

VOLUME 7A, CHAPTER 20: “AVIATOR RETENTION BONUS”**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 **August 2015** is archived.

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
All	Formatted chapter to comply with current administrative instructions.	Revision
2002	Extended the Duration of Authority for Aviator Retention Bonus to December 31, 2016 per Public Law 114-92, November 25, 2015	Revision
2003	Updated section 2003 to comply with Title 37 United States Code (U.S.C.), section 301b and 334(b).	Revision
2004	Revised the bonus amount for Qualifying Flying Duty per Public Law 114-92, November 25, 2015.	Revision
Bibliography	Updated statutes and references.	Revision

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CHAPTER 20

AVIATOR RETENTION BONUS

2001 GENERAL

200101. Purpose

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 bonus paid to an eligible officer shall be 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, 2016**, unless the Congress extends this bonus authority.

*2003 ELIGIBILITY REQUIREMENTS

200301. Qualifications

A. To qualify for an aviation bonus under this chapter, an **active duty (AD)** officer must:

1. Be entitled to **Aviation Career Incentive Pay** or **Aviation Incentive Pay for United States Marine Corps Reserve aviators**;

2. Be in a pay grade below O-7 (although the Secretary of the Military Department concerned may establish requirements that are more restrictive);

3. Have completed any active duty service obligation for undergraduate aviator training, or be within one year of completing such commitment;

4. Be qualified to perform operational flying duty;

* 5. **Execute a written agreement to remain on AD in the Regular or Reserve Component (RC), for at least one year; and**

* 6. **Meet such other criteria, as the Secretary concerned determines appropriate.**

* B. To qualify for an aviation bonus under this section, an officer serving in an AD status in a RC must:

1. Meet the requirements in paragraph 200301.A, except subparagraph 200301.A.5; and
2. Execute a written agreement to serve in an active status in a RC for at least one year.

Note: RC aviators serving in an AD status may only receive an aviation bonus in accordance with [Title 37, United States Code \(U.S.C.\), section 334](#) and Department of Defense Instruction [\(DoDI\) 7730.67](#) "Aviator Incentive Pays and Bonus Program," dated December 12, 2011.

200302. Definitions

Definitions of select terms used in this chapter are:

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. (1) 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 (2) Flying performed by members in training that leads to the award of an aeronautical rating or designation.

*2004 AMOUNT

The Secretary concerned may pay an aviation bonus to an officer in a Regular or RC of a uniformed service who meets the qualification criteria in paragraph 200301. For each 12-month period of obligated service agreed to, the aviation bonus amount may not exceed \$25,000 or an amount authorized in the DoDI 7730.67 for officers performing qualifying flying duty.

Note: The Fiscal Year 2016 National Defense Authorization Act authorized an aviation bonus up to \$35,000 for each 12-month period of obligated service for officers performing qualifying flying duty relating to remotely piloted aircraft (RPA). The Office of the Under Secretary of Defense (OUSD) for Personnel and Readiness (P&R) is responsible for updating the policy to incorporate the RPA bonuses for officers performing RPA duty and publishing in the DoDI 7730.67.

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, must 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 – GENERAL

- * Title 37 United States Code (U.S.C.), section 301b (a)
37 U.S.C. § 334 (f) (2)

2002 – DURATION OF AUTHORITY

- * 37 U.S.C. § 301b
Public Law 114-92, section 615(1), November 25, 2015

*2003 – ELIGIBILITY REQUIREMENTS

- 37 U.S.C. § 301b
- * 200301.E 37 U.S.C. § 334 (b)
- * 200301.F 37 U.S.C. § 334 (b)

2004 – AMOUNT

- * 200401. 37 U.S.C. § 334(b) (B)
- * Public Law 114-92, section 617(c) (2), November 25, 2015

2005 – PAYMENT

37 U.S.C. § 301b (d), (e)

2006 – REPAYMENT

37 U.S.C. § 303a (e), 373
Under Secretary of Defense Personnel and Readiness
Memo, May 21, 2008