

**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 [September 2016](#) is archived.

<b>PARAGRAPH</b>	<b>EXPLANATION OF CHANGE/REVISION</b>	<b>PURPOSE</b>
150201 150202	Updated the “Entitlement” and “Eligibility” paragraphs to comply with Title 37, United States Code, section 352 and Department of Defense Instruction 1340.26, dated September 25, 2017.	Revision
150203	Added the “Written Agreement” paragraph.	Addition
150204 150205.A 150205.B	Updated the “Payment” paragraph and “Limitations and Restrictions” subparagraphs and renumbered subsequent paragraphs.	Revision
150301.C 150302	Updated the termination dates of the Navy “Pilot Programs” and “Sea Duty Incentive Pay (SDIP) Program” and moved them to the Duration of Authority table. Added hyperlinks to the table.	Revision
1504	Removed the restriction for Reserve Component members.	Revision
150401.D 150401.E	Added the “Written Agreement” and the “Termination” paragraphs for the “Korea AIP (KAIP) Program.”	Addition
150402	Added the “Security Force Assistance Brigade (SFAB) AIP” paragraph.	Addition
150402 150405 150406 150407 150408	Deleted terminated AIP programs and renumbered subsequent paragraphs. Deleted “Exception to Policy (ETP) to KAIP,” “780 <sup>th</sup> Military Intelligence Brigade AIP,” “Special Mission Units (SMU) AIP,” “Army Special Operations Aviation AIP,” and “Career Management Field 18 Program.”	Deletion
150403.D 150404.D	Updated the termination dates of the “Asymmetric Warfare Group (AWG) AIP” and “Joint Special Operations Command (JSOC) Special Mission Unit (SMU) AIP Program” and moved them to the Duration of Authority table. Added hyperlinks to the table.	Revision

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
150405.D 150405.E	Updated the content and termination date for the “U.S. Army Special Operations Command (USASOC) AIP.” Moved the termination date to the Duration of Authority table. Added a hyperlink to the table.	Revision
150406.C 150406.D 150406.E	Updated the content and termination date for the “Army Cyber (ARCYBER) Command AIP Program.” Moved the termination date to the Duration of Authority table. Added a hyperlink to the table.	Revision
150407.D.2	Updated the termination date for the “14th Missile Defense Battery (MDB) AIP” and moved it to the Duration of Authority table. Added a hyperlink to the table.	Revision
150408	Added the “AIP for Operational Deployments (OD)” paragraph.	Addition
150409	Added the “AIP – Drill Sergeant (DS) and Advanced Individual Training (AIT) Platoon Sergeant (PSG) Tour Extension Program” paragraph.	Addition
150501.A.2 150502 150505 150506	Updated the termination dates for the “KAIP,” “724th Special Tactics Group Incentive Program,” “Headquarters Air Force Special Operations Command (AFSOC), BP0VFX3H Program,” and the Intercontinental Ballistic Missile Field Operations Program” and moved them to the Duration of Authority table. Added hyperlinks to the table.	Revision
150507.A 150507.E	Updated the content and termination date for the “AIP for Kingsley Field, Klamath Falls, Oregon.” Moved the termination date to the Duration of Authority table and added a hyperlink to the table.	Revision
150508	Added the “Turkey AIP” paragraph.	Addition
150509	Added the “AIP for Extended Training Service Specialists (ETSS)” paragraph.	Addition
150601.A	Updated the termination date for the “Marine Corps SMU-Operators” and moved it to the Duration of Authority table. Added a hyperlink to the table.	Revision
150602	Added the “Marine Corps SMU – Direct Support” paragraph.	Addition
1507	Updated the termination date for the “AIP Programs for Involuntary Extensions in Afghanistan or Certain Theaters Units.” Moved the termination date to the Duration of Authority table and added a hyperlink to the table.	Revision
References	Renamed “Bibliography” to “References” and updated supporting references.	Revision

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## CHAPTER 15

SPECIAL PAY – ASSIGNMENT INCENTIVE PAY (AIP)

## 1501 GENERAL

## 150101. Purpose

This chapter prescribes guidance applicable to the payment of AIP.

