



Human Resources Community Health Update

May 2026

1200 Officer Community Manager (OCM)

CDR Erik Moss

1205 OCM

LCDR Channell Frongillo

1207 OCM

CDR Richard Vagts

Community Sponsor

VADM Jeffrey Czerewko

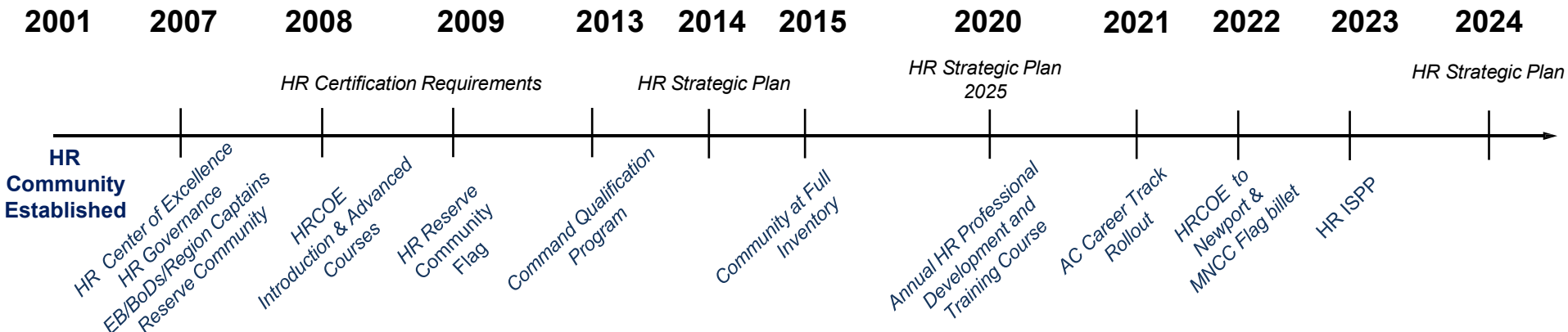
Community Leader

RDML Kertreck Brooks

Flag Advisor (RC)

RDML Benjamin Baran

HR Community Overview



Flag Leader
RDML
Brooks



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

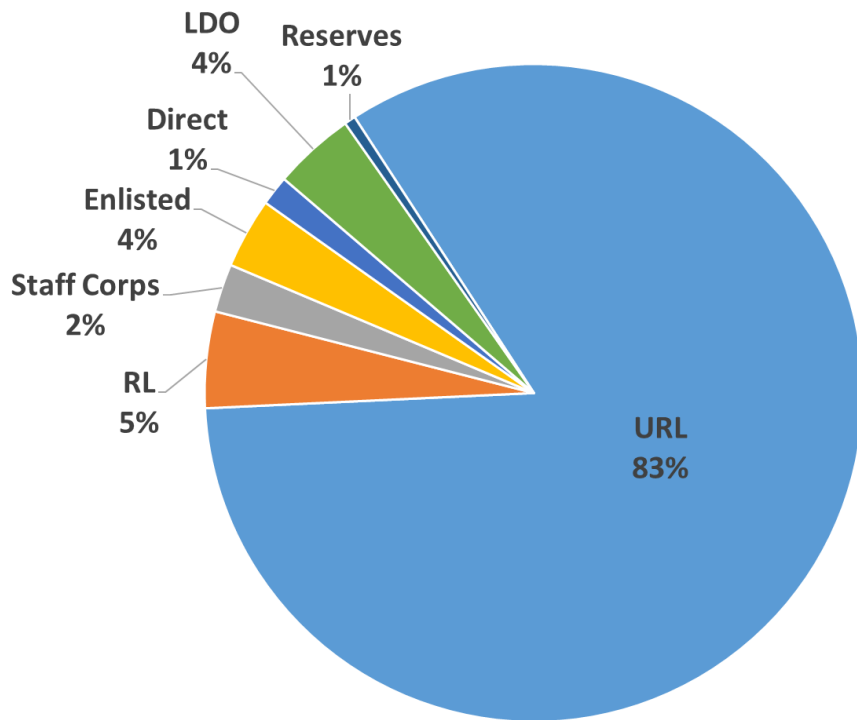
- **HR Center of Excellence (HRCOE) Learning Center:** Delivering Human Resources (HR) expertise—to define, recruit, develop, assign, and retain a highly skilled workforce for the Navy.
 - **HR Professional Development Training Course (HRPDTC):** annual 3-day community-wide course
 - **HR Introductory 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 (TSC)
 - **PHR/SPHR Certification Preparation and Exam Program (CPEP):** 10-week self-paced program to prepare students for the Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) certification exam

■ Graduate Education

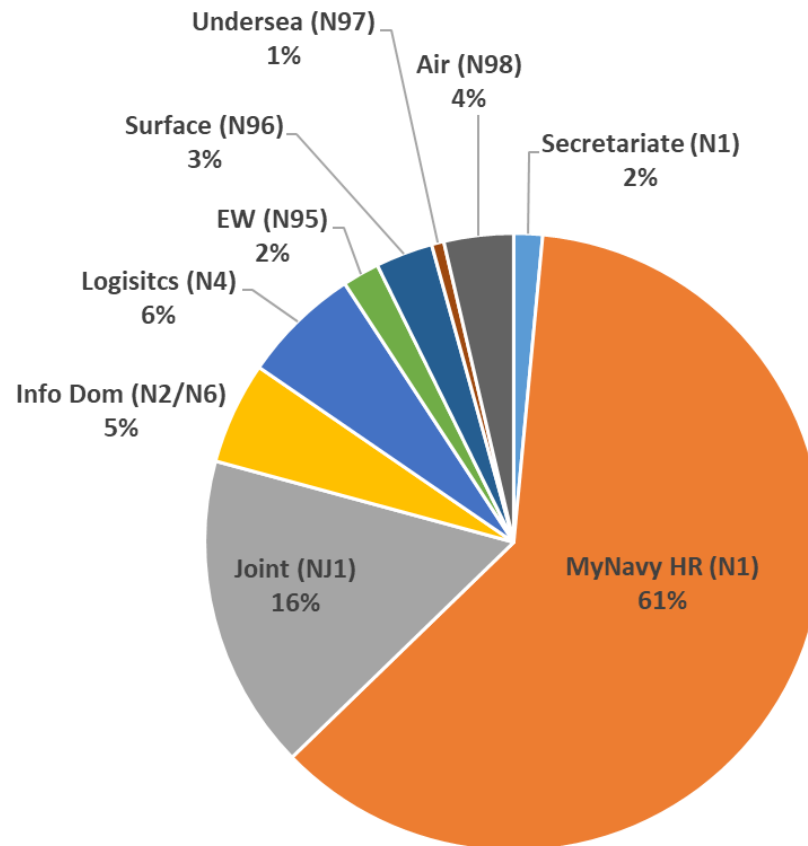
- Enables Human Resources Officers to become authoritative experts within their disciplines and provides the knowledge level necessary to support sailor and fleet requirements
- HR community value “progression towards” prior to LCDR and “completion of” prior to CDR:
 - Particularly HR-focused (3XXX)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



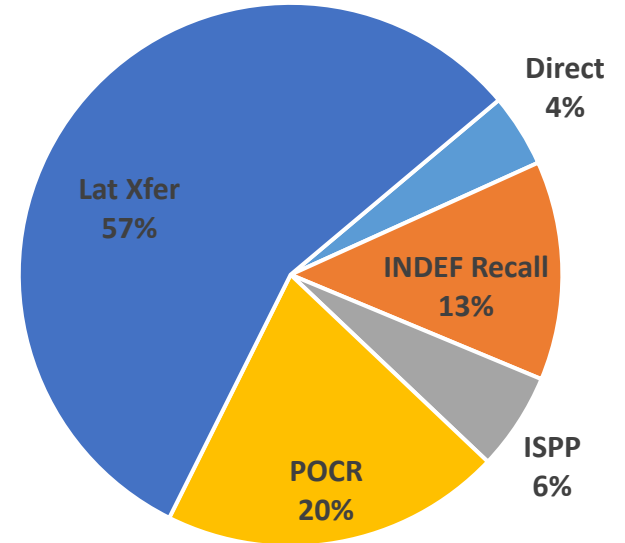
Accessions (1200)



