



# RHUMB LINES

*Straight Lines to Navigate By*



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## The Navy's Sea Shore Flow

*"The new sea-shore flow will provide an optimal balance between sea duty and shore duty. It has the added benefit of giving the Sailors and their families, and I think this is very important, a predictable career path."*

**-Adm. Jonathan Greenert, Commander, U.S. Fleet Forces Command**

Sea Shore Flow replaces Sea Shore Rotation as the model for determining sea and shore tour lengths. Sea Shore Flow provides the optimal balance between sea duty and shore duty while manning the Fleet with the right Sailor, at the right place, at the right time.

### Under Sea Shore Flow, sea tour lengths will:

- No longer be determined by a Sailor's pay grade.
- Be determined by a Sailor's career path.
- Be defined in terms of which sea tour the individual Sailor is completing, first, second, etc.
- Decrease in length for many Sailors.

### Reasons for Sea Shore Flow

- The Navy recognizes the need to balance the arduous nature of sea duty with predictable periods of meaningful work ashore. Sea Shore Flow provides that balance and improves the stability and predictability of career paths for every Sailor.
- Sea Shore Flow was developed as the new manning construct to provide for optimal sea and shore tour lengths. Sea Shore Flow ensures the Fleet is manned with the right Sailor, at the right place, at the right time by defining career paths for each enlisted community.
- If a Sailor volunteers for additional sea duty, certain ratings may be able to take advantage of programs like Sea Duty Incentive Pay (SDIP) or extended Geographic Stability for extending at sea or rolling back to sea early.
- Sea Shore Flow identifies billet requirements in Fleet Concentration Areas (e.g., Norfolk, San Diego) to enhance geographic stability for Sailors in sea-intensive communities.
- This manning construct provides Sailors more predictability and more options throughout their career, improving life work balance.

### Key Messages

- Ensures career predictability - allows Sailors and their families to plan several years out for major life decisions (e.g., reenlistment, college education, start a family, buy a home).
- Increases personal and professional development - rewards Sailors in sea-intensive communities through tangible monetary incentives like SDIP and intangible career enhancement opportunities by volunteering to serve additional time at sea.
- Provides continually satisfying work - ensures quality, in-rate shore billets are available to fill for when Sailors flow from sea tour to shore tour.

### Facts & Figures

- Sea Shore Flow (SSF) vs. old Sea Shore Rotation tour length comparisons:  
45% No Change, 45% Decrease, 10% Increase
- SSF tour lengths are determined by the optimal career path for each enlisted community.
- SSF considers the entire billet structure (E1-E9), continuation rates, and gain distributions for each enlisted community.
- SSF factors in additional time in a career required for training, travel, and leave between tours, as well as time spent on Individual Augmentation (IA/GSA).