

FIAR Guidance Supplement

MILITARY PAYROLL KEY SUPPORTING DOCUMENTS

The following tables list key supporting documents (KSDs) necessary to demonstrate audit-readiness for Military Pay. These KSDs include internal control KSDs and transactions KSDs, and include both Department-wide and service-specific documents. As reporting entities execute the FIAR Methodology, Discovery Phase, Key Task 1.4 “Evaluate Supporting Documentation,” they should use judgment in determining which of the KSDs identified are necessary to satisfy relevant financial statement assertions and whether additional service-specific KSDs are needed. For Transactions KSDs, the input factor “Eligibility” supports the validity of the transactions and the existence and rights/obligations financial statement assertions. The input factor “Amount” supports the accuracy of the transactions and the valuation financial statement assertion.

For Transactions KSDs, all of the following components of Military Pay may not be material to each reporting entity; therefore, in accordance with FIAR Methodology, Discovery Phase, Key Task 1.1 “Statement to Process Analysis,” reporting entities should perform a materiality analysis to determine which pays/entitlements are material prior to validating the existence of KSDs for all pays/entitlements. The following table is an example of entitlements/credits for Active Duty and Activated Reserve/Guard, depicting which entitlements/credits are material to each military service.

FY2011 DJMS Active Component Totals Only								
Current Month Entitlements/Credits	Navy (excluding USMC)		Army		Air Force		Totals	
Basic Pay	12,913,900,686	46.70%	23,367,792,044	50.35%	13,991,986,050	49.69%	50,273,678,780	49.18%
BAH	30,687,456	0.11%	90,622,668	0.20%	30,038,294	0.11%	151,348,419	0.15%
BAS	1,242,635,438	4.49%	2,188,202,772	4.71%	1,244,115,577	4.42%	4,674,953,786	4.57%
Incentive Pay	267,207,355	0.97%	351,842,956	0.76%	326,000,900	1.16%	945,051,211	0.92%
Special Pay	1,520,402,334	5.50%	1,706,807,811	3.68%	932,672,435	3.31%	4,159,882,580	4.07%
Uniform/Clothing Allowance	158,588,371	0.57%	241,391,082	0.52%	102,325,851	0.36%	502,305,303	0.49%
Advance Pay	60,632,850	0.22%	134,866,094	0.29%	73,010,208	0.26%	268,509,152	0.26%
FSA/FSH	110,031,196	0.40%	252,548,009	0.54%	74,284,007	0.26%	436,863,211	0.43%
VHA	4,926,164,657	17.81%	7,135,360,784	15.37%	4,011,128,057	14.25%	16,072,653,499	15.72%
OHA	912,185,266	3.30%	1,301,837,897	2.81%	1,369,974,151	4.87%	3,583,997,315	3.51%
COLA	11,565,735	0.04%	15,026,208	0.03%	3,368,323	0.01%	29,960,266	0.03%
Retired Pay Accrual	4,205,905,615	15.21%	7,623,855,993	16.43%	4,558,517,825	16.19%	16,388,279,433	16.03%
Employer Share SS	794,777,074	2.87%	1,439,180,728	3.10%	862,257,724	3.06%	3,096,215,526	3.03%
Employer Share Medicare	170,911,528	0.62%	337,532,796	0.73%	202,295,615	0.72%	710,739,939	0.70%
Other Entitlements	113,503,703	0.41%	220,312,555	0.47%	148,214,514	0.53%	482,030,772	0.47%
Prior Months	205,856,016	0.74%	-	0.00%	226,774,961	0.81%	432,630,976	0.42%
Pay Suppressions	8,191,821	0.03%	-	0.00%	224,048	0.00%	8,415,869	0.01%
TSP Breakage	-	0.00%	3,160,974	0.01%	-	0.00%	3,160,974	0.00%
TSP Agency Match	-	0.00%	(8,627)	0.00%	-	0.00%	(8,627)	0.00%
Total	27,653,147,101	100.00%	46,410,332,744	100.00%	28,157,188,538	100.00%	102,220,668,383	100.00%

*Blue Highlighting indicates material to Military Pay, defined all entitlements that make up 99% of the total

Source: DJMS 1A File Gross to Net Reconciliations

For additional information on Transactions KSDs, please see the following regulations:

- United States Code (USC) Title 37 “Pay and Allowances of the Uniformed Services”;
- Financial Management Regulation (FMR) Volume 7A “Military Pay Policy and Procedures – Active Duty and Reserve Pay”;
- Army Regulation 37–104–4 “Military Pay and Allowances Policy”;
- Air Force Manual (AFMAN) 65-116 V1 “Defense Joint Military Pay System Active Component (DJMS) FSO Procedures”;
- AFMAN 65-116 V2 “DJMS Unit Procedures Excluding FSO”;
- AFMAN 65-116 V3 “DJMS – Reserve Component” MILPERSMAN 7220 “Military Pay”; and
- Joint Federal Travel Regulations (JFTR) Volume I, Chapter 10.

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**Military Pay
Wave 2 – SBR Audit
Internal Controls Key Supporting Documents (KSDs)**

Key Supporting Documents	Financial Statement Assertions				
	Existence	Completeness	Valuation	Presentation & Disclosure	Rights & Obligations
1. Statement-to-process analyses demonstrating the dollar amount and quantity of activity flowing through various processes and/or locations	X	X	X	X	X
2. Applicable policies and procedures	X	X	X	X	X
3. Process narratives and flowcharts	X	X	X	X	X
4. Control worksheets, identifying risks, KCOs and corresponding control activities	X	X	X	X	X
5. Test plans documenting planned procedures used to test the operating effectiveness of control activities	X	X	X	X	X
6. Control assessments with test results	X	X	X	X	X
7. Evaluation of test results	X	X	X	X	X
8. Documentation evidencing the operation of internal control activities for the period under audit. Examples include: <ul style="list-style-type: none"> ○ Reconcile DJMS 1A File, General Ledger, and the payroll disbursements from the disbursing systems on a monthly basis. ○ All reconciling items are aged monthly to ensure all differences are resolved within 60 days. Supervisor randomly selects items cleared from the aging and reviews supporting documentation (and entry recorded in system) to verify reconciling item was appropriately resolved. 	X	X	X	X	X
9. System inventory list, listing of system users and their access privileges	X	X	X	X	X

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Military Pay Wave 2 – SBR Audit Transactions Key Supporting Documents (KSDs)				
Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
BASIC PAY FMR Volume 7A, Chapter 01				
Eligibility	Pay Grade	<ul style="list-style-type: none"> E-4 and below Promotion Report Officer/Warrant Officer/E5 and above orders Promotion Order 	<ul style="list-style-type: none"> E-4 and below Promotion Report Officer/Warrant Officer/E5 and above orders 	<ul style="list-style-type: none"> E-4 and below Promotion Report Officer/E5 and above orders
	Leave	<ul style="list-style-type: none"> DA Form 31, "Leave Request" DA Form 4187, "Personnel Action" 	<ul style="list-style-type: none"> NAVCOMPT Form 3065 	<ul style="list-style-type: none"> AF Form 988, "Leave Request/Authorization" AF Form 2098, "Duty Status Change", for those employees who fail to return from leave as scheduled
	Years of Service (Officer)	<ul style="list-style-type: none"> DD Form 214, "Certificate of Release or Discharge from Active Duty" DD Form 220 "Active Duty Report" DA Form 71, "Oath of Office-Military Personnel" DA Form 1506, "Statement of Service" 	<ul style="list-style-type: none"> DD Form 214 DD Form 220 Statement of Service - Officers (09SOS) 	<ul style="list-style-type: none"> DD Form 214 DD Form 220 AF Form 1299, "Officers Certificate of Statement of Service" DD Form 303AF, "Discharge from Air Force" DD Form 363AF, "Retirement from Air Force" AF Form 682, "Release from Extended Active Duty (EAD) Air Force" AF Form 386, "Discharge from Army" AF Form 681, "Release from EAD Army"
	Years of Service (Enlisted)	<ul style="list-style-type: none"> DD Form 4-1/4-2, "Enlistment/ Reenlistment Document, Armed Forces of the United States" DD Form 214, "Certificate of Release or Discharge from Active Duty" DA Form 4, "Enlist/Reenlistment Document Armed Forces of the United States" DA Form 1506, "Statement of Service" DD Form 1966/1, "Record of Military Processing-Armed Force of the US" 	<ul style="list-style-type: none"> DD Form 4-1/4-2 DD Form 214 Statement of Service - Enlisted Re-enlistment and enlistment extension Document DD Form 1966/1, "Record of Military Processing-Armed Force of the US" 	<ul style="list-style-type: none"> DD Form 4-1/4-2 DD Form 214 AF Form 418, "Selective Reenlistment Program Consideration" DD Form 1966/1, "Record of Military Processing-Armed Force of the US"
	Record of Duty	<ul style="list-style-type: none"> DD Form 1343, "Notification of Change in Service Member's Official Records" DA Form 5016-R, "Chronological Record of Military Service" DA Form 2627, "Record of Proceedings under Article 15, UCMJ" (support for basic pay reductions/withholdings) 	DD Form 1343	<ul style="list-style-type: none"> DD Form 1343 AF Form 281, "Notification of Change in Service Member's Official Records"
Amount	Rate	DFAS Military Pay Table		

BASIC ALLOWANCE FOR HOUSING (BAH)

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Military Pay Wave 2 – SBR Audit Transactions Key Supporting Documents (KSDs)				
Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
JFTR Volume I, Chapter 10				
Eligibility	General	<ul style="list-style-type: none"> • DA Form 5960, "Authorization to Start, Stop or Change Basic Allowance for Quarters (BAQ) and/or Variable Housing Allowance (VAH)" • Memorandums from Personnel Office/Commanding Officers for BAH Exceptions (BAH Exceptions) • Copy of lease agreement/mortgage statement, if applicable. 	<ul style="list-style-type: none"> • Memorandums from Personnel Office/Commanding Officers for BAH Exceptions (BAH Exceptions) • Commanding Officer (CO) approved BAH special request chit (NAVPERS 1336/3) or CO's approval letter on a command letterhead for E-5 and below, or military member married to another military member without children both assigned to sea duty commands • Copy of lease agreement/mortgage statement, if applicable. • Mobilization Orders for Reserve on active duty 	<ul style="list-style-type: none"> • AF Form 594, Application and Authorization to Start, Stop or Change Basic Allowance for Quarters (BAQ) • Memorandums from Personnel Office/Commanding Officers for BAH Exceptions (BAH Exceptions) • Copy of lease agreement/mortgage statement, if applicable.
	Single	<ul style="list-style-type: none"> • Assignment to Government Quarters (single) 	<ul style="list-style-type: none"> • Assignment to Government Quarters (single) • Combined Bachelor's Housing (CBH) approval for single E-5 and below or military member married to another military member without children both assigned to sea duty • Statement of Understanding for BAH Entitlement (NAVPERS 1070/613) 	<ul style="list-style-type: none"> • AF Form 281, Notification of Chapter in Service Member's Official Records Assignment to Government Quarters (single) • Assignment to Government Quarters (single)
	Married/ Dependents	<ul style="list-style-type: none"> • Substantiating documentation for dependents such as marriage license, child birth certificate, and court documents (for single service members with dependent children)¹ • DD Form 137-3, "Dependency Statement - Parents" • DD Form 137-4, "Dependency Statement - Child Born out of Wedlock Under Age 21" 	<ul style="list-style-type: none"> • Substantiating documentation for dependents such as marriage license, child birth certificate, and court documents (for single service members with dependent children)² • DD Form 137-3 • DD Form 137-4 	<ul style="list-style-type: none"> • Substantiating documentation for dependents such as marriage license, child birth certificate, and court documents (for single service members with dependent children)³ • AF 1856, "Statement of Understanding- BAQ" • DD Form 137-3 • DD Form 137-4 • DD Form 137-5

¹ If supporting documentation such as marriage license, child birth certificate, divorce decrees, etc. are not available, it is acceptable to rely on alternative documentation, such as documents evidencing that the substantiating documentation was inspected by someone other than the member at the time the entitlement was initiated or modified.

² See footnote 1.

³ See footnote 1.

