

VOLUME 7A, CHAPTER 22: “AVIATION INCENTIVE PAYS”**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 **November 2016** is archived.

| PARAGRAPH | EXPLANATION OF CHANGE/REVISION | PURPOSE |
|----------------------------|---|----------------|
| All | Updated formatting to comply with current administrative instructions. | Revision |
| 2203 | Replaced previous section on Aviation Career Incentive Pay (ACIP) with content regarding Aviation Incentive Pay (AvIP) per Department of Defense Instruction (DoDI) 7730.67, October 20, 2016. ACIP was discontinued October 1, 2017. | Revision |
| 2204 | Replaced previous section on Career Enlisted Flyers Incentive Pay (CEFIP) with content regarding AvIP per DoDI 7730.67. CEFIP was discontinued October 1, 2017. | Revision |
| 2205 | Replaced previous section on Remote Piloted Aircraft with content regarding Critical Skill Incentive Pay (CSIP) per DoDI 7730.67. | Revision |
| Table 22-6 | Updated table to remove the ACIP and CEFIP conditions per DoDI 7730.67. | Revision |
| Table 22-8 Table 22-9 | Updated tables to reflect the Air Force monthly rates for AvIP and CSIP effective October 1, 2017 per Department of the Air Force Memos, July 1, 2017 and August 29, 2017. | Revision |
| Table 22-10 Table 22-11 | Removed tables due to the discontinuance of CEFIP. | Deletion |
| Bibliography | Updated statutes and references. | Revision |

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CHAPTER 22

AVIATION INCENTIVE PAYS

2201 GENERAL

220101. Purpose

The purpose of this chapter is to describe the policies for Hazardous Duty Incentive Pay (HDIP), Aviation Incentive Pay (AvIP), and Critical Skill Incentive Pay (CSIP).

Note: Aviation Career Incentive Pay (ACIP) and Career Enlisted Flyers Incentive Pay (CEFIP), in accordance with Title 37, United States Code (U.S.C.), sections 301a, 301b, and 320, were discontinued after October 1, 2017.

220102. Authoritative Guidance

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

2202 HDIP FOR FLYING DUTY

220201. General

Members required by competent orders to participate in regular and frequent aerial flights as crew or non-crewmembers, who otherwise meet the requirements of this section, are entitled to HDIP for flying duty.

A. Officers, including aviation cadets entitled to AvIP under section 2203, are not entitled to payments under this section for the same period of service.

B. Enlisted members receiving CSIP under section 2205 are not entitled to payments under this section for the same period of service.

220202. Monthly Rates

A. Rates

1. Crewmembers, except air weapons controller crewmembers, are shown in Table 22-1.

2. Air weapons controller crewmembers are shown in Table 22-2.

3. Non-crewmembers are \$150.

B. Definitions

1. Aerial Flights. Aerial flights are flights in military aircraft or spacecraft, and also flights in nonmilitary aircraft when members are required by competent orders to fly in such aircraft. A flight begins when the aircraft or spacecraft takes off from rest at any point of support located on the surface of the earth and terminates when it next comes to a complete stop at a point of support located on the surface of the earth.

2. Aviation Accident. Aviation accident is an accident in which a member, who is required to participate frequently or regularly in aerial flights, is injured or otherwise incapacitated as the result. The injury or incapacitation, as certified by the appropriate medical authority of the Uniformed Service concerned, may result from:

a. Jumping from, being thrown from, or being struck by an aircraft or spacecraft, or any part or auxiliary thereof; or

b. Participation in any duly authorized aerial flight or other aircraft or spacecraft operations. This term also means an incapacity incurred as the result, as certified by appropriate medical authority, of performance of flying duty, even though such incapacity is not the result of an actual aviation accident.

220203. Flight Requirements

To be eligible for HDIP, a member must be required by competent orders to participate frequently and regularly in aerial flights, other than glider flights, and generally must complete 4 hours of aerial flight each month. Hours that are flown in excess of this requirement may be banked for application of up to 5 subsequent months where there may be deficiencies of flying hours. Additionally, a member who still has a shortage of flying hours after application of banked excess hours may, under certain conditions, enter a 3-month grace period wherein hours earned in future months may be retroactively applied to prior month requirements.

A. Minimum Flying Time Each Month

1. During 1 calendar month, 4 hours of aerial flight are required. If a member does not fly 4 hours in any month, any hours flown during the last 5 preceding months (which have not already been used to qualify for flight pay) may be applied to meet this 4-hour requirement.

2. During 2 consecutive calendar months when the requirements of subparagraph 220203.A.1, have not been met, 8 hours of aerial flight are required.

3. During 3 consecutive calendar months when the requirements of subparagraph 220203.A.2, have not been met, 12 hours of aerial flight are required.

B. Fractions of a Calendar Month. For fractions of a calendar month, calculate the percentage that the period in question is of the calendar month. The flying time required is that same percentage of the aerial flight time required for a full calendar month (see Table 22-3).

C. Fractions of 2 Consecutive Calendar Months. For fractions of 2 consecutive calendar months, consider the whole period in question. Calculate the percentage that the period in question is of the calendar month. The flying time required is that same percentage of the aerial flight time required for a full calendar month (see Table 22-3).

D. Application of Hours Flown. To the extent of hours available, hours flown in any month apply as follows:

1. First, to meet flight requirements for that month;
2. Next, if the member has entered a grace period for meeting flight requirements, to the prior month or months, as applicable; and
3. Next, in order, to the first, second, third, fourth, and fifth succeeding months, but only to the extent that the member fails, during each month, to fly the required 4 hours. (Hours available to meet requirements of later months are referred to as “excess” flight time.) See examples in Tables 22-4 and 22-5.

E. Military Operations or Unavailability of Aircraft. When under authority conferred by the Secretary of the Military Department concerned, the commanding officer certifies that a member is unable to meet normal flight requirements due to military operations (combat or otherwise), or the non-availability of aircraft in order to complete those requirements. The member may, however, comply with the minimum flight requirements by performing 24 hours of aerial flight over a period of 6 consecutive calendar months. The commanding officer will certify that only those conditions specified in this subparagraph prevented completion of normal flight requirements. The 24-hour flight requirement may be met at any time during the 6-calendar-month period and in any combination of flights.

