

Navy AC MilPay Key Supporting Documents (KSD) PIIA List

Jul-23

The list below outlines the supporting documentation identified to substantiate the MilPay entitlements. Please note that this list is not all-inclusive and does not cover every entitlement or all possible

Pay/Entitlement Type	Description	Pay Trigger	Attributes Tested	Authoritative Document(s) Name	Point of Contact	Available in OMPF?
Basic Pay	<p>The amount paid to a every member based on the member's pay grade and total years of creditable service. Pay Grade is converted from a member's rank or rate. Years of creditable service is computed using Pay Entry Base Date, an arbitrary date based on current active service and prior service. When the member is promoted mid month, they will receive portion of basic pay at the different rates.</p> <p>Refer to DoD Financial Management Regulation 7000.14-R, Vol. 7A, Ch. 1 for Officers and Enlisted and Ch. 38 for Midshipmen.</p>	Member reports to Active Duty	<p>Member Pay Grade - Enlisted</p> <p>Member Pay Grade - Officer</p> <p>Member Pay Grade - Midshipmen</p> <p>Pay Entry Base Date - Enlisted</p> <p>Pay Entry Base Date - Officer</p> <p>Pay Entry Base Date - Midshipmen</p>	<p>Individual Exam Profile (for members advanced through exam within last 2 years)</p> <p>Special Advancements - Letter from command (Ex: Meritorious Advancement Program (MAP), Command Advancement Program, Ceremonial Guard, DON Sailor of the Year Program, Navy Recruiter Enlisted Advancement Program)</p> <p>DD Form 4: Enlistment/Reenlistment Document (for members advanced through STAR Program)</p> <p>Evaluation Letter (for members advanced through Fleet Advancement Program or MAP) (secondary)</p> <p>Enlistment documents authorizing advanced pay grade for prospective BUMED Officers are attending school (Class A School)</p> <p>NAVADMIN Messages (secondary) (for members who were promoted between E7-E9)</p> <p>Oath of Office (NAVPER 1421/7) for O-1 promotion to O-2</p> <p>Delivery of Permanent/Temporary Appointment for all other officers</p> <p>Official NSIPS ESR Form</p> <p>NAVADMIN Messages (secondary)</p> <p>Student Enrollment Screen Shot</p> <p>Statement of Understanding (Upon Entry)</p> <p>DD Form 1966: Record of Military Processing</p> <p>DD Form 4: Enlistment/Reenlistment Document</p> <p>Immediate Reenlistment Contract</p> <p>Statement of Service</p> <p>Statement of Service</p> <p>N/A</p>	<p>NSIPS</p> <p>NPC/PERS8</p> <p>Commands</p> <p>BUMED - Accessions Dept.</p> <p>NPC Website</p> <p>NSIPS</p> <p>NSIPS</p> <p>NSIPS</p> <p>USNA</p> <p>USNA</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>PERS-312 (Enlisted)</p> <p>PERS-835 (Officers)</p> <p>PERS-911 (Reserves)</p>	<p>No</p> <p>No</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>No</p> <p>No</p> <p>No</p> <p>No</p> <p>No</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>No</p>
				See Basic Pay Entitlement		
Basic Allowance for Subsistence	<p>Basic Allowance for Subsistence (BAS) is paid to every member to cover the costs of food/meals. Except as otherwise provided by law, each member of a uniformed service entitled to basic pay is entitled to BAS. A member is paid a standard rate based on whether he/she is enlisted or an officer (or warrant officer).</p> <p>Refer to DoD Financial Management Regulation 7000.14-R, Vol. 7A, Ch. 25</p>	Member reports to Active Duty	Member Pay Grade	See Basic Pay Entitlement		
Missed Meals	<p>When a member does not have available messing facilities due to temporary orders or other reasons, they are entitled to the prescribed missed meals rates for each meal missed. The rates are published on a yearly (calendar year) basis.</p> <p>Refer to DoD Financial Management Regulation 7000.14-R, Vol. 12, Ch. 19</p>	Member goes on temporary orders	Authorization for Missed Meals	Temporary Orders authorizing missed meals	PSD/Commands	No
Commuted Rations (COMRATS)	Midshipmen are authorized to mess separately during holidays and thus accrue a daily rate for rations, known as	Midshipmen goes on break and is authorized	<p>Member Pay Grade (Midshipmen)</p> <p>USNA Holiday Break Period</p> <p>CY Daily COMRATS Rate</p>	<p>See Basic Pay Entitlement</p> <p>USNA Academic Calendar</p> <p>USNA Budget Book</p>	<p>Online</p> <p>Online</p>	<p>No</p> <p>No</p>
Basic Allowance for Housing (BAH)	<p>Basic Allowance for Housing (BAH) provides a member a monthly allowance for housing. BAH is intended to pay only a portion of housing costs. BAH differs by permanent duty station and is calculated using the BAH calculator online.</p> <p>Refer to DoD Financial Management Regulation 7000.14-R, Vol. 7A, Ch. 26.</p> <p>Refer to DFAS Military Pay Secondary Dependency Guide for further information on qualifying secondary dependents and</p>	<p>Member reports to Active Duty OR</p> <p>Moves from Govt Quarters to privatized housing</p>	<p>Member Pay Grade</p> <p>Permanent Duty Station</p> <p>Dependency Status</p> <p>BAH Approval (Only Special Cases)</p>	<p>See Basic Pay Entitlement</p> <p>PCS Orders</p> <p>NRD Letter of Assignments for Recruiters</p> <p>Endorsed PCS Orders (Mid Month Moves)</p> <p>NAVPER 1070/602 (Certified & Signed Page 2)</p> <p>DD Form 93 - Record of Emergency Data</p> <p>Marriage Certificate or Birth Certificate (When page 2 is not available)</p> <p>NAVPER 1070/613 (Certified and Signed)</p> <p>DD Forms 137-3 to 137-7 for Secondary Dependents</p> <p>Depends on the situation</p>	<p>NSIPS; NMCMPS</p> <p>NRD</p> <p>PSD/Commands</p> <p>OMP</p> <p>OMP</p> <p>No</p> <p>NSIPS</p> <p>PSD/DFAS</p> <p>N130, PERS 451H</p>	<p>Yes</p> <p>No</p> <p>No</p> <p>Yes</p> <p>Yes</p> <p>No</p> <p>No</p> <p>Yes</p> <p>No</p>
Partial BAH	This is given to certain military based on their pay grade and dependency status.	Member reports to Active Duty	<p>Member Pay Grade</p> <p>Dependency Status</p>	<p>See Basic Pay Entitlement</p> <p>See Basic Allowance for Housing</p>		
Partial BAH	The amount for a member who is assigned to single-type quarters and who is authorized a basic allowance for housing	Member required to pay child support	<p>Member Pay Grade</p> <p>Dependency Status</p>	<p>See Basic Pay Entitlement</p> <p>See Basic Allowance for Housing</p>		
			<p>Residence in Single Quarters</p>	<p>See Partial BAH Entitlement</p>		

