

MILPER MESSAGE NUMBER: 07-076
AHRC-EPO-P
ASSIGNMENT INCENTIVE PAY (AIP) FOR EXPLOSIVE ORDNANCE
DISPOSAL (EOD) SOLDIERS
Issued: [03/30/2007]

1. REFERENCE: PRINCIPAL DEPUTY UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND READINESS MEMORANDUM, DATED 7 MARCH 2007, SUBJECT: APPROVAL OF ARMY ASSIGNMENT INCENTIVE PAY (AIP) FOR EXPLOSIVE ORDNANCE DISPOSAL (EOD) SOLDIERS.

2. THIS MESSAGE IS BEING RELEASED ON BEHALF OF THE EOD PROPONENT AND PROVIDES IMPLEMENTING INSTRUCTIONS TO SUPPLEMENT REFERENCE ABOVE. THESE PROCEDURES APPLY TO ALL ENLISTED SOLDIERS SERVING IN EXPLOSIVE ORDNANCE DISPOSAL (EOD) CAREER FIELD (MOS 89D).

3. THE AIP PROGRAM PROVIDES INCENTIVES FOR SOLDIERS IN THE 89D CAREER FIELD IN ORDER TO STABILIZE EOD RETENTION RATES, ATTRACT ADDITIONAL RECRUITS, AND COMPENSATE SERVICE MEMBERS FOR THEIR SPECIAL SKILLS, EXPERIENCE, AND RESPONSIBILITIES.

4. THE DIRECTOR OF PROGRAM AND RESOURCES, DEPUTY CHIEF OF STAFF, G-1, RETAINS OVERALL RESPONSIBILITY FOR POLICIES ASSOCIATED WITH THE EOD AIP. THE EOD PERSONNEL PROPONENT OFFICE, ORDNANCE CENTER AND SCHOOLS, ABERDEEN PROVING GROUND, MARYLAND, WILL HAVE OVERALL RESPONSIBILITY FOR PROCEDURES AND PROVIDE MONTHLY STATISTICS TO THE OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1 THRU G-3 EOD STAFF OFFICER ON THE NUMBER OF SOLDIERS ELIGIBLE FOR AIP CONTRACTS AND THOSE ENTERING INTO AN AIP CONTRACT, ARRAYED BY GRADE, AND LENGTH OF CONTRACT.

5. THE FOLLOWING PARAGRAPHS OUTLINE PROCEDURES FOR: WHO MAY APPLY FOR AIP; PAYMENT; AND VOLUNTEERING FOR AIP/EOD.

A. EFFECTIVE 20 MARCH 2007, **THE FOLLOWING SOLDIERS MAY APPLY FOR AIP:**

(1) SOLDIERS IN THE MOS OF 89D, GRADUATED FROM NAVSCHOLEOD, AND ARE ASSIGNED TO EOD BILLETS PERFORMING EOD DUTIES.

(2) SOLDIERS IN THE MOS OF 00Z, ACCESSION MOS 89D, GRADUATED FROM NAVSCHOLEOD, AND ARE ASSIGNED TO EOD BILLETS PERFORMING EOD DUTIES.

(3) ARNG/USAR 89D SOLDIERS WHO MEET THE ELIGIBILITY CRITERIA IN PARAGRAPH (1) AND (2) ABOVE WILL RECEIVE AIP PRORATED IN ACCORDANCE WITH THE 1/30TH RULE.

(4) SOLDIERS WITH A MINIMUM OF 12 MONTHS LEFT IN SERVICE.

B. **PAYMENT.**

(1) THE AMOUNT OF AIP SOLDIERS ARE ELIGIBLE TO RECEIVE IS DETERMINED BY PAY GRADE AND TIME ACCREDITED TO WORKING IN THE EOD FIELD UPON GRADUATION FROM NAVSCHOLEOD AND IS ONLY PAID IN MONTHLY INSTALLMENTS. NO QUARTERLY OR LUMP SUM PAYMENTS ARE AUTHORIZED.

