

VOLUME 7A, CHAPTER 18: “SPECIAL PAY – CAREER SEA PAY (CSP)”**SUMMARY OF MAJOR CHANGES**

Changes are identified in this table and also denoted by [blue font](#).

Substantive revisions are denoted by an asterisk (*) symbol preceding the section, paragraph, table, or figure that includes the revision.

Unless otherwise noted, chapters referenced are contained in this volume.

Hyperlinks are denoted by [***bold, italic, blue, and underlined font***](#).

The previous version dated [May 2020](#) is archived.

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
Table 18-1	Updated “Table 18-1” Note 6 in accordance with the Office of the Chief of Naval Operations Instruction 4700.8L, dated June 15, 2021.	Revision
References	Updated supporting references and statutes.	Revision

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CHAPTER 18

SPECIAL PAY – CAREER SEA PAY (CSP)

1.0 GENERAL

1.1 Purpose

This chapter establishes policy pertaining to CSP and CSP-Premium (CSP-P).

1.2 Authoritative Guidance

The pay policies and requirements established by the DoD in this chapter are derived primarily from, and prepared in accordance with the United States Code (U.S.C.), including Title 37. The specific statutes, regulations, and other applicable guidance that govern each individual section are listed in a reference section at the end of the chapter.

2.0 PROVISIONS

2.1 Entitlement

A member who is entitled to basic pay is entitled to CSP and CSP-P while serving on sea duty under regulations prescribed by the Office of the Secretary of Defense, Secretary of the Military Department concerned, and the provisions of this chapter.

2.2 Definitions

2.2.1. CSP. CSP is special pay for recognition of the greater than normal rigors of assignment to sea duty.

2.2.2. CSP-P. CSP-P is special pay that is in addition to CSP and is paid for unusually long periods of continuous sea duty. A member entitled to CSP who has served 36 consecutive months of sea duty is also entitled to CSP-P for the 37th consecutive month and each subsequent consecutive month of sea duty served.

2.2.3. Sea Duty. Sea duty, for the purpose of entitlement to CSP and CSP-P, is duty performed by a member under orders:

2.2.3.1. While permanently assigned for duty to a ship, ship-based staff, or ship-based aviation unit and serving on a ship with a primary mission that is accomplished underway (includes ships designated as destroyers or submarine tenders). Periods when the member is on temporary duty (TDY), on leave, hospitalized, or otherwise temporarily absent under orders, not to exceed the first 30 consecutive days of each occurrence, are also counted;

2.2.3.2. While temporarily assigned for duty to a ship, ship-based staff, or ship-based aviation unit and serving on a ship with a primary mission that is accomplished underway (includes ships designated as destroyers or submarine tenders);

2.2.3.3. While permanently or temporarily assigned for duty to a ship or ship-based staff and serving on a ship with a primary mission that is accomplished in port, but only during that period while the ship is away from its homeport. A ship is considered to be away from its homeport whenever it is at sea or is in a port that is more than 50 miles from its homeport; or

2.2.3.4. While serving as a member of the off-crew of a two-crewed vessel.

2.2.4. Cumulative Sea Duty (CSD). CSD is the total time a member has been assigned to qualifying sea duty during their service career, regardless of pay grade. Additionally, it will include all time during which a member is assigned to a ship or ship-based staff and actually served on a ship with a primary mission that is accomplished in port, regardless of whether the ship is at sea or away from homeport.

2.2.5. Ship. Ship, for the purpose of entitlement to CSP and CSP-P, means a self-propelled vessel in an active status, in commission, or in-service.

3.0 CONDITIONS OF ENTITLEMENT

3.1 General Conditions

The general conditions of entitlement to CSP are listed in Table 18-1. Additionally, entitlement to and the rate of CSP is dependent upon the branch of service, pay grade, and total CSD applicable to the member. All members in pay grades E-1 through O-6 are eligible for payment of CSP, except commissioned officers of the Army and Air Force with 3 or less years of CSD and enlisted members of the Air Force in pay grades below E-4.

3.2 CSP-P Conditions

The conditions of entitlement to CSP-P require the member to first be entitled to CSP. The CSP-P is in addition to CSP; however, for certain pay grades, it has been included in the CSP rate tables and is not payable as a separate item. When payable as a separate item, CSP-P accrues from the first day following the completion of the 36th month of consecutive sea duty and will be prorated if beginning on other than the first day of a calendar month.

