Human Resources Community Health Update

Aug 2023

1200 Officer Community Manager (OCM)
CDR Shaina Hogan turning over with
CDR Endia Mendez on 31 Aug 23

1205 OCM
LCDR Dustin Hoskins

1207 OCM
CDR Mark "Turk" MacNamara

Community Sponsor
VADM R. J. Cheeseman

Community Leader
RDML Stuart Satterwhite

Flag Advisor (RC)
RDML Michael Schwerin

HR Community Overview

Timeline:

2001 — 2007 — 2008 — 2009 — 2010-11 — 2013 — 2014 — 2015 — 2020 — 2021 — 2022 — 2023

HR Certification Requirements

HR Strategic Plan

HR Strategic Plan 2025

- **HR Community Established**
- HR Center of Excellence
- HR Governance EB/BoDs/Region Captains Reserve Community
- HRCOE Introduction & Advanced Courses
- HR Reserve Community Flag
- HR Intermediate Course
- Command Qualification Program
- Community at Full Inventory
- Annual HR Professional Development and Training Course
- AC Career Track Rollout
- HRCOE to Newport & MNCC Flag billet
- HR ISPP

Flag Leader RDML Satterwhite

Flag Advisor RDML Schwerin (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: 7-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 (in development)

- **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)
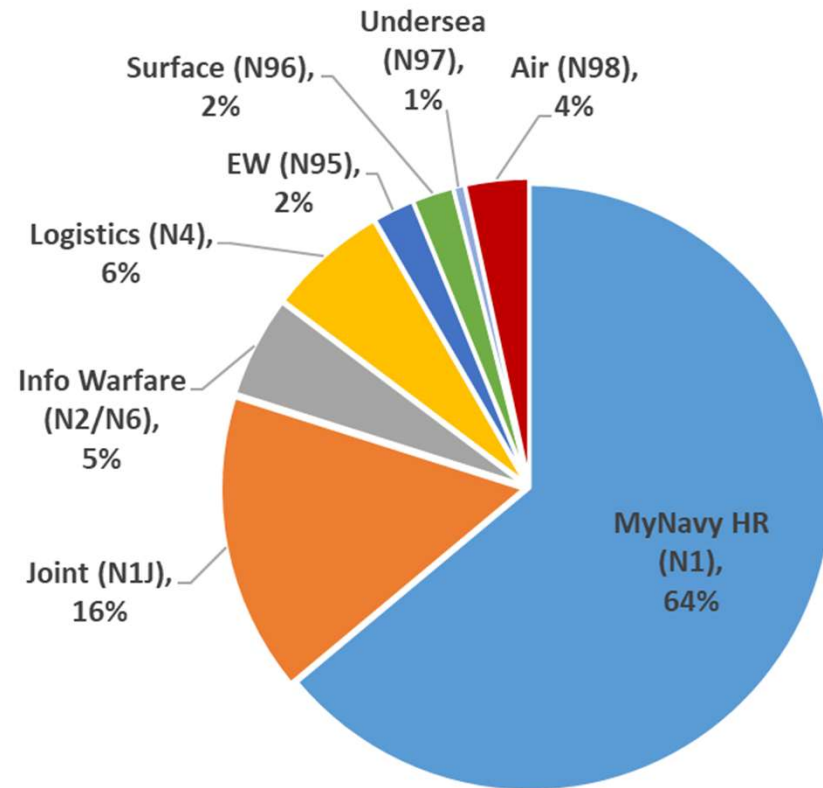   - 1 Financial Management (3111)
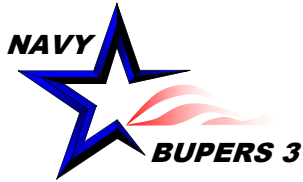
HR Community Overview

HR (1200) Source Community Breakout

- Reserve Desig, 10%
- 1200 - Direct, 3%
- Staff Corps, 2%
- RL, 3%
- LDO, 3%
- URL - Active, 79%
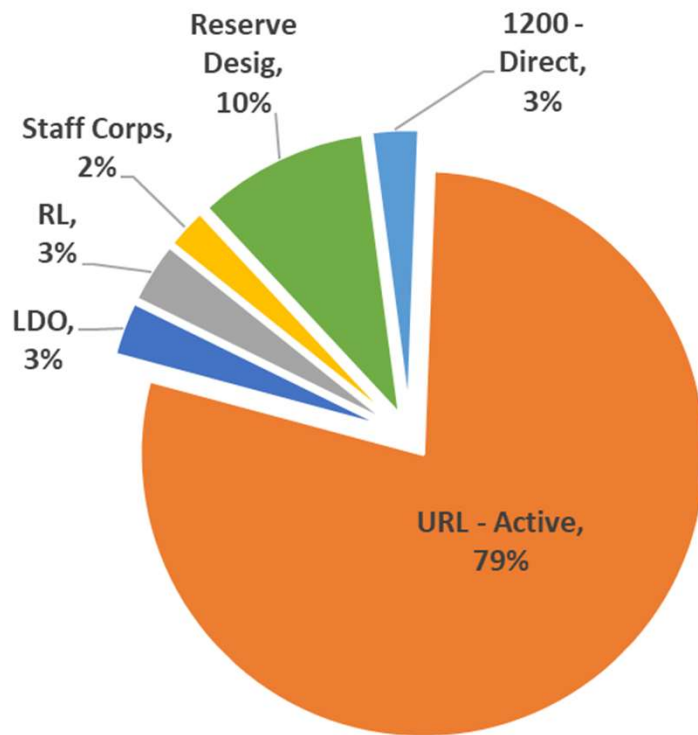
HR (1200) Billet Breakdown

- Surface (N96), 2%
- Undersea (N97), 1%
- Air (N98), 4%
- EW (N95), 2%
- Logistics (N4), 6%
- Info Warfare (N2/N6), 5%
- Joint (N1J), 16%
- MyNavy HR (N1), 64%

HR Community accesses its Officers from 31 different Navy designators
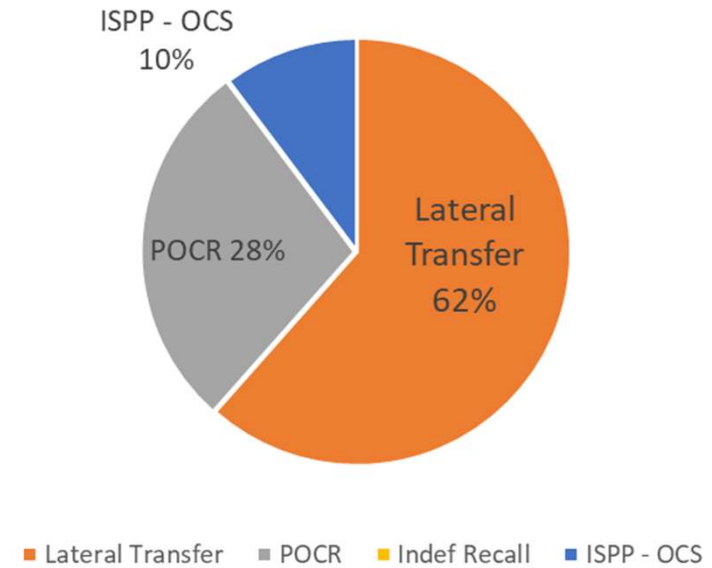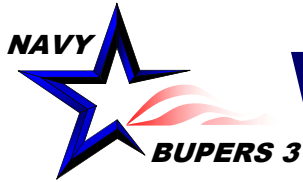
Accessions (1200)

