

VOLUME 7A, CHAPTER 15 “SPECIAL PAY – ASSIGNMENT INCENTIVE PAY”

SUMMARY OF MAJOR CHANGES

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

Substantive revisions are denoted by an * 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 May 2011 is archived.

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
150104	Changed termination of authority date and explained new contracts signed on January 1, 2013 are invalid.	Update
150104.C	Added restriction that only one Assignment Incentive Pay is payable for same period of service.	Update
150301	Changed termination of authority date to December 31, 2013.	Update
150302	Changed termination of authority date to December 31, 2013.	Update
150304	Changed termination of authority date to December 31, 2013.	Update
150306	Changed termination of authority date to December 31, 2013.	Update
150307	Changed termination of authority date to December 31, 2013.	Update
150308	Changed termination of authority date to December 31, 2013.	Update
150309	Changed termination of authority date to December 31, 2013.	Update
105310	Changed termination of authority date to December 31, 2013.	Update
150311	Changed termination of authority date to December 31, 2013.	Update
150312	Changed termination of authority date to December 31, 2013.	Update
150312.A.3	Added third option for Army Special Operations Aviation (ARSOA) Program.	Update
150313	Added new Career Management Field 18 Program.	Add

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
150314	Added Army Joint Special Operation Command (JSOC) Program.	Add
150404	Changed authority dates of program to October 17, 2012 to September 30, 2013.	Update
1508	Rewrote Joint Special Operations Command program information.	Update
150903 to 150906	Added eligibility criteria for Post Deployment/Mobilization Respite Absence Program.	Update
Bibliography	Updated all appropriate references.	Update

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CHAPTER 15

SPECIAL PAY – ASSIGNMENT INCENTIVE PAY

1501 GENERAL ENTITLEMENT

150101. General Entitlement

A member of a uniformed service entitled to basic pay may be paid Assignment Incentive Pay (AIP) for performing service in an assignment designated by the Secretary concerned. The Secretary concerned has approval authority for AIP programs under \$1500 per month. Programs over \$1,500 per month and all “blanket” AIP programs (applied to every member at a specific assignment location regardless of skill proficiency or fill rates) require approval by the Assistant Secretary of Defense (Readiness and Force Management).

150102. Eligibility

To be eligible the member must be serving on active duty. The Secretary concerned may require the member to enter into a written agreement in order to qualify for AIP. The written agreement shall specify the period for which the incentive pay will be paid to the member and the monthly rate of the pay.

150103. Payment

The maximum monthly rate of incentive pay payable to any member under this chapter is \$3,000. Incentive pay paid under this section is in addition to any other pays and allowances to which the member is entitled, except as may be noted under each program. This payment may be made in lump sum, installments or monthly increments as authorized for each program. The monthly pay shall be prorated for partial months served, except as may be noted under each program.

**150104. Restrictions for All AIP Programs*

The following restrictions, which affect the entitlement to AIP, apply to all programs listed in this chapter.

** A. AIP is payable pursuant to Title 37 United States Code (U.S.C.) section 307a which provides a termination of authority date. The National Defense Authorization Act for Fiscal Year 2013 reauthorized this special pay on January 2 through December 31, 2013. Any AIP agreement signed on January 1, 2013 is not valid for payment.*

B. A member is not entitled to AIP during a period of terminal leave ending upon discharge or release of the member from active duty.

* C. Service members are not authorized to receive more than one AIP simultaneously for the same period of service. If a Service member is eligible for more than one AIP, he or she will receive the higher of these AIPs.

150105. Special Provisions

The service of a member in a designated assignment shall be considered continuous during any period of temporary absence during which the member is performing temporary duty pursuant to orders or on authorized leave other than terminal leave.

1502 NAVY ASSIGNMENT INCENTIVE PAY PROGRAMS

150201. Pilot Program

A. The Navy was authorized a Pilot Program for AIP on May 29, 2003. The entitlement conditions are:

1. Entitlement begins upon reporting to the assigned duty and terminates when permanently detached from the assigned duty.

2. Payment rates are determined by negotiation between the member and the Navy and may be different for members in the same location. Payment will be prorated for partial months served in a designated assignment.

3. Payment for AIP may not be made to Navy members receiving a Selective Reenlistment Bonus for Location for the same assignment.

B. The Navy announced the Naval Special Warfare Development Group (NSWDG) AIP program on February 9, 2007. The entitlement conditions are:

1. Enlisted personnel must successfully complete the required NSWDG training.

2. Enlisted personnel must be assigned to NSWDG designated billets.

3. Enlisted personnel will sign an agreement or accept orders to voluntarily remain at an NSWDG billet for an additional 12 months from the date of the agreement or date of the first AIP payment, whichever is later.

4. Payment

a. Personnel who have been assigned to a designated NSWDG billet for less than 3 years since completion of the required training will receive AIP at \$750 per month.

b. Personnel who have been assigned to a designated NSWDC billet for 3 years or more since completion of the required training will receive AIP at \$1,000 per month.

5. Payment of the AIP will terminate when the member permanently detaches from the assigned duty at NSWDC. **AIP will not be paid to members in a disciplinary or not fit for operational duty status.**

150202. Sea Duty Incentive Pay (SDIP) Program

The Navy was authorized to implement Sea Duty Incentive Pay (SDIP) on December 6, 2006. The Navy implemented the program effective March 15, 2007. This program terminated on December 31, 2008 and was reestablished on April 14, 2009. Any agreements entered into after December 31, 2008 and before April 14, 2009 are considered unauthorized. Agreements were authorized to be entered into from April 14, 2009 through December 31, 2011. The program was reauthorized by the Navy on January 11, 2012, with agreements being allowed through December 31, 2012. Any agreements entered into after December 31, 2011 and before January 11, 2012 are considered unauthorized.

A. Programs

1. Sea Duty Incentive Pay – Extension (SDIP-E). SDIP-E is authorized for sailors who sign a written agreement to voluntarily extend their sea duty assignments on ships, submarines, or aviation squadrons by a minimum of 6 months and a maximum of 24 months (36 months for an assignment outside the continental United States, including Hawaii).

2. Sea Duty Incentive Pay – Curtailment (SDIP-C). SDIP-C is authorized for sailors who voluntarily curtail their shore duty assignments a minimum of 6 months prior to their original planned rotation date and return to sea duty assignments on a ship, submarine, or at an aviation squadron for a minimum of 12 months.

B. Eligibility. To be eligible for SDIP, the service member must:

1. Be serving in or selected for advancement (including members who are frocked) in one of the eligible ratings, skills, and pay grades. Subparagraph 150202.D is linked to the Navy website with this information.

2. Be serving in a permanent duty assignment on a ship, submarine, or aviation squadron designated as sea duty for purpose of rotation and home ported in the continental United States (CONUS), Hawaii, or overseas for SDIP-E. Members considered to be assigned as excess of authorized billets are ineligible for SDIP-E.

3. Be serving in a permanent shore duty assignment at an activity located in CONUS, Hawaii, Alaska, or overseas that is designated as shore duty for purposes of rotation for SDIP-C. Members currently receiving AIP for their shore duty assignment are not eligible for SDIP-C, or

4. Incur sufficient obligated service to fulfill the service time required by the SDIP-E or SDIP-C agreement. Additional obligated service will be incurred prior to payment of SDIP-E and prior to detachment from the shore duty unit/command for SDIP-C.

5. Effective June 25, 2007, members in receipt of non-SDIP orders may apply for SDIP.

C. Restrictions

1. Reserve Component sailors are not eligible for SDIP.

2. Payment of SDIP-E or C combined with any other AIP allowance will not exceed \$3,000 per month or \$36,000 per year.

D. Payment. Monthly entitlement rates for this program vary by pay grade and skill/rating. The rates are determined by the Department of the Navy and change frequently. Current entitlement rates can be found by clicking for the SDIP Eligibility Chart located [here](#).

