



DEPARTMENT OF THE ARMY
HEADQUARTERS, EIGHTH ARMY
UNIT #15326
APO AP 96205-5326

REPLY TO
ATTENTION OF:

EACG

MAR 13 2013

MEMORANDUM FOR All Eighth Army Assigned Soldiers

SUBJECT: Eighth Army Command Policy Letter #53 - Assignment Incentive Pay (AIP) Program for Korea

1. Reference. MILPER message number 011-145, EAGA/AHRC-EPO-P/AHRC-PPZ-M, Subject: Assignment Incentive Pay (AIP) program for Korea, dated 16 May 2011.
2. Purpose. To provide guidance on Assignment Incentive Pay (AIP) for all Soldiers assigned to Eighth Army Korea.
3. Discussion.
 - a. The AIP program provides an incentive for Soldiers on assignment to Korea to request extension of their accompanied or unaccompanied tour and encourages Soldiers already assigned to Korea to volunteer to extend their current Korea tour. AIP further promotes predictability for Soldiers and Families and improved readiness in Korea while reducing turbulence throughout the Army. The AIP program also serves as a force shaping tool for commanders to retain talent and improve unit readiness. In an effort to enhance unit readiness, it is imperative for Commanders to closely review a Soldier's Medical Readiness Status before approving AIP. Commanders must ensure that their medical status will not hinder their performance or safety in a forward deployed theater. Human Resources Command is diligently working to reduce the number of Soldiers with Medical Readiness Category (MRC) 3B that are assigned to Korea. Commanders are also advised to disapprove AIP requests for Soldiers who may be at risk for promotion due to prolonged tours in Korea or for non competitive Soldiers. AIP should not be approved if an extension is non-career enhancing or if it detracts from professional development. Commanders will engage HRC Career Managers for all officers and NCOs in grade of SSG and above prior to approving AIP.
 - b. Soldiers volunteering to extend their overseas assignment in Korea for 12 months from their current Date Eligible to Return from Overseas (DEROS) will receive \$300 per month for each month they serve in their assignment under this agreement.
 - c. Soldiers assigned to Area-I, who are serving a 24-month accompanied tour, and their dependents reside in Area-II, must extend for a 36-month tour to qualify for AIP.
 - d. Soldiers serving in Centralized Selection List (CSL) billets are NOT eligible for AIP during the period of assignment to the Command/Key Billet (KB).
4. Approval Authority (Fully Qualified Requests): The Commanding General, Eighth Army, is the approval authority for fully qualified AIP requests. This authority has been delegated to command level (O6 Level) authority within Eighth Army, the commander Headquarters, Headquarters Battalion for Soldiers in the rank of E-6 and below (E-7 and above routed through

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Eighth Army G-1), and approval authorities outlined in MILPER message 11-145, dated 16 May 2011, paragraph 11b. Further, the Brigade Commander or HHB Commander is the disapproval authority for fully qualified and exceptions to policy (ETP). Once disapproved by the Brigade Commander or HHB Commander, no further action is required. Fully qualified Soldiers are defined as those not meeting any of the criteria for exceptions to policy outlined in paragraph b below. Approving Soldiers who are MRC 3B is counterproductive to improving readiness and therefore can only be approved by the first GO in the chain of command.

a. Approval authority for tenant/separate units is determined by each respective tenant/separate headquarters. These commands and their point of contacts are included in MILPER Message 11-145, paragraph 11b.

b. Approval authority (Exceptions to Policy): HRC retains AIP approval for exceptions to policy. Exceptions to policy will be routed through Eighth Army G-1 and from Eighth Army G-1 to HRC. If Eighth Army G-1 recommends approval, the AIP request will be sent to HRC for final approval. If the AIP request is recommended for disapproval by Eighth Army G-1, then the AIP disapproval recommendation will be reviewed by the Eighth Army DCG.

c. When any one of the following applies the AIP will be routed as an exception to policy:

(1) The Soldier is within 180 days of DEROS.

(2) The Soldier is in receipt of assignment instructions (AI) or has been notified of pending AI by HRC.

(3) The requested DEROS would result in the Soldier serving in excess of four consecutive years in Korea.

d. AIP request for SGM, CSM, and COLs will be considered an ETP and will be forwarded to HRC SGM branch or Senior Leader Division (SLD) for approval.

e. All AIP requests for Reserve Component (RC) Soldiers will be considered an ETP and will be forwarded to HRC RC Assignment Manager for approval.

5. Policy and Processing Procedures: In order to qualify for AIP under this program, Soldiers must include the following statements as part of their AIP contract:

a. I volunteer to extend my overseas assignment in Korea for 12 months from my current date eligible to return from overseas (DEROS), and I agree to accept AIP of \$300 per month for each month I serve in this assignment under this AIP agreement.

b. I understand that all AIP received will be recouped upon Soldier initiated termination of AIP contract, or upon a Soldier's AWOL or confinement status prior to completion of assignment. Curtailment of the Soldier's AIP tour, whether HRC-initiated or otherwise, which is not due to the fault of the Soldier, will result in termination of AIP, but not recoupment.

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c. I understand that this assignment is subject to the availability of support infrastructure and Command Sponsorship allocations, as applicable.

d. I further understand if a situation arises and I request AIP cancellation or curtailment while serving on an AIP the following statement needs to be included in the DA Form 4187. Soldier understands that he/she will have their AIP recouped upon approval of this curtailment. If HRC determines it is no fault of the Soldier the AIP will be terminated but not recouped.

e. I understand that my current DEROS is DD MM YYYY and my new DEROS under AIP will be DD MM YYYY. My current ETS is DD MM YYYY. I understand if I do not extend or re-enlist to meet service remaining requirement within 30 days of approval, my AIP will be cancelled. Further, all money will be recouped.

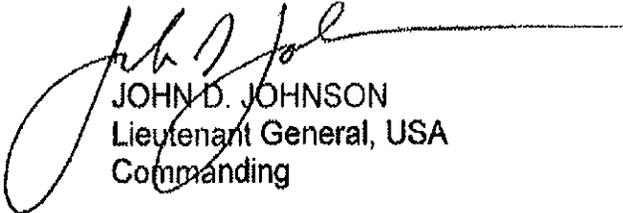
6. Consequences of voluntary or involuntary termination of contract.

a. All AIP will be recouped upon Soldier initiated termination of AIP contract, or upon a Soldier's AWOL or confinement status prior to completion of their assignment.

b. Curtailment of the Soldier's AIP tour, whether HRC initiated or otherwise, which is not due to the fault of the Soldier, will result in termination of AIP but not recoupment.

c. Soldiers who serve on a temporary duty assignment, to include TCS of less than 9 months (voluntary/involuntary), away from Korea will continue to receive AIP. However, Soldiers who volunteer for a 9 month or greater TCS in a combat-zone will have their AIP stopped upon departure from Korea.

7. The proponent for this policy is the Eighth Army ACofS G-1 and the POC is SFC Delancey at (315) 724-6886; jerry.l.delancey2mil@mail.mil or MAJ Frank at (315) 724-3489; richard.d.frank.mil@mail.mil.


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