

MILPERSMAN 7220-114

NAVAL SPECIAL WARFARE SKILL INCENTIVE PAY

Responsible Office	OPNAV (N13)	Phone:	DSN COM	664-5008 (703) 604-5008
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MyNavy Career Center	Phone: Toll Free	1-833-330-MNCC
	E-mail:	askmncc@navy.mil
	MyNavy Portal:	https://my.navy.mil

References	(a) 37 U.S.C. (b) DoD 7000.14-R Volume 16, Financial Management Regulation (DoD FMR), November 2019
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1. **Policy.** This article establishes policy for the Naval Special Warfare (NSW) Skill Incentive Pay (SKIP) Program per reference (a), section 353. SKIP will be used in lieu of hazardous duty incentive pays to minimize costly training interruptions in the NSW inter-deployment training cycle (IDTC), minimize the strain on force Personnel Tempo System (PERSTEMPO) during the IDTC and remove financial disincentives associated with NSW operators seeking medical care.

2. **NSW Operator.** NSW operators perform clandestine paradrop, maritime, and land-based special operations in austere conditions in order to provide the United States and its allies with tailored capabilities. The term NSW operator encompasses the following critical Navy enlisted classifications (NEC) and officer designator codes:

- a. Sea-air-land (SEAL) delivery vehicle (SDV) operator (023X),
- b. SEAL special warfare operator (026X),
- c. SEAL special warfare officer (113X)
- d. SEAL special warfare warrant officer (715X),
- e. Special warfare combatant-craft crewman (SWCC) operator (052X), and
- f. SWCC warrant officer (717X).

3. **Eligibility Criteria.** NSW SKIP is payable to active duty and full-time support operators only, on a monthly basis, who meet all criteria listed in subparagraphs 3a through 3g below:

a. Entitled to basic pay per reference (a), section 204, or to compensation per reference (a), section 206,

b. Serving in one of the NSW operators NECs or officer designator codes outlined in subparagraphs 2a-2f above,

c. Completed all required training and maintained eligibility for designation as an NSW operator,

d. Completed the requisite training necessary to perform parachute duty and (if necessary) qualification training for demolition and diving duty,

e. Meet the medical and physical requirements for deployment or granted a waiver as outlined in this article,

f. Assigned to commands that complete NSW IDTC (e.g., SEAL team, SDV team, special boat team, NSW training detachment), or meet the minimum semi-annual currency requirements as listed by rating and qualification in exhibit 1.

Note 1: NSW operators will continue to receive NSW SKIP while in school, NSW IDTC, on leave, or en route to next assignment as long as they continue to meet criteria outlined in subparagraphs 3a-3g above. Contact the Office of the Chief of Naval Operations (OPNAV) Naval Special Warfare Program Management Branch (N137) for partial payment information.

Note 2: NSW operators who receive NSW SKIP under this guidance and fail to satisfy the eligibility requirements will be subject to having their pay terminated. Repayment of any overpayment will be under reference (a), section 373, and reference (b), chapter 3 - Collection of Debts Owed by Individuals to the Department of Defense.

Note 3: Reserve NSW operators (1135) will receive NSW SKIP if recalled to fulfill orders that are 1 year or longer. Jump, dive, and demolition payments may be paid to NSW reservists with orders under a year and have met currency requirements per exhibit 1.

4. **NSW SKIP Pay Levels and Qualifications**. Enlisted pay rates will be administered according to NECs and qualifications. Officer pay rates will be administered according to designators and qualifications. Pay will be stopped by the commanding officer's (CO) decertification, NEC or designator removal, terminal leave, or lateral transfer out of the NSW community. Levels and qualifications are as follow:

a. **SDV Operator Holding NEC O23X**

(1) SEAL enlisted SDV operators qualified and current in all of the following duties:

(a) Military parachuting operations including static line and or military free-fall,

(b) Combat diving (open circuit self-contained underwater breathing apparatus (SCUBA) and or closed circuit) operations, and

(c) Demolition and explosive breaching operations with live explosive material as an essential part of required duties.

