

**SUMMARY OF MAJOR CHANGES TO CHAPTER 23
DOD 7000.14-R, VOLUME 7A
MILITARY PAY POLICY AND PROCEDURES ACTIVE DUTY AND RESERVE DUTY**

New and revised instructions are indicated by a star placed immediately before the new or revised section, paragraph, subparagraph, decision logic table, etc.

Page	Paragraph	Explanation of Change/Revision	Effective Date
23-6	Table 23-1	IC 3-98 concerns Submarine Duty Incentive Pay.	Feb 1, 1998

Interim Change 03-98 is incorporated in this chapter.

CHAPTER 23

SUBMARINE DUTY PAY

2301 INCENTIVE PAY FOR OPERATIONAL SUBMARINE DUTY

230101. Entitlement. Effective January 1, 1981, a member of the Navy who is entitled to basic pay but is not entitled to continuous monthly submarine duty incentive pay under section 2302, below, is entitled to submarine duty incentive pay for the frequent and regular performance of operational submarine duty required by orders (including a submarine of a foreign nation). Effective January 1, 1988, this paragraph includes members of the Naval Service.

230102. Rates

A. The monthly rates of submarine duty pay for commissioned officers are shown in Table 23-3.

B. The monthly rates of submarine duty pay for warrant officers are shown in Table 23-4.

C. The monthly rates of submarine duty pay for enlisted members are shown in Table 23-5.

230103. Definitions

A. The term “operational submarine duty” means duty:

1. While attached under competent orders to a submarine;
2. While serving as an operator or crew member of an operational submersible (including an underseas exploration or research vehicle);
3. While undergoing training preliminary to assignment to a nuclear-powered submarine;
4. While undergoing rehabilitation after assignment to a nuclear-powered submarine; or
5. In the case of a member qualified in submarines, while attached as a member of a submarine operational command staff, whose duties require serving on a submarine during underway operations as follows.

a. During 1 calendar month--48 hours. Hours, however,

served underway in excess of 48 hours as a member of a submarine operational command staff during any of the immediately preceding 5 calendar months, and not already used to qualify for incentive pay, may be applied to satisfy the 48-hour underway time requirements for the current month.

b. During any 2 consecutive calendar months, when requirements have not been met for the first month--96 hours.

c. During any 3 consecutive calendar months, when requirements have not been met for the first 2 months--144 hours.

6. While receiving instruction to prepare for assignment to a submarine of advanced design; or

7. While receiving instruction to prepare for a position of increased responsibility on a submarine.

B. The term “submarine service” means that service performed by a member under regulations prescribed by the Secretary of the Navy. The years of submarine service are computed beginning with the effective date of the initial order to perform submarine service.

230104. Submarine Duty Pay Start and Stop Dates. See Table 23-1.

230105. Submarine Operational Command Staff Members

A. General rules for meeting underway time requirements, including determination of a 2- or 3-month grace period, substantially are the same as those for flying pay. (See [Chapter 22](#) of this volume.)

B. For the fractional part of a calendar month, or fractional parts of 2 consecutive calendar months (duty begins in 1 month and ends in the following month), the underway time required, based on the requirement of 48 hours for a calendar month, shall be determined using Table 23-2.

230106. Temporary Additional Duty or Authorized Leave. A member, who is entitled to submarine duty pay, retains entitlement during periods of temporary additional duty or authorized leave. A submarine operational command staff member, however, is required to fulfill the underway time requirements to retain entitlement during such periods if not otherwise entitled to continuous monthly submarine duty pay in accordance with section 2302 of this volume.

230107. Missing Status, Member’s Entitlement. A member receiving submarine duty pay when declared missing by competent authority (as defined in the Definitions) is entitled to submarine duty pay during the period of absence and for any period, not to exceed 1 year, required for hospitalization and rehabilitation after termination of missing status. The member’s entitlement to submarine duty pay upon termination of any required period of hospitalization and

rehabilitation, or the 1-year period after date of return from missing status, whichever is earlier, shall be contingent on a determination of continued eligibility under paragraph 230101, above.

230108. Restriction. An officer who fails selection for assignment as an executive officer or commanding officer of a submarine, or who declines to serve in either such position, may not be paid submarine duty pay except for periods during which such officer is serving on a submarine during underway operations.

