

MILPERSMAN 1301-110

OFFICER DISTRIBUTION - PRESCRIBED SEA TOUR (PST) AND RECOMMENDED SHORE TOUR LENGTHS

Responsible Offices	OPNAV (N131)	Phone:	DSN COM	664-5037 (703) 604-5037
	NAVPERSCOM (PERS-44)	Phone:	DSN COM	874-4055 (901) 874-4055
MyNavy Career Center		Phone: Toll Free	1-833-330-MNCC (6622)	
		E-mail:	askmncc@navy.mil	
		MyNavy Portal:	https://my.navy.mil/	

References	(a) DoD Instruction 1315.18 of 28 October 2015 (b) SECNAV memo (Establishment of SECNAV Sea Tours) of 20 May 1996 (NOTAL) (c) CNO memo 4000 (Business Rules for Military Billet Reduction) of 18 Dec 1997 (NOTAL) (d) OPNAVINST 1300.15B (e) Joint Travel Regulations (JTR) (f) DIA Directive 1350.100 (Duration of Tours at Defense Attache' Stations) of 24 April 2014) (NOTAL) (g) CJCSI 1330.05B (h) OPNAV N13 PDM for Shared Early Command Apportionment Plan (i) OPNAV N13 PDM for Shared Commander Command Apportionment Plan (j) OPNAV N13 PDM for Shared Captain Command Apportionment Plan
------------	---

1. **Policy.** Assignments to activities identified as at sea inside the continental United States (CONUS) and outside the continental United States (OCONUS) will coincide with the Secretary of the Navy (SECNAV) tours per references (a) through (d); these activities are designated by type assignment codes (TAC) "C" and "D." Activities identified as CONUS and overseas shore duty are designated by TAC codes "S," "H," and "O."

a. Navy Personnel Command (NAVPERSCOM) division directors are directed to ensure compliance with SECNAV prescribed sea tour (PST) lengths. Orders will be issued with projected

rotation dates (PRD) set to the PST for CONUS or OCONUS. The PST length for OCONUS must be that of accompanied orders. Overseas shore duty orders will be written per reference (e) for personnel assigned to Navy activities. OCONUS shore tours may be curtailed per reference (a). Personnel Exchange Program (PEP) tours are 24-month accompanied tours, except for aviation designated officers (13XX) in a flying status, these orders will be 30 months. Reference (f) provides tour length requirements for assignment to attachés. Reference (g) provides tour length requirements for Joint Chiefs of Staff tours.

(1) For CONUS tours, communities with variable PST and shore tour lengths (e.g., 24-30 months) will normally write orders for the longer tour length. This variable tour length must be written in the orders, referencing this article as specifically as possible.

(2) When these variable tour lengths are not exceptions as defined in [MILPERSMAN 1301-106](#), no waiver is required for PRDs at or beyond the longer tour length specified in exhibits 1 through 4 of this article. A waiver, approved by the appropriate division director or designated representative, is required for PRDs at the minimum tour length or within the tour length range. If a PRD is less than the minimum community-prescribed tour length in exhibits 1 through 4 and as specified in the officer's orders, the waiver requirements of [MILPERSMAN 1301-106](#) apply.

b. Exhibits 1 through 4 depict SECNAV sea tour lengths and recommended shore tour lengths for officers based upon optimum career progression for specific communities. As such, they represent the required time at sea for officers, however, do not constitute exceptions to shore requirements per references (a) through (j). **This article takes precedence where tour length guidance in this article conflicts with [MILPERSMAN 1300-308](#).**

c. Training and Administration of the Reserve tour lengths are listed with the applicable community tour lengths.

2. Prescribed Tour Lengths for Sea Duty

a. An on-time permanent change of station (PCS) move from sea is one that completes the full PST length. A 1-month early window is provided, if required, to facilitate the timing of schools, incumbent relief, etc. Cases where an existing PRD was incorrectly applied to the sea tour does not constitute

authority to move an officer early. Unless dictated by higher authority or extenuating circumstances, the incorrect PRD will be extended or changed to the correct PST length.

b. A cost PCS move initiates a new PST length. Sea-to-sea PCS moves must be no-cost or low-cost (less than \$1,000) to be designated as a split tour and an exception to full PST lengths. Consecutive no-cost or low-cost split tours may be combined to meet PST lengths.

c. For split tours, the officer should remain at the last command for a minimum of 12 months to preclude readiness issues. Cases of transferring officers in an accounting category code "3XX" status do not constitute a split tour.

d. It is the detailer's responsibility to determine if the prescribed tour length criteria have been met prior to a new PCS funded move. If the criteria have not been met, the detailing officer must obtain waiver approval prior to releasing the orders per references (a) and (d).

EXHIBIT 1
NAVY PERSONNEL COMMAND SURFACE OFFICER ASSIGNMENT DIVISION
(PERS-41)

1.1 Surface Warfare Officer (111X) Tour Lengths

Rank	Tour Type	Job Description	Sea Tour (months)	Shore Tour	Remarks
Ensign (ENS) and lieutenant junior grade (LTJG)	1 st and 2 nd sea	1 st division officer (DIVO) or 2 nd division officer tour	30/18 27/18 24/18 (See note 1)		<ul style="list-style-type: none"> - Up to 48 months at sea across two DIVO tours - Officers requiring a 3rd DIVO sea tour will be given 12-18 months orders - Engineering duty (ED) option officers: the prescribed tour length may be reduced to 18 months to accommodate ED option execution per MILPERSMAN 1212-040
Single longer tour (SLT) ENS and LTJG	DIVO sea	SLT DIVO	36		(See note 2)
Lieutenant (LT)	1 st shore			24-66	<ul style="list-style-type: none"> - Training and Administration of the Reserve (TAR) Navy operational support command (NOSC) commanding officer (CO) tours are 24 months (See note 3 for Department Head (DH) School timing)
		Surface warfare officers (SWO) DH School		6	<ul style="list-style-type: none"> - SWO DH School start between 5-9 years of commissioned service (YCS) (See notes 3 and 4)
	3 rd and 4 th sea	1 st DH and 2 nd DH tour	Two tours of 18 or one tour of 36		<ul style="list-style-type: none"> - Officers in early command will receive orders per DIA Directive 1350.100

