

Military Pay Codes

Count as income		
AB	CSRB	RMBA
ACIP	CVI	SBP
ACP	EB	SEA
Adjusted Basic Pay	GI Bill – Rural Benefit Payment	SEB
ASP	ISP	SepRats
BAS	Locality Pay	SMA
Base Pay	MRB	SPO
BCP	MSP	SR
BRA	NIB	SRA
Continuation Pay	NPAB	SRB
CEFIP	Nuclear – Continuation Pay	TLE CONUS
COLA	OEP	TQSA
CSP	OTEIP	VI
CSP-P	Overseas Extension Pay	VSP

*Caution – Ask Questions		
AIP	HDP – Involuntary Extension	SDAP
CIP	HDP-L	SDIP
Dive Pay	HDP-M	Sea Pay
FDP	HFP/IDP	Special Duty Pay
FLPP	HFP-L	Specialty Pay
Flight of Fly Pay	HZD	Submarine Pay
FSA	IDP	VBSS Duty
HALO	Jump Pay	
HDIP	SAVE Pay	

You must ask the questions in the [Combat Related Pay document](#) for any pay listed in the Caution – Ask Questions table. The questions help you determine if the pay is combat related. Combat pay does **not** count as income for WIC.

Do not count as income		
BAH/BAQ	FSH	OHA
CCA	FSSA	OCONUS COLA
CCCA	GI Bill/Veteran’s Educational Assistance Program	Overseas COLA
CCRA	ICCA	PCCA
CMA	LQA	Standard Initial Clothing Allowance
Combat Duty or Combat Zone Pay	Maternity Clothing Allowance	SUPP CMA
CRA	MIHA - Miscellaneous	TDYCCA
DLA	MIHA – Rent	TLA
DSCT Meal	MIHA – Security	TLA OCONUS

Answer these questions to help you determine if combat pay shall be excluded from income:

1. Is the pay received in addition to the base pay?
2. Is this pay the result of deployment to a designated combat zone?
3. Does the person only receive this pay while deployed to the combat zone?

* See the [Designated Combat Zones](#) in the Military Income Guide for the most up-date combat zones.

If yes to all three of the above questions, do **not** count as income. This qualifies as combat related pay.

If no to any of the above questions, count as income. This does not qualify as combat related pay.

Military Pay Stub Guidelines

- I. The Leave & Earnings Statement (LES) is the income document provided to military families. The LES lists different types of pay received in the "Entitlements" section. Use the Military Pay Code table to determine which types of pay COUNT as income for WIC.
- II. Entitlements refer to the different types of pay active military personnel receive, depending on their rank, location, and assignment.
- III. The following are all types of active military personnel pay. Please refer to the Military Pay Code table to determine if pay shall be included in gross income for WIC income determination.
- IV. In order to be excluded from the WIC income eligibility determination, the pay shall have been received in addition to the service member's basic pay; shall have been received as a result of the service member's deployment to or service in an area that has been designated as a combat zone; and shall not have been received by the service member prior to his/her deployment to or service in the designated combat zone.

Adjusted Basic Pay

Basic Pay plus Locality/market adjustment is the adjusted basic pay. For Employees paid an annual salary this is the basic annual pay. If a Locality adjustment or market adjustment is applicable, the block will also contain those amounts which will total up to the adjustment basic annual pay

Base Pay

Base Pay is the amount of basic pay all active duty personnel receives. The amount of base pay is determined by the length of time in the service and pay grade.

Basic Allowance (BAS)

Referring to Basic Allowance for Subsistence, BAS is intended to provide meals for the service member; its level is linked to the price of food.

Career Enlisted Flyer Incentive Pay (CEFIP)

A service member may be eligible to receive CEFIP if he/she is considered "Career Enlisted Flyer" by the military. If this is the case, the service member may be eligible for continuous, monthly incentive pay.

Career Sea Pay

Active Duty Enlisted Service Members or Commissioned Officers on sea duty are entitled to Career Sea Pay up to \$730 a month.

Clothing Allowance

A clothing allowance may be issued to help a member pay for his/her uniforms. This is an annual pay given primarily to enlisted service members.

Cost of Living Allowance (COLA) or Continental US Cost of Living Allowance (CONUS COLA)

COLA is a cash allowance intended to enable an equitable standard of living in areas where cost of living is unusually high in the continental U.S. If the cost of living in the area where the member is assigned is the same or lower than average in the U.S., COLA is not authorized.

