

MILPERSMAN 1301-110

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

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|---------------------------|-----------------|--------|------------|----------------------------|
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| References | (a) DoD Instruction 1315.18 (b) SECNAV memo of 20 May 1996 (NOTAL) (c) CNO memo 4000 of 18 Dec 1997 (NOTAL) (d) OPNAVINST 1300.15B (e) NAVSO P-6034 Joint Travel Regulations (JTR), APPENDIX Q (f) DIA Directive 1350.100 Duration of Tours at Defense Attache' Stations (g) Chairman of the Joint Chiefs of Staff Instruction 1330.05A (h) OPNAV N13 PDM for Shared Early Command Apportionment (i) OPNAV N13 PDM for Shared Commander Command Apportionment (j) OPNAV N13 PDM for Shared Captain Command Apportionment |
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1. **Policy.** Assignments to activities identified inside the continental United States (CONUS) at sea, and outside the continental United States (OCONUS) at sea 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." Assignment to 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 CONUS or OCONUS. The PST lengths OCONUS must be 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 13XX in a flying status, these orders will be 30 months. Attachés must be assigned per reference (f) and personnel to Joint Chiefs of Staff tours per reference (g). Communities with variable PST and shore tour lengths (e.g., 24-30 months) will normally write orders to the longer tour length. If required, these variable tour lengths may be adjusted to the lesser time only to fill a valid requirement as defined by NAVPERSCOM Career Management Department (PERS-4), and approved via waiver initiated by the appropriate detailing community.

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

c. Full time support (FTS) 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 timing, 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. Transferring officers in an accounting category code 3XX status does not constitute a split tour.

d. It is the detailer's responsibility to determine if the prescribed tour length criteria has been met prior to a new PCS funded move. If the criterion has not been met, the assignment 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) / Lieutenant junior grade (LTJG) | First/ Second Sea | First Division Officer/Second Division Officer Tour | 24/24 | | Up to 48 months at sea across two division officer tours. Officers requiring a third sea tour will be given 12-18 months orders. For officers designated as engineering duty (ED) options, the prescribed tour length may be reduced to 18 months to accommodate ED option execution per MILPERSMAN 1212-040 . |
| Lieutenant (LT) | First Shore | | | 24-36 | Must start department head (DH) pipeline no later than 7.5 years. Full time support (FTS) Navy operational support command (NOSC) commanding officer (CO) tours are 24 months. |
| | | Surface Warfare Officers (SWO) DH School | | 6 | See note 1. |
| | Third/ Fourth Sea | First DH/Second DH Tour | 18/18 | | Officers in command of patrol coastal ships and officers in command of mine counter measure ships will be receive written orders per Defense Intelligence Agency Directive 1350.100. |

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|----------------------|--------------------------------------|--|-------------|-------|---|
| Lieutenant (LCDR) | Second/ Third/ Fourth Shore | Post DH | 18-24 | 24 | Sea or shore as required by career and Navy needs. For sea tours: 18 months for ships and 24 months for sea-going staffs. FTS NOSC CO tours are 24 months. See note 2 and note 3. |
| | Fifth Sea | Executive Officer (XO) Afloat/special mission (SM) (nonfleet-up) | 12-18 | | |
| Commander (CDR) | Fifth/ Sixth Sea | XO/CO | 18/18 | | Per Chairman of the Joint Chiefs of Staff Instruction 1330.05, officers not screened for a CDR Command will complete a sea/shore rotation. For sea tours: 18 months for ships and 24 for sea-going staffs. For shore tours overseas: tour length per NAVSO P-6034 Joint Travel Regulations (JTR), APPENDIX Q. |
| | Seventh Sea/ Fifth Shore | Post Command | 18-36 | 24-48 | Two tours post command/sea or shore. Also see note 3. |
| Captain (CAPT) | Eighth Sea | XO/CO, Major Command | 22 18/18 | 24-36 | Major command per OPNAV (N13) PDM for Shared Early Command Apportionment. |
| | Sixth Shore | | | 24 | See note 3. |

Note 1: Officers not attending DH School will be ordered to 24-month sea or shore tour, OCONUS will be per NAVSO P-6034 Joint Travel Regulations (JTR), APPENDIX Q and as required by career and Navy needs.

Note 2: Officers screened for a CDR Command with more than 5 years between last at-sea tour and XO/CO tours will complete a waterfront/production tour (known as "SWO Clock") as a career milestone tour in order to maintain community currency. This requirement is in effect until the average time between the completion of the last DH tour and XO fleet-up start is less than 5 years.

Note 3: Joint tour length for LCDR through CAPT per CJCSI 1330.05A.