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
		<ul style="list-style-type: none"> • DD Form 137-5, “Dependency Statement - Incapacitated Child Over Age 21” • DD Form 137-6, “Dependency Statement - Full Time Student 21-22 Years of Age” • DD Form 137-7, “Dependency Statement - Ward of a Court” 	<ul style="list-style-type: none"> • DD Form 137-5 • DD Form 137-6 • DD Form 137-7 • Dependency Application/Record of Emergency Data (NAVPERS 1070/602) • Substantiating documentations for dependents such as marriage certificate, birth certificates of dependent children, court order for wards, paternity statement (for male members only), and DFAS CL approved secondary dependents (DD Form 137-3 and 137-7) • Documentary proof of support for BAH-DIFF entitlement. • Documentary proof of dependents address for BAH at dependent's location entitlement. 	<ul style="list-style-type: none"> • DD Form 137-6 • DD Form 137-7
	Pay Grade	<ul style="list-style-type: none"> • E-4 and below Promotion Report • Officer/Warrant Officer/E5 and above orders • Promotion Order 	<ul style="list-style-type: none"> • E-4 and below Promotion Report • Officer/Warrant Officer/E5 and above orders 	<ul style="list-style-type: none"> • E-4 and below Promotion Report • Officer/E5 and above orders • DD Form 139, “Pay Adjustment Authorization” • DD Form 114, “Military Pay Order”
	Duty Zip Code	<ul style="list-style-type: none"> • Competent Orders • DD Form 1351-2, “Travel Voucher” or sub voucher 		
Amount	BAH Calculator	http://www.defensetravel.dod.mil/site/bahCalc.cfm		
BASIC ALLOWANCE FOR SUBSISTENCE (BAS) FMR Volume 7A, Chapter 25, Section 2501				
Eligibility	General	<ul style="list-style-type: none"> • DD Form 114, “Military Pay Order” • DD Form 1475, “Basic Allowance for Subsistence-Certification”. • Upon completion of basic military training, a member becomes entitled to monthly BAS based upon their rank and circumstances. 	<ul style="list-style-type: none"> • DD Form 114 • DD Form 1475 • Upon completion of basic military training, a member becomes entitled to monthly BAS based upon their rank and circumstances. 	<ul style="list-style-type: none"> • DD Form 114 • DD Form 1475 • AF Form 220, “Request, Authorization and Pay Order Basic Allowance for Subsistence” • Upon completion of basic military training, a member becomes entitled to monthly BAS based upon their rank and circumstances.
Amount	Rate	<ul style="list-style-type: none"> • Officer BAS – A single rate applies to all officers (Rate found at FMR Volume 7A, Chapter 25, 250103.A) • Enlisted BAS – The standard rate of BAS to be paid enlisted members unless they qualify for a higher rate (Rate found at FMR Volume 7A, Chapter 25, 250103.B.1) 		

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
		<ul style="list-style-type: none"> • Enlisted BAS II – Enlisted members on duty at a permanent station and assigned to single (unaccompanied) Government quarters, which do not have adequate food storage or preparation facilities, and where a government mess is not available and the government cannot otherwise make meals available, may be entitled to BAS II. The rate is fixed at twice the rate of Enlisted BAS. (Rate found at FMR Volume 7A, Chapter 25, 250103.B.2) • See FMR Volume 7A, Chapter 25, 250102.D for specific situations that may call for a change in the Enlisted BAS amount and FMR Volume 7A, Chapter 25, 250104 for instances where military members are not entitled to BAS (e.g. undergoing initial officer training) 		
CONTINENTAL UNITED STATES (CONUS) AND OVERSEAS COST OF LIVING ALLOWANCE (COLA) JFTR Volume 1, Chapters 8 & 9				
Eligibility	PCS/Mobilization Orders	<ul style="list-style-type: none"> • DD Form 114, Military Pay Order (for COLA not corresponding with BAS) • DA Form 4187, "Personnel Action"; • PCS/Mobilization Order (Mobilized soldiers may be eligible for CONUS COLA (taxable) or Overseas COLA (non-taxable), if their primary residence is located in a designated high cost of living area authorized COLA. Both CONUS and overseas CONUS begin on the date of mobilization and are prorated for partial months) 	<ul style="list-style-type: none"> • DD Form 114 • Overseas CONUS begin on the day the member reports to new permanent duty station. • PCS/Mobilization Order (Mobilized soldiers may be eligible for CONUS COLA (taxable) or Overseas COLA (non-taxable), if their primary residence is located in a designated high cost of living area authorized COLA. Both CONUS and overseas CONUS begin on the date of mobilization and are prorated for partial months) • NAVPERS 1070/602, "Dependency Application/Record of Emergency Data" • Living in Barracks - Commanding Officer's BAH approved request chits 	<ul style="list-style-type: none"> • DD Form 114 • AF IMT 220, Request Authorization and Pay Order Basic Allowance for Subsistence (to start or Stop COLA corresponding with BAS) • AF 597
Amount	Rate	Standard rates set forth in <i>JFTR, Volume 1, Chapter 8 & 9 and Appendix J</i>		
OVERSEAS HOUSING ALLOWANCE (OHA) JFTR Volume 1, Chapters 10				
Eligibility	PCS/Mobilization Orders	<ul style="list-style-type: none"> • DD Form 2367 "Overseas Housing Allowance (OHA) Report", including attached lease • PCS/Mobilization Order (Members whose primary residence is overseas when mobilized, may be entitled to OHA based on their primary residence location) 	<ul style="list-style-type: none"> • DD Form 2367, including attached lease • PCS/Mobilization Order (Members whose primary residence is overseas when mobilized, may be entitled to OHA based on their primary residence location) • NAVPERS 1070/602, "Dependency Application/Record of 	<ul style="list-style-type: none"> • DD Form 2367, including attached lease • PCS/Mobilization Order (Members whose primary residence is overseas when mobilized, may be entitled to OHA based on their primary residence location) • AF Form 1357, "Request for Temporary Housing Allowance" • AF Form 1039, "Request to Receive and/or Extend Repayment of an Advance

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Military Pay Wave 2 – SBR Audit Transactions Key Supporting Documents (KSDs)				
Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
			Emergency Data”	Housing Allowance”. <ul style="list-style-type: none"> • AF Form 594, “Notification of Dependency Status Changes” • AF Form 987, “Recertification Statement for Basic Allowance for BAQ, VHA, COLA, OHA and FSA” • DD 2256, “Move in Housing Allowance Claim”
Amount	Rate	Standard rates set forth in <i>JFTR, Volume 1, Chapter 10 & Appendix K</i>		
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE (FSSA) FMR Volume 7A, Chapter 25, Section 2502				
Eligibility	General	<ul style="list-style-type: none"> • Orders demonstrating member is on active duty • Leave and Earning Statement verifying that member is currently receiving BAS • DD Form 114, “Military Pay Order” 		
	Gross Household Income	Tax return or Leave and/or Earning Statement verifying gross household income		
	Dependents (member must have at least 1 dependent)	<ul style="list-style-type: none"> • Substantiating documentation for dependents (e.g. marriage license, child birth certificate, lease/mortgage documents, and court documents for single service members with dependent children)⁴ 		
	Application	Member’s certified application for FSSA	Member’s certified application for FSSA	DD-2857, “Family Subsistence. Supplemental Allowance Application”
Amount	Rate	Standard rate set by FMR Volume 7A, Chapter 25, 250203 Federal poverty line threshold (http://aspe.hhs.gov/poverty)		
FAMILY SEPARATION ALLOWANCE (FSA)/FHS FMR Volume 7A, Chapter 27				
Eligibility	General	<ul style="list-style-type: none"> • Competent Orders • DD Form 1351-2, “Travel Voucher” or sub voucher • DD Form 1561, “Statement to Substantiate Payment of Family Separation Allowance” 		
Amount	Calculation	Standard amount payable found in FMR Volume 7A, Chapter 27, Section 270103		
UNIFORM/CLOTHING MAINTENANCE ALLOWANCE (CMA) FMR Volume 7A, Chapter 29				
Eligibility	General	DA Form 3078, “Personal Clothing Request”	<ul style="list-style-type: none"> • “Request for Civilian Clothing Allowance (CCA)” • NAVPERS 1336/3, “Special Request/Authorization” or other documentation supporting maternity clothing allowance 	<ul style="list-style-type: none"> • “Initial, Special, and TDY Civilian Clothing Allowance Order” • AF Form 1969, “Officer Uniform Allowance Certification” • AF Form 656, “Clothing Request and Receipt + Male/Female” • AF Form 657, “Personal

⁴ If supporting documentation such as marriage license, child birth certificate, divorce decrees, etc. are not available, it is acceptable to rely on alternative documentation, such as documents evidencing that the substantiating documentation was inspected by someone other than the member at the time the entitlement was initiated or modified.

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
				Clothing Record- Female Airmen” <ul style="list-style-type: none"> • AF Form 658, “Personal Clothing Record- Male Airmen” • AF Form 422, “Physical Profile Serial Report” • DD 114, “Military Pay Order”
Amount	Rate – Initial Clothing Allowance	Standard rate set forth in FMR Volume 7A, Chapter 29, Tables 29-1 and 29-2		
	Rate – Cash Clothing Replacement Allowance	Standard rate set forth in FMR Volume 7A, Chapter 29, Table 29-4		
	Rate – Extra Clothing Allowance	Standard Army rates set forth in AR 700-84	Standard Navy rates set forth in FMR Volume 7A, Chapter 29, Table 29-5	Standard Air Force rates set forth in FMR Volume 7A, Chapter 29, Table 29-6
	Rate – Civilian Clothing Allowance	Standard rate set forth in FMR Volume 7A, Chapter 29, Table 29-8		
OFFICERS’ UNIFORM AND EQUIPMENT ALLOWANCE FMR Volume 7A, Chapter 30				
Eligibility	General	Orders demonstrating member is on active duty Leave and Earning Statement verifying that member is currently receiving BAS		
Specific Eligibility	AF Requirements	N/A	N/A	<ul style="list-style-type: none"> • AF Form 1969, “Officer Uniform Allowance Certification” • DD 114, “Military Pay Order”
Amount	Rate – Initial Uniform Allowance	Standard rate set forth in FMR Volume 7A, Chapter 30, Section 300203		
	Rate – Additional Active Duty Uniform Allowance	Standard rate set forth in FMR Volume 7A, Chapter 30, Section 300303		
	Rate – Officers’ Civilian Clothing Allowance	Standard rate set forth in FMR Volume 7A, Chapter 29, Section 290403		
SPECIAL PAYS FMR Volume 7A				
Special Pay – Special Pay for Nuclear Qualified Officers (Navy Only) FMR Volume 7A, Chapter 3, Section 0301 & OPNAVINST 7220.11C				
Eligibility	General	N/A	Applications/Requests for Nuclear Pay (sample forms found in latest version of OPNAVINST 7220.11 series)	N/A

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
Amount	Rates	N/A	See latest version of OPNAVINST 7220.11 series for rates	N/A
Special Pay – Unusual Responsibility FMR Volume 7A, Chapter 3, Section 0302				
Eligibility	General	<ul style="list-style-type: none"> • Authorization from the Secretary for special pay to officers in a position of unusual responsibility. • PCS Orders • Letter Memorandum authorizing Responsibility Pay 		
Amount	Rate	Standard pay table set by FMR Volume 7A, Chapter 3, 030202		
Special Pay – Warfare Officer Extending Period of Active Duty FMR Volume 7A, Chapter 3, Section 0303				
Eligibility	Military Occupational Specialty (MOS) or Designator	Orders demonstrating that the member is serving in a position for which that MOS or designator is authorized		
	Pay Grade of an O-3 or O-4 and not on a list of offices recommended for promotion	<ul style="list-style-type: none"> • Promotion Report (E4 and below) • Officer/Warrant Officer orders • Promotion Order 	<ul style="list-style-type: none"> • Promotion Report (E4 and below) • Officer/Warrant Officer orders • NROTC Scholarship Service Agreement (1533/3) • NROTC Four -year scholarship service contract (NSTC 1533/135) 	<ul style="list-style-type: none"> • Promotion Report (E4 and below) • Officer orders
	Years of Service (Officer)	<ul style="list-style-type: none"> • DA Form 71 • DA Form 1506 • DD Form 214 • DD Form 220 	<ul style="list-style-type: none"> • DD Form 214 • DD Form 220 • Officer Appointment Acceptance and Oath of Office 	<ul style="list-style-type: none"> • DD Form 214 • DD Form 220
	Contract/Agreement	Written contract/agreement by member to stay on active duty in special warfare service		
Amount	Retention Bonus	Standard pay table set by FMR Volume 7A, Chapter 3, 030304		
Special Pay – Surface Warfare Officer Continuation Pay (Navy only) FMR Volume 7A, Chapter 3, Section 0304				
Eligibility	MOS or Designator	N/A	<ul style="list-style-type: none"> • Orders demonstrating that the member is serving in a position for which that MOS or designator is authorized • "Officer Appointment Acceptance and Oath of Office" (NAVPERS 1000/4) • NROTC Scholarship Service Agreement (1533/3) • NROTC Four -year 	N/A

