

Michigan Judicial Institute and Friend of the Court Bureau Webinar

October 28, 2020

Working with Military and Veteran Families

Material presented by:

Mr. Jesse Bergwerff
Enforcement Officer
Allegan County Friend of the Court
jbergwerff@allegancounty.org

Mr. Paul Gehm
Management Analyst
Friend of the Court Bureau
Michigan Supreme Court
gehmp@courts.mi.gov

Ms. Emily Rissman
Acting Manager for the Strategic Outreach Team
Michigan Veterans Affairs Agency
rissmane@michigan.gov





WORKING WITH MILITARY and VETERAN FAMILIES



JESSE BERGWERFF, ALLEGAN COUNTY

EMILY RISSMAN, *ACTING MANAGER FOR THE STRATEGIC OUTREACH
TEAM*, MICHIGAN VETERANS AFFAIRS AGENCY

PAUL GEHM, SCAO FRIEND OF THE COURT BUREAU



Military Income



- ▶ MCSF 2.01(C)(4) lists pay types included as income:
 - ▶ Basic and specialty pay
 - ▶ Allowance for quarters and rations
 - ▶ Basic allowance for housing type II rate (BAH-II)
 - ▶ Veterans' administrations benefits
 - ▶ G.I. Benefits (other than education allotment)
 - ▶ Drill pay
 - ▶ Reenlistment bonuses
- ▶ Income does *not* include: housing pay to support another home (i.e. 2nd residence)
- ▶ Handout!
 - ▶ DFAS "Understanding your LES"
- ▶ <https://www.dfas.mil/militarymembers/payentitlements/Pay-Tables.html>

Military Income

- ▶ Go-To Resource: <https://militarypay.defense.gov/Pay/>
- ▶ Basic Pay – all military members receive basic pay based on rank (grade) and years of service.
 - ▶ Pay scales updated frequently
- ▶ Allowances – moneys provided for specific needs, such as food or housing.
 - ▶ most are tax-exempt
 - ▶ Primary examples: BAS and BAH
 - ▶ However, Conus COLA is a taxable allowance
- ▶ Special and Incentive Pays: <https://militarypay.defense.gov/Pay/Special-and-Incentive-Pays/Index/>

Military Income

- ▶ Allowances (used to boost basic pay) - most common:
 - ▶ **Basic Allowance for Subsistence (BAS)**: offset costs for a member's meals.
 - ▶ **General Housing Allowances (BAH types)**: offset the cost of housing when you do not receive government-provided housing.
 - ▶ **Clothing**: Initial; Replacement; Extra; Maintenance
 - ▶ **Dislocation**: partially reimburse for the expenses incurred in relocating the member's household on a PCS, housing moves ordered for the Government's convenience, or incident to an evacuation.
 - ▶ **Family Separation Allowance** - \$250/month. A servicemember with dependents who serves an unaccompanied tour of duty may be entitled to a family separation allowance (FSA)
 - ▶ **Family Subsistence Supplemental Allowance** - Members with large families & qualifying income may be eligible for monthly entitlements

Military Income

- ▶ Retirement Pay Types
 - ▶ Retired Base Pay
 - ▶ Combat-Related Special Compensation: not considered retirement pay (may be garnished – is exempt from federal income)
 - ▶ Concurrent Retirement and Disability Pay (is taxable)
 - ▶ Comparison of CRSC and CRDP:
<https://www.dfas.mil/retiredmilitary/disability/comparison.html>
- ▶ Federal law allows the collection of support obligations even on waived retirement pay.

Finding Military Income

- ▶ Request LES from the servicemember
 - ▶ Beware: may have more than one LES
- ▶ FPLS
 - ▶ Quarterly wage report from Defense Manpower Data Center (DMDC)
 - ▶ OCSE Child Support Portal- DoD Entitlement request
- ▶ DFAS: Defense Finance and Accounting Service
 - ▶ Historical pay info
 - ▶ General military pay info
- ▶ MILR/ILR
- ▶ Military pay CAN be garnished



MVAA'S SERVICE TO VETERANS

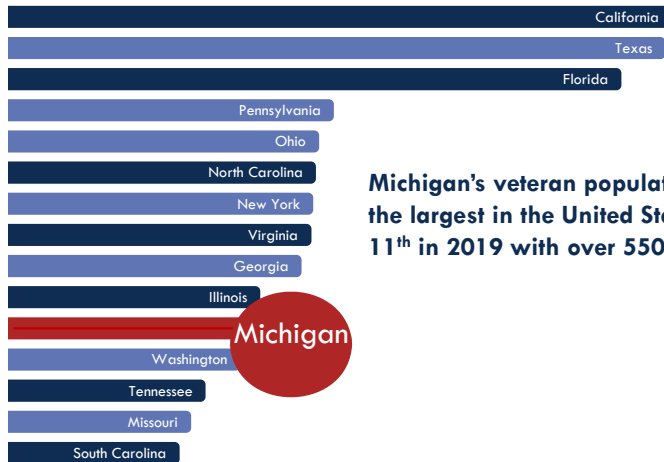
November 2020



Michigan Veterans and Demographics

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Michigan's veteran population is one of the largest in the United States, ranking 11th in 2019 with over 550,000 veterans

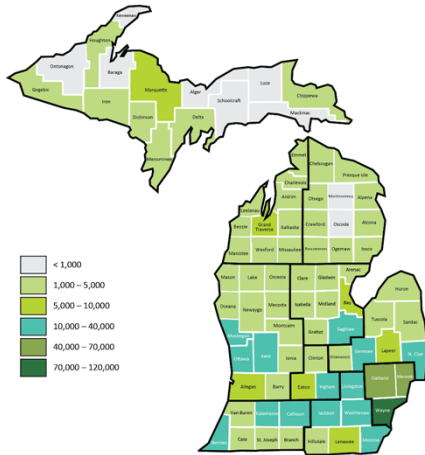
Source: U.S. Dept. of Veterans Affairs



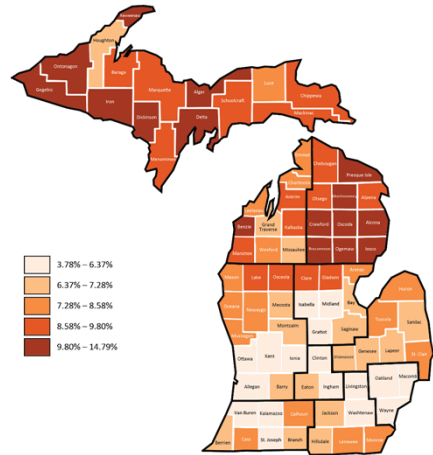
Michigan Veterans and Demographics

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Michigan's Veteran Population
As of June 23, 2020

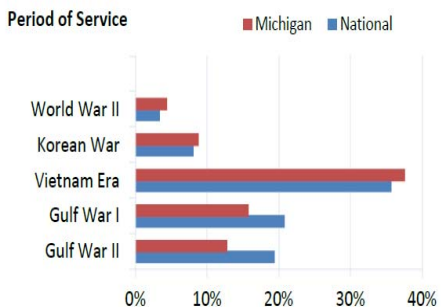
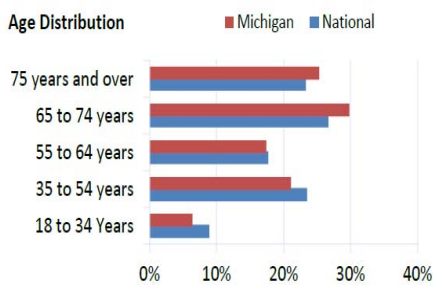


Veterans as a Percent of County Population in Michigan
As of FY2017



Michigan Veterans - Demographics

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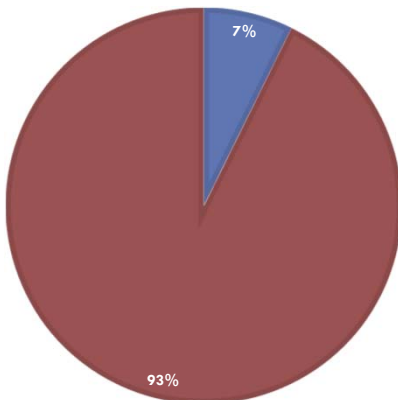
Michigan's veteran population is older than that of the U.S. veteran population, with a significantly higher proportion of Vietnam veterans residing in the state.



