

**VOLME 7A, CHAPTER 22: “AVIATION INCENTIVE PAYS”****SMMARY OF MAJOR CHANGES**

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

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

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

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

The previous version dated May 2011 is archived.

<b>PARAGRAPH</b>	<b>EXPLANATION OF CHANGE/REVISION</b>	<b>PRPOSE</b>
2205	Renumbered section 2205 to 2206.	Update
2205 Bibliography	Added new section 2205 on Air Force Remote Piloted Aircraft Aviation Incentive Pay (AVIP) Program.	Add
2207 Bibliography	Added new section on Air Force Remote Piloted Aircraft Career Enlisted Aviation Incentive Pay (CEVIP) Program.	Add
Tables	Renumbered tables to coincide with their appearance within the chapter.	Update
Bibliography	Updated various Bibliography references.	Update

## Table of Contents

VOLME 7A, CHAPTER 22: “AVIATION INCENTIVE PAYS” .....	1
2201 HAZARDOUS DUTY INCENTIVE PAY (HDIP) FOR FLYING DTY .....	5
220101. Entitlement .....	5
220102. Monthly Rates .....	5
220103. Flight Requirements .....	6
220104. Determination of a 3-Calendar-Month Period .....	7
220105. Entitlement to Pay When No Flights Performed in First Month of 3-Month Period .....	8
220106. Injury or Incapacity Resulting From Performance of Hazardous Duty .....	9
220107. Incapacity Not the Result of Performance of Hazardous Duty .....	9
220108. Right to Flying Pay nder Certain Conditions .....	9
220109. Determinations Affecting Entitlement to Flying Pay .....	9
220110. Suspensions From Flying Status, Effect on Flying Pay .....	11
220111. Payment of Flying Pay and Incentive Pay for Other Hazardous Duty .....	12
220112. Restriction on Payment of Flying Pay and Diving Duty Pay .....	12
220113. Restriction on Payment of Flying Pay and Aviation Officer Continuation Pay (AOCP) .....	12
220114. Authority to Issue Orders .....	13
2202 AVIATION CAREER INCENTIVE PAY (ACIP) FOR RATED OR DESIGNATED OFFICERS, AVIATION CADETS AND WARRANT OFFICERS .....	13
220201. Entitlement .....	13
220202. Rates and Definitions .....	14
220203. Flight Requirements for Monthly (Conditional) ACIP .....	15
220204. Determination of a 3-Calendar-Month Period for Entitlement to Monthly (Conditional) ACIP .....	17
220205. Entitlement to Monthly (Conditional) ACIP When No Flights Performed in First Month of 3-Calendar-Month Period .....	18
220206. Injury or Incapacity Resulting From Performance of Flying Duty .....	18
220207. Incapacity Not the Result of Performance of Flying Duty .....	19
220208. Right to ACIP nder Certain Conditions .....	20
220209. Determinations Affecting Entitlement to ACIP .....	20
220210. Disqualification for Aviation Service, Suspension of Aviation Service .....	21
220211. Concurrent Entitlement to ACIP and Hazardous Duty Incentive Pay (HDIP) ..	23
220212. Authority To Issue Orders .....	23
220213. Missing, Missing-in-Action, Officer's Entitlement .....	23
220214. Air Battle Manager .....	24

Table of Contents (Continued)

2203	CAREER ENLISTED FLYER INCENTIVE PAY (CEFIP) FOR CAREER AIRCREW MEMBERS .....	24
220301.	Entitlement .....	24
220302.	Rates and Definitions .....	25
220303.	Eligibility.....	25
2204	AIR FORCE REMOTE PILOTED AIRCRAFT (RPA) INCENTIVE PROGRAM... 26	
220401.	Eligibility.....	27
220402.	Payment.....	27
220403.	Restriction .....	27
220404.	Concurrent Assignment Incentive Pay (AIP) Payments .....	27
220405.	Termination .....	27
2205	AIR FORCE REMOTE PILOTED AIRCRAFT (RPA) AVIATION INCENTIVE PAY (AVIP) PROGRAM .....	28
220501.	Eligibility.....	28
220502.	Payment.....	28
220503.	Restriction .....	28
220504.	Concurrent AIP Payments.....	28
220505.	Termination .....	28
*2206	AIR FORCE REMOTE PILOTED AIRCRAFT (RPA) SENSOR OPERATOR INCENTIVE PROGRAM .....	28
220601.	Eligibility.....	29
220602.	Payment.....	29
220603.	Restriction .....	29
220604.	Concurrent AIP Payments.....	29
220605.	Termination .....	30
2207	AIR FORCE REMOTE PILOTED AIRCRAFT (RPA) CAREER ENLISTED AVIATION INCENTIVE PAY (CEVIP) PROGRAM .....	30
220701.	Eligibility.....	30
220702.	Payment.....	30
220703.	Restriction .....	30
220704.	Concurrent AIP Payments.....	30
220705.	Termination .....	30

**Table of Contents (Continued)**

Table 22-1. Monthly Hazardous Duty Incentive Pay (HDIP) for Air Crew Members (Except for AWACS) (Effective October 1, 1998)..... 31

Table 22-2. Monthly Hazardous Duty Incentive Pay (HDIP) Rates for Air Weapons Controller Crewmembers (Effective February 18, 1997)..... 32

Table 22-3. Time of Aerial Flight Required for Fractional Part of the Month..... 33

Table 22-4. Flight Examples Involving Basic 3-Month Grace Periods ..... 34

Table 22-5. Flight Examples Involving 3-Month Periods and Excess Time..... 35

Table 22-6. Entitlement to HDIP, ACIP or CEFIP under Certain Conditions..... 36

Table 22-7. Monthly Aviation Career Incentive Pay (ACIP) Rates for Officers (Effective October 17, 1998)..... 37

Table 22-8. Monthly Career Enlisted Flyer Incentive Pay (CEFIP) Rates for Air Force Career Enlisted Flyers (Effective October 1, 1999) ..... 38

Table 22-9. Monthly Career Enlisted Flyer Incentive Pay (CEFIP) Rates for Navy Career Enlisted Flyers (Effective October 1, 1999 thru March 3, 2002) ..... 38

Table 22-10. Monthly Career Enlisted Flyer Incentive Pay (CEFIP) Rates for Navy Career Enlisted Flyers (Effective March 4, 2002 thru July 9, 2003) ..... 38

Table 22-11. Monthly Career Enlisted Flyer Incentive Pay (CEFIP) Rates for Navy Career Enlisted Flyers (Effective July 10, 2003) ..... 38

BIBLIOGRAPHY ..... 39

## CHAPTER 22

AVIATION INCENTIVE PAYS

## 2201 HAZARDOS DTY INCENTIVE PAY (HDIP) FOR FLYING DTY

## 220101. Entitlement

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

A. Officers, including aviation cadets, entitled to Aviation Career Incentive Pay (ACIP) under section 2202 are not entitled to payments under this section for the same period of service.

B. Enlisted members receiving Career Enlisted Flyer Incentive Pay (CEFIP) under section 2203 are not entitled to payments under this section for the same period of service.

