



COMDTINST 7220.20A  
06 JAN 2020

COMMANDANT INSTRUCTION 7220.20A

Subj: AVIATION INCENTIVE PAY (AvIP) AND BONUS (AvB) PROGRAM

- Ref: (a) Title 37, United States Code (U.S.C.) – Pay and Allowances of the Uniformed Services  
(b) Coast Guard Pay Manual, COMDTINST M7220.29 (series)  
(c) Management and Administration of Aviation Incentive Pays, COMDTINST 7220.39 (series)  
(d) Military Bonus Programs, COMDTINST M7220.2 (series)  
(e) Personnel and Pay Procedures Manual, PPCINST M1000.2 (series)  
(f) Title 10, United States Code (U.S.C.) - Armed Forces

1. PURPOSE. This publishes an update to the Aviation Incentive Pay (AvIP) and Bonus (AvB) Program.
2. ACTION. All Coast Guard unit commanders, commanding officers, officers-in-charge, deputy/assistant commandants, and chiefs of headquarters staff elements must comply with the provisions of this Instruction. Internet release is authorized.
3. DIRECTIVES AFFECTED. Aviation Incentive Pay (AvIP) and Bonus (AvB) Program, COMDTINST 7220.20, is cancelled.
4. DISCLAIMER. This guidance is not a substitute for applicable legal requirements, nor is it itself a rule. It is intended to provide operational guidance for Coast Guard personnel and is not intended nor does it impose legally-binding requirements on any party outside the Coast Guard.
5. MAJOR CHANGES.
  - a. Retired Officers, recalled to active duty for service in a Duty Involving Flight Operations or Training (DIFOPS), Duty Involving Flying for Proficiency (DIFPRO) assignment, are eligible for AvIP so long as they meet all other conditions listed in subparagraphs 10.a thru 10.d. of the Instruction.

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NON-STANDARD DISTRIBUTION:

- b. Monthly maximum AvIP rates and years of aviation service have been updated.
- c. Conditions of exception to repayment of Unearned AvB are clarified.
- d. Requirement added for PSC-OPM to indicate the requirement for unearned AvB repayment on an affected officer's separation authorization, as appropriate.
- e. Exceptions to unearned AvB repayment amounts are adjudicated by Commandant (CG-8C).

6. ENVIRONMENTAL ASPECT AND IMPACT CONSIDERATIONS.

- a. The development of this Instruction and the general policies contained within it have been thoroughly reviewed by the originating office in conjunction with the Office of Environmental Management, Commandant (CG-47). This Instruction is categorically excluded under current Department of Homeland Security (DHS) categorical exclusion DHS (CATEX) A3 from further environmental analysis in accordance with the U.S. Coast Guard Environmental Planning Policy, COMDTINST 5090.1 and the Environmental Planning (EP) Implementing Procedures (IP).
- b. This Instruction will not have any of the following: significant cumulative impacts on the human environment; substantial controversy or substantial change to existing environmental conditions; or inconsistencies with any Federal, State, or local laws or administrative determinations relating to the environment. All future specific actions resulting from the general policy in this Instruction must be individually evaluated for compliance with the National Environmental Policy Act (NEPA) and Environmental Effects Abroad of Major Federal Actions, Executive Order 12114, Department of Homeland Security (DHS) NEPA policy, Coast Guard Environmental Planning policy, and compliance with all other applicable environmental mandates.

7. DISTRIBUTION. No paper distribution will be made of this Instruction. An electronic version will be located on the following Commandant (CG-612) web sites. Internet: <http://www.dcms.uscg.mil/directives/> and CGPortal: <https://cgportal2.uscg.mil/library/directives/SitePages/Home.aspx>.

8. RECORDS MANAGEMENT CONSIDERATIONS. This Instruction has been evaluated for potential records management impacts. The development of this Instruction has been thoroughly reviewed during the directives clearance process, and it has been determined there are no further records scheduling requirements, in accordance with Federal Records Act, 44 U.S.C. 3101 et seq., National Archives and Records Administration (NARA) requirements, and the Information and Life Cycle Management Manual, COMDTINST M5212.12 (series). This policy does not have any significant or substantial change to existing records management requirements.

