



# Human Resources Community Health Update

March 2025

## **1200 Officer Community Manager (OCM)**

CDR Erik Moss

## **1205 OCM**

LT Channell Brown

## **1207 OCM**

CDR Kirk Morris

## **Community Sponsor**

VADM Richard Cheeseman

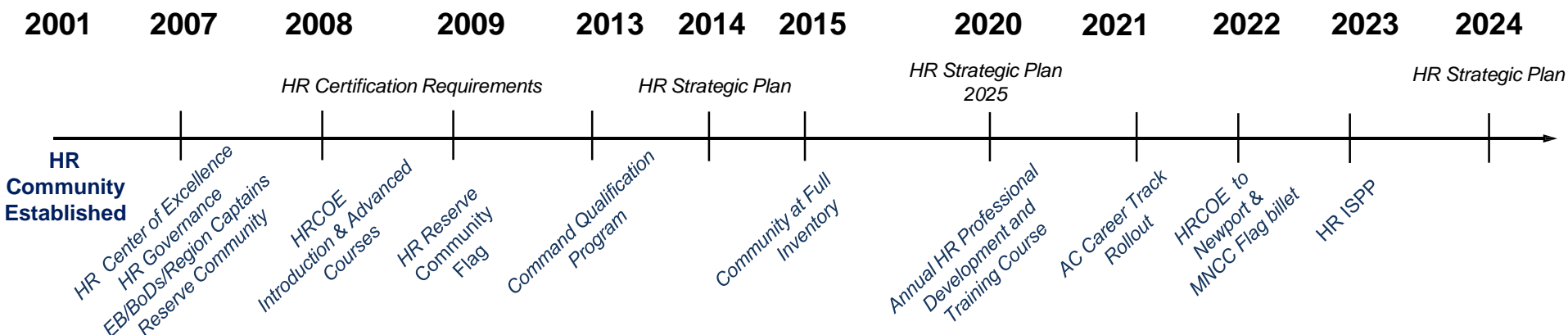
## **Community Leader**

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

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## ■ Training & Certification

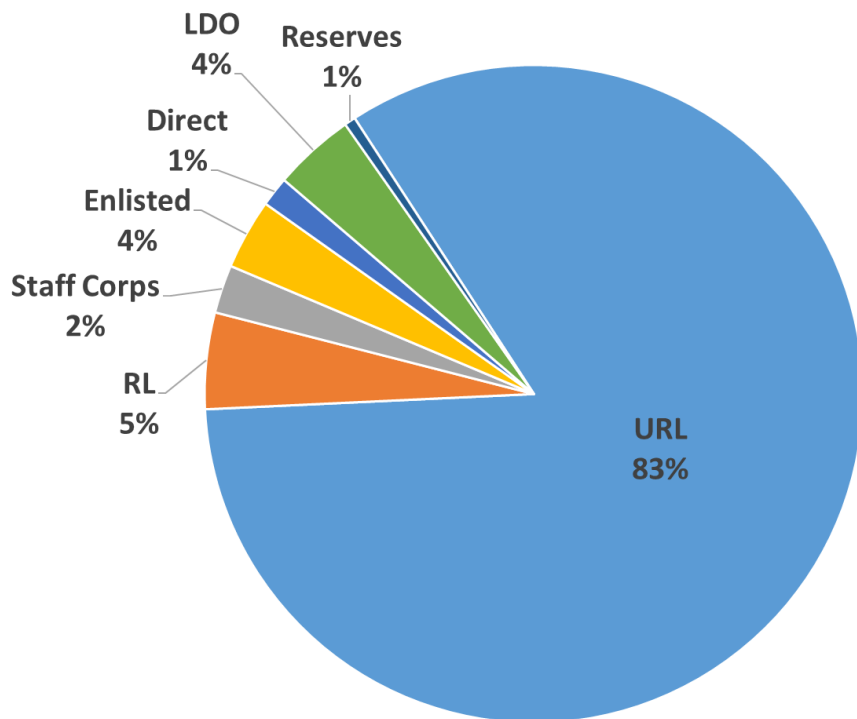
- HR Center of Excellence (HRCOE) Learning Center: Delivering Human Resources (HR) expertise—to define, recruit, develop, assign, and retain a highly skilled workforce for the Navy.
  - HR Professional Development Training Course (HRPDTC): annual 3-day community-wide course
  - HR Introductory Course: 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

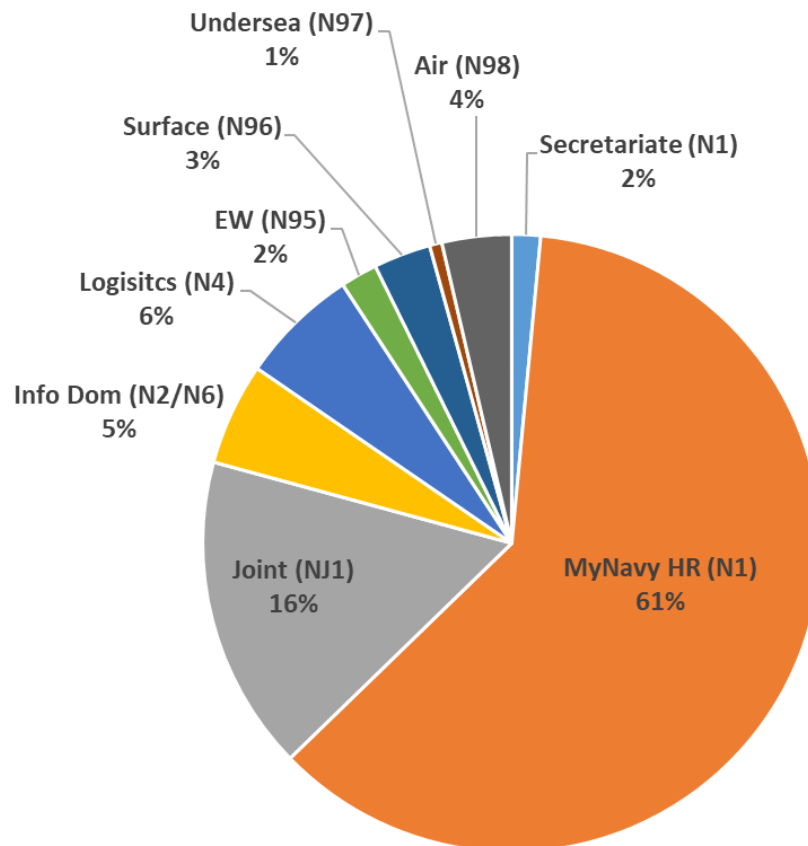
- Enables Human Resources Officers to become authoritative experts within their disciplines and provides the knowledge level necessary to support sailor and fleet requirements
- HR community value “progression towards” prior to LCDR and “completion of” prior to CDR:
  - particularly HR-focused (3XXX) 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**

