officer Entitled to Continuous ACIP. When an officer who is entitled to continuous ACIP is incapacitated not as the result of performing flying duty, entitlement continues past the date of incapacitation and through the day before the date of disqualification for aviation service.

B. Officer Entitled to Monthly (Conditional) ACIP. When an officer who is entitled to monthly (conditional) ACIP is incapacitated not as the result of performing flying duty, continuation of entitlement for the period before disqualification is dependent on the officer meeting the minimum flight requirements under paragraph 220203, above. (Officer is not entitled to 3-month grace period under subparagraph 220206.B.1, above.)

220208. Right to ACIP Under Certain Conditions. See Table 22-3.

220209. Determinations Affecting Entitlement to ACIP

A. From Date of Reporting for Duty (Not Applicable to Continuous ACIP). An officer who is entitled to monthly (conditional) ACIP is entitled to such pay on and after the

date the officer reports for and enters upon duty under competent orders, subject to minimum flight requirements and the following qualification: An officer in a non-duty status (such as leave, sick, etc.) at the beginning date for a period of flying under competent orders is not entitled to monthly (conditional) ACIP for any period before the officer reports for and enters on duty under such orders.

B. Excess Flight Time (Not Applicable to Continuous ACIP). When authorized under paragraph 220203, above, flight time in excess of the time required or insufficient to qualify a particular month for pay, may be applied against a later month in which minimum requirements are not met, provided that the aeronautical orders under which the flying time was logged remain in effect (that is, continuous flying status exists for member concerned).

C. Death Due to Aviation Accident

1. If death occurs on the date of an aviation accident, ACIP (either continuous or conditional) is payable for the month of death through the date of death. Note also the following subparagraph C.2.

2. Entitlement to continuous ACIP for the period before the month in which an aviation accident occurs is continuous. However, entitlement to monthly (conditional) ACIP for the period before the month in which an aviation accident occurs is subject to minimum flight requirements. Therefore, a situation may exist in which monthly (conditional) ACIP is payable according to subparagraph C.1, C.3, or C.5 of this paragraph, but not for the period immediately before the officer's aviation accident.

3. If death occurs within the 3-month grace period under paragraph 220206, above, ACIP (either continuous or conditional) is payable from the month of medical incapacitation through the date of death.

4. If death occurs after the expiration of the 3-month grace period under paragraph 220206, above, and before the first day following the incapacitation period described in paragraph 220206, continuous ACIP is payable through the date of death.

5. If death occurs after the expiration of the 3-month grace period under paragraph 220206, above, and before the first day following the incapacitation period described in paragraph 220206, monthly (conditional) ACIP is payable through the 3-month period; it is payable after the 3-month period through the date of death to the extent excess flying hours are available for application.

6. If death occurs on or after the first day following the incapacitation period described in paragraph 220206, above, continuous ACIP is payable through the incapacitation period.

7. If death occurs on or after the first day following the incapacitation period described in paragraph 220206, above, monthly (conditional) ACIP is payable after the



3-month period through the incapacitation period to the extent excess flying hours are available for application.

D. Death Due to Other Causes

1. If death occurs from causes other than an aviation accident and the date of death is also the date of medical incapacitation, continuous ACIP is payable through the date of death; monthly (conditional) ACIP is payable through the date of death, subject to minimum flight requirements.

2. If death occurs from causes other than an aviation accident and the date of death is before the first day following the incapacitation period described in paragraph 220206, above, continuous ACIP is payable through the date of death; monthly (conditional) ACIP is payable to the extent excess flying hours are available for application.

3. If death occurs from causes other than an aviation accident and the date of death is on or after the first day following the incapacitation period described in paragraph 220206, above, continuous ACIP is payable through the incapacitation period; monthly (conditional) ACIP is payable through the incapacitation period to the extent excess flying hours are available for application.

220210. Disqualification for Aviation Service, Suspension of Aviation Service. Periods of disqualification and/or suspension are established by competent orders.

