Human Resources Community Health Update

May 2025

1200 Officer Community Manager (OCM)
CDR Erik Moss

1205 OCM
LT Channell Frongillo

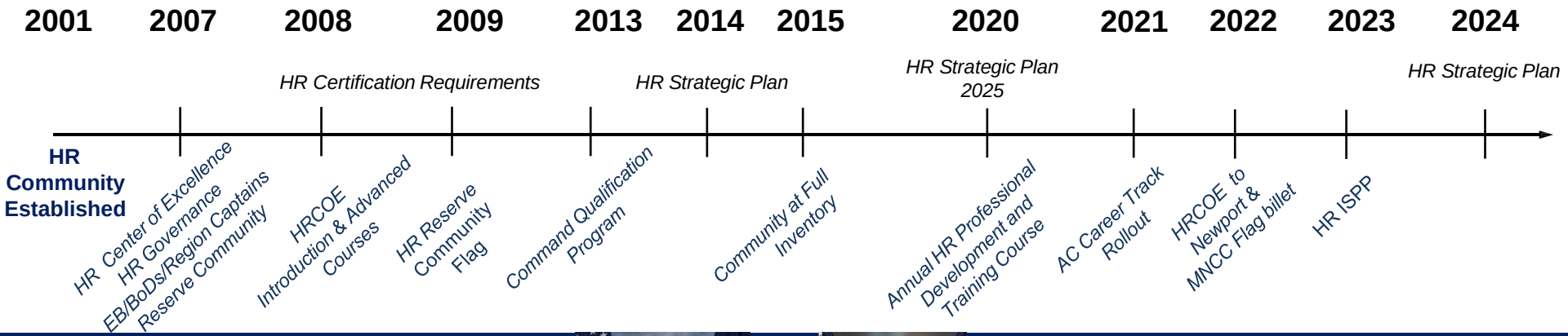
1207 OCM
CDR Kirk Morris

Community Sponsor
VADM Richard Cheeseman

Community Leader
RDML Stuart Satterwhite

Flag Advisor (RC)
RDML Benjamin Baran

HR Community Overview



Flag Leader
RDML
Satterwhite

Flag Advisor
RDML
Baran (RC)

Competencies:
- HR Service Delivery/Pay & Personnel
- Ops Analysis/Analytics
- Recruiting/Education Management
- Manpower Requirements
- Financial/Resource Management

Graduate Education (NPS quotas):
- Ops Analysis (8)
- Manpower Sys. Analysis (6)
- Financial Management (1)

Career Tracks (AC)

Force Management (FM) **Force Development (FD)** **Force Requirements & Resourcing (FR2)**

Core Competency Areas(RC/TAR): HR Experts in Reserve Personnel Management plus:

Requirements **Recruiting** **Development** **Management**

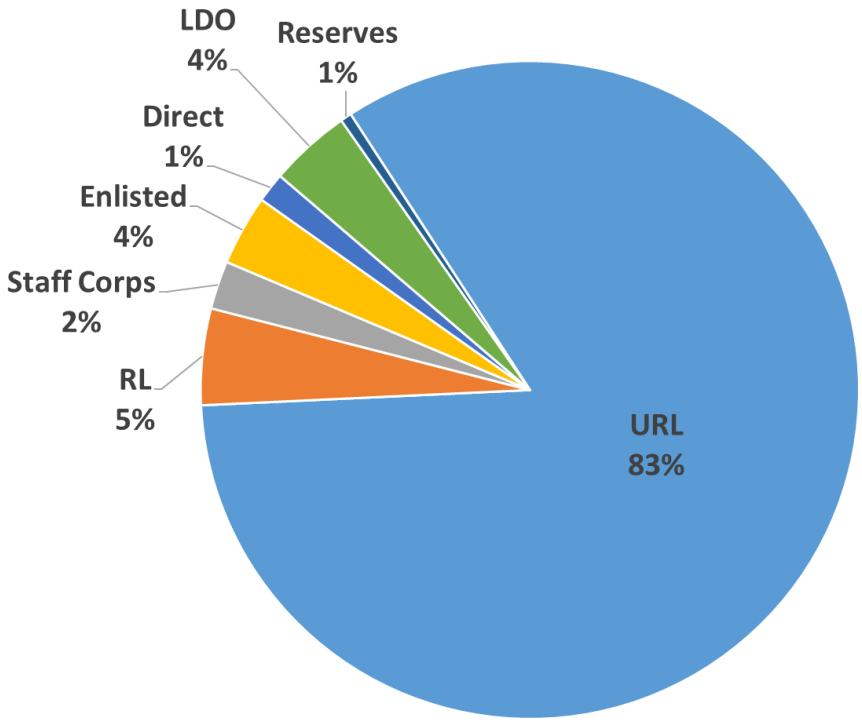
Training & Graduate Education

- **Training & Certification**
  - HR Center of Excellence (HRCOE) Learning Center: Delivering Human Resources (HR) expertise—to define, recruit, develop, assign, and retain a highly skilled workforce for the Navy.
    - HR Professional Development Training Course (HRPDTC): annual 3-day community-wide course
    - HR Introductory Course: 8-day course for new HR accessions
    - HR Advanced Course: 5-day course for O5/O5 selects
    - HR Seminars:
      - MEPS CO
      - CVN TRAINO
      - Fleet and TYCOM N1
      - Transient Personnel Unit (TPU)
      - Transaction Service Center

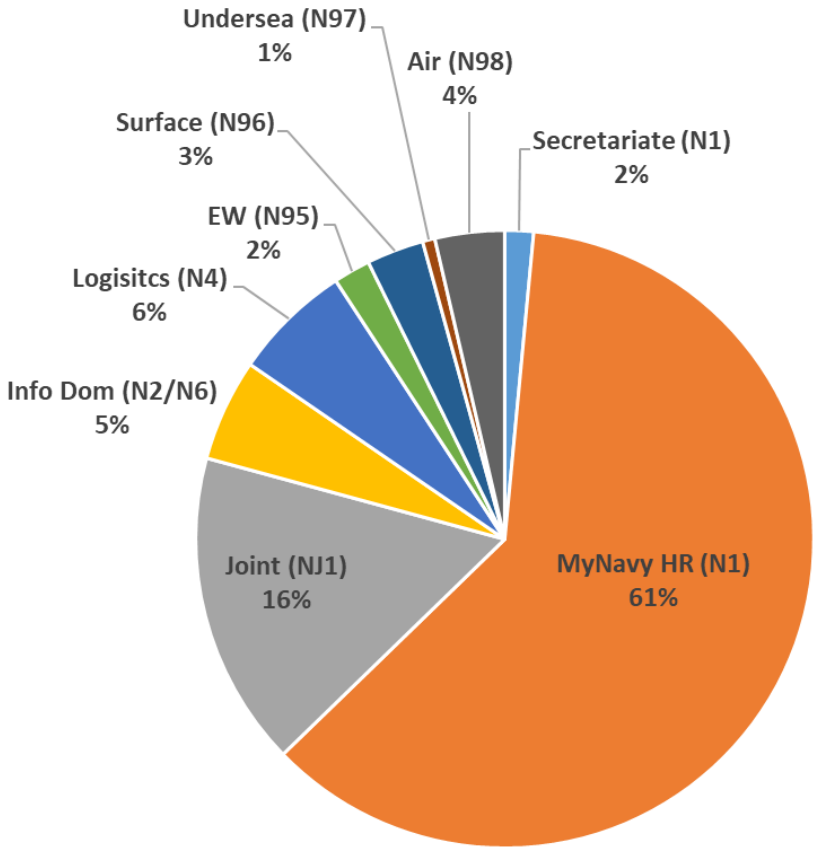
- **Graduate Education**
  - Enables Human Resources Officers to become authoritative experts within their disciplines and provides the knowledge level necessary to support sailor and fleet requirements
  - HR community value “progression towards” prior to LCDR and “completion of” prior to CDR:
    - Particularly HR-focused (3XXX) graduate education (Operations Research Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management or civilian equivalent)
  - 15 annual quotas at Naval Postgraduate School:
    - 8 Operations Research Analysis (3211)
    - 6 Manpower Systems Analysis (3130)
    - 1 Financial Management (3111)