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
			scholarship service contract (NSTC 1533/135)	
	Experience Qualification	N/A	Verification of completion of original commissioning program or proof that member is within 1 year of completing such commitment	N/A
	Current Duties	N/A	Orders showing selection for assignment as Department Head on a surface vessel	N/A
	Contract/Agreement	N/A	Written contract/agreement of member to stay on active duty in special warfare service for one or more tours of duty for which the officer may be ordered as a Department Head on a surface vessel. Secretary of the Navy must accept and agree to the agreement.	N/A
Amount	Special Pay	N/A	Standard pay table set by FMR Volume 7A, Chapter 3, 030402	N/A
Special Pay – Judge Advocate Continuation FMR Volume 7A, Chapter 3, Section 0305				
Eligibility	Pay Grade	<ul style="list-style-type: none"> Promotion Report (E4 and below) Officer/Warrant Officer orders Promotion Order 	<ul style="list-style-type: none"> Promotion Report (E4 and below) Officer/Warrant Officer orders 	<ul style="list-style-type: none"> Promotion Report (E4 and below) Officer orders
	MOS or Designator	Orders demonstrating that the member is an officer of the Judge Advocate General's Corps of the Army	Orders demonstrating that the member is an officer of the Judge Advocate General's Corps of the Navy	Orders demonstrating that the member is an officer of the Air Force designated as a judge advocate
	Service	Verification of completion of the officer's original commissioning program		
	Contract/Agreement	Written contract/agreement by member to remain on active duty for a period of obligated service and agreed to by the Secretary of the Military Department		
Amount	Retention Bonus	<ul style="list-style-type: none"> Written agreement showing bonus amount Bonus amount limitation set forth in FMR Volume 7A, Chapter 3, 030502 		
Special Pay – Accession Bonus Officer Candidate FMR Volume 7A, Chapter 3, Section 0306				
Eligibility	Contract/Agreement	Written contract/agreement accepted by the Secretary of the Military Service for the member to: a) complete officer candidate school; b) accept a commission or appointment as an officer; and c) serve on active duty as a commissioned officer for a period specified in the agreement		
Amount	Accession Bonus	<ul style="list-style-type: none"> Written agreement showing bonus amount Bonus amount limitation set forth in FMR Volume 7A, Chapter 3, 030602 		

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
Special Pay – Accession Bonus New Officer Critical Skills FMR Volume 7A, Chapter 3, Section 0307				
Eligibility	Contract/ Agreement	Written contract/agreement accepted by the Secretary of the Military Service for the member to: a) complete officer candidate school; b) accept a commission or appointment as an officer; and c) serve on active duty in a designated critical officer skill for a period specified in the agreement		
	Authorization of Critical Skills	Secretary designation of “critical skills”		
Amount	Accession Bonus	<ul style="list-style-type: none"> • Written agreement showing bonus amount • Bonus amount limitation set forth in FMR Volume 7A, Chapter 3, 030701 and 030703 		
Special Pay – Retention Incentive Critical Skills FMR Volume 7A, Chapter 3, Section 0308				
Eligibility	Authorization	Secretary designation of “critical skills” or high priority unit		
	Assignment	Orders demonstrating that the member is serving in a position where they will be using “critical skills” or show assignment to a high-priority unit		
	Contract/ Agreement	Written contract/agreement to remain on active duty for at least 1 year.		
Amount	Bonus	<ul style="list-style-type: none"> • Written contract/agreement showing bonus amount • Bonus amount limitation set forth in FMR Volume 7A, Chapter 3, 030804 		
Special Pay – Incentive Bonus Transfers FMR Volume 7A, Chapter 3, Section 0309				
Eligibility	Pay Grade (officer only)	<ul style="list-style-type: none"> • Officer/Warrant Officer orders • Promotion Order 	<ul style="list-style-type: none"> • Officer/Warrant Officer orders 	<ul style="list-style-type: none"> • Officer orders
	Contract/ Agreement	Written contract/agreement to transfer from a regular or reserve Component to another regular or reserve Component of the Armed Forces and agrees to serve for no less than 3 years.		
	Authorization	Secretary of the gaining Military Service designates a shortage of trained and qualified personnel in order for the officer to transfer.		
Amount	Bonus	Standard rate set by FMR Volume 7A, Chapter 3, 0300904		
Special Pay – Special Pay and Bonuses for Medical and Other Health Professions Officers FMR Volume 7A, Chapter 5				
Eligibility	Orders and Contract/ Agreement	Orders demonstrating a medical officer designation for a period not less than 1-year.		
Amount	Rate	Based on subspecialties set forth in FMR Volume 7A, Chapter 5, Section 501		
Special Pay – Special Pay and Bonuses for Medical and Other Health Professions Officers – Special Pay (MSP) FMR Volume 7A, Chapter 5, Section 502				
Eligibility	Contract/ Agreement	Written contract/agreement to remain on active duty for 2, 3, or 4 years after completion of any other active duty service commitment.	Written contract/agreement to remain on active duty for 2, 3, or 4 years after completion of any other active duty service commitment.	Written contract/agreement to remain on active duty for 2, 3, or 4 years after completion of any other active duty service commitment.
		Officer must be in Grade 0-6 or below		
Amount	Bonus	Bonus amount limitation set forth in FMR Volume 7A, Chapter 5, Table 5-1		
Special Pay – Special Pay and Bonuses for Medical and Other Health Professions Officers – Incentive Special Pay (ISP) FMR Volume 7A, Chapter 5, Section 503				

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
Eligibility	Contract/ Agreement	Written contract/agreement to remain on active duty for a period of not less than 1-year beginning on the date the officer accepts the award of ISP.	Written contract/agreement to remain on active duty for a period of not less than 1-year beginning on the date the officer accepts the award of ISP.	Written contract/agreement to remain on active duty for a period of not less than 1-year beginning on the date the officer accepts the award of ISP. Officer must be in Grade 0-6 or below
Amount	Bonus	Bonus amount limitation set forth in FMR Volume 7A, Chapter 5, Table 5-2		
Special Pay – Special Pay and Bonuses for Medical and Other Health Professions Officers – Variable Special Pay (VSP) FMR Volume 7A, Chapter 5, Section 504				
Eligibility	Orders and Contract/ Agreement	Orders demonstrating a medical officer designation for a period not less than 1 year.		
Amount	Rate	Standard rates set by FMR Volume 7A, Chapter 5, Table 5-3		
Special Pay – Special Pay and Bonuses for Medical and Other Health Professions Officers – Additional Special Pay (ASP) FMR Volume 7A, Chapter 5, Section 505				
Eligibility	Orders and Contract/ Agreement	In addition to demonstrating entitlement to VSP, proof of a current, valid, unrestricted license or approved waiver.		
	Contract/ Agreement	Written contract/agreement under which the officer agrees to remain on active duty for a period not less than 1-year beginning that date the officer accepts the award of ASP.		
Amount	Rate	Standard rate set by FMR Volume 7A, Chapter 5, Section 050503		
Special Pay – Special Pay and Bonuses for Medical and Other Health Professions Officers – Board Certified Pay (BCP) FMR Volume 7A, Chapter 5, Section 506				
Eligibility	Orders and Contract/ Agreement	In addition to demonstrating entitlement to VSP, proof of a current, valid, unrestricted license or approved waiver and board certification in accordance with the <u>DoD Instruction DoDI 6000.13</u>		
Amount	Rate	Standard rates set by FMR Volume 7A, Chapter 5, Table 5-4.		
Special Pay – Special Pay and Bonuses for Medical and Other Health Professions Officers – Diplomat Pay for Psychologists and Board Certification Pay for Non-Physician Healthcare Providers FMR Volume 7A, Chapter 5, Section 507				
Eligibility	Orders and Contract/ Agreement	Authorization from the Secretary concerned		
Amount	Rate	Standard rates set by FMR Volume 7A, Chapter 5, Table 5-5		
Special Pay – Special Pay and Bonuses for Medical and Other Health Professions Officers – Reserve, Recalled or Retained Health Care Officers FMR Volume 7A, Chapter 5, Section 508				
Eligibility	Orders and contract/ Agreement	Orders demonstrating a medical officer designation for a period for less than 1 year.		
Amount	Rate	Standard Rates set by FMR Volume 7A, Chapter 5, Section 050801		

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
Special Pay – Special Pay and Bonuses for Medical and Other Health Professions Officers – Accessions Bonus: Medical Officers in Critically Short Wartime FMR Volume 7A, Chapter 5, Section 509				
Eligibility	Contract/ Agreement	Written contract/agreement to accept a commission as an officer of the Medical Corps of the Army or the Navy; or an officer of the Air Force designated as a medical officer and remain on active duty for a period of not less than 4 consecutive years.		
Amount	Accession Bonus	Bonus amount limitation set forth in FMR Volume 7A, Chapter 5, Table 5-6		
Special Pay – Special Pay and Bonuses for Medical and Other Health Professions Officers – Special Pay: Selected Reserve Health Care Professionals in Critically Short Wartime Specialties FMR Volume 7A, Chapter 5, Section 510				
Eligibility	Contract/ Agreement	Written contract/agreement under which the officer agrees to serve in the Selected Reserve of an armed force, for a period of not less than 1 year nor more than 3 years, beginning on the date the officer accepts the award of special pay.		
Amount	Rate	Standard rate set by FMR Volume 7A, Chapter 5, Section 051003.		
Special Pay – Special Pay and Bonuses for Medical and Other Health Professions Officers – Early Career Incentive Special Pay (ECISP) FMR Volume 7A, Chapter 5, Section 511				
Eligibility	Contract/ Agreement	Written contract/agreement to remain on active duty pay for a period of not less than 4 years beginning on the date for which the Early Career Incentive Special Pay (ECISP) is to be paid.		
Amount	Rate	Standard rates set by the FMR Volume 7A, Chapter 5, Table 5-7		
Special Pay – Special Pay and Bonuses for Medical and Other Health Professions Officers – Special Pay: Health Professional Officers (HPO) Accession Bonus FMR Volume 7A, Chapter 5, Section 512				
Eligibility	Contract/ Agreement	Written contract/agreement to accept a commission or appointment as a HPO of the Army, Navy, or the Air Force to serve on active duty or in an active duty status for a period not less than 2 consecutive years.		
Amount	Accession Bonus	Bonus amount limitation set forth in FMR Volume 7A, Chapter 5, Table 5-8		
Special Pay – Special Pay and Bonuses for Medical and Other Health Professions Officers – Special Pay: Health Professional Officers (HPO) Incentive Pay FMR Volume 7A, Chapter 5, Section 513				
Eligibility	Contract/ Agreement	Written contract/agreement to remain on active duty or in an active status in the Selected Reserve of the Ready Reserve in a designate health profession specialty for a period of not less than 1 year beginning on the date the contract/agreement is signed.		
Amount	Rate	Standard rates set by the FMR Volume 7A, Chapter 5, Table 5-9		
Special Pay – Special Pay and Bonuses for Medical and Other Health Professions Officers – Special Pay: Health Professional Officers (HPO) Retention Bonus FMR Volume 7A, Chapter 5, Section 514				
Eligibility	Contract/ Agreement	Written contract/agreement to remain on active duty as a HPO for a period of 2, 3, or 4 years that is accepted by the Secretary concerned.		
Amount	Retention Bonus	Bonus amount limitation set forth in FMR Volume 7A, Chapter 5, table 5-10		
Special Pay – Special Pay and Bonuses for Medical and Other Health Professions Officers – Special Pay: Health Professional Officers (HPO) Board Certification Pay FMR Volume 7A, Chapter 5, Section 515				
Eligibility	Contract/ Agreement	Written contract/agreement to remain on active duty or in an active duty status in the selected reserves of the Ready Reserves in a designated health profession specialty for a period of not less		

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
		than 1 year beginning on the date the contract/agreement is signed.		
Amount	Rate	Standard rate set by the FMR Volume 7A, Chapter 5, Section 051503		
Special Pay – Special Pays for Dental Officers FMR Volume 7A, Chapter 6				
Eligibility	Orders and Contract/ Agreement	Orders demonstrating a dental officer for a period of not less than 1 year.		
Amount	Rate	No standard rates specified in FMR		
Special Pay – Special Pays for Dental Officers – Accession Bonus FMR Volume 7A, Chapter 6, Section 602				
Eligibility	Contract/ Agreement	Written contract/agreement to serve on active duty for a period of not less than 4 years.		
Amount	Accession Bonus	Bonus amount limitation set forth in the FMR Volume 7A, Chapter 6, Section 060202		
Special Pay – Special Pays for Dental Officers – Critical Wartime Skills Accession Bonus FMR Volume 7A, Chapter 6, Section 603				
Eligibility	Contract/ Agreement	Written contract/agreement to accept a commission as an officer of the Dental Corps of the Army or the Navy, or as an Air Force officer designated as a dental officer to serve active duty for a period of not less than 4 consecutive years.		
Amount	Accession Bonus	Bonus amount limitation set forth in the FMR Volume 7A, Chapter 6, Table 6-1		
Special Pay – Special Pays for Dental Officers – Incentive Special Pay (ISP) FMR Volume 7A, Chapter 6, Section 604				
Eligibility	Contract/ Agreement	Written contract/agreement to remain on active duty for a period of not less than 1 year beginning on the date the officer accepts the award of ISP.	Written contract/agreement to remain on active duty for a period of not less than 1 year beginning on the date the officer accepts the award of ISP.	N/A
Amount	Rate	Standard rates set by the FMR Volume 7A, Chapter 6, Section 060402	Standard rates set by the FMR Volume 7A, Chapter 6, Section 060402	N/A
Special Pay – Special Pays for Dental Officers – Variable Special Pay (VSP) FMR Volume 7A, Chapter 6, Section 605				
Eligibility	Orders and Contract/ Agreement	Orders demonstrating active duty for a period of not less than one year.		
Amount	Rate	Standard rates set by the FMR Volume 7A, Chapter 6, Table 6-2		
Special Pay – Special Pays for Dental Officers – Additional Special Pay (ASP) FMR Volume 7A, Chapter 6, Section 606				
Eligibility	Contract/ Agreement	Written contract/agreement to remain on active duty for a period of not less than 1 year, beginning on the date the officer accepts the award of ASP.		
Amount	Rate	Standard rates set by the FMR Volume 7A, Chapter 6, Table 6-3		
Special Pay – Special Pays for Dental Officers – Board Certification Pay (BCP) FMR Volume 7A, Chapter 6, Section 607				
Eligibility	Orders and Contract/ Agreement	Orders demonstrating active duty for a period of not less than one year and is board certified.		

