

MILPERSMAN 1306-126

FIRST-TERM PERSONNEL ASSIGNMENT POLICY

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| References | (a) OPNAVINST 1300.15A (b) DoD Instruction 1315.18 of 12 Jan 05 (c) NAVSO P-6034, Joint Federal Travel Regulations (JFTR), Volume 1, Appendix Q |
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1. **Policy.** First-term members are those who are serving on their first enlistment contract including operative extensions (other service veterans (OSVET) and Navy veterans (NAVET) are not first termers).

a. **Members on a 3-year or less contract** will be given no more than one assignment (**exclusive of initial basic and skills training**) before their expiration of active obligated service (EAOS). If required to serve in a dependent-restricted tour overseas, they will be assigned to no more than two different geographic locations.

b. **Members on an initial enlistment of more than 3 but less than 4 years** will be given no more than one continental United States (CONUS) assignment before their EAOS following **initial basic and skills training**. The member will be issued a planned rotation date (PRD) equal to his/her prescribed sea tour (PST) for their initial assignment, unless the initial assignment is regulated by a Department of Defense (DoD) area tour. If overseas assignment is required, members shall be given no more than two assignments before their EAOS.

c. **Members on an initial enlistment of more than 4 but less than 5 years** will be given no more than two assignments in different locations before their EAOS following **initial basic and skills training**, regardless of tour length. The member will be issued a PRD equal to his/her PST for their initial

assignment unless the initial assignment is regulated by a DoD area tour.

d. **Members on an initial enlistment of more than 5 years** will not be given more than three assignments in different locations, provided one is an overseas location before their EAOS following **initial basic** and **skills training**, regardless of tour length. The member will be issued a PRD equal to his/her PST for their initial assignment unless the initial assignment is regulated by a DoD area tour.

e. **Members on their second assignment** can be ordered overseas if they have the required obligated service (OBLISERV) for the Department of Defense (DoD) area tour.

f. **Members electing to reenlist** will complete their PST at their initial assignment, unless the initial assignment is regulated by a DoD area tour or they are authorized to curtail their sea tour by negotiating through a reenlistment incentive program.

g. **Members with 6 years initial OBLISERV** assigned to a sea duty activity for their first permanent duty station (PDS) and guaranteed advanced training, will be reassigned to receive training upon completion of a special 18 to 24-month sea tour. Upon completion of training and reassignment to sea duty, sea duty commencement date and projected rotation date (PRD) adjustments (to coincide with their EAOS or completion of PST, whichever is less) should be requested by the gaining activity, per MILPERSMAN 1306-101.

h. **Professional Apprentice Career Track (PACT)** Sailors will be assigned a 24 month tour length/PRD, regardless of location or type duty of their first permanent duty station assignment, in order to align their rotation date with their contract A-school guarantee. If a PACT Sailor becomes designated during this initial 24-month assignment (via a rating examination), their PRD will be adjusted to the appropriate PST for that rating, unless the initial assignment is regulated by a DoD area tour.

2. PRD and Tour Lengths

a. **CONUS**

(1) Members **initially** assigned to CONUS shore duty will be assigned a 24-month tour, with the exception of those rates identified as having an INUS/OUTUS (within the continental United States/and outside the continental United States) rotation vice sea shore flow (SSF). Members will be assigned to sea duty (type 2 or 4) upon completion of an initial assignment to a 24-month shore tour.

(2) Members assigned to sea duty home ported in CONUS will be assigned a tour length to match their PST.

(a) PRD will be set to match PST.

(b) Exceptions to this rule are ships and units homeported in CONUS, but operating in an overseas area for 1 year or more. PRD will be set for a 1-year tour for these types of units.

b. **Overseas**

(1) Members assigned to overseas duty will be assigned a PRD of 36 months or the accompanied tour length, whichever is less, with the exception of Hospital Corpsmen (shore duty) and PACT Sailors, which will be 24 months. First-term duty in Alaska and Hawaii is 36 months unless otherwise specified. After completion of the 36-month tour, first-term members will be assigned per first-term limitations outlined in this article and reference (a) and (b).

(2) First-term members may be eligible for Overseas Tour Extension Incentive Program (OTEIP) benefits. See MILPERSMAN 1306-300 for details.

c. **Ratings without SSF.** Ratings identified as having a career path not defined by SSF will be assigned per the latest effective NAVADMIN for SSF. All outside continental United States (OCONUS) shore duty assignments must comply with DoD area tour lengths listed in reference (c).

d. **Tour length for members ordered to shore duty for their first tour will normally be for a maximum of 24 months.** With some exceptions, the assignment process goal is for first-term

members to be available for assignment to sea duty during their first enlistment.

3. **Floating Dry Dock Assignment**

a. **Four-year obligation personnel.** First 2 years of enlistment will encompass entry level training (Recruit Training Center (RTC) and "A" School) and floating dry dock duty. Last 2 years of enlistment, member will be assigned to sea duty.

b. **Three-year obligation personnel.** Member will not be detailed to floating dry dock.

4. **HM "A" School Graduates.** Members assigned an initial CONUS or OCONUS shore tour will be assigned a PRD of 24 months and sea tour PRD of 36 months.

5. **Members Under Age 18.** At no time will an enlisted member under the age of 18 be issued orders that require **reporting** to an operational command (Type Duty Code 2, 3, or 4).

a. When practical, use the training pipeline to ensure members will reach their 18th birthday before reporting (diaried aboard) to their PDS.

b. In situations where using the training pipeline will not satisfy the age requirement, assign member to Type Duty Code 1 or 6, per this article.