EXHIBIT 1
NAVY PERSONNEL COMMAND SURFACE OFFICER ASSIGNMENT DIVISION
(PERS-41)
(continued)

Rank	Tour Type	Job Description	Sea Tour (months)	Shore Tour	Remarks
Lieutenant commander (LCDR)	2 nd , 3 rd or 4 th shore	Post-DH	18-24	24	- Sea or shore, as required by career and Navy needs - Sea tours: 18 months for ships and 24 months for sea-going staffs - TAR NOSC CO tours: 24 months (See note 5)
	5 th sea	Executive officer (XO) afloat or special mission (SM) (non-fleet-up)	12-18		
Commander (CDR)	5 th and	XO	18		- Per CJCSI 1330.05B , officers beyond CDR command milestone looks will execute a sea or shore rotation - Sea tours: 18 months for ships and 18-24 months for sea-going staffs - Overseas tours: tour length per Joint Travel Regulations (JTR), appendix Q
	6 th sea	CO	18		
	7 th sea or 5 th shore	Post-command	18-36	24-48	- Two tours post-command (sea or shore) (See note 5)

EXHIBIT 1
NAVY PERSONNEL COMMAND SURFACE WARFARE OFFICER DISTRIBUTION
DIVISION (PERS-41)
(continued)

Rank	Tour Type	Job Description	Sea Tour (months)	Shore Tour	Remarks
Captain (CAPT)	8 th sea	XO or CO, major command	22 18 as XO followed by 18 CO	24-36	- Major command per the Office of the Chief of Naval Operations (OPNAV), Military Personnel Plans and Policy (OPNAV N13) annual PDM for Shared Early Command Apportionment Plan
	6 th shore			24	(See note 3)
<p>Note 1: Criteria for DIVO sequencing plan (DOSP) tour length adjustments per COMNAVSURFOR message 231541Z FEB 22, Surface Warfare Officer Career Path and Training Continuum.</p> <p>Note 2: Criteria for DIVO single longer tour (SLT) per COMNAVSURFOR message 062155Z MAR 23, Single Long Tour DIVO Program</p> <p>Note 3: Flexibility to start DH school between 5-9 YCS</p> <p>Note 4: Officers not attending DH School will be ordered to a 24-month sea or shore tour, OCONUS tout length will be per Joint Travel Regulations (JTR) and as required by career and Navy needs.</p> <p>Note 5: Joint tour length for LCDR through CAPT will be per CJCSI 1330.05B.</p>					

1.2 Nuclear Surface Warfare Officer (111X) Tour Lengths

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
ENS	Initial sea	1 st DIVO and nuclear-power training	19-21		
LTJG	Initial nuclear training	Nuclear-Power School (NPS) and prototype		13	
LT	2 nd sea	2 nd DIVO tour	22-28		- Nuclear DIVO tour
	1 st shore	Nuclear-power training unit, NPS, Nuclear-Power Post Graduate School, staff, etc.		24	
		SWOs DH School		6	

EXHIBIT 1
NAVY PERSONNEL COMMAND SURFACE WARFARE OFFICER DISTRIBUTION
DIVISION (PERS-41)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
LT (continued)	3 rd sea	DH, nuclear aircraft carrier (CVN) principal assistant (PA)	18 DH		- Conventional DH tour of 18 months, followed by CVN PA/2DH tour equivalent of 22-24 months
	4 th sea		22-24 CNV PA, 2 nd DH		
LCDR	2 nd shore	Post-DH		18-24	- Nuclear shore (if previously none)
	3 rd shore	Post-DH	18-24	24	- Sea, shore or nuclear shore as required by career and Navy needs - Sea tours: 18 months for ships and 24 for sea-going staff - Alternate path option: Delay until post-command or post-CVN reactor officer if screened for CDR command afloat during 2 nd shore tour
	5 th sea	XO Afloat or SM (non-fleet-up)	18		
CDR	5 th and 6 th sea	XO or CO; assistant reactor officer (ARO)	18 (XO 5 th sea) 18 (CO 6 th sea) 30-36 (ARO)		- Per CJCSI 1330.05B , officers not screened for CDR command will complete a sea or shore rotation - Sea tours: If screened, 18 months as XO followed by 18 months as CO - Overseas shore tour length: Per Joint Travel Regulations (JTR), appendix Q
	3 rd shore	Post-command		24	- If 3 rd post-DH shore waived to complete XO or CO tours - Alternate path option: delay until post CVN reactor officer
	7 th sea	CVN reactor officer	24-36		- Post-command

EXHIBIT 1
NAVY PERSONNEL COMMAND SURFACE WARFARE OFFICER DISTRIBUTION
DIVISION (PERS-41)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
CAPT	4 th shore	Post-command		18-24	
	8 th sea	XO or CO, major Command	22 18 as XO followed by 18 as CO 24-36	24-36	- Major command per the annual OPNAV N13 PDM for Shared Early Command Apportionment Plan
	5 th shore			24	
Note: Joint tour length for LCDR through CAPT will be per CJCSI 1330.05B .					

Note: All nuclear billets under Naval Sea Systems Command Naval Reactors Branch (NAVSEA 08) cognizance will have a 2-year retainability, per [MILPERSMAN 1301-108](#), regardless of prior assignment or location. A minimum 2-year retainability requirement must also be met before assigning an officer to these billets. This tour length policy will ensure reasonable stability for billets that require special nuclear qualifications and proficiency.