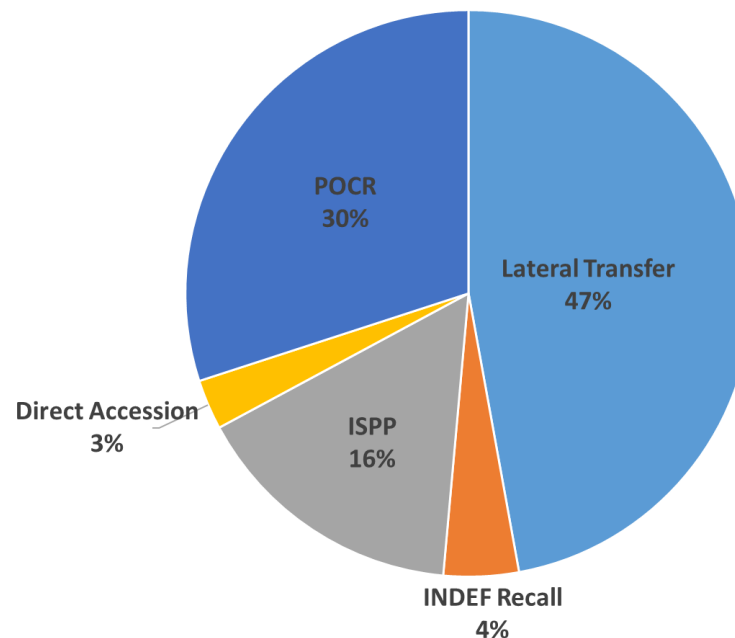
# Accessions (1200)



## FY24 HR Accessions

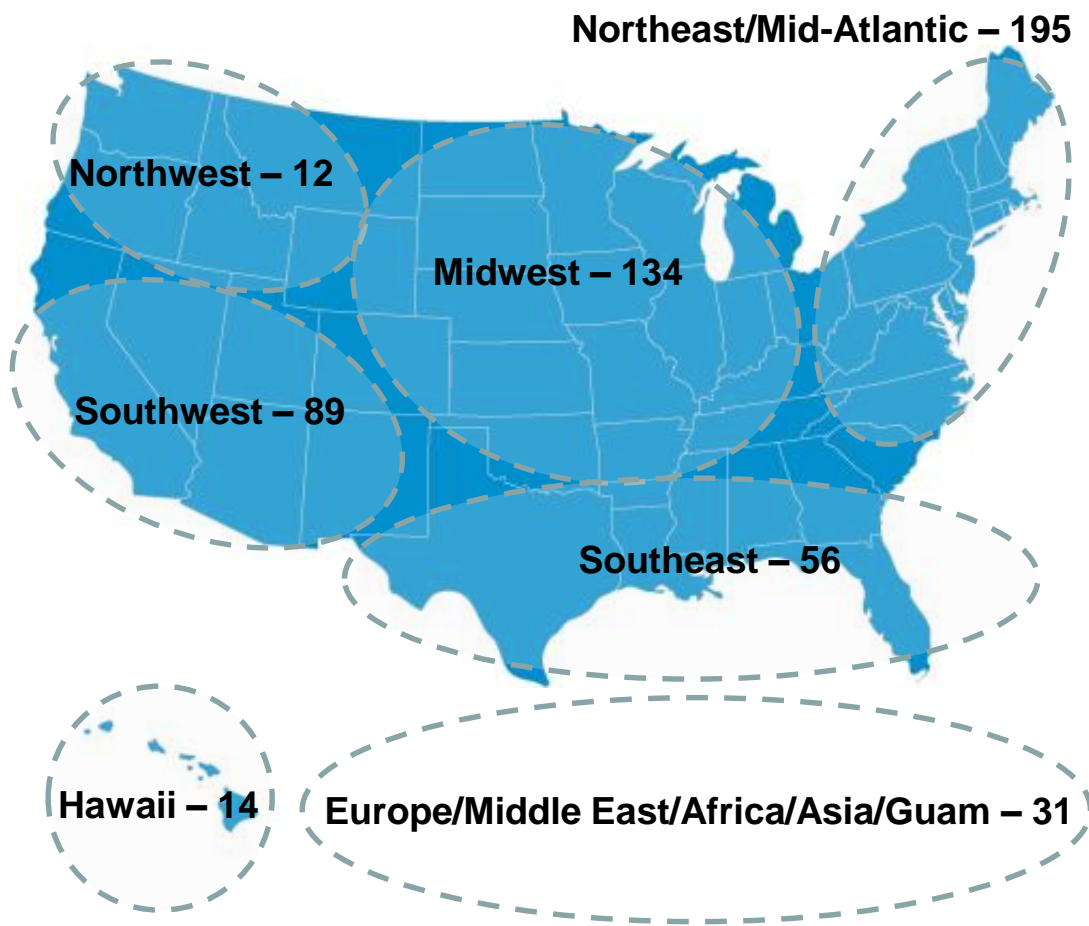
### ■ 4 primary paths into HR

- Lateral Transfer
- POCR
- Indefinite Recall
- HR In-service Procurement Program (ISPP)



