

VOLUME 7A, CHAPTER 15: “SPECIAL PAY – ASSIGNMENT INCENTIVE PAY (AIP)”

SUMMARY OF MAJOR CHANGES

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

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

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

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

The previous version dated **July 2014** is archived.

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
150101 150102	Added the “Purpose” and “Authoritative Guidance” paragraphs to comply with current administrative guidance and renumbered subsequent paragraphs.	Addition
1502	Changed section name to “Department of Defense AIP Criteria” and renumbered remaining sections accordingly.	Revision
150204.A	Extended the “Duration of Authority” to December 31, 2016 for AIP in accordance with Public Law 114-92.	Revision
150301.C	Extended the period of authority for entitlement to Naval Special Warfare Development Group AIP to December 31, 2016.	Revision
150302	Reestablished the Sea Duty Incentive Pay AIP effective February 19, 2016 through December 31, 2016.	Revision
1504	Extended period of entitlement to Army AIP through September 30, 2016.	Revision
150401.C	Added Restrictions to Army Korea AIP.	Addition
150402	Added the “Exception to Policy to the Korea AIP.	Addition
150403	Changed the Explosive Ordnance Disposal AIP termination date to October 1, 2015 and removed subsequent criteria.	Revision
150404.D	Extended the period of entitlement to Asymmetric Warfare Group (AWG) AIP to September 30, 2016.	Revision
150405	Changed the 780 th Military Intelligence Brigade AIP termination date to September 30, 2014 and removed subsequent criteria.	Revision
150406	Changed the Special Mission Units (SMU) AIP termination date to September 30, 2014 and removed subsequent criteria.	Revision

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
150407	Changed the Army Special Operations Aviation AIP termination date to September 30, 2014 and removed subsequent criteria.	Revision
150408	Changed the Career Management Field termination date to September 30, 2014 and removed subsequent criteria.	Revision
150409.C	Added the "Restrictions" subparagraph to the Joint Special Operations Command (JSOC) AIP.	Addition
150409.D	Extended the period of entitlement to the JSOC AIP to September 30, 2016.	Revision
150410	Added new paragraph for the Army Special Operations Command AIP.	Addition
150411	Added new paragraph for the Army Cyber Command AIP.	Addition
150412	Added new paragraph for the 14 th Missile Defense Battery (MDB) AIP.	Addition
150501.A	Extended the period of authority for entitlement to Korea AIP to December 31, 2017.	Revision
150502	Extended the period of authority for entitlement to the 724th Special Tactics Group AIP to December 31, 2020.	Revision
150505	Extended the period of authority for entitlement to the Headquarters Air Force Special Operations Command AIP to December 31, 2019.	Revision
150506	Extended the period of authority for entitlement to the Intercontinental Ballistic Missile Field Operations AIP to December 31, 2017.	Revision
150507	Added new paragraph for Kingsley Field, Klamath Falls, Oregon.	Addition
1506	Changed section title to "Marine Corps AIP for SMU Operators."	Revision
150601	Extended the period of authority for entitlement to the Marine Corps SMU Operators AIP to December 31, 2016.	Revision
Table 15-1	Deleted table as being obsolete.	Deletion
Bibliography	Updated statutes and references.	Revision

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CHAPTER 15

SPECIAL PAY – ASSIGNMENT INCENTIVE PAY (AIP)

1501 GENERAL

*150101. Purpose

This chapter prescribes the general policy applicable to the payment of AIP.

*150102. Authoritative Guidance

The bibliography at the end of this chapter lists the authoritative references.

*1502 DEPARTMENT OF DEFENSE AIP CRITERIA

150201. 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 \$1,500 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).

150202. Eligibility

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

150203. Payment

Incentive pay paid under this section is in addition to any other pay and allowances to which the member is entitled, except as may be noted under each program. This payment may be made in a lump sum, installments, or monthly increments as authorized for each program. The maximum monthly amount of AIP payable to any service member may not exceed \$1,500. Monthly pay will be prorated for partial months served, except as noted under each program.