	solely by reason of the member's payment of child support. Child support amount must exceed the BAH DIFF amount.	Member required to pay Child Support	Eligibility (Confirmation support is higher than BAH DIFF Rate) Cases of Non Payment (Special Cases)	NAVPERS 1070/602 (Certified & Signed Page 2) Documentary Proof of claimant Support	OMPF	Yes	
Transit BAH	Transit BAH is a temporary housing allowance paid while a member is in a travel or leave status between permanent	Member is en route to ultimate Duty Station	Member Pay Grade Dependency Status Transit Time (In Days)	See Basic Pay Entitlement See Basic Allowance for Housing Endorsed PCS Orders (Mid Month Moves)	DFAS PSD/Commands	No No	
Overseas Housing Allowance	Overseas Housing Allowance (OHA) provides a monthly allowance for housing when no government/on base housing is available overseas. OHA is composed of a rental allowance and a utility allowance, but is only intended to pay a portion of these expenses. Refer to Joint Travel Regulations VOLUME I, CHAPTER 10 "HOUSING ALLOWANCES" for further details.	Member reports to OCONUS PDS	Member Pay Grade Permanent Duty Station Dependency Status Approval Effective Date	See Basic Pay Entitlement See Basic Allowance for Housing See Basic Allowance for Housing DD Form 2367: Individual Overseas Housing Allowance Report Commander, Naval Region Japan Approval Letter (For all OHA-Philippines) Rental lease agreements, lease agreement extensions and lease cancellations (With English translation) Mortgage Agreement with mortgage amount computed in dollars (For purchased homes) (With English translation)	PSD/Commands (Alt: Local Housing Office) DFAS PSD/Commands (Alt: Local Housing Office) PSD/Commands (Alt: Local Housing Office)	No No No No	
Family Separation Housing Allowance (FSH-O)	FSH-O is provided to members on unaccompanied tours overseas who are unable to stay in government quarters but still are supporting a family stateside. In such situations, members are eligible to receive OHA at the without dependents rate and Basic Allowance for Housing at the with-dependents rate for their family.	Member reports to OCONUS PDS	Member Pay Grade Permanent Duty Station Dependency Status Dual Entitlement Eligibility (BAH and OHA)	See Basic Pay Entitlement See Basic Allowance for Housing See Basic Allowance for Housing DD Form 2367: Individual Overseas Housing Allowance Report Rental lease agreements, lease agreement extensions and lease cancellations (With English translation) Certificate of Non Availability	PSD/Commands (Alt: Local Housing Office) PSD/Commands (Alt: Local Housing Office) PSD/Commands (Alt: Local Housing Office)	No No No	
Move-in Housing Allowance	Move in Housing Allowance (MIHA) is an entitlement for move-in costs associated with occupying privatized housing covered	Member reports to OCONUS PDS	Approval - MIHA Initial Approval - MIHA Rent and/or Security Dependency Status	DD Form 2367: Individual Overseas Housing Allowance Report DD Form 2556: Move in Housing Allowance Claim Form See Basic Allowance for Housing	PSD/Commands (Alt: Local Housing Office) PSD/Commands PSD/Commands	No No No	
Family Separation Allowance - Restricted	In general, the Family Separation Allowance (FSA) entitlement provides compensation for added expenses incurred because of an enforced family separation. There are three types included.	Member with dependents reports to OCONUS PDS unaccompanied	Restricted/Unaccompanied Tour Recruit Type 1 Training only	DD Form 1561: Statement to Substantiate Payment of FSA DOD/DON/Local Base Commander Housing and Dependent Entry Requirements and Approval Policy Overseas Screening Authorization (Medical Cases)	PSD/Commands PSD/Commands NPC/PSD/Commands	No No No	
Family Separation Allowance - Ship	FSA Ship: Member is on duty aboard a ship, and the ship is away from the homeport continuously for more than 30 days. Refer to DoD Financial Management Regulation 7000.14-R, Vol. 7A, Ch. 27	Ship departs homeport and remains away for 30+ Days	Dependency Status Amount of time the member has been away from dependents (more than 30 days required) Location of Dependents (Live 50+ mi away from the member)	See Basic Allowance for Housing DD Form 1561: Statement to Substantiate Payment of FSA CVN Schedule News source showing location of ship DD Form 1561: Statement to Substantiate Payment of FSA CVN Schedule News source showing location of ship	PSD/Commands PSD/Commands External News Source OMP PSD/Commands www.uscarriers.net External News Source	No No No Yes No No	
Family Separation Allowance - Temporary	FSA Temporary: Member is on temporary duty (TDY) (or temporary additional duty [TAD]) away from the permanent station continuously for more than 30 days Refer to DoD Financial Management Regulation 7000.14-R, Vol. 7A, Ch. 27	Member departs for temporary orders for 30+ days	Dependency Status Amount of time the member has been away from dependents (more than 30 days required) Location of Dependents (Live 50+ mi away from the member)	See Basic Allowance for Housing DD Form 1561: Statement to Substantiate Payment of FSA TAD Orders or PCS Orders (Depends on nature of duty) CVN Schedule News source showing location of ship DD Form 1561: Statement to Substantiate Payment of FSA CVN Schedule News source showing location of ship	PSD/Commands PSD/Commands PSD/Commands External News Source PSD/Commands www.uscarriers.net External News Source	No No No No No No No	
CONUS Cost of Living Allowance	CONUS Cost of Living Allowance (CONUS COLA) compensates members for being stationed in certain "high cost" locations within the continental United States.	Member reports to duty in an approved "high cost" location	Member Pay Grade Pay Entry Base Date Permanent Duty Station Dependency Status	See Basic Pay Entitlement See Basic Pay Entitlement See Basic Allowance for Housing See Basic Allowance for Housing	OMP PSD/Commands	No No	
Cost of Living Allowance	The Overseas Cost of Living Allowance (OCOLA) is a non-taxable allowance designed to offset the higher overseas prices of non-housing goods and services. Overseas COLA is intended to equalize	Member reports to OCONUS PDS	Member Pay Grade Pay Entry Base Date Permanent Duty Station Number of dependents	See Basic Pay Entitlement See Basic Pay Entitlement See Basic Allowance for Housing See Basic Allowance for Housing	OMP PSD/Commands	No No	
COLA (Prorated)	In some OCONUS areas, a member and/or dependent incurs significant mandatory and excessive expenses for items that a CONUS-based member never	Member reports to Singapore and possesses a car	Permanent Duty Station Approval with tax amount Exchange Rate	See Basic Allowance for Housing Receipt of paid driving tax Documented DDO Exchange Rate on day of payment	PSD PSD/Commands	No No	
Temporary Lodging Allowance	The Temporary Lodging Allowance is intended to partially pay for lodging/meal expenses when a member/dependents must occupy temporary quarters OCONUS. Member must show that government quarters are not available and they are actively looking for more	PCS Orders to OCONUS location	Permanent Duty Station Dependency Status (Children's Birthdays may be necessary) Must be lodging in temporary quarters OCONUS.	See Basic Allowance for Housing See Basic Allowance for Housing C/O Designation letter verifying no GOV'T QTRS were available for those specific dates Temporary Lodging Allowance computation worksheet(s) with all lodging receipts	PSD/Commands PSD/Commands	No No	

Family Subsistence Supplemental Allowance (FSSA)	A member is eligible for Family Subsistence Supplemental Allowance (FSSA) if the member is serving on Active Duty, is eligible for BAS, has at least one dependent in the house, FSSA Household Income is within 130 percent of the poverty line as determined by the United States Department of Agriculture and has applied and been certified to receive it. Refer to DoD Financial Management Regulation 7000.14-R, Vol. 7A, Ch. 25	Applied and been certified to receive the FSSA payment	Approval	DD Form 2857: Family Subsistence Supplemental Allowance Application	OPNAV N130C3	No	
Career Sea Pay	Career Sea Pay (CSP) is special pay for recognition of the greater than normal rigors of assignment to sea duty, specially a member who is assigned to unusually arduous sea duty. The monthly rate may not exceed \$750. Refer to DoD Financial Management Regulation 7000.14-R, Vol. 7A, Ch. 18. See Table 18-3 for Monthly Rates.	Member reports to sea duty location	Member Pay Grade Category A Vessel qualifications Category A Interim Credit Category B Vessel qualifications History of Assignments Desigination Letters (If available, considering the documentation retention policy when the credit was earned) CVN Schedule DD Form 1561: Statement to Substantiate Payment of FSA. Show member is attached to a ship.	See Basic Pay Entitlement PSC Orders to a Class A ship Designation Letter or memo entitling the member to Career Sea Pay and the number of days Designation Letter or memo entitling the member to Career Sea Pay and the number of days NSIPS PSD/Commands No No No No www.uscarriers.net No PSD/Commands No			
Career Sea Pay Premium	Career Sea Pay Premium (CSP-P) is given to a member who has been eligible for CSP for three consecutive years. The Military Department Secretaries have	Member remains aboard a ship for 36+ months	Member Pay Grade Proof of CSP Entitlement 36 Months of Consecutive Sea Duty	See Basic Pay Entitlement See Career Sea Pay Entitlement History of Assignments (Combined with PCS Orders, TDY/TAD Orders, Designation Letters etc.) NSIPS No			
Hazardous Duty Incentive Pay	The HDIP entitlement is additional pay provided when member is in compliance with competent orders to perform any hazardous duty. Members who qualify for	Orders requiring Hazardous Duties	Assignment to Hazardous Duty	PCS Orders to fill Billet C/O Letter with a roster including the member's name and proficiency requirements for the particular pay type PSD/Command No			
Experimental Stress Duty Pay High Pressure Chamber	Member eligible for Hazardous Duty Incentive Pay if Experimental Stress Duty -	Member performing Experimental Stress Duty - High Pressure	Assignment to Hazardous Duty NEC	See Hazardous Duty Pay Entitlement See Diving Pay Entitlement PSD/Command No			
Hazardous Duty Location Pay	The HDP-L entitlement is additional pay provided when member is on permanent change of station duty or temporary/deployed/attached duty for 30+ days in certain locations. These locations are outlined in Figure 17-1.	Certain Orders to Specific Hardship Duty Location Pay Areas	Orders to HDP-L area for 30+ days (Permanent)	PCS Orders Temporary Orders with endorsements CVN Schedule www.uscarriers.net DD Form 1561: Statement to Substantiate Payment of FSA. Show member is at an HDP location. PSD/Commands No			
Demo Pay	Additional pay given to a member who is involved in the demolition of explosives as a primary duty, including training for this duty. Members who qualify for incentive pay for more than one type of hazardous duty may receive no more than two payments for the same period. Monthly rate per duty is \$150. Refer to DoD Financial Management Regulation 7000.14-R, Vol. 7A, Ch. 24	Orders requiring Demolition Duties	Assignment to Duty Involving Demolition of Explosives	See Hazardous Duty Pay Entitlement			
Diving Pay	Additional pay given to a member who is a designated diver that maintains diving qualifications and is assigned to diving duty under competent orders. A naval enlisted member is paid a rate based on	Orders requiring Diving Duties	Assignment to Dive Pay Duty (or Dive Pay entitlement eligibility). NEC	See Hazardous Duty Pay Entitlement PCS Orders C/O Designation Letter authorizing Dive Pay (to include Member's NEC) NSIPS PSD/Commands No			
Parachute Pay	Additional pay given to a member who performs parachuting as an essential part of military duty. Qualified members are those who have received a designation as a parachutist or parachute rigger, or are undergoing training for such designations, who are required by competent orders to engage in parachute jumping from an aircraft in aerial flight, and who meet the minimum performance requirements (i.e. specified number of jumps over a certain period of time). Refer to DoD Financial Management Regulation 7000.14-R, Vol. 7A, Ch. 24	Orders requiring Parachute Duty	Assignment to Parachute Pay and Eligibility Requirements	PCS Orders NSIPS No			
	High Altitude Low Opening (HALO Pay)			PCS Orders	NSIPS	No	