## 150102. Authoritative Guidance

The pay policies and requirements established by the Department of Defense (DoD) in this chapter are derived primarily from, and prepared in accordance with the United States Code (U.S.C.), including Titles 10 and 37. Due to the subject matter in this chapter, the list of authoritative sources is extensive. The specific statutes, regulations, and other applicable guidance that govern each individual section are listed in a reference section at the end of the chapter.

## 1502 DEPARTMENT OF DEFENSE (DoD) AIP CRITERIA

## \*150201. Entitlement

The DoD may give AIP to eligible Active/Regular and Reserve Component (RC) Service members in accordance with 37 U.S.C., section 352, the DoD Instruction (DoDI) 1340.26, “Assignment and Special Duty Pays,” and regulations published by the Secretary of the Military Department concerned. The ability of the Secretary of the Military Department concerned to enter into a new agreement with a Service member for AIP is subject to the extension of such authority under 37 U.S.C. § 352.

## \*150202. Eligibility

The Secretary of the Military Department concerned may pay AIP to a member of an Active/Regular or RC who is entitled to basic pay under 37 U.S.C. § 204, or compensation under 37 U.S.C. § 206. The Secretaries of Military Departments will establish eligibility criteria based on Service-specific needs. Personnel shortages and the ability of a unit to meet mission requirements should be given primary consideration.

## \*150203. Written Agreement

A. Discretionary for Monthly Payments. The Secretary concerned may require a Service member to enter into a written agreement with the Secretary in order to qualify for the AIP payment on a monthly basis. If used, the agreement will specify the period for which the AIP will be paid and the monthly rate of the AIP.

B. Non-discretionary for Installment or Lump Sum Payments. The Secretary concerned will require a Service member to enter into a written agreement with the Secretary in

order to qualify for installment or lump sum payments of AIP. The written agreement will specify the period for which the Service member will receive AIP, the amount of each periodic installment or lump sum, and the repayment policy cited in 37 U.S.C. § 373.

\*150204. Payment

Incentive pay paid under this section is in addition to any other pay or allowance to which the Service member is entitled, except where otherwise stated in DoDI 1340.26 and 37 U.S.C. The Secretary of the Military Department concerned will establish payment levels to be either monthly payments, installments, or a lump sum amount not to exceed a maximum monthly average of \$1,500.

150205. Limitations and Restrictions

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

\* A. The Secretary of the Military Department concerned may increase, decrease, or abolish AIP for any assignment, location, or unit at any time and will establish restrictions and limitations to the pay through Military Service regulations. Payment of AIP in combination with other special duty pays may not exceed an average monthly amount of \$3,500 unless authorized by the Assistant Secretary of Defense (ASD) for Manpower and Reserve Affairs (M&RA).

\* B. AIP agreements, awarded under 37 U.S.C., Chapter 5, Subchapter 1, are discontinued as of October 1, 2017. Agreements awarded under 37 U.S.C., Chapter 5, Subchapter 1 prior to October 1, 2017, will remain in effect and payments may continue through the agreed-upon date.

C. 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 (AD).

D. 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.

E. RC members are not authorized AIP for assignments at their permanent duty station.

150206. 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) (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 NSWDG designated billets;

3. Enlisted personnel will sign an agreement or accept orders to voluntarily remain in 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. Personnel who have been assigned to a designated NSWDG 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;

5. Payment of the AIP will terminate when the member permanently detaches from the assigned duty at NSWDG. 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 NSWWDG personnel assigned to Combat Support (CS) positions. Effective December 21, 2017, the ASN (M&RA) reauthorized the continuance of AIP for qualified personnel assigned to NSWWDG CS positions. Unless extended by the authority of the Congress, no agreement may be entered into after the termination date on the Duration of Authority table. The requirement conditions are:

1. Qualified NSWWDG CS personnel are eligible to receive an AIP flat-rate of \$500 or \$750 (for Explosive Ordnance Disposal personnel with more than 3 consecutive years of NSWWDG service) per month.

