

FY-05 ACCP PROGRAM INFORMATION

Overview

Retention of experienced aviation trained officers remains a top priority and is necessary to support the Navy's mission and maintain combat readiness. ACCP 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 NFOs 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-05 ACCP program mirrors the FY-04 program with a few exceptions. Changes include the elimination of the mid-term (3-year) initial eligible bonus option, recoupment policy as a result of Aviation Department Head Screen Board results and minor modifications to long-term eligibility requirements. Highlights of the FY-05 program include long-term (five-year) ACCP and short-term ACCP 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 immediately upon release of this message as long as the applicant's ADSO expires in FY-05 or FY-06. Payment will begin when the officer is within one year of completion of ADSO.

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 are not eligible for ACCP.

Additional requirements and stipulations

In addition to the requirements delineated in SECNAVINST 7220.79B, the following eligibility requirements and stipulations apply:

- 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 in addition to the primary requirements to be eligible for ACCP.
- 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 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).
- Commanding Officers or reporting seniors must favorably recommend aviators for receipt of ACCP.
- Aviators must be able to complete the full period of ACCP obligation in aviation service.

- Final ACCP installment for O-4 aviators approaching statutory retirement will be prorated until 20 years of active service provided remaining eligibility requirements are met.
- Aviation officers whose applications are approved will receive their initial ACCP payment after approval from PERS-43 or upon reporting to designated billet, whichever is later.
- Payments for one-year early contracts will not be made sooner than one year prior to ADSO.
- ACCP payments will be paid by direct deposit on the anniversary of the commencement date.

Repayment and Recoupment Policy

In order to continue to be eligible for ACCP, an aviation officer must remain on active duty in aviation service and maintain eligibility. An aviator will be rendered ineligible for ACCP, if the officer:

- Voluntarily declines consideration for an aviation DH tour.
- Fails twice to screen for an aviation DH tour.
- Is successfully screened for an aviation DH tour and subsequently declines orders to that tour.

In all of the above circumstances, an officer will be considered ineligible for ACCP on the date that the DH screen board results are made official and posted on the BUPERS website at www.bupers.navy.mil.

Aviation officers will be required to repay the unearned portion of prepaid ACCP amounts when voluntarily declining consideration by the Aviation DH Screen board or when declining DH orders after successfully screening. Repayment of unearned ACCP amounts will be calculated from the date an officer is no longer ACCP eligible as previously defined. An aviator, after twice failing to screen for DH, will no longer be ACCP eligible and future payments will be cancelled, however, unearned payments will not be recouped.

Additional repayment or recoupment conditions are detailed in SECNAVINST 7220.79B. In the event of the death of the service member and recoupment is not required, the unpaid portion of the ACCP contract will be awarded to the member's estate.

FY-05 ACCP Contract Options

Long-term (five-year) contract option

Pilot - \$25,000/year

NFO - \$15,000/year

Member may select equal payment each year or 50% lump sum payment option available on next anniversary payment after successful selection for aviation DH tour.

Early payment option (equal payments): aviators who apply for equal payment of five-year ACCP one year prior to ADSO will be paid six equal installments. The first will be paid upon acceptance of the application with remaining payments annually thereafter on the anniversary of their ADSO. Aviators will be obligated for five years starting from the expiration of their initial ADSO from winging.

Early payment option (lump sum payment): aviators who apply for a lump sum payment of five-year ACCP one year prior to ADSO will be paid six installments. The lump sum payment will be paid on the next anniversary payment after successful screening for DH.

*** IMPORTANT NOTES:**

- An eligible officer can apply for ACCP immediately upon release of this message as long as the ADSO expiration is in FY-05 or FY-06 (01 OCT 04 to 30 SEP 06).
- Early option applicants are only those eligible officers who have ADSO completion dates in FY-05 or FY-06 (1 Oct 04 to 30 Sep 06). Those officers with obligation completion dates later than 01 OCT 2006 (obligation completion date in FY-07), must wait and apply under the FY-06 ACCP program. Those officers with obligation completion dates prior to 1 OCT 04 (FY-04 and earlier) are no longer eligible to apply for a long term contract but are eligible for the DH and second sea bonuses. FY-05 ACCP effective date, payment and obligation will begin after completion of ADSO.