150204. Restrictions for All AIP Programs

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

* A. Under Title 37 United States Code (U.S.C.) section 307a, no agreement for any AIP program may be entered into after [December 31, 2016](#).

B. A member is not entitled to AIP during a period of terminal leave [which ends](#) 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, [the higher dollar value AIP will be paid](#).

D. Reserve Component (RC) members are not authorized AIP for assignments at their permanent duty station.

[150205](#). Special Provisions

The service of a member in a designated assignment will be considered continuous [in](#) any period of temporary absence during which the member is performing temporary duty pursuant to orders or on authorized leave other than transition leave.

[1503](#) NAVY [AIP](#) PROGRAMS

[*150301](#). Pilot Programs

A. [On May 29, 2003](#), the Navy was authorized a Pilot Program for AIP. The entitlement conditions are:

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

2. [The Service member and the Navy negotiate to determine the payment rates, which may be](#) different for members in the same location. For partial months served in a designated assignment, [payment will be prorated](#);

3. Payment for AIP may not be made to Navy members receiving a Selective Reenlistment Bonus for Location for the same assignment; [and](#)

4. [This program will remain in effect until the Assistant Secretary of the Navy \(ASN\) Manpower and Reserve Affairs \(M&RA\) rescinds the program or higher authority cancels the program](#).

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

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

2. Enlisted personnel must be assigned to NSWDC designated billets;
3. Enlisted personnel will sign an agreement or accept orders to voluntarily remain in an NSWDC billet for an additional 12 months from the date of the agreement or date of the first AIP payment, whichever is later;
4. Personnel who have been assigned to a designated NSWDC billet for:
 - a. less than 3 years since completion of the required training will receive AIP at \$750 per month; or
 - b. 3 years or more since completion of the required training will receive AIP at \$1000 per month; and
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; and
6. This program will remain in effect until the ASN (M&RA) rescinds the program or higher authority cancels the program.

* C. On October 1, 2013, the Navy announced a new AIP for NSWDC personnel assigned to Combat Support (CS) positions. The ASN (M&RA) reauthorized the continuance of AIP for personnel assigned to CS positions effective December 11, 2015 through December 31, 2016. The requirement conditions are:

1. Qualified CS personnel are eligible to receive an AIP flat-rate of \$500 or \$750 (for Explosive Ordnance Disposal personnel with more than 3 years of NSWDC Service) per month for each month after completing initial qualification.
2. A written agreement is required to receive this AIP.

*150302. Sea Duty Incentive Pay (SDIP) Program

On March 15, 2007, the Navy implemented the SDIP program. Since then, there have been multiple reauthorizations of the program by the Navy. On January 2, 2015, after a break of 1 day, the SDIP program was reestablished and ended on December 31, 2015. Any agreements entered into on January 1, 2015 are considered unauthorized. Effective February 19, 2016, the ASN (M&RA) reestablished the program through December 31, 2016. Any agreements entered into after December 31, 2015 and before February 19, 2016 are 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 12 months and a maximum of 48 months (36 months for an assignment outside the Continental United States (CONUS), 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 to an aviation squadron for a minimum of 12 months and a maximum of 48 months (36 for an assignment outside the continental United States, including Hawaii).

3. Sea Duty Incentive Pay – Back-To-Back (SDIP-B). SDIP-B is authorized for Sailors who voluntarily extend their sea duty when assigned to a Type 2/4 command for rotational purposes upon transfer to ships, submarines, or aviation squadrons by a minimum of 12 months and a maximum of 48 months, based upon Department of Defense area or minimum activity tour length requirements.

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

1. Be serving in or selected for advancement (including frocked members) in one of the eligible ratings, skills, and pay grades listed in the SDIP Eligibility Chart; and

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

3. Be serving:

a. 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

b. In a permanent duty assignment on a Type 2/4 sea duty for purposes of rotation and transfer to a ship, submarine, or aviation squadron and home ported in CONUS, Hawaii, or overseas for SDIP-B. Ships under construction that have not yet been delivered and commissioned are not eligible for SDIP.