	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
FY25	0	0	10	3	4	0	4	16	7	39	22	70	36
FY24	2	2	4	3	9	9	11	15	21	38	33	68	70
FY23	0	0	0	0	4	6	2	13	13	35	34	52	49
FY22	2	2	2	2				19	24	32	27	55	55
FY21	1	1	4	4				19	21	29	27	53	53

# Worldwide Presence – 531 Billets

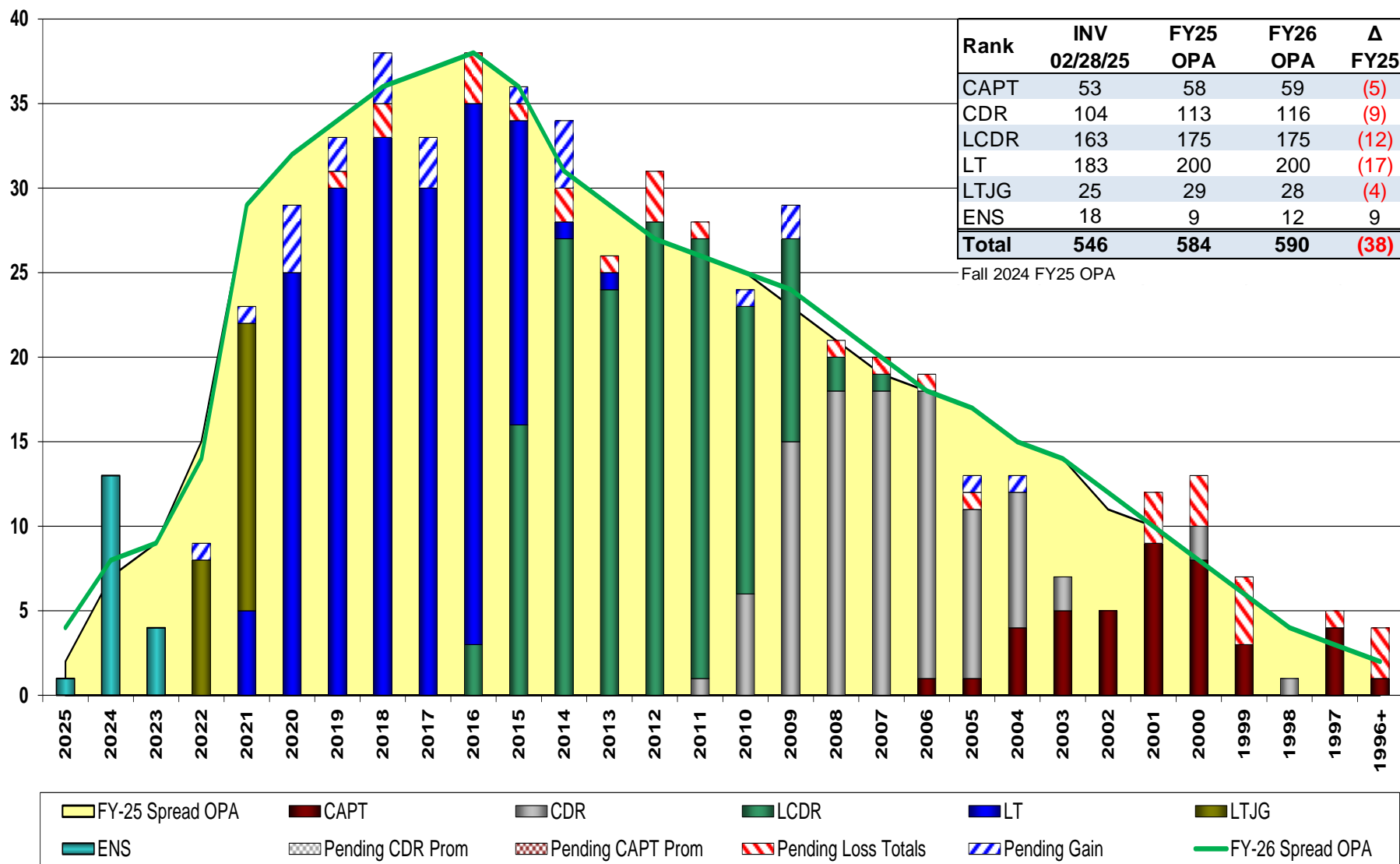


BSO	Billet Types
CHNAVPERS	Manpower Plan/Analyst, Personnel Plans & Policy, Budget M&P, CO, XO, OIC, Distribution, Strength Planner, Pay Policy
USFFC	Manpower/Personnel Plan (N1X), Training Afloat, Force Integration
COMPACFLT	Manpower/Planning (N1X), Afloat Training, Fleet Distribution
OSD/JCS	Director, 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**

