FY-08 ACCP PROGRAM INFORMATION

I. Overview

Retention of experienced aviation-trained officers remains a top priority and is necessary to support the Navy's mission and maintain combat readiness. The Aviation Career Continuation Pay (ACCP) program continues to encourage high quality aviation officers to consider Naval Aviation as their primary career choice. The Department of the Navy authorizes ACCP as a supplement to Aviation Career Incentive Pay (ACIP) to enhance retention of highly trained career aviation officers. The program will continue to offer selected bonuses targeting eligible Pilots and Naval Flight Officers (NFO) for retention through Department Head (DH), sea duty, and command. Pilots and NFOs who meet eligibility requirements for ACCP are encouraged to apply. Commanding Officers (CO) shall encourage qualified aviators to submit applications for ACCP. COs must ensure that the information provided in the officer's application is complete and accurate, that the officer meets all eligibility requirements, and that no action is pending that may result in the officer being ineligible for ACCP. COs must also provide positive endorsement of the ACCP request.

The FY-08 ACCP program mirrors the FY-07 program with the following exceptions:

(1) Eligibility for the Aviation Command Bonus is expanded to include Aerospace Engineering Duty Officers (AEDO) (1510 designators) that are selected on the Aviation Command Screen Board for Commander Command billets or on the Aviation Major Command Screen Board for Major Command bonus-eligible billets.
(2) The Astronaut Bonus is no longer offered.
(3) Aviators under ACCP contract that decline consideration ("opt out") of the Aviation Department Head Selection Board are required to repay all bonus payments received to date of notification from the member.

Highlights of the FY-08 ACCP program include long-term (five-year) and short-term bonuses for various sea duty and command billets. In addition, payment of ACCP one year prior to completion of Active Duty Service Obligation (ADSO) is authorized. Long-term (5-year) applicants may apply as of the posting date of this FY-08 ACCP Program Information as long as the applicant's ADSO expires in FY-08 or FY-09. Payment will begin when the officer is within one year of completion of ADSO.

II. Eligibility

Aviators must have completed their ADSO for undergraduate flight training and not be obligated under a current ACP or ACCP agreement. Additionally, aviators who are recalled to active duty and meet the eligibility requirements are eligible for short-term ACCP. Long-term (5-year) ACCP for aviators recalled to active duty will not be authorized. Mobilized reserve officers and officers under ADSW orders are not eligible for ACCP.

III. Additional Requirements and Stipulations

In addition to the requirements delineated in OPNAVINST 7220.9 (formerly SECNAVINST 7220.29B), the following eligibility requirements and stipulations apply:

- Eligibility for NFO-to-Pilot transitions is based on ADSO incurred as a result of the Pilot training, not NFO winging.
- In addition to meeting all other ACCP eligibility requirements, inter-service transfers from the Air Force, Army, Coast Guard, or USMC, who have been previously designated as an aviator, must complete their Navy winging obligation prior to submitting an ACCP application.

- By law, ACCP contracts may not extend beyond 25 Years of 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.
- Length of contracts limited by 25 YAS will be determined by PERS-43. Eligible aviators with greater than 12 months, but less than 24 or 36 months to 25 YAS, will receive their final bonus payment pro-rated for the number of months remaining to 25 YAS.
- Commanding Officers or reporting seniors must favorably recommend aviators for receipt of ACCP. Short-term Command (Commander Command and Major Command) bonuses are exempt from this requirement.
- Aviators must be able to complete the full period of ACCP obligation in aviation service. Submitting an application for ACCP is a contractual agreement and, as such, applicants shall fulfill the full term of obligation incurred.
- Final ACCP installment for O-4 aviators approaching statutory retirement will be prorated to 20 years of active service provided remaining eligibility requirements are met.
- ACCP payments will be paid by direct deposit on the anniversary of the commencement date.
- Aviation officers that fail to select (FOS) twice for promotion to the next higher paygrade are not eligible to apply for long-term (5-year) ACCP contracts.

IV. Repayment and Recoupment Policy

In order to maintain ACCP qualification, an aviation officer must remain on active duty in aviation service and continue to meet all eligibility requirements. The intent of the long-term (5-year) bonus is to obligate aviators through their aviation DH tour. Therefore, an aviator will be rendered ineligible for ACCP, if the officer:

- Declines consideration for the Aviation Department Head Screen Board
- Fails twice to screen for an aviation DH tour
- Is successfully screened for an aviation DH tour and subsequently declines orders to that tour.

An officer that declines consideration prior to the DH screen will be considered ineligible for ACCP on the date that notification is received from the member. In the other two scenarios, the officer will be considered ineligible for ACCP on the date that DH screen board results are made official and posted on the BUPERS website at www.npc.navy.mil.