A. Disqualification. An officer may be disqualified for aviation service for medical or professional reasons according to regulation of the Military Service concerned. (In the case of disqualification for medical reasons, the following applies for all Military Services: Disqualification for medical incapacity will be effected on the first day following a period of 365 days that commences on the date of incapacitation, or on the date a competent medical authority determines the medical incapacitation to be permanent, whichever is earlier.) ACIP is not authorized on any basis for any period during which an officer is disqualified for aviation service. After a period of disqualification, entitlement to ACIP resumes as follows:

1. Officer Entitled to Continuous ACIP. Entitlement resumes on the date the officer is again qualified for aviation service. (For example, officer requalified on the 20th, is entitled to 11/30 of ACIP for a month.)

2. Officer Entitled to Monthly (Conditional) ACIP. Minimum flight requirements must be met beginning with the date the officer is again qualified for aviation service. (For example, officer requalified on the 16th and flies 2 or more hours, is entitled to 15/30 of ACIP for month.) An officer may not use hours flown after a period of disqualification to meet minimum flight requirements for a period before disqualification.

B. Suspension

1. An officer is suspended by competent orders to permit temporary termination of aviation service when the status of future aviation service is uncertain.

2. When the officer's status as suspended is removed, the officer is either disqualified for aviation service or again qualified for aviation service.

C. Entitlement to ACIP for a Period of Suspension Changed to Disqualified. ACIP (continuous or conditional) to which an officer would otherwise be entitled is stopped during a period of suspension starting with the effective date of suspension in competent orders. If the suspended status is resolved so that the officer is disqualified for aviation service, no entitlement to ACIP exists for the period of disqualification. (The effective date for disqualification must be the same as the effective date for suspension.)

D. Entitlement to ACIP for Period of Suspension Changed to Qualified. ACIP (continuous or conditional) to which an officer would otherwise be entitled is stopped during a period of suspension starting with the effective date of suspension in competent orders. If the suspended status is resolved so that the officer is qualified for aviation service, entitlement to ACIP is based on subparagraphs D.1 and D.2 below. (The effective date for qualification must be the same as the effective date for suspension.)

1. Officer Entitled to Continuous ACIP. The officer is entitled to continuous ACIP beginning with the date the officer is again qualified for aviation service.

2. Officer Entitled to Monthly (Conditional) ACIP. Subject to the minimum flight requirements of paragraphs 220203 and 220204, above, the officer is entitled to monthly (conditional) ACIP beginning with the date the officer is again qualified for aviation service.

220211. Concurrent Entitlement to ACIP and Hazardous Duty Incentive Pay (HDIP). Officers who are entitled to ACIP may also be entitled to HDIP under the provisions of chapter 24 if the conditions for entitlement have been met independently. Entitlement to HDIP is limited to no more than two payments for the same period of time officers qualify for more than one payment of that pay. (See paragraph 240105.)

220212. Authority To Issue Orders. Authority to issue orders requiring performance of flying duty, granting waivers of performance requirements, and/or extending unit periods during which requirements may be met, as appropriate, is delegated by the Secretaries to specific commanders within each Military Service. Such delegations are contained in personnel administrative regulations of the Military Services.

220213. Missing, Missing-in-Action, Officer's Entitlement

A. General. An officer receiving ACIP at the beginning of a period of missing status is entitled to ACIP during the entire period of absence and also (if applicable) for the period, not to exceed 1 year, required for hospitalization and rehabilitation after missing

status ends. (For the purpose of this paragraph, an officer entitled to conditional ACIP is considered to be receiving ACIP when under competent orders to perform flying duty whether or not the officer has met the minimum flight requirements.)

B. Officer Entitled to Continuous ACIP. Entitlement to continuous ACIP upon termination of the period of absence or (if applicable) termination of the period, not to exceed 1 year, required for hospitalization and rehabilitation is contingent only upon continued eligibility under paragraph 220201, above.