1.3 Special Warfare Officer (113X) Tour Lengths

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
ENS	Input	Training	24		
LTJG	Initial sea	DIVO	24		- Assistant platoon commander - Sea, Air, Land (SEAL) team
LT	2 nd sea	Post-DIVO	24		- SEAL team, SEAL delivery vehicle team (SDVT), special boat team (SBT), special reconnaissance team (SRT)
	1 st shore	Pre-DH		24	- Naval special warfare (NSW) group (NSWG) staff or graduate education
	3 rd sea	DH	24		- Platoon commander - SEAL team, SDVT, or SRT - SBT troop commander

EXHIBIT 1
NAVY PERSONNEL COMMAND SURFACE WARFARE OFFICER DISTRIBUTION
DIVISION (PERS-41)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
LCDR	4 th sea or 2 nd shore	Post-DH	24	24	- Operations officer or troop commander - SEAL team, SDVT, SRT, or NSW development group (NSWDG) - NSWG staff, joint tour, or graduate education
	5 th sea or 3 rd shore	XO	18-24	24	- SEAL team, SDVT, SBT, NSWDG, NSW detachment, training, or acquisitions (ACQ)
	4 th shore	Post-XO		24	- Service college, graduate education, NSW or fleet staff, or joint tour
CDR	5 th shore	Post-XO		24	- Service college, graduate education, NSW or fleet staff, or joint tour
	6 th sea or 6 th shore	CO	24	24	- SEAL Team, SBT, SDVT, NSWDG, training, or ACQs
	7 th shore	Post-CO		24	- CO ashore, Naval Special Warfare Command (NSWC) staff, OPNAV or fleet staff, Special Operations Command (SOCOM) staff, Service college, or joint duty

EXHIBIT 1
NAVY PERSONNEL COMMAND SURFACE WARFARE OFFICER DISTRIBUTION
DIVISION (PERS-41)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
CAPT	8 th shore	Post-CO		24	- NSWC staff, OPNAV or fleet staff, SOCOM staff, Service college, or joint duty
	7 th sea	Major command	24		- NSWG-1, 2, 4, 8, or 11, NSWDG, Naval Special Warfare Center, or Planned Maintenance System (PMS)-340
	9 th Shore	Post-major Command		24	- NSWC staff or joint duty
Note: Joint tour length for LCDR through CAPT will be per CJCSI 1330.05B .					

1.4 Explosive Ordnance Disposal Warfare Officer (114X/648X)
Tour Lengths

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
ENS	Input	Training		18	- Joint DIVO Course, Explosive Ordnance Disposal (EOD) School, combat skills training, or airborne training
ENS or LTJG	Initial sea	Platoon commander	18-24		- EOD or expeditionary mine countermeasures (EXMCM) platoon commander
LTJG or LT	2 nd sea	Platoon or company commander	18-24		- EOD or EXMCM company commander (cargo afloat rig team), mobile diving and salvage (MDS), Expeditionary Exploitation Unit One (EXU-1)

EXHIBIT 1
NAVY PERSONNEL COMMAND SURFACE WARFARE OFFICER DISTRIBUTION
DIVISION (PERS-41)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
LTJG or LT	1 st shore	Officer in charge regional detachment, EOD staff, training command, NPS or Graduate School		24	
	3 rd sea	DH or troop commander	18-24		- Explosive ordnance disposal mobile unit (EODMU), mobile diving and salvage unit (MDSU), afloat staff, or NSWDG EOD squadron
LCDR	2 nd shore	Joint duty, shore staff, EOD staff, Service war college, post-graduate education		24	
	4 th sea	XO	18-24		
LCDR or CDR	3 rd shore	Joint staff, staff action officer, Service war college		24	- Major staff, joint assignment per CSCSI 1330.05 numbered fleet
CDR	5 th sea	CO (CDR command)	24		- EODMU, MDSU, Twenty-Foot Equivalent Unit, EXU-1, Naval Diving and Salvage Training Center, or joint assignment per CJCSI 1330.05B
	4 th shore	Joint staff, staff branch chief, Service war college		24	

EXHIBIT 1
NAVY PERSONNEL COMMAND SURFACE WARFARE OFFICER DISTRIBUTION
DIVISION (PERS-41)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
CAPT	6 th sea	Major CMD	24		- EOD group; task force commander; mine countermeasures squadron; Center for Explosive Ordnance Disposal and Diving; or Naval Explosive Ordnance Disposal Technology Division per annual OPNAV N13 PDM for Shared Early Command Apportionment Plan
	5 th shore	Post-major staff		24	
Note: Joint tour length for LCDR through CAPT will be per reference CJCSI 1330.05B .					

1.5 Surface Warfare Chief Warrant/Limited Duty Officer Tour Lengths

Rank	Tour Type	Designators	Sea Tour	Shore Tour	Remarks
Naval aviation observer (NAO) chief warrant officer (CWO)	Sea or shore	711X, 712X, 713X, 715X, 716X, 717X, 718X, 741X, 749X	24-36	24	(See note 1)
CWO	Sea or shore	711X, 712X, 713X, 715X, 716X, 717X, 718X, 741X, 749X	24	24	(See note 2) (See note 1)
NAO limited duty officer (LDO)	Sea or shore	611X, 612X, 613X, 615X, 616X, 618X, 641X, 643X, 649X	24-36	24	(See note 1)
LDO	Sea or shore	611X, 612X, 613X, 615X, 616X, 618X, 641X, 643X, 649X	24	24	(See note 2) (See note 1)

EXHIBIT 1
NAVY PERSONNEL COMMAND SURFACE WARFARE OFFICER DISTRIBUTION
DIVISION (PERS-41)
(continued)

Note 1: When executing permanent change of station orders for overseas tour, prescribed sea tour will be per Joint Travel Regulations (JTR) and [MILPERSMAN 1300-308](#). If executing in-place consecutive overseas tours, assignment will be per [MILPERSMAN 1300-308](#).

Note 2: When assigned to shore duty in the continental U.S. (CONUS) outside of fleet-concentration areas, if no option for follow-on tour exists in the area to meet time on station requirements, officers may be assigned for 36 months.