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
Amount	Rate	Standard rates set by the FMR Volume 7A, Chapter 6, Table 6-4		
Special Pay – Special Pays for Dental Officers – Dental Officer Multiyear Retention Bonus (DOMRB) FMR Volume 7A, Chapter 6, Section 608				
Eligibility	Contract/ Agreement	Written contract/agreement to remain on active duty for 2, 3, or 4 years that is accepted by the Secretary of the Military Department concerned.		
Amount	Rate	Standard rates set by the FMR Volume 7A, Chapter 6, Table 6-5		
Special Pay – Special Pays for Dental Officers – Special Pay for Active Duty or Reserve Dental Officers FMR Volume 7A, Chapter 6, Section 610				
Eligibility	Orders and Contract/ Agreement	Orders demonstrating active duty for less than 1 year.		
Amount	Rate	Standard rates set by the FMR Volume 7A, Chapter 6, Section 060901		
Special Pay – Special Pay for Pharmacy Officers, Optometrists, and Veterinarians – Pharmacy Officers Accession Bonus FMR Volume 7A, Chapter 7, Section 701				
Eligibility	Contract/ Agreement	Written contract/agreement to accept a commission as an officer of a uniformed service and remain on active duty for a period not less than 4 years/		
Amount	Accession Bonus	Bonus amount limitation set forth in the FMR Volume 7A, Chapter 7, Section 070101		
Special Pay – Special Pay for Pharmacy Officers, Optometrists, and Veterinarians – Pharmacy Officers Special Pay FMR Volume 7A, Chapter 7, Section 701				
Eligibility	Orders and Contract/ Agreement	Orders demonstrating active duty for a period not less than 2 years and a contract/agreement to remain on active duty for a minimum of 2 years from the date of the contract/agreement.		
Amount	Special Pay	The special pay amount limitation set forth in the FMR Volume 7A, Chapter 7, Section 070102		
Special Pay – Special Pay for Pharmacy Officers, Optometrists, and Veterinarians – Optometrists FMR Volume 7A, Chapter 7, Section 702				
Eligibility	Orders and Contract/ Agreement	Written contract/agreement to remain on active duty for a period of not less than 1 year beginning on the date the officer accepts the award of such special pay or order demonstrating active duty for more than 30 days or less than 1 year.		
Amount	Regular Special Pay	Standard rate set by the FMR Volume 7A, Chapter 7, Section 070202		
	Retention Special Pay	The special pay amount limitation is set forth in the FMR Volume 7A, Chapter 7, Section 070203		
Special Pay – Special Pay for Pharmacy Officers, Optometrists, and Veterinarians – Veterinarians FMR Volume 7A, Chapter 7, Section 703				
Eligibility	Orders and Contract/ Agreement	Order demonstrating active duty for less than 1 year or reserve officer called to active duty for more than 30 days but less than 1 year.	N/A	Order demonstrating active duty for less than 1 year or reserve officer called to active duty for more than 30 days but less than 1 year.
Amount	Special Pay	The special pay amount limitation is set forth in the FMR Volume 7A, Chapter 7, Section 070301	N/A	The special pay amount limitation is set forth in the FMR Volume 7A, Chapter 7, Section 070301
Special Pay – Special Pay for Pharmacy Officers, Optometrists, and Veterinarians – Non-Physician Healthcare Provider Board Certification Pay FMR Volume 7A, Chapter 7, Section 704				

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Military Pay Wave 2 – SBR Audit Transactions Key Supporting Documents (KSDs)				
Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
Amount	Rate	Standard rates set by the FMR Volume 7A, Chapter 7, Section 070402		
Special Pay – Special Pay for Pharmacy Officers, Optometrists, and Veterinarians – Accession Bonus and Incentive Pay for Officers in Health Profession – Veterinarians Accession Bonus FMR Volume 7A, Chapter 7, Section 705				
Eligibility	Contract/ Agreement	Written contract/agreement to accept a commission or appointment as a veterinarian of the Army, the Navy, or the Air Force to serve on active duty or in active-duty status for a period of not less than 2 consecutive years.		
Amount	Accession Bonus	The accession bonus limitation is set forth in the FMR Volume 7A, Chapter 7, Section 070501		
Special Pay – Special Pay for Pharmacy Officers, Optometrists, and Veterinarians – Accession Bonus and Incentive Pay for Officers in Health Profession – Veterinarians Incentive Pay FMR Volume 7A, Chapter 7, Section 705				
Eligibility	Contract/ Agreement	Written contract/agreement to remain on active duty or in an active duty status in the Selected Reserve of the Ready Reserve in a designated health profession specialty for a period of not less than 1 year beginning on the date the contract/agreement is signed.		
Amount	Incentive Pay	Standard rates set by the FMR Volume 7A, Chapter 7, Section 070502		
Special Pay – Special Pay for Pharmacy Officers, Optometrists, and Veterinarians – Accession Bonus and Incentive Pay for Officers in Health Profession – Veterinarians Retention Bonus FMR Volume 7A, Chapter 7, Section 705				
Eligibility	Contract/ Agreement	Written Contract/agreement to remain on active duty as a veterinarian for a period of 2, 3, or 4 years, and is accepted by the Secretary of the Military Department concerned.		
Amount	Retention Bonus	The retention bonus limitation is set forth in the FMR Volume 7A, Chapter 7, Section 070503		
Special Pay – Special Pay for Pharmacy Officers, Optometrists, and Veterinarians – Accession Bonus and Incentive Pay for Officers in Health Profession – Veterinarians Board Certification Pay FMR Volume 7A, Chapter 7, Section 705				
Eligibility	Contract/ Agreement	Written contract/agreement to remain on active duty or in an active duty status in the selected reserves of the Ready Reserve in a designated health profession specialty for a period of not less than 1 year beginning on the date the contract/agreement is signed.		
Amount	Rate	Standard rates set by the FMR Volume 7A, Chapter 7, Section 070504		
Special Pay – Special Duty Assignment Pay - Enlisted Members FMR Volume 7A, Chapter 8				
Eligibility	General	Proof of Special Duty Assignment that meets the criteria specified in DoD Instruction 1304.27		
Amount	Rate	Standard rates set by the FMR Volume 7A, Chapter 8, Section 080103		
Special Pay –Enlistment, Reenlistment, and Retention Bonus – Enlisted Members – Enlistment Bonus FMR Volume 7A, Chapter 9, Section 901				
Eligibility	Orders and Contract/ Agreement	Proof of enlistment for at least 2 years in the Regular or Reserve Component, performing Active Guard and Reserve duty, of a military service that qualifies for an enlistment bonus		
Amount	Enlistment Bonus	<i>The bonus limitation is set forth in the FMR Volume 7A, Chapter 9, Section 090104</i>		
Special Pay –Enlistment, Reenlistment, and Retention Bonus – Enlisted Members – Selective Reenlistment Bonus (SRB) FMR Volume 7A, Chapter 9, Section 902				
Eligibility	Orders and Contract/ Agreement	Proof of: completion of at least 17 months of continuous active duty but not more than 20 years of active duty; qualification in skill designated as critical by the Secretary of the Military Department; Voluntary reenlist or extension for a period of at least 3 years.		

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
Amount	Enlistment Bonus	The maximum amount payable calculation is set forth in the FMR Volume 7A, Chapter 9, Section 090205		
	Additional Obligated Service and Computation	The computation used for additional obligated service and other considerations is set forth in the FMR Volume 7A, Chapter 9, Section 090206		
Special Pay –Enlistment, Reenlistment, and Retention Bonus – Enlisted Members – Critical Skill Retention Bonus (CSRB) FMR Volume 7A, Chapter 9, Section 903				
Eligibility	Orders and Contract/ Agreement	Proof of enlistment in the Armed Forces who is serving on active duty in a Regular Component or in an active status in a Reserve Component and who is qualified in a critical military skill designated by the Secretary of Defense		
Amount	Retention Bonus	The bonus limitation is set forth in the FMR Volume 7A, Chapter 9, Section 090303		
Special Pay –Enlistment, Reenlistment, and Retention Bonus – Enlisted Members – Army Referral Bonus FMR Volume 7A, Chapter 9, Section 904				
Eligibility	Orders and Contract/ Agreement	Proof of a referral to an Army recruiter a person who has not previously served in an armed force and who, after such referral, enlists in the Regular Component of the Army or in the Army National Guard Reserve.	N/A	N/A
Amount	Referral Bonus	The bonus limitation is set forth in the FMR Volume 7A, Chapter 9, Section 090404	N/A	N/A
Special Pay –Enlistment, Reenlistment, and Retention Bonus – Enlisted Members – Military Occupational Specialty Conversion Bonus FMR Volume 7A, Chapter 9, Section 905				
Eligibility	Orders and Contract/ Agreement	Written contract/agreement from an eligible Active Component service member of the armed forces to convert to, and serve for a period of not less than three years in, a military occupational specialty (MOS) for which there is a shortage of trained and qualified personnel.		
Amount	Conversion Bonus	The bonus limitation is set forth in the FMR Volume 7A, Chapter 9, Section 090503		
Special Pay – Duty Subject to Hostile Fire or Imminent Danger FMR Volume 7A, Chapter 10				
Eligibility	Orders	Competent Orders; DD Form 1351-2, "Travel Voucher" or subvoucher	Competent Orders; DD Form 1351-2, "Travel Voucher" or subvoucher	AF Form 1881, "Hostile Fire Pay Certification and MPO". DD- 114, "Military Pay Order" with DD 1351-2, "Travel Voucher"
	Certification	Certification from the appropriate commander that the member has met the requirements set forth in the FMR Chapter 7A, Chapter 10, for entitlement to Hostile Fire Pay (HFP) or Imminent Danger Pay (IDP) for a given month, expect when the member is under orders on official duty in one the designated IPD areas listed in Figure 10-1		
Amount	Rate	Standard rates set by the FMR Volume 7A, Chapter 10, Section 100102		
Special Pay – Diving Duty FMR Volume 7A, Chapter 11				
Eligibility	Special orders/ certification	DA Form 4730, "Certificate for Performance of	Competent orders designating members as divers and assigning	DD Form 114, "Military Pay Order "M-Series Order", assigning member to diving duty. Orders for diving duty as authorized by the major air

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
		Hazardous Duty"; Special orders, published to authorize or terminate diving duty assignment	members to diving duty	command
Amount	Officers	Standard rates set by the FMR Volume 7A, Chapter 11, Section 110301		
	Enlisted Members	Standard rates set by the FMR Volume 7A, Chapter 11, Section 110302		
	Specific Rates	Standard Army rates set by the FMR Volume 7A, Chapter 11, Section 110303, Tables 11-1 and 11-2	Standard Navy rates set by the FMR Volume 7A, Chapter 11, Section 110303, Tables 11-3 and 11-4	Standard Air Force rates set by the FMR Volume 7A, Chapter 11, Section 110303, Tables 11-7 and 11-8
Special Pay – Assignment Incentive Pay - General FMR Volume 7A, Chapter 15, Section 1501				
Eligibility	Contract/ Agreement	The Secretary concerned may require the member (uniformed service member entitled to basic pay serving on active duty) to enter into a written contract/agreement.		
Amount	Rate	Standard rate limitation is set by the FMR Volume 7A, Chapter 15, Section 150103		
Special Pay – Assignment Incentive Pay – Navy Assignment Incentive Pay Programs – Pilot Program FMR Volume 7A, Chapter 15, Section 1502				
Eligibility	Orders or Contract/ Agreement - Pilot Program	N/A	Orders designating assigned duty date	N/A
	Orders or Contract/ Agreement – Naval Special Warfare Development Group (NSWDG)	N/A	Contract/agreement or orders to Voluntarily remain at the NSWDG billet for an additional 12 months from the date of the agreement	N/A
Amount	Rate – Pilot Program	N/A	FMR does not define – rates are determined by negotiation between the member and the Navy	N/A
	Rate - NSWDG	N/A	Standard Navy rates set by the FMR Volume 7A, Chapter 15, Section 150201	N/A
Special Pay – Assignment Incentive Pay – Navy Assignment Incentive Pay Programs – Sea Duty Incentive Pay (SDIP) Program FMR Volume 7A, Chapter 15, Section 1502				
Eligibility	Agreement - SDIP Extension (SDIP-E)	N/A	Written agreement to Voluntarily extend their sea duty assignments on ships, submarines, or aviation squadrons by a minimum of 6 months and a maximum of 24 months (36 months for an	N/A