Example: A member beginning a period of sea duty on January 15, 2011 would accrue CSP-P beginning January 15, 2014. The CSP-P is payable for the 37th and each subsequent consecutive month of sea duty regardless of the member's pay grade when the sea duty began, provided the member is concurrently entitled to CSP.

3.2.1. The following members of the Navy and Marine Corps may become entitled to CSP-P as a separate item of pay:

3.2.1.1. All officers in pay grades O-1 through O-6;

3.2.1.2. All warrant officers;

3.2.1.3. All enlisted members in pay grades E-1 through E-4; and

3.2.1.4. All enlisted members in pay grades E-5 through E-9 with not over 8 years of CSD.

3.2.2. The following members of the Army may become entitled to CSP-P as a separate item of pay:

3.2.2.1. All officers in pay grades O-1 through O-6; and

3.2.2.2. All enlisted members in pay grades E-1 through E-3.

3.2.3. The following members of the Air Force may become entitled to CSP-P as a separate item of pay:

3.2.3.1. All officers in pay grades O-1 through O-6;

3.2.3.2. All enlisted members in pay grade E-4; and

3.2.3.3. All enlisted members in pay grades E-5 through E-9 with not over 5 years of CSD.

3.2.4. Members not addressed in subparagraphs 3.2.1, 3.2.2, and 3.2.3, have CSP-P already included in their applicable CSP rate table or are otherwise not eligible to receive a separate CSP-P payment.

4.0 RATES PAYABLE

4.1 CSP

The Secretary concerned will prescribe the monthly rates for special pay applicable to members of each Military Service under the Secretary's jurisdiction. The monthly rate may not exceed \$750.

4.1.1. The monthly rates of CSP for members of the Army are in Table 18-2.

4.1.2. The monthly rates of CSP and CSP-P (for E-5 through E-9 with over 8 years of CSD) for members of the Navy and Marine Corps are listed in Table 18-3.

4.1.3. The monthly rates of CSP for members of the Air Force are listed in Table 18-4.

4.2 CSP-P

The Secretary concerned will prescribe the monthly rate for CSP-P applicable to members of each Military Service under the Secretary's jurisdiction. The monthly rate may not exceed \$350.

5.0 RESTRICTIONS

5.1 En route and Transport Restrictions

Do not credit time for sea duty and do not pay CSP or CSP-P to members en route to or from ships outside the Continental United States or onboard a ship for transportation, regardless of the length of the period. This restriction applies to the periods prior to a member reporting for permanent duty and after being permanently detached from duty onboard a ship.

5.2 Midshipmen and Cadet Members

Do not credit time for sea duty and do not pay CSP or CSP-P to midshipmen, aviation cadets, or academy cadets.

5.3 Navy and Marine Corps Members

Do not pay CSP-P to Navy and Marine Corps members entitled to CSP in Table 18-3 for duty if in pay grades E-5 through E-9 with over 8 years of CSD.

5.4 Army Members

Do not pay CSP-P to Army members entitled to CSP in Table 18-2 for duty:

5.4.1. Between October 1, 2002 and June 30, 2003 if in pay grades E-5 through E-9; or

5.4.2. On or after July 1, 2003 if in pay grades E-4 through E-9 or W-1 through W-5.

5.5 Air Force Members

Do not pay CSP-P to Air Force members entitled to CSP in Table 18-4 for duty if in pay grades E-5 through E-9 with over 5 years of CSD.

