

Hazardous Duty Incentive Pay (HDIP) for Flying Duty / Flight Records

How do I start getting flight pay?

Take orders placing you on flight status to Flight Records/Flight Pay office.
Ask unit aviators where this office is. It may be in the general Finance office.

How much am I paid?

IAW DoD Financial Management Regulation (see below for specific regulation number, volume, and chapter), nonrated noncrew members are currently paid \$150 per month that they achieve their flight time.

How many hours do I have to fly per month to get paid?

IAW AR 600-106, Flying Status for Nonrated Army Aviation Personnel, you must fly 4 hours per month to be paid that month.

If you do not fly 4 hours, your pay will be pulled the next month. Example: you only fly 2 hours in March. You will be deducted \$150 from your April pay. It can look confusing, because you will also get paid \$150 in April. They pay you each month assuming you will get in the flight time, and pull pay accordingly.

However, you can **bank** hours and receive credit for flying 3 month forward and 5 months back.

How do I bank hours?

You can fly more than 4 hours per month and receive credit for it later, or previously. However, the first 4 hours you fly each month will go to credit the month you are in.

How Back Banking works: Say you only fly 2.6 hours in March. In April, you fly 5.4 hours. The first 4 hours you fly in April will ensure your April Pay. The extra 1.4 hours you flew will be credited backward to March, bringing your March total to 4.0 hours. Subsequently, you will be credited and paid for your flight time in March, and your March flight pay will show up on your LES in May, assuming the paperwork does not get delayed. You can bank backward extra hours for a total of 5 consecutive months.

How Banking Forward works: Flight Pay will most likely back bank your hours if needed to credit you for months you have had pay pulled. If your hours are caught up, you can start banking hours for future months.

You can only bank for 3 months in advance. Why is this important to know? Let's say it is October and you know you will be gone in December and unable to get in any flight hours that month. During October and November, you can fly extra hours to ensure that you have at least 4 hours to your credit in your bank. This way, you don't have to fly in December to get paid that month. But what happens if you fly for 20 hours one month

and then don't fly for 5 months? You will LOSE pay for 2 of those months because your bank only extends 3 months in advance. In essence, this plan caused you to lose 8 hours of flying time and 2 months pay.

Extra hours are rolled over from month to month. Banked hours are used first, so if you are flying every month, (or get in really good time every other month) you really don't have to worry about "losing" hours unless you flew so much one month that it covers more than 3 months of flying.

How do I record the hours I fly?

For every flight, a flight log is generated that records how many flight hours occurred and who was on the flight. This is recorded on DA Form 2408-12, and it is called the "Dash 12". On the Dash 12, you should be recorded as "OR" (observer), not as "MO" (medical officer); your pilot might ask you which category you are – be sure to tell them "OR".

When you go on a flight, ask the Pilot in Command for a Certified Copy of the Dash 12. He/she might look a bit confused at this request. Explain you simply need a copy of the Dash 12, and them to write "Certified Copy" at the bottom along with their signature. It is really simple. To make things go more easily, it is a smart idea to have your own blank copies of the Dash 12. You can even offer to copy the original for them while they do post-flight checks on the aircraft. Copy whatever information is on the original.

Keep A Copy Of Every Dash-12 for your records!!!

Even when the units tell you they will input you into the flight data system, keep a hard copy! Often, something goes awry and proof of you being on the flight does not get to the flight records office, and subsequently your pay gets messed up for months! It is a very good idea to fax or take a copy of all your dash-12's for the month to flight records before the end of the month to be sure your records and theirs concur.

It is also a very good idea to write your hours for each month down on a separate sheet of paper so you can keep tabs of your bank. That way you know if you can skip flying for a bit or if you need to pick up the pace to be sure you are getting back paid or paid for the current month. It also help in planning if you know there will be a month in the future where you can't fly. When you are keeping tabs of your bank, be sure to remember to back bank your hours as needed so that you don't think you have more credit than you really do.

Do I need to take my dash-12's to flight records myself or can I trust the aviation companies to send in my hours?

Some companies are good at sending in your hours, but it is very wise to take your dash-12's to flight records at the end of every month to be sure that your hours are recorded.

Something odd is happening on my LES!!!!

Sometimes that will happen. Especially when drawing flight pay. You will see LES activity giving you money, taking it away, and back paying you when your hours get caught up.

It is a good idea to check your LES every month!

Expect pay to be deducted if you haven't been flying enough.

Your LES will say "Advanced Debt" if you haven't been flying enough in the pay column. This means that they are paying you for that month in advance, assuming that you will fly the hours. In the deductions column, you may see "Advanced Debt" again when they are taking the money away for you not flying enough during the previous month.

If things start to look confusing, it is a good idea to take your LES's to Flight Pay to get them to explain what is happening.

What are applicable regulations regarding flight pay?

DoD Financial Management Regulation:

DoD 7000.14-R, Vol 7A, Chpt 22 – Military Pay Policy and Procedures, Active Duty and Reserve Pay, Chapter on Aerial Flights

www.dod.mil/comptroller/fmr/

AR 37-104-4, Chpt 9 : Military Pay and Allowance Policy and Procedures, Active Component