1. If the member is in a 3-calendar-month grace period when military operations or aircraft non-availability prevents fulfillment of flight requirements, the 6-calendar-month period for meeting the 24-hour flight requirement under this subparagraph begins on the first day of the grace period.

2. If the member is not in a 3-calendar-month grace period, the first month in which military operations or aircraft non-availability prevents fulfillment of flight requirements is the beginning of the 6-calendar-month period for meeting the 24-hour flight requirement under this subparagraph.

3. During the 6-calendar-month period, HDIP for flying may be paid for any single month, or for multiple months, when minimum requirements have been met.

4. At the end of the 6-calendar-month period, HDIP for flying may be paid for missed months in the period to the extent that the remaining hours flown are applicable. Excess hours are applied prospectively under subparagraph 220203.D if the member continues to fly under the same orders.

220204. Determination of a 3-Calendar-Month Period

A. When 3-Month Period Starts and Ends. The 3-calendar-month period in which flight requirements must be met begins with the first month in which flight requirements are not met. If the member flies enough time in the second month to cover the first and second months, the period ends with the second month. If not, the period extends through the third month.

B. Deficiencies for a Fraction of a Month. If a member fails to qualify for a fraction of a month (because flying status or active duty began on an intermediate day of the month), the 3-month period ends on the last day of the second full month following the fractional month.

C. When Next 3-Month Period Starts

1. A new 3-month period starts with the first month in which flight requirements are not met following a month in which flight requirements were met.

2. For a new 3-month period to begin immediately after a prior 3-month period, flight requirements must have been met for the entire prior 3-month period, not merely for the last month.

3. If the requirements for the entire prior 3-month period were not met, a new period does not begin until flight requirements are met for at least 1 month after the prior 3-month period.

4. After a month when flight requirements are met, any month in which flight requirements are not met begins a new 3-month period. A new period may not start with the second or third month in which flight requirements are not met; nor may a new period start with the fourth month in which flight requirements are not met. There must be at least 1 month in which requirements are met before a new 3-month period begins. See Tables 22-4 and 22-5 for application of the rules listed in paragraph 220204.

220205. Entitlement to Pay When No Flights are Performed in the First Month of a 3-Month Period

Assume, for the purposes of this paragraph that the member had no excess flight time from prior months.

A. Second Month. If a member performs no aerial flights during the first month of a 3-month period and, in the second month, performs at least 4 hours but less than 8 hours, he or she is entitled to pay only for the second month. For example: In January, no aerial

flights are performed; in February, 5 hours of aerial flight are performed. Flight pay is payable only for February.

B. Third Month. If a member performs no aerial flights during the first 2 months of a 3-month period, he or she must perform 12 hours of aerial flight in the third month to be entitled to incentive pay for all 3 consecutive months. For example: If flight requirements are met for January and a member performs no flights during the months of February and March, he or she must perform at least 12 hours in April to be entitled to receive the incentive pay for the period February 1 to April 30. If the member performs 4 or more hours, but less than 12 hours in April, he or she is entitled to incentive pay only for April.

C. First and Third Months. If a member **does not** perform aerial flights during the first month and in the second month performs only sufficient flights to qualify for the second month, he or she must perform enough hours of flight during the third month to total 12 hours in order to qualify for the incentive pay for the first and third months of the 3-month period.

Example: In January, no aerial flights are performed; in February, 5 hours of aerial flight are performed. The deficiency in January must be made up in March; that is if at least 7 hours are accomplished in March, flight pay for January and March is payable. If only 6 hours are flown in March, flight pay is payable only for March (the payment for February previously having been made) and incentive pay for January is lost.

220206. Injury or Incapacity Resulting From Performance of Hazardous Duty

A. Flight Requirements. When a member in a flying status is injured or otherwise incapacitated as a result of performance of flying or other hazardous duty to which ordered, he or she is considered to have met flight requirements during the incapacity, but not for longer than 3 months. An appropriate medical authority determines the cause of the incapacity and the date of recovery. If the member has met flight requirements for the month in which the incapacity occurs, the 3-month period begins the first day of the following month. If the member has not met flight requirements for the month in which the incapacity occurs, the 3-month period begins the first day of the month in which the incapacity occurs.

B. Change of Station for Medical Treatment. When a member in receipt of flight pay, under the terms of subparagraph 220206.A, is ordered to a medical facility on permanent change of station, Temporary Duty (TDY), or Temporary Additional Duty (TAD) orders, he or she is entitled to flight pay for the period of incapacity, but not longer than 3 months, notwithstanding the change of station, provided his or her continued flying status is not terminated.

C. Incapacity Due to Shock, Derangement, or Exhaustion. A member who becomes incapacitated for flying duty by reason of shock, derangement, or exhaustion of the nervous system, which can be attributed to an aviation accident or the performance of aerial flights, is deemed to have met the flight requirements for not more than 3 months following the date of the incapacity, as determined by an appropriate medical authority. The 3-month period is determined under the provisions of subparagraph 220206.A. See also subparagraph 220202.B.

D. Hazardous Duty for a Stated Period. If a member has been placed on flying status for a definite period and is entitled to flight pay while incapacitated as a result of performance of flying duty, flight pay is not normally payable beyond the ending date of the duty period stated in the orders. If evidence is furnished that the member would have continued in a flying status, had it not been for the incapacity, flight pay may be paid beyond the ending date of the duty.

220207. Incapacity Not the Result of Performance of Hazardous Duty

The right of a member on flying status to flight pay during an incapacity, which is not the result of performing hazardous duty, depends on fulfillment of flight requirements under paragraph 220203.

220208. Right to Flight Pay Under Certain Conditions

See Table 22-6.

220209. Determinations Affecting Entitlement to Flight Pay

A. Flight Pay From Date of Reporting for Duty. A member is entitled to flight pay on and after the date that he or she reports for and enters on duty under competent orders, subject to meeting flight requirements. A member in a non-duty status (such as on leave or sick) at the time that flying status orders are issued is not entitled to flight pay for any period before he or she reports for and enters on duty under such orders.