HR Community Overview

HR (1200) Source Community Breakdown



HR (1200) Billet Breakdown

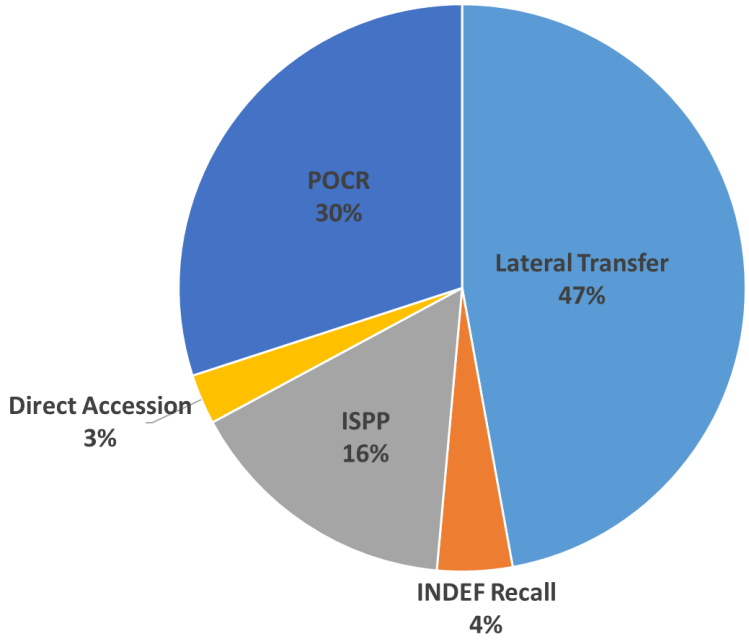


HR Community accesses its Officers from 31 different Navy designators

Accessions (1200)

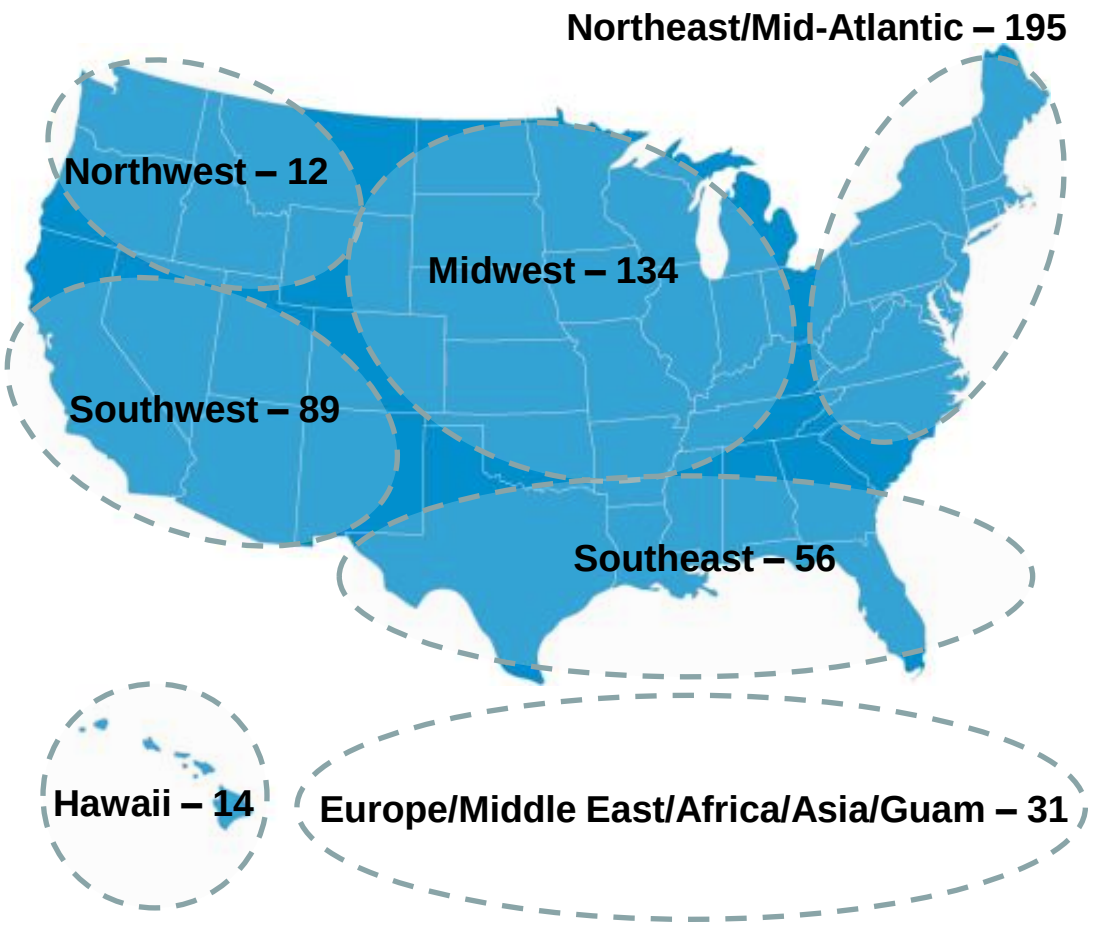
- **4 primary paths into HR**
  - Lateral Transfer
  - POCR
  - Indefinite Recall
  - HR In-service Procurement Program (ISPP)

FY24 HR Accessions



	LEFT SIDE ACCESSIONS								RIGHT SIDE ACCESSIONS						TOTAL ACCESSIONS		
	DIRECT ACCESSIONS		INDEF RECALL			ISPP			POCR			LATERAL TRANSFER					
	GOAL	EXEC	GOAL	SEL	EXEC	GOAL	SEL	EXEC	GOAL	SEL	EXEC	GOAL	SEL	EXEC	GOAL	SEL	EXEC
FY25	0	1	10	8	2	4	4	0	16	9	9	39	22	18	69	43	30
FY24	2	2	3	3	3	9	9	11	21	21	21	33	33	33	68	68	71
FY23	0	0	0	0	0	4	6	2	13	13	13	35	34	34	52	53	49
FY22	2	2	2	2	2				19	24	24	32	27	27	55	55	55
FY21	1	1	4	4	4				19	21	21	29	27	27	53	53	53

Worldwide Presence – 531 Billets



BSO	Billet Types
CHNAVPERS	Manpower Plan/Analyst, Personnel Plans & Policy, Budget M&P, CO, XO, OIC, Distribution, Strength Planner, Pay Policy
USFFC	Manpower/Personnel Plan (N1X), Training Afloat, Force Integration
COMPACFLT	Manpower/Planning (N1X), Afloat Training, Fleet Distribution
OSD/JCS	Director, Chief, Manpower Plans, Joint Requirements, Deputy Director Training, Director Planning & Programming
NETC	Training, Recruiting, CO, XO, Curriculum Management
AFRICOM/ SOUTHCOM/ STRATCOM/ EUCOM/ SOCOM/ NORTHCOM	Chief Navy, Strength Officer, Manpower Analyst, Personnel Plans, Chief HR Div, Personnel P&P, ADP Plans
FSA	Manpower/Personnel Plans, Comptroller, Comprehensive Analytics, Fin Mgt Analyst