2. Sailors in receipt of AIP – NSWWDG CS will serve in their billets 48 months, with 24-month extension options.

\*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. Effective December 21, 2017, the ASN (M&RA) reauthorized the continuance of the SDIP program subject to the requirements in 37 U.S.C. § 352 and the conditions specified in DoDI 1340.26. Unless extended by the authority of the Congress, no agreement may be entered into after the termination date on the Duration of Authority table.

A. Programs

1. SDIP – 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 (OCONUS), including Hawaii).

2. SDIP – 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 OCONUS assignment, including Hawaii).

3. SDIP – 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 the DoD 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](#);

2. Be serving:

a. 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;

b. 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

c. 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; and

3. 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 (DON) determines the SDIP rates, which change frequently and vary by pay grade and skill/rating. The SDIP Eligibility Chart in subparagraph 150302.B.1 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 Head Quarters DA (HQDA) authorized programs have a termination date. No new agreements may be entered into without DA reauthorization of the programs. The programs listed in paragraphs 150401 through 150409 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 O-3 and below.
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. Soldiers must be in a documented and authorized position by Military Occupational Specialty and skill level and must remain in that position for the duration of the extension in order to qualify for KAIP.

B. Payment

1. The maximum monthly rate payable is \$500. Payment will be made in a lump sum, payable upon approval of the AIP agreement extending the Soldier's assignment.
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.
3. The commander determines the payment rate based on the needs of the Army and may be different for Soldiers serving in the same location, but will not exceed the monthly rate of \$500.
4. 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 is authorized. Lump sum payments will be paid on the approval of the AIP agreement.

C. Restrictions

Soldiers are not authorized to receive more than one AIP for the same period of service. If the Soldier is eligible for more than one AIP program, the Soldier will receive the higher of these AIPs.

\* D. Written Agreements

1. Approval authorities will require a Soldier to enter into a written agreement in order to qualify for AIP. The agreement will specify the period for which the AIP will be paid and the amount of the lump sum AIP payment.

2. New AIP written agreements must adhere to this policy. Any approved AIP agreement in existence prior to October 1, 2018, will remain valid under its terms until the effective termination date of the agreement.

\* E. Termination

The KAIP program is subject to annual budget constraints; therefore, unless reauthorized by HQDA, no agreement may be entered into after the termination date on the Duration of Authority table.

## \*150402. Security Force Assistance Brigade (SFAB) AIP

On August 22, 2017, the Assistant Secretary of the Army (ASA) (M&RA) approved AIP for Soldiers agreeing to serve at least 12 months in an SFAB.

A. Eligibility

1. Enlisted Soldiers, who are fully trained and certified, are authorized AIP for assignments at their permanent duty stations.

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

3. Soldiers must enter into a written agreement to serve one to three years in an SFAB approved billet.

B. Payment

The maximum payment under this program is \$5,000 for a minimum 12-month assignment to an SFAB.

C. Repayment

Soldiers, with the exception of sole survivor discharges and those who die or are retired or separated with a combat-related disability, will repay an amount equal to the unearned portion of AIP if the Soldier fails to complete the AIP period. Soldiers who fail to complete the AIP period will not receive any unpaid AIP amounts.

D. Restrictions

Soldiers are not authorized to receive the benefit of more than one incentive for the same period of service. If the Soldier is eligible for more than one AIP, the Soldier will receive the higher of these AIPs.

E. Written Agreements

Approval authorities will require a Soldier to enter into a written agreement in order to qualify for AIP. AIP agreements must include the period for which the AIP will be paid, the amount of the lump sum AIP payment, and comply with other written agreement requirements directed by the DA ODCS.

F. Termination

The SFAB AIP program is subject to annual budget constraints; therefore, unless reauthorized by HQDA, no agreement may be entered into after the termination date on the Duration of Authority table.

\*150403. Asymmetric Warfare Group (AWG) AIP

A. Eligibility

1. Soldiers must be permanently assigned to an AWG in grades E-5 to E-9, W-2 to W-4, and O-2 to O-4, and assigned to an authorized Operational Advisor position within the group or operational support billet in an operational squadron.

