



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON DC 20350-2000

OPNAVINST 7220.18A
PERS-43/N130
1 Oct 2019

OPNAV INSTRUCTION 7220.18A

From: Chief of Naval Operations

Subj: AVIATION INCENTIVE PAY AND BONUS PROGRAM

Ref: (a) DoD Instruction 7730.67 of 20 October 2016
(b) 37 U.S.C.
(c) SECNAVINST 7220.88
(d) DoD 7000.14-R, Financial Management Regulation, Vol. 7A of June 2019
(e) NAVPERS 15560D
(f) CNAF M-3710.7 of 5 May 2016
(g) NAVMED P-117
(h) OPNAVINST 1000.16L
(i) BUPERSINST 1301.40C

Encl: (1) Definitions
(2) Monthly Aviation Incentive Pay Rates – All Officers
(3) AvIP Years of Aviation Service (YAS) Gate Chart

1. Purpose

a. To provide information, policy and procedures for the administration of aviation incentive pay (AvIP) and aviation bonus (AvB) for aviation officers in line with references (a) through (i).

b. This revision updates Navy policy to align with Department of Defense (DoD) policy described in reference (a). This instruction is a complete revision and should be read in its entirety.

2. Cancellation. OPNAVINST 7220.18 and OPNAVINST 7220.9.

3. Scope and Applicability. References (a) through (d) define the law, DoD and Department of the Navy policies that govern the AvIP programs. This instruction establishes additional Service-level policy and applies to aeronautically-designated officers.

4. Background. The aviation pay system of the Military Services is authorized by reference (b). Payment of AvIP is restricted to those regular and reserve officers who hold or are in a training syllabus that will lead to an aeronautical designation described in this instruction, and who engage and remain in aviation service. Reference (b) also authorizes AvB for eligible

officers entitled to AvIP who have completed their active duty service commitment incurred for undergraduate aviator training or are within 1 year of completing such commitment and who obligate themselves to remain on active duty for specific periods of time.

5. Definitions. Enclosure (1) contains definition of terms used in this instruction.

6. Responsibilities

a. Deputy Assistant Secretary of the Navy (Military Manpower and Personnel) (DASN(MM&P)). Grants operational flying duty (OFD) gate waivers for aviators that are unable to meet AvIP years of aviation service (YAS) gate requirements and have met the conditions set forth in reference (c) and this instruction.

b. Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (CNO (N1)). Issuing authority for this instruction.

c. Defense Finance and Accounting Service (DFAS). Pays AvIP and AvB.

d. Navy Personnel Command (NAVPERSCOM), Aviation Officer Distribution Control Division (PERS-43)

(1) Oversees and manages the AvIP and AvB Programs.

(2) Develops and issues specific AvIP and AvB Program execution policy.

(3) Verifies flight hours for AvIP eligibility purposes, in line with this instruction, for Active Component (AC) aeronautically-designated officers.

(4) Verifies submitted AvB contracts from AC aeronautically-designated officers for eligibility.

(5) Conducts periodic reviews of AvIP and AvB payments for AC aeronautically-designated officers.

(6) Initiates action to stop, start and adjust AvIP and AvB payments for AC aeronautically-designated officers.

(7) Reviews and adjusts aviation service entry dates (ASED) for AC aeronautically-designated officers with previous aviation service as an officer.

(8) Reviews and corrects aviation status indicator (ASI) codes for AC aeronautically-designated officers.

(9) Develops AvB budget plans for future fiscal years.

(10) Provides annual AvB execution reports to Office of the Chief of Naval Operations Military Pay and Compensation Branch (OPNAV N130).

(11) Notifies OPNAV N130 of non-voluntary termination of AvB contracts.

e. NAVPERSCOM, Full-Time Support/Augmentation (PERS-46)

(1) Implements AvIP and AvB for full-time support (FTS) aeronautically-designated officers.

(2) Verifies flight hours for AvIP eligibility purposes, in line with this instruction, for FTS aeronautically designated officers.

(3) Conducts periodic reviews of AvIP and AvB payments for FTS aeronautically-designated officers.

(4) Verifies submitted AvB contracts from FTS aeronautically-designated officers for eligibility.

(5) Initiates action to stop, start and adjust AvIP and AvB payments for FTS aeronautically-designated officers.

(6) Reviews and adjusts ASEDs for FTS aeronautically-designated officers with previous aviation service as an officer.

(7) Reviews and corrects ASI codes for FTS aeronautically-designated officers.

(8) Provides annual AvB execution reports to OPNAV N130.

(9) Notifies OPNAV N130 of non-voluntary termination of AvB contracts.

f. NAVPERSCOM, Reserve Personnel Administrative Division (PERS-91)

(1) Implements AvIP and AvB for Selected Reserve (SELRES) Reserve Component (RC) aeronautically-designated officers.

(2) Verifies flight hours for AvIP eligibility purposes, in line with this instruction, for SELRES aeronautically-designated officers.

(3) Conducts periodic reviews of AvIP and AvB payments for SELRES aeronautically-designated officers.

(4) Verifies submitted AvB contracts from SELRES aeronautically-designated officers for eligibility.

(5) Initiates action to stop, start and adjust AvIP and AvB payments for SELRES aeronautically-designated officers.

(6) Reviews and adjusts ASEDs for SELRES aeronautically-designated officers with previous aviation service as an officer.

(7) Reviews and corrects ASI codes for SELRES aeronautically-designated officers.

g. Commanding Officers (CO)

(1) Verify accuracy of flight hours reported by personnel under their command, or other personnel who performed flying duty in aircraft for which they are responsible, for purposes of AvIP and hazardous duty incentive pay (HDIP) for flying duty. Verification is confirmed through endorsement of the annual flight hour verification letter.

(2) Notify PERS-43, PERS-46 or PERS-91 of the need to suspend, terminate or reinstate AvIP for officers under their command.

(3) Encourage qualified aviation officers to submit applications for AvB to PERS-43 or PERS-46.

(4) Ensure information provided in AvB applications is complete and accurate, the officer meets all eligibility requirements and no action is pending that may affect AvB eligibility.

(5) Provide endorsement of the AvB application.