*Table 18-1. CSP – Conditions of Entitlement

R U L E	When an eligible member	is serving on a ship whose primary mission is accomplished		and	then CSP
		underway	in port		
1	reports for permanent duty defined as sea duty and	X			starts on reporting date.
2	reports for permanent duty defined as sea duty and		X	member is onboard when ship departs from homeport	accrues from departure date.
3	reports for permanent duty defined as sea duty and		X	member reports onboard while ship is away from homeport	accrues from reporting date.
4	is detached from permanent duty defined as sea duty and	X	X		terminates on detachment date, provided member is otherwise entitled on that date.
5	is discharged while on sea duty and	X	X	immediately reenlists onboard	continues to accrue, provided member is otherwise entitled.
6	on sea duty is entitled to CSP and		X	ship returns to homeport	accrues through the date the ship returns to homeport.
7	on sea duty	X		is on TDY, temporary additional duty (TAD), temporarily based ashore, under orders, or hospitalized ashore (note 1)	accrues during the first 30 days member is in such status.
8	on sea duty		X	is on TDY, temporary additional duty (TAD), temporarily based ashore, under orders, or hospitalized ashore (note 1)	accrues during the first 30 days member is in such status, provided member is otherwise entitled and ship remains away from its homeport (note 2).
9	on sea duty is on authorized leave and	X	X		accrues for the first 30 days of leave if otherwise entitled. There is no accrual during terminal leave.
10	is based on or stationed ashore and	X		the type of duty is TAD or TDY	accrues from reporting date through detachment date (note 3).

Table 18-1. CSP – Conditions of Entitlement (Continued)

R U L E	When an eligible member	is serving on a ship whose primary mission is accomplished		and	then CSP
		underway	in port		
11	is based on or stationed ashore and		X		accrues as indicated in rules 2 and 3, as applicable, and terminates when the ship returns to homeport or detachment date if ship remains away from homeport.
12	is suspended or otherwise removed from duty or confined awaiting trial by court-martial and	X	X	is acquitted or charges are dismissed	accrues retroactively from first day of confinement, suspension, or removal from duty, provided member is otherwise entitled.
13	is suspended or otherwise removed from duty or confined awaiting trial by court-martial and	X	X	is convicted	does not accrue beginning first day of confinement, suspension, or removal from duty through day prior to date of return to duty (note 4).
14	is confined as a result of court-martial and	X	X		does not accrue beginning first day of confinement through day prior to date of release from confinement (note 4).
15	is permanently or temporarily assigned to duty on a ship which is undergoing alterations or repairs and	X	X (note 5)	ship remains in an active status (in commission or in-service) (note 6)	continues to accrue.
16	is permanently or temporarily assigned to duty on a ship undergoing inactivation processing and	X	X		stops when the ship reverts to inactive status.
17	is assigned to a Fleet Marine Force unit based on or stationed ashore and	X		the type of duty is TAD or TDY	accrues from the embarkation date through the debarkation date (note 3).

Table 18-1. CSP – Conditions of Entitlement (Continued)

NOTES:

1. “Temporarily based ashore” refers to a ship-based aviation unit or ship-based staff that has landed ashore with intent to return to a ship.
2. Entitlement terminates when the ship returns to the homeport.
3. Further TAD/TDY ashore from ship will not interrupt CSP entitlement for the first 30 days member is in such status, provided member is otherwise entitled and returns to the ship.
4. Where sentence is changed to restriction to ship and member performs duty, CSP is resumed. Nonjudicial punishment does not result in loss of CSP.
5. Entitlement accrues only when the ship is away from the homeport.
6. Chief of Naval Operations Instruction (OPNAVINST) 4700.8L series defines ship status assignments for U.S. Naval ships.

Table 18-2. Monthly CSP Rates – Army
Effective October 1, 2002

Pay Grade	<i>Cumulative Years of Sea Duty</i>								
	1 or less	Over 1	Over 2	Over 3	Over 4	Over 5	Over 6	Over 7	Over 8
O-6				225	230	230	240	255	265
O-5				225	225	225	225	230	245
O-4				185	190	200	205	215	220
O-3				150	160	185	190	195	205
O-2				150	160	185	190	195	205
O-1				150	160	185	190	195	205
W-5	210	210	210	310	338	506	534	534	534
W-4	210	210	210	310	338	506	534	534	534
W-3	210	210	210	310	338	478	492	499	506
W-2	210	210	210	310	338	464	471	471	478
W-1	182	189	196	310	338	345	380	450	478
E-9	130	130	156	328	347	425	425	458	477
E-8	130	130	156	328	347	425	425	458	477
E-7	130	130	156	328	347	425	425	458	477
E-6	130	130	156	295	321	380	393	425	425
E-5	65	78	156	295	321	380	393	425	425
E-4	65	78	156	295	308	308	308	308	308
E-3	50	60	120	150	160	170	190	190	190
E-2	50	60	120	150	160	170	170	170	170
E-1	50	60	120	150	160	160	160	160	160

NOTES:

1. Do not pay CSP-P to Army members entitled to CSP for duty between October 1, 2002 and June 30, 2003 if in pay grades E-5 through E-9.
2. Do not pay CSP-P to Army members entitled to CSP for duty on or after July 1, 2003 if in pay grades E-4 through E-9 or W-1 through W-5.