2. Soldiers must have completed the appropriate training and have been awarded an additional skill identifier of “U9” (Operational Advisor) 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. Soldiers 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

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.

\* D. Termination

The AWG AIP program was terminated. See the [Duration of Authority](#) table for the termination date.

\*150404. Joint Special Operations Command (JSOC) Special Mission Unit (SMU) AIP Program

A. Eligibility

1. Soldiers, including RC, 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

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.

\* D. Termination

The JSOC SMU AIP program is subject to annual budget constraints; therefore, *unless reauthorized by HQDA, no agreement may be entered into after the termination date on the Duration of Authority table.*

150405. U.S. 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 \$1,250. *This payment may be made in a lump sum or monthly payments.*

2. The Commander determines the monthly entitlement rate based on the needs of the Army and it may be different for Soldiers serving in similar positions at the same location, but will not exceed the monthly rate of \$1,250.

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

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.

\* D. Written Agreements

Approval authorities will require a Soldier to enter into a written agreement in order to qualify for AIP. The agreement will specify the period for which the AIP will be paid and the amount of the lump sum AIP payment.

\* E. Termination

The USASOC AIP program is subject to annual budget constraints; therefore unless reauthorized by HQDA, no agreement may be entered into after the termination date on the Duration of Authority table.

150406. Army Cyber (ARCYBER) Command AIP Program

Effective September 2, 2017, the DA, ODCS G-1, extended the ARCYBER AIP program.

A. Eligibility

1. Enlisted Soldiers, Warrant Officers, and Commissioned Officers must be fully trained and certified in a U.S. Cyber Command or ARCYBER work role.

2. Soldiers must have completed the appropriate training and have been awarded the appropriate certifications located inside the Cyber Mission Force (CMF) or those directly executing strategic to tactical level cyber missions required outside of the CMF.

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 serving as a Basic under the AIP program will not exceed \$200.



2. The maximum monthly rate payable to any Soldier serving as a Senior under the AIP program will not exceed \$300.

3. The maximum monthly rate payable to any Soldier serving as a Master under the AIP program will not exceed \$500.

\* C. Restrictions

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.

\* D. Written Agreements

Approval authorities will require a Soldier to enter into a written agreement in order to qualify for AIP. The agreement will specify the period for which the AIP will be paid and the amount of the lump sum AIP payment.

\* E. Termination

The ARCYBER AIP program is subject to annual budget constraints; therefore, unless reauthorized by HQDA, no agreement may be entered into after the termination date on the Duration of Authority table.

150407. 14<sup>th</sup> Missile Defense Battery (MDB) AIP

On January 13, 2015, the ASA (M&RA) approved the payment of AIP to Soldiers assigned to the 14<sup>th</sup> MDB at Kyogamisaki, Japan. Effective September 27, 2018, the DA ODCS G-1 reauthorized the payment.

A. Eligibility

1. Soldiers must be permanently assigned to the 14<sup>th</sup> 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. The agreement will specify the period for which the AIP will be paid and the amount of the monthly rate.

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, subparagraphs 250201.B.2 and 250202) 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:

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.

D. Termination

1. The 14<sup>th</sup> MDB will terminate once the Life Support Area is established or Soldiers are being subsisted by or on behalf of the Government.

\* 2. The AIP program is subject to annual budget constraints; therefore, unless reauthorized by HQDA, no agreement may be entered into after the termination date on the Duration of Authority table.

\*150408. AIP for Operational Deployments (OD)

AIP-OD is a pilot program to further develop and justify a financial incentive for specifically identified OD. The intent of a future incentive is to provide a vital distribution tool for the Army as well as provide a special payment in recognition of the greater than normal rigors of the arduous duty involving long deployments and the repetitive nature of operational force rotational (OFR) assignments. Effective January 1, 2018, AD Soldiers who physically deploy and perform duties as part of a rotational force away from their permanent duty stations to U.S. Army Europe (USAREUR) and U.S. Army Pacific (USARPAC) areas of responsibility may be entitled to AIP-OD, subject to the criteria outlined in subparagraphs 150408.A through 150408.G.