1.2 Nuclear Surface Warfare Officer (111X) Tour Lengths

| Rank | Tour Type | Job Description | Sea Tour | Shore Tour | Remarks |
|--|--------------------------|--|----------------------|------------|---|
| ENS | Initial Sea | First division officer and nuclear power training | 19-21 | | |
| LTJG | Initial Nuclear Training | Nuclear power school/prototype | | 13 | |
| LT | Second Sea | Second division officer tour | 24-28 | | Nuclear division officer tour. |
| | First Shore | Nuclear-power training unit (NPTU), nuclear power school (NPS), nuclear-power post graduate school (NPGS), staff, etc. | | 24 | |
| | | SWOs DH School | | 6 | |
| | Third/Fourth Sea | DH, nuclear aircraft carrier (CVN) PA | 18/24 | | Conventional and nuclear. |
| LCDR | Second Shore | Post DH | | 18-24 | Nuclear shore (if previously none) |
| | Third Shore | Post DH | 18-24 | 24 | Sea or shore/nuclear shore, as required by career and Navy needs. For Sea tours: 18 months for ships and 24 for sea-going staffs. |
| | Fifth Sea | XO Afloat/SM (nonfleet-up) | 18 | | |
| CDR | Fifth/Sixth Sea | XO/CO; assistant reactor officer (ARO) | 18/18 30-36 | | Chairman of the Joint Chiefs of Staff Instruction 1330.05. |
| | Seventh Sea | CVN Reactor Officer | 24-36 | | Post Command |
| CAPT | Fourth Shore | Post Command | | 18-24 | |
| | Eighth Sea | XO/CO, Major Command | 22 18/18 24-36 | 24-36 | OPNAV (N13) PDM for Shared Early Command Apportionment. |
| | Fifth Shore | | | 24 | |
| Note: Joint tour length for LCDR through CAPT per CJCSI 1330.05A. | | | | | |

Note: All nuclear billets under NAVSEASYSKOM, 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 individual 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 | | |
| ENS/ LTJG | Initial Sea | Division Officer | 24 | | Assistant Platoon Commander - Sea, Air, Land (SEAL) Team |
| LT | Second Sea | Post Division Officer | 24 | | Naval special warfare group, SBT, SRT, naval special warfare (NSW), naval special warfare detachment group (SWDG), SDVT |
| | First Shore | Post Graduate (PG) School | | 24 | |
| | Third Sea | DH | 24 | | Platoon Commander - SEAL team or SDVT |
| | Second Shore | First Post-DH | | 24 | Basic training command (BTC) phase officer, post graduate school |
| LCDR | Fourth Sea | First/Second Post DH | 24 | | Operations officer, troop/task unit commander - SEAL team, SRT, SEAL delivery vehicle team (SDVT), NSWDEVGRU, NSW staff |
| | Fifth Sea | Executive Officer (XO) | 18-24 | 24 | SEAL team, SBT, SDVT, NSWDG, NSW unit, other |
| | Sixth Sea/ Third Shore | First Post XO Tour | 24 | 24 | Service college, post grad education, NSW/fleet staff, joint duty |
| CDR | Seventh Sea/ Fourth Shore | Second Post XO Tour | 24 | 24 | Service college, post-graduate education, NSW/fleet staff, joint duty |
| | Eighth Sea | CO | 24 | | SEAL TEAM, SBT, SDVT, NSWDG |
| | Fifth Shore | CO ashore, ashore staff, service college, joint | | 24 | |
| CAPT | Fifth Sea | Special warfare group (SPECWARGRU) 1-, 2, 3, 4, 10, NSWDG, NSW unit | 24 | | |

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|--|--------------|-----------------------------------|--|----|--|
| | Fourth Shore | SPECWARCEN, NSW staff, joint Duty | | 24 | |
| Note: Joint tour length for LCDR through CAPT | | | | | |

1.4 Explosive Ordnance Disposal Warfare Officer (114X/648X/748X) Tour Lengths

| Rank | Tour | Description | Sea | Shore | Remarks |
|--------------|--------------|--|-------|-------|--|
| ENS | Input | Training | | 18 | Dive School, EOD School, Combat Skills Training, Airborne Training |
| ENS/ LTJG | Initial Sea | Platoon Leader | 18-24 | | Mobile Platoon |
| LTJG/ LT | Second Sea | Company Commander | 18-24 | | Mine counter measure (MCM), Navy special operation forces (NAVSOF), SOF, VSW, mobile diving salvage (MDS) unit |
| LTJG/ LT | First Shore | Officer in Charge Regional Det, EOD Staff, Training Command, NPGS/Grad School, PEP | | 24 | |
| | Third Sea | DH | 18-24 | | Explosive ordnance device mobile unit (EODMU), MD salvage unit (MDSU), afloat staff |
| LCDR | Second Shore | Joint Duty, Shore Staff, EOD Staff, War College, Post Grad Education | | 24 | |
| | Fourth Sea | XO | 18-24 | | LCDR XO afloat/shore (may rotate at 18 months). |
| LCDR/ CDR | Third Shore | Joint Staff, Staff Action Officer, War College | | 24 | Major staff, joint assignment, numbered fleet. |
| CDR | Fifth Sea | CO (CDR Command) | 24 | | EODMU, MDSU, NSWDGNSWDGNSWDG, NDSTC (Chairman of the Joint Chiefs of Staff Instruction 1330.05. |
| | Fourth Shore | Joint Staff, Staff Branch Chief, War College | | 24 | |
| CAPT | Sixth Sea | Major CMD | 24 | | EODGRU, CTF, MCMRON, CEODD, NAVEODTECHDIV. |

