

VOLUME 7A, CHAPTER 23: “SUBMARINE DUTY PAY”**SUMMARY OF MAJOR CHANGES**

All changes are denoted by **blue font**.

Substantive revisions are denoted by an * 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 February 2011 is archived.

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
Table 23-5	Updated rates for E-8 and E-9 members with over 18 years of service.	Update

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CHAPTER 23

SUBMARINE DUTY PAY

2301 INCENTIVE PAY FOR OPERATIONAL SUBMARINE DUTY

230101. Entitlement

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, 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 in Table 23-3.

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

C. The monthly rates of submarine duty pay for enlisted members are 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 undersea 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;
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:

a. During 1 Calendar Month--48 Hours. However, hours 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 the service performed under regulations prescribed by the Secretary of the Navy by a member. 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, are substantially the same as those for flying pay. (See Chapter 22.)

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, will be determined from 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.

230107. Missing Status, Member’s Entitlement

A member receiving submarine duty pay when declared missing by competent authority (as defined in the Glossary) is entitled to submarine duty pay during the period of absence and

for the 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 the period of eligibility will be contingent on a determination of continued eligibility under paragraph 230101.

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

A member of the submarine service (as defined in subparagraph 230103.B) is entitled to continuous monthly submarine duty pay as follows:

A. Through 26 years of service (as computed under [Title 37, United States Code \(U.S.C.\) 205](#)), a member must perform operational submarine duties for at least 6 of the first 12 years, 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, then 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](#)).

NOTE: In the case of an officer, the period as an enlisted member before initial appointment as an officer is excluded.

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 periods of time, then entitlement to continuous monthly submarine duty pay ceases. If entitlement to continuous monthly submarine duty pay ceases upon completion of 12 years of submarine service, then entitlement to that pay may again 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](#)), then that member shall be entitled to that pay in the amount set forth in section 2301, 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.

NOTE: In the case of an officer, any period as an enlisted member before initial appointment as an officer is excluded.

230202. Rates

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

230203. Missing Status, Member's Entitlement

The provisions of paragraph 230107 are also 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.

Table 23-1. Submarine Duty Pay – Start and 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 a 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		is transferred to a medical facility on temporary duty orders for treatment, rehabilitation or medical board review		for not more than 6 months after date of incapacity, as determined by medical authorities.
7		is reassigned to limited duty for treatment or rehabilitation		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.

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 [OPNAV Instruction 7220.15 series](#), specifically preparing them for positions of increased responsibility in nuclear-powered submarines.

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

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 23-3. Monthly Submarine Duty Pay Rates – Commissioned Officers –
Effective October 1, 2004**

<i>Years of Service Computed Under 37 U.S.C. 205 (see note)</i>														
Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 26
O-10	355	355	355	355	355	355	355	355	355	355	355	355	355	355
O-9	355	355	355	355	355	355	355	355	355	355	355	355	355	355
O-8	355	355	355	355	355	355	355	355	355	355	355	355	355	355
O-7	355	355	355	355	355	355	355	355	355	355	355	355	355	355
O-6	595	595	595	595	595	595	595	595	595	595	835	835	835	835
O-5	595	595	595	595	595	595	595	595	790	835	835	835	835	835
O-4	365	365	365	525	595	705	705	705	790	790	790	790	790	790
O-3	355	355	355	510	595	705	705	705	705	705	705	705	705	705
O-2	305	305	305	305	305	305	425	425	425	425	425	425	425	425
O-1	230	230	230	230	230	230	425	425	425	425	425	425	425	425

NOTE:

As of October 1, 2010, rates are still in effect.

**Table 23-4. Monthly Submarine Duty Pay Rates – Warrant Officers –
Effective October 1, 2002**

<i>Years of Service Computed Under 37 U.S.C. 205 (see note)</i>														
Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 26
W-5	285	375	375	425	425	425	425	425	425	425	425	425	425	425
W-4	285	375	375	425	425	425	425	425	425	425	425	425	425	425
W-3	285	375	375	425	425	425	425	425	425	425	425	425	425	425
W-2	285	375	375	425	425	425	425	425	425	425	425	425	425	425
W-1	285	375	375	425	425	425	425	425	425	425	425	425	425	425

NOTE:

As of October 1, 2010, rates are still in effect.

***Table 23-5. Monthly Submarine Duty Pay Rates – Enlisted Members –
Effective October 1, 2011**

<i>Years of Service Computed Under 37 U.S.C. 205 (see note)</i>														
Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 26
E-9	425	425	425	425	425	425	425	425	425	425	600	600	600	600
E-8	415	415	415	415	415	415	415	415	415	415	550	550	550	550
E-7	405	405	405	405	405	405	405	405	405	405	405	405	405	405
E-6	155	170	175	300	325	375	375	375	375	375	375	375	375	375
E-5	140	155	155	250	275	275	275	275	275	275	275	275	275	275
E-4	80	95	100	245	245	245	245	245	245	245	245	245	245	245
E-3	80	90	95	95	90	90	90	90	90	90	90	90	90	90
E-2	75	90	90	90	90	90	90	90	90	90	90	90	90	90
E-1	75	75	75	75	75	75	75	75	75	75	75	75	75	75

* BIBLIOGRAPHY

CHAPTER – 23 SUBMARINE DUTY PAY

2301 – INCENTIVE PAY FOR OPERATIONAL SUBMARINE DUTY

230101	37 U.S.C. 301c(a)(2)
230103	37 U.S.C. 301c(a)(5)
230107	Public Law 92-482, October 12, 1972
230108	37 U.S.C. 301c(5)(c)(1)

2302 – CONTINUOUS MONTHLY SUBMARINE DUTY PAY FOR SUBMARINE SERVICE MEMBERS

230201	37 U.S.C. 301c(a)(1)
230201.A	37 U.S.C. 301c(a)(3)
230201.B	37 U.S.C. 301c(a)(4)
230204	37 U.S.C. 301c(a)(5)(c)(2)

Table 23-1 OPNAVINST 7220.15

Table 23-2 OPNAVINST 7220.15

Table 23-3 OPNAVINST 7220.15

Table 23-4 OPNAVINST 7220.15

Table 23-5 OPNAVINST 7220.15

* [ASN \(M&RA\) Memo, August 30, 2011](#)