

VOLUME 7A, CHAPTER 20: “AVIATOR RETENTION BONUS”**SUMMARY OF MAJOR CHANGES”**

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

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

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

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

The previous version dated June 2012 is archived.

| PARAGRAPH | EXPLANATION OF CHANGE/REVISION | PURPOSE |
|------------------|--|----------------|
| 2002 | Duration of Authority for Aviator Retention Bonus extended to December 31, 2013. | Update |
| Bibliography | Statutes updated. | Update |

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CHAPTER 20

AVIATOR RETENTION BONUS

2001 ENTITLEMENT

An aviation officer, who executes a written agreement to remain on active duty in aviation service for at least one year may, upon acceptance by the Secretary concerned, be paid a retention bonus. An aviation officer eligible under this chapter is entitled to a retention bonus in addition to any other pay and allowances to which the officer is entitled.

*2002 DURATION OF AUTHORITY

No agreement under this chapter may be entered into after [December 31, 2013](#) unless this bonus authority is extended by the Congress. [The National Defense Authorization Act for Fiscal Year 2013 reauthorized entering into agreements for this bonus effective January 2 through December 31, 2013. There is no authority to enter into an agreement for this bonus on January 1, 2013.](#)

2003 ELIGIBILITY REQUIREMENTS

200301. Qualifications

To qualify for an aviation bonus under this chapter, an officer shall:

- A. Be entitled to aviation career incentive pay (ACIP);
- B. Be in a pay grade below O-7 (although the Secretary of the Military Department concerned may establish more restrictive requirements);
- C. Be qualified to perform operational flying duty; and
- D. Have completed any active duty service commitment incurred for undergraduate aviator training, or be within one year of completing such commitment.

200302. Definitions

Definitions of select terms used in this chapter are as follows:

- A. Aviation Service. Aviation service is service performed by an officer (except a flight surgeon or other medical officer), while holding an aeronautical rating or designation or while in training to receive an aeronautical rating or designation.
- B. Operational Flying Duty. Operational flying duty is flying performed under competent orders by rated or designated members while serving in assignments in which basic flying skills normally are maintained in the performance of assigned duties as determined

by the Secretary of the Military Department concerned, and flying performed by members in training that leads to the award of an aeronautical rating or designation.

2004 AMOUNT

The amount of a retention bonus authorized under this chapter, for agreements submitted on or after October 1, 1999, may not be more than \$25,000 for each year covered by the agreement to remain on active duty.

2005 PAYMENT

200501. Term

The term of the written agreement and the amount of payment may be prorated, so long as an agreement does not extend beyond the date on which the officer would complete 25 years of aviation service.

200502. Acceptance

Upon [acceptance of the agreement](#) by the Secretary of the Military Department concerned, the total amount payable becomes fixed and may be paid either in a lump sum or in installments.

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, shall be made in accordance with procedures established by the [concerned](#) Military Department for members whose inability to complete a contracted period of service is voluntary or the result of misconduct.

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 - AVIATOR RETENTION BONUS

2001 – ENTITLEMENT

37 U.S.C. 301b(a)

2002 – DURATION OF AUTHORITY

37 U.S.C. 301b

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[Public Law 112-239, section 615 \(1\), January 2, 2013](#)

2003 – ELIGIBILITY REQUIREMENTS

37 U.S.C. 301b(b)

200203

37 U.S.C. 301b(j)

2004 – AMOUNT

37 U.S.C. 301b(c)

2005 – PAYMENT

37 U.S.C. 301b(d), (e)

200503

ASD(FMP) Memo, June 29, 1999

2006 – REPAYMENT

37 U.S.C. 303a(e), 373

USD (P&R) Memo, May 21, 2008

USD (P&R) Memo, February 6, 2009