(2) Monthly pay rate - see exhibit 1.

b. **Special Warfare Operator Holding NEC O26X, SEAL Warrant Officer Holding Designator 715X, SEAL Officer Holding Designator 113X**

(1) SEAL enlisted operators, SEAL officers, and SEAL warrant officers qualified and current in all of the following duties:

(a) Military parachuting operations including static line and or military free-fall,

(b) Combat diving (open circuit SCUBA and or closed circuit) operations, and

(c) Demolition and explosive breaching operations with live explosive material as an essential part of required duties.

(2) Monthly pay rate - see exhibit 1.

**c. Special Warfare Boat Operator Holding NEC O52X and
Special Warfare Combatant-Craft Crewman Warrant Officer Holding
Officer Designator 717X**

(1) For SWCC enlisted operators and SWCC warrant officers qualified and current in military parachuting operations including static line and or military free-fall.

(2) Monthly pay rate - see exhibit 1.

5. **Limitation.** The following limitations and restrictions apply for receipt of NSW SKIP:

a. Service members may not be paid NSW SKIP and jump, dive, or demolition duty pays for the same period of service.

b. Service members may not be paid more than one SKIP in any month for the same period of service.

c. Service members temporarily unable to perform the skills of an NSW operator due to a medical restriction that is not the result of the Service member's own misconduct may continue to receive NSW SKIP for up to 12 months, provided the Service member met the eligibility criteria for the pay within 30 days prior to the injury or illness. If the restriction persists beyond 12 months or the Service member is no longer certified to perform the NSW operator skill, NSW SKIP payments will terminate and may not resume until the condition, which resulted in the medical restriction, is corrected and the Service member is certified to resume NSW operator duties by the appropriate medical authority. The Secretary of the Navy may, on a case-by-case basis, authorize a one-time extension of NSW SKIP for up to 90 days beyond the initial 12 months. Extensions beyond 90 days must be forwarded to the Assistant Secretary of Defense for Manpower and Reserve Affairs for approval.

d. COs, in the pay grade of O-5 or above, may waive the jump requirement for one jump during a 12-month period due to non-availability of jump equipment or aircraft, inclement weather, or attendance at military education or training of less than 179 days. Service members must maintain their proficiency through refresher training in lieu of jumping in order to retain eligibility for NSW SKIP pay during the waived period.

e. COs, in the paygrade of O-5 or above, may waive jump, dive, and demolition currency requirements for joint individual

augmentations and any global force management assignment that requires a member to deploy where operations or equipment do not permit execution of jump, dive, and demolition training.

6. **Responsibility**

a. Commander, Naval Special Warfare Command (COMNAVSPECWARCOM) is responsible for:

- (1) Ensuring commands track NSW SKIP currency and
- (2) Reporting the statistics received listed in subparagraphs 6c(1)(a) through 6c(1)(d) below annually to OPNAV N137 no later than 31 January of each year.

b. OPNAV N137 is responsible for:

- (1) Managing the NSW SKIP Program,
- (2) Processing qualified and unqualified NSW SKIP recipients and routing to Defense Finance and Accounting Services (DFAS), and
- (3) Submitting an annual report to the Assistant Secretary of the Navy for Manpower and Reserve Affairs.

c. COs and officers in charge (OIC) are responsible for:

- (1) Reporting the following statistics annually to COMNAVSPECWARCOM no later than 15 January of each year:
 - (a) The number of injured NSW operators receiving NSW SKIP,
 - (b) The number of NSW operators whose injuries or illnesses have resulted in partial loss of NSW SKIP (i.e., if member loses the ability to perform 1 of the 3 qualifications (jump, dive, or demolition), the member will be ineligible to receive that portion of the pay),
 - (c) The number of NSW operators whose injuries or illnesses have exceeded 12 consecutive months and resulted in the loss of NSW SKIP, and
 - (d) The number of NSW operators whose injuries or

illnesses resulted in reclassification to a new NEC or officer designation or separation due to a medical condition.