(6) Notify PERS-43 or PERS-46 when officers lose eligibility for AvB programs.

h. Recipients of Conditional AvIP or HDIP for Flying Duty. Aviation officers that are not specifically defined in subparagraph 9k are required to contact PERS-43, PERS-46 or PERS-91 to activate flight pay. These officers are required to report annual flight hour totals to PERS-43, PERS-46 or PERS-91 in line with this instruction for purposes of determining whether AvIP or HDIP for flying duty was earned or not earned. Flight hour verification letters will be certified as accurate by the payee's CO or immediate reporting senior, and will be submitted annually at the close of the fiscal year, upon checking out of a flying tour and at other times as required by PERS-43, PERS-46 or PERS-91. It is the responsibility of the individuals receiving the AvIP or HDIP for flying duty to ensure their flight hour verification packages are delivered to PERS-43, PERS-46 or PERS-91 on time.

7. AvIP Policy

a. Aeronautically Designated Officers

(1) Naval Aviators, Naval Flight Officers (NFO), Student Naval Aviators and Student NFOs. Officers with designators 137X, 139X, 131X and 132X that are entitled to basic pay and physically qualified for aviation service. Duty for these officers is categorized as OFD or proficiency flying duty (PFD) when flying is involved and non-OFD or non-PFD when flying is not involved.

(2) Aerospace Engineering Duty Officers (AEDO). Officers with designators 150X and 151X that are entitled to basic pay and physically qualified for aviation service. Duty for these officers is categorized as OFD when flying is involved and non-OFD or non-PFD when flying is not involved.

(3) Aeromedical Officers. Officers with designators (or in training to receive the designator) 210X and 230X that are entitled to basic pay, physically qualified for aviation service and fulfilling duties of flight surgeons, naval aerospace experimental psychologists, naval aerospace and operational physiologists, naval aerospace optometrists or aerospace physician assistants. Duty for these officers is categorized as PFD when flying is involved and non-PFD when flying is not involved.

(4) Aviation Operations Officers. Officers with designators 632X and 732X that are entitled to basic pay, physically qualified for aviation service and meet (or in training to meet) the naval aviation observer (NAO) requirements of reference (e), article 1210-260. Duty for these officers is categorized as OFD when flying is involved and non-OFD or non-PFD when flying is not involved.

b. Limitations and Restrictions

(1) Aeromedical Officers. Aeromedical officers are not authorized payment of AvIP during non-flying assignments. Accumulation of months of operational flying (MOF) does not apply to aeromedical officers in line with reference (a). Aeromedical officers are not authorized to utilize a certified flight simulator to meet the minimum flight hour requirements.

(2) Aviation Operations Officers. Aviation operations officers begin to receive AvIP and accumulate MOF when they are first assigned to OFD as a commissioned officer. To maintain their status as an aeronautically designated officer, in line with reference (f), aviation operations officers must earn their NAO qualification during their first OFD assignment as a commissioned officer. Aviation operations officers lose eligibility for AvIP upon transferring out of their first OFD assignment without earning the designation of NAO in line with reference (e), article 1210-260. An aviation operations officer who qualifies for designation as an NAO will be assigned the primary additional qualification designator of BD1.

(3) Lateral Transfer or Re-designation. Aviation officers who accept a lateral transfer into a community not eligible for AvIP will have their AvIP terminated upon acceptance to transfer. Unless otherwise notified, PERS-43 will assume selectees have accepted transfer 30 days after the date upon which the results of the applicable transfer, re-designation, selection board or process are made public. If an officer declines transfer, he or she must inform PERS-43 to preclude termination of AvIP. Officers assigned to an OFD billet and issued orders for “duty in a flying status involving flying” who accept transfer to another community not eligible for AvIP, will have AvIP eligibility terminated upon rotation from the OFD billet or re-designation, whichever occurs first.

(a) Naval Aviator and NFO Transfer to Aeromedical Community

1. Naval aviators and NFOs accepting transfer to the aeromedical community are eligible for AvIP as an aeromedical officer. If re-designation occurs while occupying a non-flying billet in which the aviation officer is receiving AvIP, payments will stop upon re-designation. AvIP eligibility will be restored upon reporting to qualified aeromedical training or assignment to a PFD position, whichever occurs first.

2. Aviation officers who hold a dual designator as an aeromedical officer and naval aviator or NFO will be governed by AvIP eligibility criteria of an aeromedical officer. Flight time achieved in either designator can be used toward the minimum flight hour requirements. Flight time accumulated in a simulator will not be accepted to meet the minimum flight time requirement for payment of AvIP.

(b) Foreign Area Officers (FAO). Previously aeronautically-designated officers who laterally transferred to the FAO community are not eligible to receive AvIP. FAOs assigned to a flying attaché billet under orders as “duty in a flight status involving flying” may be entitled to HDIP for flying duty, provided they meet the minimum flying requirements as prescribed in reference (d). Officers selected for lateral transfer to the FAO program who are currently in a flying attaché billet will have AvIP terminated upon re-designation or transfer to a non-flying billet, whichever occurs first.

(c) Junior Permanent Military Professor Program. Aviation officers selected for Junior Permanent Military Professor retain their designator, but lose eligibility for AvIP. For officers accepting transfer to Junior Permanent Military Professor, AvIP termination policy is the same as that for lateral transfer into any other community that is not eligible to receive AvIP.

(4) Officers receiving AvIP are not eligible to receive HDIP for flying duty.

(5) Officers are not authorized AvIP payments for any period of unauthorized absence.

c. Orders and Billet Designators

(1) Duty in a Flying Status Involving Flying. Duty for aviation officers assigned to OFD or PFD-coded billets (billet designator 13X1, 13X2, 1511, 1512, 2102, 2302, 6321, 6322, 7321 and 7322).

(2) Duty in a Flying Status Not Involving Flying. Duty for aviation officers assigned to non-OFD or non-PFD coded billets (billet designator XXX0). Flying is denied unless a waiver is approved by the Naval Air Forces, Force Safety (N455) in line with reference (f).