~25% of billets reside in the Capital Region and Millington

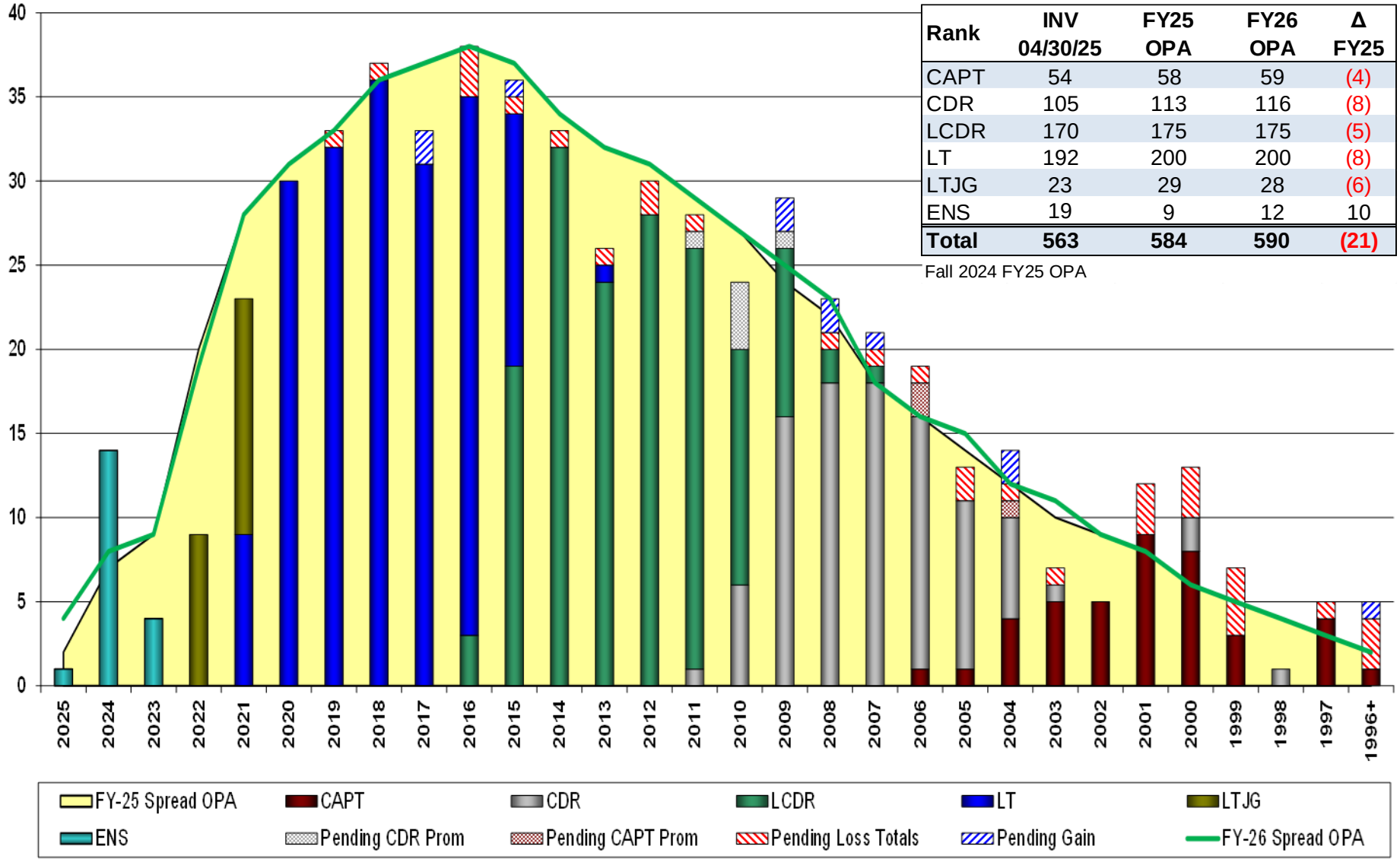
Source: ANF (EOM HR Inventory NOV 2024)

Human Resources (1200) LOS Chart

30 April 2025 (NOPPS and OAIS data)

Rank	INV 04/30/25	FY25 OPA	FY26 OPA	Δ FY25
CAPT	54	58	59	(4)
CDR	105	113	116	(8)
LCDR	170	175	175	(5)
LT	192	200	200	(8)
LTJG	23	29	28	(6)
ENS	19	9	12	10
Total	**563**	**584**	**590**	**(21)**

Fall 2024 FY25 OPA



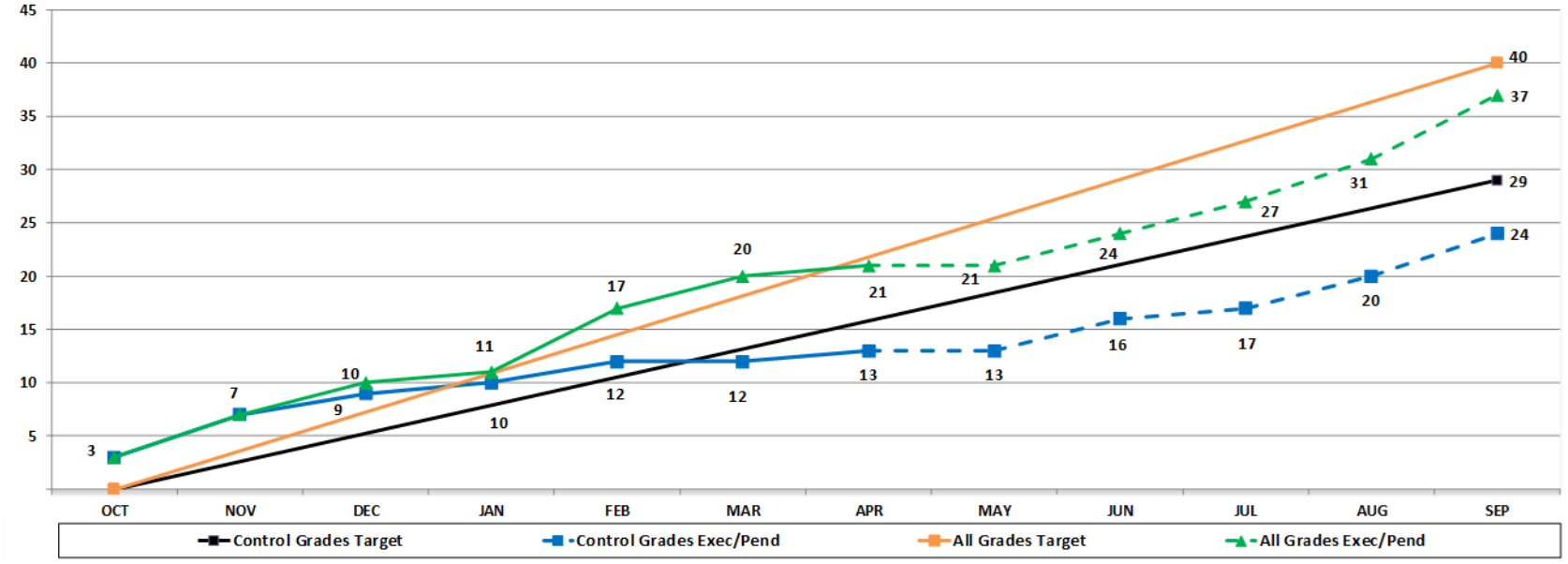
Human Resources (1200) Loss Tracker

30 April 2025 (NOPPS and OAIS data)

FY25 HR Community Losses Snapshot April 2025

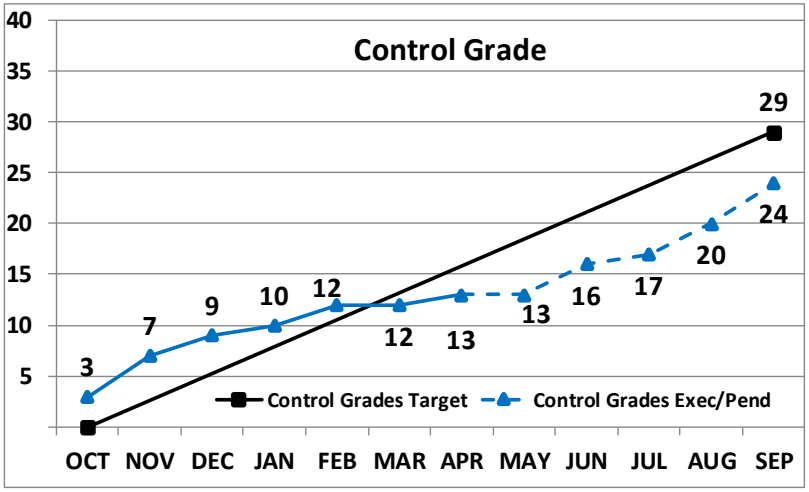
	FY15	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23	FY24	FY25 Target	Unweighted Historical LOSSES Average 2015-2024
CAPT	9	4	4	7	7	11	3	10	10	8	9	7
CDR	10	9	11	6	12	12	7	9	17	15	10	11
LCDR	7	10	7	11	9	15	9	13	5	9	10	10
LT	8	9	5	8	8	9	14	8	12	14	10	10
LTJG	1	0	1	1	0	1	0	0	0	1	1	1
ENS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	35	32	28	33	36	48	33	40	44	47	40	38