9. GENERAL POLICY AND RESPONSIBILITY. This Instruction applies to Coast Guard officers within the Coast Guard Aviation program. Payment of Aviation Career Incentive Pay (ACIP) and Aviation Career Continuation Pay (ACCP) in accordance with Sections 301a and 301b of Reference (a), respectively, was discontinued December 31, 2017. Bonus agreements awarded in accordance with Section 301b of Reference (a), that were approved before January 1, 2018 will remain in effect and payments may continue through the agreed-upon date in the written agreement.

- a. General Policy. Effective January 1, 2018, AvIP and AvB is payable in accordance with Sections 334 of Reference (a) to increase the Coast Guard's ability to attract and retain officers in an aviation career.
- b. Payment of AvIP and AvB will be in addition to any other pay or allowance to which the officer is entitled, except where otherwise provided in accordance with this Instruction and Reference (a).
- c. Responsibilities.
  - (1) Assistant Commandant for Human Resources (CG-1)
    - (a) Establish amounts and provide overall guidance in the administration of the AvIP and AvB programs.
    - (b) Through policy guidance memorandums and other directives, update the amounts of AvIP and AvB offerings authorized in Paragraphs 10 and 11 of this Instruction as appropriate within the statutory limitations of Section 334 of Reference (a).
    - (c) In collaboration with Assistant Commandant for Capability (CG-7) and CG Personnel Service Center (CG PSC), develop business plans for upcoming fiscal year AvB requirements and coordinate budget estimates to Assistant Commandant for Resources (CG-8) to justify annual appropriation requests for AvB funding.
  - (2) Assistant Commandant for Capability (CG-7)
    - (a) Provide input to AvIP and AvB policy.
    - (b) Provide input to Assistant Commandant for Resources, Personnel Allowance & Staffing Division (CG-833) to designate Personnel Allowance List (PAL) officer billets as Duty Involving Flight Operations or Training (DIFOPS), Duty Involving Flying for Proficiency (DIFPRO), or Duty Involving Flight Operations – Denied (DIFDEN).
    - (c) Establish standards for Coast Guard aviator designation and qualifications to maintain such designation while assigned to DIFOPS and DIFPRO assignments.
  - (3) Military Personnel Directorate (CG-13)
    - (a) Publish policy focused on targeted aviator recruitment and retention in Reference (b) for AvIP policy and in Reference (d) for AvB.
    - (b) On a case-by-case basis, adjudicate exception-to-policy requests pertaining to creditable months of DIFOPS/DIFPRO flying requirements.
    - (c) Update approved AvIP policies and procedural changes in affected directives.
  - (4) Commander, Coast Guard Personnel Service Center (CG PSC)
    - (a) In collaboration with Commandants (CG-126) and (CG-7), develop business plans for

upcoming fiscal year AvB requirements.

- (b) Execute approved and funded current fiscal year AvB plans.
  - (c) Indicate aviators' eligibility for AvIP in PCS orders to DIFDEN and direct suspension of AvIP during an aviator's current DIFDEN assignment if the aviator declines assignment to a DIFOPS or DIFPRO assignment per the AvIP-DIFDEN eligibility policy contained in Paragraph 10 of this Instruction.
  - (d) Provide annual AvB execution reports in accordance with Paragraph 11 for the preceding fiscal year to Assistant Commandant for Human Resources (CG-1) by March 15 of each year.
- (5) Coast Guard Pay and Personnel Center (CG PPC)
- (a) Implement the procedures in Paragraph 10 and 11 of this Instruction into Reference (e).
  - (b) Change aviators' Semi-Monthly Statements of Income to indicate crediting of AvIP under conditions of DIFOPS, DIFPRO, or DIFDEN and AvB for payments that occur after December 31, 2017.
- (6) Coast Guard Liaison Officer to NAS Pensacola
- (a) Establish Aviation Service Entry Date (ASED) for officers entering military flight training per the definition contained in this Instruction (See Glossary).
  - (b) Place officers entering military flight training under DIFOPS orders when they are assigned to the military flight training installation where they will receive actual flight training in military aircraft.
- (7) Commanding Officers of Aviation Units and Units with Assigned AvIP-Eligible Aviators
- (a) Track and maintain the cumulative creditable months of DIFOPS or DIFPRO time for assigned aviators.
  - (b) Ensure that AvIP and AvB payments to eligible aviators are properly administered in accordance with this Instruction through the unit's Servicing Personnel Office (SPO).
- (8) Designated Coast Guard Aviators and Officers Undergoing Training for Designation as Coast Guard Aviators
- (a) Read and comply with the AvIP and AvB policy and procedures contained in this Instruction.
  - (b) Cooperate with their unit commanding officers to ensure that AvIP and AvB payments to them are consistent with policy and procedures contained in this Instruction.