(3) Duty Involving Flying as a Technical Observer. Officers, commissioned and warrant, who do not hold an aeronautical designation, but are required to fly as crew members, will request Duty Involving Flying as a Technical Observer orders in line with reference (f). A nurse corps officer (29XX) who has completed the United States Air Force Flight Nurse Course will be assigned a primary additional qualification designator of 6AJ. Officers under Duty Involving Flying as a Technical Observer orders are not entitled to AvIP, but may be entitled to HDIP for flying duty at a rate set forth under reference (d), provided they fly the minimum hours prescribed in reference (d).

(4) Billet Designators. Aeronautically-designated officers assigned to those billets identified on the activity's officer distribution control report, manpower authorization, or both, by the billet designator of 13X1, 13X2, 1511, 1512, 2102, 2302, 6321, 6322, 7321 and 7322 will be issued orders as "duty in a flying status involving flying." Aviation officers assigned to billets designated XXX0 will be issued orders as "duty in a flying status not involving flying." MOF credit will not be accrued for eligible aviation officers during periods of non-OFD and non-PFD. Bureau of Naval Personnel (BUPERS), Aviation Officer Community Manager (BUPERS-313) is the authority for determining the classification (flying or non-flying) of all aviation billets (to include aeromedical officer billets).

(5) Unmanned Aircraft System (UAS) Operator Billets. Billets requiring the flight operations of a UAS or its weapon system will be coded as flying billets and issued orders as "duty in a flying status involving flying." MOF will be accumulated for aeronautically-designated officers that are physically qualified for aviation service.

d. AvIP Rates

(1) The number of YAS for calculating the appropriate rate of pay is computed beginning with the effective date of the initial order to perform aviation service as an officer (warrant or commissioned). The effective date of the initial order to perform aviation service (referred to as the ASED) is the day, month and year an individual first reports, on competent orders, to the aviation facility having aircraft in which members will receive flight training leading to the award of an aeronautical designation. For most naval aviators and NFOs, ASED

is the date they reported to their first training squadron or training wing to begin primary flight training.

(2) In line with reference (a), PERS-43, PERS-46 or PERS-91 will adjust ASEDs as required to account for breaks in aviation service for the respective component.

(3) AvIP rates are listed in enclosure (2).

e. AvIP Eligibility and Payment for Aviation Officers in OFD and PFD Assignments. Aviation officers defined in subparagraph 7a that are assigned to an OFD or PFD billet with competent orders may receive payment of AvIP.

(1) Minimum Flight Time Requirements. Aviation officers receiving conditional AvIP must achieve the minimum flight requirements of 4 hours during 1 calendar month or 24 hours during 6 consecutive months as defined in references (a) and (b). Certified flight simulators described in reference (f) may be used to achieve the minimum flight hour requirements for aviators with the exception of aeromedical officers. The flight hour verification process and exemptions are defined in subparagraph 8k of this instruction.

(2) MOF. MOF is the metric used to quantify “frequent and regular flying” in terms of months of assignment to an OFD billet (XXX1 or XXX2), in which orders are issued for “duty in a flying status involving flying.” MOF accumulated during OFD assignments will be compared to 12 and 18 YAS gates defined in enclosure (3) to determine AvIP eligibility for applicable officers while assigned to non-OFD or non-PFD assignments as described in subparagraph 7f. MOF count does not affect AvIP eligibility while on OFD or PFD assignments and is not applicable for aeromedical officers. It is the member’s responsibility to verify MOF.

(3) Crediting MOF. Detachment from an OFD assignment on or after the 16th of any month or assignment to an OFD assignment on or before the 15th day of any month earns an officer credit for the entire month. The end date of an officer’s detaching fitness report (as extended by an extension letter, if applicable) will be used as the date of detachment. The next day will be used as the date of assignment to the new duty station.

f. AvIP Eligibility and Payment for Aviation Officers in non-OFD or non-PFD Assignments

(1) Aeromedical officers are not eligible for AvIP while in non-PFD assignments.

(2) Aviators defined in subparagraphs 7a(1), 7a(2) and 7a(4) with less than 12 YAS are eligible for AvIP continuously, regardless of non-OFD billet assignment.

(3) Aviators defined in subparagraphs 7a(1), 7a(2) and 7a(4) who have met all of the conditions in subparagraphs 7f(3)(a) through 7f(3)(c) are eligible for AvIP while assigned to non-OFD or non-PFD billets.

(a) Satisfying the applicable MOF requirements in subparagraphs 7f(3)(a)1 through 7f(3)(a)3.

1. Achieve at least 96 MOF upon completion of 12 YAS to be eligible for AvIP for up to 18 YAS.

2. Achieve at least 120 MOF upon completion of 18 YAS to be eligible for AvIP for up to 22 YAS.

3. Achieve at least 144 MOF upon completion of 18 YAS to be eligible for AvIP for up to 25 YAS.

(b) Assignment to an AvIP-eligible non-OFD or non-PFD position:

1. joint duty listed on the Joint Duty Assignment List,

2. resident professional military education or fully-funded graduate education program authorized by the Secretary of the Navy (SECNAV) (e.g., War College, Naval Postgraduate School, Olmstead, etc.),

3. discrete aviation-specific billets (e.g., 13X0, 1500, 6320, 7320), and

4. non-aviation coded billets that are career enhancing or needs of the Navy as defined by PERS-43 for a period not to exceed 48 consecutive months.