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|--|-------------|------------------|--|----|---|
| | Fifth Shore | Post Major Staff | | 24 | per OPNAV (N13) PDM for Shared Early Command Apportionment. |
| Note: Joint Tour Length for LCDR through CAPT per CJCSI 1330.05A. | | | | | |

1.5 Surface Warfare Chief Warrant/Limited Duty Officer Tour Lengths

| Rank | Tour Type | Job Description/ Applicable Designators | Sea Tour | Shore Tour | Remarks |
|--|---------------|--|-------------|---------------|------------------|
| NAO (CWO) | Sea/ Shore | 711X, 712X, 713X, 715X, 716X, 717X, 718X, 741X, 749X | 24-36 | 24 | Note 2 |
| CWO | Sea/ Shore | 711X, 712X, 713X, 715X, 716X, 717X, 718X, 741X, 749X | 24 | 24 | Note 1 Note 2 |
| NAO Limited Duty Officer (LDO) | Sea/ Shore | 611X, 612X, 613X, 615X, 616X, 618X, 641X, 643X, 649X | 24-36 | 24 | Note 2 |
| LDO | Sea/ Shore | 611X, 612X, 613X, 615X, 616X, 618X, 641X, 643X, 649X | 24 | 24 | Note 1 Note 2 |
| <p>Note 1: When assigned to CONUS shore duty outside of Fleet concentration areas, if no option for follow-on tour exists in the area to meet time on station requirements, member may be assigned for 36 months.</p> <p>Note 2: When executing PCS for overseas tour, PST will be per Joint Travel Regulations (JTR) and MILPERSMAN 1300-308. If executing in-place consecutive overseas tours (IPCOT), assignment will be per MILPERSMAN 1300-308.</p> | | | | | |

Exhibit 2
Navy Personal Command Submarine Officer Career Management
(PERS-42)

2.1 **Submarine Officer (112X) Tour Lengths**

| Rank | Tour Type | Job Description | Sea Tour | Shore Tour | Remarks |
|--|------------------|----------------------------|-----------------|-------------------|--|
| Ensign (ENS)/ Lieutenant Junior Grade (LTJG) | (117X) | New accession designator | | | |
| ENS | Input | Training | | 15 | Based on pipeline/school length. |
| ENS/ LTJG | Initial sea | JO | 30-36 | | Minimum 24-month tour authorized, if proceeding to prototype or follow-on sea duty/pre-commissioning unit. |
| Lieutenant (LT) | Initial shore | | | 24-36 | See Note 1. |
| Lieutenant Commander (LCDR) | Second sea | DH | 32 | | Minimum 28-month tour. |
| | Second shore | Post-DH | | 24-36 | |
| | Third sea | XO | 20 | | Minimum 18-month tour. |
| LCDR/ CDR | Third shore | Post XO | | 24 | |
| | | PCO | | 6 | |
| CDR | Fourth sea | Commanding Officer (CO) | 32 | | Per OPNAV (N13) PDM for Shared Commander Command Apportionment. |
| | Fourth shore | Post CO waterfront support | | 24 | May be shorter to support two post CO tours per OPNAV (N13) |
| | Fifth shore | Pre major command shore | | 24 | PDM for Shared Commander Command Apportionment. |
| Captain (CAPT) | | Major command | 24 | | Per 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 per Chairman of the Joint Chiefs of Staff Instruction 1330.05.

2.2 Submarine Chief Warrant/Limited Duty Officer Tour Lengths

| Rank | Tour Type | Job Description | Sea Tour | Shore Tour | Remarks |
|-----------------------------|-----------|--|----------|------------|------------------------|
| Chief Warrant Officer (CWO) | Sea/Shore | 720X, 721X, 723X, 724X, 726X, 728X, 740X | 24-36 | 36 | Variable with billets. |
| Limited Duty Officer (LDO) | Sea/Shore | 621X, 623X, 626X, 628X, 629X, 640X | 24-36 | 36 | |

Note: All nuclear billets under Naval Sea Systems Command (NAVSEASYS COM), 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 individual to these billets. This tour length policy will ensure reasonable stability for billets that require special nuclear qualifications and proficiency.

