



DEPARTMENT OF THE NAVY
OFFICE OF THE SECRETARY
1000 NAVY PENTAGON
WASHINGTON, DC 20350-1000

SECNAVINST 7220.79B
PERS-432
21 August 2001

SECNAV INSTRUCTION 7220.79B

From: Secretary of the Navy
To: All Ships and Stations (less Marine Corps addressees not having Navy personnel attached)

Subj: NAVY AVIATION CAREER CONTINUATION PAY (ACCP)

Ref: (a) 37 United States Code, Sections 301b
(b) 37 United States Code, Section 301a
(c) NAVPERS 15559B

Encl: (1) ACCP Eligibility Criteria
(2) Sample Application Format for ACCP

1. Purpose. To revise policies, procedures, and guidance for the administration of continuation pay as authorized by reference (a). This instruction has been revised in its entirety and should be completely reviewed.

2. Cancellation. SECNAVINST 7220.79A.

3. Background. Reference (a) authorizes Aviation Continuation Pay (ACP) for eligible officers who obligate themselves to remain on active duty for specific periods of time. Retention of experienced aviation trained officers is necessary to support the Navy's mission and maintain combat readiness. The extensive time and resources required to qualify and maintain proficiency of designated pilots and Naval Flight Officers (NFO) demand that retention of these skilled officers be a priority. ACP, first introduced in 1981, has been employed to increase retention of aviators in communities demonstrating an inability to meet department head requirements. While a valuable and proven retention tool, the ACP program has lost the ability to effectively compete with private industry for the limited pool of experienced and highly skilled Naval Aviators. To address this issue the Navy successfully pursued legislative reform to reference (a) that expands the authority governing ACP programs. The Navy's new program is called Aviation Career Continuation Pay (ACCP). A sea and performance-based incentive, ACCP is

21 August 2001

designed to attract high quality aviation officers to consider Naval Aviation as their primary career choice.

4. Policy. The Department of the Navy (DON) authorizes ACCP as a supplement to Aviation Career Incentive Pay (ACIP) to enhance retention of highly trained career aviation officers whose performance is satisfactory and who fulfill the eligibility requirements set forth in enclosure (1).

5. Definitions. For purposes of this instruction, the following definitions will apply:

a. Aviation Career Incentive Pay (ACIP). Pay in addition to basic pay for the frequent and regular performance of operational or proficiency flying duty authorized per reference (b).

b. Aviation Officer. An officer designated as a Naval Aviator or Naval Flight Officer on the active duty list on active duty.

c. Aviation Service. Service performed by an officer who is training to become or designated as a Naval Aviator or Naval Flight Officer. The years of aviation service 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.

d. Aviation Career Continuation Pay (ACCP). A special pay authorized under reference (a), which is paid in addition to any other pay and allowances to which an officer is entitled.

e. ACCP Obligation. The period of time an aviation officer agrees to remain on active duty in aviation service in a billet or billets designated by Deputy Chief of Naval Operations (DCNO) (N131) and assigned by Navy Personnel Command (NAVPERSCOM) (PERS-43).

f. ACCP Agreement. A written agreement executed by an aviation officer to remain on active duty in a designated billet or billets for at least one year which, upon acceptance by PERS-43, is the basis for payment of ACCP.

g. Effective Date of an ACCP Agreement. The date an aviation officer's written agreement is accepted by PERS-43 or

21 August 2001

the date of first eligibility, whichever is later. The ACCP contract is considered binding upon PERS-43 approval.

h. Commencement Date of an ACCP Obligation. The first day of the obligated period included in the ACCP agreement.

i. Aviation Active Duty Service Obligation (ADSO). Any active duty service commitment incurred for undergraduate aviator training. Navy lateral transfers and/or redesignation from non-aviation communities must complete the ADSO incurred upon receipt of wings. Inter-service transfers (from the Air Force, Army, Coast Guard, or Marine Corps) who have been previously designated as an aviator must complete their prior service ADSO and meet the requirements of enclosure (1) to be eligible for ACCP.

6. Authority. PERS-43 is delegated authority to:

- a. Evaluate eligibility;
- b. Accept written ACCP agreements by aviation officers to remain on active duty in a billet designated by PERS-43; and
- c. Administer the ACCP program per this instruction.

