

**BY ORDER OF THE
SECRETARY OF THE AIR FORCE**

**DEPARTMENT OF AIR FORCE POLICY
DIRECTIVE 36-30**



26 APRIL 2023

Personnel

MILITARY ENTITLEMENTS

COMPLIANCE WITH THIS PUBLICATION IS MANDATORY

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(Mr. Todd Remington, Senior
Coordinator)

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This directive implements the applicable portions of Department of Defense Instruction (DoDI) 1000.01, *Identification (ID) Cards Required by the Geneva Conventions*; DoDI 1000.13, *Identification (ID) Cards for Members of the Uniformed Services, Their Dependents and Other Eligible Individuals*; Department of Defense Directive (DoDD) 1000.21E, *DoD Passport and Passport Agent Services*; DoDI 1000.25, *DoD Personnel Identity Protection (PIP) Program*; DoDI 1100.21, *Voluntary Services in the Department of Defense*; DoDI 1241.01, *Reserve Component (RC) Line of Duty Determination for Medical and Dental Treatments and Incapacitation Pay Entitlements*; DoDI 1300.18, *Department of Defense (DoD) Personnel Casualty Matters, Policies, and Procedures*; DoDD 1304.21, *Policy on Enlistment Bonuses, Accession Bonuses for New Officers in Critical Skills, Selective Reenlistment Bonuses, and Critical Skills Retention Bonuses for Active Members*; DoDI 1304.29, *Administration of Enlistment Bonuses, Accession Bonuses for New Officers in Critical Skills, Selective Reenlistment Bonuses, and Critical Skills Retention Bonuses for Active Members*; DoDI 1304.31, *Enlisted Bonus Program*; DoDI 1304.34, *General Bonus Authority for Officers*; DoDI 1322.16, *Montgomery GI Bill Program*; DoDI 1322.17, *Montgomery GI Bill-Selected Reserve (MGIB-SR)*; DoDI 1322.25, *Voluntary Education Programs*; DoDI 1322.34, *Financial Readiness of Service Members*; DoDI 1327.06, *Leave and Liberty Policy and Procedures*; DoDI 1330.09, *Armed Services Exchange Policy*; DoDI 1330.17, *DoD Commissary Program*; DoDI 1330.21, *Armed Services Exchange Regulations*; DoDD 1332.27, *Survivor Annuity Programs for the Uniformed Services*; DoDI 1332.29, *Involuntary*

*Separation Pay (Non-Disability); DoDI 1332.35, Transition Assistance Program (TAP) for Military Personnel; DoDI 1332.42, Survivor Benefit Plan; DoDI 1332.43, Voluntary Separation Pay (VSP) Program for Service Members; DoDD 1338.05 Armed Forces Clothing Monetary Allowance Policy; DoDI 1338.18, Armed Forces Clothing Monetary Allowance Procedures; DoDI 1340.09, Hazard Pay (HzP) Program; DoDI 1340.25, Combat Zone Tax Exclusion (CTZE), DoDI 1340.26, Assignment and Special Duty Pays; DoDI 1340.27, Military Foreign Language Skill Proficiency Bonuses; DoDI 1341.02, Defense Enrollment Eligibility Reporting System (DEERS) Program and Procedures; DoDI 1341.11, Family Subsistence Supplemental Allowance (FSSA) Program; DoDI 1341.13, Post-9/11 GI Bill; DoDI 1341.14, Servicemembers' Group Life Insurance (SGLI) On-Line Enrollment System (SOES); DoDI 1341.15, Basic Needs Allowance; DoDI 1342.15; Educational Advisory Committees and Councils; DoDD 1342.20, Department of Defense Education Activity (DoDEA); DoDI 1342.22, Military Family Readiness; DoDI 1342.24, Transitional Compensation (TC) for Abused Dependents; DoDD 1418.05, Basic Allowance for Subsistence (BAS) Policy; DoDI 2310.05, Accounting for Missing Persons - Boards of Inquiry; DoDD 2310.07, Past Conflict Personnel Accounting Policy; DoDD 5105.55, Defense Commissary Agency (DECA); DoDD 5110.10, Defense POW/MIA Accounting Agency (DPAA); DoDI 5154.31 Volume 6, Commercial Travel Management: Uniformed Services Housing and Station Allowances; DoDI 6040.44, Physical Disability Board of Review (PDBR); DoDI 6060.02, Child Development Programs (CDPS); DoDI 6490.06, Counseling Services for DoD Military, Guard and Reserve, Certain Affiliated Personnel, and Their Family Members; DoD 7000.14-R, Department of Defense Financial Management Regulation (DoD FMR); and DoDI 7730.67, Aviation Incentive Pays and Bonus Program. This policy directive applies to uniformed members of the Regular Air Force, Air Force Reserve, Air National Guard and the United States Space Force (USSF). In this event, USSF guidance shall prevail in application to the USSF. In collaboration with the Deputy Chief of Space Operations for Human Capital (SF/S1), Chief of Air Force Reserve (AF/RE) and the Director of the Air National Guard (NGB/CF), the Deputy Chief of Staff for Manpower, Personnel, and Services (AF/A1) develops personnel policy for Military Entitlements. This publication may not be supplemented. Refer recommended changes and questions about this publication to the office of primary responsibility (OPR) using Department of the Air Force (DAF) Form 847, *Recommendation for Change Publication*. Route DAF Forms 847 from the field through the appropriate functional chain of command. Ensure all records generated as a result of processes prescribed in this publication adhere to Air Force Instruction 33-322, *Records Management and Information Governance Program*, and are disposed in accordance with the Air Force Records Disposition Schedule, which is located in the Air Force Records Information Management System.*