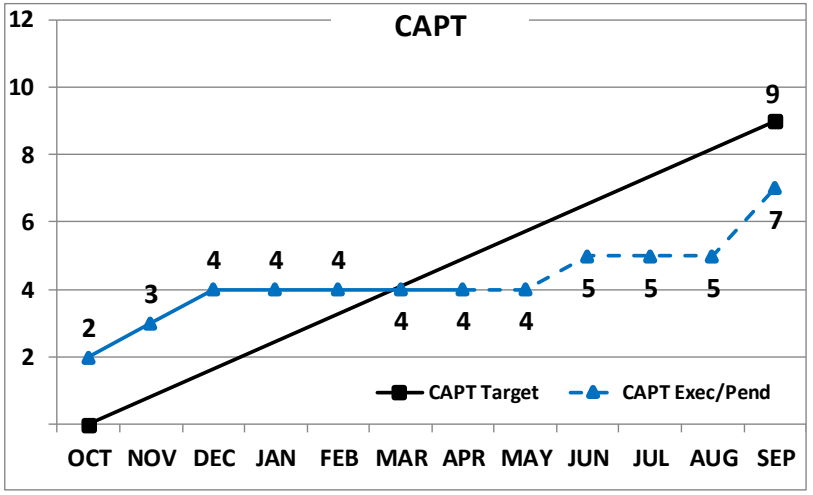
	FY25 Actual Losses	FY25 Pending Losses	FY25 LOSSES as % of Planned FY losses	FY25 LOSSES Actual + Pendings	FY25 LOSS Target O4-O6 FY26 Prom Plan & O1-O3 10-YR Av	FY26 LOSS Target O4-O6 FY26 Prom Plan & O1-O3 10-YR Av	FY26 Pending Losses
CAPT	4	3	78%	7	9	9	9
CDR	6	4	100%	10	10	13	4
LCDR	3	4	70%	7	10	9	2
LT	8	5	130%	13	10	10	1
LTJG	0	0	0%	0	1	1	0
ENS	0	0	NA	0	0	0	0
TOTAL	21	16	93%	37	40	42	16