4 primary paths into HR

- Lateral Transfer
- HR In-Service Procurement Program (ISPP)
- Probationary Officer Continuation and Redesignation (POCR)
- Indefinite Recall

FY25 HR Accessions

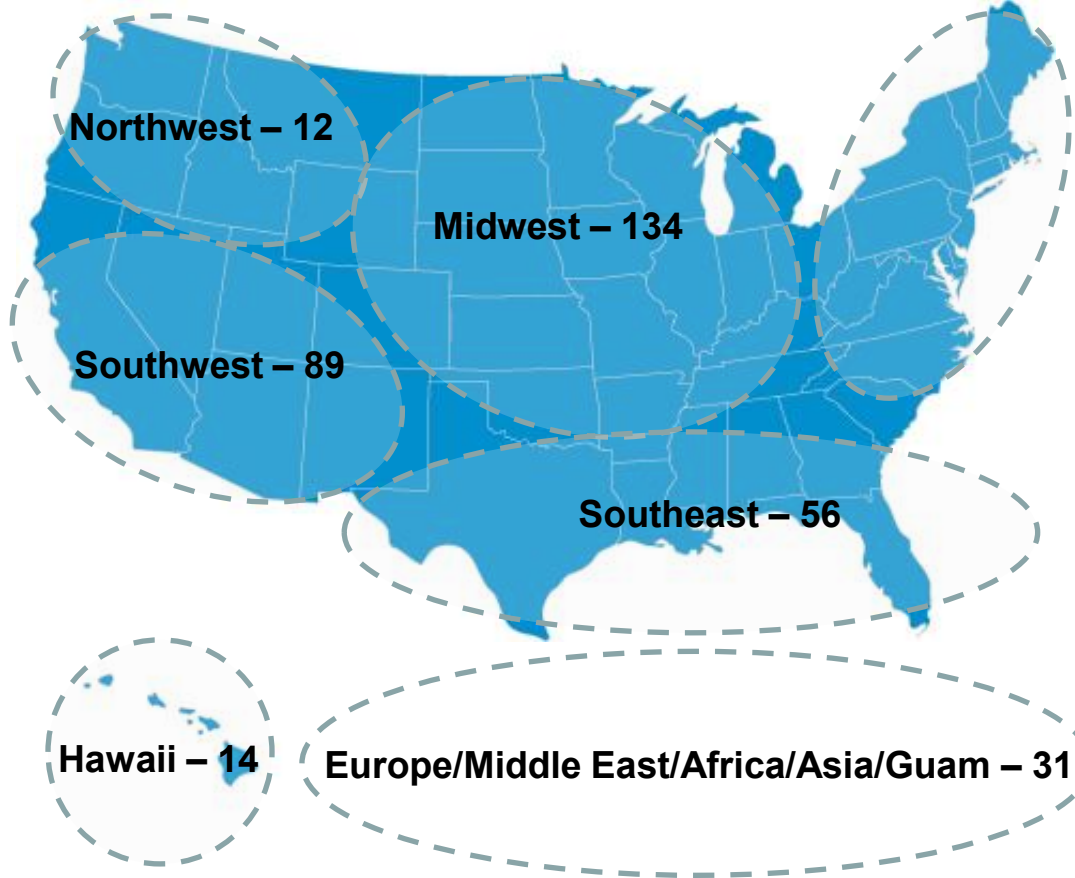


	LEFT SIDE ACCESSIONS									RIGHT SIDE ACCESSIONS						TOTAL ACCESSIONS		
	DIRECT		INDEF RECALL			ISPP			POCR			LATERAL TRANSFER			GOAL	SEL	EXEC	
	GOAL	EXEC	GOAL	SEL	EXEC	GOAL	SEL	EXEC	GOAL	SEL	EXEC	GOAL	SEL	EXEC				
FY26	1	1	3	0	0	10	10	9	8	5	4	30	10	9	52	25	23	
FY25	0	3	10	10	9	4	4	4	16	14	14	47	39	35	77	67	65	
FY24	2	2	4	3	3	9	9	11	15	21	21	38	33	33	68	68	72	
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	

Worldwide Presence – 531 Billets



Northeast/Mid-Atlantic – 195



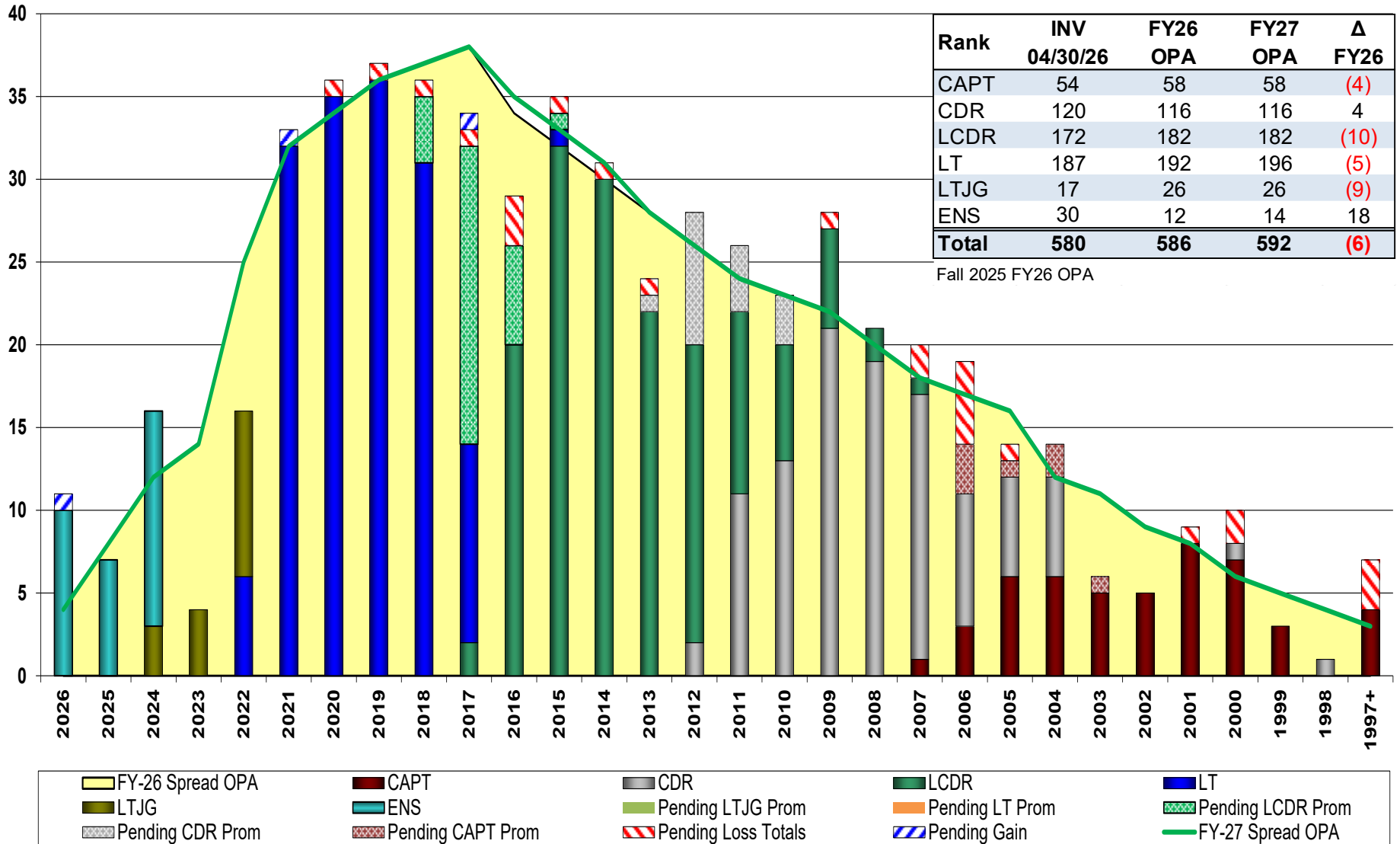
BSO	Billet Types
CHNAVPERS	Manpower Plan/Analyst, Personnel Plans & Policy, Budget M&P, CO, XO, OIC, Distribution, Strength Planner, Pay Policy
USFFC	Manpower/Personnel Plan (N1X), Training Afloat, Force Integration
COMPACFLT	Manpower/Planning (N1X), Afloat Training, Fleet Distribution
OSD/JCS	Director,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