C. Officer Entitled to Monthly (Conditional) ACIP. Entitlement to monthly (conditional) ACIP upon termination of the entire period of absence or (if applicable) termination of the period, not to exceed 1 year, required for hospitalization and rehabilitation is contingent upon continued eligibility under paragraph 220201, above. In addition, the officer must again meet minimum flight requirements subject to the following:

1. The 3-calendar-month grace period for meeting minimum flight requirements does not start when the period authorized under subparagraph A, above ends; instead, it starts with the first month of missing status in which the officer does not fly. Therefore, if the officer has met flight requirements for the month in which the missing status begins, the next calendar month is designated as the first month of a 3-calendar-month grace period. If the officer has not met flight requirements for the month in which the missing status begins, that month is designated as the first month of a 3-calendar-month grace period for meeting minimum flight requirements. (This applies even though under later application of paragraph 220204, above, the month so designated is considered to be a month in which requirements are met based on performance-free entitlement due to missing status.)

2. If the missing status is terminated before the end of the 3-calendar-month period started according to subparagraph C.1, above, the officer must meet flight requirements for the month(s) not covered by performance-free entitlement. If the officer fails to complete requirements for this entire 3-calendar-month period, the officer must meet flight requirements for 1 month following such 3-calendar-month period before a new 3-calendar-month period may start.

3. If the missing status is terminated after or at the end of the 3-calendar-month period started according to subparagraph C.1, above, the officer is considered to have met all flight requirements for the 3-calendar-month period plus any additional months of missing status by performance-free entitlement due to missing status. Therefore, a new 3-calendar-month period starts with the first month in which flight requirements are not met after the period authorized under subparagraph A, above, ends.

D. Excess Flight Time. Excess flight time accumulated by the officer before a missing status may be applied to months following the months covered by performance-free entitlement if the period authorized under subparagraph A, above, is terminated within the 5-calendar-month period permitted by paragraph 220203, above.

CREWMEMBER (EXCEPT FOR AWACS) RATES (Effective 1 Oct 1985)					
Pay Grade		Pay Grade		Pay Grade	
O-10	110	O-2	150	E-9	200
O-9	110	O-1	125	E-8	200
O-8	110	W-5	250	E-7	200
O-7	110	W-4	250	E-6	175
O-6	250	W-3	175	E-5	150
O-5	250	W-2	150	E-4	125
O-4	225	W-1	125	E-3	110
O-3	175			E-2	110
				E-1	110

Table 22-1. Crew Member (Except for AWACS) Rates (Effective 1 Oct 1985)

TIME OF AERIAL FLIGHT REQUIRED FOR FRACTIONAL PART OF THE MONTH					
Days	Hours of Aerial Flight		Days	Hours of Aerial Flight	
	Active Duty	Inactive Duty		Active Duty	Inactive Duty
1	.2	.1	16	2.2	1.1
2	.3	.2	17	2.3	1.2
3	.4	.2	18	2.4	1.2
4	.6	.3	19	2.6	1.3
5	.7	.4	20	2.7	1.4
6	.8	.4	21	2.8	1.4
7	1.0	.5	22	3.0	1.5
8	1.1	.6	23	3.1	1.6
9	1.2	.6	24	3.2	1.6
10	1.4	.7	25	3.4	1.7
11	1.5	.8	26	3.5	1.8
12	1.6	.8	27	3.6	1.8
13	1.8	.9	28	3.8	1.9
14	1.9	1.0	29	3.9	2.0
15	2.0	1.0	30-31	4.0	2.0

