

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 **January 2020** is archived.

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
220304.B	Updated subparagraph with the monthly Army Officers Aviation Incentive Pay (AvIP) rates.	Revision
Table 22-5	Renamed to “Monthly Army Officer AvIP Rates” and modified the hyperlink.	Revision
Table 22-6	Renamed to “Monthly Navy Officer AvIP Rates” and modified the hyperlink.	Revision
References	Updated to reflect current statutes and policy memos.	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 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 pay policies and requirements established by the DoD in this chapter are derived primarily from, and prepared in accordance with [37 U.S.C. §§ 334\(a\)](#) and [351\(a\)\(2\)](#). 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.

2202 HDIP FOR FLYING DUTY

The Secretary concerned may pay HDIP to Service members required by competent orders to participate in frequent and regular aerial flights as an aircrew member or to non-aircrew members who otherwise meet the requirements for flying duty.

220201. Eligibility

To be eligible for flying duty HDIP, a Service member must be required by competent orders to participate frequently and regularly in sustained, powered, controlled aerial flights, and generally must complete 4 hours (or 2 hours for reserve component (RC) Service members) of aerial flights each month. Hours that are flown in excess of this requirement may be credited against this requirement for up to 5 subsequent, consecutive months. Additionally, a Service member who has a shortage of flying hours after crediting these excess hours may, under certain conditions established by the Military Departments, enter a 3-month grace period wherein hours flown in future months may be retroactively applied to earlier monthly requirements.

220202. Limitations and Restrictions

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.

C. Service members may not receive incentive payments pursuant to 37 U.S.C. §§ [301](#), and 351, for the same period of service.

D. An officer receiving an incentive pay pursuant to 37 U.S.C. §§ 301a or 334, may not receive HDIP pursuant to 37 U.S.C. § 351(a)(2) for the same skill and period of service.

E. After January 27, 2018, the Military Departments may not pay HDIP under 37 U.S.C. Chapter 5, [Subchapter I](#).

F. Service members receiving a skill incentive pay pursuant to 37 U.S.C. § [353\(a\)](#), may not receive HDIP pursuant to 37 U.S.C. § 351(a)(2), for the same period of service in the same career field or skill for which the payment is paid.

G. Service members must be on competent orders to serve in the area or to perform the hazardous duty to qualify for an incentive.

H. To be eligible for select HDIP payments, a Service member must be in training, have successfully completed the qualifying training and technical qualification, or meet qualification requirements for the performance of the hazardous duty.

I. Although a Service member may perform more than three hazardous duties in a month, a Service member may not receive simultaneous payments for more than three HDIP duties in a month.

220203. Definitions

A. [Aerial Flights](#). Aerial flights are flights in military aircraft or spacecraft, and also flights in nonmilitary aircraft when Service 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.

B. [Aviation Accident](#). Aviation accident is an accident in which a Service 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:

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

2. 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.

220204. Flight Requirements

A. Minimum Flying Time Each Month

1. During 1 calendar month, 4 hours of aerial flight are required. If a Service 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 220204.A.1, have not been met, 8 hours of aerial flight are required.

3. During 3 consecutive calendar months when the requirements of subparagraph 220204.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 22-1).

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 22-1).

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 Service 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 Service 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 22-2 and 22-3.

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 Service 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 Service 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 Service 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 Service 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 220204.D if the Service member continues to fly under the same orders.

NOTE: For RC officers not on active duty for a period of more than 30 consecutive days, the requirement is half of the requirements contained in paragraph 220204.

220205. 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 Service 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 Service 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 22-2 and 22-3 for application of the rules listed in paragraph 220205.

220206. 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 Service member had no excess flight time from prior months.

A. Second Month. If a Service 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 Service 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 Service 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 Service 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 Service 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. 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.

220207. Injury or Incapacity Resulting From Performance of Hazardous Duty

Service members qualified for HDIP, who are temporarily unable to perform a hazardous duty due to an injury or illness that is not the result of the Service member's own misconduct, may continue to receive HDIP for up to 6 months.

A. On a case-by-case basis, the Secretary concerned, or designee, may authorize an extension of HDIP payments for up to an additional 6-months, based on the recommendation of the appropriate medical authority. Under no circumstance will HDIP payments continue beyond 12 months from the date of injury or illness.