EXHIBIT 2
NAVY PERSONAL COMMAND SUBMARINE OFFICER DISTRIBUTION DIVISION
(PERS-42)

2.1 Submarine Officer (112X) Tour Lengths

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
Ensign (ENS) or lieutenant junior grade (LTJG)	(117X)	New accession designator			
ENS	Input	Training		15	- Based on pipeline and school length
ENS or LTJG	Initial sea	Junior officer	30-36		- Minimum 24-month tour authorized, if proceeding to prototype or follow-on sea duty or pre-commissioning unit
Lieutenant	Initial shore			24-36	(See note 1)
Lieutenant commander (LCDR)	2 nd sea	Department head (DH)	32		- Minimum 28-month tour
	2 nd shore	Post-DH		24-36	
	3 rd sea	Executive officer (XO)	20		- Minimum 18-month tour
LCDR or Commander (CDR)	3 rd shore	Post-XO		24	
		Prospective commanding officer (CO)		6	
CDR	4 th sea	CO	32		- Per the Office of the Chief of Naval Operations (OPNAV) Military Personnel Plans and Policy (OPNAV N13) annual PDM for Shared Commander Command Apportionment Plan
	4 th shore	Post CO waterfront support		24	- May be shorter to support two post CO tours per annual OPNAV N13 PDM for Shared Commander Command Apportionment Plan
	5 th shore	Pre major command shore		24	

EXHIBIT 2
NAVY PERSONAL COMMAND SUBMARINE OFFICER DISTRIBUTION DIVISION
(PERS-42)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
Captain (CAPT)		Major command	24		- Per annual OPNAVNOTE 5450 Sequential and Major Command Plan
Note 1: Special sea duty assignment: Officers assigned to destroyer squadrons, amphibious squadrons, and carrier-strike groups will nominally conduct an 18-month tour.					
Note 2: Joint tour length for LT through CAPT will be per CJCSI 1330.05B .					

2.2 Submarine Chief Warrant/Limited Duty Officer Tour Lengths

Rank	Tour Type	Designator	Sea Tour	Shore Tour	Remarks
Chief warrant officer	Sea or shore	720X, 721X, 723X, 724X, 726X, 728X, 740X	24-36	36	- Variable with billets
Limited duty officer	Sea or shore	621X, 623X, 626X, 628X, 629X, 640X	24-36	36	

Note: All nuclear billets under Naval Sea Systems Command Naval Reactors Branch (NAVSEA 08) cognizance will have a 2-year retainability, per [MILPERSMAN 1301-108](#), regardless of prior assignment or location. A minimum 2-year retainability requirement must also be met before assigning an officer to these billets. This tour length policy will ensure reasonable stability for billets that require special nuclear qualifications and proficiency.

EXHIBIT 3
NAVY PERSONNEL COMMAND AVIATION OFFICER DISTRIBUTION DIVISION
(PERS-43)

3.1 Aviation Officer (130X) Tour Lengths

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
Ensign (ENS) through Captain (CAPT)	Sea or shore	Needs of the Navy	24-36	36	- Variable dependent on career and qualification termination timing
Note: Joint tour length for LCDR through CAPT will be per CJCSI 1330.05B .					

3.2 Aviation Officer (131X) Tour Lengths

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
ENS and lieutenant junior grade (LTJG) (139X)		Pilot or naval flight officer (NFO) training		12-24	- Variable, based on community and designator
Lieutenant (LT)	Initial sea	Fleet squadron in warfare specialty	36-42		- Exclusive of fleet replacement squadron (FRS), variable based on community and designator - Sea tours for "Take Charge and Move Out" pilots are 42 months for pilot mission commander
	1 st shore	Training command (TRACOM), FRS, Post-Graduate (PG) School, staff, Navy Recruiting Command (NAVCRUITCOM), Washington DC, etc.		24-42	
	2 nd sea	Squadron, ship's company, or embarked staff	24		- Exclusive of FRS

EXHIBIT 3
NAVY PERSONNEL COMMAND AVIATION OFFICER DISTRIBUTION DIVISION
(PERS-43)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
Lieutenant commander (LCDR)	3 rd sea	Squadron department head (DH)	24-36		- Non-screened officers will serve 24-36 months (as required) - Training and Administration of the Reserve (TAR) Naval Operational Support Command (NOSC) commanding officer (CO) tours (see Office of the Chief of Naval Operations (OPNAV), Military Personnel Plans and Policy (OPNAV N13) annual PDM for Shared Early Command Apportionment Plan)
Commander (CDR)	2 nd shore	Staff, joint, Washington DC, subspecialty		24-36	- May be reduced for CO selectees
	4 th sea	Command (executive officer (XO) or CO)	24-36		- Variable by community per annual OPNAV N13 PDM for Shared Commander Command Apportionment Plan
	3 rd shore	Post-command		36	- Variable by billet
CAPT	5 th sea	Ship's company	24		- Per annual OPNAVNOTE 5450 Sequential and Major Command Plan
	6 th sea	Major command, aircraft carrier (CV)/landing helicopter assault ships (LHA) command	18		
		Ship's company, patrol squadron (VP) wing command	24		
		Carrier air wing (CVW) command	36		
		Nuclear aircraft carrier (CVN) command	24-48		

EXHIBIT 3
NAVY PERSONNEL COMMAND AVIATION OFFICER DISTRIBUTION DIVISION
(PERS-43)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
CAPT (conti- nued)	4 th shore			24	- Per OPNAVNOTE 5450 Sequential and Major Command Plan
Note: Joint tour length for LCDR thru CAPT will be per CJCSI 1330.05B .					

3.3 Aviation NFO (132X) Tour Lengths

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
ENS and LTJG (137X)	Input	Pilot or NFO training		12-24	Variable, based on community and designator
LT	Initial sea	Fleet squadron in warfare specialty	36-42		- Exclusive of FRS, variable, based on community and designator
	1 st shore	TRACOM, FRS, PG school, staff, NAVCROUTECOM, Washington, DC, etc.		24-36	- Variable, based on community and designator
	2 nd sea	Squadron, ship's company, or embarked staff	24		- Exclusive of FRS
LCDR	3 rd sea	Squadron DH	24-36		- TAR NOSC CO tours per annual OPNAV N13 PDM for Shared Early Command Apportionment Plan
CDR	2 nd shore	Staff, joint, Washington DC, or subspecialty		24-36	- May be reduced for CO selectees
	4 th sea	Command (XO or CO)	24-36		- Variable by community per annual OPNAV N13 PDM for Shared Commander Command Apportionment Plan
	3 rd shore	Post-command		36	- Variable by billet
	5 th sea	Ship's command	24		

EXHIBIT 3
NAVY PERSONNEL COMMAND AVIATION OFFICER DISTRIBUTION DIVISION
(PERS-43)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
CAPT	6 th sea	Major command, CV/LHA command	18		- Per annual OPNAVNOTE 5450 Sequential and Major Command Plan
		Ship's company, VP wing command	24		
		CVW command	36		
		CVN command	24-48		
	4 th shore	Major/minor shore command		24	
Note: Joint tour length for LCDR thru CAPT will be per CJCSI 1330.05B .					