30 April 2026 (NOPPS and OAIS data)





Human Resources (1200) Loss Tracker

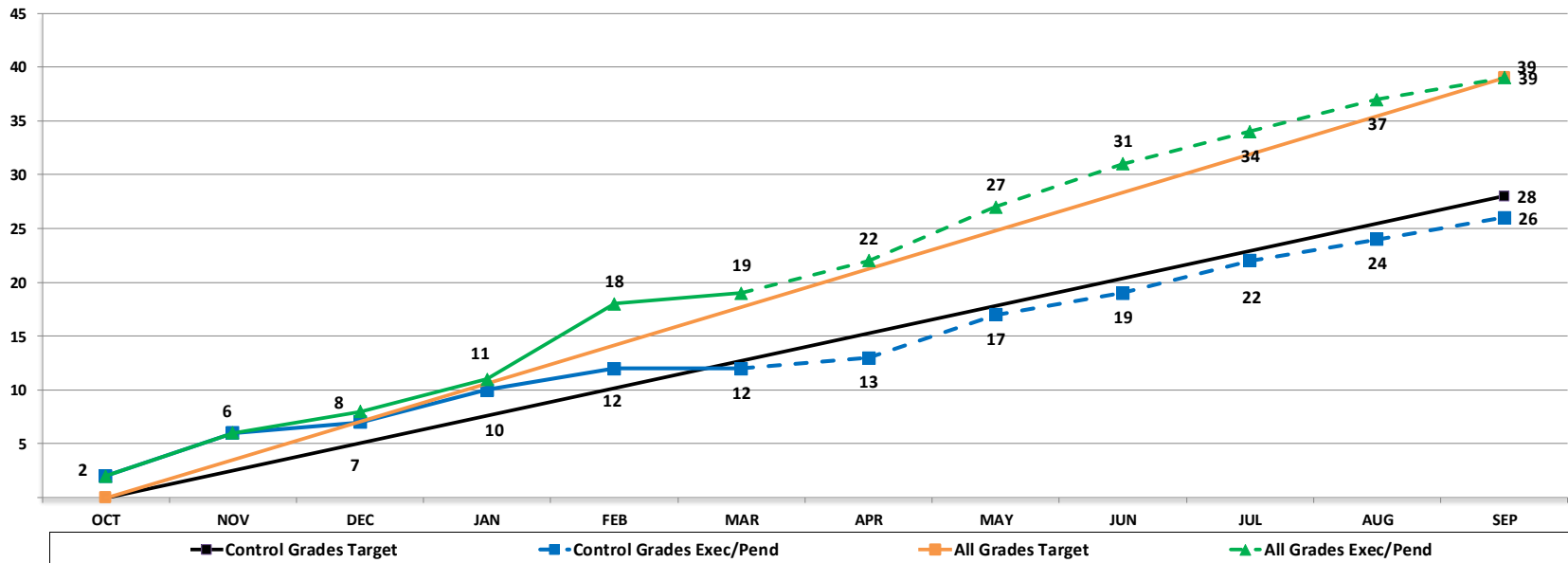
31 March 2026 (NOPPS and OAIS data)



FY26 HR Community Losses Snapshot March 2026

	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23	FY24	FY25	FY26 Target	Unweighted Historical LOSSES Average 2016-2025
CAPT	4	4	7	7	11	3	10	10	8	8	9	7
CDR	9	11	6	12	12	7	9	17	15	11	10	11
LCDR	10	7	11	9	15	9	13	5	9	10	9	10
LT	9	5	8	8	9	14	8	12	14	14	10	10
LTJG	0	1	1	0	1	0	0	0	1	0	1	0
ENS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	32	28	33	36	48	33	40	44	47	43	39	38

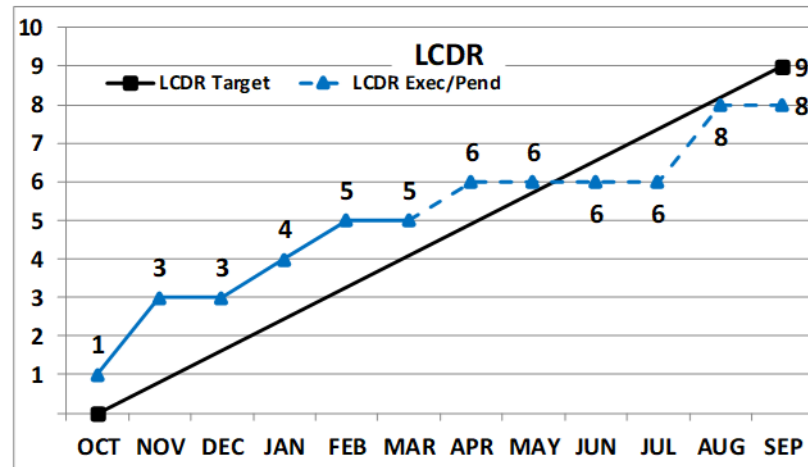
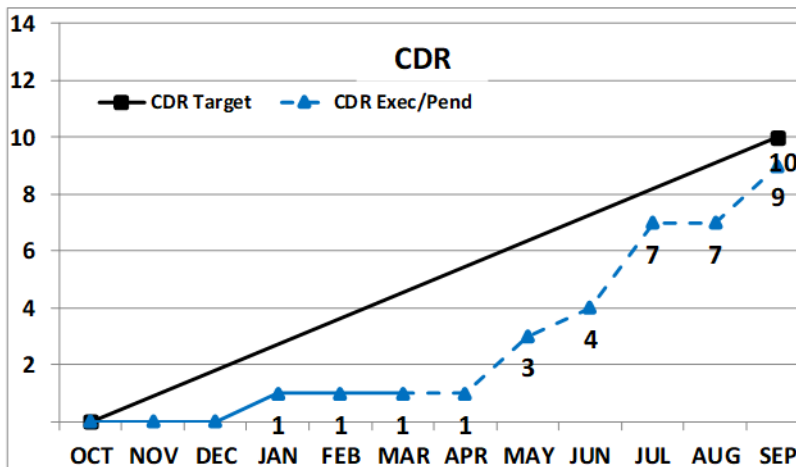
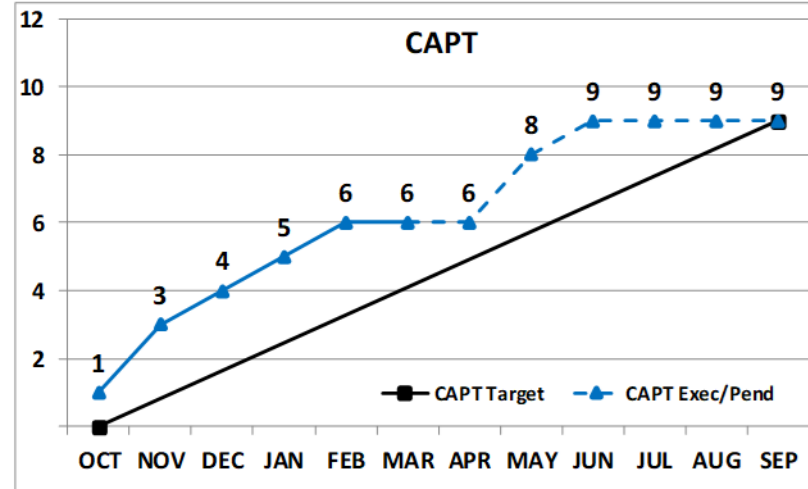
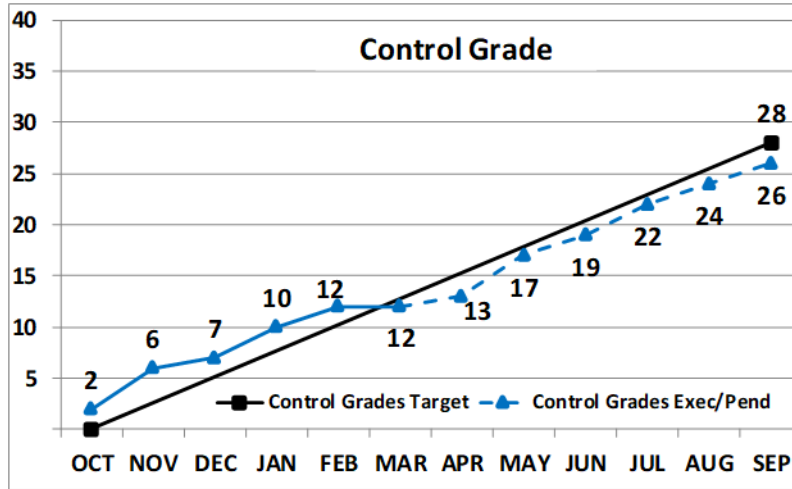
	FY26 Actual Losses	FY26 Pending Losses	FY26 LOSSES as % of Planned FY losses	FY26 LOSSES Actual + Pending	FY26 LOSS Target O4-O6 FY27 Prom Plan & O1-O3 10-YR Av	FY27 LOSS Target O4-O6 FY27 Prom Plan & O1-O3 10-YR Av	FY27 Pending Losses
CAPT	6	3	100%	9	9	10	3
CDR	1	8	90%	9	10	15	2
LCDR	5	3	89%	8	9	9	1
LT	6	6	120%	12	10	10	1
LTJG	1	0	100%	1	1	1	0
ENS	0	0	NA	0	0	0	0
TOTAL	19	20	100%	39	39	45	7