B. HDIP will be terminated for Service members permanently disqualified or otherwise determined to be no longer eligible to perform hazardous duty by a competent medical authority.

C. Service members reassigned to a new duty assignment or specialty not eligible for HDIP will have their HDIP payments terminated on the date of reassignment or reclassification.

D. If the injury or illness occurred while serving in a combat zone, hostile fire area, or imminent danger area, the Service member may continue to receive HDIP during the Service member's hospitalization and rehabilitation. See Chapter 13.

220208. Incapacity Not the Result of Performance of Hazardous Duty

The right of a Service 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 220204.

220209. Right to Flight Pay Under Certain Conditions

See Table 22-4.

220210. Determinations Affecting Entitlement to Flight Pay

A. Flight Pay From Date of Reporting for Duty. A Service 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 Service 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 220205, 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 Service 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 Service member is entitled to flight pay, as a non-crewmember for the period of time Service member held that status, if he or she met the pro rata requirements as a non-

crewmember. The Service 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 Service 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 Service member's former orders.

E. Missing or Missing-in-Action

1. A Service member assigned to flying duty, who is declared missing by competent authority, is entitled to HDIP during the entire period of absence, and is entitled to HDIP 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 220204.

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 6-month grace period, the Service member must meet flight requirements for at least 1 month to become entitled to flight pay again.

5. If the Service 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 Service member

has met pro rata flight requirements for the month of death and was on flying status.

220211. Suspensions From Flying Status, Effect on Flight Pay

A. Flight Pay for a Period of Suspension. Except under subparagraphs 220211.B and C, Service members are not entitled to flight pay for any period while suspended from flying status. Service members are considered suspended on the effective date of suspension. Service 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 Service Members Required to Perform Minimum Flight Requirements. Service 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 220204. If the Service member has excess flights performed before suspension, the grace period specified in paragraph 220204 begins on the first month of the period of suspension not covered by excess flights.

Example: A Service 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 220204, started on June 1. The hours that were flown in July qualify the Service member for flight pay for June and July.

C. Suspension for Physical Incapacity of Service Members Subject to Minimum Flight Requirements. A Service 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 220204. The Service 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 220207.

D. Suspension Removed or Terminated. If a suspension is removed or terminated after the Service member can no longer qualify for flight pay under subparagraphs 220211.B or C, there is loss of pay for any period that is not covered by paragraph 220204. Flight pay accrues after the suspension is removed or terminated for Service 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.

220212. Payment of Flight Pay and Incentive Pay for Other Hazardous Duty

A Service 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 two other hazardous

duties for the same period. Dual HDIP is limited to those Service members required by orders to perform specific multiple hazardous duties 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 Service member's assigned mission. Accomplishment of the assigned mission must require the Service member to perform specific multiple hazardous duties. A Service member must meet minimum requirements for each of the hazardous duties, except for injury or illness.

B. Types of Duties That Qualify Service Member for Dual Payment of HDIP. See Chapter 24, subparagraph 240204.A.

1. Air Force pararescue team Service 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 Service 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 6 months. If not entitled to dual incentive pay at the time of the incapacity, the Service 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 6-month period will be determined separately for each type of incentive pay. See paragraph 220207, to determine the 6-month period separately for each incentive pay.

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.

220214. Monthly Rates

For the most current rates, see the [HDIP for Flying](#) table on dfas.mil.

A. HDIP for aircrew members may not exceed \$250 per month.

B. HDIP for non-aircrew members is \$150 per month

C. Service members who otherwise meet the eligibility criteria, but who do not participate in a full calendar month of flying duty, will receive a prorated HDIP payment as follows:

1. Prorating the monthly HDIP is required for Service members who fail to satisfy the eligibility requirements for the pay for the entire month. The amount of HDIP authorized for qualifying service during a day or portion of a day will be the amount equal to 1/30th of the monthly amount of HDIP payable to a Service member.

2. Service members are first entitled to HDIP on the date they report for, and begin performing, an eligible duty in compliance with competent orders. HDIP ends on the effective date published in orders for termination of such duty or the date the Service member is detached from and is no longer required to perform the hazardous duty, whichever occurs first.

a. When a Service member begins hazardous duty on a date other than the first day of a month, or terminates that duty prior to the last day of a month and otherwise meets the requirements of the pay for the month, the Service member is entitled to a prorated portion of HDIP for the month.

b. The prorated monthly amount is calculated using the daily rate to reflect the duration of the Service member's actual qualifying service during the month.