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
			assignment outside the continental United States, including Hawaii).	
	Agreement – SDIP Curtailment (SDIP-C)	N/A	Proof of Voluntary curtailment of shore duty assignment a minimum of 6 months prior to their original planned rotation date and return to sea duty assignments on a ship, submarine, or at an aviation squadron for a minimum of 12 months.	N/A
Amount	Rate	N/A	Per the FMR Volume 7A Chapter 15, Section 150202, rates vary by pay grade and skill/rating. The rates are determined by Navy and change frequently. Current rates can be found at: http://www.public.navy.mil/BUPERS-NPC/CAREER/PAYANDBENEFITS/Pages/sdip.aspx	N/A
Special Pay – Assignment Incentive Pay – Navy Assignment Incentive Pay Programs – Bahrain Officer Continuity Billet Program FMR Volume 7A, Chapter 15, Section 1502				
Eligibility	Contract/ Agreement	N/A	Written contract/agreement from commissioned and warrant officers who were serving in designated continuity billets during eligibility period noted in note above.	N/A
Amount	Rate	N/A	Standard Navy rates set by the FMR Volume 7A, Chapter 15, Section 150203	N/A
Special Pay – Assignment Incentive Pay – Navy Assignment Incentive Pay Programs – Joint Special Operations Command (JSOC) Program FMR Volume 7A, Chapter 15, Section 1502				
Eligibility	Contract/ Agreement	N/A	Written contract/agreement from senior enlisted sailors to serve 12 to 36 months in a designated assigned billet.	N/A
Amount	Rate	N/A	Standard Navy rates set by the FMR Volume 7A, Chapter 15, Section 150204	N/A
Special Pay – Assignment Incentive Pay – Army Assignment Incentive Pay Programs – Korea Assignment Program				

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Military Pay Wave 2 – SBR Audit Transactions Key Supporting Documents (KSDs)				
Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
FMR Volume 7A, Chapter 15, Section 1503				
Eligibility	Contract/ Agreement	Written contract/agreement from soldiers in Korea to serve an extended tour, to include the number of months the unaccompanied or accompanied tour is being extended by.	N/A	N/A
Amount	Rate	Standard Army rates set by the FMR Volume 7A, Chapter 15, Section 150301	N/A	N/A
Special Pay – Assignment Incentive Pay – Army Assignment Incentive Pay Programs – Voluntary Extension in Iraq, Afghanistan, or Certain Theater Units FMR Volume 7A, Chapter 15, Section 1503				
Eligibility	Contract/ Agreement	Written contract/agreement by soldiers in certain military assignments to serve up to 12 additional months.	N/A	N/A
Amount	Rate	Standard Army rates set by the FMR Volume 7A, Chapter 15, Section 150302	N/A	N/A
Special Pay – Assignment Incentive Pay – Army Assignment Incentive Pay Programs – Involuntary Extensions in Iraq, Afghanistan or Certain Theater Units FMR Volume 7A, Chapter 15, Section 1503				
Eligibility	Contract/ Agreement	Orders by the Secretary of Defense that involuntarily extend Active and Reserve Component soldiers deployed to Iraq (to include staging time in Kuwait), Afghanistan, or certain theater units beyond 12 consecutive months Boots on Ground or 12-months within a 15-month period (365 days out of 450 days).	N/A	N/A
Amount	Rate	Standard Army rates set by the FMR Volume 7A, Chapter 15, Section 150303	N/A	N/A
Special Pay – Assignment Incentive Pay – Army Assignment Incentive Pay Programs – Explosive Ordnance Disposal (EOD) FMR Volume 7A, Chapter 15, Section 1503				
Eligibility	Contract/ Agreement	Written contract/agreement by soldiers assigned to EOD billets with a minimum of 12 months remaining in service.	N/A	N/A
Amount	Rate	Standard Army rates set by the FMR Volume 7A, Chapter 15, Table 15-1	N/A	N/A
Special Pay – Assignment Incentive Pay – Army Assignment Incentive Pay Programs – Voluntary Extension Program for Army Intelligence Assets Program FMR Volume 7A, Chapter 15, Section 1503				
Eligibility	Contract/ Agreement	Completed contract/agreement form approved by the Commander, Combined Forces Land	N/A	N/A

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
		Component Command from soldiers completing 12 months of deployed duty within a 15-month period in Iraq and/or Afghanistan, Voluntarily extending the assignment 3 months		
Amount	Rate	Standard Army rates set by the FMR Volume 7A, Chapter 15, Section 150305	N/A	N/A
Special Pay – Assignment Incentive Pay – Army Assignment Incentive Pay Programs – Military Occupational Specialist (MOS) 09L Interpreted Translator FMR Volume 7A, Chapter 15, Section 1503				
Eligibility	Contract/ Agreement	Written contract/agreement from Army Reserve and National Guard members who are qualified in MOS 09L and Voluntarily extend their tours of service beyond 12 months Boots on Ground.	N/A	N/A
Amount	Rate	Standard Army rates set by the FMR Volume 7A, Chapter 15, Section 150306	N/A	N/A
Special Pay – Assignment Incentive Pay – Army Assignment Incentive Pay Programs – Deployment Extension Stabilization Pay (DESP) Incentive FMR Volume 7A, Chapter 15, Section 1503				
Eligibility	Contract/ Agreement	Written contract/agreement from members to extend their service within 365 days to the day prior to the unit's mobilization date. The agreement must be for an additional 12 to 21 months of service, which must include 365 days of Voluntary mobilization/deployment, plus 90 days for post-mobilization reintegration, whichever is greater.	N/A	N/A
Amount	Rate	Standard Army rates set by the FMR Volume 7A, Chapter 15, Section 150307	N/A	N/A
Special Pay – Assignment Incentive Pay – Army Assignment Incentive Pay Programs – Asymmetric Warfare Group (AWG) Incentive FMR Volume 7A, Chapter 15, Section 1503				
Eligibility	Contract/ Agreement	Written contract/agreement or acceptance of assignment for 12 to 36 months in an AWG billet.	N/A	N/A
Amount	Rate	Standard Army rates set by the FMR Volume 7A, Chapter 15, Section 150308	N/A	N/A
Special Pay – Assignment Incentive Pay – Army Assignment Incentive Pay Programs – 704th Military Intelligence (MI) Brigade Incentive FMR Volume 7A, Chapter 15, Section 1503				
Eligibility	Contract/ Agreement	Written contract/agreement from enlisted personnel, warrant and	N/A	N/A

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
		commissioned officers in a valid operator billet within the 704 th MI Brigade to serve for 36 months.		
Amount	Rate	Standard Army rates set by the FMR Volume 7A, Chapter 15, Section 150309	N/A	N/A
Special Pay – Assignment Incentive Pay – Army Assignment Incentive Pay Programs – Special Mission Units (SMU) Incentive FMR Volume 7A, Chapter 15, Section 1503				
Eligibility	Contract/ Agreement	Written contract/agreement from enlisted personnel and warrant officers who agree to continue to serve in an assignment or accept an assignment to a SMU operation billet for 12 to 36 months.	N/A	N/A
Amount	Rate	Standard Army rates set by the FMR Volume 7A, Chapter 15, Section 150310	N/A	N/A
Special Pay – Assignment Incentive Pay – Army Assignment Incentive Pay Programs – Deployment Extension Incentive Pay (DEIP) FMR Volume 7A, Chapter 15, Section 1503				
Eligibility	Contract/ Agreement	Written contract/agreement from soldiers that agree to extend their current service commitment through their units projected deployment date plus 60 days.	N/A	N/A
Amount	Rate	Standard Army rates set by the FMR Volume 7A, Chapter 15, Section 150311	N/A	N/A
Special Pay – Assignment Incentive Pay – Army Assignment Incentive Pay Programs – 160th Special Operations Aviation Regiment (Airborne) (SOAR) FMR Volume 7A, Chapter 15, Section 1503				
Eligibility	Contract/ Agreement	Written contract/agreement from Aviation Warrant Officers (AWO)s to serve with the regiment for a minimum 48-month assignment or written agreement from AWOs to serve an additional 24-month assignment with the regiment.	N/A	N/A
Amount	Rate	Standard Army rates set by the FMR Volume 7A, Chapter 15, Section 150312	N/A	N/A
Special Pay – Assignment Incentive Pay – Air Force Incentive Pay Programs – Korea Assignment Incentive FMR Volume 7A, Chapter 15, Section 1504				
Eligibility	Contract/ Agreement	N/A	N/A	Written contract/agreement from airmen to serve or extend their tour in Korea, to include the number of months of the unaccompanied or accompanied tour/extension.
Amount	Rate	N/A	N/A	Standard Air Force rates set by the FMR Volume 7A, Chapter 15,

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
Section 150401				
Special Pay – Assignment Incentive Pay – Air Force Incentive Pay Programs – Creech Air Force Base Assignment Incentive FMR Volume 7A, Chapter 15, Section 1504				
Eligibility	Contract/Agreement	N/A	N/A	Written contract/agreement from airmen to serve in a designated assignment at Creech AFB for a period corresponding to 36 or more months time on station.
Amount	Rate	N/A	N/A	Standard Air Force rates set by the FMR Volume 7A, Chapter 15, Section 150402
Special Pay – Assignment Incentive Pay – Air Force Incentive Pay Programs – 24th Special Tactics Squadron (24th STS) Incentive FMR Volume 7A, Chapter 15, Section 1504				
Eligibility	Contract/Agreement	N/A	N/A	Written contract/agreement from airmen to serve an additional 12 to 36 months in an SMU assignment.
Amount	Rate	N/A	N/A	Standard Air Force rates set by the FMR Volume 7A, Chapter 15, Section 150403
Special Pay – Assignment Incentive Pay – Special Operations Forces Assignment Incentive Pay FMR Volume 7A, Chapter 15, Section 1507				
Eligibility	Contract/Agreement	Written contract/agreement from Enlisted members and Officers/Warrant Officers (not applicable to Air Force) assigned in MFP-11 SOCOM billets having more than 25 years of service, and who are designated by the Combatant Commander SOCOM as “operators” that agree to remain on active duty for an additional minimum 12-month period.		
Amount	Rate	Standard rates set by the FMR Volume 7A, Chapter 15, Section 150702		
Special Pay – Hardship Duty FMR Volume 7A, Chapter 17				
Eligibility	Orders - Mission Assignment	Orders identifying members, both officer and enlisted, that are performing designated hardship missions.		
	Orders – Location Assignment	Orders indicating members, both officer and enlisted, that are assigned for either permanent change of station duty or temporary/deployed/attached duty for over 30 days duration in specified locations. Specified locations are designated in the FMR Volume 7A, Chapter 17, Figure 17-1		
Amount	Rate – Mission Assignment	Standard rates set by the FMR Volume 7A, Chapter 17, Section 170201		
	Rate – Location Assignment	Standard rates set by the FMR Volume 7A, Chapter 17, Section 170202		
	Rate – Dual Payments	Standard rates set by the FMR Volume 7A, Chapter 17, Section 170203		
Special Pay – Career Sea Pay FMR Volume 7A, Chapter 18				
Eligibility	Memorandum from unit	Memorandum from the unit stating the soldier’s career pay and/or premium pay qualifications to the	Memorandum from the unit stating the soldier’s career pay and/or premium pay	E-4s and above are eligible; DD Form 114 “Military Pay Order (MPO)” or special orders certified

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Military Pay Wave 2 – SBR Audit Transactions Key Supporting Documents (KSDs)				
Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
		Sea Services Office for verification; DA Form, "Request for Orders" for issuance of appropriate orders	qualifications to the Sea Services Office for verification; DA Form, "Request for Orders" for issuance of appropriate orders	by the member's commander assigning member to sea duty showing the date member reported and departed sea duty pay location; Travel settlement vouchers determine period of entitlement while TDY
Amount	Rate – Career Sea Pay	Rate limitations set by the FMR Volume 7A, Chapter 18, Section 180301. Army monthly rates set by the FMR Volume 7A, Chapter 18, Table 18-2	Rate limitations set by the FMR Volume 7A, Chapter 18, Section 180301. Navy monthly rates set by the FMR Volume 7A, Chapter 18, Table 18-3	Rate limitations set by the FMR Volume 7A, Chapter 18, Section 180301. Air Force monthly rates set by the FMR Volume 7A, Chapter 18, Table 18-4
	Rate – Career Sea Pay Premium	Standard rates set by the FMR Volume 7A, Chapter 18, Section 180302		
Submarine Duty Pay – Incentive Pay for Operational Submarine Duty FMR Volume 7A, Chapter 23, Section 2301				
Eligibility	Memorandum from unit	N/A	Memorandum from the unit stating the soldier's career pay and/or premium pay qualifications to the Sea Services Office for verification; DA Form, "Request for Orders" for issuance of appropriate orders	N/A
	Orders	N/A	Orders indicating the frequent and regular performance of operational submarine duty for those that are entitled for basic pay but are not entitled to continuous monthly pay.	N/A
Amount	Rate – Commissioned Officers	N/A	Standard Navy rates set by the FMR Volume 7A, Chapter 23, Table 23-3	N/A
	Rate – Warrant Officers	N/A	Standard Navy rates set by the FMR Volume 7A, Chapter 23, Table 23-4	N/A
	Rate – Enlisted Members	N/A	Standard Navy rates set by the FMR Volume 7A, Chapter 23, Table 23-5	N/A
Submarine Duty Pay – Continuous Monthly Submarine Duty Pay for Submarine Service Members FMR Volume 7A, Chapter 23, Section 2302				
Eligibility	Orders	N/A	Orders indicating the frequent and regular performance of operational submarine duty	N/A
Amount	Rate – Commission	N/A	Standard Navy rates set by the FMR Volume 7A,	N/A