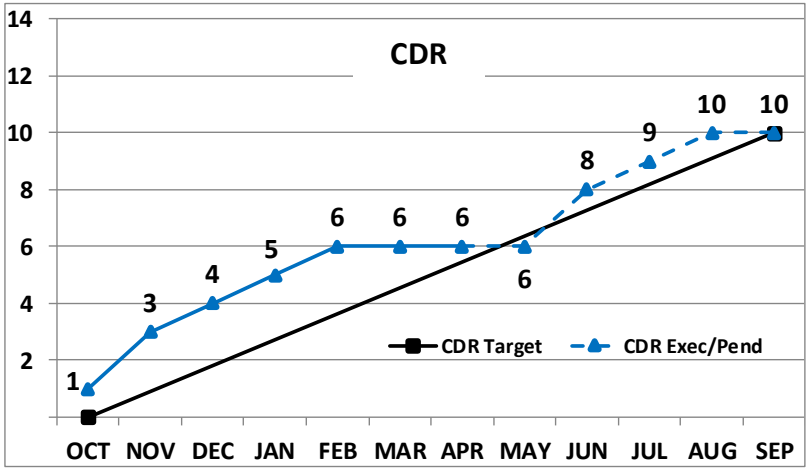


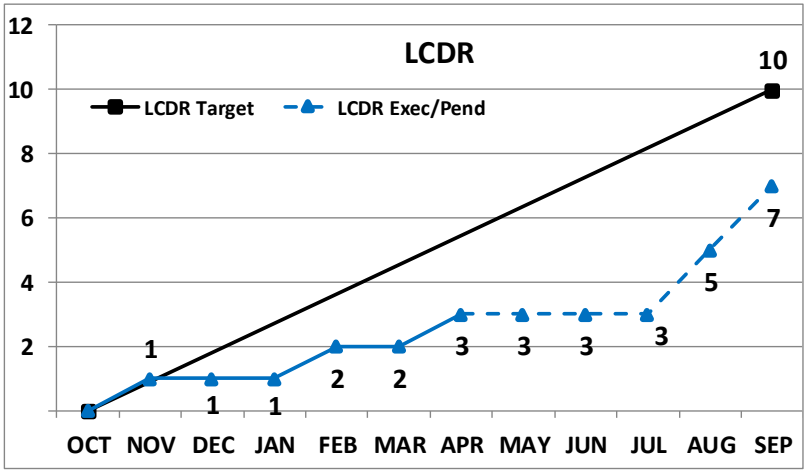
1200 Control Grade Losses Snapshot

30 April 2025 (NOPPS and OAIS data)

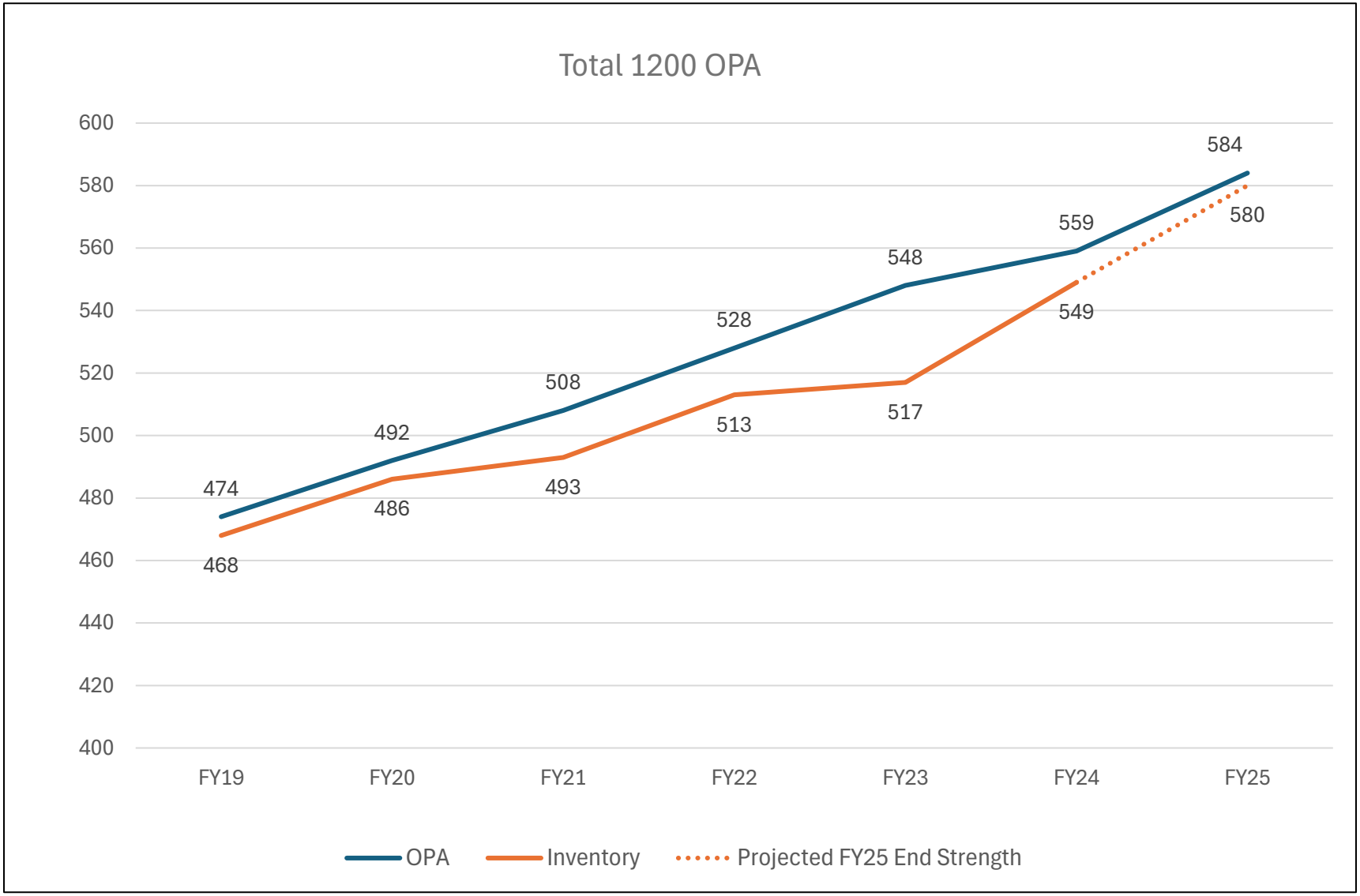








Community Health by FY



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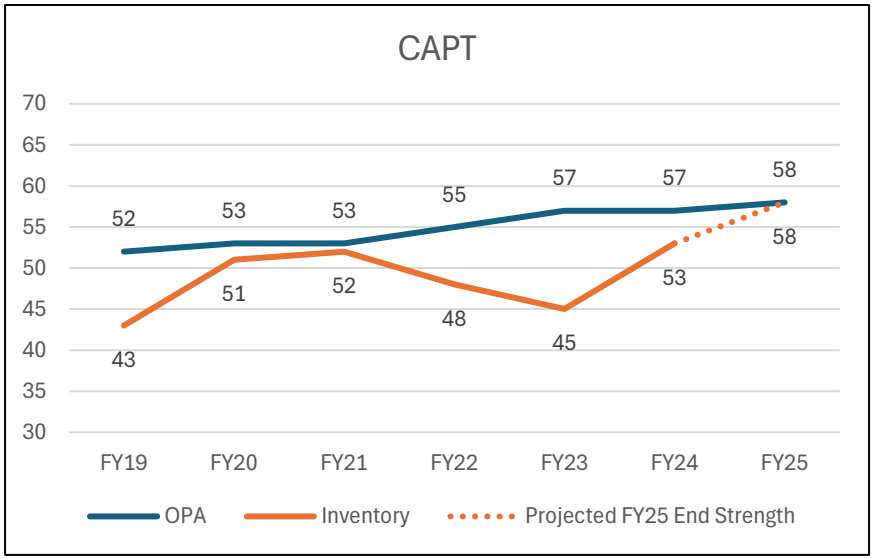
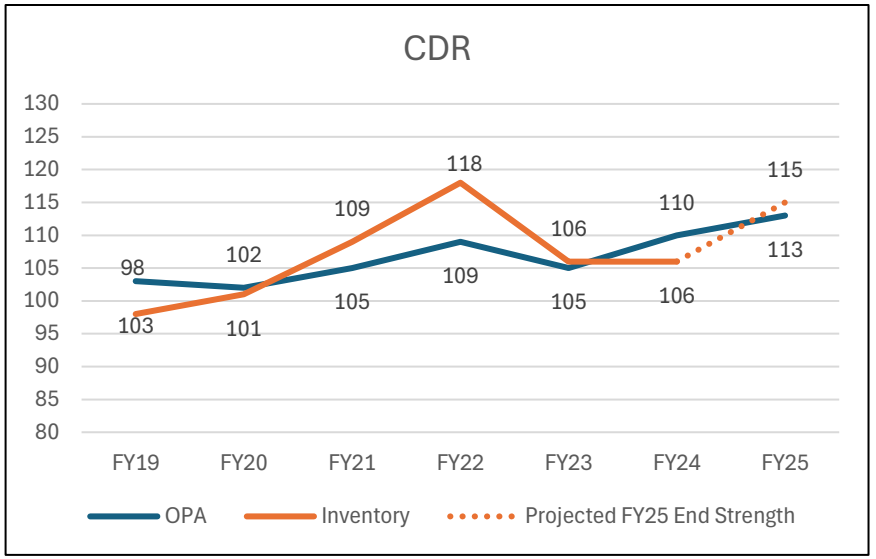
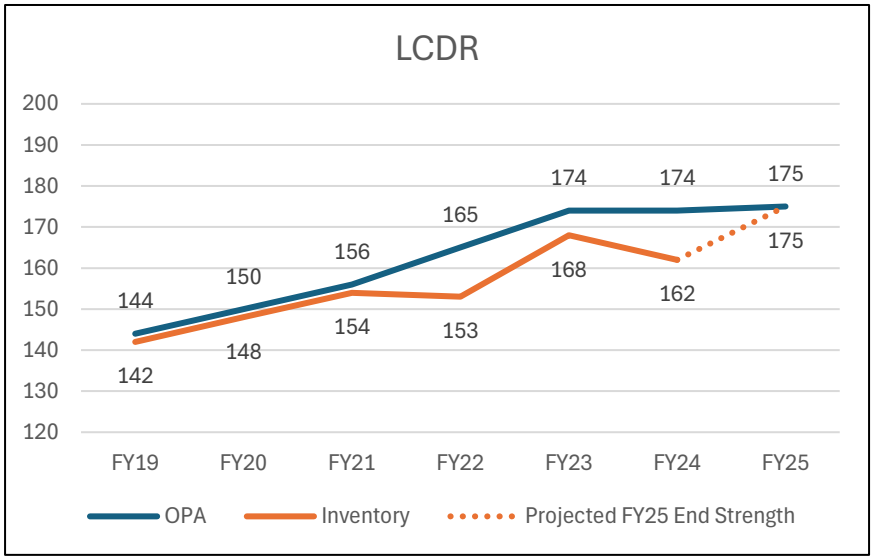
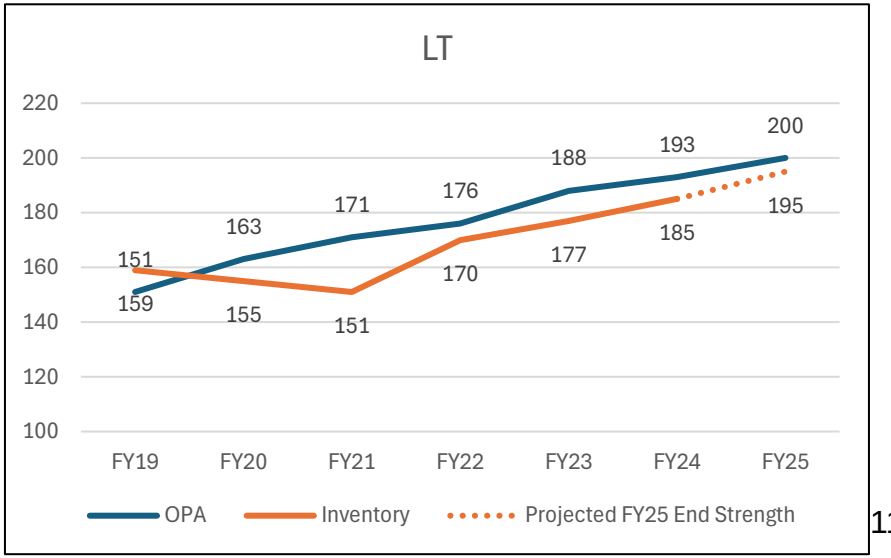
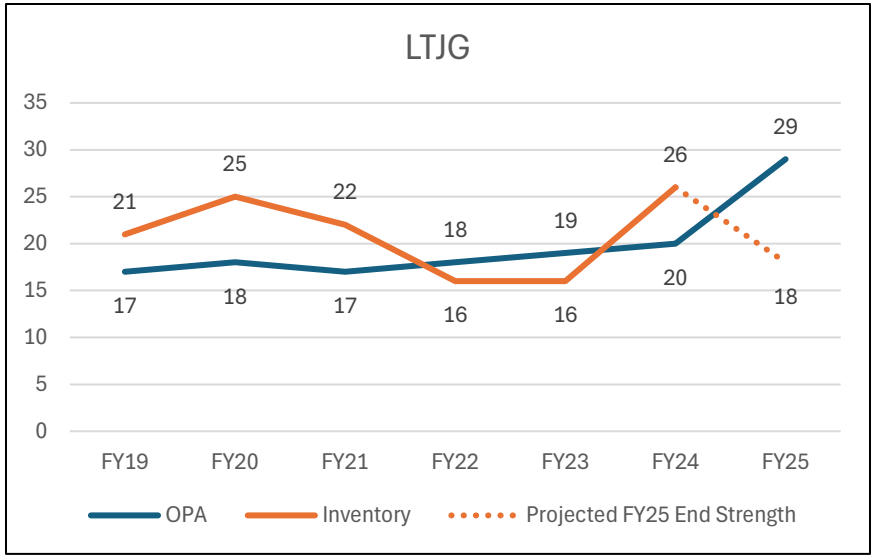