3.4 Aerospace Engineering Officer (151X) Tour Lengths

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
ENS	Input	Pilot or NFO training		12-24	- Designators are 131X/132X - Tour length variable with community and designator
LTJG and LT	Initial sea	Fleet squadron in warfare specialty	36-42		- Designators are 131X/132X - Exclusive of FRS, tour length variable with community and designator
LT	Initial shore	TRACOM, FRS, PG School, staff, or test pilot school		24-36	- Designators are 131X/132X - Tour length variable with community and designator
	2 nd sea	Squadron, ship's company, or embarked staff	24		- Begin tour as 131X/132X - Considered for 1510 community

EXHIBIT 3
NAVY PERSONNEL COMMAND AVIATION OFFICER DISTRIBUTION DIVISION
(PERS-43)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
LCDR	2 nd shore	Initial acquisition (ACQ) tour, project officer: Naval Air Systems Command (NAVAIR); Naval Information Warfare Systems Command (NAVWAR); Defense Contract Management Agency (DCMA); Fleet Readiness Center (FRC); naval depot (NADEP); research, development, test, and evaluation (RDT&E); warfare centers, PG school		24-36	- Access into 1510 community from 131X/132X as senior LCDR or junior CDR - Tour length variable, based on billet
	3 rd sea or follow-on administrative contracting officer shore	Aviation DH, 2 nd ACQ tour	24-36	24-36	- Return for DH tour or start of 2 nd ACQ tour - Tour length variable, based on billet
CDR	2 nd shore	Senior-level ACQ program manager, class desk, ACQ shore command, FRC production officer		24-36	- Variable, based on billet

EXHIBIT 3
NAVY PERSONNEL COMMAND AVIATION OFFICER DISTRIBUTION DIVISION
(PERS-43)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
CAPT	2 nd shore	Senior staff and major ACQ shore command: NAVAIR; NAVWAR; Assistant Secretary of the Navy (Research, Development and Acquisition (ASN (RDA))); FRC; test wing; Commander, Naval Air Force Atlantic			
Note: Covered under joint scientific and professional waiver; however, if filling a joint billet, must comply with CJCSI 1330.05B .					

3.5 Aerospace Maintenance Duty Officer (152X) Tour Lengths

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
ENS through LT	1 st tour	Organizational level maintenance: 30-48; intermediate level maintenance: 24-30; or staff 24-36 - Professional Aviation Maintenance Officer (PAMO) 1 st tour	36-48		- Variable, based on billet
	2 nd shore	Organizational level maintenance: 30-36; intermediate level maintenance: 24-30; or staff 24-36 - PAMO 1 st or 2 nd tour		24-36	- Variable, depending on billet

EXHIBIT 3
NAVY PERSONNEL COMMAND AVIATION OFFICER DISTRIBUTION DIVISION
(PERS-43)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
ENS through LT (continued)	2 nd sea	Organizational level maintenance: 30-48 intermediate level maintenance: 24-30; or staff 24-36 - PAMO qualification	24-48		- May be adjusted for required training and continuity
LCDR	3 rd shore	Initial ACQ tour, project officer: NAVAIR, NAVWAR, DCMA, NADEP, RDT&E, warfare centers, PG school		24-36	- May be adjusted for required training and continuity
	3 rd sea	Aviation DH equivalent or 2 nd ACQ tour	24-48		- Return for DH tour or start of 2 nd ACQ tour
	4 th sea	Aviation CO equivalent, 3 rd ACQ tour	24-36		- Return for CO equivalent tour or start of 3 rd ACQ tour
CDR	4 th shore	Major staff, further education, ACQ		24-36	- May be adjusted for required training and continuity
CAPT	5 th shore	- Senior-level acquisition - NAVAIR; NAVWAR; Program Executive Office; CO, Defense Plant Representative Office; type commander, assistant chief of staff, as program manager; division director		24-48	- May be adjusted for required training and continuity - 48-month tours for ACQ category I/II program manager
	5 th sea	Major staff	24-30		- Variable depending on billet
Note: Covered under joint scientific and professional waiver; however, if filling a joint billet, must comply with CJCSI 1330.05B .					

EXHIBIT 3
NAVY PERSONNEL COMMAND AVIATION OFFICER DISTRIBUTION DIVISION
(PERS-43)
(continued)

3.6 **Aviation Chief Warrant/Limited Duty Officer Tour Lengths**

Rank	Tour Type	Designator	Sea Tour	Shore Tour	Remarks
Chief warrant officer	Sea or shore	731X, 732X, 734X, 736X, 738X	24-36	24-36	- Variable with billets
Limited duty officer	Sea or shore	630X, 631X, 632X, 633X, 636X, 638X, 639X	24-36	24-36	

EXHIBIT 4
NAVY PERSONNEL COMMAND STAFF RESTRICTED LINE OFFICER
DISTRIBUTION DIVISION (PERS-44)

4.1 Human Resources Officer (120X) Tour Lengths (1100
Designator Detailed Through 1200 Detailing Shop)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
Ensign (ENS)	Input	Experience tour		36	
Lieutenant junior grade (LTJG) or lieutenant (LT)	Shore	Experience tour		36	- May be reduced for commanding officer (CO), executive officer (XO), officer in charge (OIC), department head (DH), or milestone selectees for career progression
		LT CO/XO/OIC/DH		24-36	- Training and Administration of the Reserve (TAR) Navy operational support center (NOSC) CO tours are per Office of the Chief of Naval Operations (OPNAV) Military Personnel Plans and Policy (OPNAV N13) annual PDM for Shared Early Command Apportionment Plan
		Advanced education		12-24	- Postgraduate (PG) School, Joint Professional Military Education (JPME), or Service college
Lieutenant commander (LCDR)	Shore or sea	Experience tour		36	- May be reduced for CO, XO, OIC, or milestone selectees for career progression
		LCDR CO/XO/OIC/milestone	24	24	- 18 months minimum TAR NOSC CO tours are per annual OPNAV N13 PDM for Shared Early Command Apportionment Plan
		Advanced education		12-24	- PG School, JPME, or Service college