Aviation officers are required to repay all prepaid ACCP amounts received to date when voluntarily declining consideration by the Aviation Department Head Screen Board or when declining DH orders after successfully screening.

An aviator, after twice failing to screen for DH, will no longer be ACCP eligible and future payments will be cancelled, however, prepaid ACCP amounts will not be recouped.

In the event of the death of the service member, the unpaid portion of the ACCP contract will be awarded to the member's estate.

Additional repayment or recoupment conditions are detailed in OPNAVINST 7220.9.

V. FY-08 ACCP Contract Options

A. Long-Term (5-year) ACCP Contract

Payment schedules:	5 ($25,000/yr) or 6 ($20,833.33/yr) annual installments
Total entitlement:	$125,000

Service obligation: 5 years from expiration of ADSO for initial flight training.

The intent of the long-term ACCP bonus is to retain aviation officers through their DH tours. As such, any officer approved for a long-term ACCP contract and subsequently rendered ineligible for ACCP will be subject to recoupment as stated previously. Any officer on a long-term ACCP contract whose five-year obligation expires during their DH tour will serve until PRD. Aviators choosing the long-term (5-year) ACCP option are not eligible for the short-term At-Sea bonus for any tour prior to the completion of the member's DH tour.

1. Long-Term (5-Year) Eligibility Requirements:

Aviators are eligible for long-term (5-year) ACCP regardless of billet assigned. Aviators who have taken a prior ACP or ACCP contract are not eligible for the long-term (5-year) contract. Specific eligibility requirements for the FY-08 long-term ACCP program include:

- Designator is 1310 / 1315 / 1320 / 1325
- Initial ADSO expiration date in FY-08 or FY-09
- Have never received a prior ACP or ACCP contract
- LCDR (O-4) or junior and not selected for CDR (O-5)

2. Payment Schedule Options:

a. FY-08 ADSO: If an aviator's ADSO expires in FY-08 (01 Oct 07 to 30 Sep 08), they are a member of the FY-08 initial eligible cohort and eligible for the Long-Term (5-year) ACCP bonus paid in five (5) installments. The first payment will be deposited upon application acceptance date. This acceptance date will also be the payment date for the four follow-on annual installments. Members of the FY-08 initial eligible cohort have the option of the following payment schedules:

(1) Paid in five equal annual installments of $25,000.

(2) 50% lump sum payment of $62,500 to be paid on the next anniversary payment after successful screening for DH with annual payments of $25,000 prior to screening, and the remainder after lump sum paid in equal amounts in the years remaining.

b. FY-09 ADSO: If an aviator's ADSO expires in FY-09 (01 Oct 08 to 30 Sep 09), they are a member of the FY-09 initial eligible cohort and eligible for the Long-Term (5-year) ACCP bonus one-year early paid in six (6) installments. The first installment will be deposited one year prior to the member's ADSO expiration. Five additional annual installments will be deposited on the anniversary of the member's ADSO expiration. Members of the FY-09 initial eligible cohort have the option of the following payment schedules:

(1) Paid in six equal annual installments of $20,833.33.

(2) 50% lump sum payment of $62,500 to be paid on the next anniversary payment after successful screening for DH with annual payments of $20,833.33 prior to screening and the remainder after lump sum paid in equal amounts in the years remaining.

c. ADSO Other: If an aviator's ADSO expires prior to FY-08 (before 1 October 2007) or after FY-09 (after 30 Sep 2009), they are <u>not</u> eligible for the FY-08 Long-Term (5-year) ACCP bonus.

3. Important Notes:

- An eligible officer can apply for ACCP immediately upon release of the NAVADMIN message announcing the FY-08 ACCP program as long as their ADSO expiration is in FY-08 or FY-09 (01 Oct 07 to 30 Sep 09).
- Those officers with obligation completion dates on 01 Oct 2009 or later (obligation completion date in FY-10), must wait and apply under the FY-09 ACCP program.
- Those officers with obligation completion dates prior to 1 Oct 07 (FY-07 and earlier) are no longer eligible to apply for a long-term contract but may be eligible for a short-term bonus.
- FY-08 ACCP effective date, payment and obligation will begin after completion of ADSO.
- If DH screen occurs beyond three years from initial contract date, no lump sum will be offered. Payment will be equal annual installments only.

B. Short-Term (24 or 36-month) ACCP Contracts

The intent of the short-term ACCP bonus is to incentivize sea duty billets and command. The FY-08 ACCP program offers the following short-term bonus options:

- **At-Sea Bonus** (24-month contract)
- **Command Bonus** (36-month contract)

All eligible aviators assigned to ACCP-eligible billets between 01 Oct 07 and 30 Sep 08 may apply for short-term ACCP. Short-term annual award amounts are $15,000 at all levels for both Pilots and NFOs. Contract lengths will be based on initial eligibility date (01 Oct 07), or the report date to the ACCP-eligible billet if later, and determined as follows:

- Twelve-month contract for aviators with 6 months to one year remaining until PRD.
- Twenty-four month contract for aviators with at least 13 months but less than 2 years remaining until PRD.
- Thirty-six month contract for eligible aviators with 25 months or more until PRD.