SUMMARY OF CHANGES

This document has been substantially revised and must be completely reviewed. Major changes include the addition of the United States Space Force, updates to the references and the conversion from an Air Force to a Department of the Air Force publication.

1. Overview. The Department of the Air Force must recruit and retain high-quality Airmen and Guardians to operate, maintain, and sustain complex air, space, and cyber forces to accomplish its missions. Attracting and retaining these Airmen and Guardians requires a compensation system that appropriately recognizes the unique needs of the military and the extraordinary demands imposed upon its members as well as the sacrifices demanded of them.

2. Policy. It is the Department of the Air Force policy to maintain a compensation and benefits package that is equitable, fiscally responsible, and recognizes the unique conditions of military service for Air Force and Space Force members. At the same time, it should support force sustainment objectives in both peacetime and periods of national emergency and/or combat operations. All Air Force and Space Force members and former members should receive the full benefit of compensation programs to which they are entitled or for which they are eligible.

2.1. An equitable compensation and benefits package should prevent a decline in members' living standards upon accession, maintain pay comparability with the private sector, and maintain reimbursements at levels equal with expenses incurred incident to military service.

2.2. The compensation system for Air Force and Space Force members must be predictable, stable, and transparent.

2.3. The Department of the Air Force will assist its members and former members to understand entitlements and their eligibility for them.

2.4. The Department of the Air Force will ensure that members are aware of the various compensation packages available to them and that each member has information to assess the extent and value of their personal pay, allowances, and benefits package.

2.5. In support of these entitlement programs, the Department of the Air Force will validate service credit for its members for the purpose of fair and lawful administration of pay, entitlements, and benefits.

3. Roles and Responsibilities.

3.1. The Assistant Secretary of the Air Force for Manpower and Reserve Affairs (SAF/MR) provides guidance, direction, and oversight for all matters that pertain to the formulation, review, and execution of plans, policies, programs, and budgets that address military entitlements for Space Force, Regular Air Force, Air Force Reserve, and Air National Guard components.

3.2. The Deputy Chief of Staff for Manpower, Personnel and Services (AF/A1) is specifically responsible for developing personnel policies, guidance, programs, and legislative initiatives for military compensation and benefits for Regular Air Force, Air Force Reserve, and Air National Guard components.

3.3. The Chief of Air Force Reserve (AF/RE) collaborates with AF/A1 and NGB/CF to develop personnel policies, guidance, programs, and legislative initiatives for military compensation and benefits. Additionally, AF/RE ensures compliance with Department of the Air Force policy and informs Reserve personnel of entitlement programs.

3.4. The Director, Air National Guard (NGB/CF) collaborates with AF/A1 and AF/RE to develop personnel policies, guidance, programs, and legislative initiatives for military compensation and benefits. Additionally, NGB/CF ensures compliance with Department of the Air Force policy and informs Air National Guard personnel of entitlement programs.