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
	ed Officers		Chapter 23, Table 23-3	
	Rate – Warrant Officers	N/A	Standard Navy rates set by the FMR Volume 7A, Chapter 23, Table 23-4	N/A
	Rate – Enlisted Members	N/A	Standard Navy rates set by the FMR Volume 7A, Chapter 23, Table 23-5	N/A
Special Pay – Special Pays for Nurse Corps Officers – Registered Nurse Accession Bonus FMR Volume 7A, Chapter 21, Section 2101				
Eligibility	Contract/ Agreement	Written contract/agreement to accept a commission as an officer of the Nurse Corps of the Army or Navy, or an officer of the Air Force designated as a nurse, to serve on active duty for a period not less than 3 years.		
Amount	Accession Bonus	The bonus limitation is set forth in the FMR Volume 7A, Chapter 21, Section 210103		
Special Pay – Special Pays for Nurse Corps Officers – Incentive Special Pay (ISP) for Specialty Nurses FMR Volume 7A, Chapter 21, Section 2102				
Eligibility	Contract/ Agreement	Written contract/agreement accepted by the Secretaries concerned to remain on active duty for a period not less than 1 year.		
Amount	Rate	Standard rate limitations are set forth in the FMR Volume 7A, Chapter 21, Section 210202		
Special Pay – Special Pays for Nurse Corps Officers – Incentive Special Pay (ISP) for Certified Registered Nurse Anesthetists (CRNA) FMR Volume 7A, Chapter 21, Section 2103				
Eligibility	Contract/ Agreement	Written contract/agreement accepted by the Secretaries concerned to remain on active duty for a period of 1 year or more.		
Amount	Rate	Standard rate limitations are set forth in the FMR Volume 7A, Chapter 21, Section 210203		
Special Pay – Special Pays for Nurse Corps Officers – Non-Physician Healthcare Provider Board Certification Pay FMR Volume 7A, Chapter 21, Section 2104				
Eligibility	Contract/ Agreement	Orders indicating nurse designation for an officer in the Nurse Corps of the Army or Navy or an officer of the Air Force.		
Amount	Rate	Standard rate set forth in the FMR Volume 7A, Chapter 21, Section 210402		
INCENTIVE PAYS				
Reserve Income Replacement Program (RIRP) FMR Volume 7A, Chapter 55				
Eligibility	Application	DD Form 2919, “Reserve Income Replacement Program”		
	Orders	Orders indicating a member of the Selected Reserve, Individual Ready Reserve, Standby Reserve, or Retired Reserve who is serving on active duty where the member was involuntarily mobilized and is serving on involuntary active duty.		
Amount	Calculation	Calculation for the Monthly Active Duty Differential is set forth in the FMR Volume 7A, Chapter 55, Section 550205		
	Rate	Standard rate limitation set forth in the FMR Volume 7A, Chapter 55, Section 550502		
Pay and Allowance Continuation (PAC) Program FMR Volume 7A, Chapter 13				
Eligibility	PAC Notification	Notification from the Office of the Surgeon General to DFAS for initiation of PAC		
	Authorization	Notice of authorization from the Secretary concerned for commencement of payment of monthly PAC to an eligible Service member.		

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Military Pay Wave 2 – SBR Audit Transactions Key Supporting Documents (KSDs)				
Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
Amount	Rate	Standard rate set forth in the FMR Volume 7A, Chapter 13, Section 130104		
Incentive for Qualified Members Extending Duty at Designated Locations Overseas FMR Volume 7A, Chapter 14				
Eligibility	Orders and Contract/ Agreement	Written contract/agreement from a member of the Armed Forces that has a specialty designated by the Secretary of the Military Department concerned, has completed a tour of duty at a location Outside the Continental United States (OCONUS) that is designated by the Secretary of the Military Department concerned and agrees to extend that tour for a period of not less than 1 year.		
Amount	Rate or Bonus	Special pay rate or bonus limitations set forth in the FMR Volume 7A, Chapter 14, Section 140102		
Foreign Language Proficiency FMR Volume 7A, Chapter 19				
Eligibility	Language proficiency documentation	Annual Certification of Proficiency in a language identified on the DOD Strategic Language List; DA Form 330 "Language Proficiency Questionnaire"; Defense Language Proficiency Tests Scores (Foreign Language Proficiency Bonus (FLPB))	Annual Certification of Proficiency in a language identified on the DOD Strategic Language List; Defense Language Proficiency Testing System (DLPS) test scores; Oral Proficiency Interview Scores. Test scores are reflected in Navy Standard Integrated Personnel system (NSIPS) before pay action is started.	Annual Certification of Proficiency in a language identified on the DOD Strategic Language List; no specific requirements or forms stated in AF Regulation
Amount	Bonus	Standard rate limitations set forth in the FMR Volume 7A, Chapter 19, Section 190103		
Aviator Retention Bonus FMR Volume 7A, Chapter 20				
Eligibility	Orders and Contract/ Agreement	Written contract/agreement from an aviation officer to remain on active duty in aviation service for at least 1 year.		
Amount	Retention Bonus	Bonus limitation set forth in the FMR Volume 7A, Chapter 20, section 200501		
Aviation Incentive Pays – Hazardous Duty Incentive Pay (HDIP) for Flying Duty FMR Volume 7A, Chapter 22, Section 2201				
Eligibility	Orders and Contract/ Agreement	Competent orders requiring a member to participate in regular and frequent aerial flights as crew or non-crew members.		
Specific Eligibility	Orders	N/A	N/A	AF Form 1887, "Request and Authorization for Aeronautical Orders"
Amount	Rate – Crew Members	Standard rates set forth in FMR Volume 7A, Chapter 22, Table 22-1		
	Rate – Air Weapons Controller Crew Members	Standard rates set forth in FMR Volume 7A, Chapter 22, Table 22-7		
	Rate – Non-Crew Members	Standard rate set forth in FMR Volume 7A, Chapter 22, Section 220102		

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Military Pay Wave 2 – SBR Audit Transactions Key Supporting Documents (KSDs)				
Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
Aviation Incentive Pays – Aviation Career Incentive Pay (ACIP) for Rated or Designated Officers, Aviation Cadets and Warrant Officers FMR Volume 7A, Chapter 22, Section 2202				
General Eligibility	Orders and Contract/ Agreement – Continuous ACIP	<ul style="list-style-type: none"> DA 759-1, “Individual Flight Record and Flight Certificate – Army, Aircraft Closeout Summary” DA 759-2, “Individual Flight Record and Flight Certificate – Army, Flying Hours Worksheet” 	Proof of completing a prescribed minimum number of flying years before reaching a specific control or gate year of aviation service.	Proof of completing a prescribed minimum number of flying years before reaching a specific control or gate year of aviation service.
	Orders and Contract/ Agreement – Conditional ACIP	<ul style="list-style-type: none"> DA 759-1 DA 759-2 	Proof of completing a prescribed minimum number of operational or proficiency flying hours per month.	Proof of completing a prescribed minimum number of operational or proficiency flying hours per month.
Specific Eligibility	Orders	N/A	N/A	AF Form 1887, “Request and Authorization for Aeronautical Orders”.
Amount	Rate – Continuous and Conditional ACIP	Standard rates set forth in FMR Volume 7A, Chapter 22, Table 22-6 and limitations set forth in FMR Volume 7A, Chapter 22, Section 220202		
Aviation Incentive Pays – Career Enlisted Flyer Incentive Pay (CEFIP) for Career Aircrew Members FMR Volume 7A, Chapter 22, Section 2203				
Eligibility	General	Proof of an enlisted military occupational specialty or enlisted military rating designated as a career enlisted flyer specialty or rating by the Secretary concerned, performance of duty as a dropsonde system operator, or enrollment in training leading to qualification and designation of such a specialty or rating or performance of such duty.		
Eligibility	Specific	N/A	N/A	AF Form 1887, “Request and Authorization for Aeronautical Orders”.
Amount	Rate	N/A	Standard Navy rates set forth in FMR Volume 7A, Chapter 22, Tables 22-9, 22-10, and 22-11	Standard Air Force rates set forth in FMR Volume 7A, Chapter 22, Tables 22-6, 22-7, and 22-8
Aviation Incentive Pays – Air Force Remote Piloted Aircraft (RPA) Incentive FMR Volume 7A, Chapter 22, Section 2204				
Eligibility	Orders	N/A	N/A	Orders from active duty Air Force officers with an 18XX rated Air Force Specialty Code assigned as RPA pilots performing RPA duties, are on aeronautical orders, and medically qualified.
Amount	Rate	N/A	N/A	Standard Air Force rates set forth in FMR Volume 7A, Chapter 22, Section 220402
Aviation Incentive Pays – Air Force Remote Piloted Aircraft (RPA) Sensor Operator Incentive FMR Volume 7A, Chapter 22, Section 2205				
Eligibility	Orders	N/A	N/A	Orders from active duty Air Force and Air Reserve Component enlisted personnel possessing a

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
				1U0X1 AFSC and are assigned as RPA sensor operators performing RPA sensor duties, are on aeronautical orders, and medically qualified.
Amount	Rate	N/A	N/A	Standard Air Force rates set forth in FMR Volume 7A, Chapter 22, Section 220502
Incentive Pay – Hazardous Duty Other Than Aerial Flights – General Provisions FMR Volume 7A, Chapter 24, Section 2401				
Eligibility	Orders	<ul style="list-style-type: none"> DA Form 4730, "Certificate for Performance of Hazardous Duty" Orders assigning member to or terminating their assignment from performance of the hazardous duty 	Orders assigning member to or terminating their assignment from performance of the hazardous duty	Orders assigning member to or terminating their assignment from performance of the hazardous duty
Amount	Rates	Standard rate set forth by FMR Volume 7A, Chapter 24, Section 240102		
Selected Reserve Accession, Affiliation, Enlistment, and Reenlistment Bonuses – Officer Accession and Affiliations Bonus FMR Volume 7A, Chapter 56, Section 5601				
Eligibility	Agreement – Officer Accession Bonus	Written agreement to accept an appointment as an officer of the Armed Forces and to serve in the Selected Reserve of the Ready Reserve in a designated skill for the period specified in the agreement.		
	Agreement – Officer Affiliation Bonus	Written agreement to serve in a critical officer skill designated by the Secretary concerned and to meet a manpower shortage in a unit of that Selected Reserve or in a particular pay grade in that Military Department.		
Amount	Bonus	The bonus limitations set forth in FMR Volume 7A, Chapter 56, Section 560105		
Selected Reserve Accession, Affiliation, Enlistment, and Reenlistment Bonuses – Critically Short Wartime Health Specialist in the Selected Reserve FMR Volume 7A, Chapter 56, Section 5602				
Eligibility	Agreement	Written agreement from an officer of a Reserve Component to serve in the Selected Reserve of an Armed Force for a period of at least 1 year but not more than 3 years.		
Amount	Rate	Standard rate limitation set forth in the FMR Volume 7A, Chapter 56, Section 560201		
Selected Reserve Accession, Affiliation, Enlistment, and Reenlistment Bonuses – Accession or Affiliation in the Selected Reserve FMR Volume 7A, Chapter 56, Section 5603				
Eligibility	Agreement – Accession Bonus	Written agreement to serve as an enlisted member in the Selected Reserve of the Ready Reserve of an Armed Force for a period of not less than 3 years		
	Contract/Agreement – Affiliation Bonus	Written contract/agreement from an enlisted member of an Armed Force who has completed fewer than 20 years of military service and agrees to serve in the Selected Reserve of the Ready Reserve on an Armed Force for a period of not less than 3 years, in a skill, unit or pay grade designated, after being discharged or released from active duty under honorable conditions.		
Amount	Bonus	The bonus limitation is set forth in the FMR Volume 7A, Chapter 56, Section 560303		
Selected Reserve Accession, Affiliation, Enlistment, and Reenlistment Bonuses – Reenlistment Bonus for Members of the Selected Reserve FMR Volume 7A, Chapter 56, Section 5604				

