

**VOLUME 7A, CHAPTER 20: “AVIATION BONUS (AvB)”****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 2016** is archived.

<b>PARAGRAPH</b>	<b>EXPLANATION OF CHANGE/REVISION</b>	<b>PURPOSE</b>
All	Formatted chapter to comply with current administrative instructions.	Revision
2002	Extended “Duration of Authority” for aviation retention bonus to December 31, 2017 per Public Law 114-328, December 23, 2016.	Revision
200301	Added paragraph 200301 and revised paragraph 200302 to clarify “Eligibility Requirements” in accordance with the Department of Defense Instruction (DoDI) 7730.67, October 20, 2016.	Addition
200302	Clarified paragraph in accordance with DoDI 7730.67.	Revision
2004	Revised bonus amounts in accordance with DoDI 7730.67.	Revision
2005	Changed section 2005 title and updated in accordance with DoDI 7730.67.	Revision
Bibliography	Updated statutes and references.	Revision

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## CHAPTER 20

AVIATION BONUS (AvB)

## 2001 GENERAL

## 200101. Purpose

The Secretaries of the Military Departments may offer an Aviation Bonus (AvB) to increase their respective Department's ability to attract and retain officers in a military aviation career. An AvB paid to an eligible officer is in addition to any other pay and allowance to which the officer is entitled, except that an officer may not receive a payment for the same skill and period of service.

## 200102. Authoritative Guidance

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

## \*2002 DURATION OF AUTHORITY

No agreement under this chapter may be entered into after December 31, 2017, unless the Congress extends this bonus authority.

## 2003 ELIGIBILITY REQUIREMENTS

## \*200301. General

The Military Departments may offer an AvB on a selective basis, in accordance with Title 37, United States Code (U.S.C.), section 334(b), when there is a shortage or a projected shortage of Regular or Reserve Component (RC) officers qualified in critical aviation specialties. AvBs will be limited to those periods in an officer's aviation career in which AvBs can be expected to affect retention trends for the Military Service concerned.

## \*200302. Qualifications

To qualify for an AvB, an officer on active duty (AD) or in an active status must:

A. Be eligible for Aviation Incentive Pay at the time of incurring the initial AvB contractual obligation;

B. Be in a pay grade of O-5 or below at the time of incurring the initial AvB contractual obligation;

C. Serve in an aviation specialty or skill designated as critical by the Secretary of the Military Department concerned;

D. Have completed or is within one year of completing any service obligation incurred for undergraduate aviator training. In accordance with 10 U.S.C. § 653, the minimum service obligation of any Service member who successfully completes training in the Armed Forces as a pilot is 8 years if the member is trained to fly fixed-wing jet aircraft, or 6 years if the member is trained to fly any other type of aircraft;

E. Execute a written agreement to remain on AD in the Regular Component or to serve in an active status in the selected reserve for at least one year; and

F. Meet such other additional criteria as the Secretary of the Military Department concerned may prescribe.

#### \*2004 PAYMENT METHODS AND AMOUNTS

##### 200401. Payment Method

The Secretary of the Military Department concerned may pay an AvB to Regular or RC officers of a Uniformed Service who meet the qualification criteria in paragraph 200302 in a lump sum or in periodic installments, as determined by the Secretary concerned.

##### 200402. Amounts

The AvB amount, covered by the written agreement described in paragraph 200501 between the Regular or RC officer and the Secretary of the Military Department concerned for each 12-month period of obligated service specified in 37 U.S.C. § 334(c)(1)(B), will not exceed the following, unless otherwise updated by the Assistant Secretary of Defense (ASD) (Manpower and Reserve Affairs (M&RA)):

A. \$35,000 per year for Regular Component officers or RC Active Guard and Reserve officers performing qualified flying duty;

B. \$35,000 per year for Regular Component officers or RC Active Guard and Reserve officers performing qualified flying duty related to Unmanned Aerial System (UAS) operators; or

C. \$18,000 per year for all other RC officers performing qualified duty, to include UAS operators.

Note: The ASD (M&RA) may update the AvB amounts, in accordance with the Department of Defense Instruction (DoDI) 7730.67, October 20, 2016, Paragraph 2.1.b.

##### 200403. Relationship to Other Pay and Allowances

Aviation pays and bonuses paid in accordance with DoDI 7730.67 will be in addition to any other pay or allowances to which the member is entitled, except as specified in the limitations and restrictions in paragraph 3.1.b. of DoDI 7730.67.

## \*2005 TERMS AND CONDITIONS

### 200501. Written Agreements

A. To receive an AvB, an officer must execute a written agreement with the Secretary of the Military Department concerned that specifies the amount of the AvB, the method of payment (lump sum or periodic installments), the period of obligated service (at least 1 year), and the type or conditions of service. No agreement may be executed that would take an officer beyond 25 Years of Aviation Service.

B. The Secretary of the Military Department concerned will not exceed the AvB amount covered by the written agreement for any 12-month period of obligated service specified in paragraph 200402 or 37 U.S.C. § 334(c).

C. Bonus agreements awarded under 37 U.S.C. § 301b, that were approved before October 1, 2017, will remain in effect, and payments may continue through the agreed-upon date in the written agreement.

### 200502. Acceptance

Upon acceptance of the written AvB agreement by the Secretary of the Military Department concerned, the period of obligated service and the total amount of AvB the Department will pay pursuant to the agreement will be fixed, unless otherwise renegotiated for a higher bonus amount in return for additional obligated service.

### 200503. Death of a Member

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

## 2006 REPAYMENT

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

## \*BIBLIOGRAPHY

## CHAPTER 20 - AVIATION BONUS (AvB)

## 2001 – GENERAL

\* 37 U.S.C. § 334(b)

## 2002 – DURATION OF AUTHORITY

\* Public Law (P.L.) 114-328, section 614(4),  
December 23, 2016

## 2003 – ELIGIBILITY REQUIREMENTS

\* 37 U.S.C. § 334(b)  
\* DoDI 7730.67, October 20, 2016  
\* 37 U.S.C. § 334(b)  
\* 10 U.S.C. § 653

## 2004 – AMOUNT

\* 37 U.S.C. § 334(c)(1)(B)  
\* P.L. 114-328, section 616(a), December 23, 2016  
\* DoDI 7730.67, October 20, 2016  
\* ASD Memo, April 26, 2017  
\* Note DoDI 7730.67, October 20, 2016

## 2005 – PAYMENT

\* 200502 37 U.S.C. § 334(c)(1)(B)  
\* DoDI 7730.67, October 20, 2016  
\* ASD Memo, April 26, 2017

## 2006 – REPAYMENT

\* 37 U.S.C. § 373