Veteran Gender Demographics

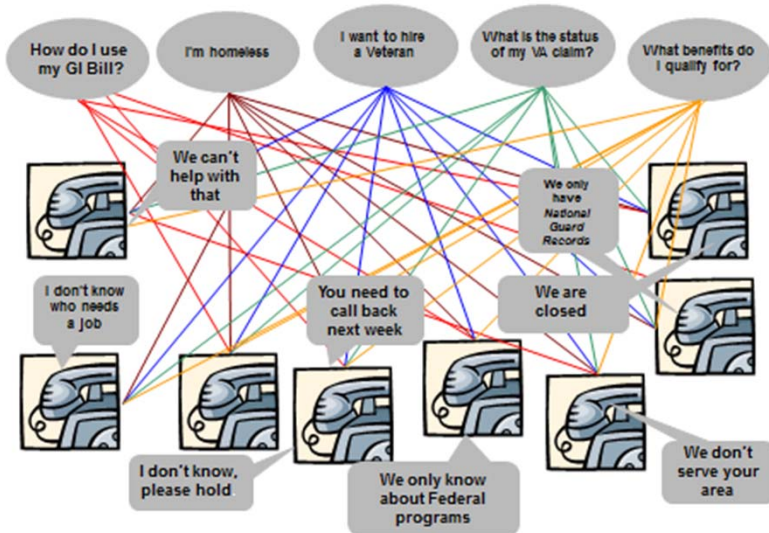
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■ Female Veterans ■ Male Veterans



Challenge: Where do veterans turn for assistance?

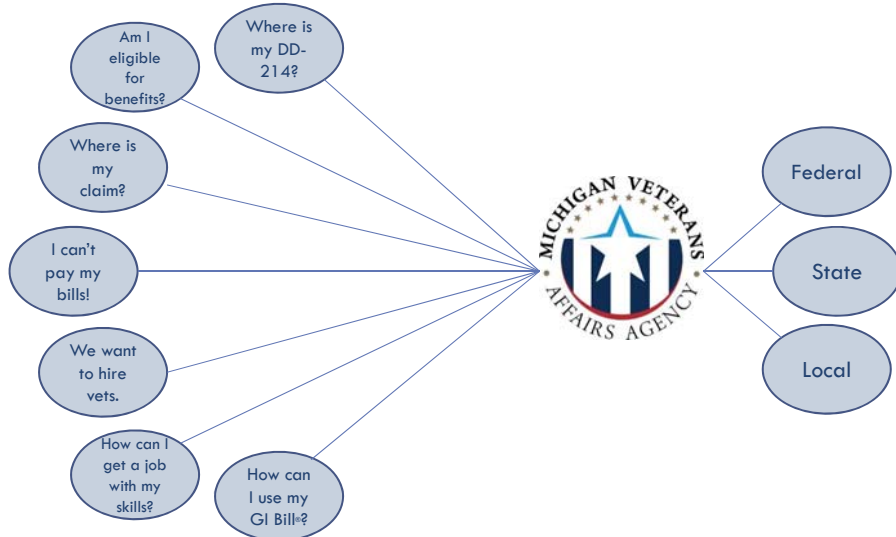
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Solution: MVAA

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Who is a Veteran?

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Title 38 of the Code of Federal Regulations defines a veteran as “a person who served in the active military, naval, or air service and who was discharged or released under conditions other than dishonorable.”





Vision: Veterans Choose Michigan

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- Responsive to WWII, Korean War, Vietnam War and Cold War veterans
 - Health care, state veterans homes, quality of life
- Attractive to Gulf War and Post-9/11 veterans
 - Education, employment, quality of life



State Benefits: Employment

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Veteran-Friendly Employer Program

- 400+ certified VFEs
 - MVAA offers employer trainings and webinars
 - More than 30,000 veterans hired

Transition Counselor Expos

- Partnership with MEDC
 - Reaches transitioning veterans nation-wide
 - Answers “Why Michigan?”





State Benefits: Employment



□ Teaching Specific

- Troops to Teachers
- Reimbursement of military cert. fees
- Cert. extension for those called to AD

□ Licensing and credentialing

- Includes spouses
- Examples of licensing resources and benefits:
 - Utilizing military experience toward licensing
 - Exempt from renewal fees and CE requirements while active duty
 - Temp. license for AD spouse
 - Waiver for initial application processing fee, initial license and/or initial registration fee for veterans
 - Reimbursement from USDVA for required and paid for exam fees

Teacher Specific – information provided from the Chief of Staff, Michigan Dept. of Education
Licensing – information gained from https://www.michigan.gov/lara/0,4601,7-154-10573_95401---00.html



State Benefits: Education

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□ Veteran-Friendly School Program

- Postsecondary institutions approved to receive VA educational benefits eligible to apply
- Certified as Gold-, Silver-, or Bronze-level
- Certifications based on seven criteria
 - Established process for identification of current student veterans
 - Veteran-specific website
 - Active student veteran organization or club
 - Veteran-specific career services, resources, advising, and/or outcome monitoring
 - On-campus veterans coordinator and/or designated point of contact
 - System to evaluate and award academic credit based on prior military training and experience
 - Monitoring and evaluation of student veteran academic retention, progress, and graduation rates



State Benefits: Education

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- Veteran-Friendly School Program
 - 61 Veteran-Friendly Schools for 2019-2020 academic year
 - Represent 11,143 service members and veterans
 - 53 evaluate military experience for academic credit
 - Interactive online Veteran-Friendly Schools Dashboard released 2019-2020



State Benefits: Quality of Life

20

- Check on MI Vet
- Virtual Coffee Hours
- Mental Health Resources for Veterans During COVID-19
- Veteran Justice
 - 27 Veteran Treatment Courts
 - Veteran Treatment Court Manual

Check
on MIVet





State Benefits: Veterans Homes

21

- Grand Rapids Home for Veterans
 - 188 Members
- Jacobetti Home for Veterans
 - 151 Members



State Benefits: Emergency Assistance

22

- Michigan Veterans Trust Fund
 - \$50 million trust fund est. after WWII
 - For emergent needs
 - For war-time era veterans
- FY 2019
 - Served 1,679 veterans and their families
 - \$1,259,082 in grants awarded
 - Highest identified needs:
 - Shelter - \$708,702
 - Utilities - \$278,827
 - Transportation - \$221,654