7. Eligibility. To be eligible for ACCP, an aviation officer must:

- a. Be entitled to ACIP;
- b. Be serving in a billet designated by DCNO (N131) and PERS-43;
- c. Be in a paygrade at or below O6;
- d. Be qualified to perform operational flying duty;
- e. Have completed any aviation ADSO incurred for undergraduate aviator training leading to designation as a Naval Aviator or Naval Flight Officer;
- f. Have completed less than 24 years of aviation service; and
- g. Be recommended for receipt of ACCP by his or her commanding officer.

21 August 2001

8. Additional Conditions. The following additional conditions apply to ACCP.

a. An aviation officer must be able to complete the full period of the ACCP obligation in aviation service, e.g., an aviation officer:

(1) Who is scheduled under law or regulations for mandatory separation from active duty in less than one year from the date the ACCP would be paid, or who does not meet the retainability criteria in reference (c) is not eligible for ACCP.

(2) Who twice fails to be selected for promotion to the next higher grade is ineligible for ACCP unless selected for continuation on active duty. If selected for continuation, the officer must accept continuation to maintain ACCP eligibility for the duration of the period of continuation.

(3) Who transition from NFO to pilot is ineligible for ACCP until completion of ADSO incurred from completion of undergraduate pilot training.

b. An eligible aviation officer may apply for current ACCP by submitting an application in the format prescribed in enclosure (2) or as specified by ACCP Navy Administrative Message (NAVADMIN), via the officer's commanding officer, to PERS-43. The application will state specifically that the applicant agrees to extend for the specified length of time. The ACCP service obligation will be served concurrently with other service obligations. The completion of an ACCP obligation does not release an officer from incomplete obligations incurred from other sources.

c. Officers currently on ACCP or ACP contracts will not be eligible until completion of their original ACCP or ACP contracts.

d. ACCP NAVADMIN will issue additional eligibility criteria and rates.

9. Applications. Eligible aviation officers may submit applications, enclosure (2), for ACCP via their commanding officer, agreeing to extend on active duty for a specified period of time as per enclosure (1) or amended by NAVADMIN. Upon approval by PERS-43, an eligible aviator will be paid ACCP at rates authorized in the governing ACCP NAVADMIN.

21 August 2001

a. An aviation officer may apply no more than six months in advance of their actual eligibility date.

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

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

10. Approval Process. All applications for ACCP will be reviewed upon receipt and approved by PERS-43.

11. Payment. Aviation bonus contracts will be paid by Defense Finance Accounting Service (DFAS) pending approval by PERS-43. Payment of ACCP will be executed annually by direct deposit at the rates specified in the current NAVADMIN with subsequent installments made on the anniversary of the commencement date.

12. Continuing Eligibility Requirements. Per references (a) and (b), an aviation officer must remain on active duty in aviation service and maintain eligibility per the guidelines in paragraph 7 and subparagraph 8a(2).

a. Eligibility for annual ACCP payment will be suspended/terminated whenever eligibility for ACIP is suspended/terminated; however, if eligibility for ACIP is restored during the period of ACCP obligation and the aviation officer is otherwise entitled, the ACCP payments will be pro-rated for all periods the aviator remains eligible for ACIP.

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

c. An officer whose eligibility for ACCP entitlement has been terminated will be required to fulfill the ACCP obligation except when PERS-43 determines that waiving this requirement is clearly in the best interests of Navy.

13. Recoupment/Repayment Required. Aviation officers will be required to repay the unearned portion of prepaid ACCP amounts in the following circumstances:

21 August 2001

a. Except as noted in paragraph 14, failure to complete full period of additional service associated with the officer's ACCP obligation.

b. Separation from active duty or discharge for any reason except those specified in paragraph 14.

c. Termination of entitlement to ACIP, except as in paragraph 14.

d. 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 accordance with the Manual of the Judge Advocate General.

e. Punishment and or conviction under the Uniform Code of Military Justice (UCMJ).

14. Repayment/Recoupment Not Required. Recoupment of payments already made will not be required, the ACCP obligation will be terminated, and no further ACCP payments will be made under the following circumstances:

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

b. Disability, including medical grounding or suspension, which is not the result of misconduct or willful neglect and not incurred during a period of unauthorized absence.

c. In the event of death, which is not the result of misconduct nor willful neglect not incurred during a period of unauthorized absence.

d. If an officer serving under an ACCP 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.

e. In those special cases where PERS-43 determines that waiving the requirement to recoup payments is clearly in the best interests of the Navy.

