

**VOLUME 7A, CHAPTER 23: “SUBMARINE DUTY PAY”****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 [December 2023](#) is archived.

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
All	Updated formatting to comply with current administrative instructions.	Revision
Table 23-4	Updated content for clarity.	Revision
References	Updated statutes and supporting references.	Revision

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## CHAPTER 23

### SUBMARINE DUTY PAY

#### 1.0 GENERAL

##### 1.1 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, may be paid submarine duty incentive pay for the frequent and regular performance of operational submarine duty required by orders (including on a submarine of a foreign nation).

##### 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 INCENTIVE PAY FOR OPERATIONAL SUBMARINE DUTY

##### 2.1 Purpose

Incentive pay for operational submarine duty is designed to recognize the arduous nature of submarine duty assignments. The Secretaries of the Military Departments concerned may establish an operational submarine duty incentive pay program to encourage volunteerism for submarine duty assignments.

##### 2.2 Eligibility

The Secretaries of the Military Departments concerned will establish eligibility criteria based on Service-specific needs for submarine duty assignments [not receiving continuous submarine duty pay \(CONSUBPAY\)](#).

##### 2.3 Amount

The Secretaries of the Military Departments concerned will establish monthly rates, based on level of responsibility and time of submarine service. The maximum amount of operational submarine duty incentive pay per month will not exceed \$1,000. The monthly rates of submarine duty pay for commissioned officers, warrant officers, and enlisted members are contained in Tables 23-1, 23-2, and 23-3. For the most current rates, see the [Submarine Duty Pay Rates](#) table on DFAS.MIL.

## 2.4 Definition of Terms for “Operational Submarine Duty”

### 2.4.1. Operational submarine duty means duty performed:

2.4.1.1. While assigned under competent orders to a submarine;

2.4.1.2. While serving as an operator or crew member of an operational submersible (including an undersea exploration or research vehicle);

2.4.1.3. While undergoing initial submarine training prior to assignment to a nuclear-powered submarine;

2.4.1.4. While undergoing rehabilitation training after assignment to a nuclear-powered submarine;

2.4.1.5. In the case of members qualified for the submarine service, while assigned as a member of a submarine operational command staff whose duties require serving on a submarine during underway operations:

2.4.1.5.1. 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;

2.4.1.5.2. During any 2 consecutive calendar-months when requirements of subparagraph 2.4.1.5.1 have not been met: 96 hours; or

2.4.1.5.3. During any 3 consecutive calendar-months when requirements of subparagraph 2.4.1.5.2 have not been met: 144 hours;

2.4.1.6. While receiving training and instructions for assignment to a submarine of advanced design; or

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

2.4.2. 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.

## 2.5 Submarine Duty Pay Start and Stop Dates

See Table 23-4.

## 2.6 Submarine Operational Command Staff Members

2.6.1. 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.)

2.6.2. 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.

## 2.7 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 3.0.

## 2.8 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.

## 2.9 Restriction

2.9.1. 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.

2.9.2. A Service member cannot receive both CONSUBPAY and operational submarine duty incentive pay at the same time for the same period of service. When CONSUBPAY eligibility is not met, personnel may be eligible for operational submarine duty incentive pay for any period attached under orders to operational submarine duty, whether temporarily or permanently assigned.

### 3.0 CONTINUOUS SUBMARINE DUTY SKILL INCENTIVE PAY FOR SUBMARINE SERVICE MEMBERS

#### 3.1 Purpose

The Navy may offer CONSUBPAY to active-duty Service members who volunteer to serve in, and remain serving in, the submarine service on a career basis in a submarine duty designation or designator.

#### 3.2 Eligibility

A member of the submarine service (as defined in subparagraph 2.4.2) may be eligible for CONSUBPAY if they meet the following requirements:

3.2.1. Hold a submarine duty designation or designator, or are in training to receive a submarine duty designation or designator;

3.2.2. Have a valid submarine service entry date and have obtained the prescribed amount of total operational submarine service (TOSS) at the completion of 12 and/or 18 years of submarine service. Prior to 12 years of service, there is no minimum TOSS requirement for CONSUBPAY;

3.2.3. Enlisted members serving ashore must maintain a sufficient period of obligated service as specified in the Office of Chief of Naval Operations Instruction (OPNAVINST) 7220.15 (including any extension of enlistment) to be able to be reassigned to submarine duty. Officers must remain qualified for follow-on submarine service while serving ashore;

