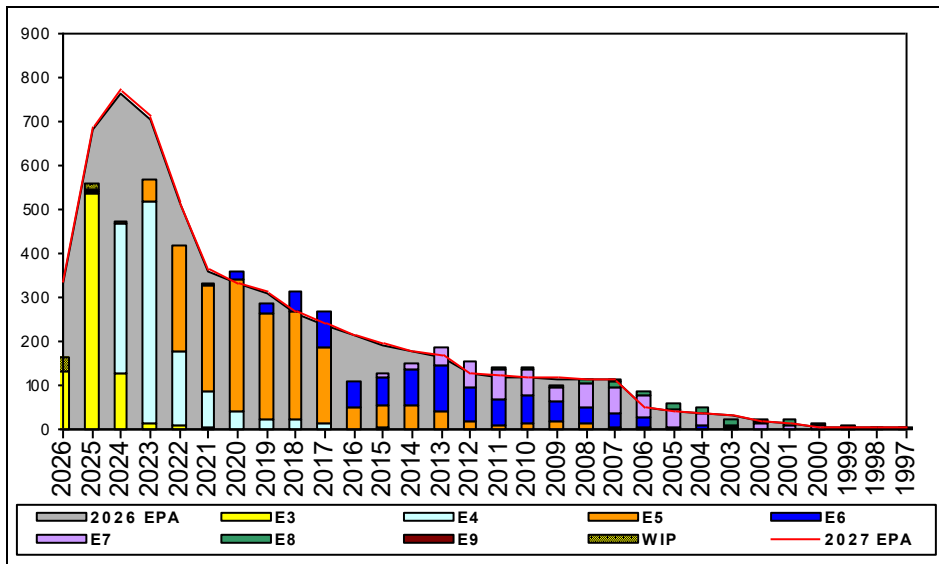


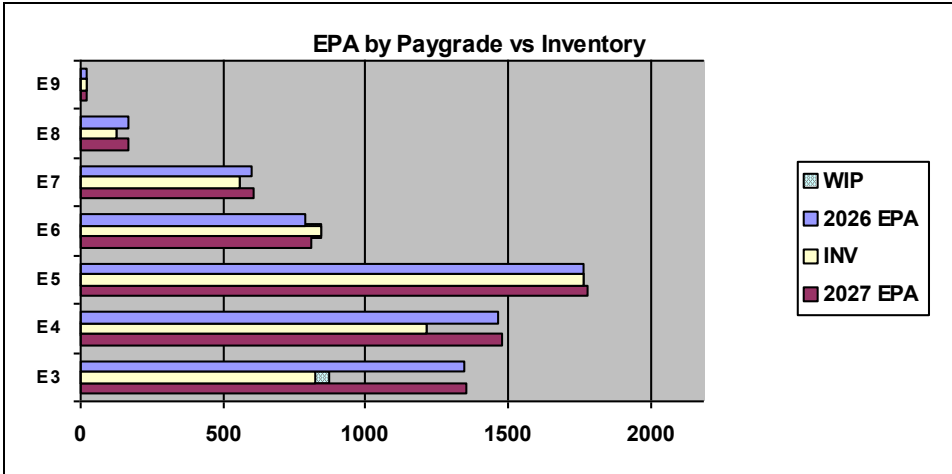
Boatswain's Mate - B400



Sea Shore Flow		
TOUR	SEA	SHORE
1ST	56	36
2ND	60	36
3RD	48	36
4TH	48	36
5TH	36	36
6TH	36	36
7TH	36	36

FORCE STRUCTURE MANNING TO BA										
PG	SEA	INV	BA	SHORE	INV	BA	SEA + SHORE	TOTAL INV	TOTAL BA	
E1-3	54.7%	593	1084	75.9%	85	112	56.7%	678	1196	
E4	77.2%	951	1232	101.5%	200	197	80.5%	1151	1429	
E5	77.0%	791	1027	125.8%	867	689	96.6%	1658	1716	
E6	95.3%	429	450	120.2%	381	317	105.6%	810	767	
E7	84.5%	268	317	101.2%	260	257	92.0%	528	574	
E8	60.7%	54	89	79.2%	61	77	69.3%	115	166	
E9	100.0%	8	8	90.9%	10	11	94.7%	18	19	
Total	73.5%	3094	4207	112.3%	1864	1660	84.5%	4958	5867	

TIS to PG Years	Pay Grade	E1-E3	E4	E5	E6	E7	E8	E9
	ALL Navy	TIS	2.2	4.0	8.7	13.8	17.8	21.7
TIG to PG Years	BM	TIS	2.5	4.8	10.2	13.9	18.9	23.1
	ALL Navy	TIG	1.3	1.8	4.6	5.7	5.0	4.6
	BM	TIG	1.3	2.1	5.5	4.7	6.1	5.2



Zone Info	ZONE A	ZONE B	ZONE C	ZONE D	ZONE E	ALL ZONES
FY26 Manning:	80.0%	95.0%	84.0%	104.0%	112.0%	87.0%
FYTD RENL Rate:	78.6%	66.0%	85.2%	94.3%	38.0%	74.7%

NOTES

OVERALL COMMUNITY HEALTH (87%), E6 OVERMANNED PAYGRADE

CONVERT IN: OPEN (E1-E5)

CONVERT OUT: CASE BY CASE; CONVERSION REQUESTS MUST BE SUBMITTED VIA MNCC FOR ECM ADJUDICATION.

CONVERSION REQUIRMENTS CAN BE FOUND AT THE FOLLOWING LINK
<https://www.mynavyhr.navy.mil/career-management/community-management/enlisted-career-admin/Conversions/>

PACT DESIGNATION OPPORTUNITIES ARE OPEN

IF A SVM DESIRES A CWAY QUOTA, PLEASE CONTACT THE ECM

ECM, OSCS NEELY, @ stacey.m.neely2.mil@us.navy.mil

	E1-3	E4	E5	E6	E7	E8	E9	TOTAL
% INV to FY26 EPA	61%	83%	100%	107%	93%	72%	90%	87%
EPA (FY26)	1343	1462	1767	791	599	169	20	6151
INVENTORY	825	1210	1764	846	555	122	18	5340
EPA (FY27)	1355	1476	1776	807	608	170	20	6212
% INV to FY27 EPA	61%	82%	99%	105%	91%	72%	90%	86%
INV + WIP / FY26 EPA	65%							88%
INVENTORY	873	48 ← E-3 and Below WIP						5388
INV + WIP / FY26 EPA	64%							87%