Table 18-2. Monthly CSP Rates – Army (Continued)
Effective October 1, 2002

Pay Grade	<i>Cumulative Years of Sea Duty</i>								
	Over 9	Over 10	Over 11	Over 12	Over 13	Over 14	Over 16	Over 18	Over 20
O-6	280	290	300	310	310	325	340	355	380
O-5	250	260	265	265	265	285	300	315	340
O-4	220	225	225	240	240	270	280	290	300
O-3	215	225	225	240	240	260	270	280	290
O-2	215	225	225	240	240	250	260	270	280
O-1	215	225	225	240	240	250	260	270	280
W-5	534	590	625	660	660	730	730	730	730
W-4	534	590	625	660	660	730	730	730	730
W-3	534	590	625	660	660	695	695	695	695
W-2	534	576	576	625	625	625	625	625	625
W-1	520	555	555	555	555	555	555	555	555
E-9	490	490	503	516	555	588	620	646	646
E-8	490	490	503	516	555	588	620	646	646
E-7	490	490	503	516	555	588	620	620	620
E-6	445	445	445	464	484	503	523	555	555
E-5	425	425	425	425	425	425	425	425	425
E-4	308	308	308	308	308	308	308	308	308
E-3	190	190	190	190	190	190	190	190	190
E-2	170	170	170	170	170	170	170	170	170
E-1	160	160	160	160	160	160	160	160	160

NOTES:

1. Do not pay CSP-P to Army members entitled to CSP for duty between October 1, 2002 and June 30, 2003 if in pay grades E-5 through E-9.
2. Do not pay CSP-P to Army members entitled to CSP for duty on or after July 1, 2003 if in pay grades E-4 through E-9 or W-1 through W-5.

Table 18-3. Monthly CSP and CSP-P – Navy and Marine Corps
Effective May 1, 2014

Pay Grade	<i>Cumulative Years of Sea Duty</i>								
	1 or less	Over 1	Over 2	Over 3	Over 4	Over 5	Over 6	Over 7	Over 8
O-6	100	100	100	394	400	400	419	450	463
O-5	100	100	100	394	394	394	394	400	431
O-4	100	100	100	325	331	350	356	375	388
O-3	100	100	100	263	281	325	331	344	356
O-2	100	100	100	263	281	325	331	344	356
O-1	100	100	100	263	281	325	331	344	356
W-5	210	210	210	263	300	506	544	544	544
W-4	210	210	210	263	300	506	544	544	544
W-3	210	210	210	263	300	475	494	500	506
W-2	210	210	210	263	300	456	463	463	475
W-1	180	190	195	263	300	306	350	438	475
E-9	135	135	160	381	400	438	438	469	688
E-8	135	135	160	381	400	438	438	469	688
E-7	135	135	160	381	400	438	438	469	688
E-6	135	135	160	350	375	394	406	438	638
E-5	70	80	160	350	375	394	406	438	638
E-4	70	80	160	350	363	363	363	363	488
E-3	50	60	100	125	125	125	125	125	125
E-2	50	60	75	94	94	94	94	94	94
E-1	50	50	50	63	63	63	63	63	63

NOTE: CSP-P is \$200 per month. Do not pay CSP-P to pay grades E5 through E9 with over 8 years of CSD. CSP-P is included in their CSP.