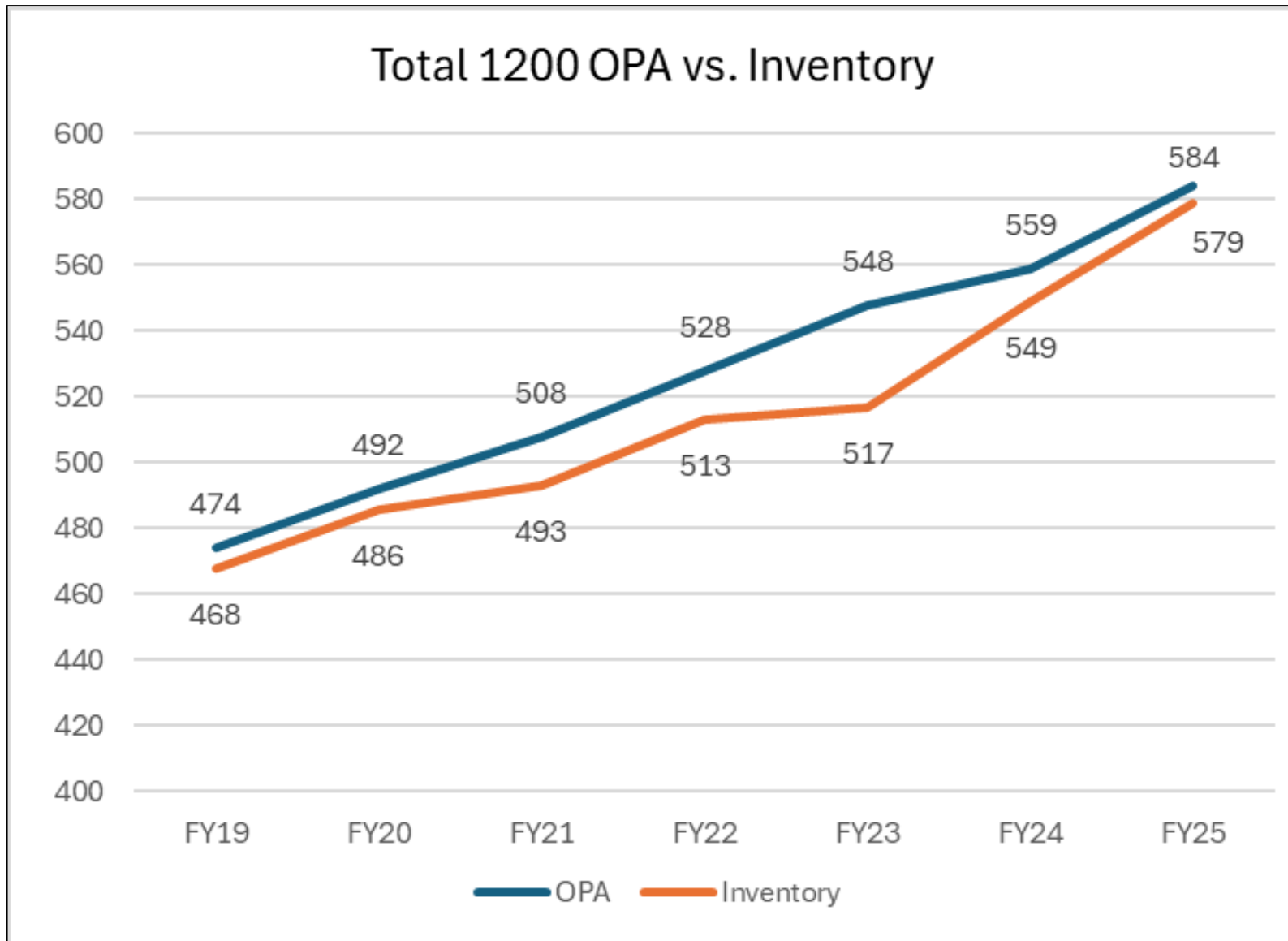


1200 Control Grade Losses Snapshot

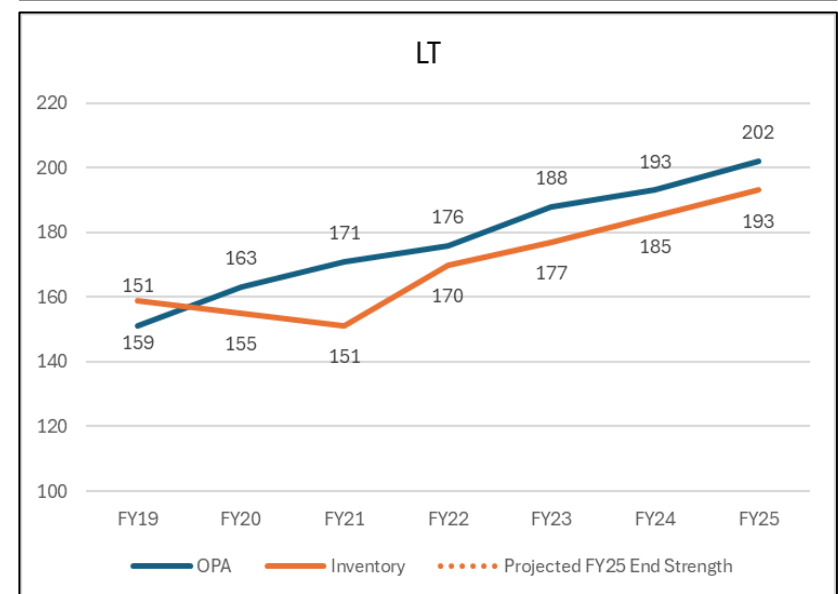
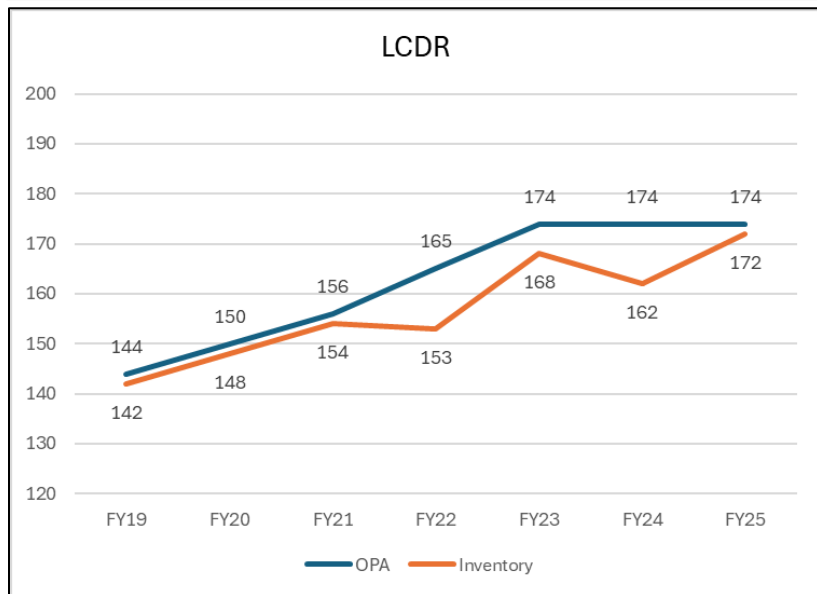
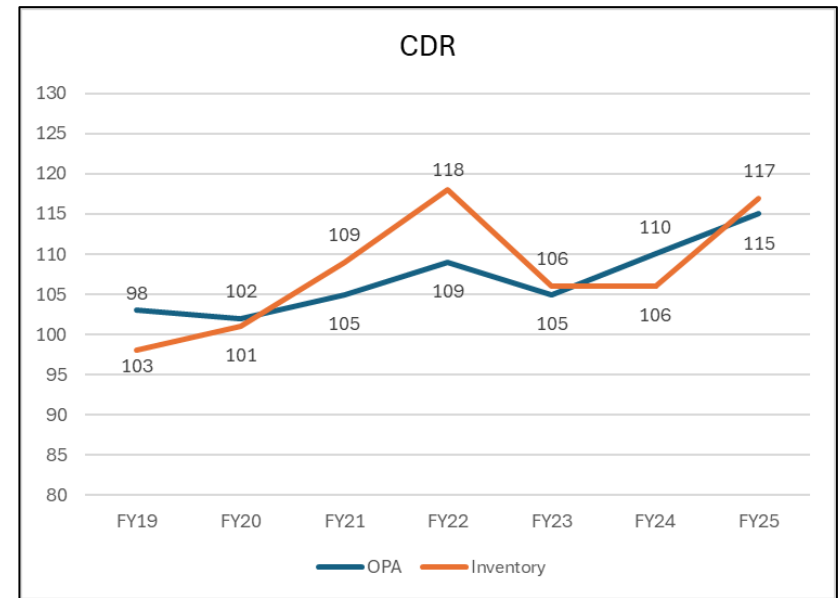