A. Payment

1. AIP-OD will be paid in monthly installments (lump sums are not authorized).

2. AIP-OD will be prorated for Soldiers who do not satisfy the eligibility requirement for an entire month to reflect the duration of the Soldier's actual qualifying service during the month. For Soldiers eligible to receive AIP-OD, proration will not apply to the 31<sup>st</sup> day of a month with more than 30 days.

3. Atlantic Resolve, Joint Multi-National Training Group Ukraine, and other qualifying deployments for a Soldier who is serving on OFR in a field duty status are authorized \$195 per month. Soldiers serving on OFR in a regular temporary duty status are not authorized AIP-OD.

4. Korea Rotational Force Soldiers serving on OFR in a field duty status are authorized \$195 per month. Soldiers serving on OFR in a regular temporary duty status are not authorized AIP-OD.

B. Restrictions

1. AIP-OD is authorized in addition to any other AIP program for which the Soldier may be eligible; however, a Soldier may not receive more than two simultaneous AIP payments and the total may not exceed the maximum AIP of \$1,500 per month.

2. A Soldier's eligibility to receive AIP-OD will terminate if/when the Army is required to pay high deployment allowance or implements a similar deployment incentive pay or allowance.

3. USARPAC AIP-OD payments are based on a Soldier's eligibility. However, no payment will be authorized for any period prior to October 1, 2016.

4. USAREUR AIP-OD payments are based on a Soldier's eligibility. However, no payment will be authorized for any period prior to December 31, 2016.

C. Absences

1. AIP-OD for USARPAC and USAREUR will continue when a Soldier is on authorized leave, other than leave authorized for a period ending upon the Soldier's discharge or release from AD.

2. When a Soldier entitled to AIP-OD is absent without leave (AWOL), AIP-OD payments will stop on the first day of AWOL through the day before the date the Soldier is restored to full duty, provided the Soldier remained eligible for AIP-OD.

D. Hospitalization

1. A Soldier who is deployed and requires hospitalization away from the permanent duty station is still considered operationally deployed and remains entitled to AIP-OD.

2. A Soldier who is deployed and requires hospitalization at the permanent duty station is not eligible for payment of AIP-OD for the period of hospitalization, unless otherwise qualified to receive the pay under 37 U.S.C. § 372.

3. If a line of duty investigation determines that the Soldier's injuries are due to his or her own misconduct, AIP-OD payments will stop on the first day of hospitalization through the day before the date the Soldier is restored to full duty, provided the Soldier remained otherwise eligible for AIP-OD.

4. If the member is wounded/injured/ill from a combat zone, combat operation, hostile fire pay area, or as a result of hostile fire, reference Chapter 13.

E. Confinement

1. When a Soldier entitled to AIP is confined awaiting trial by court-martial, AIP-OD payments stop on the first day of confinement through the day before the date the Soldier is restored to full duty, provided the Soldier remained eligible for AIP-OD.

2. When a Soldier confined awaiting trial by court-martial is acquitted, or has charges dismissed, the Soldier will be entitled to AIP-OD retroactive to the first day of confinement, provided the Soldier remained eligible for AIP-OD.

F. Captured or Missing Status

A Soldier entitled to AIP-OD immediately before entering a status of missing, missing-in-action, interned in a foreign country, or captured by a hostile force will continue to be credited with AIP-OD for each month while in such a status.

G. Termination

The AIP-OD program is subject to congressional annual reauthorization of 37 U.S.C. § 352; therefore, no orders will be issued to start an AIP-OD payment after the termination date on the *Duration of Authority* table.

\*150409. AIP – Drill Sergeant (DS) and Advanced Individual Training (AIT) Platoon Sergeant (PSG) Tour Extension Program

Effective October 1, 2017, a DS or AIT PSG whose tour is extended beyond the normal tour of 24 months is eligible for AIP, provided the Soldier meets the eligibility requirements.

A. Eligibility

1. The Soldier must be permanently assigned to the Training and Doctrine Command as:

a. A DS in a Basic Combat Training or One Station Unit Training company; or

b. An AIT PSG in an AIT company.