220215. Repayment

An officer or enlisted member who fails to fulfill the eligibility requirements of this issuance or other conditions of service specified by the Secretary of the Military Department concerned, will be subject to repayment consistent with [37 U.S.C. § 373](#), and Chapter 2.

220216. Duration of Authority

HDIP may not be paid to any person after the date on the [Duration of Authority](#) table. No payments will be made after the termination date unless the person's entitlement commenced prior to that date.

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. § [204](#) or to compensation under 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 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 220302 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. Limitations and Restrictions

A. A Service member may not receive an incentive pay pursuant to 37 U.S.C., Chapter 5, Subchapter I and [Subchapter II](#) for the same activity, skill, or period of service.

B. Officers receiving incentive payments pursuant to 37 U.S.C. §§ 301(a)(1), 301(a)(2), 301(a)(13) or 301a, are ineligible for AvIP.

C. Officers receiving AvIP pursuant to 37 U.S.C. § 334(a), may not receive HDIP pursuant to 37 U.S.C. § 351(a)(2), or skill incentive pay or proficiency bonuses pursuant to 37 U.S.C. § 353, for the same skill and period of service.

D. Service members temporarily medically incapacitated will be considered qualified for aviation service unless such incapacitation continues for more than 12 months. After 365 days of incapacitation, a Service member will be disqualified from aviation service and will not be requalified until the condition resulting in incapacitation is corrected or is subject to a waiver under regulations prescribed by the Secretary of the Military Department concerned. A competent medical authority must certify the Service member as medically qualified for operational flying duty (OFD) or proficiency flying duty (PFD). This guidance is only for the purposes of AvIPs and bonuses and does not otherwise restrict a Service's authority to place an aviator in an applicable flight status.

E. Service members permanently disqualified for aviation service or otherwise determined no longer eligible for aviation service, in accordance with this issuance and such additional regulations prescribed by the Secretary of the Military Department concerned, are ineligible for AvIP or CSIP.

F. Service members are not authorized AvIP or CSIP payments for any periods of unauthorized absence.

*220304. 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 DoD 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 monthly Army Officer AvIP Rates are listed on Table 22-5.](#) For the most current rates, see the [Monthly Army Officer Aviation Incentive Pay Rates](#) table on dfas.mil.

C. The monthly Navy Officer AvIP Rates are listed on Table 22-6. For the most current rates, see the [Monthly Navy Officer Aviation Incentive Pay Rates](#) table on dfas.mil.

D. The monthly Navy AvIP Rates for Officers in Administrative Milestone Billets are listed on Table 22-7. For the most current rates, see the Monthly Navy Aviation Incentive Pay Rates for [Officers in Administrative Milestone Billets](#) table on dfas.mil.

E. Under the provisions in subparagraphs 220304.A and B, the Department of the Air Force (DAF) authorized an increase to the Air Force AvIP rates. The AvIP eligibility will be in accordance with [Air Force Instructions \(AFI\) 11-401](#) and [AFI 11-402](#). The Air Force monthly AvIP rates are calculated based upon [years of aviation service \(YAS\)](#) established by the Aviation Service Date and are reflected in Table 22-8. For the most current rates, see the [Monthly Air Force Aviation Incentive Pay Rates](#) table on dfas.mil.

F. The monthly Marine Corps Officer AvIP Rates are listed on Table 22-9. For the most current rates, see the [Monthly Marine Corps Officer Aviation Incentive Pay Rates](#) table on dfas.mil.

G. The following are exceptions to the amounts in subparagraph 220304.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.

H. 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.

I. 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.

J. 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.

220305. Repayment

An officer or enlisted member who fails to fulfill the eligibility requirements of this issuance or other conditions of service specified by the Secretary of the Military Department concerned, will be subject to repayment consistent with 37 U.S.C. § 373, and Chapter 2.

220306. Duration of Authority

AvIP may not be paid to any person after the date on the [Duration of Authority](#) table. No payments will be made after the termination date unless the person's entitlement commenced prior to that date.

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 220404; 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 meet one of the following criteria:

- 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 YAS. 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 220404.

220403. Limitations and Restrictions

See paragraph 220303.

220404. 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.

220405. 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 220404.A through C.

