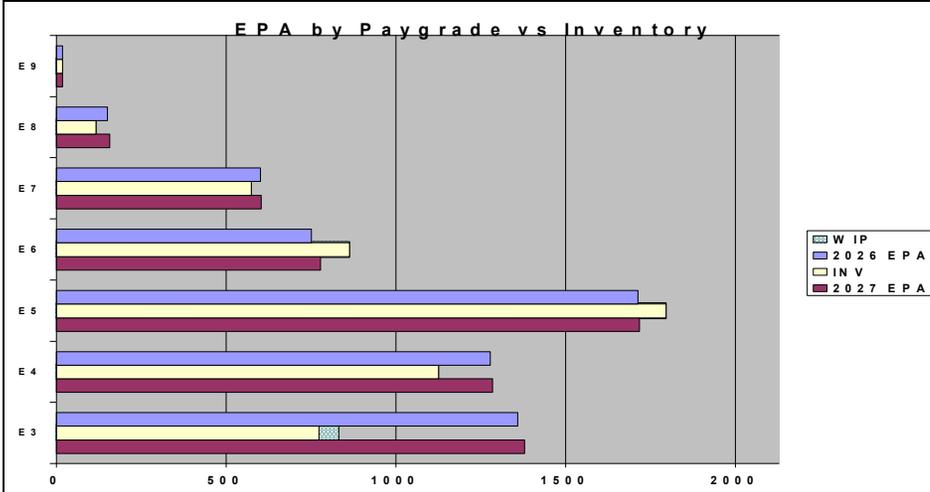
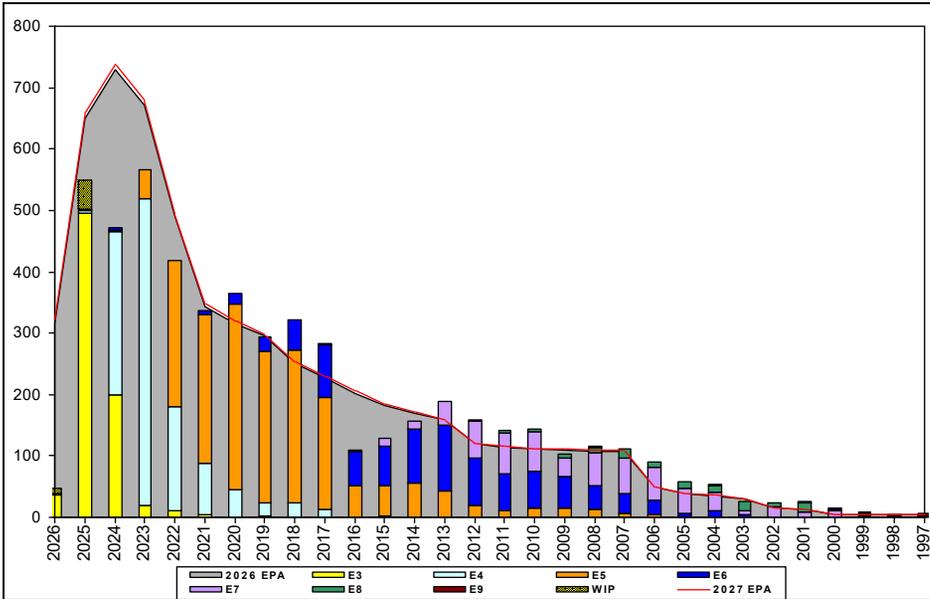


Boatswain's Mate - B400



| | E1-3 | E4 | E5 | E6 | E7 | E8 | E9 | TOTAL |
|----------------------------|------------|------------------------|-------------|-------------|------------|------------|------------|------------|
| % INV to FY26 EPA | 57% | 88% | 105% | 115% | 95% | 77% | 95% | 90% |
| EPA (FY26) | 1358 | 1277 | 1713 | 752 | 602 | 151 | 19 | 5872 |
| INVENTORY | 774 | 1126 | 1796 | 864 | 573 | 116 | 18 | 5267 |
| EPA (FY27) | 1379 | 1284 | 1718 | 778 | 603 | 156 | 19 | 5937 |
| % INV to FY27 EPA | 56% | 88% | 105% | 111% | 95% | 74% | 95% | 89% |
| INV +WIP / FY26 EPA | 61% | | | | | | | 91% |
| INVENTORY | 831 | 57 ← E-3 and Below WIP | | | | | | 5324 |
| INV +WIP / FY26 EPA | 60% | | | | | | | 90% |

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 | 50.8% | 552 | 1086 | 67.0% | 75 | 112 | 52.3% | 627 | 1198 |
| E4 | 72.0% | 888 | 1233 | 89.8% | 177 | 197 | 74.5% | 1065 | 1430 |
| E5 | 82.0% | 845 | 1030 | 123.5% | 851 | 689 | 98.7% | 1696 | 1719 |
| E6 | 95.1% | 431 | 453 | 120.4% | 384 | 319 | 105.6% | 815 | 772 |
| E7 | 84.4% | 270 | 320 | 105.1% | 269 | 256 | 93.6% | 539 | 576 |
| E8 | 59.3% | 54 | 91 | 76.3% | 58 | 76 | 67.1% | 112 | 167 |
| E9 | 100.0% | 8 | 8 | 90.9% | 10 | 11 | 94.7% | 18 | 19 |
| Total | 72.2% | 3048 | 4221 | 109.9% | 1824 | 1660 | 82.8% | 4872 | 5881 |

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 |
| BM | TIS | 2.4 | 4.8 | 10.2 | 13.9 | 18.8 | 23.1 |
| ALL Navy | TIG | 1.3 | 1.8 | 4.7 | 5.7 | 5.0 | 4.6 |
| BM | TIG | 1.3 | 2.1 | 5.5 | 4.7 | 6.1 | 5.2 |

TIG to PG Years

Zone Info

| | ZONE A | ZONE B | ZONE C | ZONE D | ZONE E | ALL ZONES |
|------------------------|--------------|---------------|--------------|---------------|---------------|--------------|
| FY26 Manning: | 80.0% | 101.0% | 89.0% | 108.0% | 120.0% | 90.0% |
| FYTD RENL Rate: | 82.9% | 67.0% | 89.4% | 97.4% | 26.9% | 77.1% |

NOTES

OVERALL COMMUNITY HEALTH/MANNING (90%)

*CONVERT IN: VARIOUS YEAR GROUPS

*CONVERT OUT: LIMITED, CASE BY CASE

CONVERSION PACKAGES MUST BE SUBMITTED VIA MNCC FOR ECM ADJUDICATION

*PACT DESIGNATION OPPORTUNITIES ARE OPEN

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