(c) As of 6 February 2018, effective date of reference (c), officers in receipt of continuous aviation career incentive pay per section 301a of reference (b), may receive AvIP for the remaining period of aviation service outlined in paragraphs (4) and (5) of section 301a(a) of reference (b), or 48 months, whichever is less. After this time, an aviator must be assigned to a position in line with subparagraphs 7f(3)(b)1 through 7f(3)(b)3 or an OFD or PFD position to receive AvIP payments.

g. Physical Qualifications for AvIP Eligibility. Continued AvIP eligibility for all aviation officers is contingent upon remaining physically qualified for aviation service. Aeronautically-designated officers must fulfill the current flight physical examination requirements contained in reference (g) to remain physically qualified for aviation service.

h. AvIP Eligibility While Medically Incapacitated. Aviation officers who are medically incapacitated will be considered qualified for aviation service unless such incapacitation

continues for more than 12 months or at such time that PERS-43, PERS-46 or PERS-91 determines the medical incapacitation to be permanent as recommended by the Naval Aerospace Medical Institute (NAVAEROMEDINST) whichever is earlier. If such incapacitation should last for a period of 12 months, then the Service member will be disqualified from aviation service on the first day following a period of 365 days that commences on the date of initial incapacitation. Officers disqualified for medical reasons will not be re-qualified for aviation service until certified physically qualified by appropriate aviation medical authority. AvIP and credit for MOF will not be authorized for any period during which an officer is disqualified for aviation service. COs or immediate reporting seniors are responsible for notifying PERS-43, PERS-46 or PERS-91 of the requirement to terminate AvIP for those officers who become disqualified for aviation service. AvIP will not be suspended if, during the 365-day period cited in this paragraph, the aviator is granted a waiver by PERS-43, PERS-46 or PERS-91 upon recommendation of NAVAEROMEDINST.

(1) Aviation officers assigned to OFD and PFD that have met the AvIP YAS gate requirements remain eligible for AvIP for the entire period from the date of incapacitation through the day before the date of disqualification from aviation service.

(2) A medically incapacitated aeromedical officer or an aviator with assigned ASI code of "C" (12-year gate failure), "F" (18-year gate failure), "G" (greater than 22 YAS) and "I" (greater than 25 YAS) remains qualified for aviation service as described in this instruction. Payment of AvIP is dependent on how the medical incapacitation occurred.

(a) If the medical incapacitation occurred while performing operational flying, then the officer is considered to have met the flight requirements during the period of incapacitation, but for not longer than 3 months as specified in reference (d).

(b) If the medical incapacitation did not occur while performing operational flying, then continuation of AvIP payment for the period before disqualification is dependent on the officer meeting the minimum flight requirements outlined in reference (d). The officer is not entitled to the 3-calendar month period mentioned in this instruction.

8. AvB Policy

a. Authority. PERS-43 and PERS-46 is the final adjudication authority for all AvB execution matters to include policy, eligibility, termination and recoupment. PERS-43 and PERS-46 are delegated authority to:

(1) evaluate eligibility,

(2) accept written AvB agreements by naval aviators to remain on active duty in a billet designated by PERS-43, and

(3) administer the AvB program per this instruction.

b. Eligibility. To be eligible for AvB, a naval aviator must meet the criteria in subparagraphs 8b(1) through 8b(6).

(1) Is eligible for AvIP at the time of incurring the initial AvB contractual obligation.

(2) Is serving in an aviation specialty or skill designated as critical by the Navy.

(3) Is in the paygrade of O-5 or below at the time of incurring the initial AvB contractual obligation.

(4) Has completed any aviation active duty service obligation incurred for undergraduate aviator training leading to designation as a naval aviator, or is within 1 year of completing such commitment.

(5) Be recommended for receipt of AvB by their CO.

(6) Execute a written agreement to remain on active duty for at least 1 year.

c. Additional Conditions. The additional conditions in subparagraphs 8c(1) through 8c(4) apply to AvB.

(1) A naval aviator must be able to complete the full period of the AvB obligation in aviation service. Examples include, a naval aviator who:

(a) is scheduled under law or regulations for mandatory separation from active duty in less than 1 year from the date the AvB would be paid or who does not meet the retainable criteria in paragraph 7, is not eligible for AvB,

(b) twice fails to select for promotion to the next higher grade is ineligible for AvB unless selected for continuation on active duty or in the RC. If selected for continuation, the officer must accept continuation to maintain AvB eligibility for the duration of the period of continuation,

(c) twice fails to select for aviation department head is ineligible for AvB. Twice failing to select for aviation department head while on active duty does not affect a member's eligibility for AvB if they transfer to the RC, and

(d) transitions from NFO to Pilot is ineligible for AvB until that officer completes the aviation active duty service obligation assigned upon completion of undergraduate pilot training.

(2) Officers currently on AvB contracts are not eligible until completion of their original AvB contracts.

(3) The aviation officer community manager will issue additional eligibility criteria and rates on the NAVPERSCOM Web site, accessible via <https://my.navy.mil/quick-links.html>.

(4) No agreement may be executed that takes an officer beyond 25 YAS.

d. Applications. Eligible naval aviators may submit applications for AvB to PERS-43 or PERS-46, via their CO, in the specified format agreeing to extend on active duty for a specified period of time as defined by annual program authorizations posted on the aviation officer community manager portion of the NAVPERSCOM Web site, accessible via <https://my.navy.mil/quick-links.html>. Upon approval by PERS-43, an eligible aviator will be paid AvB at rates authorized in the governing AvB program authorization.

(1) Officers who have a request for resignation pending or have a resignation already approved by the SECNAV must first submit a withdrawal request. An application for AvB will not be processed until the resignation withdrawal request has been approved.

(2) Submission and acceptance of an AvB agreement by a Reserve officer on the active duty list extends the period of active service through the period for which the AvB is paid.

e. Approval Process. All applications for AvB will be reviewed upon receipt and approved by PERS-43 or PERS-46.

f. Payment. AvB contracts will be paid by DFAS once approved by PERS-43 or PERS-46. Payment of AvB will be executed annually by direct deposit at the rates specified in the respective AvB program authorization posted to the aviation officer community manager portion of the NAVPERSCOM Web site, accessible via <https://my.navy.mil/quick-links.html>. Subsequent installments will be made on the anniversary of the commencement date.

g. Continuing Eligibility Requirements. In line with references (a) and (b), a naval aviator must remain on active duty in aviation service and maintain eligibility in line with the guidelines in subparagraphs 8b and 8c.

(1) Eligibility for annual AvB payment will be suspended or terminated whenever eligibility for AvIP is suspended or terminated. However, if eligibility for AvIP is restored during the period of AvB obligation and the naval aviator is otherwise entitled, the AvB payments will be prorated for all periods the aviator remains eligible for AvIP.

(2) When medical or aviation disqualification is being processed and an aviator is unable to continue to serve in a designated billet, eligibility for the AvB annual payment will be suspended upon final determination of qualification.