Federal (VA) Benefits

23



- Veterans Health Administration
 - 38 facilities in Michigan
 - 5 VA Medical Centers (Detroit, Ann Arbor, Battle Creek, Iron Mountain, Saginaw)
 - 18 VA Community-Based Outpatient Clinics
 - 8 VA Outpatient Clinics
 - 8 Vet Centers
- Veterans Benefits Administration
 - Detroit Regional Benefit Office
- National Cemetery Administration
 - Active: Fort Custer and Great Lakes National
 - Historic: Mackinac Is. and Port Huron

- Locations: <https://www.va.gov/directory/guide/state.asp?STATE=MI&dnum=ALL>
- Cemeteries: <https://www.cem.va.gov/cems/state.asp?State=MI>



Federal (VA) Benefits

24

- Compensation and Pension
 - Funds go directly to veterans
- Education and Employment
 - GI Bill®
 - Veteran Readiness and Employment Programs
- Medical Care
 - 39% of Michigan veterans are enrolled



- https://www.va.gov/vetdata/docs/SpecialReports/State_Summaries_Michigan.pdf
- <https://www.va.gov/vetdata/Expenditures.asp>



How Veterans Connect to Benefits

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- **Michigan Veterans Affairs Agency**
 - 5 Veteran Service Officers
 - 1 each at GRHV and DJJHV
 - 1 in Lansing office
 - 2 at Detroit Regional Benefits Office
- **County Veterans Counselors**
 - 138 Accredited Counselors in 73 Counties
- **Michigan Veterans Coalition**
 - 60 Accredited Veteran Service Officers



How Veterans Connect to Benefits

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- Veterans Community Action Teams (VCAT)
- Community Outreach and Regional Engagement (CORE)
 - Senior Veteran Community Engagement Officers
 - Buddy to Buddy Veteran Mentorship Initiative
 - Speakers Bureau

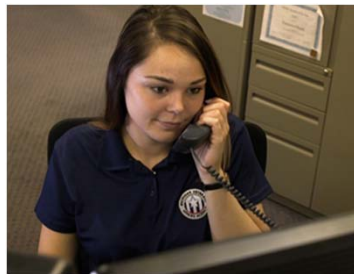




How Veterans Connect to Benefits

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- Michigan Veteran Resource Service Center
 - ▣ 800-MICH-VET (800-642-4838)
 - ▣ MichiganVeterans.com
- 24/7 access for veterans and their families



1-800-MICH-VET (1-800-642-4838)

MichiganVeterans.com

Facebook: /MIVeterans

Twitter: @MIVeteran

LinkedIn: /MIVeteran

How to read an active duty Army Leave and Earning Statement

Your pay is your responsibility.

This is a guide to help you understand your Leave and Earnings Statement (LES). The LES is a comprehensive statement of a member's leave and earnings showing your entitlements, deductions, allotments (fields not used for Reserve and National Guard members), leave information, tax withholding information, and Thrift Savings Plan (TSP) information. Your most recent LES can be found 24 hours a day on **myPay**.

If members receive Career Sea Pay, the Sea Service Counter will still be displayed in the remark portion of the LES. The LES remains one page in length.

Verify and keep your LES each month. If your pay varies significantly and you don't understand why, or if you have any questions after reading this publication, consult with your disbursing/finance office.

DEFENSE FINANCE AND ACCOUNTING SERVICE MILITARY LEAVE AND EARNINGS STATEMENT																														
ID	NAME (LAST, FIRST, MI)				SOC SEC NO.	GRADE	PAY DATE	YRS SVC	ETS	BRANCH	ADSN/DSSN	PERIOD COVERED																		
ENTITLEMENTS			DEDUCTIONS				ALLOTMENTS				SUMMARY																			
TYPE			AMOUNT				TYPE				AMOUNT																			
A B C D E F G H I J K L M N O	10			11				12				+ AMT FWD							13											
												+ TOT ENT							14											
												- TOT DED							15											
												- TOT ALMT							16											
												= NET AMT							17											
												- CR FWD							18											
												= EOM PAY							19											
												DIEMS				RET PLAN														
												TOTAL			20				21				22				23		24	
												LEAVE		BF BAL	ERND	USED	CR BAL	ETS BAL	LV LOST	LV PAID	USE LOSE	FED TAXES		WAGE PERIOD	WAGE YTD	M/S	EX	ADD'L TAX	TAX YTD	
		25	26	27	28	29	30	31	32	33		34	35	36	37	38														
FICA TAXES		WAGE PERIOD		SOC WAGE YTD		SOC TAX YTD		MED WAGE YTD		MED TAX YTD		STATE TAXES		ST	WAGE PERIOD	WAGE YTD	M/S	EX	TAX YTD											
		39		40		41		42		43		44		45	46	47	48	49												
PAY DATA		BAQ TYPE		BAQ DEPN		VHA ZIP		RENT AMT		SHARE	STAT	JFTR	DEPN	2D/JFTR	BAS TYPE		CHARITY YTD		TPC	PACIDN										
		50		51		52		53		54	55	56	57	58	59		60		61	62										
Thrift Savings Plan (TSP)		BASE PAY RATE		BASE PAY CURRENT		SPEC PAY RATE		SPEC PAY CURRENT		INC PAY RATE		INC PAY CURRENT		BONUS PAY RATE		BONUS PAY CURRENT														
		63		64		65		66		67		68		69		70														
		CURRENTLY NOT USED				TSP YTD DEDUCTIONS		DEFERRED		EXEMPT		CURRENTLY NOT USED																		
		71				72		73		74		75																		
REMARKS		YTD ENTITLE				YTD DEDUCT																								
		76				77				78																				

Fields 1 - 9 contain the identification portion of the LES.

- **1 NAME:** The member's name in last, first, middle initial format.
- **2 SOC. SEC. NO.:** The member's Social Security Number.
- **3 GRADE:** The member's current pay grade.
- **4 PAY DATE:** The date the member entered active duty for pay purposes in YYMMDD format. This is synonymous with the Pay Entry Base Date (PEBD).
- **5 YRS SVC:** In two digits, the actual years of creditable service.
- **6 ETS:** The Expiration Term of Service in YYMMDD format. This is synonymous with the Expiration of Active Obligated Service (EAOS).
- **7 BRANCH:** The branch of service, i.e., Navy, Army, Air Force.
- **8 ADSN/DSSN:** The Disbursing Station Symbol Number used to identify each disbursing/finance office.
- **9 PERIOD COVERED:** This is the period covered by the individual LES. Normally it will be for one calendar month. If this is a separation LES, the separation date will appear in this field.

Fields 10 through 24 contain the entitlements, deductions, allotments, their respective totals, a mathematical summary portion, date initially entered military service, and retirement plan.