HALO Pay	given to members who have graduated from the United States Army Military Free Fall Course or a Military Service recognized equivalent course; have received a designation as a HALO parachutist, or are undergoing training for	Orders requiring Parachute Duty & Certified in Free Fall Parachute Jumping	Assignment to HALO Pay and Eligibility Requirements	C/O Designation Letter authorizing Halo Pay (to include Member's NEC)	PSD/Commands	No	
			Completion of United States Military Free Fall Course (or equivalent)	NSIPS Training Summary Screen Shot (if Free Fall course is included) Copy of US Military Free Fall course certificate	NSIPS	No	
					PSD/Commands	Yes	
Flight Deck Pay	Additional pay provided to a member who serves on the crew of an eligible air capable ship or an aviation unit operating from such a ship, fixed-wing-aircraft carrier or an aviation unit operating from that type of carrier; ordered to duty in a billet which requires frequent and regular participation in flight operations; participates in four days of flight operations, or the equivalent, within a calendar month on the flight deck of an eligible air capable ship and not receiving incentive pay for any other type of hazardous duty. Members receiving incentive pay for any other type of hazardous duty are not entitled for the same period. Refer to DoD Financial Management Regulation 7000.14-R, Vol. 7A, Ch. 24	Completes Flight Deck Duty Requirements in the month	Assignment to Flight Deck Pay and eligibility requirements	See Hazardous Duty Pay Entitlement			
Imminent Danger Pay or Hostile Fire Pay	Imminent Danger Pay (IDP) is paid when a member is on official duty in a designated IDP area. Hostile Fire Pay is paid when a member is subjected to hostile fire or explosion of a hostile mine. Paid on a daily prorated basis, monthly rate is \$225. Refer to DoD Financial Management Regulation 7000.14-R, Vol. 7A, Ch. 10. See Figure 10-1 for Designated HFP or IDP areas.	Reports to Imminent Danger Location OR Hostile Fire Incident during Active Duty	Permanent Duty Station	PCS Orders (to show permanent duty station in an IDP area) Temporary Orders with endorsements CVN Schedule DD Form 1561: Statement to Substantiate Payment of FSA. Show member is at an IDP/HFP location.	NSIPS	No	
				PCS Orders (to show permanent duty station in an IDP area) Temporary Orders with endorsements CVN Schedule DD Form 1561: Statement to Substantiate Payment of FSA. Show member is at an IDP/HFP location.	PSD/Commands	No	
				PCS Orders (to show permanent duty station in an IDP area) Temporary Orders with endorsements CVN Schedule DD Form 1561: Statement to Substantiate Payment of FSA. Show member is at an IDP/HFP location.	NSIPS	No	
			Unclassified - Eligibility	PCS Orders (to show permanent duty station in an IDP area) Temporary Orders with endorsements CVN Schedule DD Form 1561: Statement to Substantiate Payment of FSA. Show member is at an IDP/HFP location.	PSD/Commands	No	
				PCS Orders (to show permanent duty station in an IDP area) Temporary Orders with endorsements CVN Schedule DD Form 1561: Statement to Substantiate Payment of FSA. Show member is at an IDP/HFP location.	NSIPS	No	
				PCS Orders (to show permanent duty station in an IDP area) Temporary Orders with endorsements CVN Schedule DD Form 1561: Statement to Substantiate Payment of FSA. Show member is at an IDP/HFP location.	PSD/Commands	No	
			Classified - Eligibility	PCS Orders (to show permanent duty station in an IDP area) Temporary Orders with endorsements CVN Schedule DD Form 1561: Statement to Substantiate Payment of FSA. Show member is at an IDP/HFP location.	NSIPS	No	
				PCS Orders (to show permanent duty station in an IDP area) Temporary Orders with endorsements CVN Schedule DD Form 1561: Statement to Substantiate Payment of FSA. Show member is at an IDP/HFP location.	PSD/Commands	No	
				PCS Orders (to show permanent duty station in an IDP area) Temporary Orders with endorsements CVN Schedule DD Form 1561: Statement to Substantiate Payment of FSA. Show member is at an IDP/HFP location.	NSIPS	No	
Command Responsibility Pay	Command Responsibility Pay (CSRP) is an additional pay provided to officers serving in an area with a high amount of responsibility	Assignment to billet requiring an unusually high amount of responsibility	Member Pay Grade (O-6 and below) Assignment to CSRP billet	See Basic Pay Entitlement PCS Orders C/O letter verifying member is entitled to this pay and dat	NSIPS	No	
Continuous Submarine Duty Pay	Member is eligible for Continuous Submarine Duty Incentive Pay if they have performed operational submarine duties for at least 6 of first 12 years of service or at least 10 years of the first 18 years of service. Member can earn this pay through	Member attained the correct amount operation sub duty before 12 and 18 years of service	Member Pay Grade Pay Entry Base Date Date and Location of service (on Submarine)	See Basic Pay Entitlement See Basic Pay Entitlement PSC Orders History of Assignments Form 1131/120 – Nuclear Propulsion Officer Candidate (NUPOC) Program Service Agreement	NSIPS	No	
			Cumulative Years of Submarine Duty service		NSIPS	No	
			Member Pay Grade Date and Location of service (on Submarine)	See Basic Pay Entitlement PSC Orders History of Assignments Form 1131/120 – Nuclear Propulsion Officer Candidate (NUPOC) Program Service Agreement	NSIPS	No	
			Cumulative Years of Submarine Duty service		NSIPS	No	
			Member Pay Grade Date and Location of service (on Submarine)	See Basic Pay Entitlement PSC Orders History of Assignments Form 1131/120 – Nuclear Propulsion Officer Candidate (NUPOC) Program Service Agreement	NSIPS	No	
Operational Submarine Duty Pay	Additional pay given to a member who participates in the frequent performance of operational submarine duty required by competent orders.	Orders requiring Submarine Duty	Member Pay Grade Date and Location of service (on Submarine)	See Basic Pay Entitlement PSC Orders History of Assignments Form 1131/120 – Nuclear Propulsion Officer Candidate (NUPOC) Program Service Agreement	NSIPS	No	
			Cumulative Years of Submarine Duty service		NSIPS	No	
			Member Pay Grade Date and Location of service (on Submarine)	See Basic Pay Entitlement PSC Orders History of Assignments Form 1131/120 – Nuclear Propulsion Officer Candidate (NUPOC) Program Service Agreement	NSIPS	No	
			Cumulative Years of Submarine Duty service		NSIPS	No	
Special Duty Assignment Pay	Special Duty Assignment Pay (SDAP) is additional pay given to an enlisted member to compensate for duties designated by the Secretary of Defense as being extremely difficult or involving an unusually high amount of responsibility. Refer to DoD Financial Management Regulation 7000.14-R, Vol. 7A, Ch. 8. See Special Duty Assignment NAVADMIN (updated yearly) for more information on	Assignment to special duty	Member Pay Grade (E-3 or higher) Unclassified - NEC	Designation letter indicating the member's entitlement to Special Duty pay and their NEC PCS Orders (combined with SDAP Instruction) NEC Description Screen Shot (Combined with SDAP Instruction)	PSD/Commands	No	
			Classified - NEC	CO or designee letter certifying and authorizing entitlement at the correct SDAP levels based on local command qualification determination and authorized assignment designated for award of SDAP	NSIPS	No	
					PSD/Commands	No	
Aviator Pay/Aviation Career Incentive Pay	The Aviation Career Financial entitlement is a financial incentive for officers to serve as military aviators throughout a military	Orders requiring Aviation Service	Member Pay Grade (Less than O-6) Months of Flying Gate	See Basic Pay Entitlement Aviation Career Summary Screen Shot Aviation Career Summary Screen Shot	PERS435	No	
					PERS435	No	