EXHIBIT 4
NAVY PERSONNEL COMMAND STAFF RESTRICTED LINE OFFICER CAREER
MANAGEMENT (PERS-44)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
Commander (CDR)	Shore	Experience tour		36	- May be reduced for CO, XO, OIC, or milestone selectees for career progression
		CDR CO/XO/OIC/ milestone		24-36	- 36 months for XO and CO fleet-up assignments, 24 months for all others (18 months minimum) - TAR NOSC CO tours are per annual OPNAV N13 PDM for Shared Commander Command Apportionment Plan
		Advanced education		12	- JPME or Service college
Captain (CAPT)	Shore	Human resources executive or major staff tour		36	- May be reduced for CAPT pinnacle, post-major command, or major command tours for career progression (18 months minimum)
		CAPT pinnacle, post-major command or major command		24-36	- 36 months for XO and CO fleet-up assignments, 24 months for all others (18 months minimum) - TAR NOSC CO tours per annual OPNAV N13 PDM for Shared Captain Command Apportionment Plan
		Advanced education		12	JPME or Service college
Note: See note 1 of section 4.15 for joint billets.					

4.2 Engineering Duty Officer (14XX) Tour Lengths

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
ENS or LTJG (146X)	1 st sea	Junior officer	18-24		- In training

EXHIBIT 4
NAVY PERSONNEL COMMAND STAFF RESTRICTED LINE OFFICER
DISTRIBUTION DIVISION (PERS-44)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
LTJG and above	Sea	Engineering duty	24		- Commander command tours are 24-36 months - Acquisition (ACQ) tours (see table 4.2, CAPT remarks)
	Shore	Naval Information Warfare Systems Command (NAVWAR) Space Field Activity; strategic systems programs, naval shipyard; regional maintenance center; supervisor of shipbuilding; Defense Contract Management Agency (DCMA); Naval Sea Systems (NAVSEA); Naval Air Systems Command (NAVAIR); or NAVWAR		24-36	
	Shore	Department Assistant Secretary of the Navy for Ship Programs (DASN); instructor duty; Navy Personnel Command (NAVPERSCOM); Bureau of Naval Personnel officer community manager; or Board of Inspection and Survey (INSURV)		24	
	Shore	Fleet staff, or class squadron, or OPNAV		24-36	
	Shore	Operational Test and Evaluation Force (OPTEVFOR)		24-36	

EXHIBIT 4
NAVY PERSONNEL COMMAND STAFF RESTRICTED LINE OFFICER
DISTRIBUTION DIVISION (PERS-44)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
CAPT	Sea	Engineering duty	24-36		
	Shore	NAVPERSCOM		24	
	Shore	Instructor duty		24-36	
	Shore	DASN/OPNAV		24-36	
	Shore	All other engineering duty tours		30-48	<ul style="list-style-type: none"> - ACQ category 1 major program manager tours are 48 months - Major shore tours are 36-48 months - ACQ tours (see below)
Note: See note 2 of section 4.15 for joint billets.					

4.3 Public Affairs Special Duty Officer (1650) Tour Lengths

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
ENS or LTJG	1 st sea	Navy Public Affairs Support Element (NPASE) action officer (AO) or division officer	18-24		
	1 st shore	Developmental billets (independent duty, division officer (DIVO), staff, and production)		24-36	- Shore tour lengths may be adjusted to accommodate public affairs (PA) requirements for career progression
LT	1 st sea (lateral transfer) or probationary officer continuation and redesignation	NPASE AO or DIVO	18-24		- Shore tour lengths may be adjusted to accommodate PA requirements for career progression

EXHIBIT 4
NAVY PERSONNEL COMMAND STAFF RESTRICTED LINE OFFICER
DISTRIBUTION DIVISION (PERS-44)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
LT	Sea	Amphibious, explosive ordnance disposal (EOD), destroyer squadron (DESRON), naval special warfare (NSW) group, fleet AO, NPASE AO	24		- Shore tour lengths may be adjusted to accommodate PA requirements for career progression
	Shore (independent duty)	Submarine group (SUBGRU), installation public affairs officer (PAO), NSW, EOD, etc.		24-36	
	Shore	Flag aide		18-24	
	Shore (outreach)	DMA, Navy Office of Community Outreach (NAVCO), Navy Office of Information (NAVINFO), or Blue Angels		24-36	
	Shore	Post-graduate education		10-12	
LCDR	Shore (staff)	Office of the Chief of Information (CHINFO) AO, fleet AO, NAVCO deputy, Defense Information School (DINFOS), etc.		24-36	- Shore tour lengths may be adjusted to accommodate PA requirements for career progression and to align with milestone, joint opportunities, graduate education and professional certification
	Sea	NPASE, individual augmentation (IA) or global support assignment (GSA)	24		

EXHIBIT 4
NAVY PERSONNEL COMMAND STAFF RESTRICTED LINE OFFICER
DISTRIBUTION DIVISION (PERS-44)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
LCDR	Sea (milestone)	Milestone designated sea tour (nuclear aircraft carrier)	24		
	Shore (milestone)	Milestone designated shore tour (Navy Expeditionary Combat Command (NECC))		24-36	
	Sea or shore (joint)	Joint Planning Support Element (JPASE), Combatant Command (COCOM) deputy AO, Defense Intelligence Agency (DIA), North Atlantic Treaty Organization (NATO), etc.		24-36	
	Shore (leadership)	Commander Fourth Fleet (C4F) or Commander Tenth Fleet (C10F) PAO, NAVINFO OIC, director, detailee, or DINFOS senior representative		24-36	
	Shore	Post-graduate education		10-12	- Shore tour lengths may be adjusted to accommodate PA requirements for career progression and to align with milestone, joint opportunities, graduate education and professional certification
	Shore	Junior Service college		12	

EXHIBIT 4
NAVY PERSONNEL COMMAND STAFF RESTRICTED LINE OFFICER
DISTRIBUTION DIVISION (PERS-44)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
CDR or CAPT	Shore	CHINFO Director Engineering Aide (EA), NAVCO, NPASE OIC, NAVPERSCOM, Navy Recruiting Command, Navy Education and Training Command, Naval Forces Japan (CNFJ), Officer of Legislative Affairs (OLA), etc.		24-36	- Shore tour lengths may be adjusted to accommodate for by name requests, career progression, and to facilitate distribution of this high demand, low- density community
	Sea or shore (joint)	Office of the Secretary of Defense (OSD), Joint Chief of Staff, COCOM, DIA, DMA, JPASE, etc.		24-36	
	Shore (leadership)	Division of Inspection and Certification (DCI), NPASE CO or XO, or head detailer		24-36	
	Sea or Shore (numbered fleet)	Commander, Second, Third, Fourth, Fifth, Sixth, or Seventh Fleet	24		
	Shore (3 or 4-star advisor)	Chief of Naval Operations (CNO) or Secretary of the Navy (SECNAV) Public Affairs Office, U.S. Naval Academy, type commander, etc.		24-36	
	Shore	Senior Service college		12	
Note: See note 2 of section 4.15 for joint billets.					