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

C. Restrictions

1. RC Sailors are not eligible for SDIP.
2. Sailors are not eligible for SDIP and any other AIP allowance simultaneously.

D. Payment. The Department of the Navy determines the SDIP rates, which change frequently and vary by pay grade and skill/rating. The [SDIP Eligibility Chart](#) contains the current monthly entitlement rates for the SDIP program.

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; or

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

2. [Recoupment of payments already received will not be required](#) if a sailor becomes ineligible for SDIP for any of the following reasons:

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; or

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 will be payable in the settlement of the deceased sailor's final military pay account. The unpaid SDIP will be payable in a 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.

*1504 ARMY AIP PROGRAMS

The Department of the Army (DA), Office of the Deputy Chief of Staff (ODCS) G-1 authorizes AIP programs for Army personnel in amounts of \$1,500 per month or less. All Headquarters Department of the Army (HQDA) authorized programs have a termination date of September 30, 2016. No new agreements may be entered into after this date without DA reauthorization of the programs. The programs listed in paragraphs 150401 through 150411 are DA programs and fall under these guidelines.

*150401. Korea AIP (KAIP) Program

A. Eligibility

1. Soldiers must be permanently assigned to Korea in the grades of E-4 and above.
2. Soldiers must not be serving in command select list positions.
3. Soldiers must be in good standing and not be under Uniform Code of Military Justice (UCMJ) action at the time of approval, and must remain in good standing throughout the AIP tour.
4. Soldiers assigned to Korea for more than 40 months at the end of their current tour are not eligible to apply.
5. Soldiers serving on their initial assignment after graduating from initial entry training or newly appointed officers are not authorized to apply.

B. Payment

Payments will be made with the following restrictions:

1. The maximum monthly rate payable is \$500. For agreements entered into on or after October 1, 2015, lump sum payments will be paid on the approval of the AIP agreement extending the soldier's assignment; and
2. Soldiers are limited to a maximum 24 month extension under this AIP program. Payment for an extension beyond 24 months or a subsequent extension when combined with a previous extension(s) that exceeds 24 months is not authorized; and
3. The commander determines the monthly entitlement rate based on the needs of the Army and may be different for soldiers serving in similar positions at the same location but will not exceed the monthly rate of \$500; and
4. If a soldier elects a monthly payment to extend their current tour, AIP payments for the period of the extension will begin on the first month of the extension period; and
5. Lump sum payments will be computed by multiplying the monthly rate authorized by the Commander at the time the soldier enters into the written agreement, by the number of continuous months for which the AIP is authorized.

* C. Restrictions

1. Soldiers are not authorized to receive more than one AIP simultaneously for the same period of service (i.e., KAIP and Overseas Extension Special Pay/Bonus program outlined in Chapter 14). If the soldier is eligible for more than one AIP, he or she will receive the higher of these AIPs.
2. Soldiers are not authorized to receive more than one incentive for the same period of service. If the soldier is eligible for more than one incentive program, the soldier may choose the incentive program they believe will be in their best interest.
3. RC members are not authorized AIP for assignments at their permanent duty station.

*150402. Exception To Policy (ETP) to KAIP

The DA, ODCS G-1 approved the following exceptions to the KAIP Program:

- A. On September 24, 2015, the DA, ODCS G-1 approved an ETP to pay KAIP to first term Soldiers assigned to units taking part in the relocation of Eighth Army forces to Camp Humphreys. The exception only applies to soldiers under Eligibility paragraph 150401.A.1 and A.5 and only for those soldiers needed to maintain the unit's readiness during the relocation. The ETP will remain in effect until terminated by the Eighth Army Commander; however, no new agreements will be entered into under this exception after September 30, 2016.

