

**SUMMARY OF MAJOR CHANGES TO CHAPTER 18
DOD 7000.14-R, VOLUME 7A
MILITARY PAY POLICY AND PROCEDURES ACTIVE DUTY AND RESERVE PAY**

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
18-3	180105.C	IC 11-99 cites the stipend and grant increases for Hardship Duty Pay.	Feb 4, 1999

Interim Change 11-99 is incorporated in the chapter change.

CHAPTER 18

SPECIAL PAY—SEA DUTY

1801 CAREER SEA PAY

180101. Entitlement. Effective January 1, 1981, a member entitled to basic pay who is in pay grade E-4 or above may be entitled to career sea pay (CSP) for sea duty as defined in paragraph 180103, below.

180102. Conditions of Entitlement. See Table 18-1.

180103. Definitions.

A. Sea duty, for the purpose of entitlement to career sea pay, is service performed by a member under orders issued by competent authority:

1. While permanently assigned for duty to a ship, ship-based staff, or ship-based aviation unit and serving in a ship whose primary mission is accomplished underway, including periods not to exceed the first 30 consecutive days each while on temporary additional duty ashore.

2. While temporarily assigned for duty to a vessel, ship-based staff, or ship-based aviation unit and serving on a ship whose primary mission is accomplished underway.

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

4. While serving as a member of the off crew of a two-crewed submarine (effective October 14, 1981).

B. The following changes became effective on January 1, 1988, for those members stationed aboard category “B” vessels:

1. Entitled to CSP for every day the vessel is at sea or at a port at least 50 miles away from the vessel’s assigned home port.

2. Entitled to credit for the cumulative sea-duty counter during the entire period while assigned to the category “B” vessel.

3. The above provisions are not retroactive for time already spent aboard category "B" vessels.

C. The word "vessel" or "ship" shall mean a self-propelled vessel in an active status, in commission or in-service.

180104. Rates

A. The monthly rates of career sea pay for commissioned officers are in Table 18-2.

B. The monthly rates of career sea pay for warrant officers are in Table 18-3.

C. The monthly rates of career sea pay for enlisted members are listed in Tables 18-4, 18-4A, and 18-4B. These tables are applicable as described below.

1. Members with less than 5 years of sea duty

a. Members assigned to sea duty and in receipt of career sea pay for any period of time between October 1, 1987, and December 31, 1987, are entitled to the CSP rates in Table 18-4. The entitlement to saved CSP in this table terminates when members are permanently reassigned to duty for which the member would no longer qualify for CSP.

b. Members reporting to sea duty between January 1, 1988, and April 30, 1988, and who were not on sea duty for any period of time between October 1, 1987, and December 31, 1987, are entitled to the CSP rates in Table 18-4A.

c. Members reporting to sea duty on or after May 1, 1988, who were not on sea duty for any period of time between October 1, 1987, and December 31, 1987, are entitled to the CSP rates in Table 18-4B.

2. Members with more than 5 years of sea duty

a. Members assigned to sea duty with over 5 years of sea duty on January 1, 1988, are entitled to the CSP rates in Tables 18-4/18-4A. The entitlement to saved CSP in these tables terminates when members permanently are reassigned to duty for which the member would no longer qualify for CSP.

b. Members assigned to sea duty with over 5 years of sea duty on May 1, 1988, are entitled either to the CSP rates in Tables 18-4/18-4A and CSP premium, or the CSP rates in Table 18-4B. CSP premium and the CSP rates in Table 18-4B are not allowed. Use the CSP

rates that are most advantageous to the member. The following applies:

(1) When a member has less than 3 years of consecutive sea duty on May 1, 1988, then only the CSP rates in Table 18-4B apply.

(2) When a member has more than 3 years of consecutive sea duty immediately prior to April 30, 1988, and was on sea duty anytime during the period February 1, 1988, to April 30, 1988, then use either the CSP rates in Table 18-4B or the CSP rates in Table 18-4 or 18-4A and CSP premium.

180105. Restrictions on Payments

A. Passenger and Travel Status. Do not pay career sea pay to members en route to and from ships outside the CONUS, or on board a ship for transportation, regardless of the length of the period. This restriction applies for the period prior to a member reporting for permanent duty and after being permanently detached from duty on board a ship.

B. Midshipmen, Aviation Cadets, and Academy Cadets. Career sea pay is not payable to midshipmen, aviation cadets, or academy cadets.

★ C. *An enlisted member may not receive both career sea pay and Hardship Duty Pay for Location Assignment (HDP-L) for the same period of service. (IC 11-99)*

180106. Status of Vessels (Navy). The status of each Naval vessel or craft is designated by the Chief of Naval Operations in accordance with and as defined by Article 0305, Navy Regulations (reference (ak)). When doubt exists as to the status of a vessel or craft for a particular period, or when the nature of employment is not known, forward a request for determination of entitlement to career sea pay to the Assistant Secretary of the Navy (Financial Management and Comptroller) via the Chief of Naval Personnel.

1802 CAREER SEA PAY PREMIUM

180201. Entitlement

A. All officers, warrant officers and enlisted members in pay grade E-4 who are entitled to career sea pay and who have served 36 consecutive months of sea duty are entitled to a monthly career sea pay premium for the 37th consecutive month and each subsequent consecutive month of sea duty served by such members.