# Human Resources (1200) LOS Chart

28 February 2025 (NOPPS and OPAIS data)



# Human Resources (1200) Loss Tracker

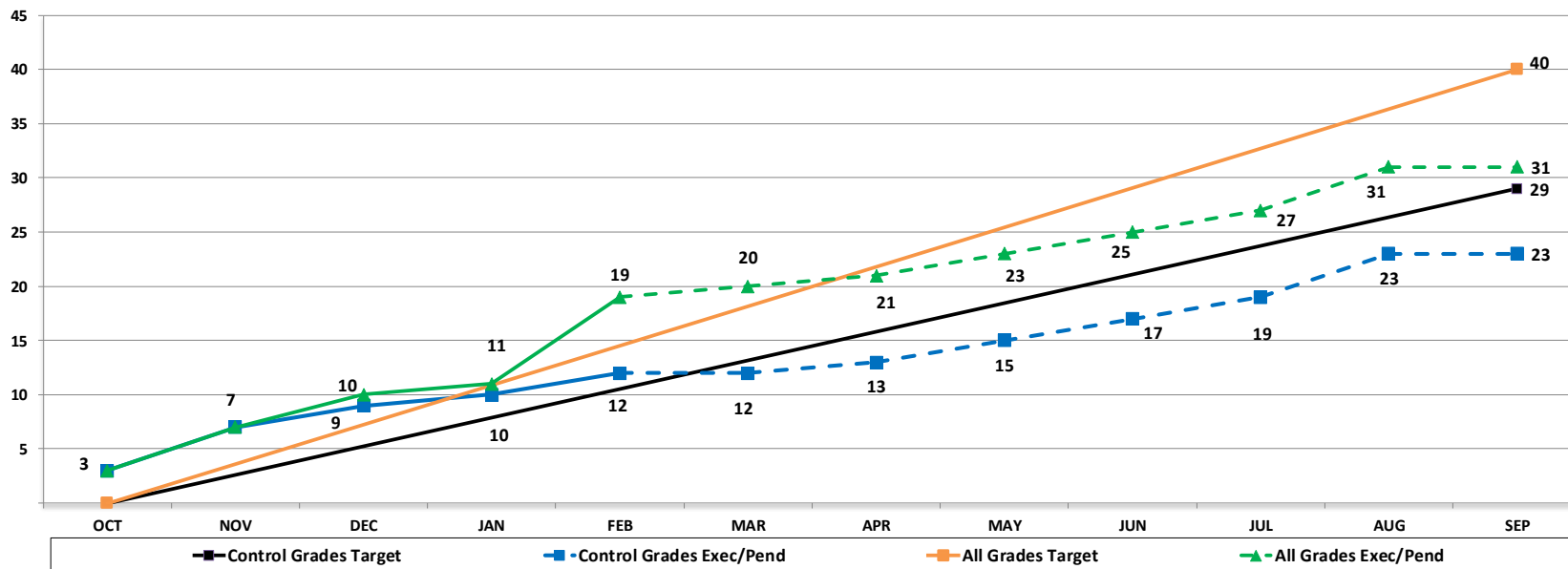
28 February 2025 (NOPPS and OASIS data)



## FY25 HR Community Losses Snapshot February 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

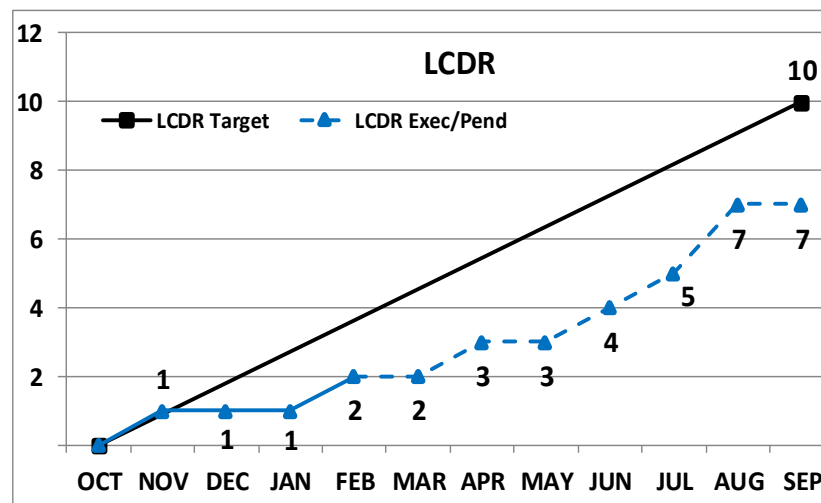
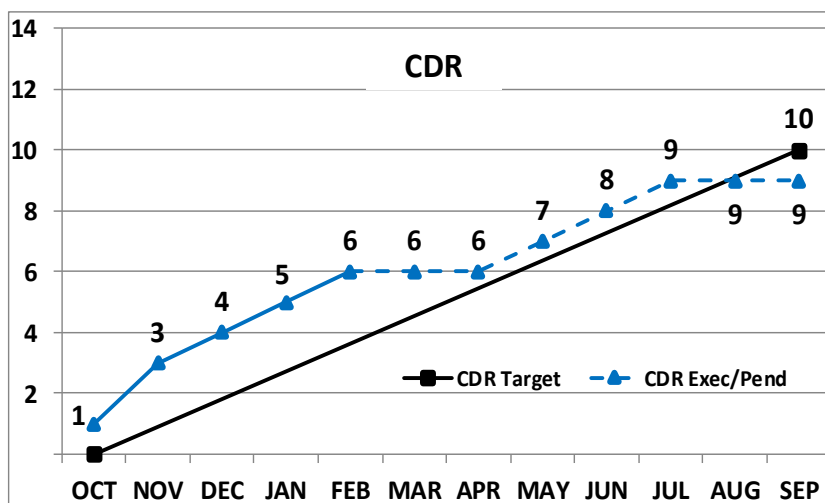
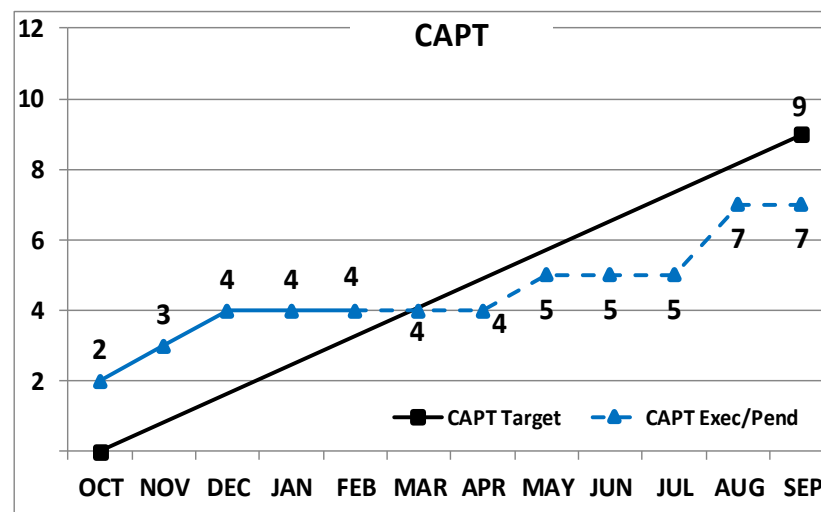
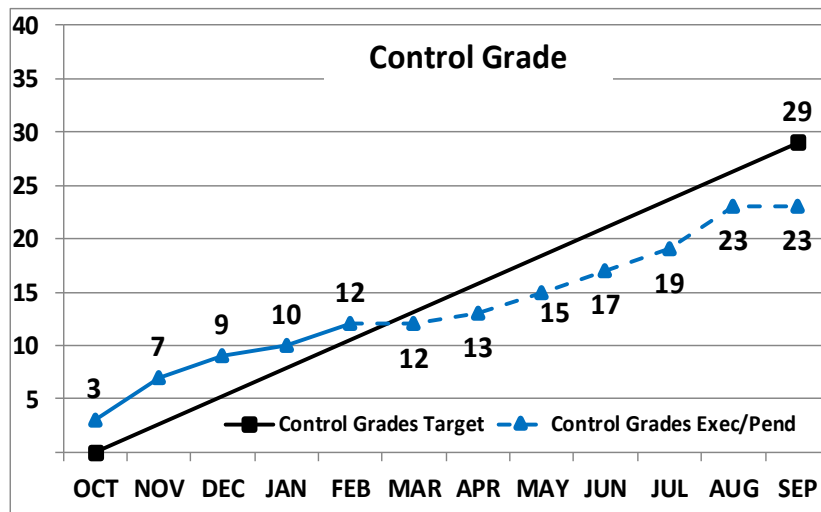
	FY25 Actual Losses	FY25 Pending Losses	FY25 LOSSES as % of Planned FY losses	FY25 LOSSES Actual + Pending	FY25 LOSS Target O4-O6 FY26 Prom Plan & O1-O3 10-YR Av	FY26 LOSS Target O4-O6 FY26 Prom Plan & O1-O3 10-YR Av	FY26 Pending Losses
CAPT	4	3	78%	7	9	9	9
CDR	6	3	90%	9	10	13	2
LCDR	2	5	70%	7	10	9	2
LT	7	1	80%	8	10	10	0
LTJG	0	0	0%	0	1	1	0
ENS	0	0	NA	0	0	0	0
TOTAL	19	12	78%	31	40	42	13