3.5. Deputy Chief of Space Operations for Human Capital (SF/S1) is specifically responsible for developing personnel policies, guidance, programs, and legislative initiatives for military compensation and benefits for United States Space Force personnel.

4. Entitlements Categories. Entitlements include the following categories:

4.1. Compensation and benefits. These are monetary and nonmonetary elements established by statute and to which military members have a legal right, provided they meet established eligibility criteria. These elements are regarded as part of the total compensation for members' service and include, but are not limited to, basic pay, Basic Allowance for Housing, Basic Allowance for Subsistence, Family Subsistence Supplemental Allowance, Basic Needs Allowance, Family Separation for Housing, Overseas Station Allowances, Cost-of-Living Allowances, bonuses and specialty pays, clothing allowances, travel pays, reimbursable expenses, discount shopping through commissary and exchange privileges, medical benefits, leave, death and survivor benefits, dependent assistance and benefits, separation pays, life insurance for member and family, special savings programs, legal assistance, tax assistance, Veterans Administration benefits, and retirement pays.

4.2. Special and Incentive Pays. Monetary pays are offered to encourage retention and recognize the unique needs of the military and the extraordinary demands imposed upon its members. These include hazardous duty pays, hazardous duty incentive pays, hardship duty pays, aviation related pays, Foreign Language Proficiency Bonus/Pay, special pays for health professionals and judge advocates, enlistment and reenlistment bonuses, critical skills retention pays, location and various assignment pays, and other officer and enlisted recruiting and retention pays and bonuses.

4.3. Travel and Transportation Allowances. These include per diem, monetary allowance in lieu of transportation, household goods and personal vehicle transportation.

FRANK KENDALL
Secretary of the Air Force

Attachment 1**GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION*****References***

DoDI 1000.01, *Identification (ID) Cards Required by the Geneva Conventions*, 16 April 2012

DoDI 1000.13, *Identification (ID) Cards for Members of Uniformed Services, Their Dependents, and Other Eligible Individuals*, 23 January 2014

DoDD 1000.21E, *DoD Passport and Passport Agent Services*, 20 October 2009

DoDI 1000.25, *DoD Personnel Identity Protection (PIP) Program*, 2 March 2016

DoDI 1100.21, *Voluntary Services in the Department of Defense*, 27 March 2019

DoDI 1241.01, *Reserve Component (RC) Line of Duty Determination for Medical and Dental Treatments and Incapacitation Pay Entitlements*, 19 April 2016

DoDI 1300.18, *Department of Defense (DoD) Personnel Casualty Matters, Policies and Procedures*, 8 January 2008

DoDI 1304.29, *Administration of Enlistment Bonuses, Accession Bonuses for New Officers in Critical Skills, Selective Reenlistment Bonuses, and Critical Skills Retention Bonuses for Active Members*, 15 December 2004

DoDI 1304.31, *Enlisted Bonus Program*, 5 November 2020

DoDI 1304.34, *General Bonus Authority for Officers*, 11 July 2016

DoDI 1322.16, *Montgomery GI Bill Program*, 28 December 2022

DoDI 1322.17, *Montgomery GI Bill-Selected Reserve (MGIB-SR)*, 15 January 2015

DoDI 1322.25, *Voluntary Education Program*, 15 March 2011

DoDI 1322.34, *Financial Readiness of Service Members*, 5 November 2021

DoDI 1327.06, *Leave and Liberty Policy and Procedures*, 16 June 2009

DoDI 1330.09, *Armed Services Exchange Policy*, 7 December 2005

DoDI 1330.17, *DoD Commissary Program*, 18 June 2014

DoDI 1330.21, *Armed Services Exchange Regulations*, 14 July 2005

DoDD 1332.27, *Survivor Annuity Programs for the Uniformed Services*, 26 June 2003

DoDI 1332.29, *Involuntary Separation Pay (Non-Disability)*, 3 March 2017

DoDI 1332.35, *Transition Assistance Program (TAP) for Military Personnel*, 26 September 2019

DoDI 1332.42, *Survivor Benefit Plan*, 30 December 2020

DoDI 1332.43, *Voluntary Separation Pay (VSP) Program for Service Members*, 28 November 2017