E. Recoupment and Repayment. Recoupment of unearned portions of the SDIP lump sum payment will be as follows:

1. Sailors who fail to complete the full period of additional sea duty service as required by their SDIP agreement will be required to repay the percentage of the SDIP lump sum payment representing the unexecuted portion of their required service. Situations requiring recoupment include, but are not limited to:

a. Approved request for voluntary release from the written agreement if, due to unusual circumstances, it is determined that such release would clearly be in the best interests of both the Navy and the sailor.

b. Approved voluntary request for relief from an SDIP assignment.

c. Disability resulting from misconduct, willful neglect, or incurrence during a period of unauthorized absence.

d. Removal from the SDIP assignment for cause, including misconduct.

e. Separation for cause, including misconduct.

f. Separation for reason of weight control and/or physical readiness test failure.

2. If a sailor becomes ineligible for SDIP for any of the following reasons, recoupment of payments already received will not be required:

a. Disability, injury, or illness not the result of misconduct or willful neglect, or not incurred during a period of unauthorized absence.

b. Separation from the naval service by operation of laws or regulations independent of misconduct.

c. Death (see subparagraph 150202.E.3).

d. Where the Secretary of the Navy determines repayment would be against equity and good conscience, or contrary to the best interests of the United States.

3. In the event a sailor dies before the SDIP is received or before the sailor completes the sea duty assignment/extension for which SDIP is payable (and death is not caused by the sailor's misconduct), the unpaid /unearned balance of the SDIP shall be payable in the settlement of the deceased sailor's final military pay account. The unpaid SDIP shall be payable in lump sum. If death is determined to be voluntary or the result of the sailor's own misconduct, termination of any future payment and proration or recoupment of the SDIP, as applicable, will be made in accordance with procedures established for sailors whose inability to complete a contracted period of service is voluntary or the result of misconduct.

150203. Bahrain Officer Continuity Billet Program

A. On January 5, 2006, the Office of the Under Secretary of Defense (Personnel and Readiness) (OUSD (P&R)) authorized AIP for Bahrain area of responsibility officer extensions. The program was approved subject to the Navy announcing the program with an effective date. Commissioned and warrant officer who were currently serving in a designated continuity billet may have been eligible to receive \$500 per month tour extension AIP commencing upon acceptance of the agreement by PERS-4. Officers eligible to serve in a 12-month tour continuity tour billet who extend their tour for a minimum 18 months were authorized to receive \$500 AIP per month commencing the month they started serving in the billet.

B. On June 5, 2008, the OUSD (P&R) issued a memorandum superseding the January 5, 2006 authorization and authorized a rate increase for certain officers who agree to unaccompanied tour extensions in Bahrain. The approval was subject to the Navy's establishment of an effective date after the Navy announced the program. Commissioned and warrant officers who were currently serving in designated continuity billets may be eligible to receive up to \$2,000 per month tour extension AIP commencing upon acceptance of the agreement by PERS-4. Officers eligible to serve in a 12-month tour continuity tour billet who

extend their tour for a minimum of 18 or 24 months were authorized to receive up to \$1,800 or \$2000 AIP per month, respectively, commencing the month they started serving in the billet. This program was approved for continuation through December 31, 2009; however, based upon an OUSD (P&R) memorandum signed on June 25, 2009, authorizing the full return of dependents to the Area of Responsibility (AOR), the Navy elected to cancel the program on September 21, 2009. Any agreement signed after this date will not be considered authorized.

1503 ARMY ASSIGNMENT INCENTIVE PAY PROGRAMS

*150301. Korea Assignment Program

The OUSD (P&R) Memorandum dated April 6, 2009 established three categories of assignments applicable for this program. All categories require a written agreement by the member. No agreements shall be entered into after [December 31, 2013](#), subject to congressional reauthorization of [37 U.S.C. 307a](#), and the restriction in subparagraph 150104.A. The categories are:

A. Members who volunteer for a 36-month initial assignment to Pyeongtaek, Osan, Daegu, Chinhae, or Seoul may be paid \$300 per month in AIP, to be paid on a monthly basis, upon commencement of the assignment.

B. Members who volunteer for a 24-month initial assignment to Uijongbu or Dongducheon may be paid \$300 per month in AIP, to be paid on a monthly basis, upon commencement of the assignment.

C. Members who accept an initial tour to Korea in any location and later elect to extend their assignment length for 12 or 24 months may be paid \$300 per month, to be paid on a monthly basis, upon commencement of the tour with an extension agreement, or entering the extension, whichever is earlier.

*150302. Voluntary Extension in Iraq, Afghanistan, or Certain Theater Units Program

On May 29, 2007, the Secretary of the Army was authorized to designate certain military assignments in which a soldier agrees to serve beyond 12-months Boots on Ground (BoG) in Iraq (including Kuwait staging areas), Afghanistan or certain theater units. Certain theater units are defined as units that routinely conduct operations in or support units in Iraq but are not based in Iraq. The Army implemented this new program effective June 15, 2007, whereby soldiers who sign an agreement to serve up to 12 additional months will be offered AIP.

A. Active Component Soldiers. Soldiers assigned to positions or units in echelons above Brigade who are not subject to unit rotations, to include transition teams, will be offered AIP should the soldier agree to volunteer to continue to serve beyond their 12-month BoG or 12 months out of the previous 15-months BoG in Iraq (including Kuwait staging time), Afghanistan or certain theater units.

B. Reserve Component Soldiers. Soldiers who volunteer to serve an extended tour up to 12 additional months or to be reassigned to another unit upon completion of a 12-month BoG in Iraq, Afghanistan, or certain theater units for up to 12 additional consecutive months will be offered AIP. National Guard soldiers may extend only with the consent of their respective Governor. This program supersedes the program announced by HQ DA MSG 070059Z August 2004.

C. Amounts Payable

1. Soldiers who agree to extend up to 3 months will be offered \$300 per month AIP.

2. Soldiers who agree to extend greater than 3 months will be offered \$500 per month AIP.

* D. Termination and Reinstatement of Authority. The ability to enter into an AIP contract terminated on October 1, 2009. The Army was authorized by the OUSD (P&R) to reestablish this AIP program on November 2, 2009. AIP contracts are authorized through [December 31, 2013, subject to subparagraph 150104.A.](#) Contracts entered into from October 1, 2009 through November 1, 2009 will not be considered authorized.

150303. Involuntary Extensions in Iraq, Afghanistan or Certain Theater Units Program

The Army issued clarifying guidelines for payment of AIP for involuntary extensions referenced in section 1506.

A. Active and Reserve Component soldiers deployed to Iraq (to include staging time in Kuwait), Afghanistan, or certain theater units, who have been involuntarily extended by the Secretary of Defense beyond 12 consecutive months BoG or 12-months within a 15-month period (365 days of 450 days), are entitled to \$800 in AIP and \$200 for hardship duty pay (HDP) for each month or portion of a month served longer than 12-months BoG. The total monthly entitlement of HDP will not exceed \$300. The Principal Deputy Under Secretary of Defense (Personnel and Readiness) (PDUSD (P&R)) changed the monthly \$800 AIP and \$200 HDP entitlements to a monthly \$1,000 AIP entitlement for involuntary extensions effective December 1, 2008.

B. Certain theater units are defined as those units that routinely conduct operations or support units that conduct operations in Iraq or Afghanistan but are not based in Iraq or Afghanistan. The Combatant Commander specifies eligible units for these purposes.

C. Payment of AIP for individual soldiers and to the Company level is effective June 15, 2007.

*150304. Explosive Ordnance Disposal (EOD) Program

On March 7, 2007, the Army was authorized to implement an AIP program for Army EOD personnel. On March 30, 2007, the Army issued implementation instructions for Army EOD personnel, which is the effective date of the program. Thus, payment of AIP is authorized on and after March 30, 2007.

A. Program Guidelines

1. Soldiers must sign an agreement.
2. Soldiers in the Military Occupational Specialty (MOS) of 89D who graduate from the Naval School Explosive Ordnance Disposal (NAVSCHOLEOD) and are assigned to EOD billets performing EOD duties may apply for the AIP.
3. Soldiers in MOS of 00Z or accession MOS 89D who graduate from NAVSCHOLEOD and are assigned to EOD billets performing EOD duties may apply for the AIP.
4. Army National Guard and Army Reserve 89D soldiers who meet the eligibility criteria in subparagraphs 150304.A.1 and 2 will receive prorated AIP based on their drilling status.
5. Soldiers must have a minimum of 12 months remaining in service.