- **10 ENTITLEMENTS:** In columnar style the names of the entitlements and allowances being paid. Space is allocated for fifteen entitlements and/or allowances. If more than fifteen are present the overflow will be printed in the remarks block. Any retroactive entitlements and/or allowances will be added to like entitlements and/or allowances.
- **11 DEDUCTIONS:** The description of the deductions are listed in columnar style. This includes items such as taxes, SGLI, Mid-month pay and dependent dental plan. Space is allocated for fifteen deductions. If more than fifteen are present the overflow will be printed in the remarks block. Any retroactive deductions will be added to like deductions.
- **12 ALLOTMENTS:** In columnar style the type of the actual allotments being deducted. This includes discretionary and non-discretionary allotments for savings and/or checking accounts, insurance, bonds, etc. Space is allocated for fifteen allotments. If a member has more than one of the same type of allotment, the only differentiation may be that of the dollar amount.
- **13 +AMT FWD:** The amount of all unpaid pay and allowances due from the prior LES.
- **14 + TOT ENT:** The figure from Field 20 that is the total of all entitlements and/or allowances listed.
- **15 -TOT DED:** The figure from Field 21 that is the total of all deductions.
- **16 -TOT ALMT:** The figure from Field 22 that is the total of all allotments.
- **17 = NET AMT:** The dollar value of all unpaid pay and allowances, plus total entitlements and/or allowances, minus deductions and allotments due on the current LES.
- **18 - CR FWD:** The dollar value of all unpaid pay and allowances due to reflect on the next LES as the +AMT FWD.
- **19 = EOM PAY:** The actual amount of the payment to be paid to the member on End-of-Month payday.
- **20 - 22 TOTAL:** The total amounts for the entitlements and/or allowances, deductions and allotments respectively.
- **23 DIEMS:** Date initially entered military service: This date is used SOLELY to indicate which retirement plan a member is under. For those members with a DIEMS date prior to September 8, 1980, they are under the FINAL PAY retirement plan. For those members with a DIEMS date of September 8, 1980 through July 31, 1986, they are under the HIGH-3 retirement plan. For those members with a DIEMS date of August 1, 1986 or later, they were initially under the REDUX retirement plan. This was changed by law in October 2000, when they were placed under the HIGH-3 plan, with the OPTION to return to the REDUX plan. In consideration of making this election, they become entitled to a \$30,000 Career Service Bonus. The data in this block comes from PERSCOM. DFAS is not responsible for the accuracy of this data. If a member feels that the DIEMS date shown in this block is erroneous, they must see their local servicing Personnel Office for corrective action.
- **24 RET PLAN:** Type of retirement plan, i.e. Final Pay, High 3, REDUX; or CHOICE (CHOICE reflects members who have less than 15 years service and have not elected to go with REDUX or stay with their current retirement plan).

Fields 25 through 32 contain leave information.

- **25 BF BAL:** The brought forward leave balance. Balance may be at the beginning of the fiscal year, or when active duty began, or the day after the member was paid Lump Sum Leave (LSL).
- **26 ERND:** The cumulative amount of leave earned in the current fiscal year or current term of enlistment if the member reenlisted/extended since the beginning of the fiscal year. Normally increases by 2.5 days each month.
- **27 USED:** The cumulative amount of leave used in the current fiscal year or current term of enlistment if member reenlisted/extended since the beginning of the fiscal year.
- **28 CR BAL:** The current leave balance as of the end of the period covered by the LES.
- **29 ETS BAL:** The projected leave balance to the member's Expiration Term of Service (ETS).

- **30 LV LOST:** The number of days of leave that has been lost.
- **31 LV PAID:** The number of days of leave paid to date.
- **32 USE/LOSE:** The projected number of days of leave that will be lost if not taken in the current fiscal year on a monthly basis. The number of days of leave in this block will decrease with any leave usage.

Fields 33 through 38 contain Federal Tax withholding information.

- **33 WAGE PERIOD:** The amount of money earned this LES period that is subject to Federal Income Tax Withholding (FITW).
- **34 WAGE YTD:** The money earned year-to-date that is subject to FITW. Field 35 M/S. The marital status used to compute the FITW.
- **36 EX:** The number of exemptions used to compute the FITW.
- **37 ADD'L TAX:** The member specified additional dollar amount to be withheld in addition to the amount computed by the Marital Status and Exemptions.
- **38 TAX YTD:** The cumulative total of FITW withheld throughout the calendar year.

Fields 39 through 43 contain Federal Insurance Contributions Act (FICA) information.

- **39 WAGE PERIOD:** The amount of money earned this LES period that is subject to FICA.
- **40 SOC WAGE YTD:** The wages earned year-to-date that are subject to FICA.
- **41 SOC TAX YTD:** Cumulative total of FICA withheld throughout the calendar year.
- **42 MED WAGE YTD:** The wages earned year-to-date that are subject to Medicare.
- **43 MED TAX YTD:** Cumulative total of Medicare taxes paid year-to-date.

Fields 44 through 49 contain State Tax information.

- **44 ST:** The two digit postal abbreviation for the state the member elected.
- **45 WAGE PERIOD:** The amount of money earned this LES period that is subject to State Income Tax Withholding (SITW).
- **46 WAGE YTD:** The money earned year-to-date that is subject to SITW. Field 47 M/S. The marital status used to compute the SITW.
- **48 EX:** The number of exemptions used to compute the SITW.
- **49 TAX YTD:** The cumulative total of SITW withheld throughout the calendar year.

Fields 50 through 62 contain additional Pay Data.

- **50 BAQ TYPE:** The type of Basic Allowance for Quarters being paid.
- **51 BAQ DEPN:** A code that indicates the type of dependent. A - Spouse C -Child D - Parent G - Grandfathered I -Member married to member/own right K - Ward of the court L - Parents in Law R - Own right S - Student (age 21-22) T - Handicapped child over age 21 W - Member married to member, child under 21
- **52 VHA ZIP:** The zip code used in the computation of Variable Housing Allowance (VHA) if entitlement exists.
- **53 RENT AMT:** The amount of rent paid for housing if applicable.
- **54 SHARE:** The number of people with which the member shares housing costs.
- **55 STAT:** The VHA status; i.e., accompanied or unaccompanied.
- **56 JFTR:** The Joint Federal Travel Regulation (JFTR) code based on the location of the member for Cost of Living Allowance (COLA) purposes.
- **57 DEPNS:** The number of dependents the member has for VHA purposes.
- **58 2D JFTR:** The JFTR code based on the location of the member's dependents for COLA purposes.
- **59 BAS TYPE:** An alpha code that indicates the type of Basic Allowance for Subsistence (BAS) the member is receiving, if applicable. This field will be blank for officers.
 - B - Separate Rations
 - C - TDY/PCS/Proceed Time
 - H - Rations-in-kind not available
 - K - Rations under emergency conditions
- **60 CHARITY YTD:** The cumulative amount of charitable contributions for the calendar year.
- **61 TPC:** This field is not used by the active component of any branch of service.
- **62 PACIDN:** The activity Unit Identification Code (UIC). This field is currently used by Army only.

Fields 63 through 75 contain Thrift Savings Plan (TSP) information/data.

- **63 BASE PAY RATE:** The percentage of base pay elected for TSP contributions.
- **64 BASE PAY CURRENT:** Reserved for future use.
- **65 SPECIAL PAY RATE:** The percentage of Specialty Pay elected for TSP contribution.

- **66 SPECIAL PAY CURRENT:** Reserved for future use.
- **67 INCENTIVE PAY RATE:** Percentage of Incentive Pay elected for TSP contribution.
- **68 INCENTIVE PAY CURRENT:** Reserved for future use.
- **69 BONUS PAY RATE:** The percentage of Bonus Pay elected towards TSP contribution.
- **70 BONUS PAY CURRENT:** Reserved for future use.
- **71** Reserved for future use.
- **72 TSP YTD DEDUCTION (TSP YEAR TO DATE DEDUCTION):** Dollar amount of TSP contributions deducted for the year.
- **73 DEFERRED:** Total dollar amount of TSP contributions that are deferred for tax purposes.
- **74 EXEMPT:** Dollar amount of TSP contributions that are reported as tax exempt to the Internal Revenue Service (IRS).
- **75** Reserved for future use

76 REMARKS: This area is used to provide you with general notices from varying levels of command, as well as the literal explanation of starts, stops, and changes to pay items in the entries within the "ENTITLEMENTS", "DEDUCTIONS", and "ALLOTMENTS" fields.