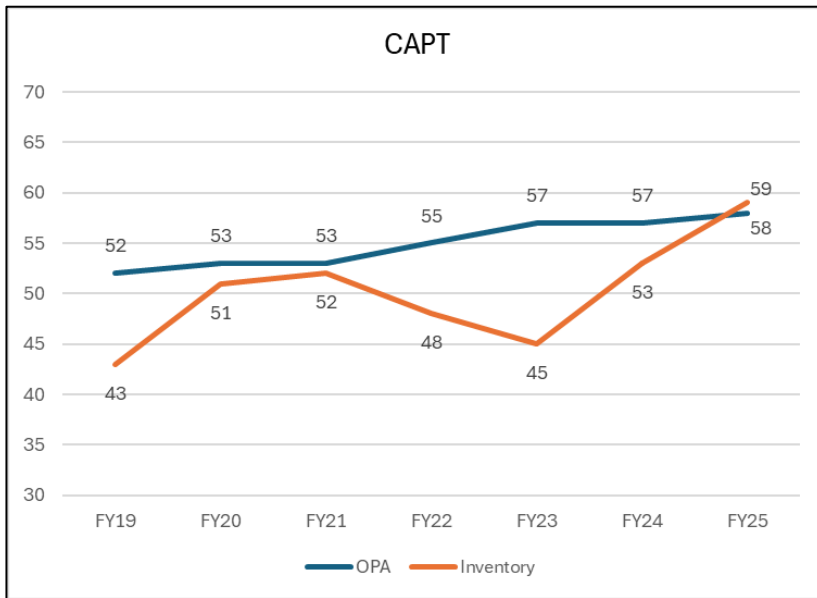
31 March 2026 (NOPPS and OAIS data)



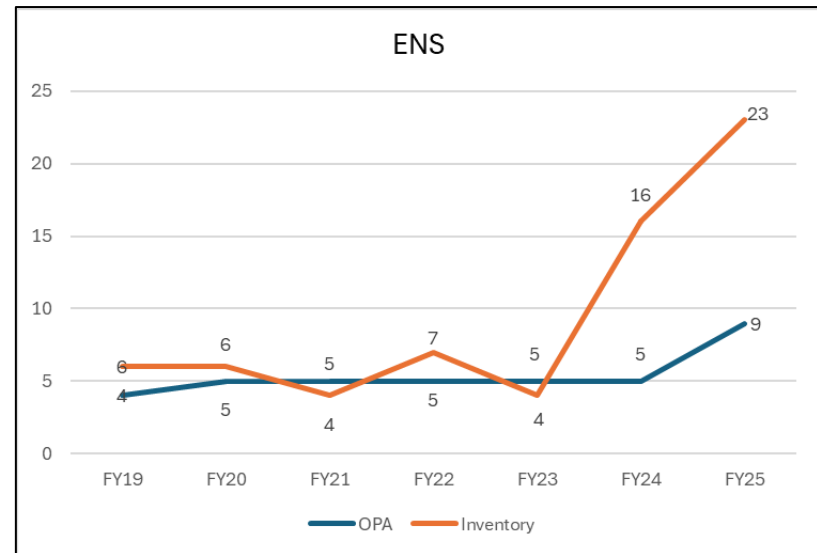
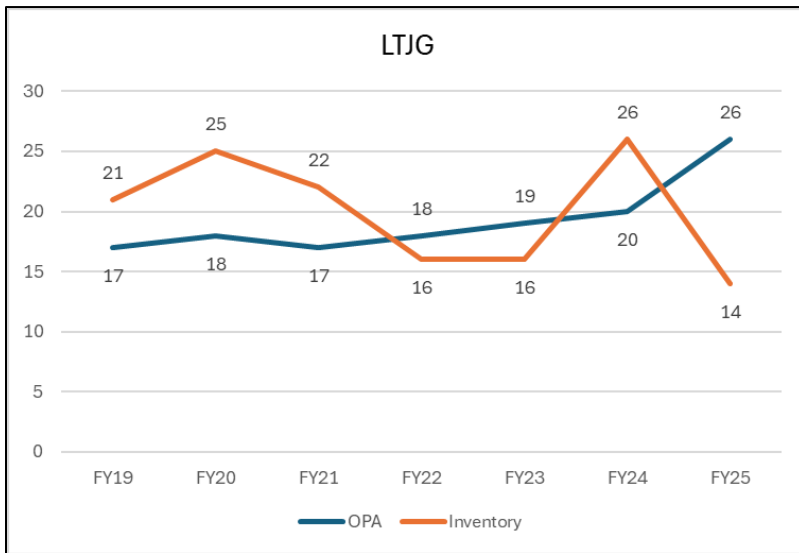
Community Health by FY