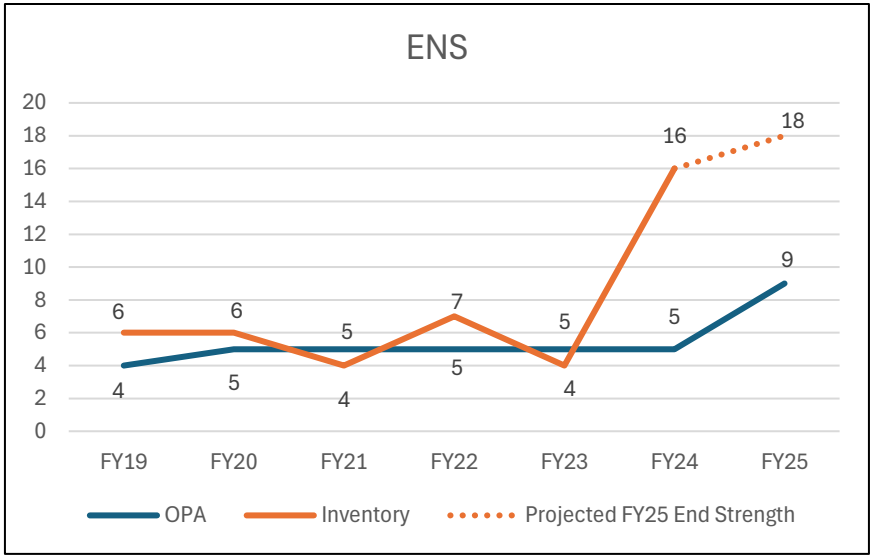




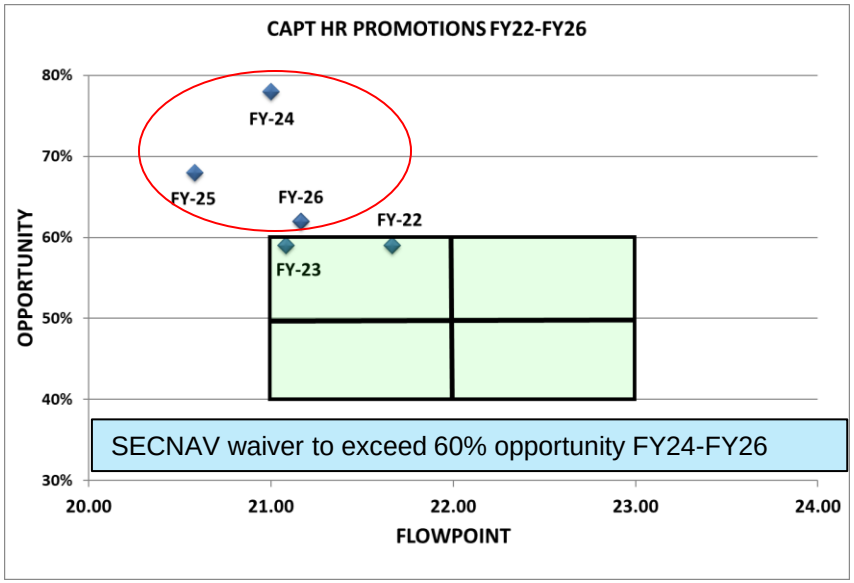


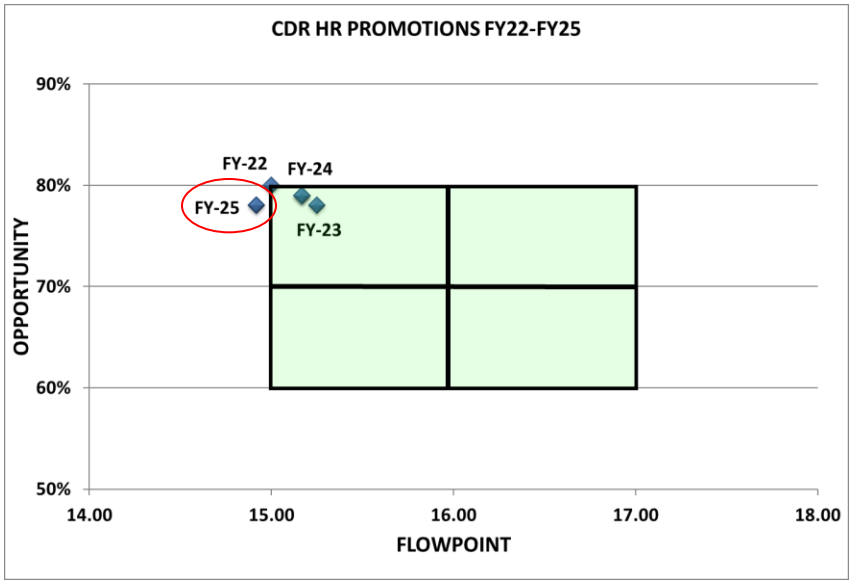
Community Health by FY

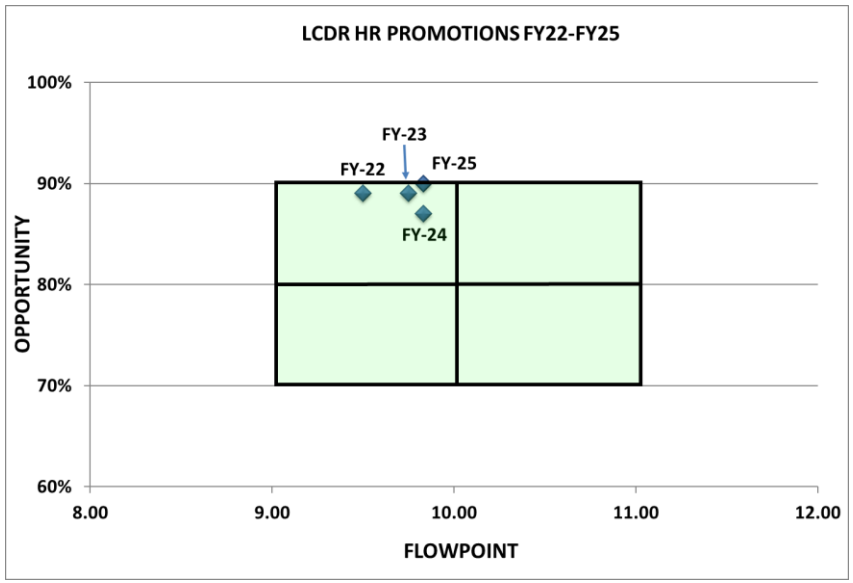




HR Promotion Opportunity & Flow Point







SECNAVINST 1420.1B		FY22	FY23	FY24	FY25	FY26
O6	22 YRS (+/- 1)	21-08	21-01	20-12	20-07	21-02
	50% (+/- 10%)	59%	59%	78%	68%	62%
	SELECTS	9	10	15	13	8
O5	16 YRS (+/- 1)	15-00	15-03	15-02	14-11	
	70% (+/- 10%)	80%	78%	79%	78%	
	SELECTS	19	13	26	25	
O4	10 YRS (+/- 1)	09-06	09-09	09-10	09-10	
	80% (+/- 10%)	89%	89%	87%	90%	
	SELECTS	23	29	29	36	