77 YTD ENTITLE: The cumulative total of all entitlements for the calendar year.

78 YTD DEDUCT: The cumulative total of all deductions for the calendar year.

DoD Entitlement – System Specifications

DOD ENTITLEMENT RECORD LAYOUT – REQUEST						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
SSN	The identifier assigned by the Social Security Administration to a person.	1-9	9	N	R	

All data provided from the military pay files are dollar amounts for payments made during the report month. Some of the data elements are for pays that are earned and paid each month, while some are for amounts that are paid in the current month but are not monthly amounts. These groups of data elements are payments for bonuses, separation pays, accrued leave, contract cancellation and clothing. These can be paid at the time they are entitled in a lump sum for the entire period covered by the entitlement, or in annual installments of the entire entitlement, or in monthly installments of the entire entitlement. For example, an enlisted member could be awarded a re-enlistment bonus of \$6,000 for agreeing to sign-up for a critical skill for an additional 3 years in January 2011. He can elect to receive all \$6,000 in January 2011 as a lump sum, or \$2,000 a year for three years. The amount reported in the monthly file is the amount that was actually paid in that month.

In the following layout, each data element for a dollar amount field is identified as a pay, a bonus or an allowance.

The dollar amount will be a monthly amount unless it is denoted as an amount that could be paid as a lump sum or an annual installment with an asterisk before the data element name in the record layout.

Default values are:

Alpha fields, Type – A, will be blank.

Numeric fields, Type – N, will be zero-filled. This includes date fields.

DoD Entitlement – System Specifications

DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
Military Status Code	A code that indicates the status of the service member. The valid values are: O – Officer E – Enlisted W – Warrant Officers C – Cadets	1	1	A	R	This code identifies members by their rank grouping using the first byte of their rank code.
SSN	The identifier assigned by the Social Security Administration to a person.	2-10	9	N	R	
Service Member Name	The name of the service member.	11-37	27	A	R	Include Last Name, First Name and Middle Name or initial.
Military Service Code	A code that indicates the organizational categorization based on subdivisions recognized by the defense community. The valid values are: A – Army (active and reserves) C – Coast Guard (active and reserves) F – Air Force (active and reserves) H – Public Health Service M – Marine Corps (active and reserves) N – Navy (active and reserves) O – National Oceanic and Atmospheric Administration Z – Unknown	38	1	A	R	
Initial Military Service Entry Date	Date of Initial Entry Military Service The date an individual was first appointed, enlisted or conscripted into a Uniformed Service. This date is also known as the Date of Initial Entry into Military Service (DIEMS).	39-44	6	N	R	A date in YYMMDD format. If no date is applicable, the field is zero-filled.
Expiration Term of Service Date	The date that a member’s current enlistment, reenlistment or extension expires. Also known as ETS date, or	45-50	6	N	R	A date in YYMMDD format. This field includes Service

DoD Entitlement – System Specifications

DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
	Expiration of Term of Service.					Term Expiration, Projected Separation Dates and Reservists' Separation Date. If no date is applicable, the field is zero-filled.
Filler	Put a zero in this space.	51	1	N	R	
Basic Pay Amount	The amount paid on a regular basis according to pay grade and length of service. It is determined before additional amounts are added. This pay amount is subject to federal taxes unless the member is in a combat zone.	52-62	11	N	R	This is a monthly amount, shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Officer Saved Pay Amount	A pay that is provided to the member under special circumstances when a member is authorized to retain entitlement to amounts of pay and/or allowances authorized under prior laws or for a lower grade from which they were promoted. This pay amount is subject to federal taxes unless the member is in a combat zone.	63-73	11	N	O	This is a monthly amount, shown in dollars. Valid format S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Health Professionals Saved Pay Amount	Combined amounts for saved continuation pay for dental officers and saved pay for medical officers. This pay amount is subject to federal taxes unless the member is in a combat zone.	74-84	11	N	O	This is a monthly amount shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Variable Special Pay Amount	A special pay authorized to medical officers on active duty. An officer of the Medical Corps of the Army or the Navy or an officer of the Air Force designated as a medical officer, or an officer of the Public Health Service Corps, who is on	85-95	11	N	O	This is a monthly amount shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.

DoD Entitlement – System Specifications

DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
	active duty under a call or order to active duty for a period of at least 1 year is entitled to this pay. The monthly rate varies by years of creditable service. This pay amount is subject to federal taxes unless the member is in a combat zone.					
Board Certified Pay Amount	A pay authorized for medical officers that are board-certified by a recognized American Medical Board. This pay amount is subject to federal taxes unless the member is in a combat zone.	96-106	11	N	O	A monthly amount paid in dollars. The monthly rate varies by years of creditable service. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
*Additional Special Pay Amount	<p>(Bonus Amount Paid This Period) The amount of Additional Special Pay paid during the current pay period. Medical officers are authorized this pay when they meet the following criteria: that they are not undergoing internship or initial training; and that they sign an agreement to remain on active duty for at least one additional year from the effective date of the agreement. In addition, the following categories of medical officers are also authorized this special pay:</p> <ul style="list-style-type: none"> • Reservists called to active duty for more than 30 days but less than one year, other than active duty for training • Active duty officers that have been involuntarily retained 	107-117	11	N	o	The amount is shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.

DoD Entitlement – System Specifications

DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
	<ul style="list-style-type: none"> Active duty officers who voluntarily agree to remain on active duty for less than one year when officers are involuntarily retained on active duty <p>This bonus amount is subject to federal taxes unless the member is in a combat zone. It is paid as a lump sum or an annual installment.</p>					
*Incentive Special Pay Amount	<p>(Bonus Amount Paid This Period) The total amount of Incentive Special Pay for Medical Officers that has been paid to a service member. A medical officer is authorized this pay when they meet the following criteria:</p> <ul style="list-style-type: none"> Not undergoing medical internship or initial residency training Serving in pay grade 0-6 or below Sign an agreement to remain on active duty for at least one year In addition, the member must be fully qualified in a critical medical specialty, and meet several other qualifying factors. <p>This bonus amount is subject to federal taxes unless the member is in a combat zone. It is paid monthly or as a lump sum.</p>	118-128	11	N	O	The amount is shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
*Medical Officer Retention Bonus/Multi-year Service Pay Amount	<p>(Bonus Amount Paid This Period) The amount of the Medical Officer Retention Bonus/Multi-year Service Pay that an officer is paid in the current month. This bonus amount is subject to federal taxes unless the member is in a</p>	129-139	11	N	O	The amount is shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.