Community Health by FY



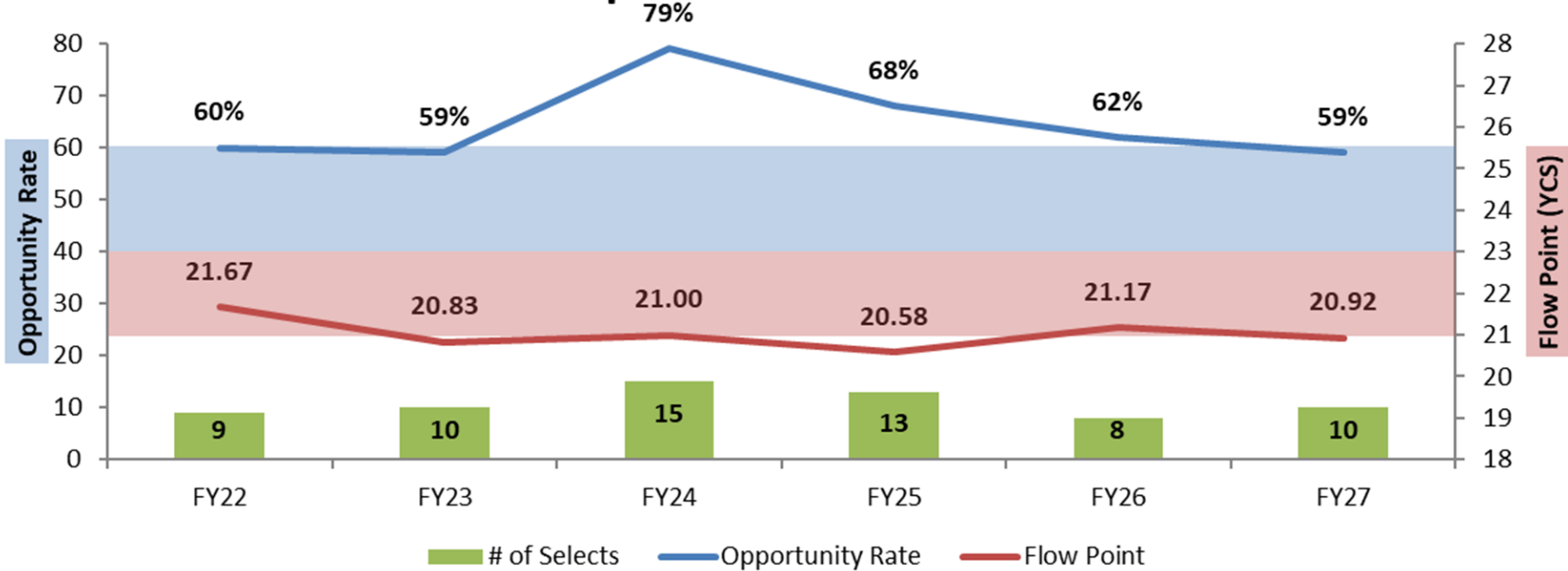
Community Health by FY



HR CAPT Promotion Chart



HR Captain Promotion Chart

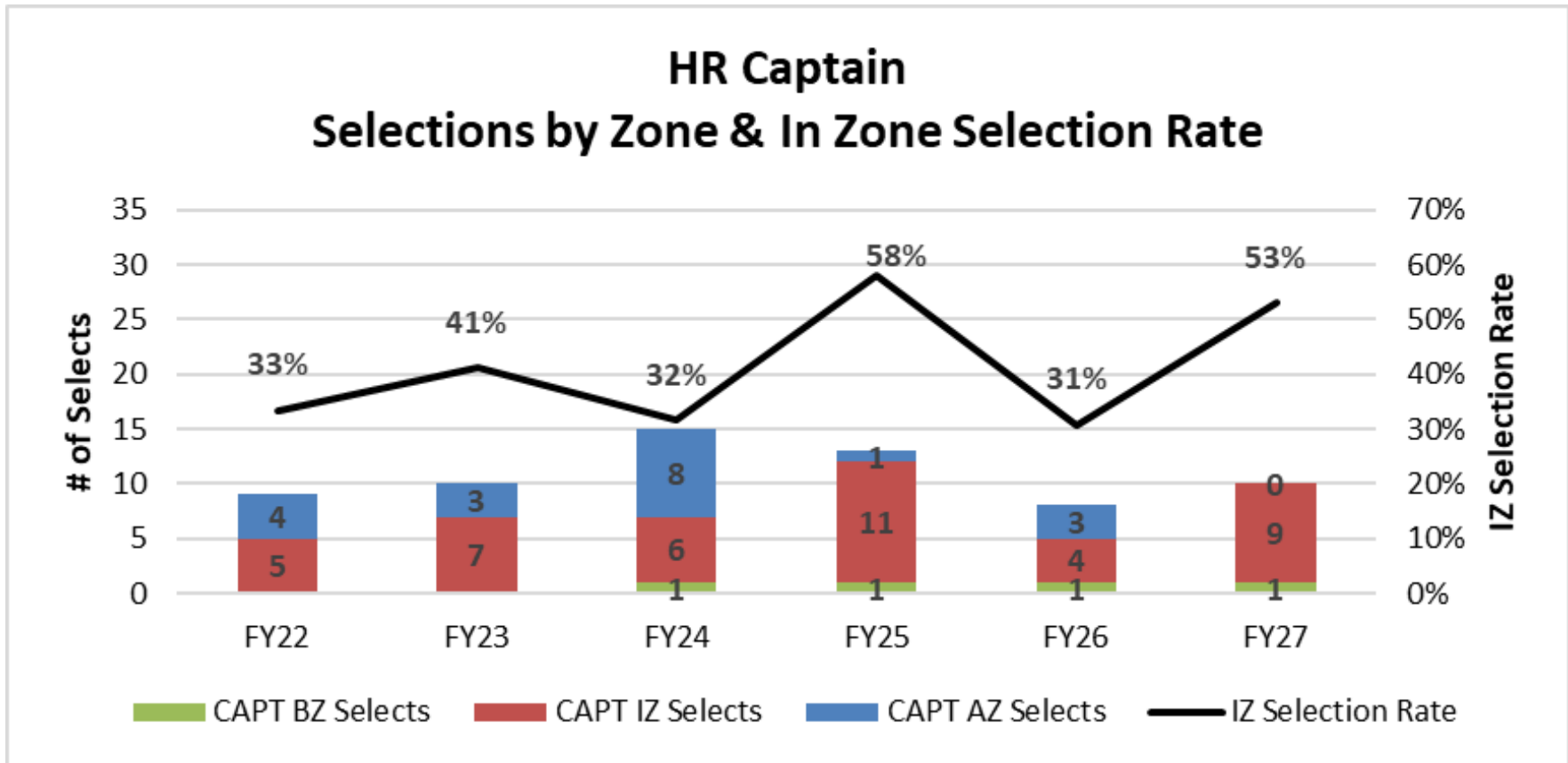


$$\text{Opportunity Rate} = \frac{\text{\# total selects}}{\text{\# IZ officers}}$$