## 220102. Monthly Rates

A. Rates

1. Crew members, except air weapons controller crew members, are shown in Table 22-1.

2. Air weapons controller crew members are shown in Table 22-2.

3. Non--crew members are \$150.

B. Definitions

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

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

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

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

#### 220103. Flight Requirements

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

##### A. Minimum Flying Time Each Month

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

2. During 2 consecutive calendar months when the requirements of subparagraph 220103.A.1, have not been met - 8 hours of aerial flight are required.

3. During 3 consecutive calendar months when the requirements of subparagraph 220103.A.2, have not been met - 12 hours of aerial flight are required.

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

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

D. Application of Hours Flown. Hours flown in any month apply to the extent of hours available:

1. First, to meet flight requirements for that month;
2. Next, if the member has entered a grace period for meeting flight requirements, to the prior month or months, as applicable;

3. Next, in order, to the first, second, third, fourth, and fifth succeeding months, but only to the extent that the member fails, during each such month, to fly the required 4 hours. (Such hours available to meet requirements of later months are referred to as “excess” flight time.) See examples in Tables 22-4 and 22-5.

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

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

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

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

4. At the end of the 6-calendar-month period, HDIP for flying may be paid for missed months in the period to the extent that the remaining hours flown are applicable. Excess hours are applied prospectively under subparagraph 220103.D, if the member continues to fly under the same orders.

#### 220104. Determination of a 3-Calendar-Month Period

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

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

C. When Next 3-Month Period Starts. A new 3-month period starts with the first month in which flight requirements are not met following a month in which flight requirements were met. For a new 3-month period to begin immediately after a prior 3-month period, flight requirements must have been met for the entire prior 3-month period, not merely for the last month. If the requirements for the entire prior 3-month period were not met, a new period does not begin until flight requirements are met for at least 1 month after the prior 3-month period. After a month when flight requirements are met, any month in which flight requirements are not met begins a new 3-month period. A new period may not start with the second or third month in which flight requirements are not met; nor may a new period start with the fourth month in which flight requirements are not met. There must be at least 1 month in which requirements are met before a new 3-month period begins. Tables 22-4 and 22-5 identify the application of the above rules.

220105. Entitlement to Pay When No Flights Performed in First Month of 3-Month Period

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

A. Second Month. If a member performs no aerial flights during the first month of a 3-month period and, in the second month, performs at least 4 hours but less than 8 hours, he or she is entitled to pay only for the second month. For example: In January, no aerial flights are performed; in February, 5 hours of aerial flight are performed. Flying pay is payable only for February.

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

C. First and Third Months. If a member performs no aerial flights during the first month and, in the second month, performs only sufficient flights to qualify for the second month, then he or she must perform enough hours of flight to total 12 hours during the third month in order to qualify for the incentive pay for the first and third months of the 3-month period. For example: In January, no aerial flights are performed; in February, 5 hours of aerial flight are performed. The deficiency in January must be made up in March; that is, if at least 7 hours are accomplished in March, then flying pay for January and March is payable. If only 6 hours are flown in March, then flying pay is payable only for March (the payment for February previously having been made) and incentive pay for January is lost.



## 220106. Injury or Incapacity Resulting From Performance of Hazardous Duty

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

B. Change of Station for Medical Treatment. When a member in receipt of flying pay under the terms of subparagraph 220106.A, is ordered to a medical facility on permanent change of station, temporary duty, or temporary additional duty orders, he or she is entitled to flying pay for the period of incapacity, but not longer than 3 months, notwithstanding the change of station, provided his or her continued flying status is not terminated.

C. Incapacity Due to Shock, Derangement, or Exhaustion. A member who becomes incapacitated for flying duty by reason of shock, derangement, or exhaustion of the nervous system, which can be attributed to an aviation accident or the performance of aerial flights, is deemed to have met the flight requirements for not more than 3 months following the date of the incapacity, as determined by appropriate medical authority. The 3-month period is determined under the provisions of subparagraph 220106.A. See also subparagraph 220102.B.

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

## 220107. Incapacity Not the Result of Performance of Hazardous Duty

The right of a member on flying status to flying pay during an incapacity, which is not the result of performing hazardous duty, depends on fulfillment of flight requirements under paragraph 220103.

## 220108. Right to Flying Pay Under Certain Conditions

See Table [22-6](#).

## 220109. Determinations Affecting Entitlement to Flying Pay

A. Flying Pay From Date of Reporting for Duty. A member is entitled to flying pay on and after the date that he or she reports for and enters upon duty under competent orders, subject to meeting flight requirements. A member in a non-duty status (such as on leave

or sick) at the time that flying status orders are issued is not entitled to flying pay for any period before he or she reports for and enters on duty under such orders.

B. Excess Flight Time. When authorized under paragraph 220103, flight time in excess of the time required or insufficient to qualify for a particular month, may be applied against a later month in which minimum requirements are not met provided that the orders under which flying time was logged remain in effect.

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

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

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

E. Missing, Missing-in-Action. A member assigned to flying duty, who is declared missing by competent authority, is entitled to the incentive pay during the entire period of absence and, for any additional period not to exceed 1 year, required for hospitalization and rehabilitation after termination of missing status. Upon return from a missing status and completion of any required period of hospitalization and rehabilitation (not to exceed 1 year), entitlement to HDIP for flying duty shall be contingent on a determination of continued eligibility under paragraph 220101, and the applicable flight requirement provisions of paragraph 220103. A new 3-month grace period does not start when the missing status and hospitalization ends; rather, it starts with the first month of deficiency, after entering a missing status. If the missing status and hospitalization goes beyond the 3-month grace period, the member must meet flight requirements for at least 1 month to again become entitled to flight pay. If the member does not meet flight requirements upon the completion of an authorized missing and hospitalization period, then he or she is entitled to pro rata HDIP for flying duty through the date of such authorized period.

F. Death

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

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

220110. Suspensions From Flying Status, Effect on Flying Pay

A. Flying Pay for Period of Suspension. Except under subparagraphs 220110.B and C, members are not entitled to flying pay for any period while suspended from flying status. Members are considered suspended on the effective date of suspension. Members are considered to be in a flying status on the day that the suspension is removed or terminated. Payment for a period of suspension cannot be made in any case until the suspension has been removed or terminated.

B. Suspension for Other Than Physical Incapacity for Members Required to Perform Minimum Flight Requirements. Members are entitled to flying pay for a period of suspension from flying status, provided the suspension is removed or terminated and they meet flight requirements as prescribed in paragraph 220103. If the member has excess flights performed before suspension, then the grace period specified in paragraph 220103 begins on the first month of the period of suspension not covered by excess flights.

Example: A member was suspended from flying status on February 1. He had 16 hours excess flying time as of January 31. Flying pay is stopped on January 31. The suspension subsequently is removed (or terminated) on June 30. He flew 12 hours in the month of July. After removal of the suspension, pay flying pay for February 1 through May on the basis of the 16 excess hours accumulated in the 5 months before February 1. The grace period, authorized as stated in paragraph 220103, started on June 1. The hours flown in July qualify the member for flying pay for June and July.

C. Suspension for Physical Incapacity of Members Subject to Minimum Flight Requirements. A member is entitled to flying pay during a period of grounding due to physical incapacity if he or she meets the flight requirements stated in paragraph 220103. The member also is entitled during a period of suspension, if the suspension is removed or terminated and flight requirements actually are met. There are no flight requirements during the first 3 months of a period of incapacity incurred as the result of performance of an assigned hazardous duty. See paragraph 220106.