(3) An officer whose eligibility for AvB has been terminated will be required to fulfill the AvB obligation, except when PERS-43 or PERS-46 determines that waiving this requirement is clearly in the best interest of the Navy.

h. Repayment. Naval aviators will be required to repay unearned portion of prepaid AvB amounts or repay all prepaid AvB amounts in line with the specific AvB program under which the contract was signed. The circumstances in subparagraphs 8h(1) through 8h(6) require recoupment or repayment.

(1) Except as noted in subparagraph 8i, failure to complete the full period of additional service associated with the officer's AvB obligation.

(2) Separation from active duty or discharge for any reason except those specified in subparagraph 8i.

(3) Termination of AvIP, except as stated in subparagraph 8i.

(4) Disease or injury resulting in incapacitation or disability incurred through the officer's own misconduct or not in the line of duty as determined in line with the Manual of the Judge Advocate General.

(5) Punishment or conviction under the Uniform Code of Military Justice.

(6) Voluntarily declining consideration for an operational aviation department head tour, or successfully screening for a department head tour via the aviation department head screen board and subsequently declining orders to that tour.

i. Repayment Not Required. Recoupment of payments already made will not be required, the AvB obligation will be terminated and no further AvB payments will be made under the circumstances in subparagraphs 8i(1) through 8i(4).

(1) Separation from military service by operation of law, or by operation of military service or DoD policy, except separations for cause or separations where the officer has declined continuation on active duty.

(2) A disability determined by appropriate naval medical authority, including medical grounding or suspension, which is not the result of misconduct or willful neglect and not incurred during a period of unauthorized absence.

(3) In the event of death, which is not the result of misconduct or willful neglect and not incurred during a period of unauthorized absence.

(4) If an officer serving under an AvB agreement dies before receiving the full amount of the bonus due and recoupment is not required by statute or regulation, the remaining unpaid balance is payable as a lump sum for inclusion in the final settlement of the officer's military pay account.

9. Action

a. Operational Flying Billets on an Activity's Manning Document. A specific number of operational flying billets (e.g., 13X1, 13X2, etc.) are reflected on an activity's manning document. NAVPERSCOM issues orders as "duty in a flying status involving flying" to fill OFD or PFD billets and "duty in a flying status not involving flying" to non-OFD and non-PFD billets and expects the individual to remain in the appropriate billet for the type of orders issued.

(1) Failure to comply with this procedure will result in a mismatch of assigned flight status and billet designator code, leading to improper crediting of MOF for OFD.

(2) COs cannot assign non-aeronautically designated officers to billets specifically designated as operational flying billets (e.g., 13X1, 13X2, etc). If such assignment is desired, revision of the billet designator code must be requested in line with reference (h).

(3) During the activity's officer distribution control report validation directed by reference (i), an aviation officer's designator, billet designator, aviation billet indicator (ABI) and flight status must be verified.

(a) Aviation officers issued orders as "duty in a flying status involving flying" must be assigned to a billet which has a designator code of 13X1, 13X2, 1511, 1512, 2102, 2302 6321, 6322, 7321 or 7322, and an ABI of "A." Eligible officers assigned to OFD will be credited MOF in line with this instruction.

(b) Individuals issued orders as "duty in a flying status not involving flying" must have a billet file designator code of XXX0 and an ABI of "0."

(4) In cases where COs desire to assign individuals within their command in "duty in a flying status involving flying" to other than OFD and PFD billets or individuals in "duty in a flying status not involving flying" to OFD or PFD billets, a request will be submitted by message or letter to PERS-43, with a copy provided to BUPERS-313.

(a) The request must include the individual's name, grade, designator, present billet sequence code (BSC), requested BSC, present flight status, requested flight status and effective date.

(b) If the billet is not vacant, identical information must be provided for the billet incumbent. Billets that were vacant, or will become vacant, should be stated in the request.

b. Reporting of Officers in Excess. When an aviation officer is ordered “duty in a flying status involving flying” to an OFD or PFD billet that is not vacant and an overlap in a billet incumbency is created, local activities will report both, the billet incumbent and the relief, under the same BSC in order to provide continuity. Failure to comply with this procedure will lead to improper crediting of OFD. A maximum of 30 days overlap will be permitted in which both officers will receive MOF credit. After 30 days, only the incoming officer will receive MOF credit.

c. Flight Physical Requirements. COs or immediate reporting seniors will ensure all aviation officers under their cognizance meet the flight physical requirements within the time periods prescribed by reference (f). Assignment to non-OFD or non-PFD positions while receiving AvIP does not eliminate the flight physical requirements. Aviation officers who fail to obtain a flight physical within the prescribed time limit or fail to obtain an appropriate waiver in line with reference (f) will be suspended from flying and the CO or immediate reporting senior will notify PERS-43, PERS-46 or PERS-91 of the requirement to suspend the member’s AvIP. Satisfactory completion of the physical examination will be cause for the reinstatement of flying duties and AvIP.

d. Aviation Physiological Qualifications and Water Survival Training. Flight personnel delinquent in meeting the minimum aviation physiological or water survival training requirements or who fail to obtain an appropriate waiver will be suspended from flying and will not receive AvIP. The CO or immediate reporting senior will notify PERS-43, PERS-46 or PERS-91 of the requirement to suspend the member’s AvIP.

e. Field Naval Aviator Evaluation Board Action. Aviation officers whose qualifications for naval aviation are under evaluation, in line with reference (e), article 1610-020, will be suspended from all duties involving flying. The CO or immediate reporting senior will notify PERS-43, PERS-46 or PERS-91 of the requirement to suspend the member’s AvIP. Suspension will be effective on the date of the first “B” type recommendation.

f. Voluntary Termination of Flight Status. Aviation officers who voluntarily terminate flight status will be suspended immediately from all duties involving flying. The date of flight status suspension will be the effective date for termination of AvIP. Voluntary Termination procedures are outlined in reference (e), article 1610-020.