Exhibit 3

NAVPERSCOM Aviation Officer Assignment 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/shore | Needs of the Navy | 24-36 | 36 | Variable dependent on career and qualification termination timing. |
| Note: Joint tour length for LCDR through CAPT per Chairman of the Joint Chiefs of Staff Instruction 1330.05. | | | | | |

3.2 Aviation Officer (131X) Tour Lengths

| Rank | Tour Type | Job Description | Sea Tour | Shore Tour | Remarks |
|---|-------------|---|----------|------------|---|
| ENS/ Lieutenant Junior Grade (LTJG) (139X) | | Pilot/naval flight officer (NFO) training | | 12-24 | Variable based on community and designator. |
| 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 TCMO pilots are 42 months for pilot mission commander. |
| | First shore | Training command (TRACOM), FRS, PG school, staff, CRUITCOM, Washington DC, etc. | | 24-42 | |
| | Second sea | Squadron, ship's company, embarked staff | 24 | | Exclusive of FRS. |
| LCDR | Third sea | Squadron DH | 24-36 | | Non-screened officers will serve 24-36 months (as required). Full time support (FTS) Naval Operational Support Command (NOSC) commanding officer (CO) tours (see OPNAV (N13) PDM for Shared |

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|--|--------------|---|-------|-------|---|
| | | | | | Early Command Apportionment. |
| CDR | Second shore | Staff, joint, Washington DC, subspecialty | | 24-36 | May be reduced for CO selectees. |
| | Fourth sea | Command (XO/CO) | 24-36 | | Variable by community per OPNAV (N13) PDM for Shared Commander Command Apportionment. |
| | Third shore | Post-Command | | 36 | Variable by billet. |
| CAPT | Fifth sea | Ship's company | 24 | | Per OPNAVNOTE 5450 Sequential and major Command Plan |
| | Sixth sea | Major command, CV/LHA command | 18 | | |
| | | Ship's company, VP wing command | 24 | | |
| | | CVW command | 36 | | |
| | | CVN command | 24-48 | | |
| Fourth shore | | | 24 | | |
| Note: Joint Tour Length for LCDR thru CAPT are per reference (g). | | | | | |

3.3 Aviation NFO Officer (132X) Tour Lengths

| Rank | Tour Type | Job Description | Sea Tour | Shore Tour | Remarks |
|------------------------|--------------|---|----------|------------|---|
| ENS/ LTJG (137X) | Input | Pilot/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. |
| | First Shore | TRACOM, FRS, PG school, staff, Navy recruiting command (CRUITCOM), DC, etc. | | 24-36 | Variable based on community and designator. |
| | Second Sea | Squadron, ship's company, embarked staff | 24 | | Exclusive of FRS. |
| LCDR | Third Sea | Squadron DH | 24-36 | | FTS NOSC CO tours per OPNAV (N13) PDM for Shared Early Command Apportionment. |
| CDR | Second Shore | Staff, joint, Washington DC, subspecialty | | 24-36 | May be reduced for CO selectees. |

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|--|--------------|---------------------------------|-------|----|---|
| | Fourth Sea | Command (XO/CO) | 24-36 | | Variable by community per OPNAV N13 PDM for Shared Commander Command Apportionment. |
| | Third Shore | Post command | | 36 | Variable by billet. |
| | Fifth Sea | Ship's command | 24 | | |
| CAPT | Sixth Sea | Major command, CV/LHA Command | 18 | | Per OPNAVNOTE 5450 Sequential and Major Command Plan |
| | | Ship's company, VP wing command | 24 | | |
| | | CVW command | 36 | | |
| | | CVN command | 24-48 | | |
| | Fourth Shore | Major/minor shore command | | 24 | |
| Note: Joint tour length for LCDR thru CAPT per Chairman of the Joint Chiefs of Staff Instruction 1330.05. | | | | | |

3.4 Aerospace Engineering Officer (151X) Tour Lengths

| Rank | Tour Type | Job Description | Sea Tour | Shore Tour | Remarks |
|-------------|---------------|--|----------|------------|---|
| ENS | Input | Pilot/NFO training | | 12-24 | Designators are 131X/132X. Tour length variable with community and designator. |
| LTJG/ 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, test pilot school | | 24-36 | Designators are 131X/132X. Tour length variable with community and designator. |
| | Second Sea | Squadron, ship's company, embarked staff | 24 | | Begin tour as 131X, 132X. Considered for 1510 community. |
| LCDR | Second Shore | Initial acquisition tour, project officer: NAVAIR, NAVWAR, DCMA, 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. |