2302 CONTINUOUS MONTHLY SUBMARINE DUTY PAY FOR SUBMARINE SERVICE MEMBERS

230201. Entitlement. Effective January 1, 1981, a member of the submarine service (as defined in subparagraph 230103.B, above, is entitled to continuous monthly submarine duty pay as follows:

A. Through 26 years of service (as computed under 37 U.S.C. 205 (reference (aa)), except that in the case of an officer, any period as an enlisted member before initial appointment as an officer is excluded), a member must perform operational submarine duties for at least 6 of the first 12, and at least 10 of the first 18 years of submarine service. If a member however, performs the prescribed operational submarine duties for at least 8 but less than 10 of the first 18 years of submarine service, that member is entitled to continuous monthly submarine duty pay for the first 22 years of service (as computed under 37 U.S.C. 205 (reference (aa))).

B. If, upon completion of either 12 or 18 years of submarine service, it is determined that a member has failed to perform the minimum prescribed operational submarine duty requirements during the prescribed period of time, entitlement shall cease to continuous monthly submarine duty pay. If entitlement to continuous monthly submarine duty pay ceases upon completion of 12 years of submarine service, entitlement to that pay again may commence upon completion of 18 years of submarine service if the minimum operational submarine duty requirements have been met, and such pay shall continue for the period of time prescribed in this section. If, however, entitlement to continuous monthly submarine duty pay ceases in the case of any member at the completion of either 12 or 18 years of submarine service, or 26 years of service (as computed under 37 U.S.C. 205 (reference (aa)), except that, in the case of an officer, any period as an enlisted member before initial appointment as an officer is excluded), that member shall be entitled to that pay in the amount set forth in section 2301, above, for the performance of service as a member of a submarine operational command staff, if his duties require serving on a submarine during underway operations.

230202. Rates. The monthly rates of submarine duty pay are the same as indicated in paragraph 230102, above.

230203. Missing Status, Member's Entitlement. The provisions of paragraph 230107, above, also are applicable to submarine duty pay entitlement under this section.

230204. Restriction. An enlisted member may not be paid continuous submarine duty pay while serving ashore between submarine sea duty assignments unless the member has a sufficient period of enlistment (including any extension of an enlistment) remaining to be reassigned to submarine sea duty.

SUBMARINE DUTY PAY, START, STOP DATES				
R U L E	A	B	C	D
	If member under orders for submarine duty is	and	then credit for incentive pay	
			begins on	continues
1	attached to a submarine		day of reporting duty	through day of detachment.
2	assigned as prospective crewmember of submarine under construction			
3	attached to a nuclear-powered submarine manned by two crews or a crew and an augment crew (notes 1 and 2)		day of reporting on-ship or off-ship crew for duty	
4	undergoing instruction to qualify for duty on submarine of advanced design or for duty with increased responsibility (note 3)		day class convenes	through last day of instruction.
5	injured or incapacitated as a result of performing submarine duty	remains assigned to submarine duty		through date of detachment.
★6		<i>is transferred to a medical facility on temporary duty orders for treatment, rehabilitation or medical board review</i>		<i>for not more than 6 months after date of incapacity, as determined by medical authorities. (IC 03-98)</i>
★7		<i>is reassigned to limited duty for treatment or rehabilitation</i>		<i>for not more than 6 months after date of assignment to Limited Duty, or until disqualifying condition is determined to be permanent, whichever is earlier. (IC 03-98)</i>

NOTES:

1. Attachment to a submarine means duty as a crew member either on board the submarine or on duty ashore during periods of rehabilitation after reporting for permanent duty as a crew member, whether to the on-ship or off-ship crew.
2. When an off-crew member in a training and rehabilitation status performs travel in connection with a change of home port of the member's submarine by means other than the submarine, member's entitlement to submarine pay continues during period in transit.
3. This rule also applies to officers who previously qualified in submarines as enlisted members while attending the following:
 - a. Submarine Officers' Basic Course or Submarine Officers' Indoctrination Course, for the specific purpose of preparing for a position in a nuclear-powered submarine, or
 - b. a course of instruction, published in SECNAV Instruction 7330.48 series, specifically preparing them for positions of increased responsibility in nuclear-powered submarines.

