

Subject: Military Pays Job Aid

I. Determining Household Size for Military Families

Military personnel serving overseas or on a military base away from home are considered members of the household, even if they do not live in the house. To calculate household size of military families when one or both parents are deployed or stationed abroad, the local agency (LA) staff can:

1. Count the absent parent(s) and the children as one household. This option can only be used if the income of the household can be determined using a Leave and Earnings Statement (LES).
2. Count the children as a separate household. This option can only be used if the household has its own income, such as a children's allotment. A child's allotment would be part of a "Discretionary" entry on the LES. The guardian would identify the portion that is allotted for the child.
3. Count the children as part of the economic unit in which they currently live and require proof of income.

II. Determining Gross Income for Military Families

To determine income for families with household members in the military, staff must review their current LES in addition to other household income sources.

III. **Determining Combat Pay

When a household member is deployed to a designated combat zone and receives military combat pay during the deployment, the combat pay must be excluded from the gross income if it meets all three criteria listed below:

1. Received in addition to the service member's basic pay;
2. 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
3. Not received by the service member prior to his/her deployment to, or service in the designated combat zone.

A combat zone is any area that the President of the United States designates by Executive Order as an area in which the U.S. Armed Forces are engaging or have engaged in combat. Designated combat zones may be found at the [Internal Revenue Service webpage for military combat zones](#).

Information regarding deployment to or service in a combat zone may also be available through military orders or public records on deployment of military units.

LA staff may need to request LES documents from prior to the deployment to determine if there has been a difference in income due to the deployment.

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IV. Military Income Table

1. LA staff can use the table as a guide when determining whether types of military pay is to be included or excluded from WIC income eligibility determinations. The table is not all inclusive. There may be instances where LA staff see a type/abbreviation that has been updated by the military or is completely new.
2. All types of income commonly received by military personnel, including combat pay is normally reflected in the Entitlements column of the military LES.

Consideration of Military Income on the LES

Type/Abbreviation	Description	Included as Income
AB	Accession Bonus	Yes
ACIP	Aviation Career Incentive Pay	Yes
ACP	Aviation Continuation Pay	Yes
Adjusted Basic Pay	Base Pay plus Locality/Market Adjustments	Yes
AIP	Assignment Incentive Pay	Yes**
ASP	Additional Special Pay	Yes
BAH	Basic Allowance for Housing	No
BAQ	Basic Allowance for Quarters	No
BAS	Basic Allowance for Subsistence	Yes
BASE	Base Pay	Yes
BCP	Board Certified Pay Special Pay	Yes
BRA	Basic Replacement Allowance	Yes
CARSEA or CSP or CSP-P	Career Sea Pay - Premium	Yes
CCA	Civilian Clothing Allowance	No
CCCA	Continuing Civilian Clothing Allowance	No
CCRA	Cash Clothing Replacement Allowance	No
CEFIP	Career Enlisted Flyer Incentive Pay	Yes
CIP/CRIRP	Combat Related Injury and Rehabilitation Pay	Yes**
CLOTHING	Clothing Allowance	Yes*
CMA	Clothing Maintenance Allowance	No
Continuation Pay	Continuation Pay	Yes

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Type/Abbreviation	Description	Included as Income
CONUS COLA	Continental United States Cost of Living Adjustment (CONUS COLA)	Yes
CSRB	Critical Skills Retention Bonus	Yes
CVI	Conditional Voluntary Indefinite Status	Yes
Dive Pay	Dive Pay	Yes**
DLA	Dislocation Allowance	No
DSCT Meal	Discount Meal	No
EB	Enlistment Bonus	Yes
FDP	Foreign Duty Pay	Yes**
FLPP	Foreign Language Proficiency Pay	Yes**
FLY	Fly Pay	Yes**
FSA	Family Separation Allowance	Yes**
FSH	Family Separation Housing	No
FSSA	Family Subsistence Supplemental Allowance	No
HDIP	Hazardous Duty Incentive Pay	Yes**
HDP	Hardship Duty Pay	Yes**
HDP-L	Hardship Duty Pay – Location	Yes**
HDP-M	Hardship Duty Pay – Mission	Yes**
HFP/IDP	Hostile Fire Pay/Imminent Danger Pay	Yes**
HFP-L	Hostile Fire Pay – Location	Yes**
HZD	Hazardous Duty Pay	Yes**
ICCA	Initial Civilian Clothing Allowance	No
IDP	Imminent Danger Pay or Independent Duty Corpsman	Yes**
ISP	Incentive Special Pay	Yes
JUMP	Jump Pay	Yes**
LQA	Living Quarters Allowance	No
Maternity Clothing Allowance	Maternity Clothing Allowance	No