B. The DA, ODCS G-1 approved an ETP to pay KAIP to the following:

1. Commissioned Officers

a. Air Defense Artillery Officers in Career Specialty 14 and Warrant Officers in Career Specialty 140.

b. Army Medical and Dental Officer.

c. Aviation Officers in Career Specialty 15 and Warrant Officers in Career Specialty 150.

2. Enlisted Service Member. Enlisted first term Soldiers in Military Occupational Specialties: 13B, 13D, 13F, 13M, 13P, 13R, 14G, 14H, 14S, 14T, 15S, 15Q, 25L, 25P, 25R, 31K, 35M, 35P, 35T, 68A, 68C, 68D, 68E, 68J, 68R, 68Q, 68W, and 74D (with L3 and L6 Additional Skill Identifier (ASI)).

C. The exception only applies to soldiers under Eligibility paragraph 150401.A.1 and A.5.

D. This ETP terminates on September 30, 2016. No new agreements will be entered into under this exception after September 30, 2016.

*150403. Enlisted Explosive Ordnance Disposal (EOD) Program

Per Memorandum from HQDA, ODCS, G-1, dated September 24, 2015, the EOD Program was not renewed for Fiscal Year (FY) 2016. Any approved AIP agreements in existence prior to October 1, 2015 will remain valid under its terms until the termination date of the agreement. Any agreements approved after September 30, 2015 are invalid.

*150404. Asymmetric Warfare Group (AWG) AIP

A. Eligibility

1. Soldiers in grade E5 to E9, W2 to W4, and O2 to O4, and permanently assigned to an authorized Operational Advisor position within the group or operational support billet in an operational squadron.

2. Soldier must have completed the appropriate training and have been awarded the ASI "U9" (Operational Advisors) or "U8" (Operational Support).

3. Soldiers must be in good standing and not be under UCMJ action at the time of approval and must remain in good standing throughout the AIP tour.

4. Soldier must enter into a written agreement to serve 1 to 2 years in an AWG approved billet. The written agreement will specify the period for which the AIP will be paid and the monthly amount of AIP.

B. Payment

1. Eligible Soldiers serving in an Operational Advisor (U9) billet may be paid \$400 per month.

2. Eligible Soldiers serving in an Operational Support (U8) billet in an operational squadron may be paid \$300 per month.

C. Restrictions

1. Soldiers are not authorized to receive more than one AIP simultaneously for the same period of service. If the soldier is eligible for more than one AIP, he or she will receive the higher of these AIPs.

2. RC members are not authorized AIP for assignments at their permanent duty stations.

* D. Termination

The AWG AIP program is subject to annual budget constraints; therefore, no new agreements will be entered into after September 30, 2016, without HQDA reauthorization of the program.

*150405. 780th Military Intelligence Brigade AIP

The program self-terminated on September 30, 2014. These members are entitled to AIP under the Army Cyber (ARCYBER) Command AIP program in paragraph 150411.

*150406. Special Mission Units (SMU) AIP

The program self-terminated on September 30, 2014. These members are entitled to AIP under the United States Army Special Operations Command (USASOC) AIP program in paragraph 150410.

*150407. Army Special Operations Aviation AIP

The program self-terminated on September 30, 2014. These members are entitled to AIP under the USASOC AIP program in paragraph 150410.

*150408. Career Management Field 18 Program

The program self-terminated on September 30, 2014. These members are entitled to AIP under the USASOC AIP program in paragraph 150410.

*150409. Joint Special Operations Command (JSOC) SMU AIP Program

A. Eligibility

1. Soldiers must be permanently assigned to a JSOC SMU Operator billet.

2. Soldiers must be in good standing and not be under UCMJ action at the time of approval and must remain in good standing throughout the AIP tour.

3. Soldiers must have less than 35 years of active federal service in order to qualify for continued payment.

4. Soldiers must sign a written agreement to serve 1 to 3 years in a JSOC SMU Operator assignment.

B. Payment

1. SMU Operators with less than 25 years of active federal service may apply for the following:

a. SMU Operators with less than 3 years of service in a SMU Operator billet may be paid \$750 per month; or

b. SMU Operators with 3 years or more of service in a SMU Operator billet may be paid \$1,000 per month.