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
Eligibility	Contract/ Agreement	Proof of reenlistment or voluntary extension of an enlisted member of a Reserve Component who has completed not more than 20 years of total military service and reenlists/extends enlistment period of at least 3 years in a designated military skill, or in a designated unit.		
Amount	Bonus	The bonus limitation is set forth in the FMR Volume 7A, Chapter 56, Section 560402		
Selected Reserve Accession, Affiliation, Enlistment, and Reenlistment Bonuses – Prior Service Enlistment Bonus FMR Volume 7A, Chapter 56, Section 5605				
Eligibility	Contract/ Agreement	Proof of enlistment from a former enlisted member of the Armed Forces who enlists in the Selected Reserve of the Ready Reserve for a period of 3 or 6 years in a critical military skill designated for such a bonus		
Amount	Bonus	The bonus limitations set forth in FMR Volume 7A, Chapter 56, Section 560503		
Selected Reserve Accession, Affiliation, Enlistment, and Reenlistment Bonuses – Military Occupational Specialty Conversion Bonus FMR Volume 7A, Chapter 56, Section 5607				
Eligibility	Contract/ Agreement	Written contract/agreement from an eligible Active Component service member of the Armed Forces to convert to, and serve for a period of not less than three years in, a military occupational specialty (MOS) for which there is a shortage of trained and qualified personnel.		
Amount	Bonus	The bonus limitation set forth in the FMR Volume 7A, Chapter 56, Section 560703		
Reserve Entitlements for Active Duty (not extended) FMR Volume 7A, Chapter 57				
Eligibility	Orders	Competent orders for members of a Reserve Component which specify periods of duty of more than 180 days.		
Amount	Rate – Annual Salary	Standard rates set forth in FMR Volume 7A, Chapter 1, Section 010202.C		
Amount	Rate – Monthly Pay	Computation of monthly pay rates set forth in FMR Volume 7A, Chapter 57, Section 570302		
Amount	Rate – Basic Pay	Standard rates set forth in FMR Volume 7A, Chapter 1, Tables 1-7 through 1-10		
Pay and Allowances for Inactive Duty Training – General Provisions FMR Volume 7A, Chapter 58, Section 5801				
Eligibility	General Contract/ Agreement – Inactive Duty Training with Pay	Proof from a member of the National Guard or a Reserve component evidencing a period of inactive duty training not less than 2 hours as prescribed by the Secretary concerned.		
	Specific Contract/ Agreement – Inactive Duty Training with Pay	N/A	N/A	AF Form 40A, "Authorization for Individual Inactive Duty Training".
	Contract/ Agreement – Muster Duty Allowance	Proof from a member of the Ready Reserve who is not a member of the National Guard or the Selected Reserve evidencing a minimum of 2 hours muster duty performed.		
	Contract/ Agreement – Electronic Screening	Proof from a member of the Individual Ready Reserve evidencing participation in the screening performed by electronic means.		

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
	Allowance			
	Contract/ Agreement – Funeral Honors Duty	Proof from a member of the Ready Reserves evidencing a minimum of 2 hours of funeral honors duty performed.		
	Contract/ Agreement – Designated Unit Pay	Proof from a member assigned to a unit designated as a high priority until of the Selected Reserve by the Secretary concerned while performing inactive duty trainings for compensation		
Amount	Rate – Inactive Duty Training with Pay	Standard rate set forth in FMR Volume 7A, Chapter 58, Section 580101		
	Rate – Muster Duty Allowance	Standard rate set forth in FMR Volume 7A, Chapter 58 Section 580105		
	Rate – Electronic Screening Allowance	Rate limitation set forth in FMR Volume 7A, Chapter 58, Section 580106		
	Rate – Funeral Honors Duty	Standard rate set forth in FMR Volume 7A, Chapter 58, Section 580107		
	Rate – Designated Unit Pay	Rate limitation set forth in FMR Volume 7A, Chapter 58, Section 580108		
Pay and Allowances for Inactive Duty Training – Incentive Pay FMR Volume 7A, Chapter 58, Section 5802				
Eligibility	Contract/ Agreement – Aviation Career Incentive Pay (ACIP), Continuous or Conditional, or Hazardous Duty Incentive Pay (HDIP) for Flying Duty	Contract/agreement and entitlement requirements set forth in FMR Volume 7A, Chapter 22, Sections 2201 or 2202		
	Contract/ Agreement – Continuous ACIP	Contract/agreement and entitlement requirements set forth in FMR Volume 7A, Chapter 22, Section 2202		
	Orders – Submarine Duty Pay	Competent orders from a member of a Reserve Component who participates in scheduled drills aboard a submarine during underway operations.		
	Contract/ Agreement – Hazardous Duty	Contract/agreement and entitlement requirements set forth in FMR Volume 7A, Chapter 24, Section 2402		

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Military Pay Wave 2 – SBR Audit Transactions Key Supporting Documents (KSDs)				
Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
	Incentive Pay for Parachute Duty			
	Contract/Agreement – Hazardous Duty Incentive Pay for Flight Deck Duty, Demolition Duty, and Experimental Stress Duty	Contract/agreement and entitlement requirements set forth in FMR Volume 7A, Chapter 24		
Amount	Rate	Rate calculation set forth in FMR Volume 7A, Chapter 58, Section 580201		
Pay and Allowances for Inactive Duty Training – Special Pay FMR Volume 7A, Chapter 58, Section 5803				
Eligibility	Contract/Agreement – Foreign Language Proficiency Bonus	Contract/agreement and entitlement requirements set forth in FMR Volume 7A, Chapter 19, Section 1901		
	Contract/Agreement – Diving Duty Pay	Contract/agreement and entitlement requirements set forth in FMR Volume 7A, Chapter 11, Section 1103		
	Contract/Agreement – Special Duty Assignment Pay	Contract/agreement and entitlement requirements set forth in FMR Volume 7A, Chapter 8		
	Contract/Agreement – Officer Responsibility Pay	Contract/agreement and entitlement requirements set forth in FMR Volume 7A, Chapter 3, Section 0302		
	Contract/Agreement – Hostile Fire/Imminent Danger Pay	Contract/agreement and entitlement requirements set forth in FMR Volume 7A, Chapter 10		
	Contract/Agreement – Assignment Incentive Pay (AIP)	Contract/agreement and entitlement requirements set forth in FMR Volume 7A, Chapter 15		
Amount	Bonus – Foreign Language Proficiency Bonus	Bonus amount set forth in FMR Volume 7A, Chapter 19, Section 1901		
	Rate – Diving	Standard rate calculation set forth in FMR Volume 7A, Chapter 58, Section 580303		

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Military Pay Wave 2 – SBR Audit Transactions Key Supporting Documents (KSDs)				
Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
	Duty Pay			
	Rate – Special Duty Assignment Pay	Standard rate calculation set forth in FMR Volume 7A, Chapter 58, Section 580304		
	Rate – Officer Responsibility Pay	Standard rate calculation set forth in FMR Volume 7A, Chapter 58, Section 580305		
	Rate – Hostile Fire/Imminent Danger Pay	Standard rate calculation set forth in FMR Volume 7A, Chapter 58, Section 580306		
	Rate – Assignment Incentive Pay (AIP)	Rate limitation set forth in FMR Volume 7A, Chapter 58, Section 580307		
Pay and Allowances for Inactive Duty Training – Allowances FMR Volume 7A, Chapter 58, Section 5804				
Eligibility	Contract/Agreement – Special Initial Clothing Monetary Allowance	N/A	Contract/agreement and entitlement requirements set forth in FMR Volume 7A, Chapter 29, Section 290204	N/A
	Contract/Agreement – Quarterly Maintenance Clothing Allowance	N/A	Proof from Chief Petty Officers of the Naval Reserve who are assigned to Selected Reserve and Voluntary Training Units who maintain satisfactory reserve participation.	N/A
	Contract/Agreement – Initial Cash Allowance for Enlisted Members	Proof from an enlisted member of a Reserve Component of the purchase of items specifically designated by the Military Department concerned to be purchased rather than to be furnished in kind.		
	Contract/Agreement – Officers’ Initial Uniform Allowance	Proof from an officer of a Reserve Component completing 14 periods of inactive duty training as an officer in the Ready Reserve, provided each period is of at least 2 hours in duration.		
	Contract/Agreement – Basic Allowance for Subsistence	Proof from an enlisted member of a Reserve Component following written instruction from the Secretary specifying eligibility requirements.		
	Amount	Rate – Special Initial Clothing Monetary	Standard rate set forth in FMR Volume 7A, Chapter 29, Section 290204	

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Military Pay Wave 2 – SBR Audit Transactions Key Supporting Documents (KSDs)				
Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
	Allowance			
	Rate – Quarterly Maintenance Clothing Allowance	Standard rate set forth in FMR Volume 7A, Chapter 29, Section 580401		
	Rate – Initial Cash Allowance for Enlisted Members	Standard rate set forth in FMR Volume 7A, Chapter 29, Section 290201		
	Rate – Officers’ Initial Uniform Allowance	Standard rate set forth in FMR Volume 7A, Chapter 29, Section 290201		
	Rate – Basic Allowance for Subsistence	Standard rate calculations set forth in FMR Volume 7A, Chapter 58, Section 580403		
Pay and Allowances for Inactive Duty Training – Miscellaneous Payments FMR Volume 7A, Chapter 58, Section 5805				
Eligibility	Contract/ Agreement – Pay and Allowances While Disabled	Contract/agreement and entitlement requirements set forth in FMR Volume 7A, Chapter 57, Section 570604		
	Contract/ Agreement – Payment on Behalf of Deceased Members	Contract/agreement and entitlement requirements set forth in FMR Volume 7A, Chapter 57, Section 580502		
	Contract/ Agreement – Disability Severance Pay	Proof from a member who performs inactive duty training and is separated for physical disability due to injury which was the results of the performance of such duty.		
	Contract/ Agreement – Reservists’ Special Separation Pay (RSSP)	An official statement of service evidencing at least 20 years of service completed.		
	Contract/ Agreement – Reservists’ Involuntary Separation Pay (RISP)	An official statement of service evidencing at least 6 years but less than 15 years of service completed.		
Amount	Rate – Pay and Allowances	Standard rate set forth in FMR Volume 7A, Chapter 57, Section 570604		

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Military Pay Wave 2 – SBR Audit Transactions Key Supporting Documents (KSDs)				
Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
	While Disabled			
	Rate – Payment on Behalf of Deceased Members	Standard rate set forth in FMR Volume 7A, Chapter 36, Section 360106		
	Rate – Disability Severance Pay	Standard rate calculation set forth in FMR Volume 7A, Chapter 35		
	Rate – Reservists' Special Separation Pay (RSSP)	Standard rate calculation set forth in FMR Volume 7A, Chapter 58, Section 580504		
	Rate – Reservists' Involuntary Separation Pay (RISP)	Standard rate calculation set forth in FMR Volume 7A, Chapter 58, Section 580505		
Payment of Members of the Senior Reserve Officers' Training Corps (ROTC) FMR Volume 7A, Chapter 59				
Eligibility	General	Must be a member of the Senior Reserve Officers' Training Corps (ROTC) to be eligible for payments.		
Amount	Calculation	Standard rate set forth by Title 37, U.S. Code, section 203 (c) and in FMR Volume 7A, chapter 59		
Health Professionals Scholarship Program for Active Service FMR Volume 7A, Chapter 60				
Eligibility	Contract/ Agreement	Written contract/agreement to complete the educational phase of the program; accept an appropriate reappointment or designation within his or her military service, if tendered, based upon his or her health profession, following satisfactory completion of the program; participate in the intern program of his or her service, if selected for such participation; participate in the residency program of his or her service, if selected, or be released from active duty for the period required to undergo civilian residency, if selected for such training; because of sincere motivation and dedication to a career in the uniformed services, participate in military training while in the program, under regulations prescribed by the Secretary of Defense.		
Amount	Accession Bonus	Bonus limitation set forth in FMR Volume 7A, Chapter 60, Section 600202		
	Pay Entitlements	Pay entitlement amounts set forth in FMR Volume 7A, Chapter 60, Section 6003		
	Grant	Grant limitation set forth in FMR 7A, Chapter 60, Section 600402		
Bonus Program for the Individual Ready Reserve and Inactive National Guard FMR Volume 7A, Chapter 61				
Eligibility	Order or Contract/ Agreement	Order or contract/agreement from a member to serve, as prescribed by the regulations of the Military Service concerned, in the Individual Ready Reserve or Inactive National Guard for the full term of enlistment, reenlistment, or extension.		
Amount	Bonus	Bonus limitations set forth in FMR Volume 7A, Chapter 61, Section 6104.		
Health Professions Stipend Program for Reserve Service FMR Volume 7A, Chapter 62				
Eligibility	Contract/	Written contract/agreement from a person engaged in health care education and training to receive		