D. Suspension Removed or Terminated. If a suspension is removed or terminated after the member can no longer qualify for flying pay under subparagraphs 220110.B or C, then there is loss of pay for any period that is not covered by paragraph 220103. Flying pay accrues after the suspension is removed or terminated for members required to meet minimum flight requirements from the date of reporting for flying duty after the suspension is removed or terminated, if flight requirements are met.

## 220111. Payment of Flying Pay and Incentive Pay for Other Hazardous Duty

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

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

B. Types of Duties That Qualify Member for Dual Payment of Hazardous Duty Incentive Pay (See also subparagraph 240103.A)

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

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

C. Injury or Incapacity as a Result of Performance of Hazardous Duty or Dual Hazardous Duties. If a member, who is required to perform more than one hazardous duty, becomes injured or otherwise incapacitated as a result of any of the duties, he or she then is entitled to dual incentive pay during the incapacity, but for no longer than 3 months. If not entitled to dual incentive pay at the time of the incapacity, the member then is entitled to the type of incentive pay that he or she was receiving at the time of the incapacity. The beginning date of the 3-month period shall be determined separately for each type of incentive pay. See paragraph 220106, or [Table 24-1](#), as applicable, to determine the 3-month period separately for each incentive pay.

## 220112. Restriction on Payment of Flying Pay and Diving Duty Pay

See paragraph 110401.

## 220113. Restriction on Payment of Flying Pay and Aviation Officer Continuation Pay (AOCP)

No agreement to ACOP would be accepted by the Secretary of Defense after December 31, 1988.

## 220114. Authority to Issue Orders

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

## 2202 AVIATION CAREER INCENTIVE PAY (ACIP) FOR RATED OR DESIGNATED OFFICERS, AVIATION CADETS AND WARRANT OFFICERS

## 220201. Entitlement

A. Entitlement to ACIP shall be restricted to regular and reserve officers who hold, or are in training leading to, an aeronautical rating or designation and who engage and remain in aviation service on a career basis. Entitlement to ACIP may be on a continuous or conditional (month to month) basis. Officers above pay grade O-6 with over 25 years of aviation service are not entitled to ACIP, either continuous or conditional.

1. Continuous ACIP. Qualification for entitlement to continuous ACIP is earned by completing a prescribed minimum number of operational flying years before reaching a specific control or gate year of aviation service. The detailed requirements are described below. Entitlement to continuous ACIP ceases for an officer (other than a warrant officer) upon completion of 25 years of aviation service. Flight surgeons and other medical officers are not entitled to continuous ACIP.

a. An officer qualified for aviation service (except a flight surgeon or medical officer) is entitled to continuous ACIP starting when he or she enters flight training leading to the original rating or when appointed as an officer, whichever is later, and continues until he or she completes 12 years of aviation service.

b. An officer qualified for aviation service (except a flight surgeon or other medical officer), who has performed at least 8 years of operational flying duty upon completion of 12 years of aviation service, is entitled to continuous ACIP for the first 18 years of aviation service.

c. An officer qualified for aviation service (except a flight surgeon or other medical officer), who has performed at least 10 (but less than 12) years of operational flying duty upon completion of 18 years of aviation service is entitled to continuous ACIP for the first 22 years of aviation service.

d. An officer qualified for aviation service (except a flight surgeon or other medical officer), who has performed at least 12 years of operational flying duty upon completion of 18 years of aviation service, is entitled to continuous ACIP for the first 25 years of aviation service.

e. The Secretary of the Military Department concerned may permit, on a case by case basis, an officer to continue to receive continuous monthly incentive pay despite the failure of the officer to perform the prescribed operational flying duty requirements during the prescribed periods of time, so long as the officer has performed those requirements for not less than 6 years of aviation service. The Secretary of the Military Department concerned may not delegate this approval authority.

2. Conditional ACIP. Qualification for entitlement to conditional ACIP is earned by completing a prescribed minimum number of operational or proficiency flying hours per month. The detailed flying hour requirements are described in paragraph 220203. Flight surgeons and other medical officers who have aeronautical ratings or designations and are qualified for aviation service, as well as other aviation officers who do not qualify for continuous ACIP because of missed gate year requirements or aviation duty in excess of 25 years, may qualify for entitlement to conditional ACIP.

B. A rated or designated officer qualified for aviation service, but not receiving continuous or conditional ACIP, may be required by competent orders to perform hazardous duty for flying as a crew member or non-crew member. When the minimum flight requirements are met under the provisions of section 2201, the officer is entitled to HDIP for flying. A member entitled to ACIP is not entitled to HDIP when flying as crew member or non-crew member.

C. The provisions of this paragraph apply to Reserve Component officers so long as the requirements are met for an aviation service career (not on extended active duty) defined in the definitions.

#### 220202. Rates and Definitions

A. Rates. The rates for continuous and conditional ACIP are identical and are listed in Table 22-7.

1. Warrant officers qualified for either continuous or conditional ACIP shall continue to receive the rate prescribed for officers with over 14 years of aviation service, without reduction, when aviation service exceeds 22 years.

2. An officer in pay grade O-7 may not be paid ACIP at a rate greater than \$200 per month. An officer in pay grade O-8 or above may not be paid ACIP at a rate greater than \$206 per month. Officers above pay grade O-6 with over 25 years of aviation service may not be paid ACIP, either continuous or conditional.

3. In time of war, the President may suspend the payment of ACIP.

#### B. Definitions

1. The terms “aerial flights and aviation accident” are defined in subparagraph 220102.B.

2. Aviation Service. This term means service performed by an officer (except a flight surgeon or other medical officer) while holding an aeronautical rating or designation or while in training to receive an aeronautical rating or designation. For the purposes of Table 22-7, aviation service as an officer begins on the day, month, and year the officer first reports under competent flight orders to the aviation facility having aircraft in which the officer receives flight training leading to the award of an aeronautical rating or designation, and continues to accumulate from that date, without exception, so long as the flight rating remains in effect.

3. Operational Flying. Operational flying is flying performed by officers in training that leads to the award of an aeronautical rating or designation, and flying performed under competent orders by rated or designated officers while serving in assignments in which basic flying skills (as determined by the Secretary concerned) normally are maintained in the performance of assigned duties.

4. Proficiency Flying. This term means flying performed under competent orders by rated or designated members while serving in assignments in which such skills would normally not be maintained in the performance of assigned duties.

5. Aviation Cadet. This term applies to a member enlisted and designated as an aviation cadet under [Title 10 United States Code section 6911H\(10 .S.C. 6911\)](#). Service as an aviation cadet on or after November 14, 1986, counts for entitlement to ACIP. Where the term “aviation cadet” is not specified in section 2202, the term “officer” includes members so designated.

220203. Flight Requirements for Monthly (Conditional) ACIP

An officer covered by subparagraph 220201.A, shall meet the minimum flight requirements of this subparagraph to be for entitlement to monthly (conditional) ACIP.

A. Minimum Flying Time Each Month

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

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

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

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

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

D. Application of Hours Flown. Hours flown in any month apply to the extent of hours available:

1. First, to meet flight requirements for that month.
2. Next, if the officer has entered a grace period for meeting flight requirements, to the prior month or months as explained in paragraph 220205.
3. Next, in order, to the first, second, third, fourth, and fifth succeeding months, but only to the extent that the officer fails, during each such month, to fly the required 4 hours. (Such hours available to meet requirements of later months are referred to as "excess" flight time.) (See examples in Tables 22-4 and 22-5.)