Outside SECNAV limits

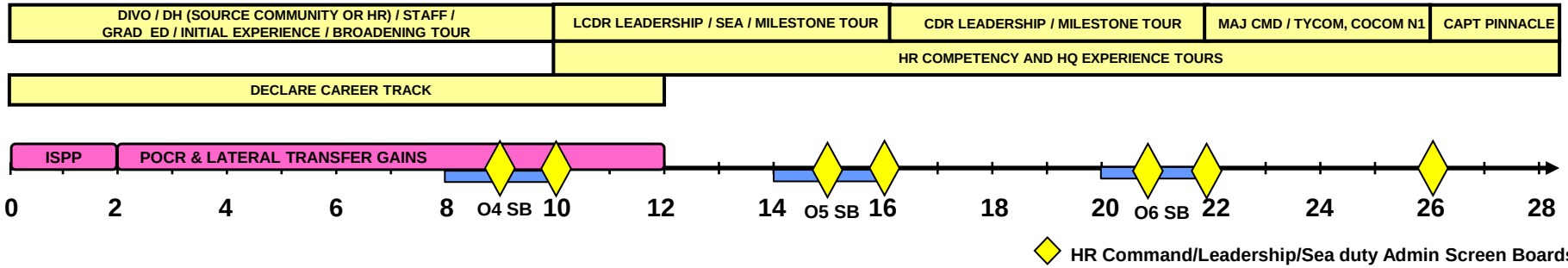
Takeaways

- HR community ended FY24 with an overall health of 98% but challenged to meet FIT requirements of control grade officers (-4 CAPT, -4 CDR, -12 LCDR). The community also experienced an overall OPA growth of 25 from FY24 (559) to FY25 (584).
  - Control grade officers ***strategically placed to make the largest impact*** and meet MyNavy HR needs.
  - 10 approved indefinite recall quotas in FY25 to increase inventory of control grade officers.
  - Increased training through formal schools and PQS to ***deliberately develop highly skilled HR officers***.

- HR community held its third In-Service Procurement Program (ISPP) board in FY25 to leverage HR expertise of our enlisted force.
  - ISPP accessions support increase of ENS requirements across the FYDP.

FY26 Human Resources Officer

Career Progression



Typical Career Track Path: Billets & Qualifications

	NOVICE (1 Tour)	INTERMEDIATE (≥ 2 Tours + PQS)	ADVANCED (≥ 3 Tours + PQS)	EXPERT (≥ 4 Tours)	PINNACLE
Force Development (FD)	Graduate Education Department Heads Action Officers Small Detachment OICs Analysts	Small Unit Commanding Officers Executive Officers Officers in Charge Afloat TRAINOs Branch Heads	Commanding Officers Large unit Executive Officers Deputy Commanders Division Directors	Major Commanders Directors Division Directors	ASN (M&RA) EA CNP EA** NETC EA** NPC EA** ES Deputy
Force Rqmts / Resourcing (FR2)*		Branch Heads Lead Analysts	Large unit Executive Officers Section Heads Deputy Directors Program Leads	Major Commander Program Managers Deputies	
Force Management (FM)		Small Unit Commanding Officers Executive Officers Officers in Charge Branch Heads	Commanding Officers Large Detachment OICs N1 / J1 Division Directors N1 / J1 Deputies Large Branch Heads	Major Commander Directors Division Directors N1 / J1	

***FR2 Officers will have to leave FR2 Career Track to complete LCDR and CDR Command and Leadership tours**

****Nominative Billet (1000 coded)**

VALUED SUBSPECIALTIES

31XX	Financial Management	3150	Training & Education
3130	Manpower Systems Analysis	321X	Operations Analysis
S	18 Month Experience Tour	P	Graduate Degree
R	Two Separate 18 Mo. Tours - Proven	Q	(P) Degree + 18 Mo. Tour – Proven

FY26 Human Resources Officer

Community Values

- Career progression produces senior HR Officers with deliberately developed expertise in one of three career tracks: Force Development (FD), Force Management (FM), and Force Requirements and Resourcing (FR2). Officers will be able to complete tours outside of their primary career track to achieve community values.

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Sustained superior performance in HR and/or source community tours
  - Progress toward or completion of HR related master's degree, particularly graduate education in Operations Research Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management or civilian equivalent (3XXX). NOB FITREP from in-residence education should not be viewed negatively.
  - Command eligible (2D1)
  - Current Professional certification: PHR, SPHR, or CDFM
  - Attainment of source community qualifications
- **Valued achievements prior to COMMANDER**
  - Sustained superior performance in all assigned duties, especially in LCDR HR Command / HR Leadership / HR Sea Duty Screened (CO/XO/OIC/Sea Duty) tour
  - Sustained superior performance in LCDR HR Milestone tour
  - Command eligible or Command qualified (2D1 / 2D2)
  - Completion of HR related master's degree, particularly graduate education
  - Intermediate or higher in primary career track
  - Current Professional certification: PHR, SPHR, or CDFM
  - Completion of JPME I
- **Valued achievements prior to CAPTAIN**
  - Sustained superior performance in all assigned duties, especially in CDR HR Command / HR Leadership Screened (CO/XO/OIC) tour
  - Sustained superior performance in CDR HR Milestone tour
  - Superior performance in LCDR or CDR HR Headquarters tour
  - Advanced or Expert in primary career track
  - Major Command eligible (RLC)
  - Completion of HR related master's degree, particularly graduate education
  - Current Professional certification: PHR, SPHR, or CDFM
  - JQO Progression: JPME II and/or Joint Tour

Human Resources Officer

Merit Reorder Considerations

Sustained superior performance –trait average consistently above RSCA- in positions of increased responsibility, complexity, and judgement should be the primary consideration for Merit Reorder.

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Top recognized performer consistently above RSCA with breakout performance (EP Hard break, #1 or #2 soft break in source community and/or subsequent HR tour(s)
  - Completion of HR related Master's degree, particularly graduate education, in Operations Research Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent (3XXX).
  - Command eligible (2D1)
  - HR career track (FD, FM, FR2) Intermediate
  - Current Professional Certification including PHR, SPHR, or CDFM
- **Valued achievements prior to COMMANDER**
  - Top recognized performer consistently above RSCA with breakout performance (EP Hard break, #1 or #2 soft break across all assignments, and completed or serving in two of the following tours: lieutenant commander HR Command/Leadership/Sea Screened (CO/XO/OIC/Sea Duty) tour/ HR lieutenant commander milestone.
  - Command eligible or qualified (2D1 / 2D2)
  - Completion of HR related master’s degree, particularly graduate education
  - HR career track (FD, FM, FR2) Intermediate
  - HR PROVEN subspecialty (Q/R suffix): 321X, 3130, 3150, 311X
  - JPME I
- **Valued achievements prior to CAPTAIN**
  - Top recognized performer consistently above RSCA with breakout performance (EP Hard break, #1 or #2 soft break across all assignments, and completed or serving in CDR HR Command / Leadership Screened (CO/XO/OIC) tour and CDR HR Milestone tour
  - Major Command eligible (RLC)
  - Completion of HR related master’s degree, particularly graduate education
  - Fleet N1/TYCOM/HQ/Major Staff experience
  - HR PROVEN subspecialty (Q/R suffix): 321X, 3130, 3150, 311X
  - HR career track (FD, FM, FR2) Expert
  - JQO

Backup Slides

Career Track (CT)– Framework

Active Component HR (1200) only

Core Competency Areas

- Development
- Recruiting
- Management
- Requirements

New Framework

Career Tracks

- Force Development
- Force Management
- Force Requirements & Resourcing

EXISTING HR AQDs

RA1-4	PHR/SPHR/GPHR/CPT	RDX	Development
RB4-6	HR Milestone	REX	Management
RC4-6	HR Post-MS	RFX	Recruiting
		RGX	Requirements