Table 22-2. Time of Aerial Flight Required for Fractional Part of the Month

RIGHT TO FLYING PAY OR ACIP UNDER CERTAIN CONDITIONS				
R U L E	A	B	C	D
	When a member in flying status is	and	and	then flying pay
1	sick in line of duty	flying status orders remain in effect	member meets or has met flight requirements or flight requirements do not apply	continue for the period of illness.
2	on authorized leave in pay status			continues for the period of leave (note 1).
3	on TDY			continues for the TDY period.
4	in a travel status (including authorized delay en route) on change of station			continues for the period of travel.
5	a Reservist released from active duty of more than 30 days	orders are not issued directing relief from all assigned duties	member has met flight requirements	continues for the period of allowable travel time home (note 2).
6	discharged and immediately reenlists at the same station without a break in service	flying status orders are not specifically terminated		entitlement is determined as if there had been no discharge.
7		flying status orders are specifically terminated		ceases on the date stated in orders.
8	incapacitated as a result of performance of flying duty			is payable as indicated in paragraphs 220106 or 220206.
9	an enlisted crew member whose flight orders include a termination date	is involuntarily removed from flying duty (note 3)	was given less than 120 days of advance notice of removal from flying duty (note 4)	continues either for 120 days after the date on which notified of such removal or until original flight orders termination date, whichever occurs first, without regard to the flight requirements of paragraph 220103.
10	an enlisted crewmember whose flight orders do not include a termination date	is involuntarily removed from flying duty (note 3)	was given less than 120 days advance notice of removal from flying duty (note 4)	continues for 120 days after the date on which notified of such removal without regard to the flight requirements of paragraph 220103.

NOTES:

1. Do not count flights performed while on leave for pay purposes.
2. Do not pay flying pay beyond the last day of the calendar month for which requirements are met.
3. A member is not considered to be involuntarily removed from flying duty upon separation, confinement, relief for cause, reduction in grade, medical unfitness, absence without leave, or transfer to ground duty at own request.
4. Advance notice of removal from flying duty shall be issued by competent authority in writing. Advance notice may be provided verbally if a suitable memorandum for the record is made and is later followed by written notification.

**Table 22-3. Right to Flying Pay or ACIP Under Certain Conditions**

FLIGHT EXAMPLES INVOLVING BASIC 3-MONTH GRACE PERIODS														
Month	Example 1		Example 2		Example 3		Example 4		Example 5		Example 6		Example 7	
	Hours	Entitled	Hours	Entitled	Hours	Entitled	Hours	Entitled	Hours	Entitled	Hours	Entitled	Hours	Entitled
January	4	Yes (note 1)	4	Yes (note 1)	4	Yes (note 1)	4	Yes (note 1)	4	Yes (notes 1-7)	2	Yes (notes 7-9)	0	Yes (note 5)
February	0	No (note 2)	0	No (note 2)	0	Yes (notes 2-5)	0	Yes (notes 2-6)	0	Yes (note 9)	0	Yes (note 9)	0	Yes (note 5)
March	4	Yes (note 1)	0	No	0	Yes (note 5)	8	Yes (note 1)	0	Yes (note 9)	0	Yes (note 9)	12	Yes (note 1)
April	0	No (note 3)	4	Yes (note 1)	12	Yes (note 1)	0	Yes (notes 2-5)	0	Yes (note 9)	0	No (note 2)	4	Yes (note 1)
May	0	No (note 4)	0	No (note 4)	0	Yes (notes 2-5)	0	Yes (note 5)	0	Yes (notes 2-5)	0	No (note 8)	0	No (notes 2-8)
June	4	Yes (note 1)	0	No	0	Yes (note 5)	12	Yes	0	Yes (note 5)	7	Yes (notes 1-11)	0	No (notes 2-8)
July	4	Yes (note 1)	4	Yes (note 1)	12	Yes (note 1)			12	Yes (note 1)			11	Yes (notes 1-11)
August	0	No (notes 2-8)	0	No (notes 2-8)	0	No (notes 2-8)							5	Yes (notes 1-11)

Table 22-4. Flight Examples Involving Basic 3-Month Grace Periods

NOTES

1. Entitled to incentive pay based on that month's flights.
2. Begins a 3-month grace period.
3. New 3-month period does not begin, since this is last month of first 3-month period.
4. New 3-month period does not begin, since flight requirements were not met for previous entire period.
5. Entitled to incentive pay based on 3-month period.
6. Entitled to incentive pay based on 2-month period.
7. Injured in aircraft accident.
8. Not entitled to incentive pay, unless sufficient flights performed in following 1- or 2-month period.
9. Free entitlement period.
10. Two unused hours from January lost.
11. With excess hours available for application in 5 succeeding months as required.