# 1200 Control Grade Losses Snapshot

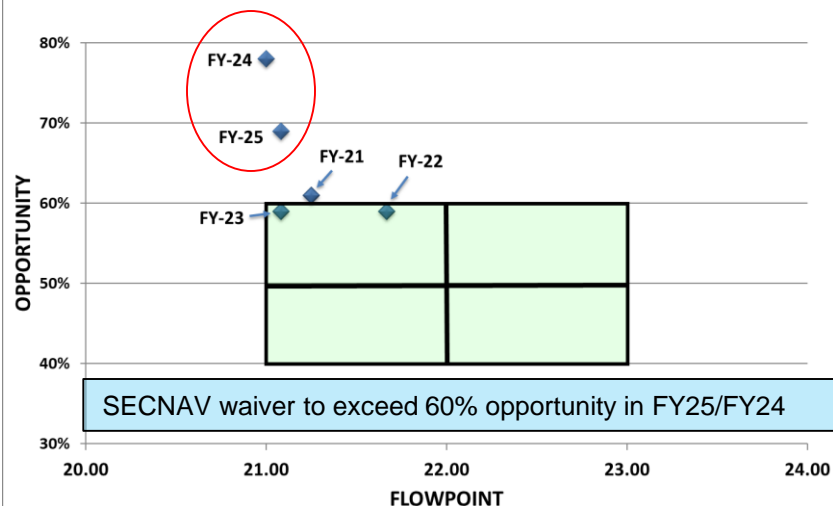
28 February 2025 (NOPPS and OAIS data)