VALUED SUBSPECIALTIES

31XX	Financial Management	3150	Training & Education
3130	Manpower Systems Analysis	321X	Operations Analysis
S	18 Month Experience Tour	P	Graduate Degree
R	Two Separate 18 Mo. Tours - Proven	Q	(P) Degree + 18 Mo. Tour – Proven

- Retain existing AQDs
  - CCA AQDs still in use by 1205/1207

New AQDs

CAREER TRACK CODES

RIX	Force Development (FD)
RJX	Force Management (FM)
RKX	Force Rqmt/Resourcing (FR2)

R_X	Competency Level	Min. Experience
A	Novice	≥ 1 tour
B	Intermediate	≥ 2 tours + PQS
C	Advanced	≥ 3 tours + PQS
D	Expert	≥ 4 tours

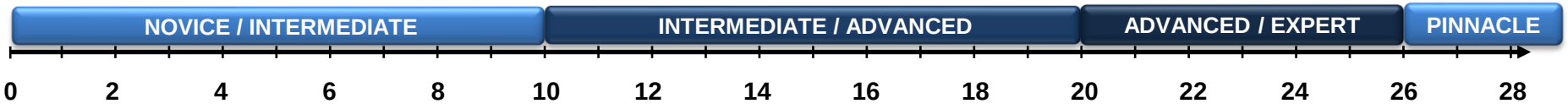
CAREER DEVELOPMENT CODES

RL4/5/C/S	HR Leadership/Sea	RH4/5	HR Headquarters
RPX	Pers, Pay, & Policy	RMX	Manpower Rqmts
ROX	Financial Rqmts	RNX	N1
RQX	Enterprise Support	RFX	Recruiting

Deliberate competency development and detailing to deliver the most fully qualified HR officers

CT Competency Development

Active Component HR (1200) only



General Business Rules

- Tour completion credit tracked for all HR Career Track tours.
- Competency progression tracked only in designated career track (FM, FR2, FD)
- Personal Qualification Standard (PQS) developed for INT/ADV levels
- AQDs also to track Leadership/Sea/HQ/Career Development experience

NOVICE

A Career Track (CT) assigned as primary HR competency area AND

Successfully completed at least 18+ months in a qualifying HR CT billet AND

Successful completion of community competency level requirements

INTERMEDIATE

A CT assigned as primary HR competency area AND

Successfully completed at least two additional 18+ month assignments in qualifying force HR CT billets AND

Successful completion of community competency level requirements

ADVANCED

A CT assigned as primary HR competency area AND

Successfully completed at least three additional 18+ month assignments in qualifying force HR CT billets AND

Successful completion of community competency level requirements

EXPERT

A CT assigned as primary HR competency area AND

Successfully completed at least four separate 18+ month assignments in qualifying HR force management billets AND

Successful completion of community competency level requirements

Force Development Career Path (RIX)

Pinnacle Assignments:
NETC EA** (NOM)

Development/Training (3150)		Talent Acquisition/Recruiting (RFX)
NETPDC CO CSS CO HRCOE Director NSTC COS/CO Staff	13	NRC COS/CO Staff NRC Region Commodore NRC Department Heads USMEPCOM Sector Commander
NTTC CO RTC, OTC, TSC XOs RTC, OTC Training Directors NETC Branch Heads NPS, NWC, HRCOE Deputy Directors	37	NTAG Commanding Officers USMEPCOM Battalion Commanders/MEPS COs NRC Division Directors NRC Region Deputy Commanders USMEPCOM Sector Deputies
NTTC XO CVN Afloat TRAINOs RTC, OTC, HRCOE Branch Heads NETC Deputy Director	50	NRC Branch Heads & CAG NRC Region Division Directors NTAG EPO/OPO NORU Department Heads MEPS COs
RTC, OTC, TSC Department Heads NETC, NSTC Program Leads	77	NRC Program Managers NRC Region Operations Officer NTAG EPO/OPO
	13	Officer Recruiters USMEPCOM MEPS Operations Officer

Total FD Billets = 190

Force Management Career Path (RJX)

Talent Management
HR Service Delivery

Pinnacle Assignments:
NPC EA** (NOM)

N1/J1 (RNX)

MNCC COS/CO Staff PERS-4 DIVDIRs PERS-44 RL/Staff Dir NPPSC CO MNCC HRSC Dir, Business OPS Dir OPNAV N132	33	TYCOM N1s, COCOM J1s Enterprise N1s, # Fleet N1s N1/J1 DIVDIRs
TPU COs, TSC COs MNCC EA BUPERS-3 OCM PERS-4, PERS-8 Branch Heads, OPNAV N132, N130	50	Deputy N1/J1s N1/J1 DIVDIRs
TPU CO TPU Executive Officers RSC OICs PERS-4, PERS-8 Section Heads OPNAV N130, N132 Section Heads MNCC CAG	55	Deputy N1 N1/J1 Branch Heads Manpower / Personnel Department Heads
RSC, TPU OICs NPPSC, TSC, TPU Department Heads PERS-4, PERS-8 Action Officers OPNAV N130 Action Officer	51	Manpower / Personnel Department Heads Administrative Officers
	1	Manpower / Personnel

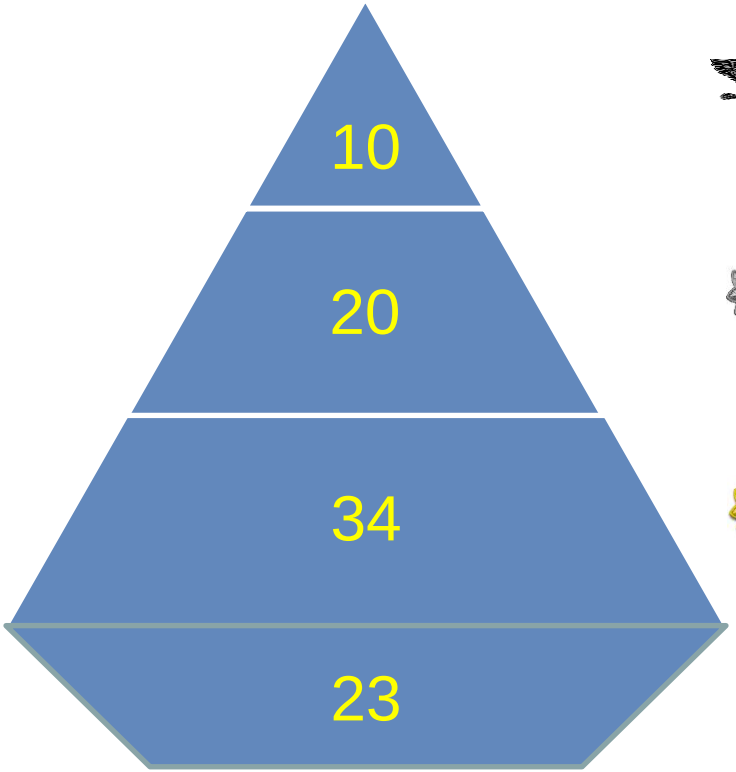
Total FM Billets = 189

Force Requirements and Resourcing Career Path (RKX)

Financial Mgmt (ROX)
Analytics (3211)

Pinnacle Assignments:
ES Deputy Director
ASN(M&RA) EA & CNP EA

Manpower (RMX)
Enterprise Support (RQX)



OPNAV N1 Strategic Programming BR HD FSA 01 N1T DIR Research & Modeling		OPNAV N10B, N13, FSA Deputy NAVMAC XO/CO (fleet-up) PERS 45 DIV DIR
OPNAV N100, N102 N814M NAVMAC Code 50, NETC RRL Deputy BUPERS, TRANSCOM OR Analysts		ES Strat Plan, ES MNCC Manpwr Analyst, OPNAV N801, N9IM&T, N95 NAVMAC Mgrs, OSD HR & ES
ES Analysts ED TRA PLN Analysts Recruiting Analysts PERS PLN Analysts		OPNAV N100, N123, N13M, N1Z N323 Analysts NAVMAC Analysts
NAVMAC Analysts ED TRA PLN Analysts Recruiting Analysts PERS PLN Analysts		OPNAV N125, N10, N100 NAVMAC Analysts

Total FR2 Billets = 87