E. Military Operations or nonavailability of Aircraft. When an officer is unable to meet normal flight requirements because of military operations (combat or otherwise) or the nonavailability of aircraft, he or she may comply with the minimum flight requirements by performing 24 hours of aerial flight over a period of 6 consecutive calendar months. The commanding officer shall certify that only the conditions specified in this subparagraph prevented completion of normal flight requirements. The 24-hour flight requirement may be met at any time during the 6 calendar-month period and in any combination of flights.

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

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

3. During the 6-calendar-month period, monthly (conditional) ACIP may be paid for any single month, or for multiple months, when minimum requirements have been met.



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

F. Flight Requirements for Reserve Component Personnel (Not on Extended Active Duty) Minimum monthly flight requirements are contained in Chapters 57 and 58H

220204. Determination of a 3-Calendar-Month Period for Entitlement to Monthly (Conditional) ACIP

A. First Month. The first month in which an officer fails to meet flight requirements marks the beginning of the initial 3-calendar-month grace period allowed for meeting flight requirements. Succeeding grace periods begin according to subparagraph 220204.D.

B. Second and Third Month. If the officer flies enough hours in the second month to cover the first and second months, then the grace period ends with the second month. If not, grace period extends through the third month.

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

D. When Next 3-Calendar-Month Period Starts. A new 3-calendar-month period starts on the first day of the month in which flight requirements are not met (month of failure). The foregoing is subject to the following limitations. (See Tables 22-4 and 22-5 for examples.)

1. If a month in which flight requirements are not met immediately follows a 3-calendar-month period in which all flight requirements were met (not merely for the last month), then a new 3-calendar-month period starts with the month in which those requirements were not met.

2. If a month in which flight requirements are not met immediately follows a 3-calendar-month period in which all flight requirements were not met, then a month in which those requirements were not met does not start a new 3-calendar-month period. The officer must meet flight requirements for at least 1 month after which a new 3-calendar-month period may start.

3. After any month in which flight requirements are met following a 3-calendar-month period, a new 3-calendar-month period starts with the next month in which flight requirements were not met, without regard to whether requirements were met for the most recent 3-calendar-month period.

220205. Entitlement to Monthly (Conditional) ACIP When No Flights Performed in First Month of 3-Calendar-Month Period

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

A. Second Month. If an officer does not fly during the first month of a 3-calendar-month period and, in the second month, flies at least 4 hours but less than 8 hours, the officer is entitled to conditional ACIP only for the second month. For example: If 0 hours are flown in January and 7 hours flown in February, then conditional ACIP is due for February.

B. Third Month. If an officer does not fly during the first 2 months of a 3-calendar-month period, then he or she must fly at least 12 hours in the third month to be entitled to conditional ACIP for more than the third month. Example 1: 0 hours flown in January; 0 hours flown in February; 12 hours flown in March. Conditional ACIP is due for January, February, and March. Example 2: 0 hours flown in January; 0 hours flown in February; 10 hours flown in March. Conditional ACIP is due only for March. Excess hours flown in March are carried forward.

C. First and Third Months. If an officer does not fly during the first month and, in the second month, flies only enough hours to qualify for the second month, then he or she must fly enough hours in the third month to total 12 hours to qualify for conditional ACIP for the first and third months of the 3-calendar-month period. Example 1: 0 hours are flown in January, 5 hours are flown in February, and 7 hours are flown in March. Conditional ACIP is due for January, February, and March. Example 2: If 0 hours are flown in January, 5 hours are flown in February, and 6 hours are flown in March, then conditional ACIP is due only for February and March. Excess hours from February and March are carried forward.

220206. Injury or Incapacity Resulting From Performance of Flying Duty

An officer, who is medically incapacitated, shall be considered qualified for aviation service until disqualified for aviation service. Effective December 15, 1994, disqualification due to medical incapacity shall be effected on the first day following a period of 365 days that commences on the date of incapacitation, or on the date a competent medical authority determines the medical incapacitation to be permanent, whichever is earlier (referred to as the "incapacitation period"). No entitlement to ACIP exists during a period of disqualification. Entitlement for the period of incapacity before medical disqualification is shown in the subparagraphs A and B.

A. Officer Entitled to Continuous ACIP. When an officer, who is entitled to continuous ACIP, is injured or otherwise incapacitated as a result of flying or as a result of shock, derangement, or exhaustion of the nervous system attributed to an aviation accident or the performance of aerial flight, entitlement continues past the date of incapacitation and through the day before the date of disqualification for aviation service.

B. Officer Entitled to Monthly (Conditional) ACIP. Although a medically incapacitated officer, who is entitled to monthly (conditional) ACIP, remains qualified for aviation service during the incapacitation period described in paragraph 220206, entitlement for this period is based on the following:

1. Flight Requirements. When an officer in this category is injured or otherwise incapacitated as a result of the performance of flying duty to which ordered, he or she is considered to have met flight requirements during the incapacity, but for not longer than 3 months. Appropriate medical authority determines the date and cause of incapacity, and the date of recovery. If the officer has met flight requirements for the month in which the incapacity occurs, then the 3-month period begins the first day of the following month. If the officer has not met flight requirements for the month in which the incapacity occurs, then the 3-month period begins on the first day of the month in which the incapacity occurs. The officer shall have logged enough hours to meet minimum flight requirements for the remaining months of the period before disqualification. An officer may not use hours flown after a period of disqualification to meet minimum flight requirements for a period before disqualification.

2. Change of Station for Medical Treatment. When an officer, who is receiving monthly (conditional) ACIP as stipulated in subparagraph 220206.B.1, is ordered to a medical facility upon permanent change of station, temporary duty, or temporary additional duty orders, the entitlement to pay continues for the period of incapacity, but not longer than 3 months. (This is true in the case of a change of station provided the officer's orders to fly are not terminated.)

3. Incapacity Due to Shock, Derangement, or Exhaustion. An officer entitled to monthly (conditional) ACIP, who becomes incapacitated for flying duty by reason of shock, derangement, or exhaustion of the nervous system which can be attributed to an aviation accident or the performance of aerial flights, is considered to have met the flight requirements for not more than 3 months following the date of the incapacity, as determined by appropriate medical authority. The 3-month period is determined according to subparagraph 220206.B.1.

4. Flying Duty for Stated Period. When an officer, ordered to flying duty for a definite period, is entitled to monthly (conditional) ACIP while incapacitated as a result of performing flying duty, the entitlement normally does not extend beyond the ending date of the duty period stated in orders. If evidence is furnished that the officer would have continued under orders to fly had it not been for the incapacity, then monthly (conditional) ACIP may be paid beyond the ending date of the duty but no longer than 3 months after the incapacity.

#### 220207. Incapacity Not the Result of Performance of Flying Duty

An officer who is medically incapacitated shall be considered qualified for aviation service until such time as he or she is disqualified for aviation service. Disqualification for medical incapacity will be effected on the first day following a period of 365 days that commences on the date of incapacitation, or on the date a competent medical authority determines the medical incapacitation to be permanent, whichever is earlier. No entitlement to ACIP exists during a period of disqualification. Entitlement for the period of incapacitation

before disqualification is shown in the following subparagraphs:

A. Officer Entitled to Continuous ACIP. When an officer, who is entitled to continuous ACIP, is incapacitated not as the result of performing flying duty, entitlement continues past the date of incapacitation and through the day before the date of disqualification for aviation service.

