



DEPARTMENT OF THE NAVY  
OFFICE OF THE CHIEF OF NAVAL OPERATIONS  
2000 NAVY PENTAGON  
WASHINGTON, D.C. 20350-2000

IN REPLY REFER TO  
OPNAVINST 7220.9  
PERS-43  
15 Aug 05

OPNAV INSTRUCTION 7220.9

From: Chief of Naval Operations

Subj: NAVY AVIATION CAREER CONTINUATION PAY

Ref: (a) 37 U.S.C., Section 301b  
(b) 37 U.S.C., Section 301a  
(c) MILPERSMAN Article 1920

1. Purpose. To revise policies, procedures, and guidance for the administration of continuation pay as authorized by reference (a).
2. Background. Reference (a) authorizes Aviation Continuation Pay (ACP) for eligible officers who obligate themselves to remain on active duty for specific periods of time. Retention of experienced aviation trained officers is necessary to support the Navy's mission and maintain combat readiness. The extensive time and resources required to qualify and maintain proficiency of designated Pilots and Naval Flight Officers (NFO) demands that retention of these skilled officers be a priority. ACP, first introduced in 1981, was structured to increase retention of aviators in communities demonstrating an inability to meet department head requirements. While a valuable and proven retention tool, the ACP program did not effectively compete with private industry for the limited pool of experienced and highly skilled naval aviators. To address this issue, the Navy successfully pursued legislative reform to reference (a) that expands the authority governing ACP programs. The Navy's new program is called Aviation Career Continuation Pay (ACCP). A sea and performance-based incentive, ACCP is designed to attract high quality naval aviators to consider naval aviation as their primary career choice.
3. Policy. Department of the Navy authorizes ACCP as a supplement to Aviation Career Incentive Pay (ACIP) to enhance retention of highly trained career naval aviators whose performance is satisfactory and who fulfill the eligibility requirements set forth annually on the Aviation Officer Community Manager's web site at [www.npc.navy.mil/officer/aviation/ocm](http://www.npc.navy.mil/officer/aviation/ocm).

4. Definitions. For the purpose of this instruction, the following definitions apply:

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

b. Naval Aviator. An officer designated as a Pilot or NFO on the active duty list on active duty.

c. Aviation Service. Service performed by an officer who is training to become or designated as a Pilot or NFO. The years of aviation service are computed beginning with the date an officer reports on competent orders to the aviation facility having aircraft in which the officer will receive flight training, leading directly to the award of an aeronautical designation.

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

e. ACCP Obligation. The period of time a naval aviator agrees to remain on active duty in aviation service in a billet or billets designated and assigned by Commander, Navy Personnel Command (COMNAVPERSCOM) (PERS-43).

f. ACCP Agreement. A written agreement executed by a naval aviator to remain on active duty in a designated billet or billets for at least 1 year which, upon acceptance by COMNAVPERSCOM (PERS-43) is the basis for payment of ACCP.

g. Effective Date of an ACCP Agreement. The date a naval aviator's written agreement is accepted by COMNAVPERSCOM (PERS-43), or the date of first eligibility, whichever is later. The ACCP contract is considered binding upon COMNAVPERSCOM (PERS-43) approval.

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

i. Aviation Active Duty Service Obligation. Any active duty service commitment incurred for undergraduate aviator training. Navy lateral transfers/redesignation from non-

aviation communities must complete the Aviation Active Duty Service Obligation incurred upon receipt of wings. Inter-service transfers (from the Air Force, Army, Coast Guard, or United States Marine Corps) who have been previously designated as an aviator must complete their prior service Aviation Active Duty Service Obligation and meet ACCP eligibility requirements.

5. Authority. COMNAVPERSCOM (PERS-43) is delegated authority to:

a. Evaluate eligibility.

b. Accept written ACCP agreements by naval aviators to remain on active duty in a billet designated by COMNAVPERSCOM (PERS-43).

c. Administer the ACCP program per this instruction.