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|--|----------------------------------|---|-------|-------|---|
| | Third Sea or follow-on ACO shore | Aviation DH, second acquisition tour | 24-36 | 24-36 | Return for DH tour or start of second acquisition tour. Tour length variable based on billet. |
| CDR | Second Shore | Senior Level Acquisition Program Manager, class desk, acquisition (ACQ) shore command, FRC production officer | | 24-36 | Variable based on billet. |
| CAPT | Second Shore | Senior staff and major ACQ shore command: NAVAIR, NAVWAR, ASN (RDA), FRC, test wing, AIRLANT. | | 24-48 | Variable depending on billet. |
| Note: Covered under joint scientific/professional waiver; however, if filling a joint billet, must comply with Chairman of the Joint Chiefs of Staff Instruction 1330.05. | | | | | |

3.5 Aerospace Engineering Officer (152X) Tour Lengths

| Rank | Tour Type | Job Description | Sea Tour | Shore Tour | Remarks |
|---------------------|--------------|--|----------|------------|---|
| ENS/ LTJG/ LT | Initial Tour | Organizational level maintenance: 30-48; intermediate level maintenance: 24-30; staff 24-36 - PAMO First | 36-48 | | Variable based on billet. |
| | Second Shore | Organizational level maintenance: 30-36; intermediate level maintenance: 24-30; staff 24-36 - PAMO First/Second | | 24-36 | Variable depending on billet. |
| | Second Sea | Organizational level maintenance: 30-48; intermediate level maintenance: 24-30; staff 24-36 - PAMO qualification | 24-48 | | May be adjusted for required training/continuity. |
| LCDR | Third Shore | Initial acquisition tour, project officer: NAVAIR, NAVWAR, DCMA, NADEP, RDT&E, | | 24-36 | May be adjusted for required training/continuity. |

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| | | warfare CTRS, PG school | | | |
| | Third Sea | Aviation DH equivalent, second acquisition tour | 24-48 | | Return for DH tour or start of second acquisition tour. |
| CDR | Fourth Shore | Major staff, EDU, ACQ | | 24-36 | May be adjusted for required training/continuity. |
| | Fourth Sea | Aviation CO equivalent, third acquisition tour | 24-36 | | Return for CO equivalent tour or start of third acquisition tour. |
| CAPT | Fifth Shore | Senior level acquisition. NAVAIR, NAVWAR, PEO, DPRO CO, TYCOM ACOS as program manager, division director | | 24-48 | May be adjusted for required training/continuity. 48-month tours for ACAT I/II PM. |
| | Fifth Sea | Major staff | 24-30 | | Variable depending on billet. |
| Note: Covered under joint scientific/professional waiver; however, if filling a joint billet, must comply with Chairman of the Joint Chiefs of Staff Instruction 1330.05. | | | | | |

3.6 Aviation Chief Warrant/Limited Duty Officer Tour Lengths

| Rank | Tour Type | Job Description | Sea Tour | Shore Tour | Remarks |
|------|-----------|--|----------|------------|------------------------|
| CWO | Sea/shore | 731X, 732X, 734X, 736X, 738X | 24-36 | 24-36 | Variable with billets. |
| LDO | Sea/shore | 630X, 631X, 632X, 633X, 636X, 638X, 639X | 24-36 | 24-36 | |

Exhibit 4

**Navy Personnel Command Staff/Restricted Line Officer Career
Management (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 |
|--|-----------|-------------------------------------|----------|------------|--|
| Lieutenant Junior Grade (LTJG) / Lieutenant (LT) | Input | | | | |
| | Shore | Experience tour | | 36 | May be reduced for Commanding Officer (CO)/executive officer (XO)/officer in charge (OIC)/department head (DH)/milestone selectees for career progression. |
| | | LT CO/XO/Officer in Charge (OIC)/DH | | 24-36 | Full time support (FTS) Navy operational support center (NOSC) CO tours are per OPNAV (N13) PDM for Shared Early Command Apportionment. |
| | | Advanced education | | 12-24 | PG school, joint professional military education (JPME), service college. |
| Lieutenant Commander (LCDR) | Shore/Sea | Experience tour | | 36 | May be reduced for CO/XO/OIC/milestone selectees for career progression. |
| | | LCDR CO/XO/OIC/milestone | 24 | 24 | 18 months minimum. FTS NOSC CO tours are per OPNAV (N13) PDM for Shared Early Command Apportionment. |
| | | Advanced education | | 12-24 | PG school, JPME, service college. |
| Commander (CDR) | Shore | Experience tour | | 36 | May be reduced for CO/XO/OIC/milestone selectees for career progression. |