Critical Skill Incentive Pay for Naval Aircrew	The Aviation Career Financial entitlement is a financial incentive for enlisted to serve as military aviators throughout a military career.	Orders requiring Aviation Service	Member Pay Grade (Enlisted)	See Basic Pay Entitlement			
			Orders assigned for duty involving aircrew	PCS Orders (combined with SDAP Instruction) Designation letter indicating the member's entitlement to Special Duty pay and their NEC	NSIPS PSD/Commands	No No	
Foreign Language Proficiency Bonus	Foreign Language Proficiency Pay is given to a member whose specialty, military duties or a critical need require proficiency in a foreign language. The entitlement qualifications differ based on language, billet and command. The minimum per month is \$100, but it can be paid out in yearly lump sum if	Certification of Proficiency (Renewed Annually)	FLPB Situational Eligibility	DMVC Testing Profile Print Out	OPNAV N13	No	
			Proficiency in Foreign Language approved via the Strategic Language List (SLL) or DoD approved language list	DMVC Testing Profile Print Out			
			Priority of Need for Language in service (Immediate, Emerging/Enduring, other DoD approved languages)	DMVC Testing Profile Print Out			
			Proficiency Level (ILR Skill Level)	DMVC Testing Profile Print Out			
Flying Duty Pay (HDIP for Flying Duty)	Member eligible for Hazardous Duty Incentive Pay for Flying Duty when: under competent orders to participate in regular	Participate in regular and frequent aerial flights as a crew or non-crew member	Authority to participate in regular and frequent aerial flights as a crew or non-crew member	PCS Orders TEMU Orders	NSIPS PSD/Command	No No	
High Deployment Allowance (HDA)	High Deployment Allowance (HDA) is an entitlement provided to those who have been deployed for multiple, long tours in a	Member passes 191 days of straight deployment	Authority to accumulate member's deployment days Approval of Number of days considered to be deployed	DOD/DON letter authorizing accumulation of member's deployment days NAVPER 1070/613 (With number of days considered to be deployed)	NPC Website OMFP/PSD/Command	No Yes	
Increased Pay and Allowances for Academy Officials	A commissioned officer serving as an appointed official at a Military Service academy is entitled to the pay grade, pay, allowances, and benefits of the grade of E-9.	Member reports as an appointed official at a Military Service Academy	Member Pay Grade (Officer) Pay Entry Base Date (for Professors)	See Basic Pay Entitlement See Basic Pay Entitlement			
Overseas Tour Extension Incentive Program	Member is eligible for Overseas Tour Extension Incentive Program (OTEIP) bonus or special pay when they have	Member executed an OTEIP agreement with the Navy	Position Serving on the tour at an OCONUS location Entitlement agreement and approval	PCS Orders PCS orders Naval Message issued by Program Manager NAVPER 1070/613 to document the entitlement	NSIPS/PSD/Command NSIPS PERS-40CC OMP	No No Yes	
Saved Pay	The Saved Pay entitlement reflects the difference between the member's pay would have been had they remained an E-9 and what it is upon appointment to warrant officer. It is rare that there is a decrease in pay, but the saved pay entitlement will restore their pay so there is no decrease in Basic Pay. If an Officer, the following special and incentive pay entitlements may be considered only so long as the Officer continues to perform the duty that creates the entitlement to, or eligibility for, that pay and would otherwise be eligible to receive that pay in the former grade: Hazardous Duty Pay, Submarine Duty Incentive Pay, Diving Duty Incentive Pay, Hardship Duty Pay, Career Sea Pay, Weapons of Mass Destruction Civil Support Team Pay, Assignment Incentive Pay, Hostile Fire or Imminent Danger Duty Special Pay, Overseas Tour Extension Incentive Pay, Foreign Language Proficiency Pay & Critical Skills Retention Bonus <u>Pay entitlements not allowed to be</u>	Appointment to Officer from E-9	Saved Pay Eligibility	Saved Pay Computation Worksheet (to determine eligible)	DFAS/PSD	No	
Hardship Duty Pay - Tempo (Paid as Saved Pay)	Sailors become eligible for HDP-T when deployed for 221 or more consecutive days in an operational deployment. HDP-T will be paid at a rate of \$495 per month, prorated daily.	Member passes 221 days of straight deployment	Approval of Number of days considered to be deployed (Ship) Approval of Number of days considered to be deployed (Individual Augmentee)	CO letter authorizing the entitlement and the start date of deployment with a list of all eligible Sailors on board (List will be electronically signed) CO or designee letter authorizing the start of the entitlement and the start date of deployment	Command/DFAS	No	
Hardship Duty Pay - Restriction of Movement	Service Members ordered by their command to Restriction of Movement (ROM) for self-monitoring due to exposure or suspected exposure to COVID-19 (OR) travel to, from, or through a Centers for Disease Control and Prevention (CDC)	Service members must inform their Commanding Officer (CO) that they encountered a lodging expense as a result of the ROM.	they encountered a lodging expense as a result of the ROM. Inclusive Lodging dates Approved amount (not to exceed \$1,500 per month)	CO (Command Authorizing Official is acceptable) letter certifying the member has been directed to ROM and incurred lodging expense.	Command	TBD TBD TBD	
Assignment Incentive Pay (Paid as Saved Pay)	A member may be paid Assignment Incentive Pay (AIP) for performing service in an assignment designated by the Secretary of Defense. It will appear on the member's LES as "Saved Pay". Refer to DoD Financial Management Regulation 7000.14-R, Vol. 7A, Ch. 15	Orders to an eligible Assignment Incentive Pay Area	Assignment to a designated Assignment Incentive Pay Area	PCS Orders (Including the amount of AIP) CO or designee dated letter or NAVPER 1070/613 indicating the member's entitlement to Assignment Incentive Pay and the entitlement amount per current policy/instructions Assignment Incentive Pay Eligibility Chart Assignment Incentive Pay Profile Shot	NSIPS OMP FMR PERS435	No Yes No No	
Pay and Allowance Continuation (PAC) Program	Member is eligible for Pay and Allowance Continuation (PAC Program) when injured, wounded or ill. It is determined to be in the line of duty, member's injury, wound or illness requires hospitalization for	Member is injured, wounded or ill and is determined to be in the line of duty	Duty Status and effective date Returned for assignment to other than a medical or patient unit for duty Discharged, separated, or retired (including temporary disability retirement) from Service	NSIPS screen shot (Member Data Summary and/or Assignment to a designated Assignment Incentive Pay Area) NAVPER 7220/11 DD 214: Certificate of Release or Discharge from Active Full Separation Package	DFAS DFAS OMP DFAS	No No Yes No	