220406. 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 220404.
- 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.

220407. Repayment

See paragraph 220305.

220408. Duration of Authority

See paragraph 220306.

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 members who meet the eligibility requirements in paragraph 220502; or

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

220502. Eligibility

CSIP is payable on a monthly basis in accordance with 37 U.S.C. § 353 to a Regular or RC enlisted 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 the Secretary concerned deems appropriate.

220503. Limitations and Restrictions

In addition to the limitations and restrictions prescribed in this paragraph, see paragraph 220303.

A. Enlisted members receiving incentive payments pursuant to 37 U.S.C. §§ 301(a)(1), 301(a)(2), 301(a)(13) or 320, are ineligible for CSIP.

B. Enlisted members receiving CSIP pursuant to 37 U.S.C. § 353(a), may not also receive HDIP pursuant to 37 U.S.C. § 351(a)(2), for the same period of service in the same career field or skill.

C. Enlisted members may receive only one skill incentive payment in any given month for the same skill and period of service, pursuant to 37 U.S.C. § 353(a).

D. Enlisted members may not receive CSIPs and proficiency bonuses, in accordance with 37 U.S.C. § 353, for the same skills and periods of service.

E. Officers are not authorized CSIP in accordance with this issuance.

220504. 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 Service member will receive CSIP and the monthly rate of pay.

220505. 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. See Table 22-10. For the most current rates, see the Monthly Critical Skill Incentive Pay Rates for [Air Force Enlisted Flyers](#) table on dfas.mil.

B. If a Service 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 Service member's actual qualifying service during the month.

C. RC Service 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.

220506. Repayment

See paragraph 220305.

220507. Duration of Authority

CSIP may not be paid to any person after the date on the [Duration of Authority](#) table. No payments will be made after the termination date unless the person's entitlement commenced prior to that date.

Table 22-1. 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 22-2. 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 22-2. 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 22-3. 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		
May	4	Yes	May	0	0	Suspension ended May 1	
Jun	30	Yes	Jun	26	26	Physically incapacitated Jun 20	
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 22-4. Entitlement to HDIP Under Certain Conditions

R U L E	A	B	C	D
	When a Service member in flying status is	and	and	then flight pay
1	sick in line of duty	flying status orders remain in effect	Service 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 Temporary Duty (TDY) or Temporary Additional Duty (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	Service 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 22-4. Entitlement to HDIP, Under Certain Conditions (Continued)

R U L E	A	B	C	D
	When a Service 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 Service 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 22-5. Monthly Army Officer AvIP Rates
Effective (January 1, 2020)

For the most current rates, see the [Monthly Army Officer Aviation Incentive Pay Rates](#) table on dfas.mil.

YAS	Monthly Rate
2 years or less	\$125
Over 2 years	200
Over 6 years	700
Over 10 years	1,000
Over 22 years	700
Over 24 years	400

*Table 22-6. Monthly Navy Officer AvIP Rates

(Effective October 17, 1998)

For the most current rates, see the [Monthly Navy Officer Aviation Incentive Pay Rates](#) table on dfas.mil.

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 22-7. Monthly Navy AvIP Rates for Officers in Administrative Milestone Billets
Effective (April 1, 2018)

For the most current rates, see the [Monthly Navy Aviation Incentive Pay Rates for Officers](#) in Administrative Milestone Billets table on dfas.mil.

YAS	Monthly Rate
2 or less	\$125
Over 2	156
Over 3	188
Over 4	206
Over 6	650
Over 10	1,000
Over 22	700
Over 24	450

NOTE:

Administrative milestone billets are designated as department head, commander command, and major command (or equivalent).

Table 22-8. Monthly Air Force AvIP Rates

(Effective October 1, 2017)

For the most current rates, see the [Monthly Air Force Aviation Incentive Pay Rates](#) table on dfas.mil.

YAS	Monthly Rate
2 or less	\$150
Over 2	250
Over 6	700
Over 12	1,000
Over 22	700
Over 24	450

Table 22-9. Monthly Marine Corps Officer AvIP Rates
(Effective March 1, 2018)

For the most current rates, see the [Monthly Marine Corps Officer Aviation Incentive Pay Rates](#) table on dfas.mil.