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Type/Abbreviation	Description	Included as Income
MIHA-M MIHA-R MIHA-S	Moving Housing Allowance – Miscellaneous, Rent, Security	No
MRB	Multiyear Retention Bonus	Yes
MSP	Multiyear Special Pay	Yes
NIB	Nuclear Career Annual Incentive Bonus	Yes
NPAB	Nuclear Power Accession Bonus	Yes
Nuclear-Continuation Pay	Nuclear – Continuation Pay	Yes
OCONUS COLA	Overseas Continental United States Cost of Living Allowance	No
OEP	Overseas Extension Pay	Yes
OHA	Overseas Housing Allowance	No
OLA	Overseas Living Allowance	No
OTEIP	Overseas Tour Extension Incentive Pay	Yes
Overseas COLA	Overseas Cost of Living Allowance	No
PCCA	Partial Civilian Clothing Allowance	No
RBMA	Reserve Basic Maintenance Allowance	Yes
REBATE	Rebate	No
SAVE	A Calculated Difference in grade Pay	Yes*
SBP	Military Survivor Benefits Plan	Yes
SDAP	Special Duty Assignment Pay	Yes**
SDIP	Submarine Duty Incentive Pay	Yes**
SEA	Subsistence Expense Allowance	Yes
SEA PAY	Sea Pay	Yes
SEB	Service Member Enlistment Bonus	Yes*
SEP	Separation Pay	Yes
SMA	Standard or Separate Maintenance Allowance	Yes
Special Duty Pay	Special Duty Pay	Yes**

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Type/Abbreviation	Description	Included as Income
Specialty Pay	Specialty Pay	Yes**
SPEC	Special Forces	Yes
SPO	Split Payment Option	Yes
SR/SepRats	Separation Rations	Yes
SRA	Standard Replacement Allowance	Yes
SRB or SRBP	Selective Re-enlistment Bonus Payment	Yes*
Standard Initial Clothing Allowance	Standard Initial Clothing Allowance	No
Submarine Pay	Submarine Pay	Yes**
SUPP CMA	Enlisted Supplemental Clothing Allowance	No
TDY	Temporary Duty	Yes
TDYCCA	Temporary Duty Civilian Clothing Allowance	No
TLA	Temporary Lodging/Living Allowance	No
TLA OCONUS	Temporary Lodging Allowance Outside US	No
TLE CONUS	Temporary Lodging Expense in US	Yes
TQSA	Temporary Quarters Subsistence Allowance	Yes
VBSS	Maritime Visit, Board, Search and Seizure Duty	Yes**
VI	Voluntary Indefinite Status	Yes
VSP	Variable Special Pay	Yes
No abbreviation	Stop Loss Pay	Yes
No abbreviation	Filipino Veterans equity Compensation Fund	No
No abbreviation	Veteran’s Educational Assistance Program or Montgomery GI Bill	Yes
No abbreviation	Mandatory Salary Reductions to Fund GI Bill	No

For information about other types of income that can appear on the LES and may not be listed in the chart, go to the [Defense Finance and Accounting Service website](#).

* Amount listed is a yearly allowance. Divide by 12 to determine monthly amount.

** Always ask questions as a caution. If determined to be combat pay, exclude from calculation of gross income.