Standard Initial Clothing Allowance	The Standard Initial Clothing Allowance is provided to enlisted members of the U.S. Navy upon initial enlistment or upon	Member enlists into the U.S. Navy	Member Pay Grade (Enlisted) Gender Date of Enlistment	See Basic Pay Entitlement PCS Orders See Basic Pay Entitlement	NSIPS	No
Special Initial Clothing Allowance	The Special Initial Clothing allowance is provided in certain instances to enlisted members of the Navy, like promotion to chief (which requires a different uniform). Other special clothing instances are	Orders requiring Additional or Civilian Clothing	Member Pay Grade (Enlisted) Assignment Approval	PCS Orders Member's Pay Grade CO or designee letter authorizing member to receive Extra Clothing allowance	NSIPS OMP PSD / OPNAV N131U	No Yes No
Permanent (or Temporary) Duty Civilian Clothing Allowance	The Civilian Clothing Allowance covers unusual circumstances when the member may require civilian clothing to perform	Orders requiring Civilian Clothing	Assignment requiring civilian clothing Approval	PCS Orders CO or designee letter authorizing member to receive Extra Clothing allowance	NSIPS PSD / OPNAV N131U	No No
Supplementary Clothing Allowance	The Supplementary Clothing Allowance covers unusual circumstances when the member may require additional uniform items (supplementary) or when a member	Orders requiring Additional or Civilian Clothing	Member Pay Grade (Enlisted) Assignment requiring additional clothing Approval	See Basic Pay Entitlement See Civilian Clothing Allowance CO or designee letter authorizing member to receive Extra Clothing allowance	PSD / OPNAV N131U	No
Clothing Replacement Allowance	Cash Clothing Replacement Allowances are provided to enlisted members upon the anniversary month each successive year following the provision of an initial clothing allowance. Cash clothing replacement allowances are for replacement of required uniform items based on a normal wear rate. Refer to DoD Financial Management Regulation 7000.14-R, Vol. 7A, Ch. 29.	Anniversary Date of Member joining the Navy	Pay Entry Base Date (E-1 through E-6)	See Basic Pay Entitlement		
Special Clothing Replacement Allowance	Cash Clothing Replacement Allowances are provided to enlisted members upon the anniversary month each successive year following the provision of an initial clothing allowance. For those who have been promoted to chief, they will be paid the replacement allowance in the Anniversary month of their promotion to chief. Refer to DoD Financial Management Regulation 7000.14-R, Vol. 7A, Ch. 29.	Anniversary Date of promotion to chief	Promotion Date (E-7 through E-9)	Promotion History	NSIPS	No
Officers' Uniform and Equipment Allowance	The Uniform and Equipment Allowance is given to a member when he/she commissions into the Navy as an officer. Payable to an officer (once) upon	Commissioned as an Officer	Commissioned as an officer Active Duty orders for at least 90 days OR Reserve mobilization orders Reserve meets the eligibility requirements	Oath of Office PSC Orders PCS Orders	OMP NSIPS NSIPS	Yes No No
Variable Special Pay	Variable Special Pay (VSP) is paid to officers part of the Medical Corps or Dental Corps. Members of these Corps on active duty or ordered to active duty for 1 year or more are entitled to VSP. An	Medical Core Officer on Active Duty	Member Pay Grade (Officer) Designation (Medical or Dental to validate licensure) Years of creditable medical service (based on Health Professional Pay Entry Date (HPPED))	See Basic Pay Entitlement Statement of Service Statement of Service BUMIS Screen Shot to include Internship and Residency Years (if applicable)	OMP; PERS835 OMP; PERS835 BUMIS	Yes Yes No
Additional Special Pay	Additional Special Pay (ASP) is paid to officers part of the Medical Corps or Dental Corps. An officer who is entitled to VSP and who has a current, valid, unrestricted license or approved waiver is	1+ Year Contract for ASP	Member Pay Grade (must be Officer) Designation (Medical or Dental to validate licensure) Number of additional Active Duty Years of Service (1+) Approval	See Basic Pay Entitlement See Variable Special Pay Entitlement Active Duty Agreement for Medical ASP Letter & CO's Endorsement for Board Certification Pay Active Duty Agreement for Medical ASP Letter & CO's Endorsement for Board Certification Pay	BUMED BUMED	No No
Board Certification Pay	Board Certification Pay (BCP) is paid to officers part of the Medical Corps or Dental Corps. BCP is an entitlement for medical officers on active duty who are board certified in a medical specialty recognized by the American Board of Medical Specialties, the Bureau of Osteopathic Specialties, American Dental Association, or has attained Board Certification Equivalency.	Certification in a recognized medical specialty	Member Pay Grade Designation (Medical or Dental) Years of creditable medical service (based on Health Professional Pay Entry Date (HPPED))	See Basic Pay Entitlement See Variable Special Pay Entitlement See Variable Special Pay Entitlement		
Board Certification Pay (Dentist Corps)	Nurse Corps officers who are board certified and practicing in a non-physician health care provider specialty are eligible for Board Certified Pay. Refer to DoD Financial Management		Board certified in a recognized medical specialty Active Duty for 1+ Year Approval	Request for Board Certification Pay & Commanding Officer's Endorsement for Board Certification Pay PCS Orders Request for Board Certification Pay & Commanding Officer's Endorsement for Board Certification Pay	BUMED BUMED BUMED	No No No
Board Certification Pay for Non-Physician Health Care Providers	BCP for Non-Physician Health Care Providers (NPBCP) is an entitlement for Medical Service Corps officers who are board certified in a medical specialty recognized by a professional specialty board. Psychologists cannot receive this		Member Pay Grade Designation (Medical Service) Post-Baccalaureate Degree & Certified in the provider's specialty Approval	See Basic Pay Entitlement See Variable Special Pay Entitlement Copy of Board Certificate OR Board's letter of notification Copy of Diploma or Graduate transcript Board Certified Pay Request & Board Certified Pay CO's Endorsement (or Recertification)	BUMED BUMED BUMED BUMED	No No No No
	Incentive Special Pay (ISP) is paid to officers part of the Medical Corps. ISP is		Member Pay Grade Designation (Medical)	See Basic Pay Entitlement See Variable Special Pay Entitlement		

Incentive Special Pay	awarded to reduce the pay gap between military medical officers who meet specified criteria and civilian specialists. They must agree to remain on active duty	Qualified and serving in a position warranting the award of ISP	Qualified Specialty for ISP	Request for Incentive Special Pay & Commanding Officer's Endorsement for Incentive Special Pay	BUMED	No	
			Agreement Term (# of Years)	Request for Incentive Special Pay & Commanding Officer's Endorsement for Incentive Special Pay	BUMED	No	
Multiyear Special Pay / Multiyear Incentive Special Pay	Multiyear Special Pay and Multiyear Incentive Special Pay (MSP/MISP) is paid to officers part of the Medical Corps. MSP/MISP is paid to those in designated specialties to support desired staffing levels by specialty. The officer must agree to remain on active duty for 2, 3, or 4 years beyond any service obligation for medical education, training or a previous MSP agreement. MSP/MISP is additive to all other medical officer special pays.		Member Pay Grade (O-7 or less)	See Basic Pay Entitlement			
			Years of creditable medical service (8+ Years)	See Variable Special Pay Entitlement			
			Designation (Medical)	See Variable Special Pay Entitlement			
			Specialty	Application for Multi year special pay request & Commanding Officer's Endorsement for Multiyear Special Pay Request	BUMED	No	
			Agreement Terms (# of years)	Application for Multi year special pay request & Commanding Officer's Endorsement for Multiyear Special Pay Request	BUMED	No	
Certified Registered Nurse Anesthetists - Incentive Special Pay	This entitlement is a financial incentive for CRNAs to remain on active duty to ensure there are adequate numbers of qualified CRNAs to meet the military medical care needs. Incentive Special Pay is not to exceed \$50K annually for one year service agreement.	Agreement to serve 1+ Yrs. of Active Duty as a CRNA	Approval	Application for Multi year special pay request & Commanding Officer's Endorsement for Multiyear Special Pay Request	BUMED	No	
			Member Pay Grade (Officer)	See Basic Pay Entitlement			
			Registered Nurse Anesthetists Eligibility (Certification)	Signed and dated Registered Nurse Anesthetists Certification	BUMED	No	
			Agreement to remain on active duty for a period of not less than 1 year	Application for CRNA Incentive Special Pay & Commanding Officer's Endorsement for CRNA Incentive Special Pay	BUMED	No	
			Approval	Application for CRNA Incentive Special Pay & Commanding Officer's Endorsement for CRNA Incentive Special Pay	BUMED	No	
Navy Nurse Corps Accession Bonus	An accession bonus is paid to registered nurses who agree to accept a commission as an officer of the Nurse Corps and remain on active duty for a period of 3 or 4 years. Refer to DoD Financial Management Regulations - 7000.14-R, Vol. 7A, Ch. 21	Agreement to serve 1+ Yrs. of Active Duty as a CRNA	Member Pay Grade (Officer)	See Basic Pay Entitlement			
			Designation (Nurse)	See Variable Special Pay Entitlement			
			Agreement to remain on active duty for a period of 3 or 4 years	Nurse Corps Accession Bonus Application & Obligated Service Agreement - Nurse Corps Active Duty Accession Bonus Program	BUMED	No	
			Approval	Nurse Corps Accession Bonus Application & Obligated Service Agreement - Nurse Corps Active Duty Accession Bonus Program	BUMED	No	
			Member Pay Grade	See Basic Pay Entitlement			
Dental Officer Multiyear Retention Bonus (DOMRB)	Dental Officer Multiyear Retention Bonus (DOMRB) is a discretionary bonus paid to Dental Corps officers intended to alleviate the most severe shortfalls in dental specialties. DOMRB is additive to all other dental officer special pays. The eligibility requirements include: pay grade below O-7, at least 8 years of creditable service, have completed or will complete initial residency training to gain specialty	Dental Certification & Extension of Enlistment	Years of creditable medical service (8+ Years)	See Variable Special Pay Entitlement			
			Designation (Medical or Dental)	See Variable Special Pay for Physicians and Dentists Entitlement			
			Specialty to determine Dental Officer Level (1, 2, 3, or 4)	Application for DOMRB request & Commanding Officer's Endorsement for DOMRB Request	BUMED	No	
			Agreement Terms (# of years)	Application for DOMRB request & Commanding Officer's Endorsement for DOMRB Request	BUMED	No	
			Approval	Application for DOMRB request & Commanding Officer's Endorsement for DOMRB Request	BUMED	No	
Diplomate Pay for Psychologists	An entitlement for Medical Service Corps officers who are licensed psychologists and have a diploma in psychology from the American Board of Professional Psychology. Refer to DoD Financial Management	Licensed Psychologist approved for the pay	Member Pay Grade	See Basic Pay Entitlement			
			Designation (Medical Service)	See Variable Special Pay for Physicians and Dentists Entitlement			
			Years of creditable medical service	See Variable Special Pay for Physicians and Dentists Entitlement			
			Approval	Diplomate Pay for Psychologist Request & CO's Endorsement Diplomate Pay for Psychologists	BUMED	No	
			Member Pay Grade	See Basic Pay Entitlement			
Optometry Special Pay	Optometry Special Pay is an entitlement for Medical Service Corps officers who are	Optometrist reports for duty	Qualified and Licensed as an Optometrist	See Basic Pay Entitlement			
			Member Pay Grade (O-6 or below)	See Basic Pay Entitlement			
Optometry Retention Bonus	The Optometry Retention Bonus (ORB) is payable in the amount of 6,000/year (in previous FYs) to retain optometrists in the Navy. Contract term is two years. Eligible officers do NOT include those serving in an internship or residency or those under obligation for government sponsored training.	Eligible Optometrist Officer signs 2+ year agreement	Designation	See Variable Special Pay for Physicians and Dentists Entitlement			
			Agreement Terms (2 Years)	Optometry Retention Bonus Request & CO's Endorsement for Optometry Retention Bonus Request	BUMED	No	
			Approval	Optometry Retention Bonus Request & CO's Endorsement for Optometry Retention Bonus Request	BUMED	No	
			Member Pay Grade (O-6 or below)	See Basic Pay Entitlement			
			Designation (Medical Service - Pharmacist)	See Variable Special Pay for Physicians and Dentists Entitlement			
Pharmacy Officer Special Pay	Pharmacy Officer Special Pay (POSP) is an entitlement for Medical Service Corps officers who are designated as pharmacists. Contract term is two years. POSP is payable based on years of creditable medical service. Refer to DoD Financial Management Regulations - 7000.14-R, Vol. 7A, Ch. 7 and OPNAV Instruction 7220.17 for further details.	Pharmacy officer signs 2 year contract	Years of creditable medical service (based on Health Professional Pay Entry Date [HPPED])	See Variable Special Pay for Physicians and Dentists Entitlement			
			Agreement Terms (2 Years)	Pharmacy Officer Special Pay Request & CO's Endorsement for Pharmacy Officer Special Pay Request	BUMED	No	
			Approval	Pharmacy Officer Special Pay Request & CO's Endorsement for Pharmacy Officer Special Pay Request	BUMED	No	
			Member Pay Grade (Officer)	See Basic Pay Entitlement			
			Designation (Medical Service - Pharmacist)	See Variable Special Pay for Physicians and Dentists Entitlement			
	An accession bonus may be paid to Pharmacists who agree to accept a commission as a Medical Service Corps officer and remain on active duty for a		Qualified and Licensed as a Pharmacist	Certification	BUMED	No	