DoDD 1338.05, *Armed Forces Clothing Monetary Allowance Policy*, 12 January 2005

DoDI 1338.18, *Armed Forces Clothing Monetary Allowance Procedures*, 7 January 1998

DoDI 1340.09, *Hazardous Pay (HzP) Program*, 26 January 2018

DoDI 1340.25, *Combat Zone Tax Exclusion (CTZE)*, 28 September 2010

DoDI 1340.26, *Assignment and Special Duty Pays*, 25 September 2017

DoDI 1340.27, *Military Foreign Language Skill Proficiency Bonuses*, 17 August 2022

DoDI 1341.02, *Defense Enrollment Eligibility Reporting System (DEERS) Program and Procedures*, 18 August 2016

DoDI 1341.11, *Family Subsistence Supplemental Allowance (FSSA) Program*, 4 March 2008

DoDI 1341.13, *Post-9/11 GI Bill*, 25 October 2022

DoDI 1341.14, *Servicemembers' Group Life Insurance (SGLI) On-Line Enrollment System (SOES)*, 19 January 2017

DoDI 1341.15, *Basic Needs Allowance*, 15 November 2022

DoDI 1342.15, *Educational Advisory Committees and Councils*, 7 December 2012

DoDD 1342.20, *Department of Defense Education Activity (DoDEA)*, 7 July 2020

DoDI 1342.22, *Military Family Readiness*, 5 August 2021

DoDI 1342.24, *Transitional Compensation (TC) for Abused Dependents*, 23 September 2019

DoDD 1418.05, *Basic Allowance for Subsistence (BAS) Policy*, 6 October 2003

DoDI 2310.05, *Accounting for Missing Persons - Boards of Inquiry*, 31 January 2000

DoDD 2310.07, *Past Conflict Personnel Accounting Policy*, 12 April 2017

DoDD 5105.55, *Defense Commissary Agency (DECA)*, 12 March 2008

DoDD 5110.10, *Defense POW/MIA Accounting Agency (DPAA)*, 13 January 2017

DoDI 5154.31 Volume 6, *Commercial Travel Management: Uniformed Services Housing and Station Allowances*, 16 October 2015

DoDI 6040.44, *Physical Disability Board of Review (PDBR)*, 2 July 2015

DoDI 6060.02, *Child Development Programs (CDPS)*, 5 August 2014

DoDI 6490.06, *Counseling Services for DoD Military, Guard and Reserve, Certain Affiliated Personnel, and Their Family Members*, 21 April 2009

DoD 7000.14-R, *Department of Defense Financial Management Regulation (DoD FMR)*

DoDI 7730.67, *Aviation Incentive Pays and Bonus Program*, 20 October 2016

Joint Travel Regulations

AFI 33-322, *Records Management and Information Governance Program*, 23 March 2020

Prescribed Forms

None

Adopted Forms

DAF Form 847, *Recommendation for Change of Publication*

Abbreviations and Acronyms

AFI—Air Force Instruction

BAS—Basic Allowance for Subsistence

CDPS—Child Development Programs

DAF—Department of the Air Force

DECA—Defense Commissary Agency

DEERS—Defense Enrollment Eligibility Reporting System

DoD—Department of Defense

DoDD—Department of Defense Directive

DoDEA—Department of Defense Education Activity

DoD FMR—Department of Defense Financial Management Regulation

DoDI—Defense of Defense Instruction

FSSA—Family Subsistence Supplemental Allowance

ID—Identification

JTR—Joint Travel Regulations

MGIB-SR—Montgomery GI Bill-Selected Reserve

OPR—Office of Primary Responsibility

PDBR—Physical Disability Board of Review

PIP—Personnel Identity Protection

RC—Reserve Component

TAP—Transition Assistance Program

TC—Transitional Compensation

USSF—United States Space Force

VSP—Voluntary Separation Pay

Office Symbols

AF/A1—Deputy Chief of Staff for Manpower, Personnel, and Services

AF/A1PA—Military Compensation Policy Division

AF/RE—Chief of Air Force Reserve

NGB/CF—Director of the Air National Guard

SAF/MR—Assistant Secretary of the Air Force for Manpower and Reserve Affairs

SF/S1—Deputy Chief of Space Operations for Human Capital