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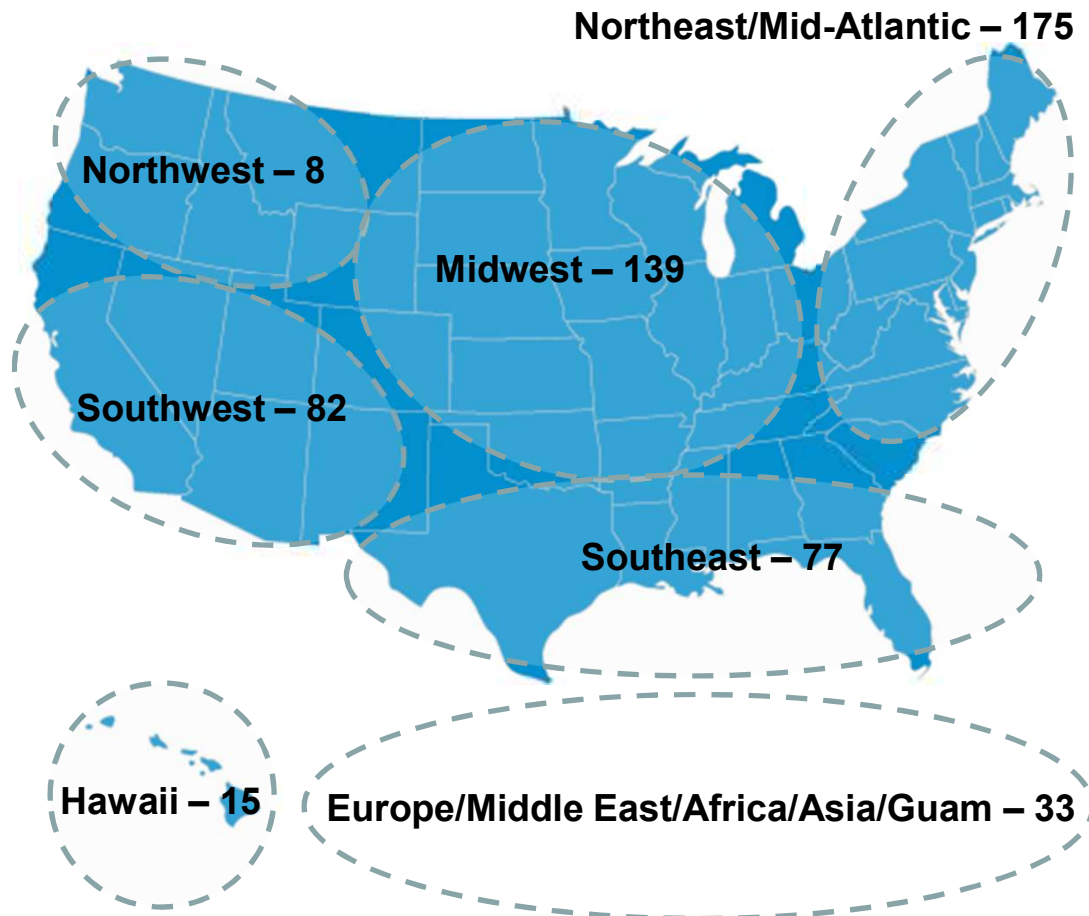 - Indefinite Recall
  - HR In-service Procurement Program (ISPP)

FY23 HR Accessions

Legend: ■ Lateral Transfer ■ POCR ■ Indef Recall ■ ISPP - OCS

| | LEFT SIDE ACCESSIONS | | | | | | | RIGHT SIDE ACCESSIONS | | | | TOTAL ACCESSIONS | |
| | DIRECT ACCESSIONS | | INDEF RECALL | | ISPP | | | POCR | | LATERAL TRANSFER | | | |
	GOAL	EXEC	GOAL	EXEC	GOAL	SHIPPED	EXEC	GOAL	EXEC	GOAL	EXEC	GOAL	EXEC
FY24	2		4		9			15		38		68	0
FY23	0	0	0	0	4	6		13	11	35	24	52	35
FY22	2	2	2	2				19	24	32	27	55	55
FY21	1	1	4	4				19	21	29	27	53	53

Worldwide Presence – 529 Billets

Northeast/Mid-Atlantic – 175

Northwest – 8

Midwest – 139

Southwest – 82

Southeast – 77

Hawaii – 15

Europe/Middle East/Africa/Asia/Guam – 33

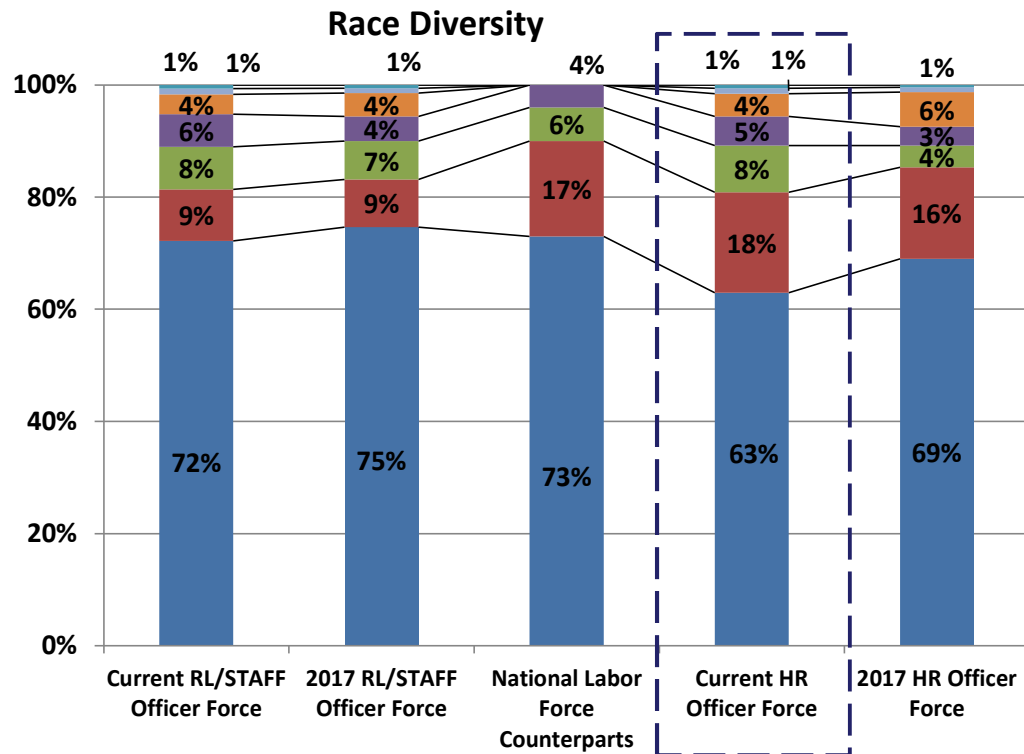| BSO	Billet Types
CHNAVPERS	Manpower Plan, Personnel Plans & Policy, Recruiting, Reserve Support, Budget M&P, Training, CO, XO, IT Mgt, Ops Analysis, MNCC
USFFC	Manpower/Personnel Plan (N1X), Training Afloat, Force Integration,
COMPACFLT	Manpower/Planning (N1X), Afloat Training, Fleet Distribution
OSD/JCS	Director, Chief, Manpower Plans, Joint Requirements, Deputy Director Training, Director Planning & Programming
NETC	Training, CO, XO, Manpower Plans, NR OTC Newport OIC
CNRFC	Manpower Plans/Mgt, Financial Mgt, IT Systems Mgt
AFRICOM/ SOUTHCOM/ STRATCOM/ EUCOM/ SOCOM/ NORTHCOM	Chief Navy, Chief Navy, Chief DSP, Personnel Plans, Chief HR Div, Personnel P&P, ADP Plans
CNIC	Manpower/Personnel Plans, OSO