Flow Point = Avg YCS when a due course officer is promoted (paid) to next grade



HR CAPT Selections by Zone & In Zone Selection Rate

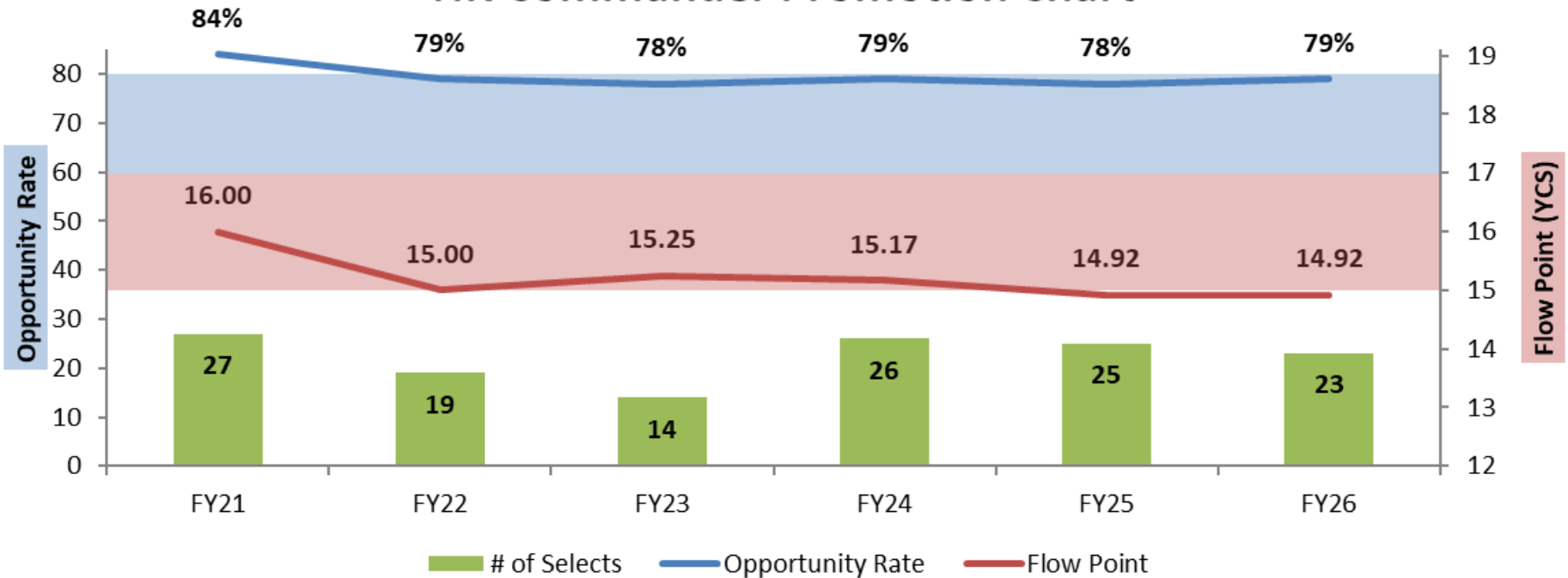


$$\text{IZ Selection Rate} = \frac{\text{\# IZ selects}}{\text{\# IZ officers}}$$