B. Excess Flight Time. When authorized under paragraph 220203, flight time in excess of the time required or insufficient to qualify for a particular month may be applied to a later month in which minimum requirements are not met, provided that the orders under which flying time was logged remain in effect.

C. Change of Designation, Non-Crewmember to Crewmember or Vice Versa. A member whose status changes from non-crewmember to crewmember (or vice versa) within a month or other qualifying period may not combine time flown in both categories for pay purposes. The member is entitled to flight pay as a non-crewmember for the period of time member held that status if he or she met the pro rata requirements as a non-crewmember. The member is entitled to flight pay as a crewmember for the period of time he or she held that status if he or she met the pro rata requirements as a crewmember.

D. Change From One Crewmember Status to Another Crewmember Status. Flights as one type of crewmember may be combined with flights as another type of crewmember if the member remains on continuous active duty and continuous flying status. Total requirements may be met in either crewmember status or a portion may be met in each status.

Example: An aviation cadet is given a rating as a navigator and issued new flying status orders immediately following termination of his or her former orders.

E. Missing or Missing-in-Action

1. A member assigned to flying duty, who is declared missing by competent authority, is entitled to [AvIP](#) during the entire period of absence, and is entitled to [AvIP](#) for hospitalization and rehabilitation after termination of missing status, for an additional period, not to exceed one year.

2. Upon return from a missing status and completion of any required period of hospitalization and rehabilitation (not to exceed 1 year), entitlement to HDIP for flying duty will be contingent on a determination of continued eligibility under paragraph 220201 and the applicable flight requirement provisions of paragraph 220203.

3. A new 3-month grace period does not start when the missing status and hospitalization ends. [The new 3-month grace period](#) starts with the first month of deficiency, after entering a missing status.

4. If the missing status and hospitalization goes beyond the 3-month grace period, the member must meet flight requirements for at least 1 month to become entitled to flight pay again.

5. If the member does not meet flight requirements upon the completion of an authorized missing and hospitalization period, he or she is entitled to pro rata HDIP for flying duty through the date of such authorized period.

F. Death

1. Death Due to Aviation Accident. If death occurs on the date of an aviation accident, flight pay accrues to include the date of death. If, however, death occurs after the 3-month period has expired, flight pay is not authorized for any day after the expiration of that period. Flight pay for the month or period before the month in which the accident occurred is not authorized unless flight requirements were met for that period.

2. Death Due to Other Causes. If death occurs from causes other than an aviation accident, flight pay is payable to and including the date of death if the member has met pro rata flight requirements for the month of death and was on flying status.

220210. Suspensions [from Flying Status](#), Effect on Flight Pay

A. Flight Pay for a Period of Suspension. Except under subparagraphs 220210.B and C, members are not entitled to flight pay for any period while suspended from flying status. Members are considered suspended on the effective date of suspension. Members are considered to be in a flying status on the day that the suspension is removed or terminated. Payment for a period of suspension cannot be made in any case until the suspension has been removed or terminated.

B. Suspension for Other Than Physical Incapacity for Members Required to Perform Minimum Flight Requirements. Members are entitled to flight pay for a period of suspension from flying status, provided the suspension is removed or terminated and they meet flight requirements as prescribed in paragraph 220203. If the member has excess flights performed before suspension, the grace period specified in paragraph 220203 begins on the first month of the period of suspension not covered by excess flights.

Example: A member was suspended from flying status on February 1. He had 16 hours excess flying time as of January 31. Flight pay is stopped on January 31. The suspension subsequently is removed (or terminated) on June 30. He flew 12 hours in the month of July. After removal of the suspension, pay flight pay for February 1 through May 31 on the basis of the 16 excess hours accumulated in the 5 months before February 1. The grace period, authorized as stated in paragraph 220203, started on June 1. The hours that were flown in July qualify the member for flight pay for June and July.

C. Suspension for Physical Incapacity of Members Subject to Minimum Flight Requirements. A member is entitled to flight pay during a period of grounding due to physical incapacity if he or she meets the flight requirements stated in paragraph 220203. The member also is entitled to flight pay during a period of suspension, if the suspension is removed or terminated and flight requirements are actually met. There are no flight requirements during the first 3 months of a period of incapacity incurred as the result of performance of an assigned hazardous duty. See paragraph 220206.

D. Suspension Removed or Terminated. If a suspension is removed or terminated after the member can no longer qualify for flight pay under subparagraphs 220210.B or C, there is loss of pay for any period that is not covered by paragraph 220203. Flight pay accrues after the suspension is removed or terminated for members required to meet minimum flight requirements from the date of reporting for flying duty after the suspension is removed or terminated, if flight requirements are met.

220211. Payment of Flight Pay and Incentive Pay for Other Hazardous Duty

A member who qualifies for flight pay and incentive pay for one or more other types of hazardous duty may receive the flight pay and incentive pay only for one other hazardous duty for the same period. Dual HDIP is limited to those members required by orders to perform specific multiple hazardous duty necessary for successful accomplishment of the mission of the unit to which assigned.

A. Conditions of Entitlement. The hazardous duties for which dual incentive pay is payable must be an integral part of the member's assigned mission. Accomplishment of the assigned mission must require the member to perform specific multiple hazardous duties. A member must meet minimum requirements for each of the hazardous duties, except for injury or incapacity that results from the performance of hazardous duty.

B. Types of Duties That Qualify Member for Dual Payment of HDIP. See Chapter 24, subparagraph 240205.A.

1. Air Force pararescue team members placed on orders to perform duties as both crewmembers and parachutists.

2. Other combinations of hazardous duties for which dual payments of incentive pay are authorized by the Military Services concerned.

C. Injury or Incapacity as a Result of Performance of Hazardous Duty or Dual Hazardous Duties. If a member, who is required to perform more than one hazardous duty, becomes injured or otherwise incapacitated as a result of any of the duties, he or she is entitled to dual incentive pay during the incapacity, but for no longer than 3 months. If not entitled to dual incentive pay at the time of the incapacity, the member is entitled to the type of incentive pay that he or she was receiving at the time of the incapacity. The beginning date of the 3-month period will be determined separately for each type of incentive pay. See paragraph 220206 or Chapter 24, Table 24-2, as applicable, to determine the 3-month period separately for each incentive pay.