~40% of billets reside in the Capital Region and Millington
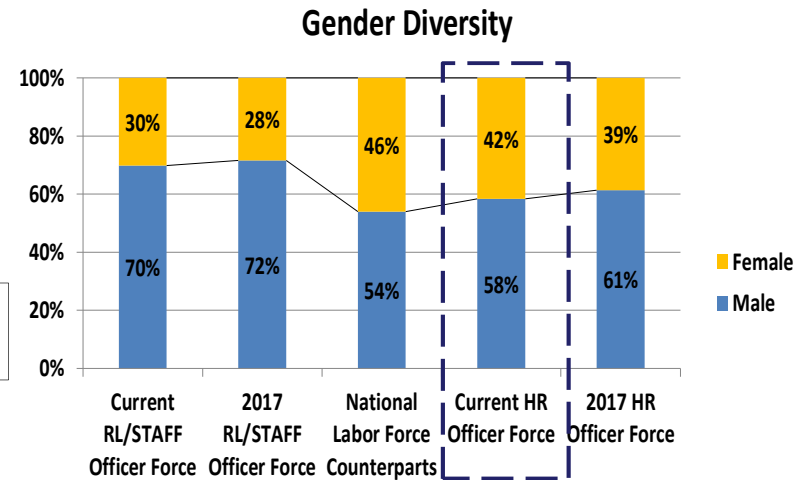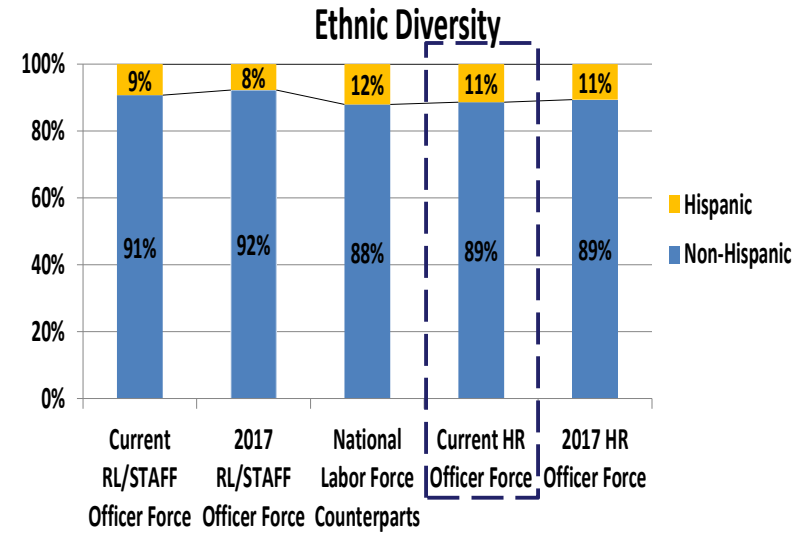
Source: ANF (EOM HR Inventory JAN 2022)
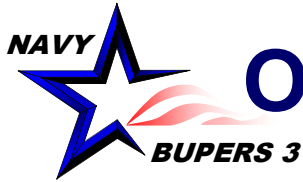
Officer Demographics Comparison

Race Diversity

Race Diversity stacked bar chart:

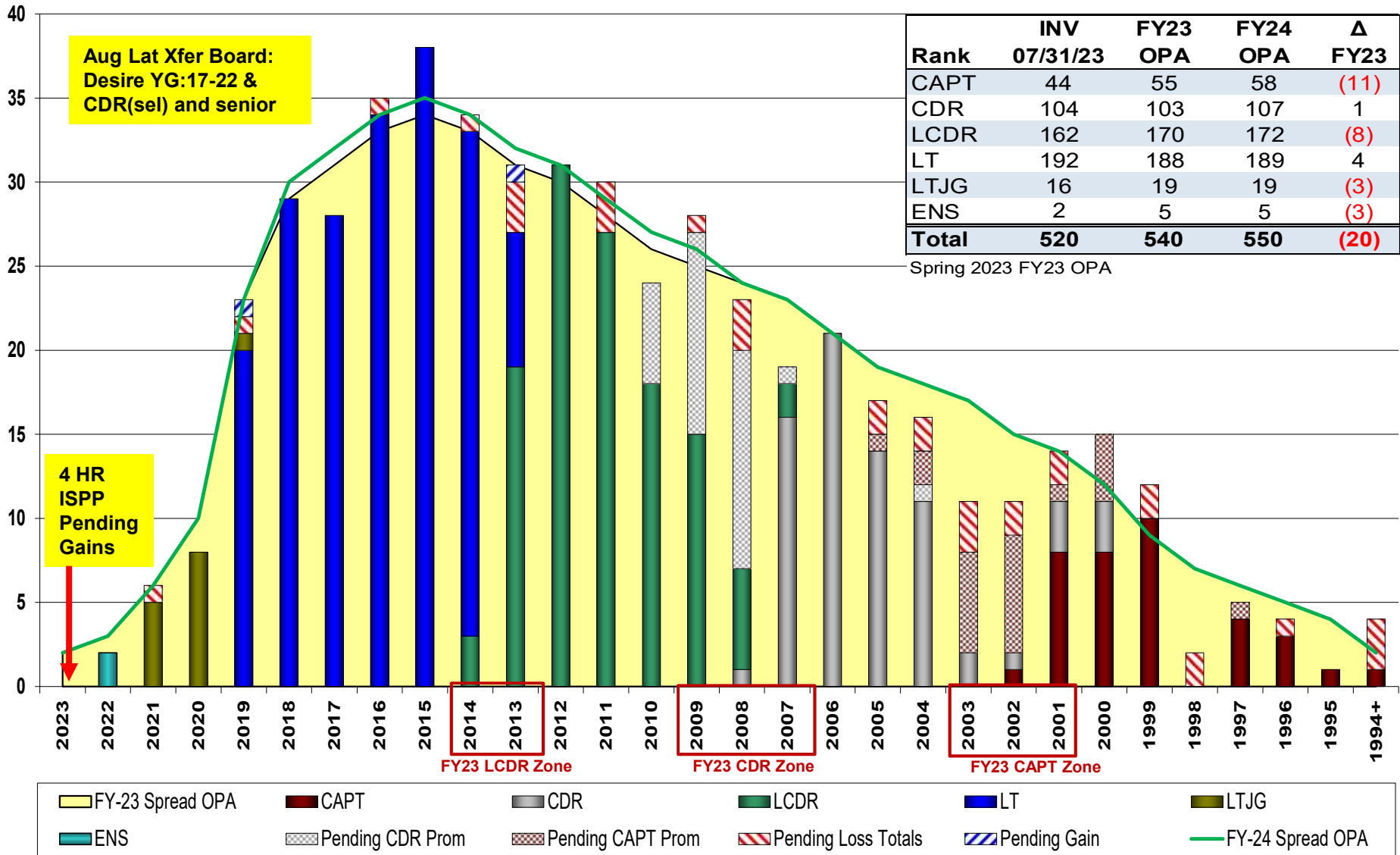|	Current RL/STAFF Officer Force	2017 RL/STAFF Officer Force	National Labor Force Counterparts	Current HR Officer Force	2017 HR Officer Force
(top)	1% / 1%	1%	4%	1% / 1%	1%
Decline to Respond	4%	4%		4%	6%
Multiracial	6%	4%	6%	5%	3%
Asian	8%	7%		8%	4%
Black or African American	9%	9%	17%	18%	16%
White	72%	75%	73%	63%	69%