B. Officer Entitled to Monthly (Conditional) ACIP. When an officer, who is entitled to monthly (conditional) ACIP, is incapacitated not as the result of performing flying duty, continuation of entitlement for the period before disqualification is dependent on the officer meeting the minimum flight requirements under paragraph 220203. The officer is not entitled to 3-month grace period under subparagraph 220206.B.1.

220208. Right to ACIP Under Certain Conditions

See Table [22-6](#).

220209. Determinations Affecting Entitlement to ACIP

A. From Date of Reporting for Duty (Not Applicable to Continuous ACIP). An officer, who is entitled to monthly (conditional) ACIP, is entitled to such pay on and after the date he or she reports for and enters upon duty under competent orders, subject to minimum flight requirements and the following qualification. An officer in a non-duty status (such as on leave or sick) at the beginning date for a period of flying under competent orders is not entitled to monthly (conditional) ACIP for any period before he or she reports for and enters on duty under such orders.

B. Excess Flight Time (Not Applicable to Continuous ACIP). When authorized under paragraph 220203, flight time in excess of the time required or insufficient to qualify a particular month for pay, may be applied against a later month in which minimum requirements are not met, provided that the aeronautical orders under which the flying time was logged remain in effect (that is, continuous flying status exists for member concerned).

C. Death Due to Aviation Accident

1. If death occurs on the date of an aviation accident, then ACIP (either continuous or conditional) is payable for the month of death through the date of death. (Note also the following subparagraph 220209.C.2.)

2. Entitlement to continuous ACIP for the period before the month in which an aviation accident occurs is continuous. Entitlement to monthly (conditional) ACIP for the period before the month, in which an aviation accident occurs, however, is subject to minimum flight requirements. Therefore, a situation may exist in which monthly (conditional) ACIP is payable according to subparagraphs 220209.C.1, C.3, or C.5, but not for the period immediately before the officer's aviation accident.

3. If death occurs within the 3-month grace period specified in paragraph 220206, then ACIP (either continuous or conditional) is payable from the month of medical incapacitation through the date of death.

4. If death occurs after the expiration of the 3-month grace period under paragraph 220206, but before the first day following the incapacitation period described in paragraph 220206, then continuous ACIP is payable through the date of death.

5. If death occurs after the expiration of the 3-month grace period under paragraph 220206, but before the first day following the incapacitation period described in paragraph 220206, then monthly (conditional) ACIP is payable through the 3-month period. It also is payable after the 3-month period through the date of death to the extent excess flying hours are available for application.

6. If death occurs on or after the first day following the incapacitation period described in paragraph 220206, then continuous ACIP is payable through the incapacitation period.

7. If death occurs on or after the first day following the incapacitation period described in paragraph 220206, then monthly (conditional) ACIP is payable after the 3-month period through the incapacitation period to the extent excess flying hours are available for application.

#### D. Death Due to Other Causes

1. If death occurs from causes other than an aviation accident and the date of death also is the date of medical incapacitation, then continuous ACIP is payable through the date of death. Monthly (conditional) ACIP is payable through the date of death, subject to minimum flight requirements.

2. If death occurs from causes other than an aviation accident and the date of death is before the first day following the incapacitation period described in paragraph 220206, then continuous ACIP is payable through the date of death. Monthly (conditional) ACIP is payable to the extent excess flying hours are available for application.

3. If death occurs from causes other than an aviation accident and the date of death is on or after the first day following the incapacitation period described in paragraph 220206, then continuous ACIP is payable through the incapacitation period. Monthly (conditional) ACIP is payable through the incapacitation period to the extent excess flying hours are available for application.

#### 220210. Disqualification for Aviation Service, Suspension of Aviation Service

Periods of disqualification and/or suspension are established by competent orders.

A. Disqualification. An officer may be disqualified for aviation service for medical or professional reasons according to regulations of the Military Service concerned. In

the case of disqualification for medical reasons, the following applies for all Military Services. Disqualification for medical incapacity will be effected on the first day following a period of 365 days that commences on the date of incapacitation, or on the date a competent medical authority determines the medical incapacitation to be permanent, whichever is earlier. ACIP is not authorized on any basis for any period during which an officer is disqualified for aviation service. After a period of disqualification, entitlement to ACIP resumes as follows:

1. Officer Entitled to Continuous ACIP. Entitlement resumes on the date that the officer again is qualified for aviation service. (For example, an officer who requalifies on the 20th of the month is entitled to 11/30 of ACIP for that month.)

2. Officer Entitled to Monthly (Conditional) ACIP. Minimum flight requirements shall be met beginning with the date that the officer is again qualified for aviation service. (For example, an officer who requalifies on the 16th of the month, and flies 2 or more hours, is entitled to 15/30 of ACIP for that month.) An officer may not use hours flown after a period of disqualification to meet minimum flight requirements for a period before disqualification.

B. Suspension

1. An officer shall be suspended by competent orders to invoke a temporary termination of aviation service when the status of future aviation service is uncertain.

2. When the officer is removed from suspended status, he or she either will be disqualified for aviation service or again qualified for aviation service.

C. Entitlement to ACIP for a Period of Suspension Changed to Disqualified. ACIP (continuous or conditional) to which an officer otherwise would be entitled is stopped during a period of suspension starting with the effective date of suspension in competent orders. If the suspended status is resolved so that the officer is disqualified for aviation service, then no entitlement to ACIP exists for the period of disqualification. (The effective date for disqualification must be the same as the effective date for suspension.)

D. Entitlement to ACIP for Period of Suspension Changed to Qualified. ACIP (continuous or conditional), to which an officer otherwise would be entitled, is stopped during any period of suspension starting with the effective date of suspension in competent orders. If the suspended status is resolved so that the officer is qualified for aviation service, then entitlement to ACIP is based on subparagraphs 220210.D.1 and D.2. (The effective date for qualification must be the same as the effective date for suspension.)

1. Officer Entitled to Continuous ACIP. The officer is entitled to continuous ACIP beginning with the date on which he or she again is qualified for aviation service.

2. Officer Entitled to Monthly (Conditional) ACIP. Subject to the minimum flight requirements of paragraphs 220203 and 220204, an officer is entitled to monthly

(conditional) ACIP beginning with the date on which he or she again is qualified for aviation service.

220211. Concurrent Entitlement to ACIP and Hazardous Duty Incentive Pay (HDIP)

Officers, who are entitled to ACIP, also may be entitled to HDIP under the provisions of Chapter 24 if the conditions for entitlement have been met independently. Entitlement to HDIP is limited to no more than two payments for the same period of time that the officers qualify for more than one payment of that pay. (See paragraph 240103).

220212. Authority to Issue Orders

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

220213. Missing, Missing-in-Action, Officer's Entitlement

A. General. An officer, who is receiving ACIP at the beginning of a period of missing status, is entitled to ACIP during the entire period of absence and also (if applicable) for the period, not to exceed 1 year, required for hospitalization and rehabilitation after missing status ends. (For the purpose of this paragraph, an officer entitled to conditional ACIP is considered to be receiving ACIP when under competent orders to perform flying duty whether or not the officer has met the minimum flight requirements.)