220212. Restriction on Payment of Flight Pay and Diving Duty Pay

See Chapter 11, paragraph 110501.

220213. Authority to Issue Orders

Authority to issue orders requiring the performance of flying duty, granting waivers of performance requirements, or extending time periods during which requirements may be met is delegated by the Secretary of the Military Department concerned to specific commanders within each Military Service. Such delegations are contained in the personnel administrative regulations of the respective Military Services.

***2203 AvIP FOR AVIATORS IN OPERATIONAL FLYING DUTY (OFD) OR PROFICIENCY FLYING DUTY (PFD) POSITIONS**

220301. General

The Secretaries of the Military Departments may offer AvIP(s) under 37 U.S.C. § 334(a) to increase their respective Department's ability to retain officers in a military aviation career and support the recruiting and retention of individuals with military aeronautical ratings or designations.

220302. Eligibility

The Secretary concerned may pay AvIP to aviation officers performing in OFD or PFD positions. AvIP may only be paid to an officer who:

A. Is entitled to basic pay pursuant to 37 U.S.C. § 206;

- B. Maintains, or is in training to receive, an aeronautical rating or designation that qualifies the officer for OFD or PFD;
- C. Engages in, or is in training to receive, frequent and regular performance of OFD or PFD;
- D. Engages in or remains in aviation service for a specified period of time;
- E. Achieves the minimum flight requirements of 4 hours during 1 calendar month or 24 hours during 6 consecutive months (the minimum flight hour requirement for Reserve Component (RC) officers not on active duty for a period of more than 30 consecutive days is 2 hours during 1 calendar month or 12 hours during 6 consecutive months). A certified flight simulator may be used to meet this requirement. The Secretary concerned may waive the minimum flight requirements:
 - 1. For officers (except flight surgeons or medical officers) who meet the AvIP eligibility requirements in paragraph 220402 while assigned to OFD or PFD positions; or
 - 2. In extreme circumstances (e.g., military operations (combat or otherwise) or non-availability of aircraft), when the Secretary concerned may authorize a commanding officer to certify that an officer is unable to meet minimum flight requirements; and
- F. Meets all applicable eligibility requirements and such other criteria, as the Secretary concerned determines appropriate.

220303. Payments and Amounts

- A. The National Defense Authorization Act for Fiscal Year 2017 authorized an increase to the maximum amount of monthly AvIP in 37 U.S.C. § 334 not to exceed the rate of \$1,000 per month to officers while serving in an OFD or PFD assignment. Unless otherwise updated by the Assistant Secretary of Defense (ASD) in accordance with Department of Defense Instruction (DoDI) 7730.67, paragraph 2.1.b, officers performing qualifying duty or performing qualifying duty relating to unmanned aerial systems (UAS) may receive up to \$1,000.
- B. The Service Secretaries are authorized to create their own Service-specific AvIP rate tables, with their own years of aviation service (YAS), up to the maximum amounts in Table 22-7.
- C. Under the provisions in subparagraphs 220303.A and B, the Department of the Air Force authorized an increase to the Air Force AvIP rates. The AvIP eligibility will be in accordance with Air Force Instructions (AFI) 11-401, AFI 11-402, and AFI 11-421. The Air Force monthly AvIP rates are calculated based upon YAS established by the Aviation Service Date and are reflected in Table 22-8.

D. The following are exceptions to the amounts in subparagraph 220303.B:

1. Warrant Officers with over 22 YAS may continue to receive AvIP at the over 10 YAS rate until retirement.

2. Officers performing OFD or PFD while piloting UASs with over 14 YAS may receive AvIP up to \$1,000 per month up to 22 YAS, at which time the amounts in Table 22-7 will take effect.

E. AvIP for officers in aviation training will begin on the later of these two dates and will be prorated based on the number of days remaining in the month:

1. The date when the officer first reports to the aviation activity in which he or she will receive flight training in a specific aircraft leading to an aeronautical rating, and is placed on aeronautical orders; or

2. The date of commission.

F. AvIP payments for all other aviators will begin the day an officer signs in to an OFD or PFD assignment. The initial payment amount will be prorated based on the number of days remaining in the month.

G. At the discretion of the Secretary of the Military Department concerned, RC officers entitled to compensation under 37 U.S.C. § 206 are eligible for AvIP. The amount authorized will be equal to 1/30th of the monthly AvIP authorized by the Military Department concerned for each period of inactive duty training.

*2204 AvIP FOR AVIATORS NOT IN OFD OR PFD POSITIONS

220401. General

The Secretaries concerned may pay AvIP to an officer who is otherwise qualified but who is not currently engaged in the performance of OFD or PFD, who meets each of the following three conditions:

A. The officer meets the eligibility criteria listed in subparagraphs 220402.A through D;

B. The officer is assigned to a position listed in paragraph 220403; and

C. The AvIP payment is in the best interest of the Military Service.

220402. Eligibility

The Secretary concerned may pay AvIP to officers with an aeronautical rating (except flight surgeons or medical officers) with fewer than 25 YAS who are in non-OFD or PFD assignments and:

- A. Are eligible for AvIP continuously through 12 YAS;
- B. Have performed at least 96 creditable months of OFD or PFD upon completion of 12 YAS. These officers are eligible for up to 18 YAS as long as they are assigned to a non-OFD or non-PFD assignment;
- C. Have performed at least 120 creditable months of OFD or PFD upon completion of 18 YAS. These officers are eligible for AvIP for up to 22 YAS as long as they are assigned to a non-OFD or non-PFD assignment; or
- D. Have performed at least 144 creditable months of OFD or PFD upon completion of 18 years of aviation service. These officers are eligible for AvIP for up to 25 YAS as long as they are assigned to a non-OFD or non-PFD assignment. Aviation warrant officers may continue to receive AvIP beyond 25 YAS as long as they are assigned to an assignment in paragraph 220403.

