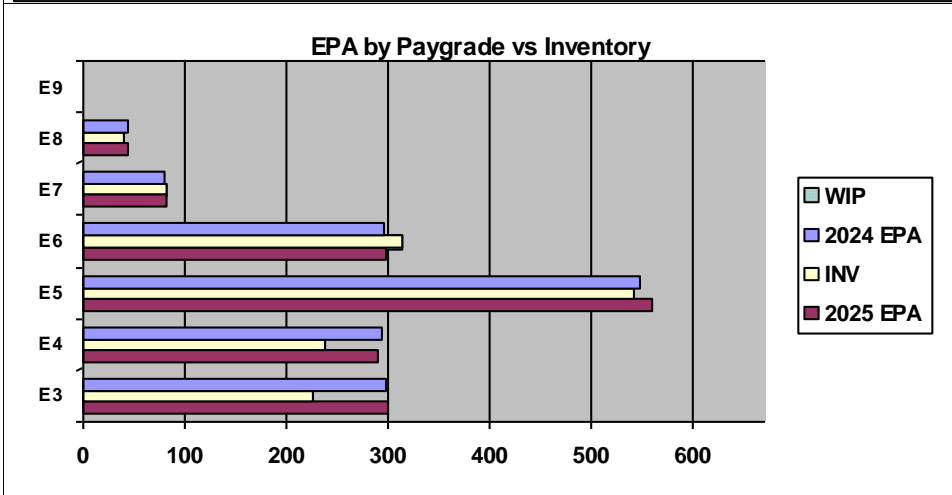
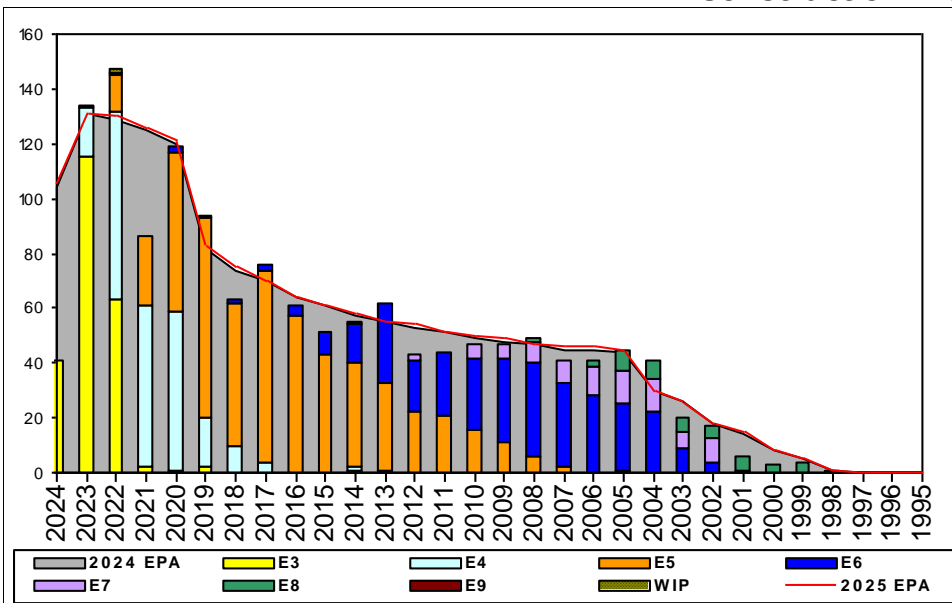


# Construction Mechanic - H120



|                     | E1-3 | E4  | E5                  | E6   | E7   | E8  | E9 | TOTAL |
|---------------------|------|-----|---------------------|------|------|-----|----|-------|
| % INV to FY24 EPA   | 76%  | 81% | 99%                 | 106% | 101% | 91% |    | 92%   |
| EPA (FY24)          | 297  | 293 | 548                 | 295  | 80   | 43  |    | 1556  |
| INVENTORY           | 225  | 238 | 541                 | 313  | 81   | 39  |    | 1437  |
| EPA (FY25)          | 299  | 290 | 559                 | 297  | 82   | 43  |    | 1570  |
| % INV to FY25 EPA   | 75%  | 82% | 97%                 | 105% | 99%  | 91% |    | 92%   |
| INV +WIP / FY24 EPA | 76%  |     |                     |      |      |     |    | 92%   |
| INVENTORY           | 226  | 1   | ← E-3 and Below WIP |      |      |     |    | 1438  |
| INV +WIP / FY25 EPA | 76%  |     |                     |      |      |     |    | 92%   |