B. Officer Entitled to Continuous ACIP. Entitlement to continuous ACIP upon termination of the period of absence, or the termination of any period, not to exceed 1 year, that is required for hospitalization and rehabilitation, is contingent only upon continued eligibility under paragraph 220201.

C. Officer Entitled to Monthly (Conditional) ACIP. Entitlement to monthly (conditional) ACIP, upon termination of the entire period of absence or the termination of any period, not to exceed 1 year, that is required for hospitalization and rehabilitation, is contingent upon continued eligibility under paragraph 220201. In addition, the officer must again meet minimum flight requirements subject to the following:

1. The 3-calendar-month grace period for meeting minimum flight requirements does not start with the end of the period authorized under subparagraph 220213.A. Instead, it starts with the first month of missing status in which the officer does not fly. Therefore, if the officer has met flight requirements for the month in which the missing status begins, the next calendar month is designated as the first month of a 3-calendar-month grace period. If the officer has not met flight requirements for the month in which the missing status begins, then that month is designated as the first month of a 3-calendar-month grace period for

meeting minimum flight requirements. (This applies even though under later application of paragraph 220204, the month so designated is considered to be a month in which requirements are met based on performance-free entitlement due to missing status.)

2. If the missing status is terminated before the end of the 3-calendar-month period started according to subparagraph 220213.C.1, then the officer shall meet flight requirements for the month(s) not covered by performance-free entitlement. If the officer fails to complete requirements for this entire 3-calendar-month period, then the officer shall meet flight requirements for 1 month following that 3-calendar-month period before a new 3-calendar-month period may start.

3. If the missing status is terminated after or at the end of the 3-calendar-month period started according to subparagraph 220213.C.1, then the officer is considered to have met all flight requirements for the 3-calendar-month period plus any additional months of missing status by performance-free entitlement due to missing status. Therefore, a new 3-calendar-month period starts with the first month in which flight requirements are not met after the end of period authorized under subparagraph 220213.A.

D. Excess Flight Time. Excess flight time accumulated by the officer before having declared missing may be applied to months following the months covered by performance-free entitlement if the period authorized under 220213.A, is terminated within the 5-calendar-month period permitted by paragraph 220203.

#### 220214. Air Battle Manager

An officer serving as an air battle manager, who is entitled to ACIP under this section and who, before becoming entitled to aviation career incentive pay, was entitled to HDIP as an air weapons controller under section 2201 of this chapter, shall be paid the monthly incentive pay at the higher of the following rates:

- A. The ACIP rate otherwise applicable to the officer under this section, or
- B. The rate at which the officer was receiving HDIP under section 2201, immediately before the officer's entitlement to ACIP under this section.

### 2203 CAREER ENLISTED FLYER INCENTIVE PAY (CEFIP) FOR CAREER AIRCREW MEMBERS

#### 220301. Entitlement

An active or reserve component enlisted member of the armed forces is entitled to CEFIP if that member:

- A. Is entitled to basic pay pursuant to [37 .S.C. 204](#) or [37 .S.C. 206](#);
- B. Holds an enlisted military occupational specialty or enlisted military rating



designated as a career enlisted flyer specialty or rating by the Secretary concerned, performs duty as a dropsonde system operator, or is in training leading to qualification and designation of such a specialty or rating or the performance of such duty;

C. Is qualified for aviation service under regulations prescribed by the Secretary concerned; and

D. Satisfies the operational flying duty requirements applicable under this section.

#### 220302. Rates and Definitions

##### A. Rates

1. Monthly CEFIP rates for Air Force career aircrew members are shown in Table 22-8.

2. Monthly CEFIP rates for Navy career aircrew members are shown in Table 22-9, 22-10, and 22-11.

##### B. Definitions

1. Aviation Service. This term means participation in aerial flight performed, under regulations prescribed by the Secretary concerned, by an eligible career enlisted flyer.

2. Operational Flying Duty. This term means flying performed under competent orders while serving in assignments, including an assignment as a dropsonde system operator, in which basic flying skills normally are maintained in the performance of assigned duties as determined by the Secretary concerned, and flying duty performed by members in training that leads to the award of an enlisted aviation rating or military occupational specialty designated as a career enlisted flyer rating or specialty by the Secretary concerned.

#### 220303. Eligibility

A. Incentive Pay Authorized. The Secretary concerned may pay monthly incentive pay to an eligible career enlisted flyer in an amount not to exceed the monthly maximum amounts specified in Tables 22-8, 22-9, 22-10, and 22-11. This incentive pay may be paid as continuous monthly incentive pay or on a month-to-month basis, dependent upon operational flying duty performed by the eligible career enlisted flyer as prescribed in subparagraph 220303.C.

B. Continuous Monthly Incentive Pay. This incentive pay may not be paid to an eligible career enlisted flyer after the member completes 25 years of aviation service. Thereafter, an eligible career enlisted flyer may still receive incentive pay on a month-to-month basis under subparagraph 220303.C. for the frequent and regular performance of operational flying duty.

C. Operational Flying Duty

1. An eligible career enlisted flyer must perform operational flying duties for 6 of the first 10, 9 of the first 15, and 14 of the first 20 years of aviation service, to be eligible for continuous monthly incentive pay under this section.

2. Upon completion of 10, 15, or 20 years of aviation service, an enlisted member who has not performed the minimum required operational flying duties specified in subparagraph 1 of this subparagraph during the prescribed period, although otherwise meeting the definition in paragraph 220301, may no longer be paid continuous monthly incentive pay except as provided in subparagraph 220301.C.3. Payment of continuous monthly incentive pay may be resumed if the member meets the minimum operational flying duty requirement upon completion of the next established period of aviation service.

3. For the needs of the Service, the Secretary concerned may permit, on a case-by-case basis, a member to continue to receive continuous monthly incentive pay despite the member's failure to perform the operational flying duty required during the first 10, 15, or 20 years of aviation service, but only if the member otherwise meets the definition in paragraph 220301 and has performed at least 5 years of operational flying duties during the first 10 years of aviation service, 8 years of operational flying duties during the first 15 years of aviation service, or 12 years of operational flying duty during the first 20 years of aviation service. The authority of the Secretary concerned under this paragraph may not be delegated below the level of the Service Personnel Chief.

4. If the eligibility of an eligible career enlisted flyer to continuous monthly incentive pay ceases under paragraph A or paragraph B of this subparagraph, the member may still receive month-to-month incentive pay for subsequent frequent and regular performance of operational flying duty. The rate payable is the same rate authorized by the Secretary concerned under paragraph 220302 for a member of corresponding years of aviation service.

#### 2204 AIR FORCE REMOTE PILOTED AIRCRAFT (RPA) INCENTIVE PROGRAM

On November 27, 2009, the Office of the Under Secretary of Defense (Personnel and Readiness) (OSD (P&R)) authorized the Secretary of the Air Force (SAF) to establish an incentive pay program under [37 .S.C. 307a](#) for operators of remotely piloted aircraft. The Air Force established its RPA incentive program on November 30, 2009.

## 220401. Eligibility

A. Active duty Air Force officers with an 18XX rated Air Force Specialty Code (AFSC) assigned as RPA pilots performing RPA pilot duties are eligible.