DoD Entitlement – System Specifications

DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
	combat zone. It is paid as a lump sum or an annual installment.					
*Nuclear Career Accession Bonus Amount	(Bonus Amount Paid This Period) An amount payable to members upon successful completion, as a commissioned officer, of training for duty in connection with the supervision, operation and maintenance of naval nuclear propulsion plants. This bonus amount is subject to federal taxes unless the member is in a combat zone. It is paid as a lump sum.	140-150	11	N	O	The amount shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
*Nuclear Qualified Officer Continuation Pay Amount	(Bonus Amount Paid This Period) The amount of Nuclear Qualified Officer Continuation Pay that an officer has received in the current pay period. A bonus paid to eligible nuclear qualified officers who have executed a written agreement to remain on active duty in connection with supervision, operation and maintenance of naval nuclear propulsion plants. This bonus amount is subject to federal taxes unless the member is in a combat zone. It is paid as a lump sum or an annual installment.	151-161	11	N	o	The amount shown in dollars, and is paid in annual installments. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
*Nuclear Career Annual Incentive Bonus Amount	(Bonus Amount Paid This Period) An amount paid to eligible officers with current technical qualifications for duty in connection with supervision, operation and maintenance of naval nuclear propulsion plants. This bonus amount is subject to federal taxes unless	162-172	11	N	O	A dollar amount, paid annually or on a pro rata basis. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.

DoD Entitlement – System Specifications

DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
	the member is in a combat zone. It is paid monthly or as a lump sum.					
Aviation Career Incentive Pay Amount	An amount paid to officers who hold, or are in training leading to hold, an aeronautical rating or designation and who engage and remain in aviation service on a career basis. A member entitled to ACIP is not entitled to Hazardous Duty Incentive Pay when flying as crew member or non-crew member. Report reduced amount if member has concurrent entitlement to Aviation Officer Continuation Pay. This pay amount is subject to federal taxes unless the member is in a combat zone.	173-183	11	N	O	The amount is shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
*Aviation Officer Continuation Pay Amount	(Bonus Amount Paid This Period) A retention bonus paid to Navy officers who are pilots or naval flight officers who agree to extend their period of active duty during designated periods and are in an aviation specialty designated as critical. This bonus amount is subject to federal taxes unless the member is in a combat zone. It is paid monthly, as a lump sum or an annual installment.	184-194	11	N	O	The amount may be paid in a lump sum or annual installments. The amount is shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Miscellaneous Officer Pay Amount	The amount of Miscellaneous Officer Pay that an officer received. This pay amount is subject to federal taxes unless the member is in a combat zone.	195-205	11	N	O	The amount is shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Essential Service Pay	Essential Service Pay is applicable to	206-216	11	N	O	This is a monthly amount,

DoD Entitlement – System Specifications

DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
Amount	Navy and Marine Corps enlisted personnel whose enlistments expire while serving on a naval vessel in foreign waters. Such members may be retained until the vessel returns to CONUS if it is “service essential to the public interest.” This pay amount is subject to federal taxes unless the member is in a combat zone.					shown in dollars. Navy and Marine Corps only. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Hardship Duty Pay Amount	Hardship Duty Pay & Foreign Duty Pay An amount payable to service members stationed in certain areas outside CONUS where the location is determined to have difficult living conditions. This pay amount is subject to federal taxes unless the member is in a combat zone.	217-227	11	N	O	A monthly amount, shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Proficiency Pay Amount	Paid to enlisted members who are proficient in a designated military skill. Proficiency pay status is awarded according to the applicable regulations of each Service. This pay amount is subject to federal taxes unless the member is in a combat zone.	228-238	11	N	O	A monthly amount that is shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
*Overseas Extension Pay Amount	An incentive pay offered to enlisted members with specific skills and/or on specific overseas assignments to extend the period of the overseas assignment. Entitlement determined by service regulations and requirements. This pay amount is subject to federal taxes unless the member is in a combat zone. It is	239-249	11	N	O	A monthly amount that is shown in dollars. May be an Overseas Extension Bonus paid in a lump sum. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.

DoD Entitlement – System Specifications

DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
	paid monthly or as a lump sum.					
*Enlistment Bonus Amount	(Bonus Amount Paid This Period) The amount of the Enlistment Bonus that has been paid to the service member in the current pay period. This bonus is designed to increase the number of quality enlistments in critical, inadequately manned occupational specialties. This bonus amount is subject to federal taxes unless the member is in a combat zone. It is paid as a lump sum or an annual installment.	250-260	11	N	O	The amount that the member is originally entitled to. Lump sum or monthly amount. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
*Selective Reenlistment Bonus Amount	(Bonus Amount Paid This Period) Amount of the Selective Reenlistment Bonus (SRB) that the member has received in the current pay period. This bonus amount is subject to federal taxes unless the member is in a combat zone. It is paid as a lump sum, an annual installment or a combination of the two.	261-271	11	N	O	The amount shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
*Regular Reenlistment Bonus Amount	(Bonus Amount Paid This Period) A bonus paid to service members who meet certain criteria upon reenlisting. This bonus amount is subject to federal taxes unless the member is in a combat zone. It is paid as a lump sum or an annual installment.	272-282	11	N	O	The amount is shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
*Nuclear Officer Accession Bonus Amount	(Bonus Amount Paid This Period) An amount payable upon selection and acceptance of the individual's written agreement for participation in Officer Naval Nuclear Power Training. This	283-293	11	N	O	The amount is shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.

DoD Entitlement – System Specifications

DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
	bonus amount is subject to federal taxes unless the member is in a combat zone. It is paid as a lump sum or an annual installment.					
Career Sea Pay Amount	A special pay authorized for members who are permanently or temporarily assigned aboard a self-propelled vessel of at least 65' length and the vessel's primary mission must be accomplished underway. Members assigned to ship-based staffs, mobile units or ship based aviation units are also eligible when afloat. This pay amount is subject to federal taxes unless the member is in a combat zone.	294-304	11	N	O	A monthly amount, shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Career Sea Pay Premium Amount	A special pay authorized for enlisted members and officers who are entitled to Career Sea Pay, and have served 36 consecutive months of sea duty are entitled to Career Sea Pay Premium for the 37th consecutive month and each subsequent consecutive month of sea duty. This pay amount is subject to federal taxes unless the member is in a combat zone.	305-315	11	N	O	This is a monthly amount, shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Hostile Fire and Imminent Danger Pay Amount	A pay given to service member's on duty in foreign areas that, because of their role and visibility as a uniformed member, are subject to the threat of physical harm or imminent danger because of civil insurrection, civil war, terrorism, or wartime conditions. This pay amount is subject to federal taxes	316-326	11	N	O	The amount is shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled. This field includes Reservists.

DoD Entitlement – System Specifications

DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
	unless the member is in a combat zone.					
Diving Duty Pay Amount	A special pay authorized for members assigned to diving duty. A service member is authorized this pay if they are: assigned by orders to diving duty; required to maintain proficiency as a diver by frequent and regular dives; and are actually performing diving duty. This pay amount is subject to federal taxes unless the member is in a combat zone.	327-337	11	N	O	A monthly amount that is shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Hazardous Duty Incentive Pay Amount	An amount paid to service members who perform certain hazardous duties. A member may be entitled to more than one Hazardous Duty Pay (HDP). A member entitled to Aviation Career Incentive Pay is not entitled to Hazardous Duty Incentive Pay (HDIP) when flying as a crew member or non-crew member. A member entitled to HDIP for AWACS duty is not entitled to HDIP for flying. This pay amount is subject to federal taxes unless the member is in a combat zone.	338-348	11	N	O	This is a monthly amount, shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled. This field is a combined field for Hazardous Duty Incentive Pay I, II and III.
Basic Allowance For Housing Differential Amount	Basic Allowance for Housing Differential (BAH-DIFF). It is the housing allowance amount for a member who is assigned to single-type quarters and who is authorized a Basic Allowance for Housing (BAH) solely by reason of the member's payment of child support. This allowance amount is not subject to federal taxes.	349-359	11	N	O	This is a monthly amount, shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.