Pharmacy Accession Bonus	period of not less than 4 years. Refer to DoD Financial Management Regulations - 7000.14-R, Vol. 7A, Ch. 7 and OPNAV Instruction 7220.17 for further details.	Pharmacy officer joins the Navy on 4+ year contract	Agreement Terms (4+ Years)	Pharmacy Accession Bonus Request & CO's Endorsement for Pharmacy Officer Special Pay Request	BUMED	No	
			Approval	Pharmacy Accession Bonus Request & CO's Endorsement for Pharmacy Officer Special Pay Request	BUMED	No	
Armed Forces Health Professions Scholarship Program Stipend	Member is eligible for the Armed Forces Health Professions Scholarship Program (AFHPSP) Stipend if: executed an	Latest of the following dates: -Date the Oath of Office was signed. -Date the HPSP Service Agreement was	Approval Member not currently participating in Navy Required Training	Armed Forces Health Professions Scholarship Program Pharmacy Accession Bonus Request & CO's Endorsement for Pharmacy Officer Special Pay Request	BUMED - Accessions Dept. BUMED	No No	
Enlistment Bonus	An Enlistment Bonus is authorized for individuals who enlist in a Military Service for a specific period and, if applicable, for service in a military skill that is experiencing critical personnel shortages. May only receive one bonus in a lifetime not to exceed \$40K, and cannot receive enlistment bonus and reenlistment bonus in the same period. CNRC and CNO will approve military specialties as eligible for	Member enlists into the U.S. Navy and reports to PDS	Member Pay Grade Date of Enlistment NEC Specific skill sets guaranteed to member with authorized enlistment bonus.	See Basic Pay Entitlement DD Form 1966: Record of Military Processing (To include contract terms) PCS Orders RTC/NTC reclassification records to modify enlistment guarantees with authorized enlistment bonus Completion of required school with graduation roster or equivalent	OMP NSIPS OMP OMP PSD/School Program Managers	Yes No Yes Yes	
Enlisted Supervisor Retention Pay	ESRP is a bonus to retain senior Enlisted members in the nuclear community and ensure these billets remained filled with qualified and experienced Sailors.	Member reenlists with specified Nuclear NEC	Member Pay Grade Pay Entry Base Date NEC End of Active Obligated Service Date	See Basic Pay Entitlement See Basic Pay Entitlement PCS Orders Immediate Reenlistment Contract	OMP NSIPS OMP	Yes No Yes	
Career Status Bonus	Member is eligible to enter into a Career Status Bonus (CSB) agreement if: member is on Active Duty, became a member of a Uniformed Service on or after August 1, 1986, member has received the CSB/REDUX eligibility notification and six months or less has transpired since the	Member elects the CSB bonus option	Date of Initial Entry into the Military (DIEMS) (15+ Years of Service) Eligibility End of Active Obligated Service Date (20 Years of Service) Payment Election Approval	See Basic Pay Entitlement DD 2839: Career Status Bonus (CSB) Election Immediate Reenlistment Contract DD 2839: Career Status Bonus (CSB) Election DD 2839: Career Status Bonus (CSB) Election	DFAS OMP DFAS DFAS	No Yes No No	
Accession Bonus for Officer Candidates	Similar to an Enlistment Bonus, this bonus is given to new officers in the Navy upon	Appointed as a commissioned officer	Member Pay Grade (Officer) Commissioned as an officer	See Basic Pay Entitlement Oath of Office	OMP	Yes	
Accession Bonus for New Officers in Critical Skills	Accession Bonus for New Officers in Critical Skills eligibility is dependent upon if the person agrees to accept a	Accept a commission or an appointment as an officer of the Navy and serve on Active Duty	Commissioned as an officer Specific critical skill sets with authorized amount	Oath of Office New Officers in Critical Skills agreement NAVADMIN	OMP OMP NPC Website	Yes Yes No	
Selective Reenlistment Bonus (SRB)	Member who meets the eligibility requirements is entitled to the SRB entitlement for voluntary extension of enlistment or reenlistment. They must have between 17 months and 20 years of active service with a special military skill and reenlist for 3+ years. Award Levels of SRB are determined by zone eligibility, the factors of which are included in the attributes.	Reenlistment	Member Pay Grade (E-3 or higher) Years of Service (Years and Months) NEC Reenlistment Term Months until EAOS Broken Service Status Approval	See Basic Pay Entitlement See Basic Pay Entitlement PCS Orders Immediate Reenlistment Contract NSIPS Screen Shot showing "Approved" in the 'Status' field. DD 214: Certificate of Release or Discharge from Active Duty NSIPS Screen Shot showing "Approved" in the 'Status' field.	NSIPS OMP OMP NSIPS OMP NSIPS	No Yes No No Yes No	
Nuclear Officer Accession Pay	Nuclear Accession Pay is a financial incentive to encourage adequate numbers of voluntary accessions into the Navy's	Entry into the Nuclear Propulsion Training Program	Member Pay Grade Qualified Entry into the Nuclear Training Program	See Basic Pay Entitlement Proof of entry into the program	PERS42	No	
Nuclear Career Accession Pay	Nuclear Career Accession Pay is a bonus paid to URL officers on active duty upon completion of the Nuclear propulsion	Completion of the Nuclear Propulsion Training Program	Member Pay Grade Completion of the Nuclear Propulsion Training Program	See Basic Pay Entitlement Dated and authorized certificate of completion of the Nuclear Propulsion training program	PERS42	No	
Nuclear Officer Continuation Pay	The Nuclear Continuation Pay entitlement is a financial incentive for Nuclear-qualified Navy officers to continue on active duty upon completion of obligated service. The maximum payable by law is \$30K for each year of a minimum 3-year	Completion of Nuclear Propulsion Training Program & Extension of Enlistment	Member Pay Grade (Must be an Officer) Nuclear-Qualified (Completion of Nuclear Propulsion training Program and Date of Completion) Number of additional Active Duty Years of Service	See Basic Pay Entitlement Dated and authorized certificate of completion of the Nuclear Propulsion training program Contract	PERS42 PERS42	No No	
Nuclear Career Annual Incentive Bonus (AIB)	Nuclear AIB is paid annually to nuclear-qualified officers who have completed their initial service requirement, including all nuclear-trained and nuclear-qualified limited duty officers (LDOs) and chief		Member Pay Grade (W2-W5, O1-O6) Nuclear-Qualified (Completion of Nuclear Propulsion training Program and Date of Completion) Not Receiving Nuclear COPAY or ACIP	See Basic Pay Entitlement Dated and authorized certificate of completion of the Nuclear Propulsion training program Leave and Earnings Statement	PERS42 PERS42 JLES	No No No	
Aviation Career Continuation Pay	Aviation Continuation Pay is a financial incentive to retain qualified, experienced officer aviators who have completed their Active Duty Service Obligation (ADSO) to remain on active duty for a specified	Extension of Enlistment	Member Pay Grade (Less than O-4) Designation (Aviation 1310 or 1320) Years of Aviation Service (Between 7 and 12) ADSO expiration date in current FY or next FY Bonus Approval	See Basic Pay Entitlement Statement of Service Aviation Career Summary Aviation Career Continuation Pay Application letter and PERS435 Aviation Career Continuation Pay Application letter and PERS435	OMP PERS435 PERS435 PERS435	Yes No No No	
Special Warfare Officer Critical Skills Bonus	This bonus is designed to be an incentive for LCDR in the SWO community to remain in the Navy through the 15th year of commissioned service. Refer to DoD Financial Management Regulations 7000.14-R, Vol. 7A, Ch. 3	Officer eligible to sign a Critical Military Skill Retention Bonus agreement	Member Pay Grade (O-4) Years of Service (Less than 25 years, including the SWO Contract Period) Date of Promotion to O-4 Designator Completed 2 Department Head (DH) Tours Bonus Approval	See Basic Pay Entitlement See Base Pay Entitlement Promotion History SWO CSRB Cover Sheet SWO CSRB Cover Sheet Command Endorsement letter & Application for Bonus	NSIPS PERS 411 PERS 411 PERS 411	No No No No	
	Establishes policy for the Naval Special Warfare Officer Critical Skills Bonus		Member Pay Grade (E-3 or higher)	See Basic Pay Entitlement			