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| | | CDR CO/XO/OIC/ milestone | | 24-36 | 36 months for XO/CO fleet-up assignments, 24 months for all others (18 months minimum). FTS NOSC CO tours are per OPNAV N13 PDM for Shared Commander Command Apportionment. |
| | | Advanced education | | 12 | JPME, service college |
| Captain (CAPT) | Shore | HR executive/ Major staff tour | | 36 | May be reduced for CAPT/Major command/XO/OPNAV (N1)/ milestone selectees for career progression (18 months minimum). |
| | | CAPT/Major Command/XO/N1/ milestone | | 24 | FTS NOSC/RCC CO tours per OPNAV (N13) PDM for Shared Captain Command Apportionment. |
| | | Advanced education | | 12 | JPME, service college. |
| Note: See Note 1 below for joint billets. | | | | | |

4.2 **Engineering Duty Officer (14XX) Tour Lengths**

| Rank | Tour Type | Job Description | Sea Tour | Shore Tour | Remarks |
|------------------------------------|----------------|--|-------------|---------------|---|
| Ensign (ENS)/ LTJG (146X) | Initial Sea | Junior officer | 18-24 | | In training |
| LTJG and above | Sea | Engineering duty | 24 | | Commander command tours are 24-36 months. Acquisition tours (see below). |
| | Shore | NSFA, SSP, naval shipyard, RMC, supervisor of shipbuilding, DCMA, NAVSEA, NAVAIR, NAVWAR | | 24-36 | |
| | Shore | Office of the Chief of Naval Operations (OPNAV), DASN, instructor duty, Navy Personnel Command (NAVPERSCOM), BUPERS-OCM, INSURV | | 24 | |
| | Shore | Fleet staff, CLASSRON | | 24-36 | |

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|--|-------|----------------------------------|-------|-------|---|
| | Shore | OPTEVFOR | | 24-36 | |
| 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 | Program manager tours are 48 months. Major shore tours are 36-48 months. Acquisition tours (see below). |
| Note: See note 2 below for joint billets. | | | | | |

a. Acquisition Professional Community (APC) tour guidelines:

(1) APC officers will generally be assigned to acquisition workforce billets for 36 months.

(2) Any officer assigned to a critical acquisition position must agree to stay 36 months minimum; however, typical tour is 48 months.

(3) Selected major program management tours are generally 4 years and controlled by the Director, Acquisition Career Management Office.

4.3 Public Affairs Special Duty Officer (165X/647X) Tour Lengths

| Rank | Tour Type | Job Description | Sea Tour | Shore Tour | Remarks |
|--------------|-------------------------------|---|----------|------------|--|
| ENS/ LTJG | Initial Sea | NPASE action officer/division officer | 24 | | |
| | First Shore | Developmental billets (independent duty, division officer, staff, production) | | 24-36 | |
| LT | InitialSea (lat. trans./POCR) | NPASE action officer/division officer | 24 | | Shore tour lengths may be adjusted to accommodate Public Affairs (PA) requirements for career progression. |

| | | | | | |
|------|--------------------|--|-------|-------|--|
| | Sea | Amphibious, explosive ordnance disposal (EOD), naval special warfare group, Fleet AO, NPASE AO | 24-30 | | |
| | Shore (Ind. Duty) | SUBGRU, Installation PAO, NSW, EOD, etc. | | 24-36 | |
| | Shore (Staff) | CHINFO AO, Fleet and TYCOM AO, Senior Officer deputy PAO, instructor duty, etc. | | 24-36 | |
| | Shore | Flag Aide | | 24 | |
| | Shore (Outreach) | DMA, NAVCO, NAVINFO, Blue Angels | | 24-36 | |
| | Shore | Post-graduate education | | 10-12 | |
| LCDR | Shore (staff) | CHINFO AO, Fleet AO, NAVCO deputy, DINFOS, etc. | | 24-36 | Shore tour lengths may be adjusted to accommodate PA requirements for career progression and to align with milestone, joint opportunities and graduate education. certification. |
| | Sea | NPASE, IA/GSA | 24 | | |
| | Sea (Milestone) | Milestone designated sea tour | 24 | | |
| | Shore (Milestone) | Milestone designated shore tour | | 24-36 | |
| | Sea/ Shore (Joint) | JPASE, COCOM deputy AO, DIA, etc. | | 36 | |

| | | | | | |
|--------------|--------------------------|--|----|-------|--|
| | Shore (leadership) | TYCOM PAO, C4F or C10F PAO, NPASE OIC, NAVINFO OIC Director, Detailer, DINFOS Senior Rep. | | 24-36 | |
| | Shore | Post-graduate education | | 10-12 | |
| | Shore | Junior service college | | 12 | |
| CDR/ CAPT | Shore | Fleet Deputy, CHINFO Director ACI/EA, NAVCO, Navy Personnel Command, Navy Recruiting Command, Navy Education and Training, CNFJ, 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/ Shore (Joint) | OSD, JCS, COCOM, DIA, DMA, JPASE, etc. | | 36 | |
| | Shore (leadership) | DCI, NPASE CO/XO, Head Detailer | | 24-36 | |
| | Sea/ Shore (# Flt) | C2F, C3F, C4F, C5F, C6F, C7F | 24 | | |
| | Shore (3/4 star advisor) | CNO, Fleet Public Affairs Office, U.S. Naval Academy, type command (TYCOM), etc. | | 24-36 | |
| | Shore | Senior service college | | 12 | |

Note: See Note 2 below for joint billets.