B. Payment. The monthly payment of AIP is determined by pay grade and time accredited to working the EOD field upon graduation from the NAVSCHOLEOD. Lump sum payments are not authorized. Table 15-1 shows the monthly rates.

C. Termination. AIP will be stopped based on the following criteria:

1. Soldier initiated termination of AIP contract.
2. Soldier revokes the "EOD Volunteer Statement".
3. Reassignment to another MOS.
4. Absent without official leave (AWOL) or confinement status.
5. Termination of EOD duties.
6. Upon promotion or reduction, or
7. Completion of the member's enlistment contract.

D. Recoupment. Reasons for recoupment of AIP include:

1. Soldier terminates the AIP contract.
2. Soldier revokes the "EOD Volunteer Statement."
3. AWOL or confinement status, or
4. Command termination of EOD duties may result from loss/suspension of security clearance, guilty of gross negligence or flagrant violation of EOD safety procedures.

* E. Termination and Reinstatement of Authority. The ability to enter into an AIP contract terminated on October 1, 2009. The Army was authorized by the OUSD (P&R) to reestablish this AIP program on November 2, 2009. AIP contracts are authorized through [December 31, 2013](#), [subject to subparagraph 150104.A](#). Contracts entered into from October 1, 2009 through November 1, 2009 will not be considered authorized.

150305. Voluntary Extension Program for Army Intelligence Assets Program

On February 9, 2005, the Army authorized AIP for Army members designated as intelligence assets who voluntarily extend their current assignment in Iraq and/or Afghanistan. Army members identified as intelligence assets by the Combatant Commander who are assigned to duty in Iraq and/or Afghanistan may be entitled to AIP for voluntary continuation of service in country.

- A. Eligibility. To qualify, the member must meet all of the following criteria:
1. Complete 12 months of deployed duty within a 15-month period (365 days out of 450 days) in Iraq and/or Afghanistan. Deployed time includes staging time in Kuwait,
 2. Voluntarily extend their current assignment for 3 months,
 3. Hold an MOS on the list approved by the Army Deputy Chief of Staff, G-2 for this particular AIP program,
 4. Fill a position in support of operations in Iraq or Afghanistan, to include those in the J-2, C-2, Multi-National Force-Iraq or Joint Intelligence Centers in the U.S. Central Command area of responsibility, and
 5. Complete the necessary AIP contract form and have it approved by the Commander, Combined Forces Land Component Command.

B. Payment. Members will be entitled beginning on the date of the extension through the end date of the extension at the monthly rate of \$300.

*150306. Military Occupational Specialty (MOS) 09L Interpreter Translator Program

Effective September 27, 2007, the Army authorized AIP for Army Reserve and National Guard members who were qualified in MOS 09L and who voluntarily extended their tours of service beyond 12 months BoG.

A. Eligibility. Members who entered into an agreement and agreed to extend their tours of service beyond 12-months BoG shall receive AIP up to \$3000 per month.

* B. Termination and Reinstatement of Authority. The ability to enter into an AIP contract terminated on October 1, 2009. The Army was authorized by the OUSD (P&R) to reestablish this AIP program on November 2, 2009. AIP contracts are authorized through December 31, 2012. Contracts entered into from October 1, 2009 through November 1, 2009 will not be considered authorized. Contracts entered into during the period October 1, 2011 through [December 31, 2013, subject to subparagraph 150104.A](#), may only be for under \$1,500 per month.

*150307. Deployment Extension Stabilization Pay (DESP) Incentive Program

On May 19, 2009 the OUSD (P&R) authorized the Army to pay AIP to Army National Guard members in Enlisted grades E3 to E8, Warrant Officer grades W01 to CW3, and Commissioned Officer grades O-2 to O-4, who are assigned or reassigned to units mobilizing on or after September 1, 2009, and who voluntarily extend their service commitment/obligation.

A. Eligibility. Generally, members must sign an agreement to extend their service within 365 days to the day prior to the unit's mobilization date. Members who do not extend their service obligation within this time frame are not eligible for mobilization. The agreement must be for an additional 12 to 21 months of service, which must include 365 days of voluntary mobilization/deployment, plus 90 days for post-mobilization reintegration, whichever is greater.

B. Payment. Members will be paid monthly, not to exceed 12 months, at a rate up to \$500 for each month after the mobilization date. Members may not receive any other type of AIP program payment.

* C. Termination of Authority. The Army extended this program through [December 31, 2013, subject to subparagraph 150104.A](#).

*150308. Asymmetric Warfare Group (AWG) Incentive Program

The PDUSD (P&R) on November 16, 2006 authorized the Army to pay AIP to members who volunteer to continue to serve in an AWG billet. The Army had to announce the program with an effective date. The program terminated on September 30, 2009, but was extended on November 2, 2009 by the OUSD (P&R) with a new termination date of September 30, 2011. Any agreement signed after September 30, 2009 and before November 2, 2009 is not considered

authorized. The Army extended this program through [December 31, 2013, subject to subparagraph 150104.A.](#)

A. Eligibility. The Secretary of the Army shall designate all AWG members for AIP. Members must sign a written agreement to serve or accept an assignment for 12 to 36 months in an AWG billet. Payment would be \$400 per month.

B. Restrictions. Payment of AIP would terminate if a member was permanently reassigned from an AWG billet; went AWOL; or went into a confinement status prior to the completion of the AWG assignment.

*150309. 780th Military Intelligence (MI) Brigade Incentive Program (formerly the 704th MI Brigade)

The PDUSD (P&R) on October 23, 2006 authorized the Army to pay AIP to members who volunteer to serve or accept an assignment in a valid operator billet within the 704th MI Brigade. The program terminated on September 30, 2009, but was reestablished on March 26, 2010. Any agreement entered into after September 30, 2009, but before March 26, 2010, will be considered unauthorized. The Army has extended this program through [December 31, 2013, subject to subparagraph 150104.A,](#) with the new name of the 780th Military Intelligence (MI) Brigade.

A. Eligibility. Enlisted personnel, warrant and commissioned officers who volunteer to serve in an assignment or accept an assignment and sign a written agreement to serve for 36 months are eligible to receive \$300 per month in AIP.

B. Restrictions. Payment of AIP would terminate if a member was permanently reassigned to another unit, to a position other than an operator billet, went AWOL, or went into a confinement status prior to the completion of the assignment.

*150310. Special Mission Units (SMU) Incentive Program

The OUSD (P&R) on January 9, 2006 authorized the Army to pay AIP to members who serve in a special mission unit subject to the Army announcing the program with an effective date. The program was extended on March 3, 2008 by the PDUSD (P&R) with a termination date of December 31, 2009. The program was reauthorized on March 26, 2010, and extends through [December 31, 2013, subject to subparagraph 150104.A.](#) Any agreement signed after December 31, 2009 and before March 26, 2010 is not considered authorized.

A. Eligibility

1. Enlisted personnel and warrant officers who have served in a SMU operator billet for less than 3 years will be paid \$750 per month in exchange for their agreement to continue to serve in an assignment or accept an assignment to a SMU operator billet for 12 to 36 months.

2. Enlisted personnel and warrant officers who have served in a SMU operator billet for more than 3 years will be paid \$1,000 per month in exchange for their agreement to continue to serve in an assignment or accept an assignment to a SMU operator billet for 12 to 36 months.

3. Only SMU enlisted members and warrant officers serving in operator billets are considered eligible.

4. Eligible members must sign a written agreement to serve 1 to 3 years in a SMU assignment.

B. Restriction. [Payment of AIP will terminate if a member is permanently reassigned to another billet or unit other than an SMU, goes AWOL, or enters into a confinement status prior to the completion of the assignment.](#)

[*150311.](#) Deployment Extension Incentive Pay (DEIP) Program

The PDUSD (P&R) on June 26, 2007 authorized the Secretary of the Army to designate all assignments in which a soldier agrees to complete a deployment under Operation Enduring Freedom, Operation Iraqi Freedom, or in connection with another Global War on Terrorism mission, subject to the Army announcing the program with an effective date. The Army established the DEIP program on March 30, 2009 with ALARACT 092/2009. The Army has authorized this program through [December 31, 2013, subject to subparagraph 150104.A.](#)

A. Eligibility

1. Active Component enlisted soldiers who had not intended to reenlist or extend their active duty commitment in order to complete a deployment with the unit they were currently assigned are eligible for the AIP.