Legend:
- White
- Black or African American
- Asian
- Multiracial
- Decline to Respond
- American Indian/Alaska Native
- Native Hawaiian or Other Pacific Islander

- USN Data: NOPPS, 31 DEC 2022.
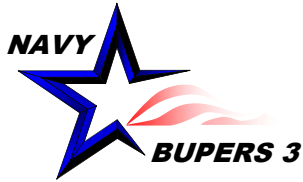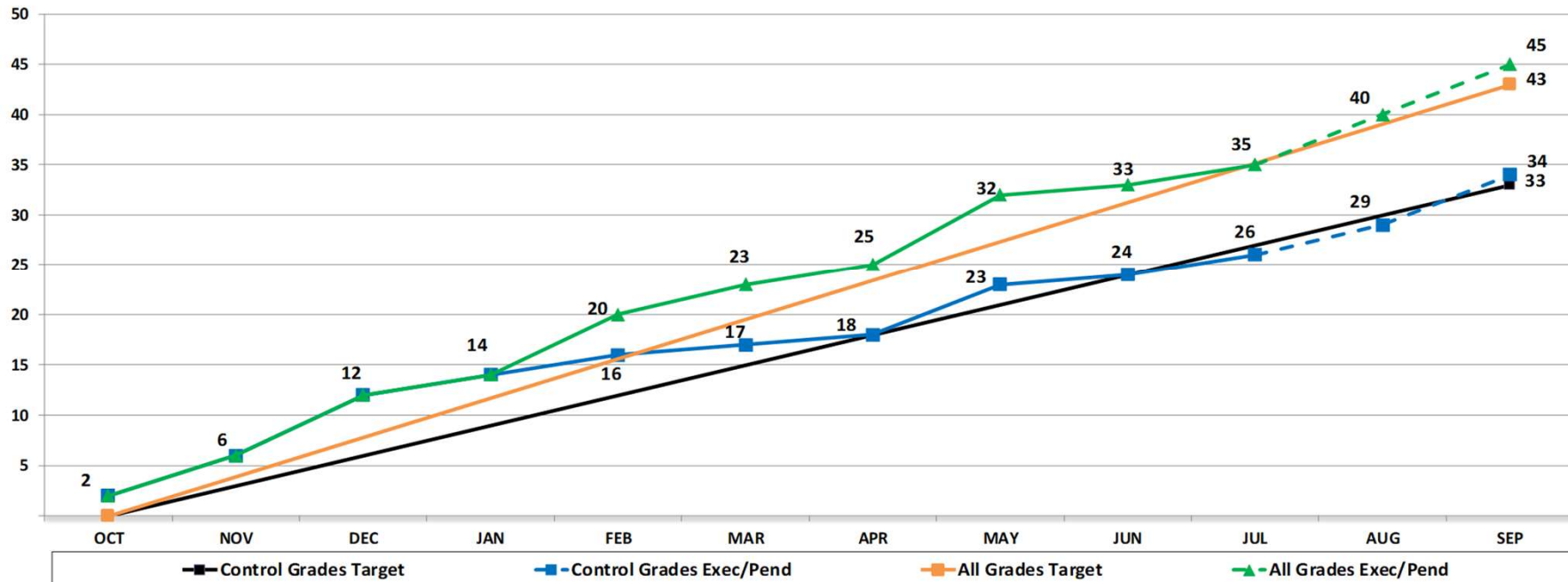- National Labor Data HR equivalent Occupations, OPNAV N17

Ethnic Diversity

	Current RL/STAFF Officer Force	2017 RL/STAFF Officer Force	National Labor Force Counterparts	Current HR Officer Force	2017 HR Officer Force
Hispanic	9%	8%	12%	11%	11%
Non-Hispanic	91%	92%	88%	89%	89%

Gender Diversity

	Current RL/STAFF Officer Force	2017 RL/STAFF Officer Force	National Labor Force Counterparts	Current HR Officer Force	2017 HR Officer Force
Female	30%	28%	46%	42%	39%
Male	70%	72%	54%	58%	61%

Length of Service Chart

Rank	INV 07/31/23	FY23 OPA	FY24 OPA	Δ FY23
CAPT	44	55	58	(11)
CDR	104	103	107	1
LCDR	162	170	172	(8)
LT	192	188	189	4
LTJG	16	19	19	(3)
ENS	2	5	5	(3)
Total	**520**	**540**	**550**	**(20)**

Spring 2023 FY23 OPA

Aug Lat Xfer Board: Desire YG:17-22 & CDR(sel) and senior

4 HR ISPP Pending Gains

FY23 LCDR Zone

FY23 CDR Zone

FY23 CAPT Zone

Legend: FY-23 Spread OPA · CAPT · CDR · LCDR · LT · LTJG · ENS · Pending CDR Prom · Pending CAPT Prom · Pending Loss Totals · Pending Gain · FY-24 Spread OPA

HR Loss Tracker Report

FY23 HR Community Losses Snapshot July 2023

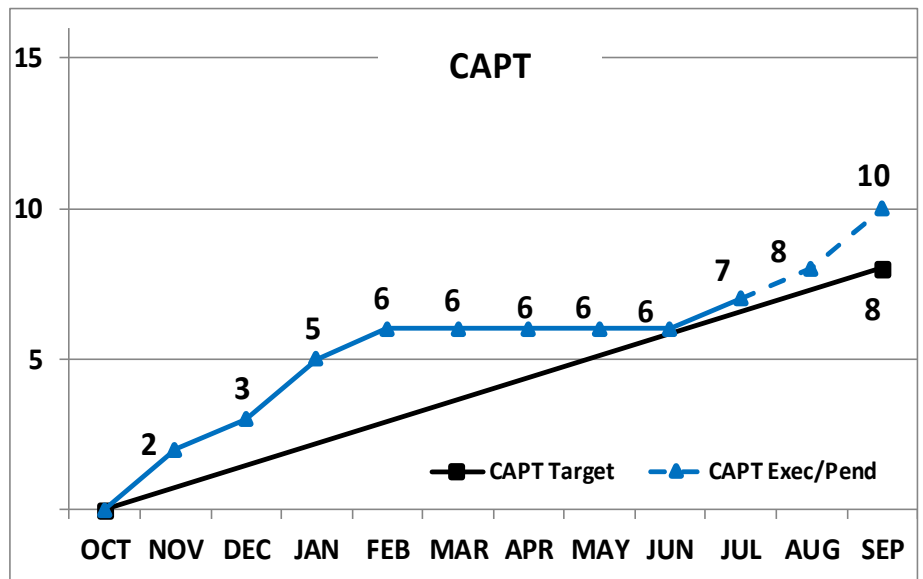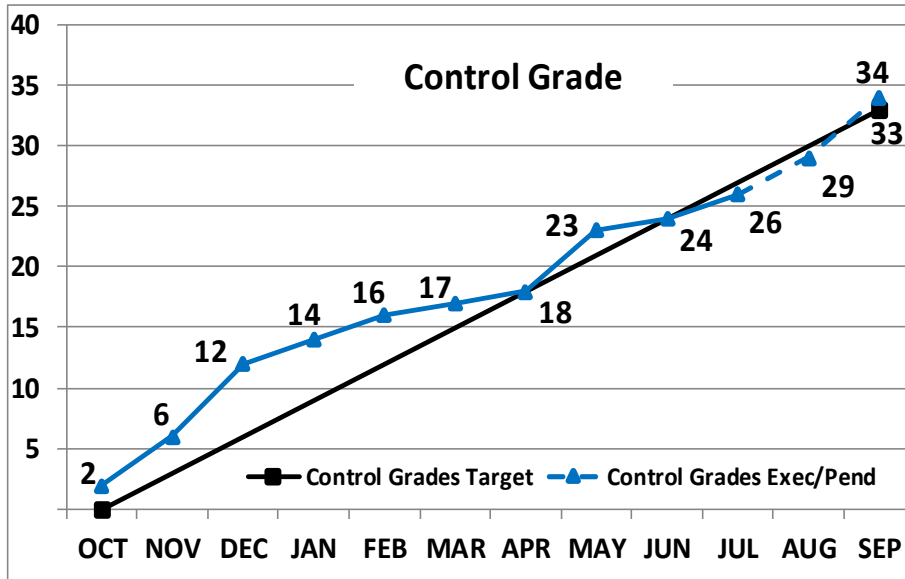|	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23 Target	Unweighted Historical LOSSES Average 2013-2022
CAPT	7	9	4	4	7	7	11	3	10	13	8	8
CDR	13	10	9	11	6	12	12	7	9	5	14	9
LCDR	6	7	10	7	11	9	15	9	13	11	11	10
LT	13	8	9	5	8	8	9	14	8	3	9	9
LTJG	1	1	0	1	1	0	1	0	0	1	1	1
ENS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	40	35	32	28	33	36	48	33	40	33	43	37