4.4 Medical Corps Officer (210X) Tour Lengths

| Rank | Tour Type | Job Description | Sea Tour | Shore Tour | Remarks |
|------------|-----------|-----------------|----------|------------|--|
| ENS - CAPT | Sea | | 24 | | |
| ENS - CAPT | Shore | | | 36 | Outside of the continental United States (OCONUS) will satisfy DoD tour lengths. |

Note: See Note 2 below for joint billets

4.5 Dental Corps Officer (220X) Tour Lengths

| Rank | Tour Type | Job Description | Sea Tour | Shore Tour | Remarks |
|------------|-----------|-----------------|----------|------------|---------------------------------------|
| ENS - CAPT | Sea | | 24 | | |
| ENS-CAPT | Shore | | | 36 | OCONUS will satisfy DoD tour lengths. |

Note: See Note 2 below for joint billets.

4.6 Medical Service Corps Officer (230X) Tour Lengths

| Rank | Tour Type | Job Description | Sea Tour | Shore Tour | Remarks |
|------------|-----------|-----------------|----------|------------|---------------------------------------|
| ENS - CAPT | Sea | | 24 | | |
| CAPT | Shore | | | 36 | OCONUS will satisfy DoD tour lengths. |

Note: See Note 2 below for joint billets.

4.7 Nurse Corps Officer (290X) Tour Lengths

| Rank | Tour Type | Job Description | Sea Tour | Shore Tour | Remarks |
|------------|-----------|-----------------|----------|------------|---------------------------------------|
| ENS - CAPT | Sea | | 24 | | |
| CAPT | Shore | | | 36 | OCONUS will satisfy DoD tour lengths. |

Note: See Note 2 below 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 specialties (15BX, CX, DX, EX, GX, HX, IX, and JX), radiologists (16YX), pediatric dentists (1795), and oral surgeons (175X) per DoD Instruction 1315.18, E3.1.8.

| Rank | Tour Type | Job Description | Sea Tour | Shore Tour | Remarks |
|------------|-----------|--------------------|----------|------------|--|
| ENS - CAPT | Sea | Carriers | 12 | | |
| ENS - CAPT | Sea | All other sea duty | 24 | | |
| ENS - CAPT | Shore | | | 36 | Exception - Twentynine Palms and Lemoore (1 year). MTFs with no operating room or for pediatric dentists (1-year unaccompanied/ 2 years accompanied). |
| ENS - CAPT | OCONUS | | | 24 | 24-months for accompanied tour lengths per NAVSO P-6034 Joint Travel Regulations (JTR), APPENDIX Q. Guantanamo Bay, Cuba for 12 months unaccompanied/18 months accompanied (also applies to 1920 labor/delivery nurses) Iwakuni, Japan for 12 months unaccompanied /18 months accompanied (also applies to 1920 labor/delivery nurses) |
| CAPT | Shore | MTF CO/XO | 24 | 24 | |

b. Newly accessioned clinical specialists: Medical and Dental Corps officers may be assigned a 1-year tour at a CONUS medical treatment facility to allow for adequate credentialing, but may be assigned directly to an OCONUS facility when at least one other 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. 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. Preservation of skill competency will be considered for certain specialties with the following tour length exceptions:

(1) Maximum tour lengths for all surgical specialists (as defined in exhibit 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 in Guantanamo Bay and Iwakuni, Japan (to include labor and delivery nurses and orthopedic physician assistants).

(2) Two years at Guam, Naples, Okinawa, Rota, Sigonella, and Yokosuka.

(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.

(a) Medical officers classified as "solo providers" that 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 will generally be 24-month tours.

4.9 Judge Advocate General Corps Officer (250X/655X) Tour Lengths

| Rank | Tour Type | Job Description | Sea Tour | Shore Tour | Remarks |
|---|-----------|-----------------|----------|------------|---|
| | | In Training | | | Designator 195X. |
| ENS - CAPT | Sea | | 24 | | Not applicable - In training. |
| ENS - CAPT | Shore | | | 36 | CO and XO billets will generally be 24-month tours. |
| Note: See Note 2 below for joint billets | | | | | |