2. SMU Operators with 25 years or more of active federal service may apply for the following:

a. SMU Operators with 3 years or more of service in a SMU Operator billet may be paid \$500 per month. Agreements will terminate at 28 years of active federal service; or

b. SMU Operators serving in a specified Key Leadership/Development position may be paid \$1,000 per month. Agreements will terminate at 35 years of active federal service.

* C. Restrictions

1. Soldiers are not authorized to receive more than one AIP simultaneously for the same period of service. If the soldier is eligible for more than one AIP, he or she will receive the higher of these AIPs.

2. RC members are not authorized AIP for assignments at their permanent duty stations.

* D. Termination

The JSOC SMU AIP program is subject to annual budget constraints; therefore, no new agreements will be entered into after September 30, 2016, without HQDA reauthorization of the program.

*150410. United States Army Special Operations Command (USASOC) AIP

A. Eligibility

1. Soldiers must be permanently assigned to an authorized Major Force Protection 11 billet in the grade of E-5 and above.

2. Soldiers must be in good standing and not be under UCMJ action at the time of approval and must remain in good standing throughout the AIP tour.

3. Soldier must have less than 35 years of active federal service in order to qualify for continued payment.

B. Payment

1. The maximum monthly rate payable to any soldier in this AIP program is \$1,200.

2. The Commander determines the monthly entitlement rate based on the needs of the Army and may be different for soldiers serving in similar positions at the same location, but will not exceed the monthly rate of \$1,200.

3. Lump sum payments will not exceed the maximum monthly rate authorized by the commander at the time the soldier enters into the written agreement, multiplied by the number of continuous months in the period for which the AIP will be paid, pursuant to the agreement. Lump sum payment will be paid on the approval of the AIP agreement.

C. Restrictions

1. Soldiers are not authorized to receive more than one AIP simultaneously for the same period of service. If the soldier is eligible for more than one AIP, he or she will receive the higher of these AIPs.

2. RC members are not authorized AIP for assignments at their permanent duty stations.

D. Termination

The USASOC AIP program is subject to annual budget constraints; therefore, no new agreements will be entered into after September 30, 2016, without HQDA reauthorization of the program.

*150411. Army Cyber (ARCYBER) Command AIP Program

On January 29, 2015, the DA, ODCS G-1 approved AIP payments effective February 1, 2015 to select soldiers permanently assigned to ARCYBER. AIP terminated September 30, 2015. Renewal of the program on September 24, 2015 with an effective date effective October 1, 2015 extends the AIP through September 30, 2016.

A. Eligibility

1. Enlisted Soldiers, Warrant Officers, and Commissioned Officers must be personnel permanently assigned to an authorized cyber position.

2. Soldiers must have completed the appropriate training and have been awarded the appropriate certifications located inside from the Cyber Mission Force.

3. Soldiers must be in good standing and not be under UCMJ action at the time of approval and must remain in good standing throughout the AIP tour.

4. Soldiers must enter into a written agreement to serve 1 to 3 years in an ARCYBER approved billet.

B. Payment

1. The maximum monthly rate payable to any soldier certified as an ARCYBER Apprentice will not exceed \$200.

2. The maximum monthly rate payable to any soldier certified as an ARCYBER Journeyman will not exceed \$300.

3. The maximum monthly rate payable to any soldier certified as an ARCYBER Master will not exceed \$500.

*150412. 14th Missile Defense Battery (MDB) AIP

On January 13, 2015, the Assistant Secretary of the Army (ASA) (M&RA) approved the payment of AIP to soldiers assigned to the 14th MDB at Kyogamisaki, Japan. The DA, ODCS G-1 on September 25, 2015, reauthorized the payment of AIP through September 30, 2016.

A. Eligibility

1. Soldiers must be permanently assigned to the 14th MDB at Kyogamisaki, Japan.
2. Soldiers must be in good standing and not be under UCMJ action at the time of approval and must remain in good standing throughout the AIP tour.
3. Soldiers must sign a written agreement acknowledging the limitations and restrictions as a condition to receive AIP.