2. Soldiers must voluntarily extend their current service commitment through their units projected redeployment date plus 60 days.

3. Soldiers must deploy with the unit, or is unable to deploy, or returns from deployment due to no fault of the member.

B. Payment. Payment for the AIP will start when the soldier begins serving on and continues through the end of the extension. The following conditions determine the rate of AIP to pay:

1. Soldiers who execute their extension between 9 and 6 months prior to the unit's latest arrival date will be authorized AIP at \$500 per month for each full month they extend their service commitment.

2. Soldiers who execute their extension after 180 days prior to the unit's latest arrival date and 90 days before the member's expiration of term of service date will be authorized AIP at \$350 per month for each full month they extend their service commitment.

* C. Termination of Authority. The Army has established a termination date of December 31, 2013, for this program.

*150312. Army Special Operations Aviation (ARSOA) AIP Program

This program was formerly called the 160th Special Operations Aviation Regiment (Airborne)(SOAR) Program. The Under Secretary of Defense (USD)(P&R) on March 4, 2010, authorized the Army to pay AIP to Aviation Warrant Officers (AWO) who volunteer for an assignment or extension with the 160th SOAR. The Army has established a termination date of December 31, 2013, subject to subparagraph 150104.A. Three options are available:

A. Initial Assignment: AWOs who volunteer for duty with the 160th SOAR, successfully complete "Green Platoon" training, and have a Military Occupational Specialty (MOS) of 152C, 153E, or 154E are eligible. AWOs will execute a written agreement to serve with the regiment for a minimum 48-month assignment and will be paid a one-time lump sum payment of \$10,000.

B. Assignment Continuation: AWOs with 21 years of Active Federal Service or greater who are assigned to the 160th SOAR and have an MOS of 152C, 153E, or 154E are eligible. AWOs will execute a written agreement to serve an additional 24-month assignment with the regiment and will be paid \$1,000 per month.

* C. ARSOA Aviators: Effective January 7, 2013, the Army authorized AIP for ARSOA Aviators with Army Skill Indicator "K4" and at least 21 years of active federal service who are serving on a subsequent ARSOA aviator assignment and assigned to an HQ, ARSOA Command billet. Aviators will sign a written agreement to serve at least 24 months in an ARSOA aviator assignment. Aviators will be paid a monthly rate of \$1,000. This AIP will not be paid if the member is determined to be absent without official leave (AWOL) or confined.

*150313. Career Management Field (CMF) 18 Program

The Army authorized AIP effective January 1, 2013 for CMF 18 Command Sergeant Majors (CSM) and Sergeant Majors (SGM) who sign a written agreement to remain on active duty for 12 additional months beyond any service remaining requirement imposed by Headquarters, Department of the Army. Subparagraph 150104.A authorizes an effective date of January 2, 2013 through December 31, 2013. No agreement signed on January 1, 2013 is valid.

A. There are 6 groups of eligible soldiers:

1. SGM with at least 25 and less than 28 years of active federal service (AFS) may be paid a monthly rate of \$500.

2. Battalion CSM with at least 25 and less than 30 years of AFS may be paid a monthly rate of \$750.

3. SGM in a valid E-9 position with at least 25 and less than 30 years AFS, who is rated by an O-6 in a valid O-6 position, may be paid at a monthly rate of \$750.

4. Group/Brigade CSM with at least 25 and less than 32 years AFS may be paid a monthly rate of \$1,000.

5. Nominative SGM with at least 25 and less than 32 years AFS, who is rated by a General/Flag Officer, may be paid a monthly rate of \$1,000.

6. Nominative CSM with at least 25 through 35 years AFS, "if otherwise qualified", or age 62, whichever occurs first, may be paid at a monthly rate of \$1,250.

B. Entitlement to AIP begins on the effective date of the agreement. The entitlement terminates:

1. At the end of the agreement, or

2. When the member is reassigned/removed from the billet approved to receive AIP either voluntarily or involuntarily.

C. This AIP will not be paid if the member is determined to be AWOL or confined.

***150314. Joint Special Operations Command (JSOC) Program**

The OUSD (P&R), on June 29, 2009, authorized the Army, Air Force, Marine Corps, and Navy to pay AIP to members who hold a Special Operations Forces (SOF) specialty and are serving in one of up to 20 U.S. Special Operations Command (SOCOM) designated senior enlisted (E7 to E9) billets in JSOC. This authorization expired on December 31, 2010. The Army reauthorized this program on November 28, 2011. The program terminates on December 31, 2013, subject to subparagraph 150104.A.

A. Eligible members must sign a written agreement to serve 12 to 36 months in the assigned billet.

B. Enlisted soldiers and Warrant Officers who previously served less than 3 years can receive \$750 per month. Those who previously served 3 or more years in an operator billet may receive \$1,000 per month.

1504 AIR FORCE ASSIGNMENT INCENTIVE PAY PROGRAMS

150401. Korea Assignment Incentive Program

On April 27, 2004, the Air Force was authorized AIP Korea assignment program. The PDUSD (P&R) provided permanent approval of this program on June 30, 2008. The OUSD (P&R) on April 6, 2009 modified the eligibility requirements based on tour length changes for Korea. All changes are subject to congressional reauthorization of [37 U.S.C. 307a](#) or the Secretary of Defense implementation of 37 U.S.C. 352.

A. OUSD (P&R) Memorandum, dated June 30, 2008. This program is superseded by the OUSD (P&R) memorandum dated April 6, 2009 which is discussed in subparagraph 150401.B. Members will continue to receive their AIP payments until the end date specified in their agreements or their departure from Korea.

1. Eligibility

a. Airmen who volunteer to serve a 24-month unaccompanied or 36-month accompanied tour before arriving in Korea, and who enter such agreement prior to completion of the first 30 days in country, will receive \$300 per month from the date of arrival through their new tour end date.

b. Additionally, there is a one-time application offer for airmen who have at least 6 months remaining on their tour in Korea or who have not received benefits under the overseas tour extension incentive program (OTEIP) or the in-place consecutive overseas tour (IPCOT) program. Airmen who volunteer to extend their tour length by 12 months and enter such an agreement will receive \$300 per month from the date of signature through their new tour end date.

2. The AIP will be stopped upon termination of the contract or curtailment of the agreed tour of duty for any reason, either voluntary or involuntary. The entitlement to AIP will be terminated if the member is determined to be AWOL or enters confinement.

3. Airmen who elect AIP for Korea will not be eligible for Home basing, Follow-on Assignment, or concurrent OTEIP or IPCOT.

B. OUSD (P&R) Memorandum dated April 6, 2009. This memorandum establishes 3 categories of assignments applicable for AIP payments. All categories require a written agreement by the member. The categories are:

1. Members who volunteer for a 36-month initial assignment to Pyeongtaek, Osan, Daegu, Chinhae, or Seoul may be paid \$300 per month in AIP, to be paid on a monthly basis, upon commencement of the assignment.

2. Members who volunteer for a 24-month initial assignment to Uijongbu or Dongducheon may be paid \$300 per month in AIP, to be paid on a monthly basis, upon commencement of the assignment.

3. Members who accept an initial tour to Korea in any location and later elect to extend their assignment length for 12 or 24 months may be paid \$300 per month, to be paid on a monthly basis, upon commencement of the tour with an extension agreement, or entering the extension, whichever is earlier.

C. Restrictions. No agreements shall be entered into after September 30, 2014 with the programs remaining subject to congressional reauthorization of 37 U.S.C. 307a.