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DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
Basic Allowance For Subsistence Amount	An allowance meant to offset costs for a service member's meals. This allowance is not intended to offset the costs of meals for family members. Because Basic Allowance for Subsistence (BAS) is intended to provide meals for the service member, its level is linked to the price of food. This allowance amount is not subject to federal taxes.	360-370	11	N	O	This is a monthly amount, shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Basic Allowance For Housing Partial Amount	BAH Partial A housing allowance paid at a flat rate for all members of the same grade and dependency status. This allowance amount is not subject to federal taxes.	371-381	11	N	O	A monthly amount paid in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Family Separation Amount	Family Separation Allowance is paid to a member for added expenses resulting from enforced separation from dependents. It is payable in a monthly amount equal to BAH payable to a member without dependents in the same pay grade. This allowance amount is not subject to federal taxes.	382-392	11	N	O	A monthly amount, shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled. This field is a combined field for Family Separation Housing Type I and II and Reservist.
Overseas Cost Of Living Allowance Amount	Overseas Cost of Living (OCOLA) is a payment that is designed to equalize purchasing power between members overseas and their Continental United States (CONUS)-based counterparts. This allowance amount is not subject to federal taxes.	393-403	11	N	O	This is a tax-exempt monthly amount, shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Overseas Housing Allowance Amount	Overseas Housing Allowance (OHA) is an amount paid to members stationed	404-414	11	N	O	The payment is based on the member's dependency status. It

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DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
	overseas, including U.S. protectorates, who are not furnished government housing. If a member is serving an unaccompanied overseas tour and is not furnished government housing, the member may receive OHA at the "without dependents" rate and Basic Allowance for Housing at the "with dependents" rate, based on the dependent's U.S. residence ZIP Code. This allowance amount is not subject to federal taxes.					is a monthly amount, shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Move In Housing Allowance Miscellaneous Amount	A one-time payment per military-funded move intended to pay for items which would not ordinarily have to be purchased if living in the U.S. It is paid in place of the monthly In/Out Expense amount that is figured into the computation of Overseas Housing Allowance (OHA). This payment recognizes that items such as sinks, light fixtures, kitchen cabinets, door/window locks, stoves and refrigerators are not always provided in overseas dwellings. No receipts are required. This allowance amount is not subject to federal taxes.	415-425	11	N	O	Only for overseas housing. This is a one-time lump sum payment. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled. This field is a combined field for Move In Housing Allowance Miscellaneous I and II.
Move In Housing Allowance Rent Amount	This is an actual expense amount. It does not apply to homeowners. It covers reasonable rent-related expenses in total. These are fixed one-time nonrefundable charges levied by the landlord, the landlord's agent or host	426-436	11	N	O	Only for overseas housing. The amount is shown in dollars. Composed of three amounts - Military Housing Area (MHA)/Miscellaneous, MHA/Rent, and MHA/Security.

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DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
	government that the soldier may pay before or upon occupying a dwelling place. Examples are real estate agent’s fees, redecoration fees, and one-time lease taxes. Advance rental payments or refundable deposits are not covered. Recurring costs are also excluded. Receipts are required. This allowance amount is not subject to federal taxes.					This field is a combined field for Move In Housing Allowance Rent I and II. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Move In Housing Allowance Security Amount	This is an actual expense payment. It covers reasonable security-related expenses for soldiers assigned to areas where dwellings must be modified to minimize exposure to terrorist threats. Qualifying areas will be identified by State Department or Defense Intelligence Agency. This allowance amount is not subject to federal taxes.	437-447	11	N	O	Only for overseas housing. An amount shown in dollars. Composed of three amounts - Military Housing Area (MHA)/Miscellaneous, MHA/Rent, and MHA/Security. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled. This field is a combined field for Move In Housing Allowance Security I and II.
Continental United States Cost of Living Allowance Amount	The Continental United States Cost of Living Allowance (CONUS COLA) is paid to members of the Uniformed Services as compensation for a portion of excess costs for non-housing expenses incurred based on the geographical duty location. CONUS COLA is a monthly entitlement based on a 30 day month, the same as Basic Allowance for Housing (BAH). Private sector pay scales tend to reflect local	448-458	11	N	O	A monthly amount, shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.

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DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
	living costs in U.S. locations, but military pay tables do not. The purpose of the CONUS COLA is to provide compensation for variations in non-housing costs in the continental United States. The CONUS COLA is considered a Cost of Living Allowance (COLA) (wages). It is not considered a special pay, additional pay or an incremental increase in pay. This allowance amount is subject to federal taxes.					
Basic Allowance Housing Amount	BAH I and BAH II BAH is paid to any member living in the United States off base and those living on base in privatized housing. The amount of BAH received depends upon housing costs in the area in which a military member lives. A member can be paid for two allowances of BAH if he is separated from his family and all live within the U.S. Guard members called to active duty for less than 140 days are not entitled to BAH. This allowance amount is not subject to federal taxes.	459-469	11	N	O	It is a monthly amount, shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled. This field is a combined field for Basic Allowance for Housing I and II.
*Clothing Equipment Allowance Amount	An entitlement paid to a service member to allow him or her to purchase items of military clothing, and if applicable, civilian clothing. This allowance amount is not subject to federal taxes and can be paid as a monthly amount or a lump sum.	470-480	11	N	O	The amount is shown in dollars. Include both regular and civilian allowances, initial or continuing. May be monthly or a lump sum. Valid format is S9(9)V99. This field can be a negative amount. If no amount

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DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
						is applicable, the field is zero-filled. This field to include Reservist Uniform Clothing Allowance Payment.
Separation/Dropped From Rolls Date	The date of a service member's separation from the armed forces, or the date the service member was dropped from the unit's rolls (DFR).	481-486	6	Date	O	A date in YYMMDD format. If no date is applicable, the field is zero-filled.
*Accrued Leave Pay Amount	The payment for the total amount of leave earned but not taken. This pay amount is subject to federal taxes and is paid as a lump sum, not a monthly pay.	487-497	11	N	O	A monetary amount shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
*Separation Payment Amount	A payment given to qualifying service members when they separate from active duty under honorable conditions. This pay amount is generally subject to federal taxes but not always. It is paid as a lump sum, not a monthly pay.	498-508	11	N	O	A monetary amount shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled. This field includes Reservists.
Separation Payment Code	The code that represents the type of separation status. This code represents the type of separation payment that the service member has received. The valid values are: 0 – Default 1 – Separation Pay 2 – Readjustment Pay 3 – Severance Pay 4 – Disability Severance Pay 5 – Discharge Gratuity 6 – Death Gratuity	509	1	N	O	The default for the field is 0. Show the field as blank is equal to zero.

