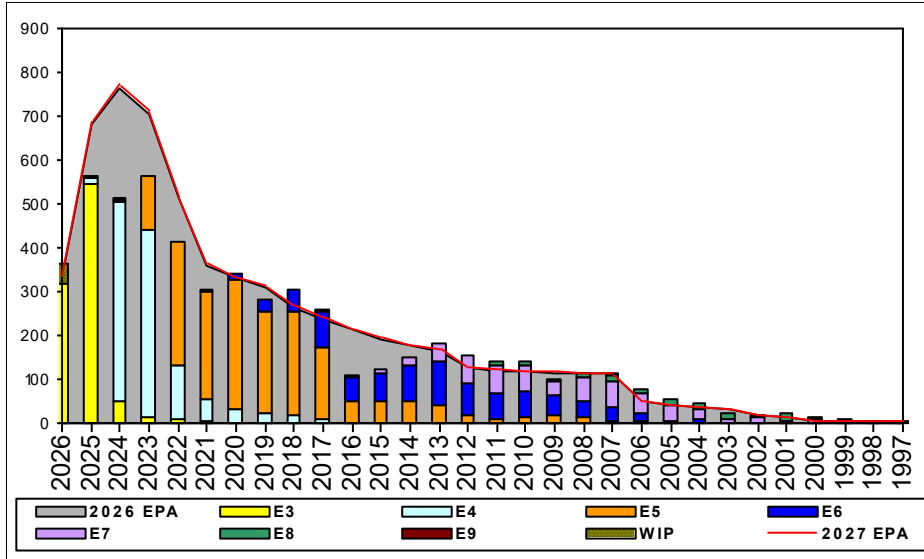


Boatswain's Mate - B400



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	62.5%	693	1108	71.4%	80	112	63.4%	773	1220
E4	74.8%	919	1228	93.9%	185	197	77.5%	1104	1425
E5	84.1%	864	1027	126.9%	874	689	101.3%	1738	1716
E6	89.8%	406	452	112.9%	360	319	99.4%	766	771
E7	83.6%	265	317	99.2%	254	256	90.6%	519	573
E8	68.5%	61	89	76.9%	60	78	72.5%	121	167
E9	100.0%	8	8	81.8%	9	11	89.5%	17	19
Total	76.0%	3216	4229	109.6%	1822	1662	85.5%	5038	5891

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	2.6	4.8	10.2	13.9	18.8	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:	83.0%	96.0%	80.0%	106.0%	118.0%	89.0%
FYTD RENL Rate:	86.9%	73.3%	90.5%	99.0%	28.1%	80.8%

NOTES

OVERALL COMMUNITY HEALTH (89%), E5/E6 OVERMANNED PAYGRADES

CONVERT IN: E1-E4(OPEN)

CONVERT OUT: CONVERSION REQUESTS MUST BE SUBMITTED VIA MNCC FOR ECM ADJUDICATION. NO ADJUDICATION WILL BE MADE VIA EMAIL OR PHONE/NO REQUIREMENT TO CONTACT THE ECM BEFORE SUBMISSION

CONVERSION REQUIRMENTS CAN BE FOUND AT THE FOLLOWING LINK

<https://www.mynavyhr.navy.mil/career-management/community-management/enlisted-careeradmin/Conversions/>

****PACT DESIGNATION OPPORTUNITIES ARE OPEN****

*****HYT+ APPROVAL REQUIRES ORDERS*****

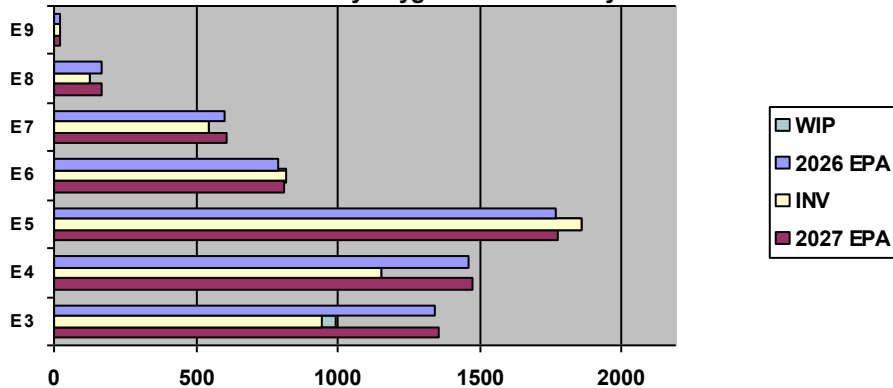
*****IF A SVM DESIRES A CWAY QUOTA, PLEASE CONTACT THE ECM*****

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

Data Source: NMPBS(Inv)/NRMS(RE Rate)/N12(EPA/SSF)

As of Date: 17-Jul-26

EPA by Paygrade vs Inventory



	E1-3	E4	E5	E6	E7	E8	E9	TOTAL
% INV to FY26 EPA	70%	79%	105%	104%	91%	74%	90%	89%
EPA (FY26)	1343	1462	1767	791	599	169	20	6151
INVENTORY	940	1155	1858	820	546	125	18	5462
EPA (FY27)	1355	1476	1776	807	608	170	20	6212
% INV to FY27 EPA	69%	78%	105%	102%	90%	74%	90%	88%
INV + WIP / FY26 EPA	74%							90%
INVENTORY	991	51						5513
INV + WIP / FY26 EPA	73%							89%

← E-3 and Below WIP