Table 18-3. Monthly CSP and CSP-P – Navy and Marine Corps (Continued)
Effective May 1, 2014

Pay Grade	<i>Cumulative Years of Sea Duty</i>								
	Over 9	Over 10	Over 11	Over 12	Over 13	Over 14	Over 16	Over 18	Over 20
O-6	494	506	525	544	544	569	594	625	669
O-5	438	456	463	463	463	500	525	550	594
O-4	388	394	394	419	419	475	494	506	525
O-3	375	394	394	419	419	456	475	494	506
O-2	375	394	394	419	419	438	456	475	494
O-1	375	394	394	419	419	438	456	475	494
W-5	544	613	656	700	700	750	750	750	750
W-4	544	613	656	700	700	750	750	750	750
W-3	544	613	656	700	700	744	744	750	750
W-2	544	594	594	656	656	700	700	700	700
W-1	525	569	569	594	594	631	656	656	656
E-9	700	700	713	725	750	750	750	750	750
E-8	700	700	713	725	750	750	750	750	750
E-7	700	700	713	725	750	750	750	750	750
E-6	656	656	656	675	694	713	731	750	750
E-5	638	638	638	638	638	638	638	638	638
E-4	488	488	488	488	488	488	488	488	488
E-3	125	125	125	125	125	125	125	125	125
E-2	94	94	94	94	94	94	94	94	94
E-1	63	63	63	63	63	63	63	63	63

NOTE: CSP-P is \$200 per month. Do not pay CSP-P to pay grades E5 through E9 with over 8 years of CSD. CSP-P is included in their CSP.

Table 18-4. Monthly CSP Rates – Air Force
Effective May 1, 1988

Pay Grade	<i>Cumulative Years of Sea Duty (See Note)</i>								
	1 or less	Over 1	Over 2	Over 3	Over 4	Over 5	Over 6	Over 7	Over 8
O-6				225	230	230	240	255	265
O-5				225	225	225	225	230	245
O-4				185	190	200	205	215	220
O-3				150	160	185	190	195	205
O-2				150	160	185	190	195	205
O-1				150	160	185	190	195	205
E-9	100	100	120	175	190	350	350	375	390
E-8	100	100	120	175	190	350	350	375	390
E-7	100	100	120	175	190	350	350	375	390
E-6	100	100	120	150	170	315	325	350	350
E-5	50	60	120	150	170	315	325	350	350
E-4	50	60	120	150	160	160	160	160	160

Table 18-4. Monthly CSP Rates – Air Force (Continued)
Effective May 1, 1988

Pay Grade	<i>Cumulative Years of Sea Duty (See Note)</i>								
	Over 9	Over 10	Over 11	Over 12	Over 13	Over 14	Over 16	Over 18	Over 20
O-6	280	290	300	310	310	325	340	355	380
O-5	250	260	265	265	265	285	300	315	340
O-4	220	225	225	240	240	270	280	290	300
O-3	215	225	225	240	240	260	270	280	290
O-2	215	225	225	240	240	250	260	270	280
O-1	215	225	225	240	240	250	260	270	280
E-9	400	400	410	420	450	475	520	520	520
E-8	400	400	410	420	450	475	500	520	520
E-7	400	400	410	420	450	475	500	500	500
E-6	365	365	365	380	395	410	425	450	450
E-5	350	350	350	350	350	350	350	350	350
E-4	160	160	160	160	160	160	160	160	160

NOTE: Do not pay CSP-P to Air Force members in pay grades E-5 through E-9 with over 5 years of CSD.

REFERENCES*CHAPTER 18 – SPECIAL PAY – CAREER SEA PAY (CSP)****2.0 – PROVISIONS**

- 2.1 Title 37, United States Code, section 352
DoD Instruction (DoDI) 1340.26, September 25, 2017,
Change 1, Effective, January 11, 2019

4.0 – RATES PAYABLE

- 4.2 DoDI 1340.26, paragraph 4.9.c, September 25, 2017,
Change 1, Effective, January 11, 2019

5.0 – RESTRICTIONS

- 5.1 DoDI 1340.26, paragraph 4.9.d, September 25, 2017,
Change 1, Effective, January 11, 2019

Table 18-1 [Office of the Chief of Naval Operations Instruction
4700.8L, June 15, 2021](#)

Table 18-2 Assistant Secretary of the Army Manpower and Reserve
Affairs (M&RA) Memo, September 20, 2002

Table 18-3 OPNAVINST 7220.14, December 24, 2005
Secretary of the Navy Memo, March 4, 2014
Assistant Secretary of the Navy (M&RA) Memo,
April 11, 2014

Table 18-4 Public Law 100-180, section 621, December 4, 1987