150402. Creech Air Force Base Assignment Incentive Program

A. On June 29, 2008, the PDUSD (P&R) approved the payment of assignment incentive pay for personnel assigned to Creech Air Force Base (AFB). The Air Force implemented the program with their instructions dated July 11, 2008. On July 30, 2008, the PDUSD (P&R) modified the approval by removing the contractual obligation for members to receive the AIP. The Acting USD (P&R) authorized the Air Force to continue the AIP through March 31, 2012.

1. Members are authorized \$300 per month for the first 36 months and \$750 per month thereafter for:

a. Being permanently assigned to Air Force units or elements,
and,

b. Prior to July 30, 2008, eligible members were required to sign a written agreement to serve in a designated assignment at Creech AFB for a period corresponding to 36 or more months time on station (TOS).

2. TOS credit (whole months) for the purposes of calculating AIP will be given for temporary duty travel (TDY) to Creech AFB for those who begin a subsequent permanent change of station assignment to Creech AFB within 6 months of the completion of that TDY. This calculation is for TOS equivalency only. No retroactive payment of AIP is authorized.

B. Pursuant to the authority granted on September 21, 2011, by the PDUSD(P&R) to the Service Secretaries to manage their AIP programs, the Secretary of the Air Force reauthorized the Creech AFB AIP program effective April 1, 2012, with an ending date of September 30, 2012.

1. Eligible recipients are:

a. Active duty Air Force, Air Reserve, and Air National Guard members who are permanently assigned to Air Force units or Air Force elements at Creech AFB.

b. Authorized \$300 per month for the duration of their assignment to Creech AFB.

2. Air Force Specialty Codes 10C0, 20C0, 30C0, and 91W0 are not authorized Creech AFB AIP.

3. Eligible members may receive AIP for Creech AFB and other approved incentive pays under [37 U.S.C. 307a](#), providing the total monthly incentive pays do not exceed \$1500.

150403. 24th Special Tactics Squadron (24th STS) Incentive Program

The PDUSD (P&R) on September 25, 2007 authorized the payment of \$750 per month AIP to enlisted members of the 24th STS. The Air Force implemented the AIP program on October 23, 2007. The program was extended on December 22, 2009 by the OUSD (P&R).

A. Eligibility

1. Enlisted special mission unit (SMU) members who have already served a minimum of 12 months in operator billets are eligible.

2. A written agreement must be signed to serve an additional 12 to 36 months in an SMU assignment.

B. Termination

1. This AIP payment shall terminate upon permanent reassignment to another billet or unit other than a 24th STS operator billet.

2. This AIP payment shall terminate in the event the member goes AWOL or in a confinement status prior to completion of this assignment.

3. The program was continued through December 29, 2011. No new contracts could be entered into after that date.

*150404. 724th Special Tactics Group (24th STG) (formerly the 24th Special Tactics Squadron) Incentive Program

The Secretary of the Air Force (SAF) established this program on December 30, 2011 with a monthly payment of \$1,000 being authorized to eligible personnel.

A. Eligibility. Enlisted SMU members who have a cumulative assignment time of 48 months or more are eligible.

B. Termination. The program terminated on September 30, 2012. The SAF reestablished the program on October 17, 2012 with a termination date of September 30, 2013. Any payment made for the period October 1 through October 16, 2012 is invalid. No payments can be made beyond September 30, 2013 without the program being extended by the SAF.

150405. Air Force Remote Piloted Aircraft (RPA) Incentive Program

See chapter 22.

150406. Air Force Remote Piloted Aircraft (RPA) Aviation Incentive Pay (AVIP)

See chapter 22.

150407. Air Force Remote Piloted Aircraft (RPA) Sensor Operator Incentive Program

See chapter 22.

150408. Air Force Remote Piloted (RPA) Career Enlisted Aviation Incentive Pay (CEVIP)

See chapter 22.

1505 MARINE CORPS ASSIGNMENT INCENTIVE PAY PROGRAMS

150501. Deployment Extension Program

On February 14, 2007, the Marine Corps authorized AIP for Marines who extend their enlistment/reenlistment in order to complete a deployment with a unit involuntarily extended in support of Operation Iraqi Freedom, Operation Enduring Freedom or other Global War on Terrorism mission. This AIP is payable through December 31, 2010.

A. Eligibility

1. Must have less than 12 months on active service remaining on their existing enlistment/reenlistment.

2. Must agree to remain with their current unit to complete the extended deployment.

B. Payment. Marines who extended their enlistment/reenlistment will be eligible to receive \$500 for every month of their extension.

C. Termination. Payment of AIP will stop if service initiated, or other, no fault of the Marine, curtailment of the AIP tour.

150502. Combat Extension Program

Effective October 1, 2006, Marines who extended their expiration of active service (EAS) beyond October 1, 2007, to complete a 7 or 12-month deployment in support of Operation Iraqi Freedom, Operation Enduring Freedom or other Global War on Terrorism mission are eligible for AIP. This AIP is payable through December 31, 2010.

A. Eligibility

1. Must have less than 12 months remaining until their EAS.
2. Must extend their EAS into FY08 (October 1, 2007).
3. Must agree to remain with their current unit or be reassigned to a deploying unit based on the needs of the Marine Corps. Marines that have previously extended and have completed the deployment are eligible for the AIP provided their EAS exceeds October 1, 2007.
4. Must sign a written agreement.
5. Length of extension is based on the Marine's current EAS and the unit deployment schedule. The new EAS must account for the entire deployment and post deployment transition time.

B. Payment

1. Marines who extend their EAS by 7 months to complete a deployment are eligible to receive \$3,000.
2. Marines who extend their EAS by 12 months to complete a deployment are eligible to receive \$6,000.
3. Combat Zone Tax Exclusion (CZTE) will apply if the Marine signs the agreement while physically located in a CZTE area or during the month in which CZTE applies.

C. Recoupment. If the Marine does not fulfill the EAS extension or complete the deployment due to misconduct or actions initiated by the Marine, then the unearned portion of the AIP will be recouped. Recoupment will be prorated based on the period of time unfulfilled. Calculations use a daily rate of \$14.29 for a 7-month and \$16.67 for a 12-month deployment times the number of days of deployment that were not completed.

150503. Marine Corps AIP Programs for Involuntary Extension of Tour Length in Iraq, Afghanistan, or Certain Theater Units Programs

A. Involuntary Extension Beyond 12-Months BoG. The provisions of section 1506 apply.

B. Involuntary Extension Beyond 210 But Less Than 365-Days BoG. On May 17, 2007, AIP was authorized by the PDUSD (P&R) for Marine Corps units/individuals involuntarily extended beyond normal deployment durations subject to an effective date after the Marine Corps announcement of the program. The Marine Corps announced the program effective July 1, 2007 in MARADMIN 397/07. This program is authorized through December 31, 2012, subject to congressional reauthorization of [37 U.S.C. 307a](#).

1. Marines assigned to a unit at or below the Battalion/Squadron level, deployed as service or joint individual augments (IA) or deployed as a member of a transition/training team (TT) who are involuntarily extended beyond 210 days, but less than 365 days, are eligible for AIP. Payment is a flat \$250 for every month (or partial month) the deployment duration exceeds the original deployment return date.

2. The involuntary unit/individual extension must occur in the US Central Command area of responsibility, Marine Expeditionary Unit (MEU), Carrier/Carrier Nuclear (CV/CVN) squadron deployment or other locations designated by the Commandant of the Marine Corps. Marines must be serving in these areas to receive the AIP. Marines that do not deploy; remain at the home station; or stay at other locations not within the unit's AOR are not eligible for this AIP.

3. Marines who join a unit after the unit's departure to the AOR are eligible when the unit is involuntarily extended beyond the original deployment return date.

4. Marines who return from deployment earlier than the original return date are not eligible for this AIP. This includes returning due to combat or non-combat injury.

5. Marines participating in the AIP program outlined in subparagraph 150501 are not eligible for AIP under this subparagraph.

6. Marines already on involuntary extensions are authorized AIP under this subparagraph. Payment commences on the 1st day after the original deployment return date and continues monthly for the duration of the involuntary extension.

7. AIP will be terminated for individuals on the date the member departs the AOR; for units when the majority of the main body of the unit departs the AOR; or for MEUs and CV/CVNs on the date the command element returns to homeport.

