



**DEPARTMENT OF THE NAVY**

MILITARY SEALIFT COMMAND

471 EAST C STREET

NORFOLK VA 23511-2419

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20 Mar 24

From: Commander, Military Sealift Command

To: Director, Total Force Management

Subj: CIVILIAN MARINE PERSONNEL INSTRUCTION 610 ADVISORY 2024-1:  
OVERDUE FOR RELIEF PREMIUM PAY

Ref: (a) DCPAS Memo of 30 January 2024

1. Civil Service Mariners (CIVMARs) are integral to the operation and success of Military Sealift Command (MSC) and our Nation's defense. An insufficient pool of qualified CIVMARs to support mission readiness and create a sustainable rotation program, degrades mission capabilities and increases risk to mission.
2. The Civilian Marine Personnel Instruction (CMPI) 610 regulates hours of work and premium pay for CIVMARs employed by MSC. Per reference (a), Overdue for Relief Compensation (ORC) is premium pay authorized to all CIVMARs who, due to the nonavailability of a relief, are extended onboard ship to work beyond their designated tour and properly requested relief date.
  - a. ORC begins the first day the CIVMAR reaches a port after being overdue and continues each day thereafter until a relief reports onboard the ship for duty and any required turnover is completed, or the CIVMAR is released by the Master without a relief.
  - b. When eligible, ORC is authorized at one (1) unit per day, up to 45 days (Earning code IRA). Beginning with the 46<sup>th</sup> day, ORC is authorized at one (1) unit per day (Earning code IRB). Rates will be adjusted annually according to the average wage increase of the Atlantic and Pacific Schedules of Wages and will be reflected in the Pay Notes.
  - c. Exception. ORC will not be paid for any days a CIVMAR is on leave. CIVMARs who take 10 or more consecutive days of leave on a voyage after becoming overdue, are no longer eligible for payment of ORC until another designated tour is completed.
  - d. Ships covered by an alternate ship assignment model (i.e., other than four-month minimum tours), may be exempted from ORC by the Commander, Military Sealift Command.
3. This advisory is effective the first day of the pay period following issuance and shall be kept with the current CMPI 610. This approved change will be incorporated in the next iteration of CMPI 610 rewrite. All obligations with recognized labor organizations have been met.

P. E. SOBECK