21 August 2001

15. Action. Commanding officers shall invite qualified aviators to submit applications for ACCP to PERS-43. Commanding officers must ensure that the information provided in the officer's application is complete and accurate, that the officer meets all the eligibility requirements specified in paragraphs 7 and 8, and that no action that may result in the officer being ineligible for ACCP is pending. Commanding officers must also provide positive endorsement of the ACCP application.

Gordon R. England

Distribution:

SNDL Parts 1 and 2

AVIATION CAREER CONTINUATION PAY (ACCP) ELIGIBILITY CRITERIA

5 YEAR LONG-TERM BONUS

- 1310/1315/1320/1325
- Completed operational squadron tour of at least 30 months duration as a designated pilot or Naval Flight Officer
- Completed initial Active Duty Service Obligation (ADSO)
- Year Group Eligibility based on FY program
- Five year contract for pilots at \$25,000 per year with 50 percent up front lump sum option
- Five year contract for NFO's at \$15,000 per year with 50 percent up front lump sum option

2ND SEA TOUR BONUS

- 1310/1315/1320/1325
- Completed operational squadron tour of at least 30 months duration as a designated pilot or Naval Flight Officer
- Completed initial Active Duty Service Obligation (ADSO)
- Serving in a designated second sea tour billet assigned to one of the following command types: CV/CVN/CVW/LHA/LHD/LPD/AGF/CCG/CCDG/DESRON/MCMRON/VPU/#FLEET/TACRON/MCS/PHIBRON/OPSQD/ATG/DEVGRU
Note: *Eligibility of applicants in commands other than those listed above will be determined by Deputy Chief of Naval Operations (DCNO) (N131)
- 24 month contract paid in annual installments.

DEPARTMENT HEAD (DH/O-4) BONUS

- 1310/1315/1320/1325
- Completed operational squadron tour of at least 30 months duration as a designated pilot or Naval Flight Officer
- Completed initial Active Duty Service Obligation (ADSO)
- Serving in a Department Head/Officer In Charge (DH/OIC) billet assigned to an operational squadron (excludes training and development squadrons)
- 30 month contract paid in annual installments

AVIATION COMMAND XO/CO BONUS

- 1310/1315/1320/1325
 - Selected by Aviation Command Screen Board and serving in an Executive Officer/Commanding Officer (XO/CO) tour assigned to Operational Aviation Commands including Training Squadrons

(TRARONS), Tactical Air Control Squadrons (TACRONS) and Navy Recruiting Districts (NRDs)

Note: *Eligibility of applicants in commands other than those listed above will be determined by DCNO (N131)

- 36 month contract paid in annual installments

NON COMMAND SCREENED O-5 AT SEA BONUS

- 1310/1315/1320/1325
- Completed operational squadron tour of at least 30 months duration as a designated pilot or Naval Flight Officer
- Serving in a designated second sea duty billet assigned to one of following commands: CV/CVN/CVW/LHA/LHD/LPD/AGF/CCG/CCDG/DESRON/MCMRON/VPU/#FLEET/TACRON/MCS/PHIBRON/OPSQD/ATG/DEVGRU

Note: *Eligibility of applicants in commands other than those listed above will be determined by DCNO (N131)

- 24 month contract paid in annual installments

POST COMMAND COMMANDERS (PCC) AT SEA BONUS

- 1310/1315/1320/1325
- Completed aviation command tour
- Serving in a designated sea duty billet assigned to one of the following commands: CV/CVN/CVW/LHA/LHD/LPD/AGF/CCG/CCDG/DESRON/MCMRON/VPU/#FLEET/TACRON/MCS/PHIBRON/OPSQD/ATG/DEVGRU

Note: *Eligibility of applicants in commands other than those listed above will be determined by DCNO (N131)

- 24 month contract paid in annual installments

CAPTAIN (O6) AT SEA AND MAJOR COMMAND (ASHORE OR AFLOAT)

- 1310/1315/1320/1325
- Eligible O6 aviators serving in a designated sea tour in one of the following commands: CV/CVN/CVW/LHA/LHD/LPD/AGF/CCG/CCDG/DESRON/MCMRON/#FLEET/TACRON/MCS/PHIBRON

Note: *Eligibility of applicants in commands other than those listed above will be determined by DCNO (N131)

- Eligible O6 aviators serving as Commanding Officers of Major Commands afloat or ashore

- By law, ACCP contracts may not extend beyond 25 years eligible aviation service (YAS) and must be at least 12 months in length. Therefore, aviators must not have exceeded 24 YAS at time of ACCP approval by PERS-43. Eligible aviators with greater than 12 months but less than 36 months to 25 YAS, will receive their final bonus payment pro-rated for the number of months remaining to 25 YAS (\$1250 per month)
- 36 month contract paid in annual installments

