

**1 OCTOBER 2000**



**Law**

**JUDGE ADVOCATE INCENTIVE AND  
SPECIAL PAY PROGRAMS**

---

**NOTICE:** This publication is available digitally on the AFDPO WWW site at: <http://afpubs.hq.af.mil>.

---

OPR: HQ USAF/JAX  
(Captain Christina M. Slicker)

Certified by: HQ USAF/JA  
(Colonel Kenneth J. Belongia)

Pages: 4  
Distribution: F

1. The Air Force Judge Advocate General's Department needs high-quality people to provide essential legal support for military operations; advocate and litigate to preserve command prerogatives; administer civil and criminal law programs; and educate and counsel leaders and personnel in the law. Attracting and retaining these people require judge advocate incentive and special pay programs that appropriately recognize both the unique status of the military attorney and the extraordinary demands imposed upon and sacrifices demanded of all military members. They must recognize that judge advocates generally enter the Air Force with substantial student loan debt and can readily transition to private sector employment with competitive compensation packages. This directive establishes policies for constructing, administering, and adjusting judge advocate incentive and special pay programs and implements 37 U.S.C. § 321, *Special pay: judge advocate continuation pay*.
2. Incentive and special programs for Air Force judge advocates should be equitable, fiscally responsible, and recognize the unique conditions of service. At the same time, they should support force sustainment objectives in both peacetime and periods of national emergency. These programs also should maintain some degree of pay comparability with the private sector.
3. Incentive and special pay programs for Air Force judge advocates must be predictable, stable, and transparent with respect to the associated adjustment systems.
4. This directive establishes the following responsibilities and authorities:
  - 4.1. Headquarters US Air Force is responsible for policy oversight and advocacy of the Air Force's judge advocate incentive and special pay programs and for interface with Office of the Secretary of Defense staff concerning development of Defense (DoD) policy and legislative initiatives. The Assistant Secretary of the Air Force for Manpower, Reserve Affairs, Installations and Environment (SAF/MI) discharges this responsibility for the Secretary of the Air Force.
  - 4.2. The Air Force Director of Personnel (HQ USAF/DP) develops, coordinates, and executes personnel policies and essential procedural guidance for managing military entitlement programs.

4.3. The Air Force Judge Advocate General (HQ USAF/JA) develops, coordinates, and executes judge advocate incentive and special pay policies and essential procedural guidance for managing judge advocate incentive and special pay programs.

4.4. The Professional Development Division, Office of The Judge Advocate General (HQ USAF/JAX) oversees the publishing of field instructions to administer judge advocate incentive and special pay programs and to inform judge advocates of eligibility requirements.

5. Compliance with this policy will be measured in accordance with Air Force Policy Directive 36-30, *Military Entitlements*.

F. WHITTEN PETERS  
Secretary of the Air Force

**Attachment 1**

**GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION**

***References***

Title 37, U.S.C., Section 321

***Abbreviations and Acronyms***

**AFI**—Air Force Instruction

**HQ**—Headquarters

**JACP**—Judge Advocate Continuation Pay

**JAX**—Professional Development Division, Office of The Judge Advocate General, Headquarters, United States Air Force, Pentagon, Washington, DC

**TJAG**—The Judge Advocate General

**TJAGD**—The Judge Advocate General's Department

**U.S.C.**—United States Code

***Terms***

**Incentive and Special Pay Programs**—Monetary programs designed to recruit and retain quality judge advocates, including but not limited to Judge Advocate Continuation Pay.

**Attachment 2**

**INTERFACING DOCUMENTS**

**This directive interfaces with the following documents:**

AFPD 36-30, Military Entitlements

AFI 51-1301, Judge Advocate Continuation Pay (JACP) Program, No Former Publication