6. Eligibility. To be eligible for ACCP, naval aviators must:

a. Be entitled to ACIP.

b. Be serving in a billet designated by COMNAVPERSCOM (PERS-43).

c. Be in a paygrade O6 or below.

d. Be qualified to perform operational flying duty.

e. Have completed any Aviation Active Duty Service Obligation incurred for undergraduate aviator training leading to designation as a naval aviator or is within 1 year of completing such commitment.

f. Have completed less than 24 years of aviation service.

g. Be recommended for receipt of ACCP by their commanding officer.

7. Additional Conditions. The following additional conditions apply to ACCP:

a. A naval aviator must be able to complete the full period of the ACCP obligation in aviation service, e.g., a naval aviator:

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

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

(3) Who transitions from NFO to Pilot is ineligible for ACCP until that officer completes the Aviation Active Duty Service Obligation assigned upon completion of that officer's undergraduate Pilot training.

b. An eligible naval aviator may apply for ACCP by submitting an application in the format specified on the Aviation Officer Community Manager website at [www.npc.navy.mil/officer/aviation/OCM](http://www.npc.navy.mil/officer/aviation/OCM), via the officer's commanding Officer, to COMNAVPERSCOM (PERS-43). The application will state specifically that the applicant agrees to extend for the specified length of time. The ACCP service obligation will be served concurrently with other service obligations. The completion of an ACCP obligation does not release an officer from incomplete obligations incurred from other sources.

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

d. The Aviation Officer Community Manager web site at [www.npc.navy.mil/officer/aviation/OCM](http://www.npc.navy.mil/officer/aviation/OCM) will issue additional eligibility criteria and rates.

8. Applications. Eligible naval aviators may submit applications for ACCP to COMNAVPERSCOM (PERS-43), via their commanding officer, agreeing to extend on active duty for a specified period of time as defined by annual program authorizations posted on the Aviation Officer Community Manager web site at [www.npc.navy.mil/officer/aviation/OCM](http://www.npc.navy.mil/officer/aviation/OCM). Upon approval by COMNAVPERSCOM (PERS-43), an eligible aviator will be paid ACCP at rates authorized in the governing ACCP Program Authorization posted to the Aviation Officer Community Manager Web site.

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

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

9. Approval Process. All applications for ACCP will be reviewed upon receipt and approved by COMNAVPERSCOM (PERS-43).

10. Payment. Aviation bonus contracts will be paid by Defense Finance and Accounting Service pending approval by COMNAVPERSCOM (PERS-43). Payment of ACCP will be executed annually by direct deposit at the rates specified in the current ACCP Program Authorization posted to the Aviation Officer Community Manager web site, with subsequent installments made on the anniversary of the commencement date.

11. Continuing Eligibility Requirements. Per references (a) and (b), a naval aviator must remain on active duty in aviation service and maintain eligibility per the guidelines in paragraphs 6 and 7.

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

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

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

12. Recoupment/Repayment Required. Naval aviators will be required to repay the unearned portion of prepaid ACCP amounts in the following circumstances:

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a. Except as noted in paragraph 13, failure to complete the full period of additional service associated with the officer's ACCP obligation.

b. Separation from active duty or discharge for any reason except those specified in paragraph 13.

c. Termination of entitlement to ACIP, except as in paragraph 13.

d. Disease or injury resulting in incapacitation or disability incurred through the officer's own misconduct or not in the line of duty as determined per the Manual of the Judge Advocate General.

e. Punishment or conviction under the Uniform Code of Military Justice.

f. Voluntarily declining consideration for an operational aviation department head tour, or successfully screening for a department head tour via the Aviation Department Head Screen Board and subsequently declining orders to that tour.

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

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

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

c. In the event of death, which is not the result of misconduct or willful neglect and not incurred during a period of unauthorized absence.

d. If an officer serving under an ACCP agreement dies before receiving the full amount of the bonus due and recoupment is not required by statute or regulation, the remaining unpaid

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balance is payable as a lump sum for inclusion in the final settlement of the officer's military pay account.

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

14. Action. Commanding officer's shall invite qualified aviation officers to submit applications for ACCP to COMNAVPERSCOM (PERS-43). Commanding officer's must ensure the information provided in the officer's application is complete and accurate, the officer meets all the eligibility requirements specified in paragraphs 6 and 7, and no action that may result in the officer being ineligible for ACCP is pending. Commanding officer's must also provide positive endorsement of the ACCP application.



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