Officers must apply within the same fiscal year in which their eligibility date occurs and payment will begin after completion of ADSO (if applicable), current ACP/ACCP contract, or upon arrival to the ACCP-eligible billet. Applicants whose short-term eligibility dates (report dates) are in FY-09 (1 Oct 08 or later) are not eligible for the FY-08 short-term bonus.

Important Notes:

- Aviators choosing the long-term (5-year) ACCP option are not eligible for the short-term At-Sea bonus for any tour prior to the completion of the member's DH tour.
- PRD extensions of less than 12 months at an ACCP-eligible billet, regardless of reason, will not be eligible for bonus consideration.
- Effective date of ACCP contract will be based on date the application is received by PERS-43 or date reported onboard, whichever is later. Applications will not be backdated for any reason.
- Eligibility of applicants will be determined by PERS-43.
- Aviators are required to apply for the maximum contract length for which they are eligible.

1. At-Sea Bonus

Contract duration:	24 months (not to exceed 25 YAS)
Payment schedules:	2 annual installments at $15,000/year
Total entitlement:	$30,000
Service obligation:	2 years from the initial payment date

a. At-Sea Bonus Eligibility Requirements:

- 1310 / 1315 / 1320 / 1325
- LCDR (SEL) or senior (O-4(sel), O-4, O-5, O-6)
- ADSO complete
- Completed operational squadron tour of at least thirty months duration as a designated Pilot or NFO.
- Serving in an ACCP-eligible billet listed on the short-term bonus eligible list maintained by the Aviation Officer Community Managers.

b. Important Notes:

- Officers serving in DH/OIC billets assigned to an operational squadron are eligible for the At-Sea short-term bonus in accordance with the following eligibility requirements:
  - Not currently obligated by a previous ACCP agreement.
  - Aviators who received a prior bonus (ACP) that obligates them to 14 years of service are ineligible for DH ACCP.
  - Aviators choosing a long-term (5-year) ACCP contract are not eligible for DH bonus even if contract obligation expires prior to DH tour PRD.

2. Command Bonus

Contract duration:	36 months (not to exceed 25 YAS)
Payment schedules:	3 annual installments at $15,000/year
Total entitlement:	$45,000
Service obligation:	3 years from the initial payment date

a. Command Bonus Eligibility Requirements:

- 1310 / 1315 / 1320 / 1325 / 1510
- CDR (O-5) or CAPT (O-6)
- Eligible O-5 Pilots, NFOs, and Aerospace Engineering Duty Officers (AEDO) selected by the Aviation Command Screen Board and serving in an XO/CO tour assigned to operational aviation commands, TRARONS, TACRONS, weapons schools, test and evaluation squadrons, NRDs, or other special mission commands.
- Eligible O-6 Pilots, NFOs, and Aerospace Engineering Duty Officers (AEDO) selected by the Aviation Major Command Screen Board and serving as commanding officers of major commands afloat or ashore.

b. Important Notes:

- Sequential commands (i.e. FRS commands) are not eligible for the Command Bonus.
- Command Bonus-eligible officers are not required to submit CO endorsements with ACCP applications.

VI. Application Procedures

- Eligible bonus candidates may submit applications for ACCP via their Commanding Officer (Unit Commander or Type/Functional Wing Commander as applicable).

- Applicants applying for the long-term bonus are required to include paragraphs 2 and 4 on the long-term application template in their entirety.

- Submitted applications are not to vary from the posted application templates. Applications that deviate from the posted templates are invalid and will not be processed. Members will be required to resubmit their application.

- Eligible Officers for FY-08 ACCP may submit applications to:

COMMANDER NAVAL PERSONNEL COMMAND
PERS-432T
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-4300

1. **Important Notes:**

   - With the ability to apply anytime within FY-08, applications received will be processed and held until payment eligibility date.
   - Application via fax or email is not authorized.
   - Applications will be considered binding as of the date of approval by PERS-43.

2. **For application questions:**

   - Mr. Paul Boundy at (901) 874-3947 / DSN 882-
     E-mail: paul.boundy@navy.mil
   - Ms. Melinda Weeden at (901) 874-3964 / DSN 882-
     E-mail: melinda.weeden@navy.mil

3. **For policy questions:**

   - CDR Tim Barkdoll at (901) 874-3353 / DSN 882-
     Email: Timothy.Barkdoll@navy.mil