B. Payment

The maximum monthly rate payable to soldiers serving in an approved assignment will not exceed \$1,500. This amount will be adjusted if the request for Basic Allowance for Subsistence II (see Chapter 25, paragraphs 250201.B.2 and 250202.B.2) is approved for enlisted soldiers, and/or the soldiers are furnished meals or rations at no charge from an appropriated fund dining facility or are subsisted at no charge on behalf of the Government.

C. Restrictions. The following restrictions apply:

1. Soldiers are not authorized to receive more than one AIP simultaneously for the same period of service. If the soldier is eligible for more than one AIP, he or she will receive the higher of these AIPs.
2. RC members are not authorized AIP for assignments at their permanent duty stations.

D. Termination

1. The 14th MDB will terminate once the life support area is established or soldiers are being subsisted by or on behalf of the Government.
2. The 14th MDB AIP program is subject to annual budget constraints; therefore, no new agreements will be entered into after September 30, 2016, without Army G-1 reauthorization of the program.

1505 AIR FORCE AIP PROGRAMS

*150501. KAIP

On April 27, 2004, the Air Force was authorized AIP Korea assignment program. On June 30, 2008, the [Principal Deputy Under Secretary of Defense \(PDUSD\) Personnel and Readiness \(P&R\)](#) provided permanent approval of this program and on April 6, 2009, the [Under Secretary of Defense \(USD\) P&R](#) modified the eligibility requirements based on tour length changes for Korea. All changes are subject to congressional reauthorization of [Title 37 United States Code \(U.S.C.\), section 307a](#) or the Secretary of Defense implementation of 37 U.S.C. § 352.

* A. [Secretary of the Air Force \(SAF\) Memorandum, dated October 20, 2015.](#) The SAF authorized KAIP through December 31, 2017. In accordance with the Department of Defense Instruction 1340.26, February 26, 2013, AIP, and subject to the availability of appropriated funds, enlisted and officer personnel will be able to receive KAIP. Members will continue to receive their AIP payments until the end-date specified in their agreements or their departure from Korea.

1. [Airmen who are:](#)

a. [Selected for a 12-month unaccompanied tour who agrees to serve either, an additional 12 or 24-month unaccompanied tour,](#) will receive \$300.00 per month regardless of rank or Air Force Specialty Code (AFSC).

b. [Offered and have accepted a Command Sponsorship Program billet who elects, to serve the 36-month accompanied tour,](#) will receive \$300.00 per month regardless of rank or AFSC.

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 [Absent Without Leave](#) or enters confinement.

3. Airmen who elect AIP for Korea will not be eligible for Home basing, Follow-on Assignment, or concurrent [Overseas Tour Extension Incentive Program](#) or [In-Place Consecutive Overseas Tour](#).

B. [USD \(P&R\) Memorandum dated April 6, 2009.](#) The memorandum establishes [three](#) 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 will be entered into after December 31, 2017. At any time during the authorized period, the SAF (M&RA) may terminate the KAIP program if it is no longer required.

*150502. 724th Special Tactics Group Incentive Program

On December 30, 2011, the SAF established this program with a monthly payment of \$1,000 being authorized to eligible personnel. The program terminated on September 30, 2012, and reestablished on October 17, 2012. Any payments made for the period October 1 through October 16, 2012 are considered invalid. Effective December 22, 2014, the SAF reauthorized the program through December 31, 2020, subject to Congressional reauthorization of 37 U.S.C. § 307a.

A. Eligibility

Enlisted SMU members are eligible for this program.

B. Payment

1. SMU Operators who have a cumulative assignment time of less than 48 months will be paid \$750 per month.

2. SMU Operators who have a cumulative assignment time of 48 months or more will be paid \$1,000 per month.

150503. Air Force Remote Piloted Aircraft (RPA) - Aviation Incentive Pay (AVIP)

See chapter 22, section 2205.