220403. Non-OFD or Non-PFD Assignments

Qualified aviation officers (except flight surgeons or other medical officers) who meet the eligibility criteria in paragraph 220402 may receive AvIP when assigned to any of the following non-OFD or non-PFD assignments:

- A. A Joint assignment or position on the Joint Duty Assignment List;
- B. Attending resident professional military education or a fully-funded graduate education program authorized by the Secretary of the Military Department concerned;
- C. Aviation-specific positions that must be filled by officers with an aeronautical rating; or
- D. Career-enhancing assignments outside of aviation or based on the needs of the Military Services for a period not to exceed 48 consecutive months.

220404. Transition Period

Upon publication of Service regulation, officers in receipt of continuous ACIP pursuant to 37 U.S.C. § 301a may receive AvIP for the remaining period of aviation service as specified in 37 U.S.C. § 301a(a)(4)(5), or 48 months, whichever is less. After this time, an aviator must be assigned to a position in accordance with section 2203 or subparagraphs 220403.A through C.

220405. Payments and Amounts

A. The Secretaries concerned may pay monthly AvIP to aviators who meet the YAS criteria in paragraph 220402 and are serving in positions listed in paragraph 220403. The maximum AvIP rates are in Table 22-7.

B. At the discretion of the Secretary of the Military Department concerned, RC officers entitled to compensation under 37 U.S.C. § 206 are eligible for AvIP. The amount authorized will be equal to 1/30th of the monthly AvIP authorized by the Military Department concerned for each period of inactive duty training.

*2205 CRITICAL SKILL INCENTIVE PAY (CSIP)

220501. General

The Secretary concerned may designate a career field or skill as critical for the purposes of offering a skill incentive pay. The following specialties are designated as critical and are eligible for CSIP:

A. Qualified career enlisted Service members who meet the eligibility requirements in paragraph 220502; or

B. Enlisted UAS operators who meet the eligibility requirements in paragraph 220502.

Note: Once a Military Department offers CSIP payments under 37 U.S.C. § 353, CEFIP pay under 37 U.S.C. § 320 is no longer authorized.

220502. Eligibility

CSIP is payable on a monthly basis in accordance with 37 U.S.C. § 353 to a Regular or RC enlisted Service member who:

A. Is entitled to basic pay pursuant to 37 U.S.C. § 204 or to compensation under 37 U.S.C. § 206;

B. Serves in a military career enlisted aviation occupational specialty or rating designated as critical by the Secretary of the Military Department concerned;

C. Qualifies for aviation service under regulations prescribed by the Secretary of the Military Department concerned; and

D. Meets other criteria as the Secretary concerned determines appropriate.

220503. Terms and Conditions of CSIP Written Agreements

The Secretary concerned may require a Service member to enter into a written agreement in order to qualify for a CSIP payment. The agreement must specify the period for which the member will receive CSIP and the monthly rate of pay.

220504. Payments and Amounts

A. The Secretaries of the Military Departments concerned may pay monthly CSIP to eligible Service members who meet the CSIP requirements in an amount not to exceed \$600 per month.

B. If a member does not satisfy the eligibility requirements specified in paragraph 220502 for an entire month, the Secretary concerned may prorate the payment amount to reflect the duration of the member's actual qualifying service during the month.

C. RC members entitled to compensation under 37 U.S.C. § 206 are eligible for CSIP at the discretion of the Secretary concerned. The amount will be equal to 1/30th of the monthly CSIP authorized by the Military Department concerned for each period of inactive duty training.

220505. Relationship to Other Pay and Allowances

A Service member may not be paid more than once under 37 U.S.C. § 353 in any month for the same period of service and skill. Members may be paid CSIP in addition to any other pay and allowance to which they are entitled, except that they may not be paid CSIP and HDIP under 37 U.S.C. § 351 for the same period of service in the same career field or skill.

Table 22-1. Monthly HDIP for Aircrew Members (Except for Air Weapons Controller Crewmembers)
(Effective October 1, 1998)

| Pay Grade | Amount | Pay Grade | Amount | Pay Grade | Amount |
|-----------|--------|-----------|--------|-----------|--------|
| O-10 | \$150 | W-5 | \$250 | E-9 | \$240 |
| O-9 | 150 | W-4 | 250 | E-8 | 240 |
| O-8 | 150 | W-3 | 175 | E-7 | 240 |
| O-7 | 150 | W-2 | 150 | E-6 | 215 |
| O-6 | 250 | W-1 | 150 | E-5 | 190 |
| O-5 | 250 | | | E-4 | 165 |
| O-4 | 225 | | | E-3 | 150 |
| O-3 | 175 | | | E-2 | 150 |
| O-2 | 150 | | | E-1 | 150 |
| O-1 | 150 | | | | |

Table 22-2. Monthly HDIP Rates for Air Weapons Controller Crewmembers
(Effective February 18, 1997)

| Pay Grade | 2 or Less | Over 2 | Over 3 | Over 4 | Over 6 | Over 8 | Over 10 |
|------------------------|-----------|--------|--------|--------|--------|--------|---------|
| O-7 & Above | \$200 | \$200 | \$200 | \$200 | \$200 | \$200 | \$200 |
| O-6 | 225 | 250 | 300 | 325 | 350 | 350 | 350 |
| O-5 | 200 | 250 | 300 | 325 | 350 | 350 | 350 |
| O-4 | 175 | 225 | 275 | 300 | 350 | 350 | 350 |
| O-3 | 150 | 156 | 188 | 206 | 350 | 350 | 350 |
| O-2 | 150 | 156 | 188 | 206 | 250 | 300 | 300 |
| O-1 | 150 | 156 | 188 | 206 | 250 | 250 | 250 |
| W-5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| W-4 | 200 | 225 | 275 | 300 | 325 | 325 | 325 |
| W-3 | 175 | 225 | 275 | 300 | 325 | 325 | 325 |
| W-2 | 150 | 200 | 250 | 275 | 325 | 325 | 325 |
| W-1 | 150 | 150 | 150 | 175 | 325 | 325 | 325 |
| E-9 | 200 | 225 | 250 | 275 | 300 | 300 | 300 |
| E-8 | 200 | 225 | 250 | 275 | 300 | 300 | 300 |
| E-7 | 175 | 200 | 225 | 250 | 275 | 275 | 275 |
| E-6 | 156 | 175 | 200 | 225 | 250 | 250 | 250 |
| E-5 | 150 | 156 | 175 | 188 | 200 | 200 | 200 |
| E-4 & Below | 150 | 156 | 175 | 188 | 200 | 200 | 200 |