Enlistment Bonus (EB)

This bonus is to provide incentive for persons to enlist in the armed forces. The maximum payable by law is 40K. Discretionary bonus; all services use this bonus authority.

Family Separation Allowance (FSA)

This pay is for service members with dependents that meet the eligibility criteria to receive an additional \$250 per month. Service members will receive FSA pay from the day of departure from the home station and end the day prior to arrival at the home station.

Foreign Language Proficiency Pay (FLPP)

An officer or enlisted member of the Armed Forces who has been certified as proficient in a foreign language within the past 12 months (or 12 months plus 180 days when called or recalled to active duty in support of contingency operations) may be paid Foreign Language Proficiency Pay (FLPP). FLPP that was not received by a service member prior to the time of deployment to a designated combat zone shall be excluded from the WIC income eligibility determination.

Locality Pay

The official duty station, not where the enlisted member resides, determines the locality pay.

Military Survivor Benefits Plan (SBP)

The Uniformed Services Survivor Benefit Plan (SBP) is the sole means by which survivors can receive a portion of military retired pay. Without it, retired pay stops on the date of death of the retiree. The dollar amount of the survivor's Benefits pay can be any amount between \$300 per month and full retired pay.

Re-Enlistment Bonus (SRB)

SRB may be paid to a U.S. Armed Forces enlisted member who meets certain conditions. Reenlistment bonus amounts may vary depending on member's prior years of service. The member receives 50% of the bonus up front and the remaining balance is paid in annual installments.

Save Pay

Save Pay refers to money given to some personnel as they switch from time-in-service to time-in-grade pay so that they do not see a drop in basic pay.

Special Duty Assignment Pay (SDAP)

All enlisted active duty service members who perform duties designated as extremely difficult or requiring a high level of responsibility in a military skill may be paid SDAP. Amounts paid monthly based on duties range from \$75 to \$450. SDAP that was not received by a service member prior to the time of deployment to a designated combat zone shall be excluded from the WIC income eligibility determination.

Note: If any of the types of pay are made on a temporary basis (i.e.: not for the full year), you may choose to consider the income of such a family during the past 12 months as a more accurate indicator of the family's income status, as opposed to calculating income on a "current" rate basis. Averaging the pay for the past 12 months gives them a better chance of qualifying for WIC. However, if the current rate of pay is less than previous months' pay rate, use the current rate.

For example, the LES of an enlisted person shows a monthly pay for the past 3 months of \$5,000, which included combat duty pay and excluded their housing allowances. Their LES statements for the preceding 9 months show only \$3,000 per month, so you would multiply \$5,000 by 3 months and \$3,000 by 9 months to get a total of \$42,000 for the year. This amounts to an average of \$3,500/month, which is less than the average of \$5,000/month if income had been calculated using \$5,000 for the entire 12 months.

Veterans Benefits

A one-time rural benefit payment of \$500.00 is given to eligible individuals. There is no regulatory requirement to exclude this payment from income eligibility determination; therefore, it shall be counted as income. This income may be annualized.

The following types of pay for active military pay are not counted in gross income for WIC income determination purposes and, therefore, shall be deducted from their gross pay:

Armed Forces Family Subsistence Supplemental Allowance (FSSA)

FSSA are payments received under the Armed Forces Family Subsistence Supplemental Allowance, to bring a household's income up to 130% of the Federal Poverty Level and are not to be counted as income.

I. Military Reservists called to active duty

Families of military reservists who are placed in active duty may experience a drop-in income such that they may become income eligible for the WIC Program. In this situation, determination of income may be based on the family's "current" rate of income while the reservist is on active duty for a more accurate determination of the family's income status.

II. Children in the temporary care of friends or relatives There are 3 options to determine income:

- a. If gross income is available, the absent parents or one parent and their children can be considered as the economic unit.

- b. If the unit has its own adequate source of income, e.g. child allotment, the children can be counted as a separate economic unit.
- c. When the first two above-mentioned options are not applicable, the children are considered to be part of the economic unit of the person(s) they are residing with.

Basic Allowance for Housing (BAH)

An allowance for housing given to personnel who lives off base.