★Table 23-1. Submarine Duty Pay - Start and Stop Dates (IC 03-98)

SUBMARINE OPERATIONAL COMMAND STAFF MEMBERS UNDERWAY--TIME REQUIRED FOR FRACTIONAL PART OF MONTH					
Days	Underway Time		Days	Underway Time	
	Hours	Minutes		Hours	Minutes
1	1	36	16.....	25	36
2	3	12	17.....	27	12
3	4	48	18.....	28	48
4	6	24	19.....	30	24
5	8	00	20.....	32	00
6	9	36	21.....	33	36
7	11	12	22.....	35	12
8	12	48	23.....	36	48
9	14	24	24.....	38	24
10.....	16	00	25.....	40	00
11.....	17	36	26.....	41	36
12.....	19	12	27.....	43	12
13.....	20	48	28.....	44	48
14.....	22	24	29.....	46	24
15.....	24	00	30-31	48	00

Table 23-2. Submarine Operational Command Staff Members Underway--Time Required for Fractional Part of Month

MONTHLY SUBMARINE DUTY PAY RATES-COMMISSIONED OFFICERS-EFFECTIVE JANUARY 1, 1988							
Years of Service Computed Under 37 U.S.C. 205							
Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10
O-10	\$355	\$355	\$355	\$355	\$355	\$355	\$355
O-9	355	355	355	355	355	355	355
O-8	355	355	355	355	355	355	355
O-7	355	355	355	355	355	355	355
O-6	595	595	595	595	595	595	595
O-5	595	595	595	595	595	595	595
O-4	365	365	365	405	595	595	595
O-3	355	355	355	390	595	595	595
O-2	235	235	235	235	235	235	355
O-1	175	175	175	175	175	175	355
	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 26
O-10	\$355	\$355	\$355	\$355	\$355	\$355	\$355
O-9	355	355	355	355	355	355	355
O-8	355	355	355	355	355	355	355
O-7	355	355	540	535	535	410	355
O-6	595	595	595	595	595	595	595
O-5	595	595	595	595	595	595	595
O-4	595	595	595	595	595	595	595
O-3	595	595	595	595	595	595	595
O-2	355	355	355	355	355	355	355
O-1	355	355	355	355	355	355	355

Table 23-3. Monthly Submarine Duty Pay Rates-Commissioned Officers-Effective January 1, 1988

MONTHLY SUBMARINE DUTY PAY RATES-WARRANT OFFICERS-EFFECTIVE JANUARY 1, 1988							
Years of Service Computed Under 37 U.S.C. 205							
Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10
W-5	235	310	310	355	355	355	355
W-4	235	310	310	355	355	355	355
W-3	235	310	310	355	355	355	355
W-2	235	310	310	355	355	355	355
W-1	235	310	310	355	355	355	355
	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 26
W-5	355	355	355	355	355	355	355
W-4	355	355	355	355	355	355	355
W-3	355	355	355	355	355	355	355
W-2	355	355	355	355	355	355	355
W-1	355	355	355	355	355	355	355

Table 23-4. Monthly Submarine Duty Pay Rates-Warrant Officers-Effective January 1, 1988

MONTHLY SUBMARINE DUTY PAY RATES-ENLISTED MEMBERS-EFFECTIVE JANUARY 1, 1988							
Years of Service Computed Under 37 U.S.C. 205							

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10
E-9	225	225	225	270	295	310	315
E-8	225	225	225	250	270	295	310
E-7	225	225	225	250	255	265	275
E-6	155	170	175	215	230	245	255
E-5	140	155	155	175	190	195	195
E-4	80	95	100	170	175	175	175
E-3	80	90	95	95	140	90	90
E-2	75	90	90	90	90	90	90
E-1	75	75	75	75	75	75	75
	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 26
E-9	330	345	355	355	355	355	355
E-8	315	330	330	345	345	345	345
E-7	295	310	310	310	310	310	310
E-6	265	265	265	265	265	265	265
E-5	195	195	195	195	195	195	195
E-4	175	175	175	175	175	175	175
E-3	90	90	90	90	90	90	90
E-2	90	90	90	90	90	90	90
E-1	75	75	75	75	75	75	75

Table 23-5. Monthly Submarine Duty Pay Rates-Enlisted Members-Effective January 1, 1988

Chapter 23—Submarine Duty Pay

2301—Incentive Pay for Operational Submarine Duty

230101	37 U.S.C. 301c(a)(1) and (2)
230103 and 230105	37 U.S.C. 301c(a)(5)
230107	Public Law 92-482, Oct 12, 1972

2302—Continuous Monthly Submarine Duty Pay for Submarine Service Members

230201	37 U.S.C. 301c(a)(3)
230204	37 U.S.C. 301c(c)(2)