YAS	Monthly Rate
2 or less	\$125
Over 2	156
Over 3	188
Over 4	206
Over 6	650
Over 8	800
Over 10	1,000
Over 17	840
Over 22	585
Over 23	495
Over 24	385
Over 25	250

Table 22-10. Monthly CSIP Rates for Air Force Enlisted Flyers
(Effective October 1, 2017)

For the most current rates, see the [Monthly Critical Skill Incentive Pay Rates for Air Force Enlisted Flyers](#) table on dfas.mil.

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

*REFERENCES

CHAPTER 22 – AVIATION INCENTIVE PAYS

2202 – HDIP FOR FLYING DUTY

	37 U.S.C. § 351(a)(2)
	DoDI 1340.09, January 26, 2018
220204.A	DoDI 1340.09, January 26, 2018
	DoDI 7730.67, October 20, 2016
220204.E	DoDI 1340.09, January 26, 2018
220205.B	25 Comptroller General (Comp Gen) 534
220205.C	37 Comp Gen 183
	4 Comp Gen 975
	9 Comp Gen 487
220206	DoDI 1340.09, January 26, 2018
220210.A	2 Comp Gen 370
220210.B	46 Comp Gen 776
220210.C	37 Comp Gen 322
220210.E	37 U.S.C. § 552
	23 Comp Gen 948
220210.F.1	23 Comp Gen 449
220210.F.2	7 Comp Gen 476
	36 Comp Gen 57
220211	9 Comp Gen 234
	39 Comp Gen 604
	41 Comp Gen 173
	46 Comp Gen 776
220212.A	56 Comp Gen 983
220212.B	56 Comp Gen 983
220212.C	Comp Gen B-153331, December 11, 1964
220216	37 U.S.C. § 351(h)

2203 – AvIP FOR AVIATORS IN OFD OR PFD POSITIONS

220301	37 U.S.C. § 334(a)
220302	DoDI 7730.67, October 20, 2016
220303	37 U.S.C. § 334(a)
220303.C	ASD Manpower & Reserve Affairs Memo, April 26, 2017
	DAF Memo, October 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
[ASD Manpower & Reserve Affairs \(M&RA\) Memo,
 April 26, 2017](#)
[DAF Memo, October 1, 2017](#)

Table 22-2 – FLIGHT EXAMPLES INVOLVING BASIC 3-MONTH GRACE PERIODS

46 Comp Gen 776

Table 22-3 – FLIGHT EXAMPLES INVOLVING 3-MONTH PERIODS AND EXCESS TIME

46 Comp Gen 776

Table 22-4 – ENTITLEMENT TO HDIP UNDER CERTAIN CONDITIONS

Rules 1 through 8	EO 11157, June 22, 1964
Rule 9	EO 11929, July 26, 1976
Rule 10	EO 11929, July 26, 1976
Note 3	EO 11929, July 26, 1976
Note 4	EO 11929, July 26, 1976

Table 22-5 – MONTHLY ARMY OFFICER AvIP RATES

37 U.S.C. § 334(c)(1)(A)
[ASD M&RA Memo, April 26, 2017](#)
[Department of the Army Office of the Deputy Chief of Staff
 G1 Memo, January 8, 2020](#)

Table 22-6 – MONTHLY NAVY OFFICER AvIP RATES

37 U.S.C. § 334(c)(1)(A)
[ASD M&RA Memo, April 26, 2017](#)
 Office of the Chief of Naval Operations Instruction 7220.18,
 August 6, 2010

Table 22-7 – MONTHLY NAVY AvIP RATES FOR OFFICERS IN ADMINISTRATIVE MILESTONE BILLETS

37 U.S.C. § 334(c)(1)(A)
[ASD M&RA Memo, April 26, 2017](#)
 Navy Message R 201553Z, March 2018

Table 22-8 – MONTHLY MAXIMUM AIR FORCE AvIP RATES

37 U.S.C. § 334(c)(1)(A)
ASD M&RA Memo, April 26, 2017
DAF Memo (AvIP), August 29, 2017

Table 22-9 – MONTHLY MARINE CORPS OFFICER AvIP RATES

37 U.S.C. § 334(c)(1)(A)
ASD M&RA Memo, April 26, 2017
Marine Corps Message R 271318Z, February 2018

Table 22-10 – MONTHLY CSIP RATES FOR AIR FORCE ENLISTED FLYERS

37 U.S.C. § 353
DAF Memo (CSIP), August 29, 2017