## 10. AvIP POLICY AND PROCEDURAL GUIDANCE.

### a. The Coast Guard may pay the following:

- (1) AvIP. Payable monthly to active duty officers on the Active Duty Promotion List (ADPL) that are designated Coast Guard Aviators or in actual flight training leading to such designation in accordance with Paragraph 10 of this Instruction.
- (2) AvB. Payable to designated Coast Guard Aviators eligible to receive AvIP who execute a written agreement to remain on active duty in aviation service for a specified period in accordance with Paragraph 11 of this Instruction.

### b. Limitations and Restrictions:

- (1) Pursuant to Section 371(b) of Reference (a), a Service member may not receive a bonus or incentive pay pursuant to Subchapter I and Subchapter II of Chapter 5 of Reference (a), for the same activity, skill, or period of service.
  - (a) Aviators receiving ACIP pursuant to Sections 301a of Reference (a), are ineligible for AvIP.
  - (b) Aviators receiving bonuses pursuant to Section 301b of Reference (a), are ineligible for AvB for the same activity, skill, or period of service.
- (2) Aviators receiving AvIP pursuant to Section 334(a) of Reference (a), may not receive hazardous duty pay (HDP) pursuant to Section 351(a)(2) of Reference (a), or skill incentive pay or proficiency bonuses pursuant to Section 353 of Reference (a) for the same skill and period of service.
- (3) Aviators receiving AvBs pursuant to Section 334(b) of Reference (a) may not receive payment pursuant to Sections 332 or 353 of Reference (a) for the same skill and period of service.
- (4) Aviators in a temporary medical hold status will be considered qualified for aviation service unless such status continues for more than 12 months. After 365 days of temporary medical hold status, an aviator will be disqualified from aviation service and will not be requalified until the condition resulting in the medical hold status is corrected or is subject to a waiver. A competent medical authority must certify the aviator is medically qualified or has a reasonable expectation to be medically qualified for flight status. This guidance is only for the purposes of aviation incentive pays and bonuses and does not otherwise restrict the Coast Guard's authority to place an aviator in an applicable flight status.
- (5) Aviators permanently disqualified for aviation service or otherwise determined no longer eligible for aviation service are ineligible for AvIP or AvB payments.
- (6) Aviators are not authorized AvIP or AvB payments for any periods of unauthorized absence.

- c. Repayment. An officer who receives AvIP in accordance with this Instruction but fails to fulfill the eligibility requirements or other conditions of service specified by the Coast Guard is subject to repayment of unearned bonus or incentive payments consistent with Section 373 of Reference (a) and debt collection policy contained in Reference (b) and subparagraph 11.e. of this instruction.
  
- d. AvIP Eligibility and Payment.
  - (1) Eligibility. AvIP may only be paid to a Coast Guard officer on the ADPL who meets each of the following conditions:
    - (a) Is entitled to Basic Pay pursuant to Section 204 of Reference (a).
    - (b) Maintains, or is in training to receive, a designation that qualifies the officer to engage in DIFOPS or DIFPRO assignments.
    - (c) Engages in, or is in training to receive, frequent and regular performance of flight duty in DIFOPS or DIFPRO assignments.
    - (d) Engages in or remains in aviation service for a specified period of time.
    - (e) Achieves the minimum flight requirements for regular and recurring flight duties as established by the Assistant Commandant for Capability (CG-7). The Director of Military Personnel (CG-13) may waive the minimum flight requirements under extenuating circumstances (e.g., military operations (combat or otherwise) or non-availability of aircraft), when an aviator's commanding officer certifies that the aviator is unable to meet minimum flight requirements due to reasons beyond the aviator's control.
    - (f) Meets all applicable eligibility requirements of this Instruction.
  - (2) Retired Officers recalled to active duty for service in a DIFOPS or DIFPRO assignment are eligible for AvIP, so long as they meet the conditions listed in sub-paragraphs 10.a thru 10.d. of this instruction, with the exception that they do not have to be on the ADPL.
  