Aviators are eligible for long-term (five-year) ACCP in lieu of second sea and DH bonus regardless of billet assigned. Aviators who have taken a prior ACP or ACCP contract are not eligible for the long-term (five-year) contract.

The intent of long-term ACCP is to retain aviation officers through their DH tours. As such, any officer on 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 (five-year) ACCP option are not eligible for the second sea and DH tour bonuses. Specific five-year contract eligibility and terms are:

- **Designator is 1310 / 1315 / 1320 / 1325**
- **Have never received a prior ACP or ACCP contract**
- **Completed initial active duty service obligation (ADSO)**
- **LCDR (O-4) or junior and not selected for CDR (O-5)**

Pilot five-year contract

Regular payment options:

- (1) Paid in five annual installments of \$25,000.
- (2) 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.

Early payment options:

- (1) Paid in six annual installments of \$20,833.
- (2) 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 prior to screening and the remainder after lump sum paid in equal amounts in the years remaining.

*** IMPORTANT NOTE:** If DH screen occurs beyond three years from initial contract date, no lump sum will be offered. Payment will be annual installments only.

NFO five-year contract

Regular payment options:

- (1) Paid in five annual installments of \$15,000.
- (2) Lump sum payment of \$37,500 to be paid on the next anniversary payment after successful screening for DH with annual payments of \$15,000 prior to screening and the remainder after lump sum paid in equal amounts in the years remaining.

Early payment options:

- (1) Paid in six annual installments of \$12,500.
- (2) Lump sum payment of \$37,500 to be paid on the next anniversary payment after successful screening for DH with annual payments of \$12,500 prior to screening and the remainder after lump sum paid in equal amounts in the years remaining.

* IMPORTANT NOTE: If DH screen occurs beyond three years from initial contract date, no lump sum will be offered. Payment will be annual installments only.

Short-term (24, 30 and 36 month) contract

- Pilot and NFO - \$15,000/year
- Twenty-four month ACCP contracts:
 - (1) Second sea
 - (2) Non-Command screened Commander (O-5) at sea
 - (3) Post Command Commanders (PCC) (O-5) at sea
 - (4) Captain (O-6) in designated at-sea billets up to 25 years aviation service.
- Thirty-month ACCP contract for operational squadron DH tours at sea.
- Thirty-six month ACCP contracts:
 - (1) Aviation (initial O-5) Command XO/CO tour
 - (2) Astronaut
 - (3) Aviation Captain (O-6) major command (ashore or afloat) up to 25 years aviation service.

All eligible aviators assigned to designated billets on or after 1 Oct 04 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, 1 Oct 04 or date reported onboard if later, and determined as follows:

- Twelve-month contract for aviators with six months to one year remaining until PRD.
- Twenty-four month contract for aviators with at least 13 months but less than two years remaining until PRD.
- Thirty or thirty-six month contract (as appropriate) for eligible aviators with 25 months or more until PRD.

***IMPORTANT NOTES**

- Aviators choosing a five-year ACCP contract are not eligible for second sea and DH tour bonuses.
- 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 assigned to commands other than those listed above will be determined by PERS-43P.
- Aviators are required to apply for the maximum contract length for which they are eligible. To be eligible for short term ACCP, aviators must meet the requirements of one of the ACCP categories defined below.

Second sea tour bonus

- 1310 / 1315 / 1320 / 1325
- Completed operational squadron tour of at least thirty months duration as a designated Pilot or NFO, serving in a designated sea tour in one of the following commands: CV/ CVN/ CVW/ LHA/ LHD/ LPD/ AGF/ CCG/ CCDG/ DESRON/ MCMRON/ VPU/ Eligible Numbered Fleet/ TACRON/ MCS/ PHIBRON/ OPSQD/ ATG/ DEVGRU.
- Twenty-four month contract paid in annual installments of \$15,000 per year.