150504. Fiscal Year (FY) 07 End Strength Incentive Program

On February 14, 2007, AIP was authorized for enlisted Marines with under 27 years of service who reenlist for a minimum period of 36 months. This AIP is payable through September 30, 2007.

A. Eligibility

1. Marines in grades E-3 through E-9 with under 20 years of service must meet Enlisted Career Force Controls/High Year Tenure (ECFC/HYT) guidelines and:

a. Reenlist during FY07 for 4 years or more are eligible for \$10,000, or

b. Reenlist during FY07 for 3 years prior to February 12, 2007 and who accept an additional 12-months extension to their term of service in conjunction with their AIP agreement are eligible for \$10,000.

2. Marines with over 20 years of service who meet ECFC/HYT guidelines and:

a. Reenlist during FY07 for 3 years or more are eligible for \$10,000, or

b. Reenlist during FY07 for 2 years prior to February 12, 2007 and who accept an additional 12-months extension to their term of service in conjunction with their AIP agreement are eligible for \$10,000.

3. Marines who return to the active component during FY07 and reenlist for a minimum period of 48 months are eligible for the AIP based on the number of days of broken active component service. The periods of broken service and rates are:

a. 90 days or less for \$10,000

b. 91 to 365 days for \$8,000

c. 366 to 1460 days (4 years) for \$6,000

4. Active component Marines reenlisting for a special officer program are eligible for the FY07 AIP provided they meet the guidelines established in [MARADMIN 107/07](#) dated February 14, 2007. Marines commissioned or appointed as warrant officers will not be required to repay any portion of the FY07 end strength AIP.

5. Marines that receive the FY07 AIP and then separate to participate in another program offered by a different service will be required to repay any unearned portion of the AIP agreement.

B. Recoupment. The provisions of Chapter 9, section 0905 applies for recoupment of any unearned FY07 end strength AIP. Recoupment will be prorated with the following rates:

1. Marines with under 20 years will pay \$208 per month times the number of months of the reenlistment contract not completed.

2. Marines over 20 years will pay \$278 per month times the number of months of the reenlistment contract not completed.

150505. Recruiter Extension Program

On February 14, 2007 through December 31, 2010, Marines in MOS 8411 positions are authorized payment of AIP for \$500 per month beginning on the 1st day of the month following the completion of the 36-month tour of duty.

A. Eligibility

1. Marines must be serving in MOS 8411 as a Canvassing Recruiter, Staff Noncommissioned Officer in Charge (SNCOIC) of a recruiting substation or prior service recruiter.

2. Must extend for 6 to 12 months beyond the required 36-month tour.

3. Must successfully complete the 36-month tour of duty.

4. Recruiters must have command endorsement.

5. Recruiters already serving a 6 month or greater extension are eligible for the program. If approved, then payment will be for the remaining months of their current extension.

B. Restriction. Back to back AIP agreements or concurrent AIP extensions beyond 12 months are not authorized.

C. Termination. Payment of AIP will terminate under the following circumstances:

1. Failure to meet recruiting requirements prescribed by the recruiting station commanding officer or prior service recruiting office officer in charge.

2. Service initiated, or other, no fault-of-the-Marine, curtailment of AIP tour.

3. Relief or reassignment from the designated AIP billet.

4. No longer serving in a production recruiter or SNCOIC of a recruiting substation billet.

5. Completion of the recruiter extension program period.

150506. Special Mission Unit (SMU) Program

On November 28, 2007, the PDUSD (P&R) authorized the Marine Corps to establish an AIP program for Special Mission Units. The authority to enter contracts under the PDUSD(P&R) authorization ended December 31, 2011. The Secretary of the Navy reauthorized this program on February 17, 2012 with agreements being allowed through September 30, 2012. Any agreement entered into after December 31, 2011 and before February 17, 2012, is considered unauthorized.

A. Payment

1. Payment of \$750 per month is authorized for Marines who have served in an SMU operator billet for less than 3 years.

2. Payment of \$1,000 per month is authorized for Marines who have served in an SMU operator billet for 3 or more years.

B. Eligibility

1. Only SMU enlisted Marines serving in operator billets are eligible.

2. Eligible Marines must sign a written agreement to serve an additional 12 to 36 months in an SMU billet.

C. Termination

1. This AIP payment shall terminate upon permanent reassignment to another billet or unit other than an SMU.

2. This AIP payment shall terminate in the event the member goes AWOL or in a confinement status prior to completion of this assignment.

150507. Voluntary Extension Beyond 365 Days Boots on Ground in Iraq, Afghanistan, or Other Theater Units Program

The PDUSD(P&R) on October 11, 2007 authorized the Marine Corps to establish an AIP program for voluntary extensions for Marines serving on a 12-month deployment in a Regimental/Group level command or higher, who, upon completion of 12 consecutive months or 12 months out of the previous 15 months BoG in Iraq, Afghanistan, or certain theater units,

volunteer to extend for a minimum of 90 days. The Marine Corps issued MARADMIN 040/08 on January 16, 2008, establishing an AIP program for these voluntary extensions.

A. Eligibility

1. Marines must be on an initial 365-BoG tour in a Regimental/Group Level Command or higher.

2. Marines must be an E6 or above. Marines selected for E6 are eligible.

3. Marines must be serving in the US Central Command Area of Responsibility (AOR) which is defined as Iraq, Kuwait, Afghanistan, Bahrain, or the Horn of Africa prior to the extension.

4. Marines must sign a written agreement to extend their deployment a minimum of 90 days.

B. Payment. Payment of \$500 per month is authorized for the length of the voluntary extension.

C. Restriction. Payment for this voluntary AIP program may not be combined with any involuntary extension programs.

D. Termination

1. Payment for the AIP program will terminate when the Marine departs the AOR.

2. No new written agreements will be entered into after December 31, 2012, subject to congressional reauthorization of [37 U.S.C. 307a](#).

1506 ASSIGNMENT INCENTIVE PAY PROGRAMS FOR INVOLUNTARY EXTENSIONS IN IRAQ, AFGHANISTAN OR CERTAIN THEATER UNITS

The AIP program for involuntary extensions beyond 12-months BoG in Iraq, Afghanistan, or certain theater units entitled qualified members to \$800 per month in AIP. There are 4 independent qualifying effective dates with criteria as follows:

150601. January 20, 2004 PDUSD (P&R) Memo

On January 20, 2004, AIP was authorized for members assigned or attached to specified units identified by the Combatant Commander as having been required to remain in Iraq beyond the normal 12-month rotation return date. Additionally, the individual member must have been deployed to Iraq (including staging time in Kuwait) and/or Afghanistan for 12-months within a 15-month period (365 days out of 450 days). (The authority issued on January 20, 2004, was

rescinded, but replaced by policy issued on April 12, 2004, by memorandum with no material change).

150602. April 22, 2004 PDUSD (P&R) Memo

On April 22, 2004, AIP was authorized for members assigned to theater units not based in Iraq, who routinely conduct operations in Iraq or support units that conduct operations in Iraq. The only qualifying units are those specified by the Combatant Commander as having been involuntarily extended beyond the normal 12-month rotation return date. Additionally, the individual member must have been deployed to Iraq (including staging time in Kuwait) and/or Afghanistan and/or the location of the unit for 12 months within a 15-month period (365 days out of 450 days).

150603. June 24, 2005 PDUSD (P&R) Memo

On June 24, 2005, continued payment of AIP in effect under the April 12th and 22nd, 2004 memoranda for members in units involuntarily extended beyond 12-months BoG in Iraq was authorized. The program was also expanded to include Afghanistan and any individual member involuntarily extended beyond 12-months BoG in Iraq, Afghanistan or in certain theater units (units that routinely conduct operations or support units that conduct operations in Iraq or in Afghanistan, but are not based in those countries). The authority issued on June 24, 2005, rescinded the April 12th and 22nd, 2004 memoranda referenced in subparagraphs 150601 and 150602.

150604. November 13, 2008 PDUSD (P&R) Memo

The PDUSD (P&R) issued a November 13, 2008 memo authorizing the payment of \$1,000 for AIP effective on and after December 1, 2008. Members will be provided a written statement specifying the period of the approved involuntary extension for which the AIP will be paid.