- e. Payment Methods and Amounts.
  - (1) Effective 01 JAN 2018-30 SEP 2018, AvIP is payable on a monthly basis in the amounts described in Table 1 not to exceed \$840.00 per month to aviators while serving in DIFOPS, DIFPRO, or AvIP-authorized DIFDEN assignments:

<b>Monthly Maximum AvIP Rates Years of Aviation Service (YAS)</b>	<b>Monthly Maximum Amount</b>
2 or less	\$125
Over 2	\$156
Over 3	\$188
Over 4	\$206
Over 6	\$650
Over 14	\$840
Over 22	\$585
Over 23	\$495
Over 24	\$385
Over 25	\$250

**TABLE 1: Monthly AvIP Rates  
01 JAN 2018-30 SEP 2018**

- (2) Effective 01 OCT 2018, AvIP is payable on a monthly basis described in Table 2, not to exceed \$1,000.00 per month to aviators while serving in a DIFOPS, DIFPRO, or AvIP-authorized DIFDEN assignments:

<b>Monthly Maximum AvIP Rates YAS</b>	<b>Monthly Maximum Amount</b>
2 or less	\$150
Over 2	\$250
Over 6	\$800
Over 10	\$1,000
Over 22	\$700
Over 24	\$450

**TABLE 2: Monthly AvIP Rates  
01 OCT 2018**

- (3) AvIP payments for officers in aviation training will begin effective the date their ASSED is established (see Glossary) and is placed on aeronautical orders.
- (4) AvIP payments for all other aviators will begin the day an officer signs in to a DIFOPS or DIFPRO assignment. The initial AvIP payment amount will be prorated based on the number of days remaining in the month.
- (5) AvIP payments for all aviators will continue during authorized delays or temporary duty between changes in permanent duty stations, so long as AvIP payment is authorized at both the old and new permanent duty stations.
- (6) AvIP payments will cease upon departure from a permanent duty station when the subsequent assignment results in loss of eligibility for AvIP.

f. AvIP Eligibility and Payment for Aviators in DIFDEN Assignments.

(1) General. It is in the best interest of the Coast Guard’s aviation workforce for certain aviators in DIFDEN assignments to be paid AvIP if otherwise qualified for such pay and who meet each of the following conditions:

- (a) The officer meets the eligibility criteria listed in this Instruction.
- (b) The officer has not declined assignment to a DIFOPS or DIFPRO billet, including a resignation or retirement request in lieu of orders.
- (c) If the officer has more than 12 years of aviation service (YAS), has not been in receipt of AvIP-DIFDEN for more than 72 months between DIFOPS or DIFPRO assignments.

(2) Eligibility. AvIP is payable to Coast Guard aviators with fewer than 25 YAS who are in DIFDEN assignments and meet one of the following criteria outlined in Table 3:

- (a) Are eligible for AvIP continuously through 12 YAS.
- (b) Have performed at least 96 creditable months of DIFOPS or DIFPRO upon completion of 12 YAS. These officers are eligible for AvIP-DIFDEN for up to 18 YAS as long as they are assigned to a DIFDEN assignment and meet the eligibility criteria as outlined in Paragraph 10.f.(1) of this Instruction.
- (c) Have performed at least 120 creditable months of DIFOPS or DIFPRO upon completion of 18 YAS. These officers are eligible for AvIP-DIFDEN for up to 22 YAS as long as they are assigned to a DIFDEN assignment, as outlined in Paragraph 10.f.(1) of this Instruction.
- (d) Have performed at least 144 creditable months of DIFOPS or DIFPRO upon completion of 18 YAS. These officers are eligible for AvIP for up to 25 YAS as long as they are assigned to a DIFDEN assignment, as outlined in Paragraph 10.f.(1) of this Instruction.
- (e) Special Rule for Aviators in receipt of ACIP-DIFDEN on December 31, 2017. Officers in this situation who are subsequently reassigned to a DIFDEN billet after December 31, 2017, are eligible for AvIP-DIFDEN on January 1, 2018 not to exceed 72 months, less the number of months in which the officer received AvIP-DIFDEN under the transition provisions in Paragraph 10.g. of this Instruction.