Combat-Related Injury and Rehabilitation Pay (CIP)

Service members who are med evacuated out of the combat zone and are considered “hospitalized” are entitled to CIP. A service member is considered hospitalized if he/she is admitted as an inpatient or is receiving extensive rehabilitation as an outpatient while living in quarters affiliated with the military health care system. The monthly CIP payment equals a set amount less any HFP payment for the same month, and the hospitalized service member is eligible for CIP starting the month after being evacuated.

Deployment Extension Incentive Pay or Deployment Extension Stabilization Program Pay (DEIP/DESP)

Given to active duty service members who agree to extend their military service by completing deployment with their units without re-enlisting. This is **not** counted as income when they receive this pay while they are deployed.

Family Separation Pay (FSA)

Pay for service members with dependents who meet certain eligibility criteria. Service members receive FSA pay from the day of departure from the home station and end the day prior to arrival at the home station. This payment may be excluded in some but not all cases. FSA is only excluded if the service member is in route to a training location prior to deployment to a designated combat zone or on deployment orders to a combat zone.

Foreign Language Proficiency Pay/Bonus (FLLP/FLPB)

Provided to officers and enlisted members proficient in foreign languages.

Hardship Duty Pay (HDP, HDP-L OR HDP-M)

A special pay used as additional compensation for service members who are either serving in locations where living conditions create undue hardship or who are performing designated hardship missions.

Hardship Duty Pay-Location (HDP-L)

A special pay entitles to service members who serve in a designated area for over 30 days and stops upon departure for that area.

If HDP-L and HDP-M are **not** in combat areas, they are **not** excluded from the gross income.

Hardship Duty Pay-Mission (HDP-M)

A special pay entitled to service members for specific missions, at the monthly rate whenever any part of the month is served fulfilling the specific mission.

Hostile Fire/Imminent Danger Pay (HFP/IDP)

Member of a uniformed service may be paid a special pay for any month in which he was entitled to basic pay in which they served within an officially declared hostile fire/imminent danger zone. One day spent in a designated HFP area qualifies the member for an entire month of pay.

Hazardous Duty Incentive Pay (HDIP)

Service members who perform any of the following duties can earn HDIP:

- Chemical Munitions Duty
- Dangerous Viruses (or Bacteria) Lab Duty
- Demolition Duty
- Experimental Stress Duty
- Flight Deck
- Maritime Visit, Board, Search and Seizure (VBSS) Duty
- Parachute Duty
- Polar Region Flight Operations Duty
- Toxic Fuels (or Propellants) Duty
- Toxic Pesticides Duty

OCONUS COLA

Cost of living allowance provided to military personnel residing in designated overseas high-cost living areas outside of the continental United States. This is different from COLA, which is provided to military personnel residing in the continental U.S.

Special Duty Assignment Pay (SDAP)

A discretionary incentive paid to enlisted soldiers who qualify for and serve in designated special duty assignments that have extremely demanding duties requiring extraordinary effort for satisfactory performance or an unusual degree of responsibility.

Veteran's Educational Assistance Program or The GI Bill

Service members pay into an education program, the Veteran's Educational Assistance Program or the GI Bill, and the military matches the amount. This shall not be counted as income for WIC.

Veteran Benefits Exclusions (BAH)

BAH refers to Basic Allowance for Housing, an allowance for housing given to personnel/veterans who live off base. This shall **not** be counted as income for WIC.

Veteran's Educational Assistance Program or The GI Bill

- An annual books and supplies stipend of \$1,000 paid proportionately based on enrollment. In accordance with the aforementioned regulatory citation (7 CFR 246.7(d)(iv)(D)(12)), this amount shall not be counted as income.
- Tuition and fees directly to the school not to exceed the maximum in-state tuition and fees at a public Institution of Higher Learning. This amount shall not be counted as income since it is paid directly to the school.

