



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF G-1
300 ARMY PENTAGON
WASHINGTON DC 20310-0300

DAPE-ZA

MEMORANDUM THRU

COMMANDER, U.S. ARMY, PACIFIC (APCG), FORT SHAFTER, HI 96858-5100
COMMANDER, I CORPS, 2140 LIGGETT AVENUE, JOINT BASE LEWIS-MCCORD,
WA 98433-9500

FOR COMMANDER, U.S. ARMY ALASKA, 724 POSTAL SERVICE LOOP ROAD
#5000, JOINT BASE ELMENDORF-RICHARDSON, AK 99505-5000

SUBJECT: Remote and Austere Conditions Assignment Incentive Pay (RAC-AIP) for
Assignments to Alaska

1. References:

- a. Title 37, United States Code, Section 352.
- b. Department of Defense Instruction (DoDI) 1340.26 (Assignment and Special Duty Pays), September 25, 2017, Change 1 Effective January 11, 2019.
- c. DoDI 1332.45 (Retention Determinations For Non-Deployable Service Members), July 30, 2018.
- d. Army Regulation 600-8-104 (Army Military Human Resource Records Management), 7 April 2014.

2. Your request to pay RAC-AIP to Soldiers assigned to Alaska is approved under the conditions and limitations listed below and in references 1.a. through 1.d.

3. This program is specifically designed to encourage Soldiers to volunteer for difficult-to-fill assignments by providing an incentive to partially defray the initial essential personal expenses that may otherwise prevent a Soldier from pursuing an assignment in Alaska.

4. Responsibilities:

- a. The Chief, Compensation and Entitlements Division (DAPE-PRC) will:
 - (1) Provide policy guidance for the administration of the Army's RAC-AIP program and approve exceptions to this policy.

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(2) Develop templates and specific requirements for AIP reports due from the executive agent.

(3) Monitor program execution by means of periodic reporting and program reviews to ensure appropriate stewardship and discontinue any program abuses.

c. Commander, U.S. Army Alaska (CG, USARAK) will:

(1) Serve as the executive agent for the RAC-AIP program providing oversight and program management to ensure compliance with this policy.

(2) Serve as the approval authority for all RAC-AIP program payments, unless further delegated to an officer in a grades not lower than O-5.

(3) Develop a system to track and report the status of each Soldier to ensure RAC-AIP is paid accurately.

(4) Provide timely and accurate reports detailing the costs and effectiveness of the RAC-AIP program, which includes the number of Soldiers who received RAC-AIP; and any other specific program parameters deemed appropriate (e.g., observed retention, changes in the number of Soldiers volunteering for an assignment to Alaska, or other factors pertinent to the evaluation).

5. Eligibility: Soldiers permanently assigned to Alaska may request RAC-AIP provided they meet the following eligibility criteria.

a. Must be serving on active duty.

b. Must be in the grade of O-6 or below.

c. Must be permanently assigned to Alaska from a previous duty station outside of the State of Alaska.

d. Must be within the first 90 days of arrival to Alaska.

e. Must agree to serve the prescribed tour length (36, 24, or 12 months).

f. Must have not previously received RAC-AIP during the current tour or a previous tour within the last six years (Soldiers who extend their tour or agree to serve a consecutive overseas tour in a subsequent RAC-AIP assignment are not eligible).

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g. Must be in good standing and not under the Uniformed Code of Military Justice (UCMJ) process (to include Article 15 or courts-martial proceedings), investigations, and must meet Army standards for retention (to include Army Physical Fitness Test and Army Body Composition Program) at the time of approval and must remain in good standing throughout the AIP tour; and

h. Must not be permanently non-deployable per reference 1.c. For the purpose of this memorandum, "deployment" is defined as the movement of personnel into and out of an operational area or in support of operations. Deployment encompasses all activities from origin or home station through destination, specifically including inter-theater, and intra-theater movement legs, staging and holding areas.