3.2.4. Maintain physical qualifications for submarine service;

3.2.5. Have less than 26 years of service; and

3.2.6. Meet other applicable requirements outlined by the Secretary of the Navy.

#### 3.3 Additional Eligibility Requirements

3.3.1. To remain eligible for CONSUBPAY through 26 years of service (excluding, in the case of an officer, any period of service as an enlisted member) a member must accumulate at least 6 years of TOSS in the first 12 years of submarine service, and at least 10 years of TOSS in the first 18 years of submarine service. However, if a member accumulates at least 8 but less than 10 years of TOSS after 18 years of submarine service, the member remains eligible for CONSUBPAY through 22 years of service (excluding, in the case of an officer, any period of service as an enlisted member).

3.3.2. 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 eligibility for continuous monthly submarine duty pay ceases. If continuous monthly submarine duty pay ceases upon completion of

12 years of submarine service, a member may be eligible to re-qualify for the pay if after the completion of 18 years of submarine service, the minimum operational submarine duty requirements have been met. At which time, the pay may resume 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 2.0), such member will only be eligible for operational submarine duty pay in the amount specified in section 2.0 for the performance of submarine duties while assigned to 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.

### 3.4 Rates

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

### 3.5 Missing Status - Member's Entitlement

The provisions of paragraph 2.8 are applicable to submarine duty pay entitlement under this section.

### 3.6 Restriction

3.6.1. Pursuant to [Title 37, United States Code, Section 353\(h\)](#), a Service member may not be paid more than one pay under the section in any month for the same period of service and skill.

3.6.2. Service members temporarily unable to perform submarine duty due to a physical or medical condition, not the result of the member's own misconduct, may continue to receive CONSUBPAY for a period of up to 6 months. After 6 months, CONSUBPAY will be terminated and may not be reinstated until the condition resulting in the physical or medical restriction is corrected and the member is again certified for submarine duty by a competent Undersea Medical Officer.

3.6.3. Service members permanently disqualified or otherwise determined to be no longer eligible to perform submarine duty, are ineligible for CONSUBPAY.

3.6.4. In accordance with the Memorandum for Assistant Secretary of the Navy (ASN) for Manpower and Reserve Affairs (M&RA), dated January 26, 2018 a Service member, who receives CONSUBPAY and fails to satisfy the eligibility requirements for receipt of the pay, will be subject to having the pay terminated. Repayment of any unearned portion or overpayment will be in accordance with the provisions of [37 U.S.C. § 373](#), Chapter 2, and Volume 16, Chapter 3.

Table 23-1. Monthly Submarine Duty Pay - Commissioned Officers Effective October 1, 2021  
For the most current rates, see the Submarine Duty Pay Rates table on DFAS.MIL.

<i>Years of Service Computed Under <a href="#">37 U.S.C. § 205</a></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	660	660	660	660	660	660	660	660	660	660	950	950	950	950
O-5	655	655	655	655	655	655	655	655	880	930	950	950	950	950
O-4	400	400	400	580	655	805	805	805	880	880	880	880	880	880
O-3	390	390	390	560	655	805	805	805	805	805	805	805	805	805
O-2	335	335	335	335	335	335	470	470	470	470	470	470	470	470
O-1	255	255	255	255	255	255	470	470	470	470	470	470	470	470

Table 23-2. Monthly Submarine Duty Pay Rates - Warrant Officers Effective October 1, 2021  
For the most current rates, see the Submarine Duty Pay Rates table on DFAS.MIL.

<i>Years of Service Computed Under <a href="#">37 U.S.C. § 205</a></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	320	420	420	475	475	475	475	475	475	475	475	475	475	475
W-4	320	420	420	475	475	475	475	475	475	475	475	475	475	475
W-3	320	420	420	475	475	475	475	475	475	475	475	475	475	475
W-2	320	420	420	475	475	475	475	475	475	475	475	475	475	475
W-1	320	420	420	475	475	475	475	475	475	475	475	475	475	475



Table 23-3. Monthly Submarine Duty Pay Rates - Enlisted Members Effective October 1, 2021  
For the most current rates, see the Submarine Duty Pay Rates table on DFAS.MIL.