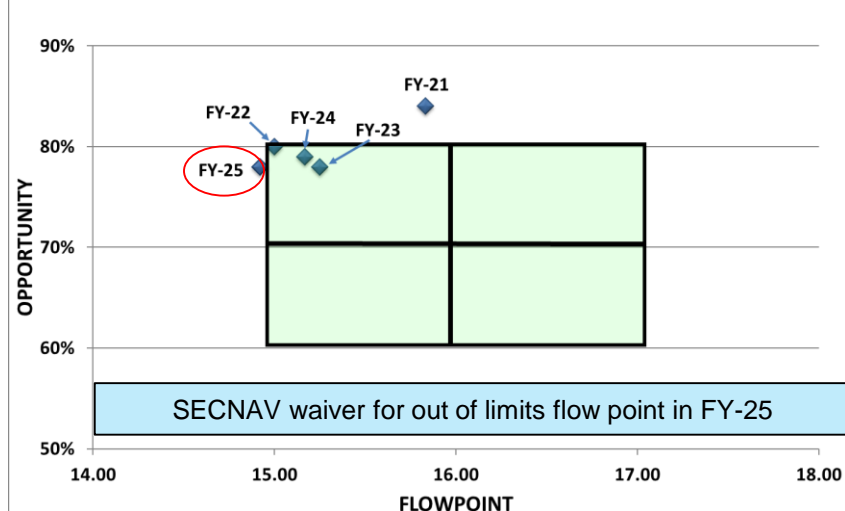
# HR Promotion Opportunity & Flow Point



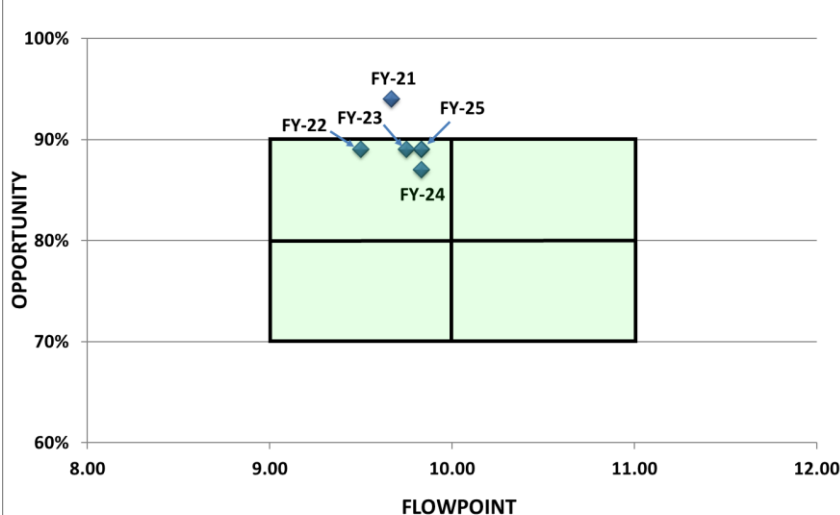
CAPT HR PROMOTIONS FY21-FY25



CDR HR PROMOTIONS FY21-FY25



LCDR HR PROMOTIONS FY21-FY25



SECNAVINST 1420.1B

		FY21	FY22	FY23	FY24	FY25
O6	22 YRS (+/- 1)	21-03	21-08	21-01	20-12	20-07
	50% (+/- 10%)	61%	59%	59%	78%	68%
	SELECTS	10	9	10	15	13
O5	16 YRS (+/- 1)	15-10	15-00	15-03	15-02	14-11
	70% (+/- 10%)	84%	80%	78%	79%	78%
	SELECTS	27	19	13	26	25
O4	10 YRS (+/- 1)	09-08	09-06	09-09	09-10	09-10
	80% (+/- 10%)	94%	89%	89%	87%	89%
	SELECTS	37	23	29	29	36

# Takeaways

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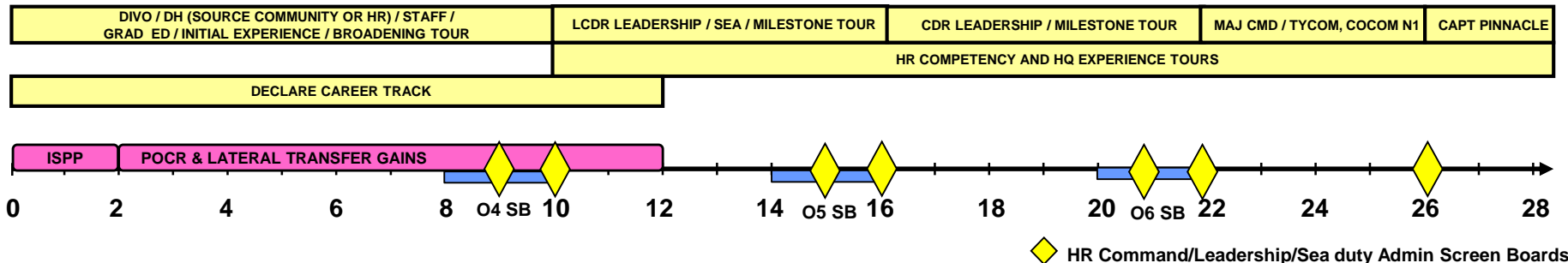


- HR community ended FY24 with an overall health of 98% but challenged to meet FIT requirements of control grade officers (-4 CAPT, -4 CDR, -12 LCDR). The community also experienced an overall OPA growth of 25 from FY24 (559) to FY25 (584).
  - Control grade officers **strategically placed to make the 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.