Operational DH tour at sea bonus

- 1310 / 1315 / 1320 / 1325
- Completed operational squadron tour of at least thirty months duration as a designated Pilot or NFO, serving in DH/OIC billet assigned to an operational squadron (excludes VT/ HT/ VX).
- Thirty-month contract paid in annual installments of \$15,000 per year for DH aviators having completed ADSO, or previous ACCP (second sea) obligation. Aviators who received a prior bonus (ACP) that obligates them to 14 years of service are ineligible for DH ACCP. Aviators qualifying for a full 30-month contract will receive two installments of \$15,000 with a final installment of \$7,500 for a total of \$37,500.
- Aviators choosing a long-term (five-year) contract are not eligible for DH bonus even if contract obligation expires prior to DH tour PRD. Aviators on second sea tour contracts are eligible for DH bonus after previous contract expires.

Aviation (Initial O-5) Command XO/CO tour bonus

- 1310 / 1315 / 1320 / 1325
- Selected by aviation command screen board, serving in XO/CO tour assigned to operational aviation commands including TRARONS, TACRONS, Weapons Schools and NRDs.
- Thirty-six month contract for initial O-5 aviation command screened officers, paid in annual installments of \$15,000 per year.

Astronaut bonus

- 1310 / 1315 / 1320 / 1325
- Completed operational squadron tour of at least thirty months duration as a designated Pilot or NFO, serving as a designated astronaut or astronaut candidate.
- Thirty-six month contract, (not to exceed 25 YAS) paid in annual installments of \$15,000 per year.

Non-Command screened (O-5) at sea bonus

- 1310 / 1315 / 1320 / 1325
- Completed operational squadron tour of at least thirty months duration as a designated Pilot or NFO, serving in a designated sea tour in one of the following commands: CV/ CVN/ CVW/ LHA/ LHD/ LPD/ AGF/ CCG/ CCDG/ DESRON/ MCMRON/ VPU/ Eligible Numbered Fleet/ TACRON/ MCS/ PHIBRON/ OPSQD/ ATG/ DEVGRU.
- Twenty-four month contract, (not to exceed 25 YAS) paid in annual installments of \$15,000 per year.

Post Command Commanders (PCC) (O-5) at sea bonus

- 1310 / 1315 / 1320 / 1325
- Completed aviation command tour, serving in a designated sea tour in one of the following commands: CV/ CVN/ CVW/ LHA/ LHD/ LPD/ AGF/ CCG/ CCDG/ DESRON/ MCMRON/ VPU/ Eligible Numbered Fleet/ TACRON/ MCS/ PHIBRON/ OPSQD/ ATG/ DEVGRU.
- Twenty-four month contract, paid in annual installments of \$15,000 PER year.

Captain (O-6) at sea bonus

- 1310 / 1315 / 1320 / 1325
- Eligible O-6 aviators serving in a designated sea tour billet in one of the following commands CV/ CVN/ CVW/ LHA/ LHD/ LPD/ AGF/ CCG/ CCDG/ DESRON/ MCMRON/ VPU/ Eligible Numbered Fleet/ TACRON/ MCS/ PHIBRON/ OPSQD/ ATG/ DEVGRU.
- Twenty-four month contract, (not to exceed 25 YAS) paid in annual installments of \$15,000 per year.

Captain (O-6) Major Command (ashore or afloat) bonus

- 1310 / 1315 / 1320 / 1325
- Eligible O-6 aviators selected by the Aviation Major Command Screen Board and serving as commanding officers of major commands afloat or ashore.
- Thirty-six month contract, (not to exceed 25 YAS) paid in annual installments of \$15,000 per year.

Application Procedures

- Eligible aviation officers may submit applications for ACCP via their Commanding Officer (Unit Commander or Type/Functional Wing Commander as applicable).
- For short-term contracts, officers must apply within the same fiscal year in which their eligibility date occurs and payment will begin after completion of ASDO, current ACCP/ACP contract, or upon arrival to the ACCP eligible billet. Specifically, applicants whose initial eligibility dates are in FY-07 (1 Oct 06 or later) must wait and apply under the guidelines of the FY-06 ACCP program when promulgated.
- Eligible Officers for FY-05 ACCP may submit applications to:
COMMANDER NAVAL PERSONNEL COMMAND (PERS-432T)
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-4300

*** IMPORTANT NOTE:**

- With the ability to apply anytime within FY-05, 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.