

VOLUME 7A, CHAPTER 18: “SPECIAL PAY – CAREER SEA 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 August 2010 is archived.

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
180406 Previous Version	Hardship Duty Pay for Certain Places is no longer authorized or paid so the restriction on paying it with Career Sea Pay was deleted.	Delete

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CHAPTER 18

SPECIAL PAY – CAREER SEA PAY

1801 GENERAL PROVISIONS

180101. Entitlement

A member who is entitled to basic pay is entitled to career sea pay (CSP) and career sea pay premium (CSP-P) while serving on sea duty under regulations prescribed by the Secretary concerned and the provisions of this chapter.

180102. Definitions

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

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

C. Sea Duty. For the purpose of entitlement to CSP and CSP-P, the term “sea duty” means duty performed by a member under orders meeting one of the following conditions:

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

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

3. While permanently or temporarily assigned for duty to a ship or ship-based staff and serving in 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.

4. While serving as a member of the off-crew of a two-crewed submarine.

D. Cumulative Sea Duty. Cumulative sea duty is the total time a member has been assigned to qualifying sea duty during their service career, regardless of pay grade.

Additionally, it shall include all time during which a member is assigned to a ship or ship-based staff and actually serving in a ship with a primary mission that is accomplished in port, regardless of whether the ship is at sea or away from homeport.

E. Ship. For the purpose of entitlement to CSP and CSP-P, the term “ship” means a self-propelled vessel in an active status, in commission, or in-service.

1802 CONDITIONS OF ENTITLEMENT

180201. General Conditions

The general conditions of entitlement to CSP are in Table 18-1. Additionally, entitlement to and the rate of CSP is dependent upon the branch of service, pay grade, and total cumulative years of sea duty 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 cumulative sea duty and enlisted members of the Air Force in pay grades below E-4.

180202. Career Sea Pay – Premium Conditions

The conditions of entitlement to CSP-P require the member to first be entitled to CSP. The CSP-P is additional 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. For example, a member beginning a period of sea duty on January 15, 1999 would accrue CSP-P beginning January 15, 2002. 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.

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

1. All officers in pay grades O-1 through O-6.
2. All warrant officers.
3. All enlisted members in pay grades E-1 through E-4.
4. Enlisted members in pay grades E-5 through E-9 with not over 8 years of cumulative sea duty.

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

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

2. Enlisted members in pay grades E-1 through E-3.

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

1. All officers in pay grades O-1 through O-6.
2. All enlisted members in pay grade E-4.
3. Enlisted members in pay grades E-5 through E-9 with not over 5 years of cumulative sea duty.

D. Members not addressed in subparagraphs 180202.A, B, and C have CSP-P already included in their applicable CSP rate table or are otherwise not eligible to receive a separate CSP-P payment.

1803 RATES PAYABLE

180301. Career Sea Pay

The Secretary concerned shall 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 as stated in [Title 37 United States Code \(U.S.C.\) section 305a](#).

- A. The monthly rates of CSP for members of the Army are in Table 18-2.
- B. The monthly rates of CSP for members of the Navy and Marine Corps are in Table 18-3.
- C. The monthly rates of CSP for members of the Air Force are in Table 18-4.

180302. Career Sea Pay – Premium

The Secretary concerned will prescribe the monthly rate for each pay applicable to members of each Military Service under the Secretary's jurisdiction. The monthly rate may not exceed \$350 as stated in [37 U.S.C. 305a](#); however, the Military Department Secretaries have determined the monthly rate for all members is \$100.

1804 RESTRICTIONS

180401. Enroute and Transport Restrictions

Do not credit time for sea duty and do not pay CSP or CSP-P to members enroute to or from ships outside the Continental United States (CONUS) 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.

180402. 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.

180403. 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 cumulative sea duty.

180404. Army Members

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

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

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

180405. 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 cumulative sea duty.

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

R U L E	A	B	C	D	E
	When an eligible member	is serving on a ship whose primary mission is accomplished	underway	in port	and
1	reports for permanent duty defined as sea duty	X			starts on date of reporting.
2			X	member is onboard when ship departs from home port	accrues from departure date.
3			X	member reports onboard 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 onboard	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 first 30 days of leave if otherwise entitled. There is no accrual during terminal leave.
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 (Continued)

R U L E	A	B	C	D	E
	When an eligible member	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 of 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 18-2. Monthly Career Sea Pay Rates – Army, Effective October 1, 2002