150504. Air Force RPA Career Enlisted AVIP

See chapter 22, section 2206.

*150505. Headquarters Air Force Special Operations Command (AFSOC), BP0VFX3H, Program

On September 4, 2014, the SAF established an AIP program for enlisted and officers when assigned to the AFSOC unit designated by Personal Accounting Symbol (PAS) code BP0VFX3H. On October 31, 2014, the SAF authorized the program for a period of 5 years ending September 3, 2019, subject to Congressional reauthorization of 37 U.S.C. § 307a.

A. Eligibility Requirements

1. Officers and enlisted members must be assigned to operator positions within the PAS code BP0VFX3H.

2. Members must have successfully completed the unit's required operator training and certification.

B. Payment. Eligible personnel will be paid:

1. \$750 per month for personnel who have a post-training cumulative unit assignment time of less than 36 months; or

2. \$1,000 per month for personnel who have a post-training cumulative unit assignment time of 36 months or more.

*150506. Intercontinental Ballistic Missile Field Operations Program

On September 29, 2014, the SAF established an AIP program for officers assigned to Minot Air Force Base (AFB), Malmstrom AFB, or F.E. Warren AFB during the period of October 1, 2014 through December 31, 2014. On December 22, 2014, the SAF reauthorized the program effective October 1, 2014, and subject to Congressional reauthorization of 37 U.S.C. § 307a, extended this program through December 31, 2017.

A. Eligibility Requirements

1. Missile and Nuclear Operations (13N), Missile Maintenance (21M), and Security Forces (31P) officers who are qualified to perform nuclear position duties are eligible.

2. Officers will be assigned to qualifying positions at Minot AFB, Malmstrom AFB, or F.E. Warren AFB and regularly perform duties in missile fields at these locations.

3. "Regular performance of duties" that requires dispatch on orders to a missile field for a minimum number of hours within a 90-day calendar quarter (example: 210 hours out of a 90-day period). This pay is not intended for those who go to the missile field sporadically.

B. Payment. An officer meeting the requirements will receive \$300 per month. The unit commander will sign the AIP roster certifying the officer has met all the requirements.

*150507. Kingsley Field, Klamath Falls, Oregon

A. All Active Duty enlisted Airmen and Company Grade Officers assigned to the 173rd Fighter Wing, Kingsley Field, Klamath Falls, Oregon effective July 18, 2016 are eligible for monthly AIP.

B. Members who meet the eligibility provisions outlined in 150507.A, will be authorized \$400 AIP per month or a portion of, as applicable, by the member's duty status effective or termination date. When the member has met all eligibility requirements per the unit commander eligibility memorandum, the first day of eligibility is the effective date of the AIP.

C. AIP shall be terminated immediately if the member is Absent Without Leave, placed in confinement, or removed from field duties by the commander for cause. Also, for Officers effective the day prior to promotion to the grade of Major. The effective date of termination is the last day the airman met the requirements before removal.

D. AIP shall terminate upon Permanent Change of Station, to a location other than the 173rd Fighter Wing, Kingsley Field, Klamath Falls, Oregon or upon starting permissive leave in conjunction with terminal leave status.

E. This program is approved through January, 1 2018 (subject to annual congressional approval of the pay authority, 37 U.S.C. § 307a). No AIP shall be initially awarded (initial eligibility start date) after this date unless the program is officially extended/authorized beyond this date by an appropriate approving authority.

*1506 MARINE CORPS AIP FOR SMU OPERATORS

*150601. General

AIP for SMU Operators was established for Marine Corps personnel on November 28, 2007. After multiple reauthorizations of the program, the Navy reauthorized the program effective December 16, 2014 through December 31, 2015. On December 11, 2015, the ASN reauthorized the program through December 31, 2016.

150602. Payment

A. Qualified SMU operators with less than 3 years of SMU service are eligible to receive a flat-rate AIP of \$750 per month.