	FY23 Actual Losses	FY23 Pending Losses	FY23 LOSSES as % of Planned FY losses	FY23 LOSSES Actual + Pendings	FY23 LOSS Target O4-O6 FY24 Prom Plan & O1-O3 10-YR Av	FY24 LOSS Target O4-O6 FY24 Prom Plan & O1-O3 10-YR Av	FY24 Pending Losses
CAPT	7	3	125%	10	8	7	4
CDR	16	3	136%	19	14	10	6
LCDR	3	2	45%	5	11	10	5
LT	9	2	122%	11	9	9	3
LTJG	0	0	0%	0	1	1	0
ENS	0	0	NA	0	0	0	0
TOTAL	35	10	105%	45	43	37	18

Legend: Control Grades Target ; Control Grades Exec/Pend ; All Grades Target ; All Grades Exec/Pend

9

HR Control Grade Losses Snapshot
July 2023

CAPT HR PROMOTIONS FY19-FY23

SECNAV waiver to exceed 60% opportunity in FY21

CDR HR PROMOTIONS FY19-FY23

SECNAV waiver to exceed 80% opportunity in FY21

LCDR HR PROMOTIONS FY19-FY23

SECNAV waiver to exceed 90% opportunity in FY21
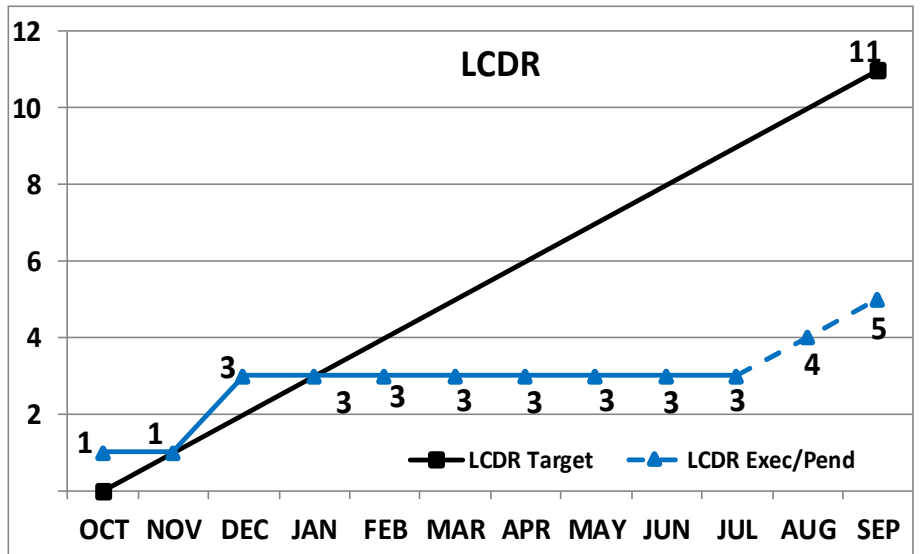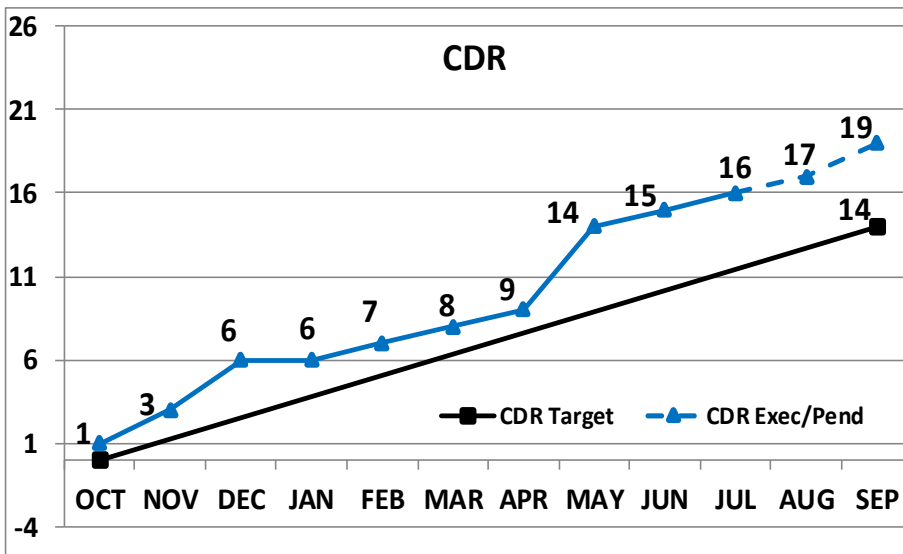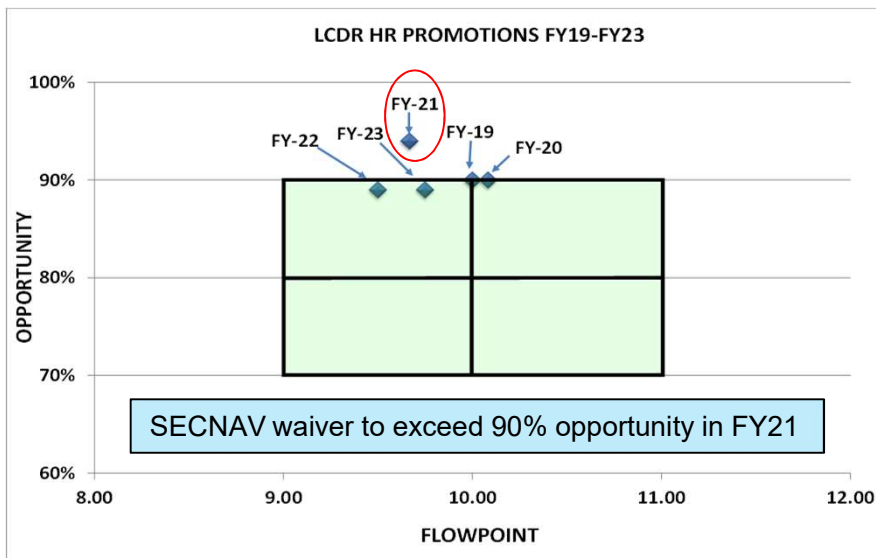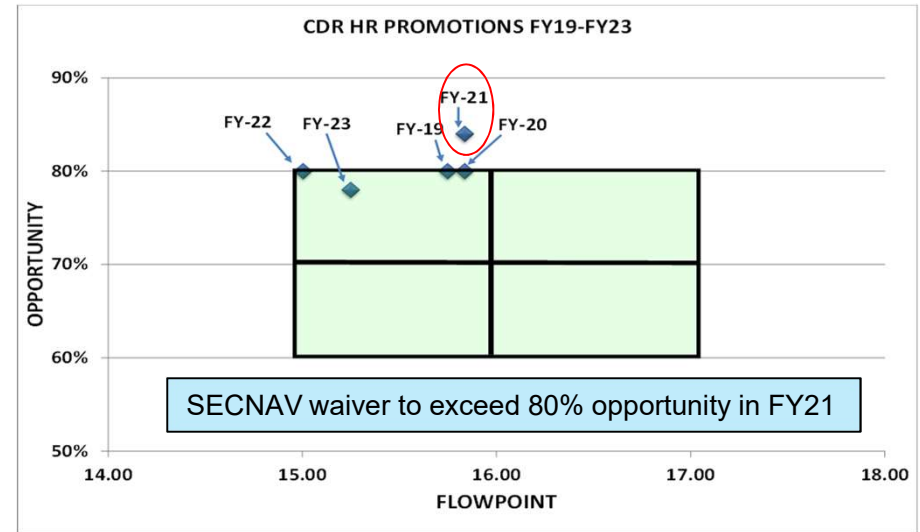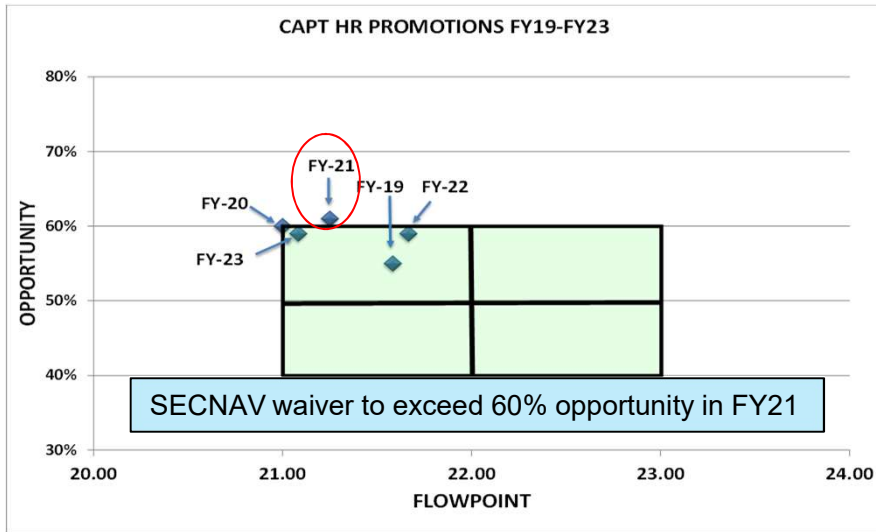
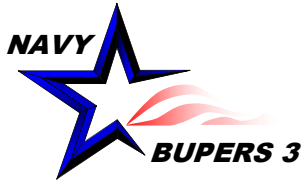| SECNAVINST 1420.1B		FY19	FY20	FY21	FY22	FY23
O6	22 YRS (+/- 1)	21-07	21-00	21-03	21-08	21-01
	50% (+/- 10%)	55%	60%	61%	59%	59%
	SELECTS	8	11	10	9	10
O5	16 YRS (+/- 1)	15-09	15-10	15-10	15-00	15-03
	70% (+/- 10%)	80%	80%	84%	80%	78%
	SELECTS	13	20	27	19	13
O4	10 YRS (+/- 1)	10-01	10-00	09-08	09-06	09-09
	80% (+/- 10%)	90%	90%	94%	89%	89%
	SELECTS	26	29	37	23	29

Takeaways

- HR community is healthy overall, but challenged to meet FIT requirements of critical O6 billets due to 81% O6 inventory