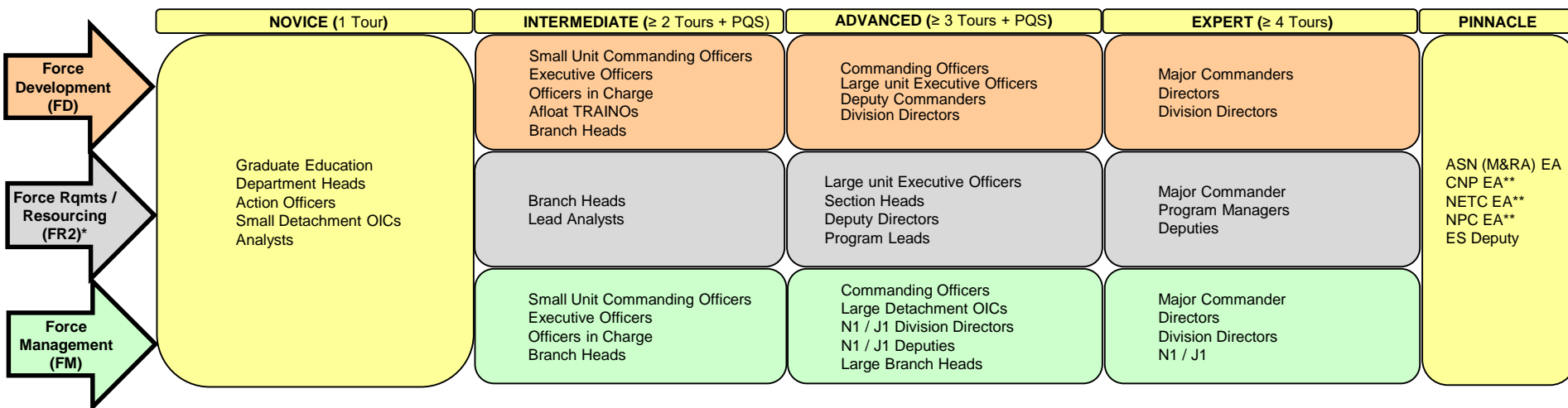


# FY26 Human Resources Officer

## Career Progression



### Typical Career Track Path: Billets & Qualifications



\*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



## Career Tracks



### 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

### CAREER TRACK CODES

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

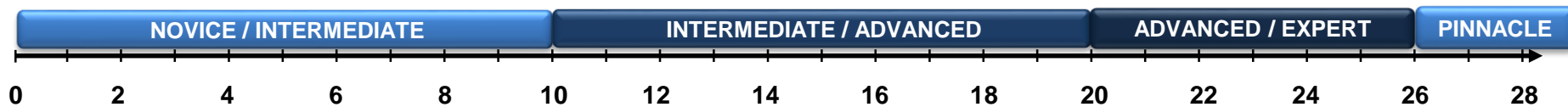
### CAREER DEVELOPMENT CODES

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



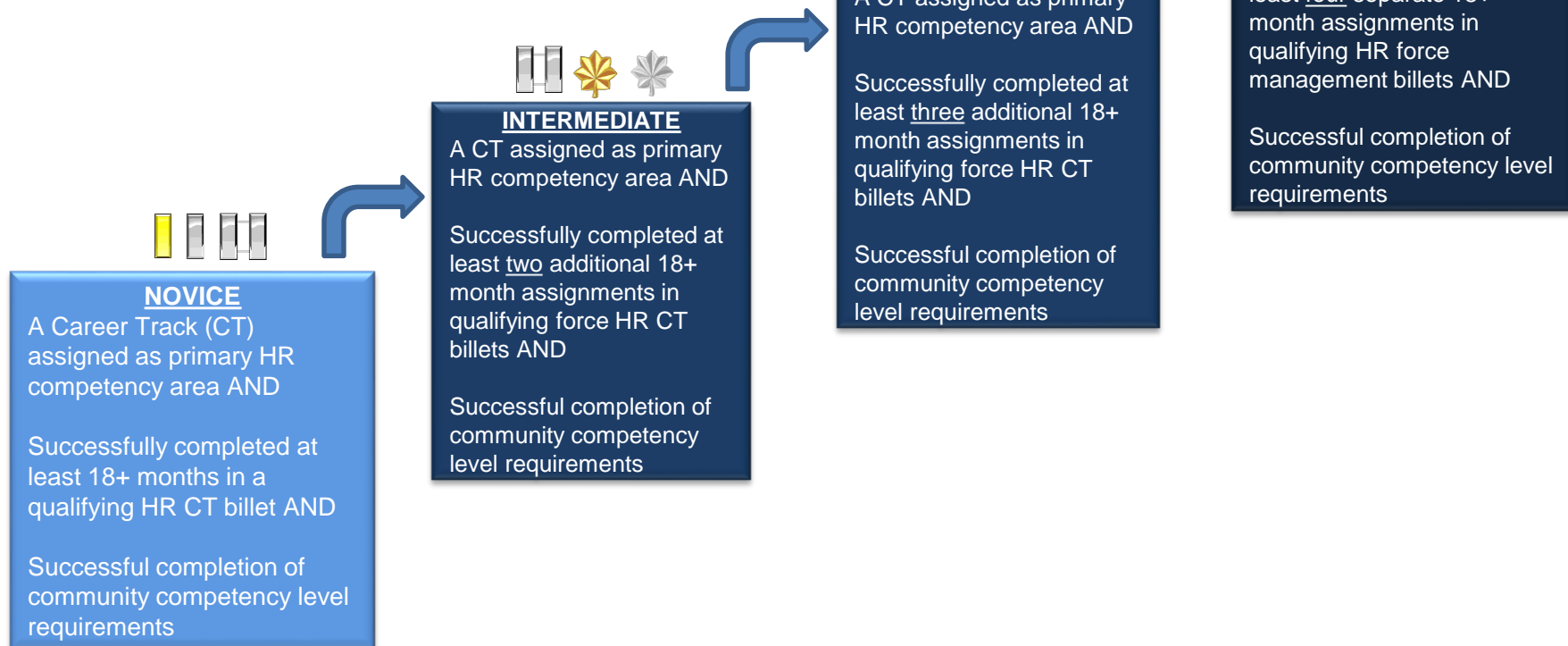
# CT Competency Development

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



# Force Development Career Path (RIX)

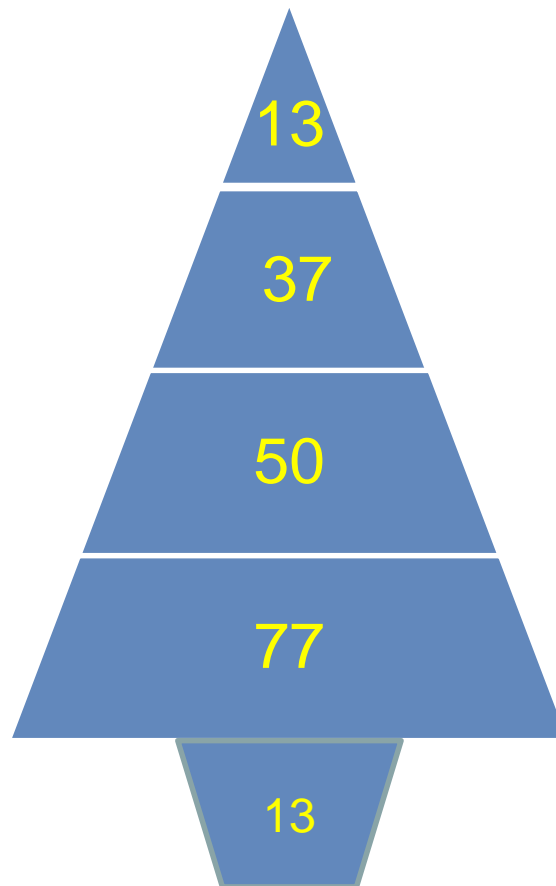


## Development/Training (3150)

**Pinnacle  
Assignments:**  
NETC EA\*\* (NOM)

## Talent Acquisition/Recruiting (RFX)

NETPDC CO CSS CO HRCOE Director NSTC COS/CO Staff
NTTC CO RTC, OTC, TSC XOs RTC, OTC Training Directors NETC Branch Heads NPS, NWC, HRCOE Deputy Directors
NTTC XO CVN Afloat TRAINOs RTC, OTC, HRCOE Branch Heads NETC Deputy Director
RTC, OTC, TSC Department Heads NETC, NSTC Program Leads



NRC COS/CO Staff NRC Region Commodore NRC Department Heads USMEPCOM Sector Commander
NTAG Commanding Officers USMEPCOM Battalion Commanders/MEPS COs NRC Division Directors NRC Region Deputy Commanders USMEPCOM Sector Deputies
NRC Branch Heads & CAG NRC Region Division Directors NTAG EPO/OPO NORU Department Heads MEPS COs
NRC Program Managers NRC Region Operations Officer NTAG EPO/OPO