Military Pay Codes

Count as income	
Code	Type of pay
AB	Accession Bonus
ACIP	Aviation Career Incentive Pay
ACP	Aviation Continuation Pay
Adjusted Basic Pay	Base Pay plus Locality/Market Adjustments
ASP	Additional Special Pay
BAS	Basic Allowance for Subsistence
Base Pay	Base Pay
BCP	Board Certified Pay Special Pay
BRA	Basic Replacement Allowance
Continuation Pay	Continuation Pay
CEFIP	Career Enlisted Flyer Incentive Pay
COLA	Cost of Living Allowance
CSP	Career Sea Pay
CSP-P	Career Sea Pay-Premium
CSRB	Critical Skills Retention Bonus
CVI	Conditional Voluntary Indefinite Status
EB	Enlistment Bonus
GI Bill Rural Benefit Payment	A one-time rural benefit payment of \$500 given to eligible individuals
ISP	Incentive Special Pay
MRB	Multiyear Retention Bonus
MSP	Multiyear Special Pay
NIB	Nuclear Career Annual Incentive Bonus
NPAB	Nuclear Power Accession Bonus
Nuclear-Continuation Pay	Nuclear – Continuation Pay
OEP	Overseas Extension Pay
OTEIP	Army Overseas Tour Extension Incentive Pay
Overseas Extension Pay	Overseas Extension Pay
RBMA	Reserve Basic Maintenance Allowance
SBP	Military Survivor Benefits Plan
SEA	Subsistence Expense Allowance
SEB	Selective Enlistment Bonus
SepRats	Separation Rations
SMA	Standard or Separate Maintenance Allowance
SPO	Split Payment Option Note: This option allows the person to take an amount from the Base Pay and put in into the ship ATM for personal use while on boar. Base WIC income eligibility on the gross amount before the split allocation. Do not count the amount sent to the ship account twice.
SR	Separation Rations
SRA	Standard Replacement Allowance
SRB	Selective Reenlistment Bonus
TLE CONUS	Temporary Lodging Expense in US
TQSA	Temporary Quarters Subsistence Allowance
VI	Voluntary Indefinite Status
VSP	Variable Special Pay

Caution – Ask Questions	
Code	Type of Pay
AIP	Assignment Incentive Pay
CIP	Combat-related Injury and Rehabilitation
Dive Pay	Dive Pay
FDP	Foreign Duty Pay
FLPP	Foreign Language Proficiency Pay
Flight or Fly Pay	Flight of Fly Pay
FSA	Family Separation Allowance
HALO	High Altitude/Low Altitude
HDIP	Hazardous Duty Incentive Pay
HDP-Involuntary Extension	Hardship Duty Pay – Involuntary Extension
HDP-L	Hardship Duty Pay – Location
HDP-M	Hardship Duty Pay - Mission
HFP/IDP	Hostile Fire/Imminent Danger Pay
HFP-L	Hostile Fire Pay - Location
HZD	Hazardous Duty Pay
IDP	Imminent Danger Pay Note: can also mean Independent Duty Corpsman
Jump Pay	Jump Pay
Save Pay	Save Pay Note: This can represent many types of pay. Ask questions to determine what the pay is to see if it counts.
SDIP	Submarine Duty Incentive Pay
Sea Pay	Sea Pay
Special Duty Pay	Special Duty Pay
Specialty Pay	Specialty Pay
Submarine Pay	Submarine Pay
VBSS Duty	Maritime Visit, Board, Search and Seizure Duty

Do not count as income	
Code	Type of Pay
BAH/BAQ	Basic Allowance for Housing/Basic Allowance for Quarters
CCA	Civilian Clothing Allowance
CCCA	Continuing Civilian Clothing Allowance
CCRA	Cash Clothing Replacement Allowance
CMA	Clothing Maintenance Allowance or Clothing Allowance
DLA	Dislocation Allowance
DSCT Meal	Discount Meal
FSH	Family Separation Housing
FSSA	Family Subsistence Supplemental Allowance
GI Bill (Veteran's Educational Assistance Program)	Tuition Reimbursement for military or veterans
ICCA	Initial Civilian Clothing Allowance
LQA	Living Quarters Allowance
Maternity Clothing Allowance	Maternity Clothing Allowance
MIHA – Miscellaneous	Moving Housing Allowance – Miscellaneous
MIHA – Rent	Moving Housing Allowance – Rent
MIHA – Security	Moving Housing Allowance – Security
OHA	Overseas Housing Allowance
OCONUS COLA	Overseas Continental US Cost of Living Allowance
Overseas COLA	Overseas Cost of Living Allowance
PCCA	Partial Civilian Clothing Allowance
Standard Initial Clothing Allowance	Standard Initial Clothing Allowance
SUPP CMA	Enlisted Supplemental Clothing Allowance
TDYCCA	Temporary Duty Civilian Clothing Allowance
TLA	Temporary Living Allowance
TLA OCONUS	Temporary Lodging Allowance Outside US