  - Control grade officers **_strategically placed to make the largest impact_** and meet MyNavy HR needs
  - Increased training through formal schools and PQS to **_deliberately develop highly skilled HR Officers_**
  - Conducted 5 question Pulse Survey regarding HR Retention/Culture sent to 95 O5/O6 participants
  - Community leaders conducting a deep dive into 1200 billets and career track/paygrade/geographic location alignment

- Striving to better _integrate HR Service Delivery_
  - HR ISPP PA: inaugural PROREC board concluded (269 eligible applicants & 4 selects)
    - Revised PA routed and approved for FY24 board cycle
  - MNCC Reorg fleet-up model: 6 TSC OPSO/CO Fleet-ups rotating between 6410/1200
  - Incorporated HRSD OCMs (6410/7411) & ECMs (NC, PS, YN) at annual HR Professional Development Training Conference in Jun
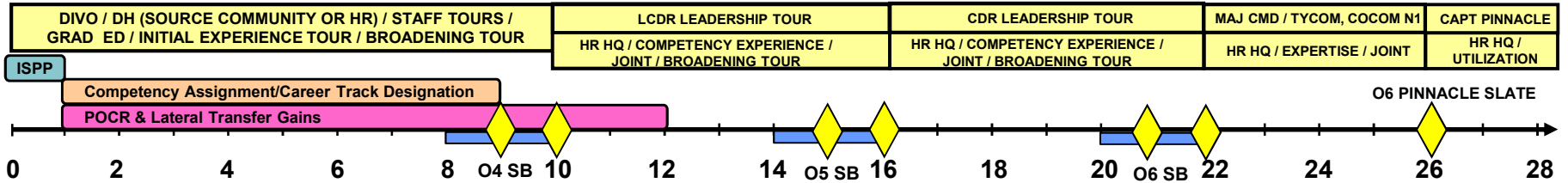
Detailer

Human Resources Officer
FY24 Career Progression

NAVY BUPERS 3

UNITED STATES NAVY · BUREAU OF NAVAL PERSONNEL

Career Timeline

DIVO / DH (SOURCE COMMUNITY OR HR) / STAFF TOURS / GRAD ED / INITIAL EXPERIENCE TOUR / BROADENING TOUR	LCDR LEADERSHIP TOUR	CDR LEADERSHIP TOUR	MAJ CMD / TYCOM, COCOM N1	CAPT PINNACLE
	HR HQ / COMPETENCY EXPERIENCE / JOINT / BROADENING TOUR	HR HQ / COMPETENCY EXPERIENCE / JOINT / BROADENING TOUR	HR HQ / EXPERTISE / JOINT	HR HQ / UTILIZATION

- ISPP
- Competency Assignment/Career Track Designation
- POCR & Lateral Transfer Gains