g. Officer Behavior. When an aviation officer’s behavior is so questionable that the status of the officer’s future aviation service is uncertain, suspension of AvIP may be imposed by competent authority, in line with reference (d). The discretion to suspend AvIP for this reason normally will be exercised only after charges have been referred to a general court-martial or after similarly serious charges are filed in the civilian court system. The competent authority

exercising such discretion should have a clear articulate basis prior to taking such administrative action. The person who imposes the suspension, or any senior authority, may determine at any time that the officer is qualified and may reinstate AvIP.

h. Change of AvIP status. For officers under their command, the COs or immediate reporting seniors are responsible for notifying PERS-43, PERS-46 or PERS-91 to suspend, terminate or reinstate AvIP. Failure to comply with these procedures will result in recouplement of all unearned AvIP paid to an officer.

i. AvB Eligibility. Aviation officers who have entered an AvB agreement must maintain eligibility for AvIP to remain eligible to receive the AvB.

j. Waiver of AvIP MOF Requirements While Assigned to Non-OFD or Non-PFD Assignments. The MOF requirements at 12 YAS and 18 YAS to determine AvIP eligibility while assigned to non-OFD or non-PFD billets may only be waived by the Deputy Assistant Secretary of the Navy for Military Manpower and Personnel Deputy Assistant Secretary of the Navy (Military Manpower and Personnel). Waivers will only be considered for due-course officers that have screened or have potential to be selected for career milestones (i.e., aviation department head and aviation command). See reference (c) for additional details and letter templates. A waiver may allow an officer to retain eligibility for AvIP while assigned to eligible non-OFD or non-PFD billets. The waiver does not add any MOF to an officer's record. An officer waived for one gate must still meet the MOF requirement of the next gate. A waiver request must be endorsed by the officer's CO or immediate reporting senior. Waiver requests, endorsed by CO or immediate reporting senior, should be submitted to PERS-43, PERS-46 or PERS-91, and may be submitted up to 1 year prior to the 12-year or 18-year gate, but no later than the second anniversary of the date of the gate in question. Templates for gate waiver requests are available on the NAVPERSCOM Web site, accessible via <https://my.navy.mil/quick-links.html>.

k. AvIP Flight Hour Verification Requirement. Reference (a) establishes a minimum flight hour requirement for AvIP eligibility while assigned to OFD and PFD positions that require verification through submission of an annual flight hour verification letter to PERS-43, PERS-46 or PERS-91 via their CO or reporting senior. The aviators (aeromedical officers not included) in subparagraphs 9k(1) through 9k(5) are not required to submit an annual flight hour verification letter for AvIP purposes.

(1) Assigned ASI of "N" (less than 12 YAS).

(2) Assigned ASI of "O" (successful 12 YAS gate pass (greater than 96 MOF)).

(3) Assigned ASI of "P" (successful 18 YAS low pass (120 less than MOF less than or equal to 143)).

- (4) Assigned ASI of “Q” (successful 18 YAS high pass (greater than 144 MOF)).
- (5) Assigned ASI of “W”, “X” or “Y” (Gate waiver for 12, 18 low and 18 high YAS gate, respectively).

1. AvIP Flight Hour Verification Details

(1) The CO or reporting senior must certify the accuracy of the flight hour submission in writing. Templates for the member’s flight hour submission and the accompanying CO’s certification of accuracy are available on the NAVPERSCOM Web site, accessible via <https://my.navy.mil/quick-links.html>.

(a) Flight hours must be submitted for the entire fiscal year in question (12 months) as well as the last 6 months of the previous fiscal year. This 18-month requirement ensures continuity and facilitates the audit process.

(b) Officers earning conditional flight pay who complete an OFD or PFD tour and report to a non-flying tour are strongly encouraged to submit their flight hour verification as soon as they have completed the last flight in the OFD or PFD tour. This will serve to alert the program manager to terminate AvIP on time, allow flight hour certification letter from the CO or reporting senior who observed the OFD or PFD tour and close out the verification process for the fiscal year.

(c) Officers required to submit a flight hour verification letter for AvIP are encouraged to submit their flight hour verification for any given fiscal year as soon as their last flight is complete for that fiscal year. However, if no flight hours are submitted by 31 December of each year, the officer forfeits his or her AvIP payments received for the previous fiscal year that have not already been verified as earned by earlier submission. In these cases, the recoupment process of the AvIP received will be initiated, as applicable. In line with reference (a), all monthly disbursements of AvIP must be certified as earned, via the flight hour verification process, or they must be recouped.

(2) Upon receipt of an officer's flight hour submission and CO’s or reporting senior’s certification of accuracy, verification of hours flown and monthly payment earned will be calculated by PERS-43, PERS-46 or PERS-91. Any overpayments and or underpayments will be forwarded to DFAS for the appropriate corrective action. Each member will receive notification of the corrective action required prior to DFAS notification. Negotiation of repayment plans for recoupment may be discussed directly with the member's local personnel support detachment.

10. Records Management

a. Records created as a result of this instruction, regardless of format or media, must be maintained and dispositioned per the records disposition schedules located on the Department

of the Navy/Assistant for Administration, Directives and Records Management Division portal page at <https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-Information-Management/Approved%20Record%20Schedules/Forms/AllItems.aspx>.

b. For questions concerning the management of records related to this instruction or the records disposition schedules, please contact the local records manager or the Department of the Navy/Assistant for Administration, Directives and Records Management Division program office.

11. Review and Effective Date. Per OPNAVINST 5215.17A, PERS-43 will review this instruction annually around the anniversary of its issuance date to ensure applicability, currency, and consistency with Federal, DoD, SECNAV, and Navy policy and statutory authority using OPNAV 5215/40 Review of Instruction. This instruction will be in effect for 10 years, unless revised or cancelled in the interim, and will be reissued by the 10-year anniversary date if it is still required, unless it meets one of the exceptions in OPNAVINST 5215.17A, paragraph 9. Otherwise, if the instruction is no longer required, it will be processed for cancellation as soon as the need for cancellation is known following the guidance in OPNAV Manual 5215.1 of May 2016.

12. Forms and Information Management Control

a. DD 2992, Medical Recommendation for Flying or Special Operational Duty is available at <https://www.esd.whs.mil/Portals/54/Documents/DD/forms/dd/dd2992.pdf>.

b. Reporting requirements contained in subparagraph 6g(1) are exempt from reports control per SECNAV M-5214.1 of December 2005, part IV, subparagraph 7j.



