



DEPARTMENT OF THE AIR FORCE
WASHINGTON DC

OFFICE OF THE ASSISTANT SECRETARY

MEMORANDUM FOR AF/A1
SF/SI
SAF/FM

29 MAR 2024

FROM: SAF/MR

SUBJECT: Establishment of Assignment Incentive Pay for Qualifying Cold Weather Locations

Effective April 1, 2024, uniformed DAF personnel assigned to qualifying cold weather locations who sign an agreement to serve the prescribed tour length are eligible to receive Cold Weather Assignment Incentive Pay (AIP-CW) in the designated amount, in accordance with Department of Defense Instruction (DoDI) 1340.26, *Assignment and Special Duty Pays* and Department of the Air Force Instruction (DAFI) 36-3012, *Military Entitlements*, under the authority of 37 U.S.C. § 352, and subject to annual Congressional authorization and the availability of appropriated funds. The DAF will utilize the following criteria to determine the AIP-CW Level for each qualifying cold weather location:

AIP Pay Levels	W/O Dependents	With Dependents	Criteria
Level 1	\$500	\$1,000	Above -20°F with additional substantiating need
Level 2	\$1,000	\$2,000	-20°F through -29°F
Level 3	\$1,500	\$3,000	-30°F through -39°F
Level 4	\$2,000	\$4,000	-40°F through -49°F
Level 5	\$2,500	\$5,000	-50°F and below


AIP-CW is a lump-sum incentive pay designed to both incentivize assignment as well as to ensure the readiness, health, and safety of service members and their dependents. The up-front payment of AIP-CW assists service members with defraying the initial costs associated with the purchase of cold-weather items necessary to safely live and work in an extreme cold-weather environment which may otherwise prevent an Airman or Guardian from pursuing assignments to and remaining at these locations. The following locations qualify for AIP-CW based on the DAF's cold weather criteria:

Location	AIP Pay Level	W/O [Command Sponsorship] Dependents	With [Command Sponsorship] Dependents
CAVALIER	2	\$1,000	\$2,000
CLEAR	4	\$2,000	\$4,000
EIELSON	4	\$2,000	\$4,000
GRAND FORKS	2	\$1,000	\$2,000
JB ELM-RICH	2	\$1,000	\$2,000
MALMSTROM	2	\$1,000	\$2,000
MINOT	2	\$1,000	\$2,000

Subject to re-authorization, AIP-CW is authorized through December 31, 2026. In accordance with DAFI 36-3012, para. 3.3.2 and HAFMD 1-24, para. A1.158, SAF/MR may adjust or eliminate AIP-CW prior to the established end date at any time during the authorized period. The Air Force Personnel Center shall provide an annual status update to AF/A1PA and SF/S1PA as required by DoDI 1340.26.

While AIP-CW is effective as of April 1, 2024, implementation will take additional time; the anticipated first pay date is July 1, 2024. Payment will be retroactive to April 1, 2024. The Deputy Chief of Staff, Manpower, Personnel, and Services will issue implementing DAF guidance to the field as soon as practicable.

My point of contact for this matter is Capt Tobey Zicopula, AF/A1PA, tobey.zicopula@us.af.mil.



ALEX WAGNER
Assistant Secretary of the Air Force
(Manpower and Reserve Affairs)