<i>Years of Service Computed Under 37 U.S.C. § 205</i>														
<b>Pay Grade</b>	<b>2 or less</b>	<b>Over 2</b>	<b>Over 3</b>	<b>Over 4</b>	<b>Over 6</b>	<b>Over 8</b>	<b>Over 10</b>	<b>Over 12</b>	<b>Over 14</b>	<b>Over 16</b>	<b>Over 18</b>	<b>Over 20</b>	<b>Over 22</b>	<b>Over 26</b>
<b>E-9</b>	450	450	450	450	450	450	450	450	450	450	600	600	600	600
<b>E-8</b>	450	450	450	450	450	450	450	450	450	450	550	550	550	550
<b>E-7</b>	445	445	445	445	445	445	445	445	445	445	445	445	445	445
<b>E-6</b>	175	190	190	335	370	430	430	430	430	430	430	430	430	430
<b>E-5</b>	155	170	170	275	315	315	315	315	315	315	315	315	315	315
<b>E-4</b>	90	105	110	270	270	270	270	270	270	270	270	270	270	270
<b>E-3</b>	90	100	105	105	105	105	105	105	105	105	105	105	105	105
<b>E-2</b>	85	100	100	100	100	100	100	100	100	100	100	100	100	100
<b>E-1</b>	85	85	85	85	85	85	85	85	85	85	85	85	85	85

\*Table 23-4. Submarine Duty Pay - Start and Stop Dates

RULE	If member under orders for submarine duty is	and	then credit for incentive pay	continues
1	assigned to a submarine		<a href="#">begins on</a> the day of reporting for duty, and	through day of detachment.
2	assigned as prospective crewmember of submarine under construction		<a href="#">begins on the day of</a> reporting for duty, and	<a href="#">through day of</a> detachment.
3	assigned to a nuclear-powered submarine manned by two crews or a crew and an augment crew (notes 1 and 2)		<a href="#">begins on</a> the day of reporting for duty as on-ship or off-ship crew, and	<a href="#">through day of</a> detachment.
4	undergoing instruction to qualify for duty on a submarine of advanced design or for duty with increased responsibility (note 3)		<a href="#">begins on</a> the day class convenes, and	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	injured or incapacitated as a result of performing submarine duty	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	injured or incapacitated as a result of performing submarine duty	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:**

- 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.
- 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.
- This rule also applies to officers, who previously qualified in submarines as enlisted members, while attending the following:
  - Submarine Officers' Basic Course or Submarine Officers' Indoctrination Course, for the specific purpose of preparing for a position in a nuclear-powered submarine; or
  - A course of instruction listed in the OPNAVINST 7220.15B, [October 20, 2023](#), 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

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

## \*REFERENCES

## CHAPTER – 23 SUBMARINE DUTY PAY

## 1.0 – GENERAL

37 U.S.C. § 352

37 U.S.C. § 353

## 2.0 – INCENTIVE PAY FOR OPERATIONAL SUBMARINE DUTY

37 U.S.C. § 352

DoD Instruction 1340.26, September 25, 2017,  
Incorporating Change (CH) 1, Effective  
January 11, 2019OPNAVINST 7220.15B, [October 20, 2023](#)

2.8

37 U.S.C. § 552

## 3.0 – CONTINUOUS SUBMARINE DUTY SKILL INCENTIVE PAY FOR SUBMARINE SERVICE MEMBERS

ASN (M&amp;RA) Memo, January 26, 2018

OPNAVINST 7220.15B, [October 20, 2023](#)

3.1

37 U.S.C. § 353

3.4

37 U.S.C. § 352

37 U.S.C. § 353

37 U.S.C. § 372

Table 23-1

OPNAVINST 7220.15B, [October 20, 2023](#)Chief of Naval Personnel (CNP) Action Memo,  
August 12, 2021

ASN (M&amp;RA) Memo, September 21, 2021

Table 23-2

OPNAVINST 7220.15B, [October 20, 2023](#)Chief of Naval Personnel (CNP) Action Memo,  
August 12, 2021

ASN (M&amp;RA) Memo, September 21, 2021

Table 23-3

OPNAVINST 7220.15B, [October 20, 2023](#)

ASN (M&amp;RA) Memo, August 30, 2011

Chief of Naval Personnel (CNP) Action Memo,  
August 12, 2021

ASN (M&amp;RA) Memo, September 21, 2021

Table 23-4

OPNAVINST 7220.15B, [October 20, 2023](#)

**References (Continued)**

Table 23-5

OPNAVINST 7220.15B, [October 20, 2023](#)