JOHN B. NOWELL, JR.
Deputy Chief of Naval Operations
(Manpower, Personnel, Training
and Education)

Releasability and distribution:

This instruction is cleared for public release and is available electronically only via Department of the Navy Issuances Web site, <https://www.secnav.navy.mil/doni/default.aspx>.

DEFINITIONS

1. Aviation Active Duty Service Obligation. Any active duty service commitment incurred for undergraduate aviator training. Navy lateral transfers or redesignation from non-aviation communities must complete the aviation active duty service obligation incurred upon receipt of wings. Inter-service transfers (from the Air Force, Army, Coast Guard or United States Marine Corps) who have been previously designated as an aviator must complete their prior service aviation active duty service obligation and meet AvB eligibility requirements.
2. Aviation Billet Indicator (ABI). A one-character alphanumeric code which indicates an aviation officer's present flying status.
 - a. A - Duty in a Flying Status Involving Flying
 - b. 0 - Duty in a Flying Status Not Involving Flying
 - c. BLANK - DUTY (No reference to flying status. These orders should be issued to non-aeronautically designated officers and former aviation officers who have been disqualified for aviation service for medical reasons, voluntary termination or field naval aviator evaluation board, etc.)
3. Aviation Bonus (AvB). A bonus payment selectively offered to aviation officers who agree to remain on active duty for specified periods of time.
4. AvB Agreement. A written agreement executed by a naval aviator to remain on active duty in a designated billet or billets for at least 1 year which, upon acceptance by PERS-43 is the basis for payment of AvB.
5. Aviation Incentive Pay (AvIP). Additional pay, issued by the Navy, that is designed to encourage officers to continue to perform duties in OFD and PFD or other aviation assignments.
6. Aviation Commission Date. A constructive date to indicate total officer service, commissioned or warrant, active or inactive, from any Military Service. It is constructed from the date the officers accepted their initial appointment (signed the acceptance and oath of office), excluding periods of time during which regular or reserve appointment was not held.
7. Aviation Facility Having Aircraft. The military wing or squadron having aircraft where an officer commences flight training or flying as an officer.
8. AvB Obligation. The period of time a naval aviator agrees to remain on active duty in aviation service in a billet or billets designated and assigned by PERS-43 or PERS-46.

9. Aviation Officer

a. An officer who is in training for or designated as a naval aviator, NFO, aviation operations officer or aeromedical officer. All other officers who may be required to fly in the performance of their duties may request duty involving flying as a technical observer orders in line with reference (d).

b. To meet the parameters of AvIP as set forth in this instruction, the officers defined in subparagraph 9a must also be engaged in aviation service on a career basis, possess a current aeronautical designation (131X, 132X, 137X, 139X, 151X, 210X, 230X, 632X or 732X), be assigned by competent orders to duty in a flying status and be physically qualified for aviation service.

10. Aviation Service. Service performed by an officer who is training to become or designated as a pilot or NFO. The YAS are computed beginning with the date an officer reports on competent orders to the aviation facility having aircraft in which the officer will receive flight training, leading directly to the award of an aeronautical designation.

11. Aviation Service Entry Date (ASED). The date an officer first reports on competent orders to the aviation facility having aircraft in which the officer will receive flight training leading directly to the award of an aeronautical designation. ASED will be adjusted for periods during which a regular or reserve appointment and an aeronautical designation was not held. ASED for pilots (1310) and NFO (1320) will reflect their report date to the training air wing for primary flight training.

12. Aviation Status Indicator (ASI). A one-letter code which indicates an aviation officer's AvIP status. ASI codes are listed and defined in NAVPERS 15839I Manual of Navy Officer Manpower and Personnel Classifications, Volume II, available on the NAVPERSCOM Web site, accessible via <https://my.navy.mil/quick-links.html>. An individual officer's current ASI will be displayed on the officer data card, viewable at BUPERS-Online <https://www.bol.navy.mil>.

13. Commencement Date of an AvB Obligation. The first day of the obligated period included in the AvB agreement.

14. Conditional AvIP. A monetary entitlement paid on a monthly basis to aviation officers on duty in a flying status involving flying orders, in an operationally coded flying billet, not entitled to continuous AvIP and who have met the flying requirements per references (d) and (f).

15. Competent Authority. An official bearing the title of CO or reporting senior higher in the chain of command.

16. Duty in a Flying Status Not Involving Flying. Duty for aviation officers assigned to non-OFD or non-PFD coded billets (billet designator XXX0). Flying is denied unless a waiver is approved by Naval Air Forces, Force Safety (N455).

17. Flying Status Involving Flying. Duty for aviation officers assigned to OFD or PFD coded billets (13X1, 13X2, 1511, 1512, 2102, 2302, 6321, 6322, 7321 and 7322). (NAVPERS 15839I, Manual of Navy Officer Manpower and Personnel Classifications, Volume I).

18. Disqualification from Aviation Service for Medical Incapacitation. If medical incapacitation continues past a period of 365 days following the date of initial incapacitation, or if the incapacitation is determined to be permanent, the officer will be declared not qualified for aviation service. Eligibility for AvIP will cease on the 366th day or the date a competent medical authority determined the medical incapacitation to be permanent, whichever is earlier. AvIP eligibility is restored in one of two ways: (1) the aviator is designated as physically qualified, or (2) a waiver of physical standards is received.

19. Effective Date of an AvB Agreement. The date a naval aviator's written agreement is accepted by PERS43 or PERS-46 or the date of first eligibility, whichever is later. The AvB contract is considered binding upon PERS-43 approval.

20. Medical Authority. Any medical examiner may “ground” an aviator. However, to be returned to flight status requires a minimum of a flight surgeon’s evaluation in line with reference (e). In the case of extensive or severe physical maladies, a current aeromedical physical examination (flight physical) must be submitted to NAVAEROMEDINST, Aviation Physical Standards Program Manager (Code 42), who acts on behalf of the Bureau of Medicine and Surgery. NAVAEROMEDINST will subsequently make a recommendation to PERS-43, PERS-46 or PERS-91.