B. Active duty Air Force Officers assigned to Undergraduate RPA training to receive the 18XX AFSC rating are eligible.

C. In order to be eligible, officers must be on aeronautical orders and be medically qualified.

## 220402. Payment

Payment will be made for each full month served, with partial months being paid on a pro-rated basis. RPA Incentive pay is calculated based upon Years of Aviation Service established by an Aviation Service Date. Pay rates are:

<u>Years of Aviation Service</u>	<u>Monthly Allowance</u>
2 or less	\$125
Over 2 years	\$156
Over 3 years	\$188
Over 4 years	\$206
Over 6 years	\$650

## 220403. Restriction

Officers will not receive RPA pilot incentive pay and ACIP at the same time.

## 220404. Concurrent Assignment Incentive Pay (AIP) Payments

Officers may receive AIP for other approved AIP programs under [37 .S.C. 307a](#) and Chapter 15 concurrently with RPA incentive pay, provided the total amount received does not exceed the statutory limit of \$3,000 per month pursuant to [37 .S.C. 307aH](#)

## 220405. Termination

A. Payment of this incentive pay will terminate when a member is reassigned to a non-flying aircrew position indicator billet.

B. Authority for this program will continue until December 31, 2011.

**\*2205 AIR FORCE REMOTE PILOTED AIRCRAFT (RPA) AVIATION INCENTIVE PAY (AVIP) PROGRAM**

On December 30, 2011, the Secretary of the Air Force (SAF) authorized the continuation of the RPA incentive program outlined in section 2204 and renamed it the AVIP program.

**220501. Eligibility**

A. Active duty, Air Reserve, and Air National Guard members with an 18XX rated Air Force Specialty Code (AFSC) assigned as RPA pilots performing RPA pilot duties, or members assigned to RPA training in order to receive the 18XX AFSC are eligible.

B. Eligible members shall also meet the criteria applicable to aviator receiving aviation career incentive pay (ACIP) outlined in section 2202.

**220502. Payment**

Payment will be made for each full month served, with partial months being paid on a pro-rated basis. RPA Incentive pay is calculated based upon Years of Aviation Service established by an Aviation Service Date. Pay rates are the same as stated in Table 22-7.

**220503. Restriction**

Members will not receive RPA AVIP and ACIP at the same time.

**220504. Concurrent AIP Payments**

Officers may receive AIP for other approved AIP programs under 37 .S.C. 307a and Chapter 15 concurrently with RPA incentive pay, provided the total amount received does not exceed the statutory limit of \$3,000 per month.

**220505. Termination**

A. Payment of this incentive pay will terminate when a member is reassigned to a non-flying aircrew position indicator billet.

B. Authority for this program will continue until September 30, 2012, unless replaced earlier by the implementation of a revised RPA incentive pay program or extended by the SAF.

**2206 AIR FORCE REMOTE PILOTED AIRCRAFT (RPA) SENSOR OPERATOR INCENTIVE PROGRAM**

On January 29, 2010, OSD (P&R) authorized the SAF to establish an incentive pay program under 37 .S.C. 307a for sensor operators of remotely piloted aircraft. The Air Force

established its RPA sensor operator incentive program on January 29, 2010.

220601. Eligibility

A. Active duty Air Force and Air Reserve Component enlisted personnel are eligible.

B. Eligible personnel possess a 10X1 AFSC and are assigned as RPA sensor operators performing RPA sensor duties. Members assigned to RPA training in order to receive the 10X1 AFSC are also eligible.

C. In order to be eligible, enlisted personnel must be on aeronautical orders and medically qualified.

220602. Payment

Payment will be made for each full month served, with partial months being paid on a pro-rated basis. Eligible Reserve Component members will be paid a pro-rata amount based upon the number of days of qualifying service while entitled to basic pay. Payment for RPA sensor operator incentive pay is as follows:

<u>Years of Aviation Service</u>	<u>Monthly Allowance</u>
4 or less	\$150
Over 4 years	\$225
Over 8 years	\$350
Over 14 years	\$400

220603. Restriction

A. Enlisted personnel will not receive RPA sensor operator incentive pay and CEFIP at the same time.

B. Payment of RPA sensor incentive pay is not authorized for members performing "Inactive Duty for Training."

220604. Concurrent AIP Payments

Enlisted personnel may receive AIP for other approved AIP programs under [37 .S.C. 307a](#) and Chapter concurrently with RPA sensor operator incentive pay, provided the total amount received does not exceed the statutory limit of \$3,000 per month pursuant to [37 .S.C. 307a](#).

## 220605. Termination

A. Payment of this incentive pay will terminate when a member is reassigned to a non-flying position or billet.

B. Authority for this program will continue until December 31, 2011, unless reauthorized by the OSD(P&R).

## 2207 AIR FORCE REMOTE PILOTED AIRCRAFT (RPA) CAREER ENLISTED AVIATION INCENTIVE PAY (CEVIP) PROGRAM

On December 30, 2011, the SAF authorized the continuation of the RPA sensor operator incentive program outlined in section 2206 and renamed it the CEVIP program.

## 220701. Eligibility

A. Active duty, Air Reserve, and Air National Guard members with an 10X1 AFSC assigned as RPA sensor operators performing RPA sensor operator duties, or members assigned to RPA training in order to receive the 10X1 AFSC are eligible.

B. Eligible members shall also meet the criteria applicable to aviator receiving aviation career incentive pay (CEFIP) outlined in section 2203.

## 220702. Payment

Monthly CEFIP rates for Air Force career aircrew members are shown in Table 22-8.

## 220703. Restriction

Members will not receive RPA CEVIP and CEFIP at the same time.

## 220704. Concurrent AIP Payments

Enlisted members may receive AIP for other approved AIP programs under 37.S.C. 307a and Chapter 15 concurrently with RPA incentive pay, provided the total amount received does not exceed the statutory limit of \$3,000 per month.

## 220705. Termination

A. Payment of this incentive pay will terminate when a member is reassigned to a non-flying aircrew position indicator billet.

B. Authority for this program will continue until September 30, 2012, unless replaced earlier by the implementation of a revised RPA incentive pay program or extended by the SAF.

Table 22-1. Monthly Hazardous Duty Incentive Pay (HDIP) for Air Crew Members (Except for AWACS) (Effective October 1, 1998)

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

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

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 24	Over 25
O-7 & Above	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$150
O-6	225	250	300	325	350	350	350	350	350	350	350	300	250	250	225
O-5	200	250	300	325	350	350	350	350	350	350	350	300	250	250	225
O-4	175	225	275	300	350	350	350	350	350	350	350	300	250	250	225
O-3	150	156	188	206	350	350	350	350	350	350	300	275	250	225	200
O-2	150	156	188	206	250	300	300	300	300	300	275	245	210	200	180
O-1	150	156	188	206	250	250	250	250	250	250	245	210	200	180	150
W-4	200	225	275	300	325	325	325	325	325	325	325	276	250	225	200
W-3	175	225	275	300	325	325	325	325	325	325	325	325	250	225	200
W-2	150	200	250	275	325	325	325	325	325	325	325	275	250	225	200
W-1	150	150	150	175	325	325	325	325	325	325	325	275	250	225	200
E-9	200	225	250	275	300	300	300	300	300	300	300	275	230	200	200
E-8	200	225	250	275	300	300	300	300	300	300	300	265	230	200	200
E-7	175	200	225	250	275	275	275	300	300	300	300	265	230	200	200
E-6	156	175	200	225	250	250	250	300	300	300	300	265	230	200	200
E-5	150	156	175	188	200	200	200	250	250	250	250	225	200	175	150
E-4 & below	150	156	175	188	200	200	200	200	200	200	200	175	150	150	150