Officer Recruiters USMEPCOM MEPS Operations Officer

# Force Management Career Path (RJX)



## Talent Management HR Service Delivery

MNCC COS/CO Staff  
PERS-4 DIVDIRs  
PERS-44 RL/Staff Dir  
NPPSC CO  
MNCC HRSC Dir, Business OPS Dir  
OPNAV N132

TPU COs, TSC COs  
MNCC EA  
BUPERS-3 OCM  
PERS-4, PERS-8 Branch Heads,  
OPNAV N132, N130

TPU CO  
TPU Executive Officers  
RSC OICs  
PERS-4, PERS-8 Section Heads  
OPNAV N130, N132 Section Heads  
MNCC CAG

RSC, TPU OICs  
NPPSC, TSC, TPU Department  
Heads  
PERS-4, PERS-8 Action Officers  
OPNAV N130 Action Officer

**Pinnacle  
Assignments:**  
NPC EA\*\* (NOM)

## N1/J1 (RNK)

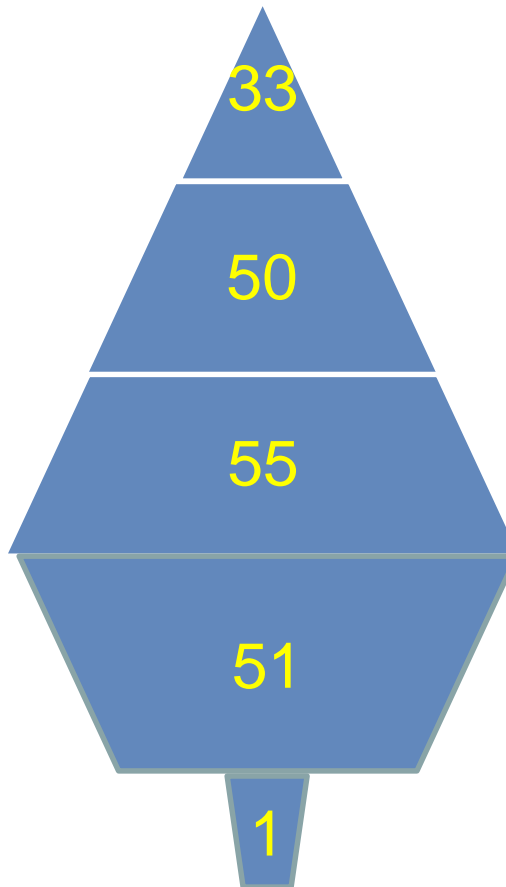
TYCOM N1s, COCOM J1s  
Enterprise N1s, # Fleet N1s  
N1/J1 DIVDIRs

Deputy N1/J1s  
N1/J1 DIVDIRs

Deputy N1  
N1/J1 Branch Heads  
Manpower / Personnel  
Department Heads

Manpower / Personnel  
Department Heads  
Administrative Officers

Manpower / Personnel



# 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 N100, N102 N814M  
NAVMAC Code 50, NETC  
RRL Deputy  
BUPERS, TRANSCOM OR  
Analysts



ES Analysts  
ED TRA PLN Analysts  
Recruiting Analysts  
PERS PLN Analysts



NAVMAC Analysts  
ED TRA PLN Analysts  
Recruiting Analysts  
PERS PLN Analysts



10

20

34

23



OPNAV N10B, N13, FSA  
Deputy  
NAVMAC XO/CO (fleet-up)  
PERS 45 DIV DIR



ES Strat Plan, ES MNCC  
Manpwr Analyst,  
OPNAV N801, N9IM&T, N95  
NAVMAC Mgrs,  
OSD HR & ES



OPNAV N100, N123, N13M,  
N1Z N323 Analysts  
NAVMAC Analysts



OPNAV N125, N10, N100  
NAVMAC Analysts