EXHIBIT 4
NAVY PERSONNEL COMMAND STAFF RESTRICTED LINE OFFICER
DISTRIBUTION DIVISION (PERS-44)
(continued)

4.4 Medical Corps Officer (210X) Tour Lengths

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
ENS through CAPT	Sea		24-36		
ENS through CAPT	Shore			36	- Outside of the continental U. S. (OCONUS) will satisfy Department of Defense (DoD) tour lengths
Note: See note 2 of section 4.15 for joint billets					

4.5 Dental Corps Officer (220X) Tour Lengths

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
ENS through CAPT	Sea		24-36		
ENS through CAPT	Shore			36	- OCONUS will satisfy DoD tour lengths
Note: See note 2 of section 4.15 for joint billets.					

4.6 Medical Service Corps Officer (230X) Tour Lengths

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
ENS through CAPT	Sea		24-36		
CAPT	Shore			36	- OCONUS will satisfy DoD tour lengths
Note: See note 2 of section 4.15 for joint billets.					

EXHIBIT 4
NAVY PERSONNEL COMMAND STAFF RESTRICTED LINE OFFICER
DISTRIBUTION DIVISION (PERS-44)
(continued)

4.7 Nurse Corps Officer (290X) Tour Lengths

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
ENS through CAPT	Sea		24-36		
CAPT	Shore			36	- OCONUS will satisfy DoD tour lengths
Note: See note 2 of section 4.15 for joint billets.					

4.8 Exceptions to Tour Length Guidelines

a. Specialists

(1) Nurse anesthetists, perioperative nurses, orthopedic physician assistants, anesthesiologists (15BX series), pathologists (15MX subspecialty code), surgical sub-specialties (15BX, CX, DX, EX, GX, HX, IX, and JX), radiologists (16YX), pediatric dentists (179X series), and oral surgeons (175X series) per DoD Instruction 1315.18, enclosure 3, subparagraph 3b(12).

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
ENS through CAPT	Sea	Carriers	12		
ENS through CAPT	Sea	All other sea duty	24		
ENS through CAPT	Shore			36	- Exception: Twentynine Palms, CA and Lemoore, CA (1 year) - Medical treatment facilities (MTF) with no operating room or for pediatric dentists (1 year unaccompanied or 2 years accompanied)

EXHIBIT 4
NAVY PERSONNEL COMMAND STAFF RESTRICTED LINE OFFICER
DISTRIBUTION DIVISION (PERS-44)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
ENS through CAPT	OCONUS			24	- 24 months for accompanied tour lengths per Joint Travel Regulations (JTR), appendix Q. - Guantanamo Bay, Cuba for 12 months unaccompanied or 18 months accompanied (also applies to 1920 labor and delivery nurses) - Iwakuni, Japan for 12 months unaccompanied or 18 months accompanied (also applies to 1920 labor and delivery nurses)
CAPT	Shore	MTF CO or XO	24	24	

b. Newly Accessioned Clinical Specialists. Medical and Dental Corps officers may be assigned a 1-year tour at a CONUS MTF to allow for adequate credentialing but may be assigned directly to an OCONUS facility when at least one fully privileged provider of the assignee's specialty is stationed at the facility. In small communities with only one billet at OCONUS locations, sending a newly accessioned specialist may be considered once other possible fills have been ruled out.

c. Board Certification. Specialty board certification for health professionals is a stated Navy goal. For specialties that need to develop a case file for board certification, duty at isolated facilities with limited case diversity may preclude attainment of board certification. While board certification should be considered in assignments; ultimately, such specialists are required for maintenance of essential clinical services at these facilities.

d. Skill Competency. Preservation of skill competency will be considered for certain specialties with the following tour length exceptions:

EXHIBIT 4
NAVY PERSONNEL COMMAND STAFF RESTRICTED LINE OFFICER
DISTRIBUTION DIVISION (PERS-44)
(continued)

(1) Maximum tour lengths for all surgical specialists (as defined in section 4.8 a(1)), radiologists, pathologists, emergency medicine, and pediatric dentists are as follows:

(a) DoD overseas shore tour lengths:

1. Twelve-month unaccompanied or 18-month accompanied tours at Guantanamo Bay, Cuba and Iwakuni, Japan (to include labor and delivery nurses and orthopedic physician assistants).

2. Two years at Guam; Naples, Italy; Okinawa, Japan; Rota, Spain; Sigonella, Italy; and Yokosuka, Japan.

(b) CONUS time on station tour length of 1 year at Twentynine Palms, CA, with the exception of emergency medicine and radiology, which will be 2 years.

(c) CONUS time on station tour length of 2 years for radiologists to Lemoore, California.

(d) SECNAV tour length of 1 year aboard aircraft carriers.

(2) For specialties such as general internal medicine, pediatrics, and family medicine, no limitations on current DoD or SECNAV tour lengths are required. It is believed that technical skills for the procedures performed by these specialists can be refined easily upon return to a major medical facility or through brief refresher training opportunities. Medical officers classified as "solo providers" who are on-call 24/7 may be assigned to shorter tour lengths in otherwise longer tour areas per DoD Instruction 1315.18.

e. CO and XO assignments will generally be 24-month tours.