| Sea Shore Flow |     |       | FORCE STRUCTURE MANNING TO BA |        |     |      |        |     |     |             |           |          |
|----------------|-----|-------|-------------------------------|--------|-----|------|--------|-----|-----|-------------|-----------|----------|
| TOUR           | SEA | SHORE | PG                            | SEA    | INV | BA   | SHORE  | INV | BA  | SEA + SHORE | TOTAL INV | TOTAL BA |
| 1ST            | 60  | 36    | E1-3                          | 77.3%  | 160 | 207  | 84.0%  | 21  | 25  | 78.0%       | 181       | 232      |
| 2ND            | 60  | 36    | E4                            | 85.8%  | 200 | 233  | 49.0%  | 25  | 51  | 79.2%       | 225       | 284      |
| 3RD            | 42  | 36    | E5                            | 99.1%  | 347 | 350  | 95.8%  | 158 | 165 | 98.1%       | 505       | 515      |
| 4TH            | 42  | 36    | E6                            | 97.9%  | 183 | 187  | 129.2% | 124 | 96  | 108.5%      | 307       | 283      |
| 5TH            | 36  | 36    | E7                            | 109.8% | 45  | 41   | 94.6%  | 35  | 37  | 102.6%      | 80        | 78       |
| 6TH            | 36  | 36    | E8                            | 90.5%  | 19  | 21   | 81.0%  | 17  | 21  | 85.7%       | 36        | 42       |
| 7TH            | 36  | 36    | E9                            |        |     |      |        |     |     |             |           |          |
| <b>Total</b>   |     |       |                               | 91.8%  | 954 | 1039 | 96.2%  | 380 | 395 | 93.0%       | 1334      | 1434     |

| ADV OPP. (Cycles 257/258/260) |      |       |       |      |       |       |       |
|-------------------------------|------|-------|-------|------|-------|-------|-------|
| Pay Grade                     | E1-3 | E4    | E5    | E6   | E7    | E8    | E9    |
| All-Navy                      | TIR  | 45.0% | 29.0% | 9.0% | 28.8% | 16.8% | 21.0% |
| CM                            | TIR  | 46.7% | 23.1% | 4.7% | 14.0% | 33.3% | 0.0%  |

| Zone Info       | ZONE A | ZONE B | ZONE C | ZONE D | ZONE E | ALL ZONES |
|-----------------|--------|--------|--------|--------|--------|-----------|
| FY24 Manning:   | 94.0%  | 94.0%  | 88.0%  | 104.0% | 57.0%  | 92.0%     |
| FYTD RENL Rate: | 55.2%  | 62.9%  | 86.4%  | 100.0% | 35.3%  | 66.7%     |
| FY25 Manning:   | 93.0%  | 94.0%  | 88.0%  | 102.0% | 56.0%  | 91.5%     |

## NOTES

- This rating compresses to CBCM at E9.
- RC to AC is available for the following Year Groups & Paygrades via CWAY: YG23-16 (CM1/CM2/CM3/CMCN) & YG15-11 (CM1/CM2) & YG10-08 (CM1).
- Convert out opportunities on a case by case basis.
- NC and NC-CRF are currently in high demand. For conversion requirements refer to MPM 1440-020 for NC and BUPERSINST 1133.29 for NC-CRF.
- Naval Support Unit (State Department) is looking for E5-E7. Contact the Naval Support Unit recruiter at 703-312-3563.
- Naval Special Warfare Development Group (NSWDG) is looking for E4-E5 that can pass 2nd class swim qual, obtain TS/SCI clearance, with no ARI/NJP for 3 yrs and commit a four year OBLISERVE. Contact NSWDG at 757-862-9008 or NSWDG-Recruiting@socom.mil 14 - 18 months prior to PRD.
- MUSE is looking for E4-E6. Contact recruiter at 805-982-1623 / DSN 551.
- UCT is looking for Seabee candidates E2-E6. Contact NCG1 805-982-6168 or NCG2 228-822-5177/5020 recruiters. Ref MPM 1306-912 for info.