Naval Special Warfare Skill Incentive Pay	Warfare (NSW) Skill Incentive Pay (SKIP) Program per reference (a), section 353.	Enlisted pay rates will be administered according to NECs and qualifications.	Unclassified - NEC	SKIP Payment Levels Chart	MILPERSMAN 7220-114	No	
				PCS Orders (combined with SDAP Instruction)	NSIPS	No	
Special Warfare Officer Continuation Pay	A retention bonus offered to Naval Special Warfare officers serving in any assignment or position, afloat or ashore, specifically authorized or coded for SEAL officers or requiring SEAL qualification or	Officer executed a SWOCP agreement	Member Pay Grade (O-3)	See Base Pay Entitlement			
			Years of Service (Between 6 and 14)	See Basic Pay Entitlement			
			Designator (Special Warfare 1130 or 1137)	Naval Special Warfare Officer Continuation Pay Application	PERS-311D	No	
			Bonus Approval	Naval Special Warfare Officer Continuation Pay Application	PERS-311D	No	
Judge Advocate Continuation Pay	JACP is designed to improve retention and to help alleviate the financial burden of student loan debt on junior judge	Qualified and selected for Career Status Board	Member Pay Grade	See Basic Pay Entitlement			
Armed Forces Transfer Incentive Bonus	Member is eligible to enter into an Armed Forces Transfer Incentive Bonus	Member transferred from another branch of service, components	Amount	Armed Forces Transfer Incentive Bonus agreement	OMPFI	Yes	
Critical Military Skills Retention Bonus	An enlisted member eligible to sign a Critical Military Skill Retention Bonus agreement if: qualified critical military skill as designated by the SECNAV or accepts	Sign a Critical Military Skill Retention Bonus agreement based on existing policy	Member Pay Grade	See Basic Pay Entitlement			
			Pay Entry Base Date	See Basic Pay Entitlement			
			Verify authority of Critical Military Skills eligible for Bonus	NAVADMIN	OMPFI/PSD/Command/NPC Program Manager	No	
			Approval	Critical Military Skill Retention Bonus agreement	Program Managers	No	
Enlisted Component Transfer Bonus	Enlisted member is eligible to execute an Enlisted Component Transfer Bonus agreement if: in a Regular or Reserve	Execute an Enlisted Component Transfer Bonus agreement	Designated Military Skill or Specialty	NPC approval Enlisted Component Transfer Bonus	Program Manager	Yes	
			Period of Obligated Service (under new contract)	NPC approval Enlisted Component Transfer Bonus	Program Manager	No	
			Approval	NPC approval Enlisted Component Transfer Bonus	Program Manager	No	
			Member Pay Grade (Below E-7)	See Basic Pay Entitlement			
Enlisted Conversion Bonus	An enlisted member is eligible to execute an Enlisted Conversion Bonus agreement if in a pay grade below E-7 and has no more than 12 years of creditable service for Basic Pay.	Execute an Enlisted Conversion Bonus agreement	Pay Entry Base Date (Less than 12 YOS)	See Basic Pay Entitlement			
			Designated Military Skill or Specialty	Enlisted Conversion Bonus agreement	Program Manager	No	
			Period of Obligated Service (under new contract)	Enlisted Conversion Bonus agreement	Program Manager	No	
			Approval	Enlisted Conversion Bonus agreement	Program Manager	No	
Enlisted Inter Service Transfer Bonus	An enlisted member is eligible to execute an Enlisted Inter-Service Transfer Bonus agreement if:	Execute an Enlisted Inter-Service Transfer Bonus agreement	Designated Military Skill or Specialty	Inter-Service Transfer Bonus agreement	Program Manager	Yes	
			Period of Obligated Service (under new contract)	Inter-Service Transfer Bonus agreement	Program Manager	No	
			Approval	NPC approval for Inter-Service Transfer Bonus	Program Manager	No	
			Member Pay Grade	See Basic Pay Entitlement			
Military Occupational Specialty Conversion Incentive Bonus	Member is eligible for a Military Occupational Specialty Conversion Incentive Bonus written agreement if one of the following is true: member is in a pay	Member executed a Military Occupational Specialty Conversion Incentive Bonus written agreement	Pay Entry Base Date	See Basic Pay Entitlement			
			Entitlement Approval	Military Occupational Specialty Conversion Incentive Bonus Application Letter and Approvals	Program Manager	No	
			Approval	DD Form 4	OMPFI	Yes	
			Member Active Duty Personnel Strength Category - Enlisted	Annex to DD Form 4	OMPFI	Yes	
Active Duty Education Loan Repayment Program	An enlisted member eligible for the Education Loan Repayment Program if the member performed a full year of service on Active Duty in an officer program or in a military occupational specialty specified by the Secretary of Defense and if the member holds one of the following types	Enlisted member eligible if performed a full year of service on Active Duty and obtained an eligible loan	Loan repayment incentive terms and amount	DD FORM 2475, DOD Education Loan repayment Program	CNRC/PSD/Command	No	
			Member Active Duty Personnel Strength Category - Officer	Loan Repayment Service Agreement	OMPFI	Yes	
			Loan repayment incentive terms and amount	Oath of Office (NAVPER 1421/7)	OMPFI	Yes	
			Member status	DD FORM 2475, DOD Education Loan repayment Program	CNRC/PSD/Command	No	
College First Program Allowance	Enlisted member is eligible for College First Program Allowance if: executed a College First Program Agreement with the Navy, member is in the Individual Ready Reserve, enrolled in, and pursuing a	Individual Ready Reserve member executed a College First Program Agreement	Enrollment in an institution of higher education or a program of vocational or technical training	Loan Repayment Service Agreement	OMPFI	Yes	
			Copy of school registration	DD Form 1966	OMPFI	Yes	
			Member status	Annex to DD Form 4	OMPFI	Yes	
			Enrollment in an institution of higher education or a program of vocational or technical training	College First Program Agreement approval	OMPFI	Yes	
Accrued Leave Payment (Lump Sum Leave)	Enlisted member is eligible for payment of unused accrued leave not exceeding sixty days over a career if one of the following	Member's Separation from the Navy	Days of Leave Accrued	DD Form 214: Certificate of Release or Discharge from Active Duty	OMPFI	Yes	
			Discharge from the US Navy	LSL MMPA Screen Shot	MMPA	No	
Release Split Pay Option	The Release Split Pay Option entitlement is a return of funds from a member's Stored Value Card (SVC) to their payroll account. Refer to DoD Financial Management Regulation 7000.14-R, Volume 5, Chapter 17	Money is returned from the Member's SVC	Automatic	DD Form 214: Certificate of Release or Discharge from Active Duty	OMPFI	Yes	
Advance Debt	Advanced Debt represents the amount a member owes the Navy. It could be for multiple reasons, like an overpayment of Career Sea Pay. When an overpayment to the member occurs, an Advance Debt is automatically established and the member notified. Typically it will be collected from the next pay check. While it appears on the LES, no money is being paid to the member.	Member owes money to the Navy	Automatic				
Service members' Group Life Insurance Premium Reimbursement Allowance	When a sailor is serving in an eligible combat zone (currently Operation	Member reports to a combat zone	Serving a Combat Zone in support of Operation New Dawn or Operation Enduring Freedom	PCS Orders	NSIPS	No	
				Temporary Orders to a combat zone	PSD/Commands	No	