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DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
*Contract Cancellation Pay Allowances Amount	The amount of pay authorized under certain circumstances when a service member is involuntarily discharged from active duty. Members released from active duty in the Navy or Marine Corps without their consent before the end of their active duty agreement made under 10 U.S.C. 679(a) (reference (c)) are entitled to a special payment under 10 U.S.C. 12312 (reference (c)). This pay amount is subject to federal taxes. It is paid as a lump sum, not a monthly pay.	510-520	11	N	O	This payment is shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Foreign Language Proficiency Pay Amount	A special pay that is payable to service members who are proficient in a foreign language. A monthly proficiency pay to officer or enlisted members entitled to basic pay who have been certified to be proficient in a foreign language, and: are qualified in a military specialty requiring a foreign language; or have received training to develop such proficiency; or are assigned to military duties requiring such proficiency; or are proficient in a foreign language for which the Department of Defense may have a critical need. This pay amount is subject to federal taxes unless the member is in a combat zone.	521-531	11	N	O	The amount is shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled. This field is a combined field for all Foreign Language Proficiency Pay.
*Special Separation Benefit Amount	The amount of money that a service member is entitled to under the Special Separation Benefit (SSB) program.	532-542	11	N	O	A monetary amount shown in dollars. Valid format is S9(9)V99. This field can be a

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DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
	This pay amount is subject to federal taxes. It is paid as a lump sum, not a monthly pay.					negative amount. If no amount is applicable, the field is zero-filled.
*Voluntary Separation Pay Amount	The amount that a member is entitled to under the Voluntary Separation Pay (VSP). A member must have served for at least 5 years and not be eligible for retired pay and agrees to serving as a member of the Ready Reserve. This pay amount is subject to federal taxes. It is paid as a lump sum, not a monthly pay.	543-553	11	N	O	A monetary amount, shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Component Code	The code which represents an organizational categorization based on subdivisions recognized by the defense community. Valid values are: C – Cadet G – Guard R – Active Duty T – Temporary V – Reserve Z – Unknown or Not Applicable	554	1	A	R	Values in the active duty pay file for N and W will also be reported as Guard – G. Values for S and X will also be reported as Reserve – V.
Pay Entry Base Date	The constructed date that establishes the beginning of a member's creditable military service for longevity increases to basic pay and other items of military compensation.	555-560	6	N	R	A date in YYMMDD format. If no date is applicable, the field is zero-filled.
Reserve Drill Pay Amount	The total paid for the drills for current month. This pay amount is subject to federal taxes unless the member is in a combat zone.	561-571	11	N	O	The amount is shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled. This field

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DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
						will include drills reported in “Reported Paid Regular Drills Current Month” and “All Other Paid Reported Drills Current Month.”
Reserve Active Duty Pay Amount	Total amount for current month paid to an individual for active duty periods, which is different from drill periods. This pay amount is subject to federal taxes unless the member is in a combat zone.	572-582	11	N	O	The amount is shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled. The service member's basic pay for all active duty (AD) includes the total amount paid for AD elements AD for Training (ADT), Days Reported for ACDUTRA and AD for Special Work (ADSW).
Airborne Warning Control Systems Controller Pay Amount	Additional pay to attract and retain the officer force necessary to man the AWACS; based on grade and years of service. This pay amount is subject to federal taxes unless the member is in a combat zone.	583-593	11	N	O	The total compensation for the month. The amount is shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Reserve Component Incentive Program Payments Code	The code which represents the type of bonus or stipend for any member of the Ready Reserve who is appointed, enlists, reenlists, affiliates or extends in a Reserve Component Incentive Program.. Valid values are: A – Enlistment bonus (three-year, prior service only)	594	1	N		?

DoD Entitlement – System Specifications

DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
	B – Enlistment bonus (six-year, prior service only)					
	C – Enlistment bonus (six-year, non-prior service only)					
	D – Enlistment bonus (converted from educational assistance)					
	E – Reenlistment bonus (three-year, Selected Reserve)					
	F – Reenlistment bonus (six-year, Selected Reserve)					
	G – Reenlistment bonus (three-year, IRR)					
	H – Reenlistment bonus (six-year, IRR)					
	I – Reenlistment bonus (second three-year, Selected Reserve)					
	J – Affiliation bonus (18-months or less left on Military Service Obligation (MSO))					
	K – Affiliation bonus (18-months or more left on MSO)					
	L – Stipend under HPSP (Health Professionals Officers only)					
	M – HPSP for Selected Reserve Service (Health Professionals Officers only)					
	N – Eligibility suspended-service member has been granted a period of authorized non-availability (missionary)					
	O – HPSP for Selected Reserve Service (Health Professionals Enlisted only)					
	P – HPSP for IRR service (Health Professionals Enlisted only)					
	Q – Bonus Test Program for Selected Reserve Health Care Professionals					

DoD Entitlement – System Specifications

DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
	R – Enlistment bonus (three-year Selected Reserve) S – Second 3 yr Reenlistment Bonus, or Second 3 yr Prior Service Reenlistment Bonus U – Enlistment bonus (second three-year Selected Reserve Only) Z – Unknown or not applicable 1 – Incentive Bonus for Transfer Between Armed Forces 2 – Special Pay Enlisted Members of the Selected Reserve Assigned to Certain High Priority Units 3 – Retention Bonus for Members in Qualified Critical Skills or High Priority Units					
*Reserve Component Incentive Program Pay Amount	The payment for the bonuses identified in the Reserve Component Incentive Program Payment Code. This bonus amount is subject to federal taxes unless the member is in a combat zone. It is paid monthly, as a lump sum or an annual installment.	595-605	11	N		The total compensation for the month. The amount is shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Reserve Component Incentive Program Education Payments Code	The code that represents the type of bonus or stipend for any member of the Ready Reserve, who is appointed, enlists, reenlists, affiliates, or extends in a Reserve Component Educational Incentive Program. Valid values are: A – Educational assistance (other than the "Montgomery GI Bill") B – Educational assistance (converted	606	1	N		x

DoD Entitlement – System Specifications

DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
	from bonus). C – Educational loan repayment (enlisted only). D – Educational loan repayment (health professionals, officers only). W – Not applicable (not included in current DoDI) Z – Unknown (not included in current DoDI)					
*Reserve Component Incentive Program Education Pay Amounts	The payment for the bonuses identified in the Reserve Component Incentive Program Education Payment Code. This bonus amount is subject to federal taxes unless the member is in a combat zone. It is paid as a lump sum or an annual installment.	607-617	11	N		The total compensation for the month. The amount is shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Reserve Medical Officers Special Payment Amount	Additional pay to increase the ability of the Uniformed Services to attract and retain a sufficient number of health professionals to meet health-care needs for current month. This pay amount is subject to federal taxes unless the member is in a combat zone.	618-628	11	N		Enter the total entitlement for the current month. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Incapacitation Pay Amount	The total amount a service member was paid Incapacitation Pay for the current month. This pay amount is subject to federal taxes unless the member is in a combat zone.	629-639	11	N		The amount of the lump sum payment The amount is shown in dollars. Valid format is S9(9)V99. This field can be a negative amount. If no amount is applicable, the field is zero-filled.
Retired Reserve Transfer Date or Involuntary Discharge	This can be one of two dates: the Date of Transfer to the Retired Reserve or the Date of Involuntary Discharge or	640-645	6	N		A date in YYMMDD format. If no date is applicable, the field is zero-filled.

DoD Entitlement – System Specifications

DOD ENTITLEMENT RECORD LAYOUT – RESPONSE						
Element Name	Description	Location	Length	Type	Req/Opt	Data Element Rules
or Transfer Date	Transfer from the Selected Reserve.					
As of Date	The date the entitlement information was last updated by the Pay Centers.	646-651	6	N		A date in YYYY/MM format. If no date is applicable, the field is zero-filled.