150605. Payment Exception

Payment will not be prorated for partial months, but rather will be paid in full for any partial month of qualification. This is an exception to the usual practice of prorating AIP.

1507 SPECIAL OPERATIONS FORCES (SOF) INCENTIVE PAY PROGRAM

On January 1, 2005, the PDUSD (P&R) authorized AIP for military members assigned to the Special Operations Command (SOCOM).

150701. Eligible Members

Enlisted members and Warrant Officers assigned in MFP-11 SOCOM billets having more than 25 years of service, and who are designated by the Combatant Commander SOCOM as “operators” shall be authorized AIP provided the member signs a written agreement to remain

on active duty for an additional minimum 12-month period. The period may be prorated in the year of scheduled retirement. The following SOF specialties are designated as eligible for AIP purposes:

A. Army: Enlisted MOS 18B, 18C, 18D, 18E, 18F, 18Z, and Warrant Officer Classification 180A.

B. Navy: Navy Enlisted Codes 5326 and 5352, and Navy Officer Designations 715X and 717X.

C. Air Force: Air Force Specialty Codes 1C2XX and 1T2XX.

D. Marine Corps: Marine Corps Special Operations Command and Joint Special Operations Command members certified in training event codes requiring SOF skills associated with Critical Skill Operator and Special Operations Capabilities Specialist.

150702. Payment

The monthly rate of AIP under this program will be \$750. Members will be entitled beginning on the effective date of the agreement through the period of the agreement.

150703. Restriction

No new contracts shall be entered into after March 31, 2012, except for the Army who extended their program through December 31, 2012.

*1508 JOINT SPECIAL OPERATIONS COMMAND (JSOC) PROGRAM

The OUSD (P&R), on June 29, 2009, authorized the Army, Air Force, Marine Corps, and Navy to pay AIP to members who hold a Special Operations Forces (SOF) specialty and are serving in one of up to 20 U.S. Special Operations Command (SOCOM) designated senior enlisted (E7 to E9) billets in JSOC. [This authorization expired on December 31, 2010 for the Air Force, Navy and Marine Corps. The Army reauthorized this program on November 28, 2011. See paragraph 150314.](#)

1509 ASSIGNMENT INCENTIVE PAY IN LIEU OF POST-DEPLOYMENT/ MOBILIZATION RESPITE ABSENCE (PDMRA) PROGRAM

The Secretary of Defense directed on January 19, 2007, that a program be established to recognize members who mobilize or deploy more frequently than established rotation policy goals. The PDMRA program was established to allow a member to earn days of administrative absence, not chargeable to the member's accrued leave account, dependent on the length of time the member deployed beyond the rotation policy goals. The program also allows members to receive monetary compensation in lieu of administrative absence days in certain situations.

150901. May 24, 2007 Under Secretary of Defense (USD) Memorandum

The Under Secretary of Defense (Personnel and Readiness) authorized the Secretary concerned to offer the option of payment of AIP in lieu of taking administrative absence under the PDMRA program in certain situations. Certain Reserve Component members could elect to receive AIP for PDMRA days earned instead of taking the administrative absence. The programs are not effective until the Services publish their implementation instructions.

A. Eligible Members. Reserve component members who are also federal, state, or local government civilian employees and precluded by law from being paid by two entities for simultaneously serving in a Reserve component status and in their civilian government jobs may elect the payment of AIP instead of taking administrative absence.

B. Requirement. The member must elect to receive the AIP instead of the PDMRA administrative absence days before the PDMRA days are earned.

C. Payment. Members electing to be paid the AIP shall receive \$200 for each PDMRA day earned. Members are not authorized to be paid for any PDMRA days earned before an election is made.

D. Restrictions

1. Payment of the AIP shall not exceed the monthly limit of \$3,000 prescribed in [37 U.S.C. 307a](#).

2. The PDMRA payment benefit is not eligible for combat zone tax exclusion.

E. Service Instructions. Effective dates for the implementation are:

1. Marine Corps: July 27, 2007

2. Navy: August 2, 2007

3. Army: August 7, 2007

4. Air Force: October 1, 2007

150902. Authority

Public Law 111-84, section 604, dated October 28, 2009, authorized the Secretary of Defense to prescribe regulations allowing the Secretary concerned to provide current and former members with payment for administrative absence days earned under the PDMRA program during the period January 19, 2007 through the date the Service implemented their respective PDMRA program. The OUSD (P&R) issued guidance on February 1, 2010, authorizing the

Secretary concerned to issue implementing guidance. The discretionary authority to pay this benefit expires on October 28, 2010.

A. Eligible members

1. Former members who were discharged or released from the Armed Forces under honorable conditions.

2. Current active and reserve component members who during the period described in paragraph 150902 qualified for PDMRA days.

B. Payment

1. Former members may receive \$200 for each PDMRA day earned.

2. Current members who, during the period of January 19, 2007, through the date the member's service implemented the PDMRA benefits as stated in subparagraph 150901.E, would have earned PDMRA days may receive either one day of administrative absence for each PDMRA day earned or payment not to exceed \$200 per day for each PDMRA day earned during that time frame, as directed by the Secretary concerned.

3. Payment may be paid in lump sum or installments, at the election of the Secretary concerned.

C. Restrictions

1. Payment of the AIP shall not exceed the monthly limit of \$3,000 prescribed in [37 U.S.C. 307a](#).

2. The PDMRA payment benefit is not eligible for combat zone tax exclusion.

[*150903. Program Guidance for Qualifying Deployments and Mobilizations on or after January 19, 2007, but before October 1, 2011](#)

A. Frequency Thresholds

1. Active Component (AC) members deployed in excess of 12 months during the most recent 36-month period qualify for PDMRA.

2. Reserve Component (RC) members mobilized in excess of 12 months during the most recent 72-month period qualify for PDMRA.

B. Creditable Time

1. Creditable time for AC members includes the day of the member's arrival at the deployed location through departure of BOG.

2. Creditable time for RC members includes mobilizations under 10 U.S.C. 12301(a), 12302, or 12304. Mobilization for this purpose includes the day the member is mobilized through the date the mobilization is terminated.

3. The Secretary concerned may include other deployments or mobilizations in conjunction with an expanded program for the Service concerned.

4. For AC members, computation of creditable time commences 36 months prior to the member's deployment and continues during the deployment.

5. For RC members, computation of creditable time commences 72 months prior to the member's mobilization and continues during the deployment.

6. The Secretary concerned shall establish policy on the crediting of time when court-martial or other adverse administrative actions have been initiated.

7. PDMRA days are authorized for each month or portion of a month that a member is deployed (AC) or mobilized (RC) beyond the frequency thresholds at subparagraph 150903.A. The number of PDMRA days awarded to AC and RC members are:

a. One day of administrative absence per month in excess of 12 months during the qualifying period.

b. Two days of administrative absence per month in excess of 18 months during the qualifying period.

c. Four days of administrative absence per month in excess of 24 months during the qualifying period.

8. The Secretary concerned may develop supplementary tables, including other non-monetary recognition programs, delivering comparable or greater benefits to members meeting the frequency thresholds at subparagraph 150903.A.

9. RC members must be on active duty during the days they take their earned PDMRA days.

C. Payment

1. Under current law, RC members who are also Federal, State, or local government civilian employees are not permitted to receive their civilian pay on the same days they are serving on active duty. Affected members may elect to receive assignment

incentive pay at \$200 for each day of absence that otherwise would have been authorized, not to exceed \$3,000 monthly as prescribed in 37 U.S.C. 307a., in lieu of being awarded administrative absence days.

2. There is no option to cash in administrative absence days already earned. The AIP election must be made by the affected RC member prior to the days being earned.

*150904. Program Guidance for Qualifying Deployments and Mobilizations on or after October 1, 2011, Including that Portion of an Ongoing Deployment or Mobilization that Occurs on or after October 1, 2011

A. Deployment and Mobilization Frequency Requirements and/or Thresholds

1. AC members who, on the first day of their current deployment, had deployed in excess of 12 months out of the previous 36 months, and who meet the other eligibility criteria contained in this enclosure, qualify for PDMRA days.

