

ROUTINE

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FM COMCOGARD PSC WASHINGTON DC

TO ALCGENL

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ALCGENL 005/25

SUBJ: UPDATED FIRST TOUR STABILITY ASSIGNMENT PRACTICE FOR BOATSWAIN'S MATES, MACHINERY TECHNICIANS, MARINE SCIENCE TECHNICIANS, OPERATION SPECIALISTS AND STOREKEEPER RATINGS

A. ALCGENL 186/24 ENLISTED PERSONNEL MANAGEMENT (EPM) ASSIGNMENT YEAR 2025 KICK OFF

B. Military Assignments and Authorized Absences, COMDTINST M1000.8 (series)

C. ALCGENL 177/23 FIRST TOUR STABILITY ASSIGNMENT PRACTICE FOR BOATSWAIN'S MATES, MACHINERY TECHNICIANS, MARINE SCIENCE TECHNICIANS, OPERATION SPECIALISTS AND STOREKEEPER RATINGS

D. ALCGENL 231/24 UPDATED ENLISTED PERSONNEL MANAGEMENT (EPM) ASSIGNMENT YEAR 2025 TIMELINE

1. This SITREP updates the First Tour Stability Beta Test for Boatswain's Mates (BM), Machinery Technician (MK), Marine Science Technician (MST), Operations Specialist (OS), and Storekeeper (SK).

2. Historically, members who advance are required to fill a service need at the next higher paygrade regardless of rotation date. EPM maximizes fleet-up opportunities but often advancing members must transfer to a new unit. Rapid turnover increases operational risk for the unit and reduces geo-stability for our members.

3. In Assignment Year (AY) 2024, EPM introduced the First Tour Stability Beta Test. This beta test allowed E4s in the above ratings, assigned to their first unit from A-School, to complete a full tour regardless of advancement. Since its inception, First Tour Stability has provided geo-stability for members and promoted continuity at units. However, the beta test has resulted in increased E5 vacancies across the fleet which increases operational risks at those units.

4. The following First Tour Stability practices are effective as of this message:

a. Members who were assigned to their first unit from A-School under the First Tour Stability Beta Test prior to publication of this message will remain until tour completion per the original beta test policy, unless they request to short tour, or a service need requires a transfer.

b. A member who is assigned to their first unit from A-School under the First Tour Stability Beta Test after the publication of this message and advances to E5, will remain at their first unit for no more than one additional year in a billet to paygrade mismatch and will compete for re-assignment the following Assignment Year.

c. EPM-2 will maximize fleet-up opportunities for members who advance to E5 at their first unit from A-School.

d. If a member under First Tour Stability advances to E5 prior to their tour completion date and desires to transfer during the AY, they can submit a short tour request to PSC-EPM-2.

e. If a member advances to E5 and is required to transfer but desires to remain at their first unit from A-School until tour completion, they can request an Advancement Opt Out.

f. Per the original Beta Test, members who advance to E5 may still be required to fill a service need position at a new unit upon advancement.

g. The effectiveness of this assignment practice will be evaluated by PSC-EPM-2, prior to commencing future AYs.

5. It is the responsibility of every member competing for assignment to pursue all available positions in a given AY. Members are encouraged to seek career counseling from their respective AO to discuss realistic eResume submission guidelines.

6. Please refer to respective AO SharePoint sites for updates to AY25 timelines and Points of Contacts:

a. BM: [Boatswain's Mate \(BM\) \(sharepoint-mil.us\)](https://sharepoint-mil.us/Boatswain's%20Mate%20(BM))

b. MK: [Machinery Technician \(MK\) \(sharepoint-mil.us\)](https://sharepoint-mil.us/Machinery%20Technician%20(MK))

c. MST: [MST Assignments \(sharepoint-mil.us\)](https://sharepoint-mil.us/MST%20Assignments)

d. OS: [OS Assignments - Home \(sharepoint-mil.us\)](https://sharepoint-mil.us/OS%20Assignments%20-%20Home)

e. SK: [Storekeeper \(SK\) \(sharepoint-mil.us\)](https://sharepoint-mil.us/Storekeeper%20(SK))

7. Released by: CDR J. G. McCarron, EPM-2 Branch Chief

8. Internet Release Authorized

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