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
	Agreement	a financial stipend in return for a commitment to subsequent service in the Ready Reserve.		
Amount	Stipend	Stipend limitation set forth in FMR Volume 7A, Chapter 62, Section 620201		
Accession and Continuation Bonuses for Nurse Officer Candidates FMR Volume 7A, Chapter 63				
Eligibility	Contract/ Agreement	Written contract/agreement from a nursing student that includes the following: agreement to complete the nursing degree program; agreement that, upon acceptance of the agreement by the Secretary concerned, the student will enlist in a Reserve Component of the Armed Forces; agreement that the student will accept an appointment as an officer in the Nurse Corps of the Army or Navy or as an officer designated as a nurse officer in the Air Force, as the case may be, upon graduation from the nursing degree program; agreement that the individual will service on active duty as an officer for a 4 year period or 5 year period.		
Amount	Accession Bonus	Accession Bonus limitation set forth in FMR Volume 7A, Chapter 63, Section 630401		
	Continuation Bonus	Continuation Bonus limitation set forth in <u>10 U.S.C. 2121(d)</u> .		
Health Care Officers on Active Duty in Support of the Persian Gulf Conflict FMR Volume 7A, Chapter 64				
Eligibility	Orders or Contract/ Agreement	Orders indicating active duty be for a period of not less than 1 year or a written contract/agreement to remain on active duty for a period of not less than 1 year from a Reserve medical or dental officers called to active duty in support of Operation Desert Shield.		
Amount	Rate – Medical Officers	Standard rates set forth in FMR Volume 7A, Chapter 5		
	Rate – Dental Officers	Standard rates set forth in FMR Volume 7A, Chapter 6		
	Rate – Veterinarians and Optometrists	Standard rates set forth in FMR Volume 7A, Chapter 64, section 640703		
	Rate – Certified Registered Nurse Anesthetists	Standard rates set forth in FMR Volume 7A, Chapter 21, Section 2103		
Career Status Bonus (CSB)/REDUX Election Option FMR Volume 7A, Chapter 66				
Eligibility	General	<ul style="list-style-type: none"> • 15 years of active service and other criteria set forth by FMR Volume 7A, Chapter 66, Section 660102 • DD Form 2839, "Career Status Bonus Election Form" 		
Amount	Rate	Standard amount set forth by Public Law 107-107 and found in FMR Volume 7A, Chapter 66, Section 660202		
PERSONAL MONEY ALLOWANCE FMR Volume 7A, Chapter 31				
Eligibility	General	Promotion Order for General Officers Order placing soldier in position described in FMR Volume 7A, Chapter 31 Leave and Earning Statement verifying that member is currently receiving basic pay		
Amount	Rate	Standard rate set forth in FMR Volume 7A, Chapter 31, Table 31-1		

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
ADVANCE, LOCAL, PARTIAL, AND EMERGENCY PARTIAL PAY FMR Volume 7A, Chapter 32				
Eligibility	General	DD Form 2560, "Advance Pay Certification/Authorization"; Justification for a second advance (justification is required for a second advance of more than 1 month basic pay less deductions, more than a 12-month repayment schedule, payment earlier than 30 days before departure, or payment later than 60 days after arrival in new duty station. Justification must be in writing and must itemize expenses, extenuating circumstances, or severe hardship)		
Specific Eligibility	AF Requirements	N/A	N/A	<ul style="list-style-type: none"> • AF Form 1039, "Advance Payment of BAH" • AF Form 265, "FSO Payment Authorization"
Amount	Rate – Advance Payments	Standard rates set forth in FMR Volume 7A, Chapter 32, Table 32-1		
	Rate – Local and Partial Advance Payments	Standard rates set forth in FMR Volume 7A, Chapter 32, Table 32-2		
	Rate – Emergency Partial Payments	Standard rates set forth in FMR Volume 7A, Chapter 32, Table 32-3		
PAYMENTS ON BEHALF OF MENTALLY INCOMPETENT MEMBERS FMR Volume 7A, Chapter 33				
Eligibility	General Requirement	Evidence of an appointment of a guardian, trustee, or other legal representative.		
Specific Eligibility	AF Requirements	N/A	N/A	<ul style="list-style-type: none"> • AF Form 618, "Medical Board Report" • Report of findings by Army or Navy medical board • Certified copy of court orders of a court of competent jurisdiction • Determination of competency or incompetency by Veterans Administration
Amount	Rate	Mentally incompetent member's pay, to include BAH, COLA, BSA, and other special/incentive pays as supported by substantiating documentation		
PAYMENTS ENTITLEMENT OF MEMBERS MISSING, MISSING IN ACTION, INTERNED, AND PAYMENTS TO DEPENDENTS FMR Volume 7A, Chapter 34				
Eligibility	Requirement	<ul style="list-style-type: none"> • Evidence of official determination under the missing persons act. • DD Form 1300, "Report of Casualty" • DD Form 93, "Report of Emergency" 		
Amount	Calculation	Service member's Basic Pay plus any additional entitlements that have been verified.		
SEPARATION PAYMENTS FMR Volume 7A, Chapter 35				
SEPARATION PAYMENTS – Accrued Leave Pay FMR Volume 7A, Chapter 35, Section 3501				

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
Eligibility	Entitlement	Evidence of honorable discharge without the agreement to remain on active duty under conditions that require accrued leave to be carried forward.		
Specific Eligibility	AF Requirements	N/A	N/A	<ul style="list-style-type: none"> DFAS Form 702, "Air Force/Army Leave and Earnings Statement" AF Form 130, "Separation Pay Worksheet"
Amount	Calculation	Standard rate calculation set forth in FMR Volume 7A, Chapter 35, Section 350103		
SEPARATION PAYMENTS – Separation Pay (NonDisability) FMR Volume 7A, Chapter 35, Section 3502				
Eligibility	Agreement	<ul style="list-style-type: none"> Written agreement with the Military Service concerned to serve in the Ready Reserve of a Reserve Component of the Armed Forces for a minimum period of 3 years following the separation from active duty. DD Form 214, "Certificate of Release or Discharge from Active Duty" 		
Amount	Calculation	Standard rate calculation set forth in FMR Volume 7A, Chapter 35, Section 350204		
SEPARATION PAYMENTS – Savings Provisions for Readjustment and Severance Pay (Other than Disability) FMR Volume 7A, Chapter 35, Section 3503				
Eligibility	Entitlement	Evidence of active duty on September 14, 1981, and after such date are involuntarily discharged or released from active duty.		
Amount	Calculation	Standard rate calculation set forth in FMR Volume 7A, Chapter 35, Section 350303		
SEPARATION PAYMENTS – Disability Severance Pay FMR Volume 7A, Chapter 35, Section 3504				
Eligibility	Orders	<ul style="list-style-type: none"> Orders demonstrating separation and entitlement to severance pay. DD Form 214, "Certificate of Release or Discharge from Active Duty" 		
Amount	Calculation	Standard rate calculation set forth in FMR Volume 7A, Chapter 35, Section 350403		
SEPARATION PAYMENTS – Contract Cancellation Pay and Allowances FMR Volume 7A, Chapter 35, Section 3505				
Eligibility	Orders	Separation orders showing the number of years and months of unexpired service for which contract cancellation pay and allowances are payable.		
Amount	Calculation	Standard rate calculation set forth in FMR Volume 7A, Chapter 35, Section 350502		
SEPARATION PAYMENTS – Miscellaneous Separation Payments FMR Volume 7A, Chapter 35, Section 3506				
Eligibility	Entitlement – Discharge Gratuity	Agreement and entitlement requirements set forth in FMR Volume 7A, Chapter 35, Table 35-11		
	Entitlement – Travel Allowance on Separation	Agreement and entitlement requirements set forth in <u><i>Joint Federal Travel Regulations (JFTR), paragraph U5125</i></u> , and <u><i>Volume 9</i></u> of the FMR		
Amount	Rate – Discharge Gratuity	Standard rate limitation set forth in FMR Volume 7A, Chapter 35, Table 35-11		
	Rate - Travel Allowance on Separation	Standard rate limitation set forth in <u><i>Joint Federal Travel Regulations (JFTR), paragraph U5125</i></u> , and <u><i>Volume 9</i></u> of the FMR		
SEPARATION PAYMENTS – Special Separation Benefit (SSB) FMR Volume 7A, Chapter 35, Section 3507				

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Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
Eligibility	Contract/ Agreement	<ul style="list-style-type: none"> Written contract/agreement to serve in the Ready Reserve for a period of not less than 3 years following separation. DD Form 214, "Certificate of Release or Discharge from Active Duty" 		
Amount	Calculation	Standard rate calculation set forth in FMR Volume 7A, Chapter 35, Section 350702		
SEPARATION PAYMENTS – Voluntary Separation Incentive (VSI) FMR Volume 7A, Chapter 35, Section 3508				
Eligibility	Contract/ Agreement	<ul style="list-style-type: none"> Approved application for voluntary separation. Evidence of acceptance of voluntary appointment or enlistment in, or transfer to the Ready Reserve of a Reserve Component, and must continue to serve in a Reserve Component during the entire period of eligibility for VSI DD Form 214, "Certificate of Release or Discharge from Active Duty" 		
Amount	Calculation	Standard rate calculation set forth in FMR Volume 7A, Chapter 35, Section 350802		
SEPARATION PAYMENTS – Voluntary Separation Pay (VSP) FMR Volume 7A, Chapter 35, Section 3509				
Eligibility	Contract/ Agreement	<ul style="list-style-type: none"> Approved application for voluntary separation. Written contract/agreement with the Secretary of the Military Department concerned to separate from active duty or full-time National Guard duty and accept an appointment or enlistment in, or transfer to, the Ready Reserve of a Reserve component for a period of not less than 3 years. 		
Amount	Calculation	Standard rate calculation set forth in FMR Volume 7A, Chapter 35, Section 350907		
SEPARATION PAYMENTS – Stop Loss Special Pay FMR Volume 7A, Chapter 35, Section 3510				
Eligibility	Entitlement	Evidence of active duty while 1) the members' enlistment or period of obligated services is extended under a stop loss authority or 2) retirement is suspended under a stop loss authority		
Amount	Rate	Standard rate limitation set forth in FMR Volume 7A, Chapter 35, Section 351002		
SEPARATION PAYMENTS – Retroactive Stop Loss Special Pay Compensation FMR Volume 7A, Chapter 35, Section 3511				
Eligibility	General	Evidence of active duty while 1) the members' enlistment or period of obligated services is extended under a stop loss authority or 2) retirement is suspended under a stop loss authority during the period beginning on September 11, 2001, and ending on September 30, 2009.		
	Entitlement	DD-2944, "Claim for Retroactive Stop Loss Payment". Note- this KSD no longer applies as individuals were required to submit an application between 10/21/2009 and 10/21/2012.		
Amount	Rate	Standard rate limitation set forth in FMR Volume 7A, Chapter 35, Section 351102		
PAYMENTS ON BEHALF OF DECEASED MEMBERS FMR Volume 7A, Chapter 36				
Eligibility	Entitlement	<ul style="list-style-type: none"> DD Form 1561, "Statement to Substantiate Payment of Family Separation Allowance" DD Form 397, "Claim Certification and Voucher for Death Gratuity Payments" 	<ul style="list-style-type: none"> DD Form 1561 DD Form 397 	<ul style="list-style-type: none"> AF Form 1357 DD Form 1561 DD Form 397
Amount	Rate	Standard rates set forth in FMR Volume 7A, Chapter 36, Section 360106		
BENEFITS FOR MEMBERS HELD AS CAPTIVES FMR Volume 7A, Chapter 37				
Eligibility	Entitlement	Evidence of authorization from the Secretary of Defense (SECDEF).		
	Form	DD Form 1561, "Statement to Substantiate Payment of Family	N/A	N/A

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Military Pay Wave 2 – SBR Audit Transactions Key Supporting Documents (KSDs)				
Input Factors	Document Verification	Military Service Specific KSDs		
		Army	Navy	Air Force
		Separation Allowance”		
Amount	Rate	Rates will be obtained from the Office of the Under Secretary of Defense (Personnel and Readiness) (MPP/Comp), 4000 Defense Pentagon, Washington, D.C. 20301-4000.		
PAY FOR SERVICE ACADEMY CADETS, MIDSHIPMEN, AND SERVICE ACADEMY PREPARATORY SCHOOLS STUDENTS FMR Volume 7A, Chapter 38				
Eligibility	General	See requirements for Basic Pay above		
Amount	Rate – Monthly Pay	Standard rates set forth in FMR Volume 7A, <u>Chapter 1, Table 1-7</u>		
	Rate – Rations	Standard rates set forth in FMR Volume 7A, Chapter 38, Table 38-1		
	Rate – Death Benefit	Standard rates set forth in FMR <u>Chapter 36</u>		
	Rate – Travel and Transportation Allowance	Standard rates set forth in <u>Joint Federal Travel Regulations, Volume 1, Chapter 7, Part A</u>		
PAY OF SERVICE ACADEMY OFFICIALS FMR Volume 7A, Chapter 39				
Eligibility	General	FMR does not identify a specific KSD for this type of payment. Per FMR Volume 7A, Chapter 39-3, a “commissioned officer serving as an appointed official at a Military Service academy is entitled to the pay grade, pay, and allowances held by law for the position.		
Amount	Rate – Pay & Allowances – Academy Officials	Standard rates set forth in FMR Volume 7A, Chapter 39, Table 39-1		
	Rate – Librarian	Standard rate set forth in FMR Volume 7A, Chapter 39, Section 3904		
	Rate – Travel and Transportation Allowances	Standard rates set forth in <u>Joint Federal Travel Regulations, Chapter 4.</u>		