21. Medical Incapacitation. An aviation officer is considered medically incapacitated when applicable medical standards outlined in reference (e) are not met. Grounding may occur as follows in subparagraphs 21a through 21e.

a. DD Form 2992, Medical Recommendation for Flying or Special Operational Duty, issued.

b. NAVAEROMEDINST determines a member is not physically qualified or not aeronautically adapted upon reviewing annual flight physical.

c. Limited duty by a medical board.

d. Admittance to medical facility for treatment.

e. As determined by PERS-43, PERS-46 or PERS-91.

Note: An aviator placed in a limited duty status can only be returned to flight status by successfully completing a flight physical after being returned to full duty by medical board action.

22. Medical Waivers. Waiver requests for physical defects or use of medication should be addressed to PERS-43 via the CO and NAVAEROMEDINST (Code 42), with the examining medical officer's evaluation and current flight physical.

23. Months of Operational Flying (MOF). Credit, in months, acquired by eligible aviators while performing OFD. Accumulated MOF is compared to the AvIP MOF gate requirements at 12 and 18 YAS defined in enclosure (3) to retain AvIP eligibility while assigned to non-OFD or non-PFD billets. The officer master file is programmed to automatically track MOF. The activity manning document and the individual officer data card reflect current MOF, ASED, ASI and other AvIP-related data. It is the member's responsibility to verify MOF.

24. Operational Flying Duty (OFD). Duty in which flying is performed under competent orders by aeronautically-designated officers while serving in assignments in which basic flying skills are normally maintained in the performance of assigned duties. Aviators with designators 137X, 139X, 131X, 132X, 151X, 150X, 632X and 732X are assigned to OFD.

25. Proficiency Flying Duty (PFD). Flying performed under competent orders by aeronautically-designated officers while serving in assignments in which flying skills would normally not be maintained in the performance of assigned duties. Aeromedical officer flight duty falls under this category as flying skills are not maintained in the performance of assigned duties.

26. Suspension from AvIP. Suspension is an administrative action which may be taken under certain circumstances to prevent an officer otherwise eligible for AvIP from receiving such pay. The suspension may be imposed by competent authority. Payment will cease on the date of the suspension. If the suspension is removed or terminated, an officer is eligible to receive AvIP for the entire period of suspension and receive back payment. If the officer is found disqualified, then AvIP is terminated effective on the date of suspension. Aeromedical officers and aviators assigned to OFD or PFD that failed a MOF gate must meet the flight hour requirements of references (a), (c), and (d) to qualify for AvIP during a period of suspension. Normally, suspension of AvIP is coincidental with suspension of flying duties. PERS-43, PERS-46 or PERS-91 must be notified if any suspension action needs to be taken.

27. Termination of AvIP. Termination of AvIP is an administrative action to cease AvIP payment when an aviation officer has been disqualified for aviation service. PERS-43, PERS-46 or PERS-91 must be notified if any termination action needs to be taken.

28. Unmanned Aircraft System (UAS). A remotely-piloted, -controlled or -programmed autonomous aircraft used for surveillance or strike missions, which may also be described as an “unmanned aerial vehicle” or a “remotely piloted aircraft.”

29. Year of Aviation Service (YAS). The calculated period of aviation service beginning on the ASED. Used as a primary means in determining AvIP pay rates based off of time within the aviation community. Used as reference points for MOF requirements to determine AvIP eligibility while assigned to non-OFD and non-PFD billets for eligible aviators.

MONTHLY AVIATION INCENTIVE PAY RATES – ALL OFFICERS
(EFFECTIVE 20 MARCH 2018)

YEARS OF AVIATION SERVICE

As an Officer (Includes Flight Training)	Baseline AvIP Monthly Rates	Milestone AvIP Monthly Rates
2 or less	\$125	\$125
Over 2	\$156	\$156
Over 3	\$188	\$188
Over 4	\$206	\$206
Over 6	\$650	\$650
Over 10	\$650	\$1,000
Over 14	\$840	\$1,000
Over 22	\$585	\$700
Over 23	\$495	\$700
Over 24	\$385	\$450
Over 25	\$250	\$450

Notes:

1. Eligibility for AvIP while assigned to OFD or PFD positions will cease for an officer upon completion of 25 YAS. However, officers remain eligible for AvIP when assigned to OFD positions following the completion of 25 years of aviation service.
2. Milestone AvIP rates are only available to aviation officers with 131X, 132X and 15XX designators that are selected for career milestones through the aviation administrative screen board process and meet the eligibility requirements within this document. All other aviation officers are not eligible for the milestone AvIP rate and will be compensated with the baseline AvIP rates.
3. Milestone AvIP rates will be maintained until an applicable aviation officer either: (1) fails to select for the next aviation administrative screen board milestone, (2) declines a career milestone assignment, or (3) is relieved of administrative screen board milestone duties (i.e., Service member misconduct, detach for cause, loss of confidence, etc.). Upon receiving any one of these statuses, the aviation officer will be compensated with the baseline AvIP rates. In the case an aviation officer who is currently serving in a milestone assignment declines the subsequent milestone assignment or requests his or her record be removed from consideration for subsequent milestone assignment, he or she will be compensated with the milestone AvIP rate until completion or relief of the current milestone assignment.

AvIP YEARS OF AVIATION SERVICE (YAS) GATE CHART

Years from ASED	MOF Requirement	ASI (if MOF requirement is met)*	AvIP Eligible While Assigned To Non-OFD/PFD Billets Through:
<12	-	N	12 th anniversary of ASED (note 1)
12	96 months	O	18 th anniversary of ASED
18	120 months	P	22 nd anniversary of ASED
18	144 months	Q	25 th anniversary of ASED

Note:

1. All aviators (except for aeromedical officers) with less than 12 years of aviation service are eligible for continuous AvIP, regardless of OFD or PFD assignment.

*For a complete list of ASI codes and their definitions, see NAVPERS 15839I, Manual of Navy Officer Manpower and Personnel Classifications, Volume II, available on the NAVPERSCOM Web site, accessible via <https://my.navy.mil/quick-links.html>.