2. RC members who, on the first day of their current qualifying mobilization, had been mobilized pursuant to 10 U.S.C. 12301(a), 12302, or 12304 in excess of 12 months out of the previous 72 months, and who meet the other eligibility criteria contained in this enclosure, qualify for PDMRA days. The 12 month qualifying period may include service pursuant to section 10 U.S.C. 12301(d) when designated by the Secretary concerned.

3. The Secretary concerned may utilize the deployment-to-dwell ratio of 1:2 for AC members or mobilization-to-dwell ratio of 1:5 for RC members as the qualifying threshold for providing PDMRA benefits as opposed to the requirements contained in paragraphs 150903.A and 150903.B.

B. 2 Days PDMRA Accrual Conditions

1. AC Service members accrue 2 administrative absence days per month when the deployment threshold established in paragraph 150904.A is exceeded and the AC member is:

- a. Deployed to Iraq or Afghanistan; or
- b. Deployed to a CZTE area when the CZTE area has been designated as a 2-day per month PDMRA accrual location by the Secretary concerned.

2. RC Service members accrue 2 administrative absence days per month when the mobilization threshold established in paragraph 150904.A is exceeded and the RC member is serving:

- a. In Iraq or Afghanistan pursuant to 10 U.S.C. 12301(a), 12302, or 12304;

b. In Iraq or Afghanistan pursuant to 10 U.S.C. 12301(d) when designated by the Secretary concerned; or

c. In a CZTE area under the authority of 10 U.S.C. 12301(a), 12301(d), 12302, or 12304 when the CZTE area has been designated as a 2-day per month PDMRA accrual location by the Secretary concerned.

C. 1 Day PDMRA Accrual Conditions

1. AC members accrue 1 administrative absence day per month when the deployment threshold established in paragraph 150904.A is exceeded for deployments to a qualifying CZTE area when the CZTE area has been designated as a 1-day per month PDMRA accrual location by the Secretary concerned.

2. RC members accrue 1 administrative absence day per month when the mobilization threshold established in paragraph 150904.A is exceeded and the RC member is serving:

a. Outside of the United States pursuant to 10 U.S.C. 12301(a), 12302, or 12304;

b. Outside of the United States pursuant to 10 U.S.C. 12301(d) when designated by the Secretary concerned; or

c. In a CZTE area pursuant to 10 U.S.C. 12301(d) when the CZTE area has been designated as a 1-day per month PDMRA accrual location by the Secretary concerned.

D. PDMRA Accrual Conditions

1. Service members, at a minimum, must meet PDMRA eligibility criteria contained in paragraph 150903 and 150904 for 30 consecutive days in order to begin accruing PDMRA days. Upon meeting the minimum 30 consecutive day requirement:

a. PDMRA accrual for AC members includes the day that the member arrives at the deployed location through the day that the member redeploys.

b. PDMRA accrual rates for RC members includes the day that the member is ordered to duty pursuant to 10 U.S.C. 12301(a), 12302, or 12304 through the date that the member's service is terminated under that same authority.

2. When designated as qualifying for PDMRA by the Secretary concerned pursuant to subparagraphs 150904.B.2.b, 150904.B.2.c, 150904.C.2.a, or 150904.C.2.b, include the day that the member enters service pursuant to 10 U.S.C. 12301(d) through the date that the member's service is terminated under that same authority.

E. Extensions of Mobilization Orders to Utilize Accrued PDMRA Days. The Secretary concerned may extend the mobilization orders of RC Service members, within statutory limitations, to allow these members to utilize PDMRA days accrued during the mobilization. RC members do not accrue PDMRA days during the time that mobilization orders are extended for the purpose of utilizing PDMRA days.

F. Election of Payment for PDMRA Days for Select RC Members. Under current law, RC members who are also Federal, State, or local government civilian employees are not permitted to receive their civilian pay while on active duty utilizing accrued PDMRA days. To resolve this pay restriction, the Secretary concerned may offer such RC members a special PDRMA payment which permits such members to elect to receive AIP pursuant to 37 U.S.C. 307a, in lieu of being awarded PDMRA administrative absence days. For this purpose, the AIP would be valued at a rate of \$200 for each day of administrative absence that otherwise would have been authorized under the PDMRA program, not to exceed the statutory \$3,000 monthly maximum limit of AIP payable to an individual member pursuant to 10 U.S.C. 307. If this option is offered, the AIP election must be made by the RC Service member prior to the PDMRA days being earned. This option may NOT be used to cash in administrative absence days already earned.

G. Crediting PDMRA Time. The Secretary concerned shall establish policy on crediting PDMRA time when court-martial or other adverse administrative actions have been initiated.

H. RC Use of Administrative Absence Days. RC members must be serving pursuant 10 U.S.C. 12301(a), 12301(d), 12302, or 12304 in order to utilize the administrative absence days accrued under the PDMRA Program.

*150905. Public Law (P.L.) 112-120, dated May 25, 2012

A. PL 112-120 clarified the entitlement to PDMRA days for RC members. The law allows for the Secretary of Defense to determine that provisions of entitlement outlined in Department of Defense Instruction 1327.06 shall not apply to RC members whose qualified mobilization commenced before October 1, 2011 and continued on and after that date until the date the mobilization terminated.

B. The USD (P&R) issued implementation guidance for P.L. 112-120 on July 11, 2012. The guidance stipulated that:

1. Each Military Department Secretary shall publish implementing guidance and establish an application process to allow qualifying current and former RC members to apply for benefits authorized by P.L. 112-120.

2. Benefits are only authorized for RC members who deployed outside the continental United States and whose qualified mobilization commenced before October 1, 2011.

3. Each military Department Secretary shall provide qualifying applicants with a PDMRA day, or a payment of \$200 for each PDMRA day that the individual would have qualified for had the October 1, 2011 guidance changes not applied to the individual.

4. Each Military Department's application for benefits shall require qualifying RC members to elect to receive either PDMRA day or payment of \$200 for each qualifying PDMRA day. The application will caution members who are no longer mobilized in a status where they can use the PDMRA days and elect PDMRA days in lieu of payment that:

a. The PDMRA days will be banked and cannot be used until the next qualifying period of service, and

b. Banked PDMRA days will be lost if the member is separated from the military prior to using the PDMRA days. Banked PDMRA days cannot be subsequently sold.

5. Qualifying former RC members will only receive \$200 per day for each PDMRA day.

6. Former RC members who were discharged or released from the Armed Forces under other than honorable conditions are not eligible for benefits.

7. Each Military Department Secretary may elect to pay qualifying individuals a lump sum payment or installments.

8. The authority to provided benefits under P.L. 112-120 expires on October 1, 2014. This expiration does not affect PDMRA days earned prior to but used or paid for after October 1, 2014. The member must have elected the payment option before October 1, 2014.

*150906. P.L. 112-239 dated January 2, 2013

A. P.L. 112-239 allows for the payment of \$200 per day to individuals who were eligible to participate as a member of the Armed Forces in the PDMRA program, but who did not participate in 1 or more days in the program due to Government error. Those individuals must apply for payment of PDMRA days with an application for the correction of their military records pursuant to 10 U.S.C. 1552, or other process as prescribed by the Secretary concerned.

B. A claim for a deceased individual, who would have been authorized to apply for the payment of \$200 in subparagraph 150906.A, may be submitted by the deceased individual's legal representative. Payment for a deceased member shall be made pursuant to 10 U.S.C. 1552 (c)(2), or other process as determined by the Secretary concerned.

Table 15-1. Army Explosive Ordnance Disposal Assignment Incentive Pay

Pay Grade	Years of Qualified EOD Service				
	1 or less	Over 1	Over 3	Over 5	Over 8
E-9	300	300	300	300	300
E-8	400	400	400	400	400
E-7	600	600	600	600	600
E-6	500	500	500	650	750
E-5	200	200	300	300	300
E-4	50	100	150	150	150
E-3	50	50	100	100	100
E-2	50	50	100	100	100
E-1	50	50	100	100	100

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