EXHIBIT 4
NAVY PERSONNEL COMMAND STAFF RESTRICTED LINE OFFICER
DISTRIBUTION DIVISION (PERS-44)
(continued)

4.9 Judge Advocate General Corps Officer (195X/250X) Tour Lengths

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
LTJG	Officer Development School	In-training			- Designator 195X
LTJG or LCDR	Shore	Initial tour		12-24	- CONUS or OCONUS
LTJG through CAPT	Sea		24		- CONUS or OCONUS
LTJG through CAPT	Shore			36	- CO and XO billets will generally be 24-month tours - CONUS or OCONUS
	Shore	Advanced education		10-12	- PG School or Naval War College
Note: See note 2 of section 4.15 for joint billets.					

4.10 Supply Corps Officer (310X) Tour Lengths

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
ENS	Basic Qualification Course	Training		6	- Basic Qualifications School, Newport, RI
ENS/ LTJG	Initial sea	Operational	24-30		- Operational tour follows completion of Supply Corps School
	1 st shore	Functional		24-36	- Shore assignment or internship
LT	2 nd sea	Operational	24-30		- Independent duty afloat, large platform, or expeditionary
	2 nd shore	Advanced education		11-27	- PG school
		Functional		24-36	

EXHIBIT 4
NAVY PERSONNEL COMMAND STAFF RESTRICTED LINE OFFICER
DISTRIBUTION DIVISION (PERS-44)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
LCDR	3 rd sea	Operational	24		- Immediate superior in command supply officer, large platform assistant, or expeditionary
	3 rd shore	Functional utilization		24-36	- Shore assignment or PG school utilization tour
CDR	4 th sea or command	Operational or command	24-36		- Large platform DH or operational command or ashore CO
	4 th shore	Policy development or implementation		24-36	- Systems command, fleet logistics center, joint, or type commander
	5 th shore	Command staff, policy		24-36	
CAPT	5 th shore	Command staff, policy		24-36	
Note: See note 1 of section 4.15 for joint billets.					

4.11 Supply Corps Chief Warrant/Limited Duty Officer Tour Lengths

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
Chief warrant officer (CWO)	Sea or shore	752X	24-30	24-36	- Variable with billets
Limited duty officer (LDO)	Sea or Shore	651X	24-30	24-36	
Note: See note 2 of section 4.15 for joint billets.					

EXHIBIT 4
NAVY PERSONNEL COMMAND STAFF RESTRICTED LINE OFFICER
DISTRIBUTION DIVISION (PERS-44)
(continued)

4.12 Chaplain Corps Officer (410X) Tour Lengths

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
LTJG or LT	Navy operational		24		- Recommended tours for Naval Forces Atlantic Ministry Center Norfolk, VA or Mayport, FL 30 months with option to extend to 36 months
	U.S. Marine Corps (USMC) operational Fleet Marine Force (FMF)		30		- Recommended tours for USMC FMF units in Okinawa, Japan: 24 months unaccompanied or 30 months accompanied - Option to extend to 30 or 36 months available
	Coast Guard operational		24		- Option to extend to 30 months available
	Navy, USMC or Coast Guard			24-36	
LCDR	Sea or Shore		30	24-36	
CDR or CAPT	Sea or Shore		24-30	30-36	- O-5 milestone: 24 months - O-6 milestone: 30 months with the option to extend to 36 months
Notes: See note 2 of section 4.15 for joint billets.					

EXHIBIT 4
NAVY PERSONNEL COMMAND STAFF RESTRICTED LINE OFFICER
DISTRIBUTION DIVISION (PERS-44)
(continued)

4.13 Civil Engineer Corps Officer (510X) Tour Lengths

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
ENS or LTJG	Initial Sea	Platoon CDR or DIVO	18-24		- May move when Seabee Combat Warfare qualified
	1 st shore	Developmental billets (facilities, DIVO, assistant public works officer, staff)		24	
LT	Sea	Company commander, detachment OIC, DH, or combat engineer	24-30		- Shore tour lengths may be adjusted to accommodate Civil Engineer Corps (CEC) requirements for professional registration, post-graduate degree, and ACQ certification
	Shore	DH, staff, instructor duty, or joint duty		24-36	
	Shore	Executive assistant (EA) or flag aide		12-24	
	Shore	Post-graduate education		12-18	
LCDR	Sea	XO or DH	24		- Shore tour lengths may be adjusted to accommodate CEC requirements for professional registration, post-graduate degree, and ACQ certification
	Shore	PWO, DH, staff, joint duty		24-36	
	Shore	EA or flag aide		12-24	
	Shore	Post-graduate education		12-18	
	Shore	Junior Service college		12	
CDR or CAPT	Sea	CO, combat systems officer, or DH	24		- Shore tour lengths for non-Naval Facilities Engineering Command billets at 24 months to allow for planning programming budgeting, and execution (PPBE) system or major staff exposure while maintaining proficiency in ACQ and facilities management
	Shore	ACQ, facilities management, program management		24-36	
	Shore	Staff (OSD, OPNAV, Navy Installations Command (CNIC), NECC), CO or XO ashore, or joint duty		24	

EXHIBIT 4
NAVY PERSONNEL COMMAND STAFF RESTRICTED LINE OFFICER
DISTRIBUTION DIVISION (PERS-44)
(continued)

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
CDR or CAPT (continued)	Shore	Senior Service college		12	- Shore tour lengths for non-Naval Facilities Engineering Command billets at 24 months to allow for PPBE system or major staff exposure while maintaining proficiency in ACQ and facilities management
Note: See notes 1 and 2 of section 4.15 for joint billets.					

4.14 Civil Engineer Corps Chief Warrant/Limited Duty Officer Tour Lengths

Rank	Tour Type	Job Description	Sea Tour	Shore Tour	Remarks
CWO	Sea or shore	753X	24-36	36	- Variable with billets
LDO	Sea or shore	653X	24-36	36	
Note: See note 1 of section 4.15 for joint billets.					

4.15 ACQ Professional Community (APC) Tour Guidelines

a. APC officers will generally be assigned to ACQ workforce billets for 36 months.

b. Any officer assigned to a critical ACQ position must agree to stay 36 months minimum.

c. Selected major program management tours are controlled by the Director, Acquisition Career Management Office.

Note 1: Joint tour lengths for LT through CAPT will be per [CJCSI 1330.05B](#).

Note 2: This designator is covered under joint scientific or professional waiver for selection to pay grade O-7; however, officers assigned to a joint duty assignment list billet are required to complete the joint tour length per [CJCSI 1330.05B](#).