FLIGHT EXAMPLES INVOLVING 3-MONTH PERIODS AND EXCESS TIME						
Month	Hours Flown	Entitlement	Based on Hours Flown During	Excess and Unused Hours		Pertinent Factors
				That Month	Accumulated	
16-31 Jan	3.3	Yes	Jan	1.3	1.3	Placed on flying status 16 Jan
Feb	0	Yes	Jan 1.3; Mar 2.7	0	0	
Mar	6.7	Yes	Mar	0	0	
Apr	9	Yes	Apr	5	5	
May	5.5	Yes	May	1.5	6.5	
Jun	0	Yes	Apr	0	2.5	
Jul	1.5	Yes	Jul 1.5; Apr 1; May 1.5	0	0	
Aug	2	No	(note 1)	2	2	
Sep	4	Yes	Sep	0	2	
Oct	5	Yes	Oct	1	3	1 Aug lost
Nov	0	No	(note 2)	0	3	
Dec	3	Yes	Dec 3; Aug 1	0	2	
Jan	10	Yes	Jan	6	8	
Feb	0	Yes	Jan 3; Oct 1	0	3	
Mar	0	Yes	Jan 3; May 1	0	0	
Apr	0	Yes	May 4	0	0	
May	10	Yes	May	1	1	
Jun	0	Yes	Aug 3; May 1	0	0	
Jul	0	Yes	Aug 4	0	0	
Aug	17	Yes	Aug	6	6	
Sep	0	Yes	Aug 4	0	2	
Oct	2	Yes	Oct 2; Aug 2	0	0	
Nov	12	Yes	Nov	8	8	
Dec	0	Yes	Nov 4 (note 3)	0	4	
Jan	0	Yes	Nov 4 (note 3)	0	0	Suspension ended 1 May
Feb	0	No	(note 4)	0	0	
Mar	0	No		0	0	
Apr	0	No		0	0	
May	4	Yes	May	0	0	
Jun	30	Yes	Jun	26	26	Physically incapacitated 20 Jun
Jul	0	Yes	Jun 4	0	22	
Aug	0	Yes	Jun 4	0	18	Suspended 1 Oct (6 hours lost)
Sep	0	Yes	Jun 4	0	14	
Oct	0	Yes	Jun 4	0	10	
Nov	0	Yes	Jun 4	0	6 (note 3)	
Dec	0	No		0	0	
Jan	0	No		0	0	
Feb	0	No		0	0	
Mar	0	No		0	0	
Apr	9	Yes	Apr	5	5	Suspension ended 1 Apr

Table 22-5. Flight Examples Involving 3-Month Periods and Excess Time

NOTES:

1. No excess hours available from previous 5 months and deficiency not made up within 2 following months.
2. Insufficient excess hours available from previous 5 months. New 3-month period does not begin since requirements were not met for entire 3-month period of August-October.
3. Payment made after the suspension ended.
4. Three-month grace period expired before suspension ended.

MONTHLY INCENTIVE PAY RATES (EFFECTIVE 29 NOV 1989)-RATED OFFICERS, AVIATION CADETS, FLIGHT SURGEONS, AND OTHER DESIGNATED MEDICAL OFFICERS (Notes)	
<b>PHASE I</b>	
<b>Years of Aviation Service (Including Flight Training) as an Officer</b>	
<b>Monthly Rate</b>	
\$125 .....	2 or less
\$156 .....	Over 2
\$188 .....	Over 3
\$206 .....	Over 4
\$650 .....	Over 6
<b>PHASE II</b>	
<b>Years of Service as an Officer as Computed Under 37 U.S.C. 205</b>	
<b>Monthly Rate</b>	
\$585 .....	Over 18
\$495 .....	Over 20
\$385 .....	Over 22
\$250 .....	Over 25

NOTES:

1. A rated officer in pay grade O-7 may not be paid incentive pay at a rate greater than \$200 per month.
2. A rated officer in pay grade O-8 or above may not be paid incentive pay at a rate greater than \$206 per month. (See subparagraph 220201.A.6 for specific restrictions.)
3. Officer with more than 18 years of officer service and less than 6 years' aviation service is entitled to Phase I rates. (See subparagraph 220201.A.6 for specific restrictions.)