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

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

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

Month	Example 1		Example 2		Example 3		Example 4		Example 5		Example 6		Example 7	
	Hours	Entitled	Hours	Entitled	Hours	Entitled	Hours	Entitled	Hours	Entitled	Hours	Entitled	Hours	Entitled
January	4	Yes (note 1)	4	Yes (note 1)	4	Yes (note 1)	4	Yes (note 1)	4	Yes (notes 1 - 7)	2	Yes (notes 7 - 9)	0	Yes (note 5)
February	0	No (note 2)	0	No (note 2)	0	Yes (notes 2 - 5)	0	Yes (notes 2 - 6)	0	Yes (note 9)	0	Yes (note 9)	0	Yes (note 5)
March	4	Yes (note 1)	0	No	0	Yes (note 5)	8	Yes (note 1)	0	Yes (note 9)	0	Yes (note 9)	12	Yes (note 1)
April	0	No (note 3)	4	Yes (note 1)	12	Yes (note 1)	0	Yes (notes 2 - 5)	0	Yes (note 9)	0	No (note 2)	4	Yes (note 1)
May	0	No (note 4)	0	No (note 4)	0	Yes (notes 2 - 5)	0	Yes (note 5)	0	Yes (notes 2 - 5)	0	No (note 8)	0	No (notes 2 - 8)
June	4	Yes (note 1)	0	No	0	Yes (note 5)	12	Yes	0	Yes (note 5)	7	Yes (notes 1 - 11)	0	No (notes 2 - 8)
July	4	Yes (note 1)	4	Yes (note 1)	12	Yes (note 1)			12	Yes (note 1)			11	Yes (notes 1 - 11)
August	0	No (notes 2 - 8)	0	No (notes 2 - 8)	0	No (notes 2 - 8)							5	Yes (notes 1 - 11)

## NOTES:

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

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

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

## NOTES:

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

Table 22-6. Entitlement to HDIP, ACIP or CEFIP Under Certain Conditions

R U L E	A	B	C	D
	When a member in flying status is	and	and	then flying pay
1	sick in line of duty	flying status orders remain in effect	member meets or has met flight requirements or flight requirements do not apply	continues for the period of illness.
2	on authorized leave in pay status			continues for the period of leave (note 1).
3	on TDY			continues for the TDY period.
4	in a travel status (including authorized delay en route) on change of station			continues for the period of travel.
5	a Reservist released from active duty of more than 30 days	orders are not issued directing relief from all assigned duties	member has met flight requirements	continues for the period of allowable travel time home (note 2).
6	discharged and immediately reenlists at the same station without a break in service	flying status orders are not specifically terminated		entitlement is determined as if there had been no discharge.
7		flying status orders are specifically terminated		ceases on the date stated in orders.
8	incapacitated as a result of performance of flying duty			is payable as indicated in paragraphs 220106 or 220206.
9	an enlisted crew member whose flight orders include a termination date	is involuntarily removed from flying duty (note 3)	was given less than 120 days of advance notice of removal from flying duty (note 4)	continues either for 120 days after the date on which notified of such removal or until original flight orders termination date, whichever occurs first, without regard to the flight requirements of paragraph 220103.
10	an enlisted crewmember whose flight orders do not include a termination date		was given less than 120 days advance notice of removal from flying duty (note 4)	continues for 120 days after the date on which notified of such removal without regard to the flight requirements of paragraph 220103.

## NOTES:

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

**Table 22-7.** Monthly Aviation Career Incentive Pay (ACIP) Rates for Officers (Effective October 17, 1998)

<b>Years of Aviation Service (Including Flight Training) as an Officer</b>	<b>9B Monthly Rate</b>
<b>2 or less</b>	\$125
<b>Over 2</b>	156
<b>Over 3</b>	188
<b>Over 4</b>	206
<b>Over 6</b>	650
<b>Over 14</b>	840
<b>Over 22</b>	585
<b>Over 23</b>	495
<b>Over 24</b>	385
<b>Over 25</b>	250

**NOTES:**

1. A rated officer in pay grade O-7 may not be paid incentive pay at a rate greater than \$200 per month.
2. A rated officer in pay grade O-8 or above may not be paid incentive pay at a rate greater than \$206 per month.
3. A rated officer in pay grade above O-6 may not be paid incentive pay after completion of 25 years of aviation service.
4. A rated warrant officer with over 22, 23, 24, or 25 years of aviation service, will continue to receive the rate prescribed for officers with over 14 years of aviation service.

Table 22-8. Monthly Career Enlisted Flyer Incentive Pay (CEFIP) Rates for Air Force Career Enlisted Flyers (Effective October 1, 1999)

<b>Years of Aviation Service</b>	<b>10B Monthly Rate</b>
<b>4 or less</b>	\$150
<b>Over 4</b>	225
<b>Over 8</b>	350
<b>Over 14</b>	400

Table 22-9. Monthly Career Enlisted Flyer Incentive Pay (CEFIP) Rates for Navy Career Enlisted Flyers (Effective October 1, 1999 thru March 3, 2002)

<b>Years of Aviation Service</b>	<b>11B Monthly Rate</b>
<b>4 or less</b>	\$150
<b>Over 4</b>	190
<b>Over 8</b>	230
<b>Over 14</b>	250

Table 22-10. Monthly Career Enlisted Flyer Incentive Pay (CEFIP) Rates for Navy Career Enlisted Flyers (Effective March 4, 2002 thru July 9, 2003)

<b>Years of Aviation Service</b>	<b>12B Monthly Rate</b>
<b>4 or less</b>	\$150
<b>Over 4</b>	200
<b>Over 8</b>	260
<b>Over 14</b>	300

Table 22-11. Monthly Career Enlisted Flyer Incentive Pay (CEFIP) Rates for Navy Career Enlisted Flyers (Effective July 10, 2003)

<b>Years of Aviation Service</b>	<b>13B Monthly Rate</b>
<b>4 or less</b>	\$150
<b>Over 4</b>	225
<b>Over 8</b>	350
<b>Over 14</b>	400

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220102	37 .S.C. 301(b) and (c) Public Law 105-85, November 18, 1997
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220104.B	25 Comp Gen 534
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## 2202 - Aviation Career Incentive Pay (ACIP) for Rated or Designated Officers, Aviation Cadets and Warrant Officers

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220203	EO 11157, June 22, 1964 EO 11292, August 1, 1966
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Table 22-1	37 .S.C. 301 Public Law 105-85, section 614, November 18, 1997 Public Law 105-261, section 614, October 10, 1998

## Table 22-3

Rules 1 through 8	EO 11157, June 22, 1964 37 .S.C. 301
Rule 9	EO 11929, July 26, 1976
Rule 10	EO 11929, July 26, 1976
Note 3	EO 11929, July 26, 1976
Note 4	EO 11929, July 26, 1976

## Table 22-4

Example 6 and Note 10	46 Comp Gen 776
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## Table 22-5

46 Comp Gen 776

## Table 22-7

Public Law 105-85, section 614,  
November 18, 1997