Table 22-2. Monthly HDIP Rates for Air Weapons Controller Crewmembers
(Effective February 18, 1997) (Continued)

| Pay Grade | Over 12 | Over 14 | Over 16 | Over 18 | Over 20 | Over 22 | Over 24 | Over 25 |
|------------------------|---------|---------|---------|---------|---------|---------|---------|---------|
| O-7 & Above | \$200 | \$200 | \$200 | \$200 | \$200 | \$200 | \$200 | \$150 |
| O-6 | 350 | 350 | 350 | 350 | 300 | 250 | 250 | 225 |
| O-5 | 350 | 350 | 350 | 350 | 300 | 250 | 250 | 225 |
| O-4 | 350 | 350 | 350 | 350 | 300 | 250 | 250 | 225 |
| O-3 | 350 | 350 | 350 | 300 | 275 | 250 | 225 | 200 |
| O-2 | 300 | 300 | 300 | 275 | 245 | 210 | 200 | 180 |
| O-1 | 250 | 250 | 250 | 245 | 210 | 200 | 180 | 150 |
| W-5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| W-4 | 325 | 325 | 325 | 325 | 276 | 250 | 225 | 200 |
| W-3 | 325 | 325 | 325 | 325 | 325 | 250 | 225 | 200 |
| W-2 | 325 | 325 | 325 | 325 | 275 | 250 | 225 | 200 |
| W-1 | 325 | 325 | 325 | 325 | 275 | 250 | 225 | 200 |
| E-9 | 300 | 300 | 300 | 300 | 275 | 230 | 200 | 200 |
| E-8 | 300 | 300 | 300 | 300 | 265 | 230 | 200 | 200 |
| E-7 | 300 | 300 | 300 | 300 | 265 | 230 | 200 | 200 |
| E-6 | 300 | 300 | 300 | 300 | 265 | 230 | 200 | 200 |
| E-5 | 250 | 250 | 250 | 250 | 225 | 200 | 175 | 150 |
| E-4 & Below | 200 | 200 | 200 | 200 | 175 | 150 | 150 | 150 |

Table 22-3. Time of Aerial Flight Required for Fractional Part of the Month

| Days | Hours of Aerial Flight | | Days | Hours of Aerial Flight | |
|------|------------------------|---------------|-------|------------------------|---------------|
| | Active Duty | Inactive Duty | | Active Duty | Inactive Duty |
| 1 | .2 | .1 | 16 | 2.2 | 1.1 |
| 2 | .3 | .2 | 17 | 2.3 | 1.2 |
| 3 | .4 | .2 | 18 | 2.4 | 1.2 |
| 4 | .6 | .3 | 19 | 2.6 | 1.3 |
| 5 | .7 | .4 | 20 | 2.7 | 1.4 |
| 6 | .8 | .4 | 21 | 2.8 | 1.4 |
| 7 | 1.0 | .5 | 22 | 3.0 | 1.5 |
| 8 | 1.1 | .6 | 23 | 3.1 | 1.6 |
| 9 | 1.2 | .6 | 24 | 3.2 | 1.6 |
| 10 | 1.4 | .7 | 25 | 3.4 | 1.7 |
| 11 | 1.5 | .8 | 26 | 3.5 | 1.8 |
| 12 | 1.6 | .8 | 27 | 3.6 | 1.8 |
| 13 | 1.8 | .9 | 28 | 3.8 | 1.9 |
| 14 | 1.9 | 1.0 | 29 | 3.9 | 2.0 |
| 15 | 2.0 | 1.0 | 30-31 | 4.0 | 2.0 |

Table 22-4. Flight Examples Involving Basic 3-Month Grace Periods

| Month | Example 1 | | Example 2 | | Example 3 | | Example 4 | |
|----------|-----------|---------------------|-----------|---------------------|-----------|----------------------|-----------|----------------------|
| | Hours | Entitled | Hours | Entitled | Hours | Entitled | Hours | Entitled |
| January | 4 | Yes (note 1) | 4 | Yes (note 1) | 4 | Yes (note 1) | 4 | Yes (note 1) |
| February | 0 | No (note 2) | 0 | No (note 2) | 0 | Yes (notes 2 - 5) | 0 | Yes (notes 2 - 6) |
| March | 4 | Yes (note 1) | 0 | No | 0 | Yes (note 5) | 8 | Yes (note 1) |
| April | 0 | No (note 3) | 4 | Yes (note 1) | 12 | Yes (note 1) | 0 | Yes (notes 2 - 5) |
| May | 0 | No (note 4) | 0 | No (note 4) | 0 | Yes (notes 2 - 5) | 0 | Yes (note 5) |
| June | 4 | Yes (note 1) | 0 | No | 0 | Yes (note 5) | 12 | Yes |
| July | 4 | Yes (note 1) | 4 | Yes (note 1) | 12 | Yes (note 1) | | |
| August | 0 | No (notes 2 - 8) | 0 | No (notes 2 - 8) | 0 | No (notes 2 - 8) | | |

Table 22-4. Flight Examples Involving Basic 3-Month Grace Periods (Continued)

| Month | Example 5 | | Example 6 | | Example 7 | |
|----------|-----------|----------------------|-----------|-----------------------|-----------|-----------------------------|
| | Hours | Entitled | Hours | Entitled | Hours | Entitled |
| January | 4 | Yes (notes 1 - 7) | 2 | Yes (notes 7 - 9) | 0 | Yes (note 5) |
| February | 0 | Yes (note 9) | 0 | Yes (note 9) | 0 | Yes (note 5) |
| March | 0 | Yes (note 9) | 0 | Yes (note 9) | 12 | Yes (note 1) |
| April | 0 | Yes (note 9) | 0 | No (note 2) | 4 | Yes (note 1) |
| May | 0 | Yes (notes 2 - 5) | 0 | No (note 8) | 0 | No (notes 2 - 8) |
| June | 0 | Yes (note 5) | 7 | Yes (notes 1 - 11) | 0 | No (notes 2 - 8) |
| July | 12 | Yes (note 1) | | | 11 | Yes (notes 1 - 9 and 11) |
| August | | | | | 5 | Yes (notes 1 - 9 and 11) |

