

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

All changes are 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 **December 2015** is archived.

| PARAGRAPH | EXPLANATION OF CHANGE/REVISION | PURPOSE |
|------------------|--|----------------|
| All | Updated formatting to comply with current administrative instructions. | Revision |
| 230101 | Deleted the “Overview” paragraph. | Deletion |
| Bibliography | Updated statutes and references. | Revision |

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CHAPTER 23

SUBMARINE DUTY PAY

2301 GENERAL

230101. Purpose

The purpose of this chapter is to provide policy pertaining to Submarine Duty Pay for members of the Navy, as authorized by law. A member of the Navy who is entitled to basic pay, but is not entitled to continuous monthly submarine duty incentive pay under section 2303, 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).

230102. Authoritative Guidance

The bibliography at the end of this chapter lists the authoritative references.

2302 INCENTIVE PAY FOR OPERATIONAL SUBMARINE DUTY

230201. Rates

- A. The monthly rates of submarine duty pay for commissioned officers are in Table 23-1.
- B. The monthly rates of submarine duty pay for warrant officers are in Table 23-2.
- C. The monthly rates of submarine duty pay for enlisted members are in Table 23-3.

230202. 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, except that 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 of subparagraph 230202.A.5.a have not been met: 96 hours; or

c. During any 3 consecutive calendar-months when requirements of subparagraph 230202.A.5.b have not been met: 144 hours;

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

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

B. The term “submarine service” means the 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.

230203. Submarine Duty Pay Start and Stop Dates

See Table 23-4.

230204. 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 23-5.

230205. 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. However, a submarine operational command staff member 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 2303.

230206. Missing Status - Member's Entitlement

A member receiving submarine duty pay when declared missing by a competent authority 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 section 2301.

230207. 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.

2303 CONTINUOUS MONTHLY SUBMARINE DUTY PAY FOR SUBMARINE SERVICE MEMBERS

230301. Entitlement

A member of the submarine service (as defined in subparagraph 230202.B) is entitled to continuous monthly submarine duty pay as follows:

A. Through 26 years of service (as computed under Chapter 1, section 0102), 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. However, if a member 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 Chapter 1, section 0102).

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, the 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, 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 will continue for the period of time prescribed in this section. However, if 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 Chapter 1, section 0102), such member will be entitled to that pay in the

amount specified in section 2302 for the performance of service as a member of a submarine operational command staff, if such member's 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.

230302. Rates

The monthly rates of submarine duty pay are the same as indicated in Tables 23-1 through 23-3.

230303. Missing Status - Member's Entitlement

The provisions of paragraph 230206 are applicable to submarine duty pay entitlement under this section.

230304. 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. Monthly Submarine Duty Pay Rates - Commissioned Officers Effective October 1, 2004

| <i>Years of Service Computed Under Title 37, United States Code (U.S.C.), section 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 |

Table 23-2. 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 |

Table 23-3. 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 |

Table 23-4. 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 | | the day of reporting for duty, and | 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) | | the day of reporting for duty as on-ship or off-ship crew, and | |
| 4 | undergoing instruction to qualify for duty on a submarine of advanced design or for duty with increased responsibility (note 3) | | the day class convenes, and | |
| 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-ship 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 listed in the Chief of Naval Operations Instruction (OPNAVINST) 7220.15, [December 28, 2005](#), specifically preparing them for positions of increased responsibility in nuclear-powered submarines.

Table 23-5. 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 |

*BIBLIOGRAPHY

CHAPTER – 23 SUBMARINE DUTY PAY

2301 – GENERAL

37 U.S.C. § 301c(a)(2)

2302 – INCENTIVE PAY FOR OPERATIONAL SUBMARINE DUTY

| | |
|--------|---------------------------|
| 230202 | 37 U.S.C. § 301c(a)(5) |
| 230206 | 37 U.S.C. § 552 |
| 230207 | 37 U.S.C. § 301c(5)(c)(1) |

2303 – CONTINUOUS MONTHLY SUBMARINE DUTY PAY FOR SUBMARINE SERVICE MEMBERS

| | |
|-----------------|--|
| 230301 | 37 U.S.C. § 301c(a)(1) |
| 230301.A | 37 U.S.C. § 301c(a)(3) |
| 230301.B | 37 U.S.C. § 301c(a)(4) |
| 230304 | 37 U.S.C. § 301c(a)(5)(c)(2) |
| * Table 23-1 | OPNAVINST 7220.15, December 28, 2005 OPNAVINST 7220.15, CHANGE (CH)-1, January 26, 2012 |
| * Table 23-2 | OPNAVINST 7220.15, December 28, 2005 OPNAVINST 7220.15, CH-1, January 26, 2012 |
| * Table 23-3 | OPNAVINST 7220.15, December 28, 2005 OPNAVINST 7220.15, CH-1, January 26, 2012 Assistant Secretary of the Navy for Manpower & Reserve Affairs Memo, August 30, 2011 |
| * Table 23-4 | OPNAVINST 7220.15, December 28, 2005 OPNAVINST 7220.15, CH-1, January 26, 2012 |
| * Table 23-5 | OPNAVINST 7220.15, December 28, 2005 OPNAVINST 7220.15, CH-1, January 26, 2012 |