

## INFORMATION PAPER

1. PURPOSE. To inform all soldiers about the current authorization Hardship Duty Pay - Tempo (HDP-T) and Assignment Incentive Pay AIP for Involuntary Extended Soldiers.

2. DEFINITION. HDP-T and AIP is paid to Specified units in Iraq and Deployed to Iraq, to include staging time in Kuwait and /or Afghanistan for a combined time of 12 consecutive months, or 12 months within a 15-month period. The entitlement is paid to each soldier who was involuntary extended beyond his or her initial 365 deployment date.

3. FACTS.

a. The incentive package includes an additional \$200 in hardship duty pay (above the \$100 already being received by the soldier) and \$800 monthly in Assignment Incentive Pay, or AIP. This pay will be available to Soldiers in 42 units required to stay in the theater past their expected rotation date due to operational needs.

b. The extra pay will only be available once a Soldier exceeds 365 consecutive days in the Central Command Theater. That's 12 consecutive months or 365 days out of a 15-month period. When Soldiers are calculating their time on the ground, they should not subtract the time they spent away on emergency or R&R leave. In order to receive the \$800 AIP, extended Soldiers must sign a DA Form 4187, personnel action form, recognizing that their extension was involuntary. The signature is necessary because, by law, AIP must be based on a written agreement between the secretary of the Army and the Soldier.

c. Units should be made aware that this is not a bonus but rather an additional pay benefit. As a result, it is subject to the maximum cap authorized by the Department of the Army for Tax exemption. This taxable amount primarily impacts commissioned officers whose taxable income exceeds the authorize cap. Which means only the amount that exceeds the cap is taxed.

d. Not every soldier assigned to the unit will be initially eligible for receipt of the extension benefit. Soldier will become eligible once they have exceeded 365 days in Theater. Soldiers unit will submit a validated DA form 4187 IAW Headquarters 336<sup>th</sup> Finance Command (FWD) Memorandum date 26 April 2004. The 336<sup>th</sup> Finance Command will review and transmit requests to DFAS so that the entitlement can be add to the soldier pay record.

Prepared By:

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