NOTES:

1. Entitled to incentive pay based on that month's flights.
2. Begins a 3-month grace period.
3. New 3-month period does not begin, since this is last month of first 3-month period.
4. New 3-month period does not begin, since flight requirements were not met for previous entire period.
5. Entitled to incentive pay based on 3-month period.
6. Entitled to incentive pay based on 2-month period.
7. Injured in aircraft accident.
8. Not entitled to incentive pay, unless sufficient flights performed in following 1 or 2-month period.
9. Free entitlement period.
10. Two unused hours from January lost.
11. Excess hours available for application in 5 succeeding months as required.

Table 22-5. Flight Examples Involving 3-Month Periods and Excess Time

| Month | Hours Flown | Entitlement | Based on Hours Flown During | End of Month Excess and Unused Hours | | Pertinent Factors | |
|-------|-------------|-------------|-----------------------------|--------------------------------------|-------------|--|--|
| | | | | That Month | Accumulated | | |
| 16-31 | Jan 3.3 | Yes | Jan | 1.3 | 1.3 | Placed on flying status Jan 16 | |
| | Feb 0 | Yes | Jan 1.3, Mar 2.7 | 0 | 0 | | |
| | Mar 6.7 | Yes | Mar | 0 | 0 | | |
| | Apr 9 | Yes | Apr | 5 | 5 | | |
| | May 5.5 | Yes | May | 1.5 | 6.5 | | |
| | Jun 0 | Yes | Apr | 0 | 2.5 | | |
| | Jul 1.5 | Yes | Jul 1.5, Apr 1, May 1.5 | 0 | 0 | | |
| | Aug 2 | No | (note 1) | 2 | 2 | | |
| | Sep 4 | Yes | Sep | 0 | 2 | | |
| | Oct 5 | Yes | Oct | 1 | 3 | | |
| | Nov 0 | No | (note 2) | 0 | 3 | | |
| | Dec 3 | Yes | Dec 3, Aug 1 | 0 | 2 | | |
| | Jan 10 | Yes | Jan | 6 | 7 | | 1 hour lost from Aug |
| | Feb 0 | Yes | Oct 1, Jan 3 | 0 | 3 | | |
| | Mar 0 | Yes | Jan 3, May 1 | 0 | 0 | | |
| | Apr 0 | Yes | May 4 | 0 | 0 | | |
| | May 10 | Yes | May | 1 | 1 | | |
| | Jun 0 | Yes | May 1, Aug 3 | 0 | 0 | | |
| | Jul 0 | Yes | Aug 4 | 0 | 0 | | |
| | Aug 17 | Yes | Aug | 6 | 6 | | |
| | Sep 0 | Yes | Aug 4 | 0 | 2 | | |
| | Oct 2 | Yes | Oct 2, Aug 2 | 0 | 0 | | |
| | Nov 12 | Yes | Nov | 8 | 8 | | |
| | Dec 0 | Yes | Nov (note 3) | 0 | 4 | | Suspended Dec 1 |
| | Jan 0 | Yes | Nov 4 (note 3) | 0 | 0 | | |
| | Feb 0 | No | (note 4) | 0 | 0 | | |
| | Mar 0 | No | | 0 | 0 | | |
| | Apr 0 | No | | 0 | 0 | | Suspension ended May 1 Physically incapacitated Jun 20 |
| | May 4 | Yes | May | 0 | 0 | | |
| | Jun 30 | Yes | Jun | 26 | 26 | | |
| | Jul 0 | Yes | Jun 4 | 0 | 22 | | |
| | Aug 0 | Yes | Jun 4 | 0 | 18 | Suspended Oct 1 6 hours lost from Jun | |
| | Sep 0 | Yes | Jun 4 | 0 | 14 | | |
| | Oct 0 | Yes | Jun 4 | 0 | 10 (note 3) | | |
| | Nov 0 | Yes | Jun 4 | 0 | 0 (note 3) | | |
| | Dec 0 | No | | 0 | 0 | | |
| | Jan 0 | No | | 0 | 0 | | |
| | Feb 0 | No | | 0 | 0 | | |
| | Mar 0 | No | | 0 | 0 | | |
| | Apr 9 | Yes | Apr | 5 | 5 | Suspension ended Apr 1 | |

NOTES:

1. No excess hours available from previous 5 months and deficiency not made up within 2 following months.
2. Insufficient excess hours available from previous 5 months. New 3-month period does not begin since requirements were not met for entire 3-month period of August-October.
3. Payment made after the suspension ended.
4. Three-month grace period expired before suspension ended.

*Table 22-6. Entitlement to HDIP Under Certain Conditions

| R U L E | A | B | C | D |
|----------------------------|---|---|---|--|
| | When a member in flying status is | and | and | then flight pay |
| 1 | sick in line of duty | flying status orders remain in effect | member meets or has met flight requirements or flight requirements do not apply | continues for the period of illness. |
| 2 | on authorized leave in pay status | | | continues for the period of leave (note 1). |
| 3 | on TDY or TAD | | | continues for the TDY or TAD period. |
| 4 | in a travel status (including authorized delay en route) on change of station | | | continues for the period of travel. |
| 5 | a Reservist released from active duty of more than 30 days | orders are not issued directing relief from all assigned duties | member has met flight requirements | continues for the period of allowable travel time home (note 2). |
| 6 | discharged and immediately reenlists at the same station without a break in service | flying status orders are not specifically terminated | | entitlement is determined as if there had been no discharge. |
| 7 | | flying status orders are specifically terminated | | ceases on the date stated in orders. |
| 8 | incapacitated as a result of performance of flying duty | | | is payable as indicated in paragraphs 220206 or 220207. |