6. Payment:

a. RAC-AIP will be paid in a lump sum payment; monthly payments are not authorized. RAC-AIP is taxable.

b. The lump sum payments are based on the Soldier's duty location. The following rates are approved for Alaska:

Duty Location:	Soldiers without Command Sponsored Dependents	Soldiers with Command Sponsored Dependents
Above 63°N latitude	\$2,000.00	\$4,000.00
Below 63°N latitude	\$1,000.00	\$2,000.00

c. RAC-AIP is authorized in addition to any other AIP program for which the Soldier may be eligible; however, in no case may a Soldier's AIP payments exceed the \$18,000 annual AIP payment limit as set forth by the Under Secretary of Defense for Personnel and Readiness in reference 1.b.

d. RAC-AIP will not be paid retroactively. The approval authority will base the RAC-AIP payment rate on the Soldier's eligibility at the time of approval.

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7. Administrative Rules:

a. Absences:

(1) RAC-AIP eligibility will continue when a Soldier is on an authorized leave, other than leave authorized for a period ending upon the discharge of the Soldier or the release of the Soldier from active duty.

(2) When a Soldier entitled to RAC-AIP is absent without leave (AWOL), the Soldier will repay a prorated portion of the RAC-AIP payment.

b. Hospitalization:

(1) When a Soldier requires hospitalization away from the permanent duty station, the Soldier is still considered eligible for RAC-AIP.

(2) If a line of duty investigation determines the Soldier's injuries are due to his or her own misconduct, the Soldier will repay a prorated portion of the payment for the period beginning the first day of hospitalization through the day before the date the Soldier is restored to full duty, provided the Soldier remained otherwise eligible.

c. Confinement:

(1) When a Soldier entitled to RAC-AIP is confined awaiting trial by court-martial, the Soldier will repay a prorated portion of the RAC-AIP payment for the period beginning the first day of confinement through the day before the date the Soldier is restored to full duty, provided the Soldier remained otherwise eligible.

(2) When a Soldier confined awaiting trial by court-martial is acquitted, or has charges dismissed, he or she will be entitled to the repayment of RAC-AIP retroactive to the first day of confinement, provided the Soldier remained otherwise eligible.

d. Captured or Missing Status: A Soldier entitled to RAC-AIP immediately before entering a status of missing, missing-in-action, interned in a foreign country, or captured by a hostile force continues to be eligible for RAC-AIP while in such a status.

8. Repayment:

a. Soldiers who are not cleared for movement, permanent or temporary, and/or not cleared to receive an award or decoration are not in good standing. This includes Soldiers currently under the UCMJ process (to include Article or courts-martial

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proceedings), investigations, and Soldiers failing to meet Army standards for retention (to include Army Physical Fitness Test and Army Body Composition Program). If the Soldier's commander determines that there are adverse findings against the Soldier, the Soldier will repay their AIP for the period they were not in good standing.

b. Soldiers, with the exception of sole survivor discharges and those who die or are retired or separated with a combat-related disability, will repay an amount equal to the unearned portion of RAC-AIP, if the Soldier fails to complete the extension period.

9. Restrictions:

a. RAC-AIP written agreements will not be antedated. The date of the approval will be the date the agreement is signed by the approval authority.

b. Under no circumstance will a written agreement be terminated based solely on a change to the existing RAC-AIP program rates.

10. Written Agreements:

a. In accordance with reference 1.b, the CG, USARAK will require a Soldier to enter into a written agreement in order to qualify for RAC-AIP. The written agreement will include an acknowledgement of the additional personal costs associated with the conditions of the remote and austere assignment, the specific terms and conditions for maintaining eligibility for RAC-AIP, the period for which the RAC-AIP will be paid, and the amount of the RAC-AIP.

b. In accordance with reference 1.d., written agreements will be uploaded to the finance folder in the Soldier's Army Military Human Resource Record via Interactive Personnel Electronic Records Management System (iPERMS).

11. Reporting Requirement: Reference 1.b. requires an econometric analysis be provided to justify the continued use of RAC-AIP. The Chief, Compensation and Entitlements Division (DAPE-PRC) will provide a reporting schedule and a quarterly and annual reporting template, which will assist your staff with providing the required information to justify the continued use of this program.

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12. Point of contact is Mr. JD Riley, Army G-1, at 703-571-7117 or email at james.d.riley14.civ@mail.mil.

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