(2) Routing medical waivers to Secretary of the Navy via COMNAVSPECWARCOM and OPNAV (N137) (as applicable),

(3) Managing and maintaining SKIP currency tracker,

(4) Designating program managers for dive, jump, and demolition programs:

(a) Dive and jump program managers will enter dive and jump qualifications into the Dive Jump Reporting System (DJRS) and provide list of qualified individuals to the command pay/personnel administrator (CPPA) within the personnel/administrative office into the Navy Standard Integrated Personnel System (NSIPS).

(b) Demolition program managers will track demolition qualifications and provide a list of qualified individuals to the CPPA within the personnel/administrative office for entry into NSIPS.

(5) Ensuring CPPAs enter all dive, jump, and demolition qualifications in the member's NSIPS and generating pay effecting memorandums for submission to OPNAV N137, if pay changes are required. Pay memorandums are to be signed by the CO or OIC or designated approving official via DD 577 Appointment/Termination Record - Authorized Signature.

(6) Ensuring OPNAV (N137) is informed when a Service member fails to perform the minimum currency required for entitlement to SKIP. Pay will be stopped by the CO or OIC upon decertification, NEC or designator qualification removal, lateral transfer out of the NSW community or when a Service member commences terminal leave, and

(7) Ensuring OPNAV N137 is informed when a Service member's payment level changes

d. NSW operators will be responsible for the following:

(1) Reporting jump and dive currencies via the DJRS and

(2) Reporting demolition currency via the NSIPS.

Note 1: Service members failing to meet the minimum requirements for SKIP will have their pay discontinued, and any overpayment or unearned portion of the pay will be subject to recoupment.

Note 2: Failure to report currencies via DJRS and NSIPS may result in loss of NSW SKIP.

Exhibit 1
Naval Special Warfare (NSW) Skill Incentive Pay (SKIP) Currency
and Payment Levels

NSW SKIP Currency Requirements and Max Payment Levels					
Level	NEC/Designator	NSW Operator Description	Qualification	Semi-Annual Requirement	NSW SKIP Monthly Pay
1	O52X/717X	Special Warfare Combatant-Craft Crewman (SWCC) Enlisted/Warrant Officer	Static Line Jump (SL)	2 jumps	\$150
2	O52X/717X	SWCC Enlisted/Warrant Officer	Military Free-Fall (MFF)	2 jumps	\$225
3	O26X	Sea-Air-Land (SEAL) Enlisted	SL + Dive + Demo	2 jumps, 4 dives, 6 demolition shots	\$515
4	O26X	SEAL Enlisted	MFF + Dive + Demo	2 jumps, 4 dives, 6 demolition shots	\$590
5	113X/715X	SEAL Warrant Officer/SEAL Officer	SL + Dive + Demo	2 jumps, 4 dives, 6 demolition shots	\$540
6	113X/715X	SEAL Warrant Officer/SEAL officer	MFF + Dive + Demo	2 jumps, 4 dives, 6 demolition Shots	\$615
7	O23X	SEAL Delivery Vehicle (SDV) Enlisted	SL + Dive + Demo	2 jumps, 4 dives, 6 demolition Shots	\$640
8	O23X	SEAL Enlisted SDV	MFF + Dive + Demo	2 jumps, 4 dives, 6 demolition shots	\$715

Note 1: The SKIP requalification timeline is semi-annually and broken down into two blocks:

- Block 1: 1 January through 30 June
- Block 2: 1 July through 31 December

Note 2: In order to qualify for special pay for SKIP, NSW operators are considered qualified if they have conducted minimum requirements in the previous block.

Note 3: SEAL enlisted operators who get commissioned will continue to receive the same NEC SKIP pay level they received prior to commissioning until they complete the Junior Officer Training Course (JOTC). After completing JOTC and their officer designator is changed from 1180 to 1130, the officer will begin receiving the 113X SKIP pay level.