EXPLOSIVE ORDNANCE DISPOSAL ASSIGNMENT INCENTIVE PAY CHART					
YEARS OF QUALIFIED EXPLOSIVE ORDNANCE DISPOSAL SERVICE					
PAY GRADE	1 OR LESS	OVER 1	OVER 3	OVER 5	OVER 8
E-9	300	300	300	300	300
E-8	400	400	400	400	400
E-7	600	600	600	600	600
E-6	500	500	500	650	750
E-5	200	200	300	300	300
E-4	50	100	150	150	150
E-3	50	50	100	100	100
E-2	50	50	100	100	100
E-1	50	50	100	100	100

(2) AIP WILL BE STOPPED UPON SOLDIER INITIATED TERMINATION OF AIP CONTRACT; SOLDIER REVOKING "EOD VOLUNTEER STATEMENT"; UPON REASSIGNMENT TO ANOTHER MOS; AWOL OR CONFINEMENT STATUS; UPON TERMINATION OF EOD DUTIES; UPON PROMOTION OR REDUCTION; OR AT THE COMPLETION OF A SERVICE MEMBER'S ENLISTMENT CONTRACT.

(3) AIP MAY BE RECOUPED IF THE SOLDIER TERMINATES THE AIP CONTRACT, THE SOLDIER REVOKES THEIR "EOD VOLUNTEER STATEMENT", AWOL OR CONFINEMENT STATUS AND COMMAND TERMINATION OF EOD DUTIES. COMMAND TERMINATION MAY RESULT FROM LOSS / SUSPENSION OF SECURITY CLEARANCE, GUILTY OF GROSS NEGLIGENCE OR FLAGRANT VIOLATION OF EOD SAFETY PROCEDURES.

C. VOLUNTEERING FOR AIP.

(1) ENLISTED SOLDIERS MAY VOLUNTEER FOR AIP BY SUBMITTING A DA FORM 4187. DA FORM 4187 WILL BE ACCOMPANIED BY ERB AND ORDERS AWARDING BASIC EOD BADGE. VERIFICATION OF THE SOLDIER'S ELIGIBILITY ON THE DA FORM 4187 IS DELEGATED TO THE FIRST FIELD GRADE OFFICER IN THE CHAIN OF COMMAND. THE FORM WILL BE PROVIDED TO THE PERSONNEL SERVICE BATTALION TO BE RETAINED IN THE SOLDIER'S PERSONNEL FILE AND ONE COPY WILL BE PROVIDED TO THE SERVICING FINANCE OFFICE FOR FINANCIAL PROCESSING. AUTOMATIC STOPS DESIGNATED THE END OF THE CONTRACT WILL BE DONE AT THIS TIME.

(2) CONTRACT LENGTHS ARE BETWEEN 12 AND 36 MONTHS IN YEARLY INCREMENTS.

(3) SOLDIERS ARE REQUIRED TO SUBMIT A NEW AIP CONTRACT UPON PROMOTION IN RANK. SOLDIERS WHO CHANGE AIP PAY SCALES DUE TO TIME IN EOD MUST SUBMIT A NEW AIP CONTRACT TO RECEIVE ADDITIONAL BONUSES.

(4) PRIOR TO RECEIVING AIP, SOLDIER SHALL SIGN A WRITTEN AIP AGREEMENT, WORDED AS FOLLOWS (INCLUDED IN SECTION IV, REMARKS OF DA FORM 4187):

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"I, [RANK, LAST NAME, FI, MI, L4-SSN] VOLUNTEER TO REMAIN ON ACTIVE DUTY IN AN EXPLOSIVE ORDNANCE DISPOSAL (EOD) ASSIGNMENT, _____ [SPECIFY BILLET], FOR [SPECIFY THE NUMBER OF MONTHS (12-36 MONTHS)] _____ MONTHS, FROM THE DATE OF THIS AGREEMENT AND I AGREE TO ACCEPT ASSIGNMENT INCENTIVE PAY OF _____ (BETWEEN \$50-\$750) PER MONTH FOR EACH FULL MONTH I SERVE IN THIS ASSIGNMENT FOR THE MONTHS SPECIFIED ABOVE. FAILURE TO COMPLETE THE SERVICE REQUIREMENT DESCRIBED ABOVE MAY RESULT IN THE TERMINATION OF THIS AGREEMENT AND MY REPAYMENT OF ANY UNEARNED PORTION OF THE AIP PAYMENT. I FURTHER UNDERSTAND THAT REPAYMENT WILL NOT BE SOUGHT IF MY INABILITY TO COMPLETE THIS SERVICE REQUIREMENT IS DUE TO MY DEATH, ILLNESS, INJURY OR OTHER PHYSICAL IMPAIRMENT WHICH WAS NOT THE RESULT OF MY MISCONDUCT, OR IS THE RESULT OF ANY OTHER CIRCUMSTANCE DETERMINED TO BE REASONABLY BEYOND MY CONTROL."

6. THE POINT OF CONTACT FOR THIS MESSAGE IS EODPROPONENT@APG.ARMY.MIL