Timeline markers: 0 2 4 6 8 (O4 SB) 10 12 14 (O5 SB) 16 18 20 (O6 SB) 22 24 26 28

O6 PINNACLE SLATE (at ~26)

Typical Billets & Career Track Quals

	NOVICE	INTERMEDIATE	ADVANCED	EXPERT	PINNACLE
Force Development	Graduate Education Department Heads Action Officers Small Detachment OICs	Small Unit Commanding Officers Executive Officers Officers in Charge Afloat TRAINOs Branch Heads	Commanding Officers Large unit/system Executive Officers Deputy Commanders Division Directors	Major Commanders Directors Division Directors	ASN (M&RA) EA CNP EA NETC EA
Force Rqmts / Resourcing	Graduate Education Department Heads Action Officers Analysts	Branch Heads Lead Analysts	Large unit/system Executive Officers Section Heads Deputy Directors Program Leads	Major Commander Program Managers Deputies	ASN (M&RA) EA CNP EA ES Deputy
Force Management	Graduate Education Department Heads Action Officers Small Detachment OICs	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	ASN (M&RA) EA CNP EA NPC EA

HR-focused Masters, JPME I, HR Introductory Course, HR-Valued Professional Certification | JPME II, JQO, HR Advanced Course, HR-Valued Professional Recertification, SME Development

VALUED BILLET DESCRIPTIONS

Broadening Tours: Career broadening outside of MyNavy HR (e.g., Flag Aide, EA, DEA, Tour with Industry, Joint, In-Residence Grad Ed)

Experience Tours: Expertise development via Fleet/Staff Action Officer tours within MyNavyHR (e.g., Divo, DH, OIC/Staff, Detailer)

HR Headquarters Tours: Represent challenging HR staff assignments at SECNAV/ASN, CNP/OPNAV, DCNP/NPC commands

Leadership Tours: Board screened command positions at LCDR - CAPT

Milestone Tours: Most difficult non-command tours filled by highly skilled screened officers. (e.g., Finance Mgmt/OA, N1/J1 Expanded Opportunities)

Pinnacle Billets: Most challenging senior O6 HR billets – must be well-rounded and fully qualified to hold (e.g., CNP EA, ES Deputy, NPC EA, or ASN (M&RA) EA)

Sea Tours: Deployable HR assignments within type 2 or type 4 commands

CAREER TRACK AQDS

- Force Development (FD)
- Force Management (FM)
- Force Rqmt/Resourcing (FR2)

Competency Level	Min. Requirements
Novice	1 Tour
Intermediate	≥ 2 Tours + PQS
Advanced	≥ 3 Tours + PQS
Expert	≥ 4 Tours

VALUED SUBSPECIALTIES

Code		Code	
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

CAREER DEVELOPMENT AQDS

HR Leadership / Sea	HR Headquarters
Pers, Pay, & Policy	Manpower Rqmts
Financial Rqmts	N1
Enterprise Support	Recruiting

◆ HR Leadership Admin Screen Boards

Human Resources Officer
FY24 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).

- In CY 2021 HR Command, Leadership, and Sea Screened billets (CO/XO/OIC/Sea Duty) were distinguished from HR Milestone billets to create a separate community value. In CY 2021 completion of an HR Leadership (CO/XO/OIC) tour and an HR Headquarters (SECNAV/OPNAV/NPC) tour as a LCDR or CDR were added as community values.

- Valued achievements prior to LIEUTENANT COMMANDER
  - Sustained superior performance in HR and/or source community tours
  - Attainment of source community qualifications
  - Progress toward or completion of master's degree, particularly HR-focused (3XXX) graduate education (Operations Research Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management or civilian equivalent). NOB FITREP from in-residence education should not be viewed negatively.
  - Command eligibility
  - Current Professional certification: PHR, SPHR, or CDFM

- 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
  - Completion of master's degree, particularly HR-focused graduate education
  - Command eligible or Command qualified
  - 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 (SECNAV/OPNAV/NPC) tour
  - Advanced or higher in primary career track
  - Major Command eligible
  - Current Professional certification: PHR, SPHR, or CDFM
  - JQO Progression: JPME II and/or Joint Tour

Human Resources Officer
FY24 Merit Reorder Considerations

Sustained superior performance 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 in source community and/or subsequent HR tour(s)
  - Meets one or more HR community competency skill requirements identified in convening order
  - Professional Certification including PHR, SPHR, or CDFM
  - Completion of Master's degree in HR-focused subspecialty including Operations Research Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent (3210P, 3130P, 3150P, 311XP, 3XXXP)
  - Command eligible
- Valued achievements prior to COMMANDER
  - Top recognized performer across all assignments, and completed two of the following tours LCDR HR Command / Leadership / Sea Screened tour (CO/XO/OIC/Sea Duty)
  - Command eligible or qualified
  - Meets one or more HR community competency skill requirements identified in convening order
  - Documented depth of experience (3 or more tours) within at least one HR career track (FD, FM, FR2)
  - HR PROVEN subspecialty (Q/R suffix): (321X, 3130, 3150, 311X)
- Valued achievements prior to CAPTAIN
  - Top recognized performer across all assignments, and completed both CDR HR Command / Leadership Screened (CO/XO/OIC) tour and CDR HR Milestone tour
  - Meets one or more HR community competency skill requirements identified in convening order
  - Documented successful completion of O-6 Major Command eligibility
  - Fleet N1/TYCOM/HQ/Major staff experience
  - Documented depth of experience (4 or more tours) within at least one HR career track (FD, FM, FR2)
  - Diverse HR subspecialty experience, with at least one PROVEN (Q/R suffix): (321X, 3130, 3150, 311X)
  - 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

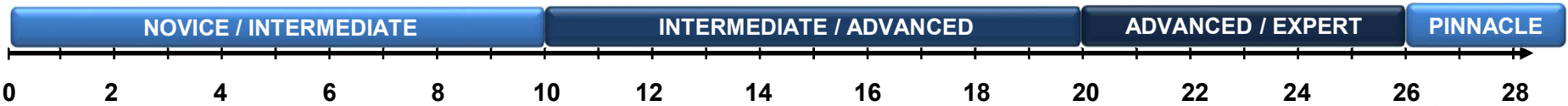|			
RL4/5/C/S	HR Leadership/Sea	RH4/5	HR Headquarters
RPX	Pers, Pay, & Policy	RMX	Manpower Rqmts
ROX	Financial Rqmts	RNX	N1
RQX	Enterprise Support	RFX	Recruiting