ASTRONAUT BONUS

- 1310/1315/1320/1325
- Completed operational squadron tour of at least 30 months duration as a designated pilot or Naval Flight Officer
- Serving as a designated Astronaut or Astronaut Candidate
- By law, ACCP contracts may not extend beyond 25 years eligible aviation service (YAS) and must be at least 12 months in length. Therefore, aviators must not have exceeded 24 YAS at time of ACCP approval by PERS-43. Eligible aviators with greater than 12 months but less than 36 months to 25 YAS, will receive their final bonus payment pro-rated for the number of months remaining to 25 YAS (\$1250 per month)
- 36 month contract paid in annual installments

Note: With the exception of long term contracts, all other contracts are paid at a rate of \$15,000 per year. Any additional eligibility requirements will be promulgated via applicable NAVADMIN

SECNAVINST 7220.79B
21 August 2001

SAMPLE APPLICATION FORMAT FOR AVIATION CAREER CONTINUATION PAY

FOR OFFICIAL USE ONLY (When Filled In)

7220
(Date)

From: (Eligible Officer, USN/R, SSN, DESIG)
To: Commander, Navy Personnel Command (PERS-432T)
Via: (Chain of Command)

Subj: REQUEST FOR AVIATION CAREER CONTINUATION PAY

Ref: (a) NAVADMIN XXX/XX
(b) SECNAVINST 7220.79B
(c) NAVPERS 15559B (Officer Transfer Manual)

1. I have read and understand the provisions of references (a) and (b) including all provisions relating to termination of payments to be made under this agreement and the circumstances under which recoupment by the government of sums paid may be required, to which I agree. I hereby apply for the special pay authorized by references (a) and (b).

2. (Regular Officer) Contingent upon acceptance of my application for this special pay, I agree not to resign for a period of (Note 1) from the commencement of my (Note 2) bonus or acceptance of this request, whichever is later. I understand that I am not eligible for re-designation to a non-aviation designator (including AEDO or TAR) prior to completion of my ACCP agreement. I further understand that, even if my ACCP contract expires prior to the end of my (Note 2) bonus, I may not be released from active duty until my Projected Rotation Date (PRD) in accordance with reference (c). I further agree to accept indefinite release from active duty status, under which I must notify the Chief of Naval Personnel not less than six months prior to expiration of active duty. I also understand that, upon acceptance, this application is binding, and that thereupon I shall be eligible to received (Note 3) per year of this agreement in special pay as described in references (a) and (b).

FOR OFFICIAL USE ONLY (When Filled In)

Enclosure (2)

FOR OFFICIAL USE ONLY (When Filled In)

Subj: REQUEST FOR AVIATION CAREER CONTINUATION PAY

3. (Reserve Officer) Contingent upon acceptance of my application for this special pay, I consent to serve on active duty for a period of (Note 1) from the commencement of my (Note 2) bonus or acceptance of this request, whichever is later.

I understand that I am not eligible for redesignation to a non-aviation designator (including AEDO or TAR) prior to completion of my ACCP agreement. I further understand that, even if my ACCP contract expires prior to the end of my (Note 2) bonus, I may not be released from active duty until my Projected Rotation Date (PRD) per reference (c). I further agree to accept indefinite release from active duty status, under which I must notify the Chief of Naval Personnel not less than six months prior to expiration of active duty. I also understand that, upon acceptance, this application is binding, and that thereupon I shall be eligible to receive (Note 3) per year of this agreement in special pay as described in references (a) and (b).

4. Any questions/comments concerning my application can be directed to the following POC's:

DSN/COMM Number:

E-Mail address:

(Signature)

FOR OFFICIAL USE ONLY (When Filled In)

Note 1: Enter 12 months, 24 months, 30 month 36 months or 5 years

Current NAVADMIN will list specific lengths of contracts available dependent upon designated billet.

Note 2: Enter Long-Term, Second Sea tour, Department Head, Aviation 0-5 Command XO/CO, Non Command Screened 0-5 at Sea, Post Command Commander at Sea, Captain (0-6) at sea or Major Command ashore/afloat, Astronaut or other identified billets as specified in current NAVADMIN.

SECNAVINST 7220.79B
21 August 2001

Note 3: Enter specific amount as issued in current NAVADMIN.