B. Enlisted members in pay grades E-5 to E-9 with at least 3 years, but less than 5 years of sea duty, who have served 36 consecutive months of sea duty, are entitled to a monthly career sea pay premium for the 37th consecutive month and each subsequent consecutive month of sea

duty served by such member.

C. Enlisted members in pay grades E-5 to E-9 with over 5 years of sea duty, who were on sea duty at anytime between February 1, 1988, and April 30, 1988, and have served 36 consecutive months of sea duty, are entitled to career sea pay premium for the 37th consecutive month and each subsequent consecutive month of sea duty served by such members and the CSP rates in Table 18-4/18-4A. Under no circumstances shall the CSP premium and the CSP rates in Table 18-4B be authorized.

180202. Rate Payable. The monthly rate of career sea pay premium is \$100.

180203. Computation of Consecutive Months of Sea Duty. The computation of consecutive months of sea duty is under regulations prescribed by the Secretary concerned.

CAREER SEA PAY—CONDITIONS OF ENTITLEMENT					
R U L E	A	B		C	D
	When an eligible member	and is serving on a ship whose primary mission is accomplished		and	then career sea pay
		underway	in port		
1	reports for permanent duty defined as sea duty	X			starts on date of reporting.
2			X	member is on board when ship departs from home port	accrues from departure date.
3			X	member reports on board while ship is away from home port	accrues from day of reporting.
4	is detached from permanent duty defined as sea duty	X	X		terminates on date of detachment provided member is otherwise entitled on that date.
5	is discharged while on sea duty	X	X	immediately reenlists on board	continues to accrue provided member is otherwise entitled.
6	on sea duty is entitled to career sea pay		X	ship returns to home port	accrues through the date the ship returns to home port.
7	on sea duty	X		is on TDY, TAD, temporarily based ashore, under orders, or hospitalized ashore (note 1)	accrues during the first 30 days member is in such status.
8			X		accrues during the first 30 days member is in such status provided member is otherwise entitled and ship remains away from its home port (note 2).
9	on sea duty is on authorized leave	X	X		accrues for the period of leave if otherwise entitled.
10	is based on or stationed ashore	X		the type of duty is TAD or TDY	accrues from date of reporting through date of detachment (note 3).
11			X		accrues as indicated in rules 2 and 3, as applicable, and terminates as indicated in rule 6 or date of detachment if ship remains away from home port.

Table 18-1. Career Sea Pay—Conditions of Entitlement

R U L E	A	B		C	D
	When an eligible member	and is serving on a ship whose primary mission is accomplished		and	then career sea pay
		underway	in port		
12	is suspended or otherwise removed from duty or confined awaiting trial by court-martial	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		X	X	is convicted	does not accrue beginning first day of confinement, suspension, or removal from duty through date prior to day of return to duty from any status above (note 4).
14	is confined as a result of court-martial	X	X		does not accrue beginning first day of confinement through date prior to date or release from confinement (note 4).
15	is permanently or temporarily assigned to duty on a ship which is undergoing alterations or repairs	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	X	X		stops when the ship reverts to inactive status.
17	is assigned to an FMF unit based on or stationed ashore	X		the type of duty is TAD or TDY	accrues from the date of embarkation through the date of debarkation (note 3).

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 home port.
3. Further TAD/TDY ashore from ship will not interrupt career sea pay 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, career sea pay is resumed. Nonjudicial punishment does not result in loss of career sea pay.
5. Entitlement accrues only when the ship is away from the home port.
6. OPNAVINST 4700.8 series defines ship status assignments for USN ships.

Table 18-1. Career Sea Pay—Conditions of Entitlement (Continued)

MONTHLY CAREER SEA DUTY PAY RATES—COMMISSIONED OFFICERS—EFFECTIVE OCTOBER 1, 1985														
Years of Sea Duty														
Pay Grade	Over 3	Over 4	Over 5	Over 6	Over 7	Over 8	Over 9	Over 10	Over 11	Over 12	Over 14	Over 16	Over 18	Over 20
O-1	\$150	\$160	\$185	\$190	\$195	\$205	\$215	\$225	\$225	\$240	\$250	\$260	\$270	\$280
O-2	150	160	185	190	195	205	215	225	225	240	250	260	270	280
O-3	150	160	185	190	195	205	215	225	225	240	260	270	280	290
O-4	185	190	200	205	215	220	220	225	225	240	270	280	290	300
O-5	225	225	225	225	230	245	250	260	265	265	285	300	315	340
O-6	225	230	230	240	255	265	280	290	300	310	325	340	355	380

Table 18-2. Monthly Career Sea Duty Pay Rates-Commissioned Officers-Effective October 1, 1985