Refund Debt	The Refund Debt entitlement returns pay that was erroneously removed from the member's LES. The Exchange Command input identifies the balance due and the monthly collection amounts. If the debt is collected off-line after submitting the input, exchange is responsible for the refund. Refer to DoD Financial Management Regulation 7000.14-R, Volume 7A, Chapter 50	Discovery of LES error	Type of Error	Type of error that initiated the debt will determine the supporting documentation, once the type of error is determined the supporting documentation relevant should be provided as support for the error and the correction of that error via the LES	N/A	No	
Advance Pay	An advance of pay is to ease hardships imposed by the lack of regular payments when a member is mobilized, ordered to duty at distant stations, or deployed	30 days + of Consecutive Deployment or PCS Move or Entrance into the Naval Academy	Member Pay Grade (Enlisted, Officer or Cadet) Pay Entry Base Date Amount of advance pay (less taxes) Reason and Approval of Advance	See Basic Pay Entitlement See Basic Pay Entitlement DD Form 2560: Advance Pay Certification/Authorization DD Form 2560: Advance Pay Certification/Authorization	PSD/Commands	No	
Quasi Advances	A Quasi Advance is treated like an unplanned advance pay. There was no obligation for the pay entitlement but the member was receiving the entitlement	Potential Error or Discovery of LES Error	Initial Advance Amount Monthly Payment Amount Present Balance	Document that supports the initial reason for Quasi Advance Document that supports repayment of the Quasi Advance DFAS documentation to support the calculation of the quasi advance to the member	DFAS	No	
Benefits for Members Held as Captives	Additional pay given to members who are designated captives by the Secretary of Defense.		Days held captive Amount	Evidence of authorization from the Secretary of Defense Rates will be obtained from the Office of the Under Secretary of Defense	DFAS	No	
Payments Entitlement of Members Missing, Missing in Action, Interned, and Payments to Dependents	Entitlement is given to a member declared in a missing status and allows them to continue to receive several active duty		Date the Member was announced MIA Current status of member	Designation letter by the Secretary of the Navy, Bureau of OPNAV N135C DD Form 1300: Report of Casualty History of Assignments	OPNAV N135C	No	
Payments on Behalf of Deceased Members	Entitlement is given to member's designated person or next of kin upon death of the member regardless of whether the death occurred in the line of	Death of Member	Date of Death Date of Honorable Discharge	DD Form 397: Claim Certification and Voucher for Death Gratuity Payment DD Form 214: Certificate of Release or Discharge from Active Duty	OPNAV N135C	Yes	
Payments on Behalf of Mentally Incompetent Members	This entitlement is to provide payments to mentally incompetent members including active duty pay and allowances pending appointment of a legal representative. Refer to DoD Financial Management Regulation 7000.14-R, Volume 7A, Chapter 33		Declaration of mental incompetence	Date of Mental Incompetence Declaration Dated designation letter to validate Mental Incompetence	BUPERS	No	
Disability Severance Pay	A member is eligible for Disability Severance Pay if the member is separated from the Service for a physical disability and member has separation orders that specify the member is eligible for disability severance. Computed using Member Pay Grade and Pay Entry Base Date (to include YOS up to 19 yrs.)	Member has separation orders that specify eligibility for disability severance	Member Pay Grade Years of Service Disability Severance Pay authority	See Basic Pay Entitlement See Basic Pay Entitlement Separation Orders	NSIPS	No	
Separation Pay - Full Rate	Separation Pay - Full Rate is provided when a member separates from the Navy. Compute full separation pay at 10 percent of 12 months of basic pay multiplied by year and fractions of a year based on additional full months of active service.		Validation of separation date and other entitlements	DD 214: Certificate of Release or Discharge from Active	OMPFF	Yes	
			Basic Pay Years of Service	Separation Worksheet and all supporting documents (detaching endorsements, approved leave papers, signed copies of NAVPERS 1070/602, etc.)	PSD/Command	No	
			Validation of separation date and other entitlements	DD 214: Certificate of Release or Discharge from Active	OMPFF	Yes	
				Separation Worksheet and all supporting documents (detaching endorsements, approved leave papers, signed copies of NAVPERS 1070/602, etc.)	PSD/Command	No	

Separation & Sold Accrued Leave	<p>Enlisted member is eligible for payment of unused accrued leave not exceeding sixty days over a career upon separation IF one of the following occurs:</p> <ol style="list-style-type: none"> (1) Discharged under honorable conditions, retires, elects the first voluntary extension of enlistment and continues on Active Duty during extension period (2) On Active Duty and is discharged for the specific purpose of enlisting or reenlisting and immediately reenlists or reenters on Active Duty (3) Separated or released from Active Duty under honorable conditions after fulfilling service obligations and immediately reenlists or reenters on Active Duty (4) Separated under honorable conditions at the expiration of an involuntary extension of enlistment and the member immediately reenlist (5) Separates during an involuntary extension of enlistment for the purpose of reenlisting and the member immediately reenlists (6) Separated or released from a Reserve Component under honorable conditions while not serving on Active Duty, is in a Reserve Component not serving on Active Duty and terminates an enlistment in 	<p>Member's Separation from the Navy</p>	<p>Basic Pay</p>	<p>See Basic Pay Entitlement</p>			
Meal Collections - Discounted Rate	<p>A military member being paid BAS must pay for all meals or rations received from a Government mess or provided on behalf of the government (except when a patient is in a hospital). Unless the member is receiving a per diem for subsistence, the collection will be at the discount meal rate.</p> <p>Refer to DoD Financial Management Regulation Volume 7A, Chapter 25 "Meal Collections"</p>	<p>Receiving a per diem for subsistence</p>	<p>Number of days member is authorized to collect meals</p>	<p>Documentation to support days member was absent from the ship (i.e. TDY orders, leave request, or etc.)</p>	<p>PSD/Commands</p>	<p>No</p>	
TSP Agency Matching Contribution - NO CONTRIBUTION (AUTOMATIC 1%)	<p>Program for eligible Blended Retirement System (BRS) participants to receive Agency/Service Matching Contributions from their agency or service based on the participants regular employee contributions</p>	<p>When a BRS participant is compensated for their service but <u>does not</u> contribute to their TSP</p>	<p>Proof of member's TSP eligibility</p>	<p>NSIPS Screenshot showing eligibility</p>	<p>NSIPS</p>	<p>No</p>	
TSP Agency Matching Contribution - 1% OR MORE CONTRIBUTION	<p>Program for eligible Blended Retirement System (BRS) participants to receive Agency/Service Matching Contributions from their agency or service based on the participants regular employee</p>	<p>When a BRS participant is compensated for their service and contribute 1% or more to their TSP</p>	<p>TSP Contribution</p>	<p>Thrift Savings Plan Election Form (TSP U-1)</p>	<p>TRIM</p>	<p>No</p>	
TSP SPECIAL RETENTION CONTRIBUTION	<p>Program for eligible Blended Retirement System (BRS) participants to receive Agency/Service Matching Contributions from their agency or service based on the participants regular employee</p>	<p>When a BRS participant is compensated for their service and contribute 1% or more to their TSP</p>	<p>TSP Contribution</p>	<p>Thrift Savings Plan Election Form (TSP U-1)</p>	<p>TRIM</p>	<p>No</p>	
Armed Forces Retirement Homes (AFRH)	<p>Monthly deductions, up to a maximum of \$1.00, are set by the Secretary of Defense after consulting with the Armed Forces Retirement Home Board. Pay deductions are deposited in the Armed Forces Retirement Home Trust Fund. Do not prorate deductions for partial months of service.</p>	<p>Enlisted member Warrant Officers Prior Enlisted officers</p>	<p>DFAS Policy</p>	<p>https://www.dfas.mil/retiredmilitary/newevents/newslett</p>	<p>DFAS: Armed Forces Retirement Home</p>	<p>No</p>	
FICA - Medicare	<p>Requirement for Federal Agencies to withhold Medicare taxes from the basic pay of military members.</p>	<p>Any member appointed to, enlisted in, or inducted into any Military Service is subject to FICA tax.</p>	<p>IRS Guidance</p>	<p>https://www.irs.gov/taxtopics/tc751</p>	<p>IRS Website: Topic No. 751 Social</p>	<p>No</p>	

FICA - SSA	Requirement for Federal Agencies to withhold Social Security taxes from the basic pay of military members.	Any member appointed to, enlisted in, or inducted into any Military Service is subject to FICA tax.	IRS Guidance	https://www.irs.gov/taxtopics/tc751	IRS Website: Topic No. 751 Social	No	
			Member Pay Grade	See Basic Pay Entitlement			
			Pay Entry Base Date (Officer, Enlisted, Warrant Officers, or Midshipmen)	See Basic Pay Entitlement			