<b>YAS</b>	<b>Months of DIFOPS/DIFPRO</b>	<b>AvIP-DIFDEN Eligibility Through:</b>
12	96	18 years
18	120	22 years
18	144	25 years



**Table 3: AvIP-DIFDEN Eligibility**

## g. Transition Period.

- (1) General Rule. Effective January 1, 2018, officers in receipt of continuous ACIP-DIFDEN pursuant to Section 301a of Reference (a) on December 31, 2017, may receive AvIP-DIFDEN for the remaining period of aviation service outlined in Subparagraphs (a)(4) and (a)(5) of Section 301a of Reference (a) or 48 months, whichever is less. After this time, an aviator must be assigned to a position in accordance with Paragraph 10.f.(2) of this Instruction or a DIFOPS or DIFPRO position to receive AvIP payments.
- (2) Payment Methods and Amounts. AvIP-DIFDEN may be paid at monthly rates up to the amounts listed in Table 1 and Table 2 to aviators who meet the YAS criteria outlined in Table 3 and are serving in DIFDEN assignments in accordance with Paragraph 10.f.(2). of this Instruction.

11. AvB POLICY AND PROCEDURAL GUIDANCE.

- a. General. The Coast Guard may offer an AvB on a selective basis, in accordance with Section 334(b) of Reference (a) when there is a shortage or a projected shortage of ADPL officers qualified in critical aviation specialties or skill sets. AvBs will be limited to those periods in an officer's aviation career in which AvBs can be expected to affect retention trends for the Coast Guard. Commandant (CG-1) will announce AvB offerings via ALCOAST. Annual authority for new AvB contracts is normally provided in each fiscal year's National Defense Authorization Act.
- b. Eligibility. The Coast Guard may pay an AvB to an ADPL aviator who meet each of the following conditions:
  - (1) Is eligible for AvIP at the time of incurring the initial AvB contractual obligation.
  - (2) Is in the pay grade of O-5 or below at the time of incurring the initial AvB contractual obligation.
  - (3) Has completed or is within one year of completing all cumulative service obligations incurred for previous training or education, including statutorily-required obligated service for undergraduate aviator training.
  - (4) Executes a written agreement to remain on active duty.
  - (5) Meets such other additional criteria as may be prescribed.
- c. Terms and Conditions of AvB Written Agreements.
  - (1) To receive an AvB, an aviator must execute a written agreement that specifies the amount of the AvB, the method of payment (i.e., lump sum or periodic installments), the period of obligated service (at least one year), and the type or conditions of service. No agreement

may be executed that would take an officer beyond 25 YAS.

- (2) The AvB amount will not exceed that covered by the written agreement for any 12-month period of obligated service specified in Section 334(c) of Reference (a) unless otherwise updated by competent authority in accordance with Paragraph 9.b.(1)(b).
- (3) Upon the acceptance of a written AvB agreement by CG PSC, the period of obligated service and the total amount of AvB the Coast Guard will pay pursuant to the agreement will be fixed.

d. Payment Methods and Amounts.

- (1) AvB may be paid to ADPL officers in a lump sum or in periodic installments not to exceed \$35,000 for each 12-month period of obligated service agreed to under Paragraph 11.c of this Instruction.
- (2) Payment for the additional obligated service time in excess of 12-months will be calculated based on a monthly rate equal to 1/12th the annual amount.
- (3) Where AvB agreements do not specify either lump sum or periodic installment payments, AvBs will be paid as a 12-month lump sum on the contract anniversary of the agreed-upon obligated service period.

e. Repayment of Unearned AvB Amounts. Per Section 373 of Reference (a), unearned bonuses must be repaid, unless repayment is excepted under authorized conditions.