2. The Soldier must be scheduled and fully eligible to PCS between October 1, 2017 and December 31, 2019.

3. The Soldier must be recommended for and selected for extension by their Battalion and Brigade Chain of Command.

4. The Soldier 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.

5. The Soldier must complete a Periodic Health Assessment.

B. Payment

1. The maximum monthly rate payable to a DS or an AIT PSG will not exceed \$500.

2. AIP is only payable for the period of the extension. Payments begin on the first day of the month following the Soldier's original tour ending date.

3. Soldiers are not authorized to receive more than 12 monthly payments under this program.

4. AIP payments will terminate on the day prior to an authorized leave period that ends with the Soldier's discharge or release from AD.

5. In the event of misconduct, AIP payments will terminate on the day the Soldier loses qualification to perform the duty to which he or she is receiving AIP.

C. Repayment

Soldiers, with the exception of sole survivor discharges and those who die or are retired or separated with a combat-related disability, will repay an amount equal to the unearned portion of AIP if the Soldier fails to complete the extension period. Soldiers who fail to complete the extension period will not receive any unpaid AIP amounts.

D. Restrictions

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.

E. Termination

The AIP program is subject to annual budget constraints; therefore, unless reauthorized by the HQDA, no orders will be issued after the termination date on the Duration of Authority table.

## 1505 AIR FORCE AIP PROGRAMS

## 150501. KAIP

On April 27, 2004, the Air Force was authorized KAIP. On June 30, 2008, the Principal Deputy Under Secretary of Defense (USD) Personnel and Readiness (P&R) provided permanent approval of this program and on April 6, 2009, the USD P&R modified the eligibility requirements based on tour length changes for Korea. All changes are subject to congressional reauthorization of 37 U.S.C. § 352.

A. Secretary of the Air Force (SAF) Memorandum, Dated October 20, 2015. In accordance with DoDI 1340.26, and subject to the availability of appropriated funds, enlisted and officer personnel are eligible to receive KAIP under 37 U.S.C. § 352. 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 in the Republic of Korea, and who execute a written agreement 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); or

b. Offered and have accepted a Command Sponsorship Program billet in the Republic of Korea, and execute a written agreement to serve the 36-month accompanied tour, will receive \$300.00 per month regardless of rank or AFSC.

\* 2. The SAF reauthorized the continuance of KAIP through the termination date on the Duration of Authority table.

3. 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 AWOL or enters confinement.

4. 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. 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 this program [through the termination date on the Duration of Authority table](#).

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.

C. Restrictions. At any time during the authorized period, the SAF (M&RA) may terminate the 724th Special Tactics Group Incentive program if it is no longer required.

150503. [Unmanned Aerial System](#) - Aviation Incentive Pay

See Chapter 22, section 2203.

150504. [Critical Skill Incentive Pay](#) - CSIP

See Chapter 22, section 2205.

\*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 the Personnel Accounting Symbol (PAS) code BP0VFX3H. The SAF authorized the program for a period of 5 years [subject to annual congressional approval of the pay authority, Title 37 U.S.C § 352](#). No AIP will be initially awarded (initial eligibility start date) after this date unless the program is officially extended/authorized beyond the date on the [Duration of Authority](#) table by an appropriate approving authority.

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. [Subject to reauthorization by Congress, this AIP program is authorized through the date on the Duration of Authority table.](#)

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 [who are](#) assigned to qualifying positions at Minot AFB, Malmstrom AFB, or F.E. Warren AFB and regularly perform duties in missile fields at these locations [are eligible](#).

3. Officers whose [“regular performance of duties”](#) 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) are eligible. This pay is not intended for those who go to the missile field sporadically.



B. Payment

Officers 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. AIP for Kingsley Field, Klamath Falls, Oregon

\* A. In accordance with DoDI 1340.26, and subject to the availability of appropriated funds, regular Air Force and Active Guard Reserve (AGR) Airmen permanently assigned to the 173rd Fighter Wing, Kingsley Field, Klamath Falls, Oregon will be eligible to receive AIP under 37 U.S.C. § 352. Air Force and AGR Airmen assigned to the 173<sup>rd</sup> Fighter Wing in a student status are not eligible for AIP.