B. Qualified SMU operators with more than 3 years of SMU service are eligible to receive \$1,000 per month for each month after completing qualification requirements. Marines will serve in their SMU billets for 12- to 48-month periods while in receipt of this AIP.

1507 AIP PROGRAMS FOR INVOLUNTARY EXTENSIONS IN AFGHANISTAN OR CERTAIN THEATER UNITS

The AIP program for involuntary extensions beyond 12-months [Boots on the Ground \(BoG\)](#) in Iraq, Afghanistan, or certain theater units entitled qualified members to \$800 per month in AIP. There are four independent qualifying effective dates with criteria as follows:

150701. 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 the policy issued on April 12, 2004, by memorandum with no material change).

150702. 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).

150703. June 24, 2005 PDUSD (P&R) Memo

On June 24, 2005, continued payment of AIP in effect under the April 12 and April 22, 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 150701 and 150702.

150704. November 13, 2008 PDUSD (P&R) Memo

On November 13, 2008, the PDUSD (P&R) authorized 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.

150705. 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.

1508 AIP 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.

150801. May 24, 2007 Under Secretary of Defense (USD) Memorandum

The USD (P&R) 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. RC members (as described in paragraph 150801.A) may 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. RC 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 RC 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 will 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 will not exceed the monthly limit of \$1,500;
and
2. The PDMRA payment benefit is not eligible for combat zone tax exclusion (CZTE).

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; and
4. Air Force: October 1, 2007.

150802. 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 USD (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 [are eligible](#).
2. Current active and [RC](#) members who, during the period described in paragraph [150802](#), 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 [150801.E](#), would have earned PDMRA days [and](#) may receive either one day of administrative absence for each PDMRA day earned or [paid](#) not to exceed \$200 per day during that time frame as directed by the Secretary concerned.
3. Payment may be paid in a lump sum or installments, at the election of the Secretary concerned.

C. Restrictions

1. Payment of the AIP will not exceed the monthly limit of [\\$1,500](#).
2. The PDMRA payment benefit is not eligible for combat zone tax exclusion.

150803. [Qualifying Deployments and Mobilizations on or after January 19, 2007](#)

The following is the program guidance for qualifying deployment 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. 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 will 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 150803.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; or

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 [150803.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 AIP at \$200 for each day of absence that otherwise would have been authorized, not to exceed \$1,500 monthly, 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.

[150804. Qualifying Deployments and Mobilizations on or after October 1, 2011](#)

The following is 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 section, 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 section, 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 [150803.A](#) and [150803.B](#).

B. Two Days PDMRA Accrual Conditions

1. AC Service members accrue 2 administrative absence days per month when the deployment threshold established in paragraph 150804.A is exceeded, and the AC member is:

- a. Deployed to Iraq or Afghanistan; or
- b. Deployed to a CZTE area when the 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 150804.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. One Day PDMRA Accrual Conditions

1. AC members accrue 1 administrative absence day per month when the deployment threshold established in paragraph 150804.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 150804.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 150803 and 150804 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 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 150804.B.2.b, 150804.B.2.c, 150804.C.2.a, or 150804.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

1. 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.

2. 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.

3. If this option is offered, the AIP election must be made by the RC Service member prior to the PDMRA days being earned. 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 \$1,500 monthly maximum limit of AIP payable to an individual member under 10 U.S.C. § 307. This option may NOT be used to cash in administrative absence days already earned.

G. Crediting PDMRA Time. The Secretary concerned will 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.

150805. Public Law 112-120, dated May 25, 2012

A. Public Law 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 will 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 Public Law 112-120 on July 11, 2012. The guidance stipulated that:

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

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

3. Each military Department Secretary will 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 will 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 [Public Law 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.

[150806](#). Public Law 112-239 dated January 2, 2013

A. [Public Law 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 [150806.A](#), may be submitted by the deceased individual's legal representative. Payment for a deceased member will be made pursuant to 10 U.S.C. § 1552 (c)(2), or other process as determined by the Secretary concerned.

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