- (1) Except under conditions described in subparagraph 11.e.(3) below, PPC will demand repayment of the unearned portion of the most recent AvB payment in accordance with Chapter 11 of Reference (b) commensurate with time remaining on the officer's active duty obligation when discharged, released from active duty, or the date the officer has been determined to no longer be in compliance with their AvB agreement.
- (2) CG PSC-OPM will ensure that separation authorizations indicate the requirement to repay unearned AvB for officers with obligated service accruing from an AvB agreement who do not meet contractual terms of the agreements. Separation authorizations must contain an explanation of the indebtedness incurred due to the requirement for repayment of unearned AvB and advise officers that they may apply for an exception to recoupment along with information on the procedure for requesting such exception. Unless an officer's separation or pre-authorized exception is covered by one of the conditions listed in subparagraphs 11.e.(3) (a) thru (d) below, all exceptions to repayment of unearned AvB amounts must be requested by the affected officer or former officer.
- (3) Authorized exceptions to repayment of unearned AvBs are limited to the situations listed below and must be cited by CG PSC-OPM in separation authorizations or other documentation:

- (a) Separated, retired, or loss of AvIP eligibility by reason of combat-related physical disability, combat-related illness, or combat-related injury, and not due to misconduct.
  - (1) The term “combat-related” has the same meaning as in Section 1413a of Reference (f) and further described in Section 16.D.6. of Reference (b).
  - (2) Combat-related determinations will be made by CG PSC-PSD-MED.
- (b) In cases where an officer with a current AvB agreement in effect 1) dies or 2) is retired or separated with a combat-related disability, and the death or disability is not the result of the officer’s misconduct, repayment of any AvB installment amount previously paid shall not be required. Further, the full amount of the AvB agreement amount not yet paid prior to the date of 1) death or 2) retirement or separation due to combat-related disability but to which the officer was eligible immediately before the death, retirement, or separation and would otherwise be paid if not for the death, retirement, or separation must be included as a lump sum in the officer’s final settlement of pay and allowances. The lump sum shall be equal to the full remaining amount specified in the agreement as if the officer continued to be eligible for the remaining bonus payments. This payment must be disbursed not later than 90 days following the officer’s death, retirement, or separation.
- (c) Sole survivorship discharge.
- (d) When explicitly excepted from repayment in a Coast Guard personnel policy directive to support a key policy objective (examples include but are not limited to: a reduction in force (RIF), Temporary Separation (TEMPSEP) due to sexual assault, or solicitation for early separation or retirement).
- (4) All other requests for exceptions to repayment of unearned AvB amounts must be approved by Commandant (CG-8C). Consideration for exceptions to repayment will generally follow the standards for remission of indebtedness as described in subsection 11.G.5. of Reference (b).
- (5) Unearned bonus repayment calculations will be based on the Defense Finance and Accounting Services accounting method described in Reference (d).
- f. Annual AvB Program Plan Requirements. If Commandant (CG-1), in consultation with Commandant (CG-7) and CG PSC, determines an outyear need for an AvB, then an AvB program plan for the future Fiscal Year (FY) will be developed and approved for submission to the Department of Homeland Security for the target Fiscal Year (FY) prior to implementation.
  - (1) The AvB program plan must contain, at a minimum:
    - (a) An executive summary of the Coast Guard’s AvB program (including key elements that describe changes from the previous FY).

- (b) The specific aviation specialties targeted for AvB.
- (c) The criteria used to designate an aviation specialty as critical for purposes of paying AvB.
- (d) The existing personnel shortages within each critical aviation specialty (expressed as a percentage of authorized manpower levels).
- (e) The projected impact of AvB payments on retention for each of the planned critical aviation specialties.
- (f) The projected AvB outlays and budget necessary to support initial and anniversary AvB payments over the next five FYs.

(2) The Coast Guard's annual AvB execution report must contain, at a minimum:

- (a) A summary assessment by the Coast Guard on the effectiveness of the AvB in meeting aviation retention goals.
- (b) The number of aviators (by specialty) who were qualified for AvB, including newly eligible.
- (c) The number of aviators (by specialty) who took AvB, including those who received payments for the first time.
- (d) The Coast Guard's total AvB outlay for the fiscal year concerned.