MONTHLY CAREER SEA DUTY PAY RATES-WARRANT OFFICERS-EFFECTIVE JANUARY 1, 1988											
Years of Sea Duty											
Pay Grade	1 or Less	Over 1	Over 2	Over 3	Over 4	Over 5	Over 6	Over 7	Over 8	Over 9	
W-1	\$130	\$135	\$140	\$150	\$170	\$175	\$200	\$250	\$270	\$300	
W-2	150	150	150	150	170	260	265	265	270	310	
W-3	150	150	150	150	170	270	280	285	290	310	
W-4	150	150	150	150	170	290	310	310	310	310	
W-5	150	150	150	150	170	290	310	310	310	310	

Pay Grade	Over 10	Over 11	Over 12	Over 14	Over 16	Over 18	Over 20
W-1	\$325	\$325	\$340	\$360	\$375	\$375	\$375
W-2	340	340	375	400	400	400	400
W-3	350	375	400	425	425	450	450
W-4	350	375	400	450	450	500	500
W-5	350	375	400	450	450	500	500

Table 18-3. Monthly Career Sea Duty Pay Rates—Warrant Officers—Effective January 1, 1988

MONTHLY CAREER SEA DUTY PAY RATES—ENLISTED MEMBERS—EFFECTIVE OCTOBER 1, 1984										
Years of Sea Duty										
Pay Grade	1 or Less	Over 1	Over 2	Over 3	Over 4	Over 5	Over 6	Over 7	Over 8	Over 9
E-4	\$ 50	\$ 60	\$125	\$160	\$175	\$175	\$175	\$175	\$175	\$175
E-5	60	70	140	175	185	190	205	220	220	220
E-6	125	135	170	190	210	215	225	235	245	255
E-7	135	145	215	235	255	260	265	265	270	275
E-8	165	180	225	255	265	270	280	285	290	300
E-9	175	195	235	265	280	290	310	310	310	310

Pay Grade	Over 10	Over 11	Over 12	Over 13	Over 14	Over 16	Over 18
E-4	\$175	\$175	\$175	\$175	\$175	\$175	\$175
E-5	220	220	220	220	220	220	220
E-6	265	265	280	295	310	325	340
E-7	280	300	310	330	350	370	390
E-8	310	310	320	340	360	380	400
E-9	320	330	350	370	390	410	410

Table 18-4. Monthly Career Sea Duty Pay Rates—Enlisted Members—Effective October 1, 1984

MONTHLY CAREER SEA DUTY PAY RATES—ENLISTED MEMBERS WHO REPORT TO SEA DUTY ON OR AFTER JANUARY 1, 1988 AND PRIOR TO MAY 1, 1988										
Years of Sea Duty										
Pay Grade	1 or Less	Over 1	Over 2	Over 3	Over 4	Over 5	Over 6	Over 7	Over 8	Over 9
E-4	\$ 50	\$ 60	\$120	\$150	\$160	\$175	\$175	\$175	\$175	\$175
E-5	50	60	120	150	170	190	205	220	220	220
E-6	100	100	120	150	170	215	225	235	245	255
E-7	100	100	120	175	190	260	265	265	270	275
E-8	100	100	120	175	190	270	280	285	290	300
E-9	100	100	120	175	190	290	310	310	310	310

Pay Grade	Over 10	Over 11	Over 12	Over 13	Over 14	Over 16	Over 18
E-4	\$175	\$175	\$175	\$175	\$175	\$175	\$175
E-5	220	220	220	220	220	220	220
E-6	265	265	280	295	310	325	340
E-7	280	300	310	330	350	370	390
E-8	310	310	320	340	360	380	400
E-9	320	330	350	370	390	410	410

Table 18-4A. Monthly Career Sea Duty Pay Rates—Enlisted Members Who Report to Sea Duty On or After January 1, 1988, and Prior to May 1, 1988

MONTHLY CAREER SEA DUTY PAY RATES—ENLISTED MEMBERS—EFFECTIVE MAY 1, 1988										
Years of Sea Duty										
Pay Grade	1 or Less	Over 1	Over 2	Over 3	Over 4	Over 5	Over 6	Over 7	Over 8	Over 9
E-4	\$ 50	\$ 60	\$120	\$150	\$160	\$160	\$160	\$160	\$160	\$160
E-5	50	60	120	150	170	315	325	350	350	350
E-6	100	100	120	150	170	315	325	350	350	365
E-7	100	100	120	175	190	350	350	375	390	400
E-8	100	100	120	175	190	350	350	375	390	400
E-9	100	100	120	175	190	350	350	375	390	400

Pay Grade	Over 10	Over 11	Over 12	Over 13	Over 14	Over 16	Over 18
E-4	\$160	\$160	\$160	\$160	\$160	\$160	\$160
E-5	350	350	350	350	350	350	350
E-6	365	365	380	395	410	425	450
E-7	400	410	420	450	475	500	500
E-8	400	410	420	450	475	500	520
E-9	400	410	420	450	475	520	520

Table 18-4B. Monthly Career Sea Duty Pay Rates—Enlisted Members—Effective May 1, 1988

Chapter 18—Special Pay—Sea Duty

1801—Career Sea Pay	180101-180104 180105C	37 U.S.C. 305a 37 U.S.C. 305(d) Sec 206(a), EO 11157, June 22, 1964
1802—Career Sea Pay Premium	180201-180202 180203	37 U.S.C. 305a EO 12274, Jan 16, 1981