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

CT Competency Development
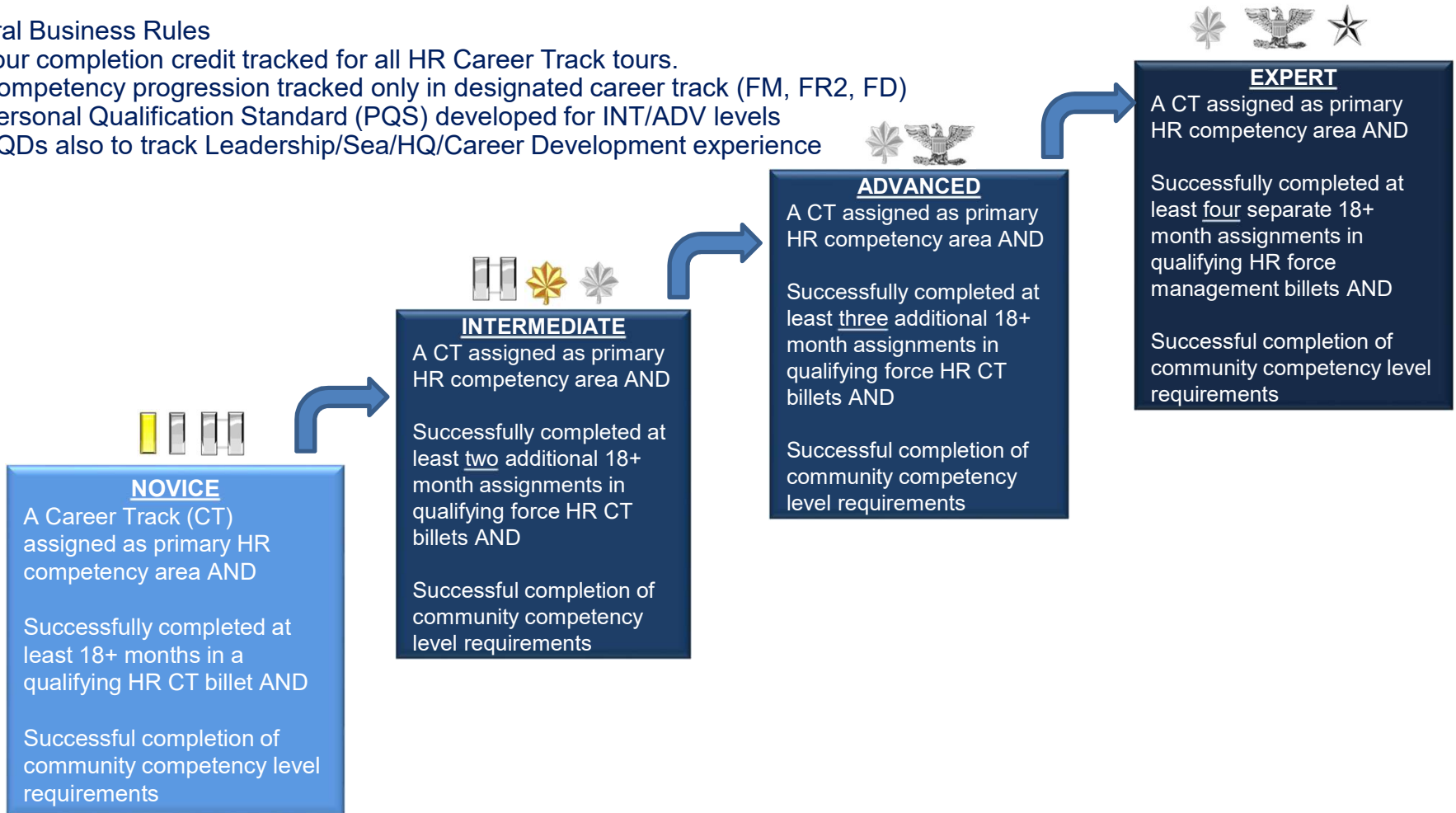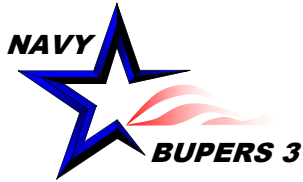## Active Component HR (1200) only

NOVICE / INTERMEDIATE	INTERMEDIATE / ADVANCED	ADVANCED / EXPERT	PINNACLE

0   2   4   6   8   10   12   14   16   18   20   22   24   26   28

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)

Development/Training (3150)

Pinnacle Assignments:
NETC EA** (NOM)

Talent Acquisition/Recruiting (RFX)

Development/Training (3150)

[Eagle/Captain]
- NETPDC CO
- CSS CO
- HRCOE Director
- NSTC COS/CO Staff

[Oak leaf/Commander]
- NTTC CO
- RTC, OTC, TSC XOs
- RTC, OTC Training Directors
- NETC Branch Heads
- NPS, NWC, HRCOE Deputy Directors

[Gold oak leaf/Lieutenant Commander]
- NTTC XO
- CVN Afloat TRAINOs
- RTC, OTC, HRCOE Branch Heads
- NETC Deputy Director

[Double bars/Lieutenant]
- RTC, OTC, TSC Department Heads
- NETC, NSTC Program Leads

Pyramid values
- 13
- 37
- 50
- 77
- 13

Talent Acquisition/Recruiting (RFX)
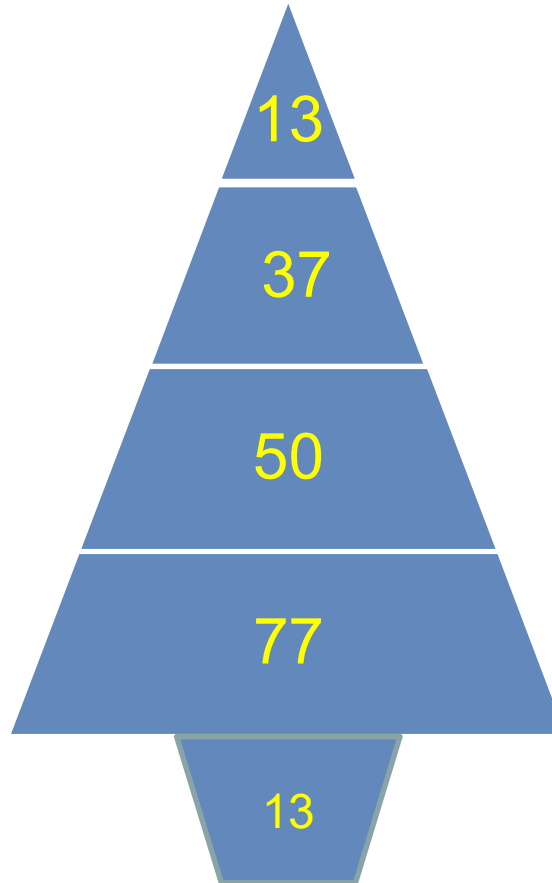
[Eagle/Captain]
- NRC COS/CO Staff
- NRC Region Commodore
- NRC Department Heads
- USMEPCOM Sector Commander

[Oak leaf/Commander]
- NTAG Commanding Officers
- USMEPCOM Battalion Commanders/MEPS COs
- NRC Division Directors
- NRC Region Deputy Commanders
- USMEPCOM Sector Deputies

[Gold oak leaf/Lieutenant Commander]
- NRC Branch Heads & CAG
- NRC Region Division Directors
- NTAG EPO/OPO
- NORU Department Heads
- MEPS COs

[Double bars/Lieutenant]
- NRC Program Managers
- NRC Region Operations Officer
- NTAG EPO/OPO

[Single bar/Lieutenant (junior grade)]
- Officer Recruiters
- USMEPCOM MEPS Operations Officer

Total FD Billets = 190

Force Management Career Path (RJX)

Talent Management HR Service Delivery

N1/J1 (RNX)

Pinnacle Assignments:
NPC EA** (NOM)

| | 33 | TYCOM N1s, COCOM J1s
Enterprise N1s, # Fleet N1s
N1/J1 DIVDIRs |

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
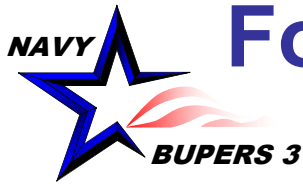Department Heads
Administrative Officers

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)

Financial Mgmt (ROX) / Analytics (3211)	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

Pyramid levels (top to bottom): 10, 20, 34, 23

Total FR2 Billets = 87