12. FORMS/REPORTS. The forms referenced in this Instruction are available in USCG Electronic Forms on the Standard Workstation or on the Internet:  
<https://dcms.uscg.afpims.mil/Our-Organization/Assistant-Commandant-for-C4IT-CG-6/The-Office-of-Information-Management-CG-61/Forms-Managment/> and CGPortal at <https://cgportal2.uscg.mil/library/forms/SitePages/Home.aspx>.

13. REQUEST FOR CHANGES. Comments and recommendations pertaining to this Instruction are invited, through your chain of command, and will be addressed to Commandant (CG-1332), at email: [HQS-DG-LST-CG-1332@USCG.MIL](mailto:HQS-DG-LST-CG-1332@USCG.MIL).

C. J. HULSER /s/  
Captain, U.S. Coast Guard  
Acting Director of Military Personnel

Enclosure (1) Glossary

## GLOSSARY

### 1. ACRONYMS

ADPL	Active Duty Promotion List
ACIP	Aviation Career Incentive Pay
ASED	Aviation Service Entry Date
AvB	Aviation Bonus
AvIP	Aviation Incentive Pay
CSIP	Critical Skill Incentive Pay
FY	Fiscal Year
HDP	Hazardous Duty Pay
DIFDEN	Duties Involving Flying Denied (Assignments that are not DIFOPS or DIFPRO)
DIFOPS	Duties Involving Flying Operations (A.K.A. Operational Flying duty (OPFLY))
DIFPRO	Duties Involving Flying Proficiency (A.K.A. Proficiency Flying duty (PROFLY))
U.S.C.	United States Code
YAS	Years of Aviation Service

### 2. DEFINITIONS

Unless otherwise noted, these terms and their definitions are for the purposes of this issuance.

**ASED.** The effective date of the first aeronautical order to perform actual military flight or flight training duties. For Coast Guard aviation trainees, this date is set when the officer first reports to the military aviation activity with the military aircraft in which he or she will receive actual flight training leading to designation as a Coast Guard aviator and is placed on flight orders. This date may be adjusted for breaks in military service or periods of non-permanent disqualification. Civilian flight training prior to ground school, even when performed under orders, will not be the basis for establishing an officer's Aviation Service Entry Date.

**AvB.** A bonus payment selectively offered to Coast Guard aviators who agree to remain on active duty for specified periods of time in aviation service.

**Aviation Service and Aviation Skills.** Service or skills identified by the Assistant Commandant for Capabilities (CG-7) that require the knowledge, skills, or ability to fly or operate Coast Guard aircraft.

**AvIP.** Additional pay designed to encourage Coast Guard aviators to continue to perform duties in DIFOPS or DIFPRO or other designated aviation assignments.

**Competent Medical Authority.** An officer who is a flight surgeon or a physician specially-trained in aviator medical practice whose primary duty is the medical examination and medical care of aircrew.

**Creditable Months of DIFOPS or DIFPRO Service.** DIFOPS or DIFPRO service will be credited in months. Each month an aviator is assigned to an DIFOPS or DIFPRO assignment counts as one creditable month. An aviator assigned to an DIFOPS or DIFPRO position for at least 15 days of any month entitles the officer to credit for the entire month. Days in DIFOPS or DIFPRO assignments during a calendar month that total less than 15 will be disregarded. Periods of delay in reporting between PCS assignments are not creditable DIFOPS or DIFPRO service unless the delay is TDY in DIFOPS or DIFPRO status.

**Critical Aviation Occupational Specialty or Rating.** A military occupational specialty, designation, or aeronautical rating deemed as critical for Coast Guard mission success, which the service member holds or is in training towards.

**Exception to Policy.** Any deviation from the authority granted in this Instruction, but authorized within law, would require an exception to policy from Assistant Commandant for Human Resources, Military Personnel Directorate (CG-13).

**Medical Hold Status.** Injury, illness, or disease that prevents the performance of aviation service, as determined by the Assistant Commandant for Human Resources (CG-1).