B. Members who meet the eligibility provisions outlined in 150507.A, will be authorized \$400 AIP per month.

C. AIP shall be terminated immediately if the member is AWOL, placed in confinement, or removed from field duties by the commander for cause. For officers the termination is 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 PCS 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. The AIP for Kingsley Field, Klamath Falls, Oregon is authorized through the termination date on the Duration of Authority table.

\*150508. Turkey AIP

A. In accordance with DoDI 1340.26, AD Airmen assigned to Turkey serving a 15-month unaccompanied tour, who agree to serve an additional 9 months for a total of 24 months in Turkey, are eligible to receive Turkey AIP. Turkey AIP does not apply to AD Airmen assigned to Turkey serving a 24-month accompanied tour.

B. Members who meet the eligibility provisions outlined in 150508.A will receive Turkey AIP at a rate of \$300 per month effective on:

1. the date they arrive at the duty station, if electing AIP at the losing station; or

2. the date they sign the agreement, if electing AIP after arriving in Turkey but prior to entering the Date Eligible to Return from Over Seas forecast window, or appearing on the Vulnerable to Move List, as applicable.

C. Effective August 18, 2016, the SAF authorized Turkey AIP. This program is extended through the termination date on the *Duration of Authority* table.

\*150509. AIP for Extended Training Service Specialists (ETSS)

A. In accordance with DoDI 1340.26, and subject to annual congressional authorization and the availability of appropriated funds, Airmen assigned to identified hard-to-fill billets in the ETSS program support to Foreign Military Sales activities are eligible to receive AIP.

B. Airmen filling these billets will receive AIP at a rate of \$1,500 per month, subject to the AIP rate ceiling established by the Deputy ASD for Military Personnel Policy.

C. Effective March 22, 2017, the AIP for ETSS program is authorized. The AIP for ETSS is authorized through the termination date on the *Duration of Authority* table.

1506 MARINE CORPS SMU AIP PROGRAMS

150601. Marine Corps SMU – Operators

\*A. General

AIP for SMU Operators was established for Marine Corps personnel on November 28, 2007. The ASN (M&RA) reauthorized the continuance of this program through the termination date on the *Duration of Authority* table.

B. Payment

Qualified SMU Operators are eligible to receive a flat-rate AIP of \$750 per month (for personnel with less than three years of SMU service) or \$1,000 per month (for personnel with three or more years of SMU service) for each month after completing qualification requirements. Marines in receipt of this AIP will serve in their billets for 12- to 48-month periods.

\*150602. Marine Corps SMU – Direct Support

A. General

Effective December 18, 2017, the ASN authorized the Marine Corp to offer AIP to enlisted Marines serving as direct support personnel assigned to an SMU. The program is extended through the termination date on the *Duration of Authority* table.

B. Payment

Qualified SMU Direct Support personnel are eligible to receive a flat-rate AIP of \$500 per month for each month after completing qualification requirements. Marines in receipt of this AIP will serve in their billets for 12- to 48-month periods.

\*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 was terminated. See the [Duration of Authority table for the termination date](#).

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. Effective May 24, 2007, the program also allowed members to receive monetary compensation in lieu of administrative absence days in certain situations. The authority to pay monetary compensation terminated October 1, 2014. Paragraphs 150801 – 150806 are included for historical information only.

150801. USD (P&R) Memorandum, May 24, 2007

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 subparagraph 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 an 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.
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 authority expired 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 Component (AC) and RC members, who qualified for PDMRA days during the period described in paragraph 150802, are eligible.

B. Payment

1. Former members may receive \$200 for each PDMRA day earned.
2. Current members, who earned PDMRA days during the period of January 19, 2007, through the date the member's Service implemented the PDMRA benefits as stated in subparagraph 150801.E, may receive either one day of administrative absence for each PDMRA day earned or payment of \$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 CZTE.

## 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. 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 AD 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 AD. 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 subparagraphs 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 subparagraph 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 subparagraph 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 subparagraph 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 subparagraph 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 paragraphs 150803 and 150804 for 30 consecutive days in order to begin accruing PDMRA days.