**Table 22-6. Monthly Incentive Pay Rates (Effective 29 Nov 1989)-Rated Officers, Aviation Cadets, Flight Surgeons, and Other Designated Medical Officers**

MONTHLY INCENTIVE PAY RATES (EFFECTIVE 29 NOV 1989)-RATED OR DESIGNATED WARRANT OFFICERS	
<b>Monthly Rate</b>	<b>Years of Aviation Service as an Officer</b>
\$125 .....	2 or less
\$156 .....	Over 2
\$188 .....	Over 3
\$206 .....	Over 4
\$650 .....	Over 6

**Table 22-7. Monthly Incentive Pay Rates (Effective 29 Nov 1989)-Rated or Designated Warrant Officers**



AIR WEAPONS CONTROLLER CREWMEMBER INCENTIVE PAYS (Effective 10 Feb 1996)								
Pay Grade	Years of Service as an Air Weapons Controller							
	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12
O-7 and above	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200
O-6	225	250	300	325	350	350	350	350
O-5	200	250	300	325	350	350	350	350
O-4	175	225	275	300	350	350	350	350
O-3	125	156	188	206	350	350	350	350
O-2	125	156	188	206	250	300	300	350
O-1	125	156	188	206	250	250	250	250
	<b>Over 14</b>	<b>Over 16</b>	<b>Over 18</b>	<b>Over 20</b>	<b>Over 22</b>	<b>Over 24</b>	<b>Over 25</b>	
O-7 and above	\$200	\$200	\$200	\$200	\$200	\$200	\$110	
O-6	350	350	350	300	250	250	225	
O-5	350	350	350	300	250	250	225	
O-4	350	350	350	300	250	250	225	
O-3	350	350	300	275	250	225	200	
O-2	300	300	275	245	210	200	180	
O-1	250	250	245	210	210	180	150	
	<b>2 or less</b>	<b>Over 2</b>	<b>Over 3</b>	<b>Over 4</b>	<b>Over 6</b>	<b>Over 8</b>	<b>Over 10</b>	<b>Over 12</b>
W-4	\$200	\$225	\$275	\$300	\$325	\$325	\$325	\$325
W-3	175	225	275	300	325	325	325	325
W-2	150	200	250	275	325	325	325	325
W-1	100	125	150	175	325	325	325	325
	<b>Over 14</b>	<b>Over 16</b>	<b>Over 18</b>	<b>Over 20</b>	<b>Over 22</b>	<b>Over 24</b>	<b>Over 25</b>	
W-4	\$325	\$325	\$325	\$276	\$250	\$225	\$200	
W-3	325	325	325	325	250	225	200	
W-2	325	325	325	275	250	225	200	
W-1	325	325	325	275	250	225	200	
	<b>2 or less</b>	<b>Over 2</b>	<b>Over 3</b>	<b>Over 4</b>	<b>Over 6</b>	<b>Over 8</b>	<b>Over 10</b>	<b>Over 12</b>
E-9	\$200	\$225	\$250	\$275	\$300	\$300	\$300	\$300
E-8	200	225	250	275	300	300	300	300
E-7	175	200	225	250	275	275	275	300
E-6	156	175	200	225	250	250	250	300
E-5	125	156	175	188	200	200	200	250
E-4 and below	125	156	175	188	200	200	200	200
	<b>Over 14</b>	<b>Over 16</b>	<b>Over 18</b>	<b>Over 20</b>	<b>Over 22</b>	<b>Over 24</b>	<b>Over 25</b>	
E-9	\$300	\$300	\$300	\$275	\$230	\$200	\$200	
E-8	300	300	300	265	230	200	200	
E-7	300	300	300	265	230	200	200	
E-6	300	300	300	265	230	200	200	
E-5	250	250	250	225	200	175	150	
E-4 and below	200	200	200	175	150	125	125	

★Table 22-8. Air Weapons Controller Crewmember Incentive Pay Rates (Effective 10 February 1996)