<i>Cumulative Years of Sea Duty (note)</i>																		
Pay Grade	1 or less	Over 1	Over 2	Over 3	Over 4	Over 5	Over 6	Over 7	Over 8	Over 9	Over 10	Over 11	Over 12	Over 13	Over 14	Over 16	Over 18	Over 20
O-6				225	230	230	240	255	265	280	290	300	310	310	325	340	355	380
O-5				225	225	225	225	230	245	250	260	265	265	265	285	300	315	340
O-4				185	190	200	205	215	220	220	225	225	240	240	270	280	290	300
O-3				150	160	185	190	195	205	215	225	225	240	240	260	270	280	290
O-2				150	160	185	190	195	205	215	225	225	240	240	250	260	270	280
O-1				150	160	185	190	195	205	215	225	225	240	240	250	260	270	280
W-5	210	210	210	310	338	506	534	534	534	534	590	625	660	660	730	730	730	730
W-4	210	210	210	310	338	506	534	534	534	534	590	625	660	660	730	730	730	730
W-3	210	210	210	310	338	478	492	499	506	534	590	625	660	660	695	695	695	695
W-2	210	210	210	310	338	464	471	471	478	534	576	576	625	625	625	625	625	625
W-1	182	189	196	310	338	345	380	450	478	520	555	555	555	555	555	555	555	555
E-9	130	130	156	328	347	425	425	458	477	490	490	503	516	555	588	620	646	646
E-8	130	130	156	328	347	425	425	458	477	490	490	503	516	555	588	620	646	646
E-7	130	130	156	328	347	425	425	458	477	490	490	503	516	555	588	620	620	620
E-6	130	130	156	295	321	380	393	425	425	445	445	445	464	484	503	523	555	555
E-5	65	78	156	295	321	380	393	425	425	425	425	425	425	425	425	425	425	425
E-4	65	78	156	295	308	308	308	308	308	308	308	308	308	308	308	308	308	308
E-3	50	60	120	150	160	170	190	190	190	190	190	190	190	190	190	190	190	190
E-2	50	60	120	150	160	170	170	170	170	170	170	170	170	170	170	170	170	170
E-1	50	60	120	150	160	160	160	160	160	160	160	160	160	160	160	160	160	160

Table 18-3. Monthly Career Sea Pay – Navy and Marine Corps, Effective October 1, 2001

MONTHLY CAREER SEA PAY – (NAVY AND MARINE CORPS) - EFFECTIVE OCTOBER 1, 2001																		
<i>Cumulative Years of Sea Duty (note)</i>																		
Pay Grade	1 or less	Over 1	Over 2	Over 3	Over 4	Over 5	Over 6	Over 7	Over 8	Over 9	Over 10	Over 11	Over 12	Over 13	Over 14	Over 16	Over 18	Over 20
O-6	100			315	320	320	335	360	370	395	405	420	435	435	455	475	500	535
O-5	100			315	315	315	315	320	345	350	365	370	370	370	400	420	440	475
O-4	100			260	265	280	285	300	310	310	315	315	335	335	380	395	405	420
O-3	100			210	225	260	265	275	285	300	315	315	335	335	365	380	395	405
O-2	100			210	225	260	265	275	285	300	315	315	335	335	350	365	380	395
O-1	100			210	225	260	265	275	285	300	315	315	335	335	350	365	380	395
W-5	210			240	405	435	435	435	435	490	525	560	560	630	630	700	700	
W-4	210			240	405	435	435	435	435	490	525	560	560	630	630	700	700	
W-3	210			240	380	395	400	405	435	490	525	560	560	595	595	630	630	
W-2	210			240	365	370	370	380	435	475	475	525	525	560	560	560	560	
W-1	180	190	195	210	240	245	280	350	380	420	455	455	475	475	505	525	525	525
E-9	135		160	305	320	350	350	375	490	500	500	510	520	550	575	620	620	620
E-8	135		160	305	320	350	350	375	490	500	500	510	520	550	575	600	620	620
E-7	135		160	305	320	350	350	375	490	500	500	510	520	550	575	600	600	600
E-6	135		160	280	300	315	325	350	450	465	465	465	480	495	510	525	550	550
E-5	70	80	160	280	300	315	325	350	450	450	450	450	450	450	450	450	450	450
E-4	70	80	160	280	290	290	290	290	390	390	390	390	390	390	390	390	390	390
E-3	50	60	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
E-2	50	60	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75
E-1	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50

Table 18-4. Monthly Career Sea Pay Rates – Air Force, Effective May 1, 1988

MONTHLY CAREER SEA PAY – EFFECTIVE MAY 1, 1988 (AIR FORCE MEMBERS)																		
<i>Cumulative Years of Sea Duty (note)</i>																		
Pay Grade	1 or less	Over 1	Over 2	Over 3	Over 4	Over 5	Over 6	Over 7	Over 8	Over 9	Over 10	Over 11	Over 12	Over 13	Over 14	Over 16	Over 18	Over 20
O-6				225	230	230	240	255	265	280	290	300	310	310	325	340	355	380
O-5				225	225	225	225	230	245	250	260	265	265	265	285	300	315	340
O-4				185	190	200	205	215	220	220	225	225	240	240	270	280	290	300
O-3				150	160	185	190	195	205	215	225	225	240	240	260	270	280	290
O-2				150	160	185	190	195	205	215	225	225	240	240	250	260	270	280
O-1				150	160	185	190	195	205	215	225	225	240	240	250	260	270	280
E-9	100	100	120	175	190	350	350	375	390	400	400	410	420	450	475	520	520	520
E-8	100	100	120	175	190	350	350	375	390	400	400	410	420	450	475	500	520	520
E-7	100	100	120	175	190	350	350	375	390	400	400	410	420	450	475	500	500	500
E-6	100	100	120	150	170	315	325	350	350	365	365	365	380	395	410	425	450	450
E-5	50	60	120	150	170	315	325	350	350	350	350	350	350	350	350	350	350	350
E-4	50	60	120	150	160	160	160	160	160	160	160	160	160	160	160	160	160	160

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