4.10 Supply Corps Officer (310X) Tour Lengths

| Rank | Tour Type | Job Description | Sea Tour | Shore Tour | Remarks |
|--------------|------------------------|--------------------------------------|----------|------------|---|
| ENS | BQC | Training | | 6 | Basic Qualifications School, Newport. |
| ENS/ LTJG | Initial Sea | Training | 24-30 | | Sea tour follows assignment to submarines after completion of Supply Corps school and submarine school. |
| | First Shore | Functional | | 24-36 | CONUS or overseas. |
| LT | Second Sea | DH, large deck readiness or services | 24-30 | | Independent duty afloat, large platform. |
| | Second Shore | Advanced education | | 12-27 | PG school, JPME. |
| | | Functional | | 24-36 | Supply support or policy. |
| LCDR | Third Sea | Principal assistant | 24 | | Large platform assistant. |
| | Third Shore | Functional utilization | | 24-36 | CONUS or overseas, PG school payback. |
| CDR | Fourth Sea/ Command | Operational/ Command | 24-36 | | Large platform DH or operational command/ ashore CO. |

| | | | | | |
|--|--------------|--------------------------------------|--|-------|--|
| | Fourth Shore | Policy development or implementation | | 24-36 | SYSCOM, weapons system support, fleet logistics center, joint, type command. CO and XO tours are 24-36 months. |
| | Fifth Shore | Command staff, policy | | 24-36 | CONUS or overseas. CO & XO tours are 24-36 months. |
| CAPT | Fifth Shore | Command staff, policy | | 24-36 | CO and XO tours are 24-36 months. |
| Note: See Note 1 below 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/Shore | 751X, 752X, | 24-36 | 24-36 | Variable with billets. |
| Limited Duty Officer (LDO) | Sea/Shore | 651X | 24-30 | 24-36 | |
| Note: See note 2 below for joint billets. | | | | | |

4.12 **Chaplain Corps Officer (410X) Tour Lengths**

| Rank | Tour Type | Job Description | Sea Tour | Shore Tour | Remarks |
|-------------|--|-----------------|----------|------------|---|
| LTJG/ LT | Navy Operational | | 24 | | Recommended tours for CNSL MC Norfolk/ Mayport 30 months with option to extend to 36 months. |
| | U.S. Marine Corps (USMC) Operational (FMF) | | 30 | | Recommended tours for USMC (FMF) Okinawa, Japan 24 months unaccompanied/30 months accompanied. Option to extend to 30/36 months available. |
| | Navy/USMC /Coast Guard | | | 24-36 | |
| LCDR | Sea/Shore | | 30 | 24-36 | |

| | | | | | |
|---|---------------|--|-------|-------|---|
| CDR/ CAPT | Sea/ 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 below for joint billets. | | | | | |

4.13 **Civil Engineer Corps Officer (510X) Tour Lengths**

| Rank | Tour Type | Job Description | Sea Tour | Shore Tour | Remarks |
|---|-------------|---|----------|------------|---|
| ENS/ LTJG | Initial Sea | Platoon CDR/ division officer | 18-24 | | May move when SCW qualified. |
| | First Shore | Developmental billets (facilities, division officer, APWO, staff) | | 24 | |
| LT | Sea | Company Commander, DET OIC, DH, combat engineer | 24-30 | | Shore tour lengths may be adjusted to accommodate Civil Engineer Corps (CEC) requirements for professional registration, post-graduate degree, and acquisition certification. |
| | Shore | DH, staff, instructor duty, joint duty | | 24-36 | |
| | Shore | Executive Assistant (EA)/flag aide | | 12-24 | |
| | Shore | Post-graduate education | | 12-18 | |
| LCDR | Sea | XO, DH | 24 | | Shore tour lengths may be adjusted to accommodate CEC requirements for professional registration, post-graduate degree, and acquisition certification. |
| | Shore | PWO, DH, staff, joint duty | | 24-36 | |
| | Shore | EA/flag aide | | 12-24 | |
| | Shore | Post-graduate education | | 12-18 | |
| | Shore | Junior service college | | 12 | |
| CDR/ CAPT | Sea | CO, CSO , DH | 24 | | Shore tour lengths for non-NAVFAC billets at 24-months to allow for planning programming budgeting, and execution system (PPBES)/major staff exposure while maintaining proficiency in acquisition and facilities management. |
| | Shore | Acquisition, facilities management, program management | | 24-36 | |
| | Shore | Staff (OSD, OPNAV, CNIC FLT, NECC), CO/XO ashore, Joint Duty | | 24 | |
| | Shore | Senior service college | | 12 | |
| Note: See notes 1 and 2 below 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/ Shore | 753X | 24-36 | 36 | Variable with billets. |
| LDO | Sea/ Shore | 653X | 24-36 | 36 | |

Note: See note 1 below for joint billets.

Note 1: Joint tour length for LT through CAPT per Chairman of the Joint Chiefs of Staff Instruction 1330.05.

Note 2: This designator is covered under joint scientific or professional waiver, for selection to O-7; however, personnel assigned to a joint duty assignment list billet are required to complete the joint tour length per Chairman of the Joint Chiefs of Staff Instruction 1330.05.