*Table 22-6. Entitlement to HDIP, Under Certain Conditions (Continued)

| R U L E | A | B | C | D |
|----------------------------|--|--|---|---|
| | When a member in flying status is | and | and | then flight pay |
| 9 | an enlisted crewmember whose flight orders include a termination date | is involuntarily removed from flying duty (note 3) | was given less than 120 days of advance notice of removal from flying duty (note 4) | continues either for 120 days after the date on which notified of such removal or until original flight orders termination date, whichever occurs first, without regard to the flight requirements of paragraph 220203. |
| 10 | an enlisted crewmember whose flight orders do not include a termination date | | was given less than 120 days advance notice of removal from flying duty (note 4) | continues for 120 days after the date on which notified of such removal without regard to the flight requirements of paragraph 220203. |

NOTES:

1. Do not count flights performed while on leave for pay purposes.
2. Do not pay flight pay beyond the last day of the calendar month for which requirements are met.
3. A member is not considered to be involuntarily removed from flying duty upon separation, confinement, relief for cause, reduction in grade, medical unfitness, absence without leave, or transfer to ground duty at own request.
4. Advance notice of removal from flying duty will be issued by a competent authority in writing. Advance notice may be provided verbally if a suitable memorandum for the record is made and later followed by written notification.

Table 22-7. Monthly [Army, Navy, and Marine Corps AvIP](#) Rates for Officers
(Effective October 17, 1998)

| YAS | Monthly Rate |
|------------------|---------------------|
| 2 or less | \$125 |
| Over 2 | 156 |
| Over 3 | 188 |
| Over 4 | 206 |
| Over 6 | 650 |
| Over 14 | 840 |
| Over 22 | 585 |
| Over 23 | 495 |
| Over 24 | 385 |
| Over 25 | 250 |

*Table 22-8. Monthly Maximum Air Force AvIP Rates
(Effective October 1, 2017)

| YAS | Monthly Rate |
|------------------|---------------------|
| 2 or less | \$150 |
| Over 2 | 250 |
| Over 6 | 700 |
| Over 12 | 1000 |
| Over 22 | 700 |
| Over 24 | 450 |

*Table 22-9. Monthly CSIP Rates for Air Force Enlisted Flyers
(Effective October 1, 2017)

| YAS | Monthly Rate |
|------------------|---------------------|
| 4 or less | \$225 |
| Over 4 | 350 |
| Over 8 | 500 |
| Over 14 | 600 |

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CHAPTER 22 – AVIATION INCENTIVE PAYS

*2201 – GENERAL

* 220101 DoDI 7730.67, October 20, 2016

2202 – HDIP FOR FLYING DUTY

| | |
|------------|--|
| 220201 | 37 U.S.C. § 301(a)(1) |
| 220202 | 37 U.S.C. § 301(b) and (c) |
| 220203 | Executive Order (EO) 11929, July 26, 1976 |
| 220204.B | 25 Comptroller General (Comp Gen) 534 |
| 220204.C | 37 Comp Gen 183 |
| | 4 Comp Gen 975 |
| | 9 Comp Gen 487 |
| 220206.A | EO 11929, July 26, 1976 |
| 220206.C | 22 Comp Gen 1038 |
| | 23 Comp Gen 267 |
| 220209.A | 2 Comp Gen 370 |
| 220209.B | 46 Comp Gen 776 |
| 220209.C | 37 Comp Gen 322 |
| 220209.E | 37 U.S.C. § 552 |
| | 23 Comp Gen 948 |
| | Public Law (P.L.) 92-482, October 12, 1972 |
| 220209.F.1 | 23 Comp Gen 449 |
| 220209.F.2 | 7 Comp Gen 476 |
| | 36 Comp Gen 57 |
| 220210 | 9 Comp Gen 234 |
| | 39 Comp Gen 604 |
| | 41 Comp Gen 173 |
| | 46 Comp Gen 776 |
| 220211 | 37 U.S.C. § 301(e) |
| 220211.A | 56 Comp Gen 983 |
| 220211.B | 56 Comp Gen 983 |
| 220211.C | Comp Gen B-153331, December 11, 1964 |
| 220212 | 37 U.S.C. § 304(b) |

2203 – AvIP FOR AVIATORS IN OPERATIONAL FLYING DUTY (OFD) OR PROFICIENCY FLYING DUTY (PFD) POSITIONS

* 220301 P.L. 114-328, § 614, December 23, 2016

* 37 U.S.C. § 334(a)

* 220302 P.L. 114-328, § 614, December 23, 2016

* DoDI 7730.67, October 20, 2016

| | |
|---|---|
| * 220303 | 37 U.S.C. § 334(a) |
| * 220303.C | Department of the Air Force (DAF) Memo, July 1, 2017 |
| * | DoDI 7730.67, October 20, 2016 |
| *2204 – AvIP FOR AVIATORS NOT IN OFD OR PFD POSITIONS | |
| * | DoDI 7730.67, October 20, 2016 |
| *2205 – CRITICAL SKILL INCENTIVE PAY (CSIP) | |
| * | 37 U.S.C. § 353 |
| * | DoDI 7730.67, October 20, 2016 |
| Table 22-1 | 37 U.S.C. § 301 |
| Table 22-2 | 37 U.S.C. § 301(c)(2)(A) |
| Table 22-4 | 46 Comp Gen 776 |
| Table 22-5 | 46 Comp Gen 776 |
| Table 22-6 | |
| Rules 1 through 8 | EO 11157, June 22, 1964 37 U.S.C. § 301 |
| Rule 9 | EO 11929, July 26, 1976 |
| Rule 10 | EO 11929, July 26, 1976 |
| Note 3 | EO 11929, July 26, 1976 |
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| Table 22-7 | |
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| *Table 22-8 | |
| * | 37 U.S.C. § 334 |
| * | DAF Memo, July 1, 2017 |
| * | DAF Memo, August 29, 2017 |

*Table 22-9

*

37 U.S.C. § 353

*

DAF Memo, August 29, 2017