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 AD utilizing accrued PDMRA days.

2. To resolve this pay restriction, the Secretary concerned may offer such RC members a special PDMRA payment, which permits such members to elect to receive AIP 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 earning PDMRA days. 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 \$1,500 monthly maximum limit of AIP. 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 to 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 DoDI 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 Secretary **concerned** 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 OCONUS and whose qualified mobilization commenced before October 1, 2011.

3. Each Secretary **concerned** 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 **Service's** application for benefits will require qualifying RC members to elect to receive either a 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 Secretary **concerned** 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.

## \*REFERENCES

## CHAPTER 15 – SPECIAL PAY – ASSIGNMENT INCENTIVE PAY (AIP)

## \*1502 – DEPARTMENT OF DEFENSE (DoD) AIP CRITERIA

- \* National Defense Authorization Act for Fiscal Year 2019,  
Public Law 115-232, section 611(d)(7),  
August 13, 2018
- \* DoDI 1340.26, September 25, 2017
- \* 37 U.S.C. § 352

## 1503 – NAVY AIP PROGRAMS

- \* 150301.A NAVAL Administration (NAVADMIN) 290/04  
DON, Office of the Assistant  
Secretary (M&RA) Memo, February 17, 2012
- \* 150301.C ASN (M&RA) Memo, December 21, 2017
- \* ASN (M&RA) Memo, December 21, 2018  
37 U.S.C. § 352
- \* 150302 NAVADMIN 070-07  
ASN (M&RA) Memo, December 21, 2017  
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## 1504 – ARMY AIP PROGRAMS

- \* 150401 DA, ODCS, G-1 Memo, August 28, 2017  
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- \* 150402 DA, ODCS, G-1 Memo, August 22, 2017  
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- \* 150405 DA, ODCS, G-1 Memo, August 23, 2017  
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- \* 150407 DA, ODCS, G-1 Memo, September 5, 2017  
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- \* 150409 DA, ODCS, G-1, Memo, December 30, 2018  
DA, ODCS, G-1, December 31, 2018  
DA, ODCS, G-1, Memo, August 31, 2017  
DA, ODCS, G-1, Memo, September 23, 2018

## 1505 – AIR FORCE AIP PROGRAMS

- \* 150501 Under Secretary of the Air Force (USAF) Memo,  
December 28, 2017  
SAF Memo, October 20, 2015  
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37 U.S.C. § 352
- 150502 SAF Memo, December 22, 2014
- 150505 SAF Memo, September 4, 2014  
SAF Memo, October 31, 2014
- \* 150506 SAF Memo, March 15, 2018  
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37 U.S.C. § 352
- \* 150507 USAF Memo, July 27, 2018  
USAF Memo, December 28, 2017  
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37 U.S.C. § 352
- \* 150508 SAF Memo, August 18, 2016  
SAF Memo, August 22, 2018
- \* 150509 SAF Memo, March 22, 2017  
SAF Memo, October 11, 2018  
37 U.S.C. § 352

## 1506 – MARINE CORPS SMU AIP PROGRAMS

- \* 150601 ASN (M&RA) Memo, December 19, 2017  
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- \* 150602 ASN (M&RA) Memo, December 18, 2017  
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## \*1507 – AIP PROGRAM FOR INVOLUNTARY EXTENSIONS IN AFGHANISTAN OR CERTAIN THEATER UNITS

Office of the ASD (M&RA) Memo, November 27, 2017

1508 – AIP IN LIEU OF POST-DEPLOYMENT/MOBILIZATION RESPITE ABSENCE  
(PDMRA)

* 150801	USD (P&R) Memo, April 18, 2007 USD (P&R) Memo, May 24, 2007 <a href="#">DoDI 1340.26, September 25, 2017</a>
* 150802	<a href="#">USD (P&amp;R) Memo, February 1, 2010</a>
150803	DoDI 1327.06, Change 3, May 2016
* 150803.C	37 U.S.C. § 352
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* 150806	Public Law 112-239, section 605, January 2, 2013 <a href="#">10 U.S.C. § 1552</a>