HR CDR Promotion Chart

HR Commander Promotion Chart

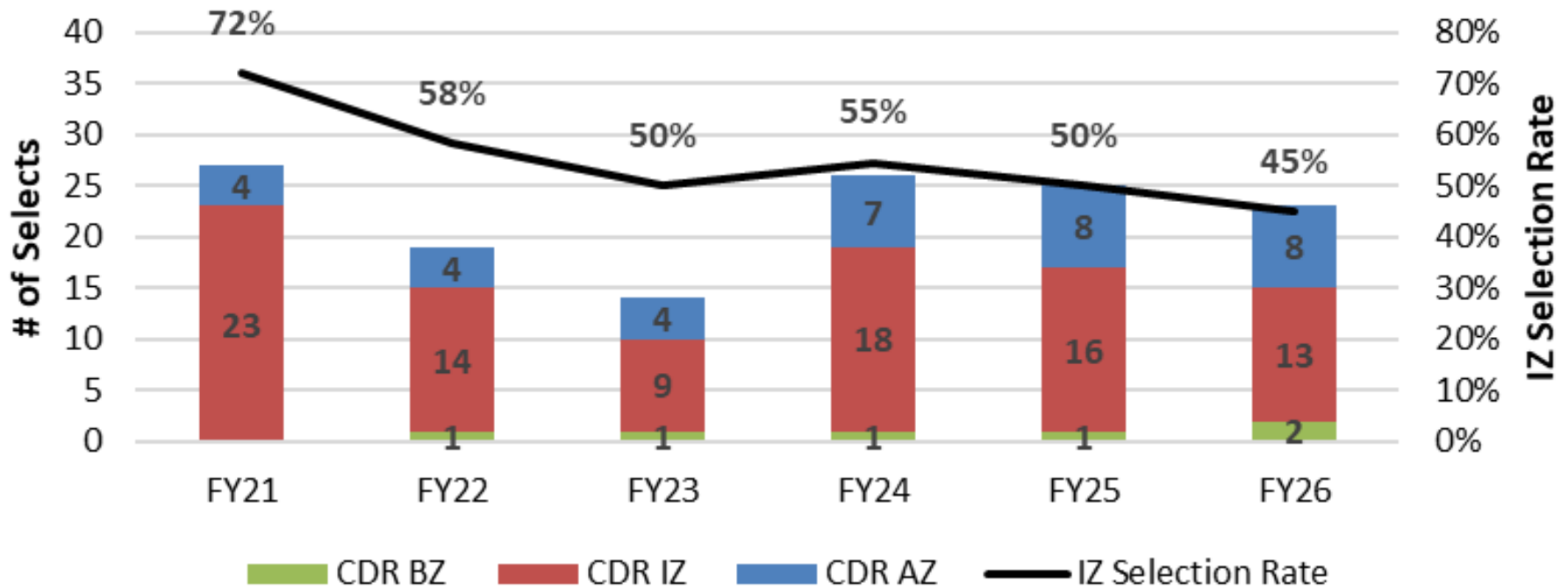




HR CDR Selections by Zone & In Zone Selection Rate



HR Commander Selections by Zone & In Zone Selection Rate

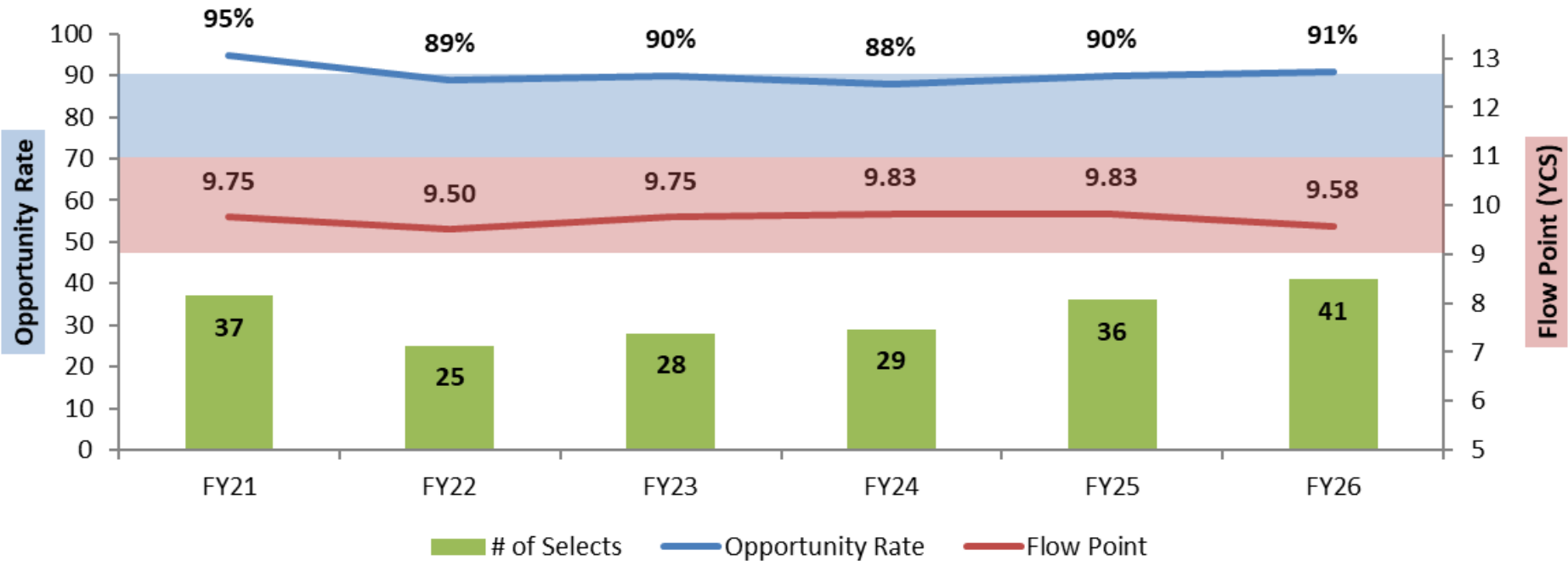




HR LCDR Promotion Chart



HR Lieutenant Commander Promotion Chart

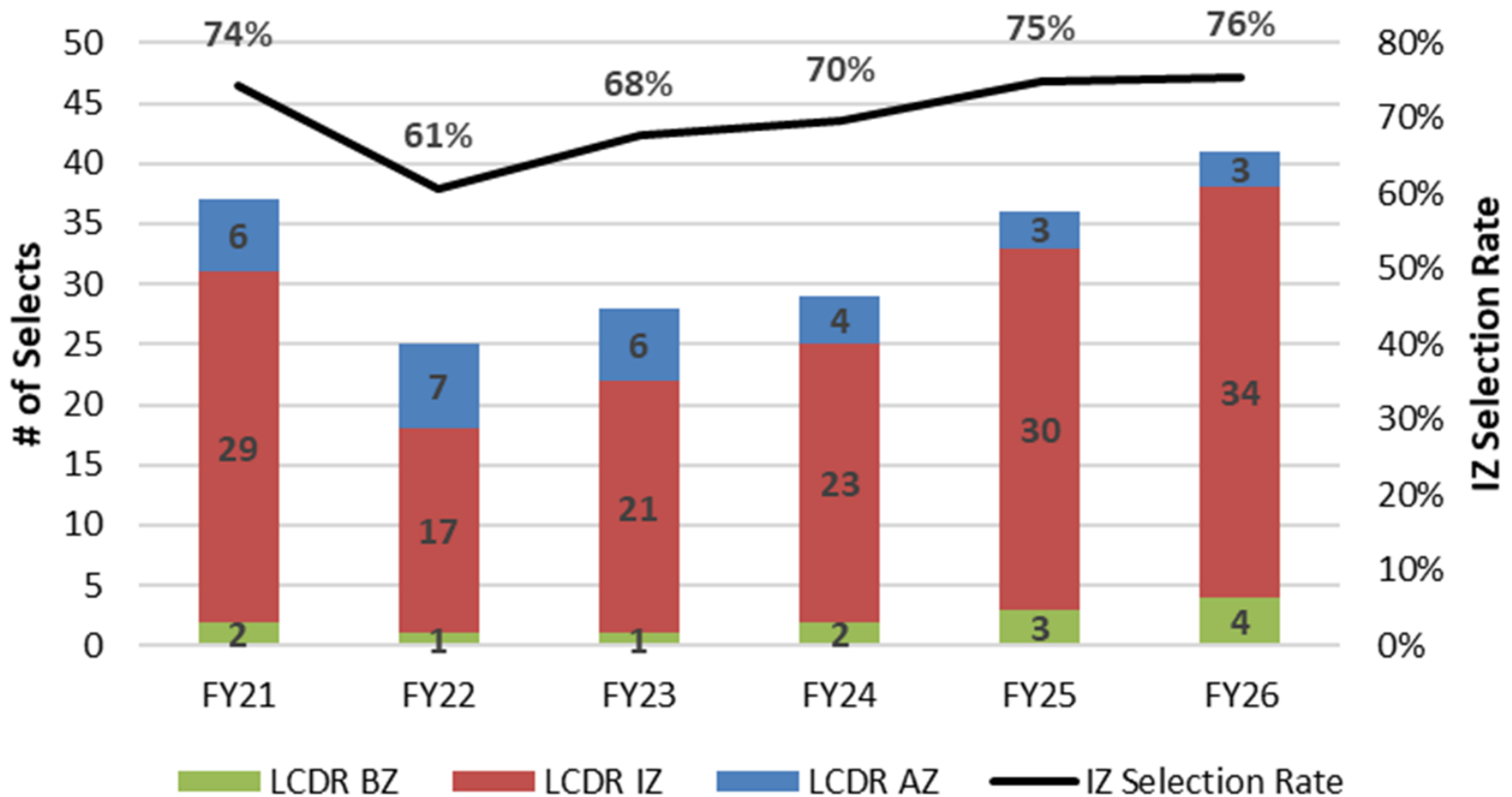




HR LCDR Selections by Zone & In Zone Selection Rate

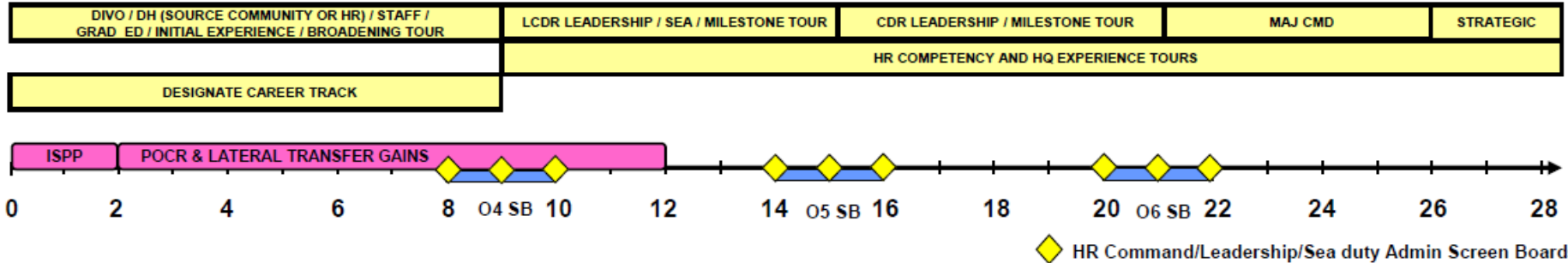


HR Lieutenant Commander Selections by Zone & In Zone Selection Rate





FY27 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)	STRATEGIC**
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	NRC COS NSTC COS
Force Rqmts / Resourcing (FR2)		Branch Heads Lead Analysts	Large unit Executive Officers Section Heads Deputy Directors Program Leads	Major Commander Program Managers Deputies	PERS-45 DIV/DIR OPNAV N10B BUPERS-32 DIR
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	MNCC COS MNCC DIR B-OPS PACFLT N1B USFF N1B

*Officers may complete tours outside of their designated career track to achieve the following community values: HR Command, Leadership and Sea, HR Milestone, HR Headquarters, or Joint assignment.

**Strategic category also includes the following nominative billets: ASN (M&RA) EA, CNP EA, NPC EA, NETC EA, USMEPCOM CDR, and COCOM J1

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



FY27 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 may complete tours outside of their designated career track to achieve the following community values: HR Command, Leadership and Sea, HR Milestone, HR Headquarters, or Joint assignment.
- **Evidence of a learning mindset, innovative problem solving and data-driven decision making**
- **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 in Operations Research Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management or civilian equivalent (3XXX). NOB FITREPs from in-residence education should not be viewed negatively.
 - Command eligible (CQP ELIGIBLE)
 - Current HR 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 (CQP ELIGIBLE / CQP QUALIFIED)
 - Completion of HR related master's degree
 - Intermediate in designated career track
 - Current HR 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) tour
 - Sustained superior performance in CDR HR Milestone tour
 - Sustained superior performance in LCDR or CDR HR Headquarters tour
 - Advanced or Expert in designated career track
 - Major Command eligible (MJR CMD ELG)
 - Completion of HR related master's degree
 - Current HR certification: PHR, SPHR, or CDFM
 - JQO Progression: JPME II and/or Joint Tour



FY27 Human Resources Officer

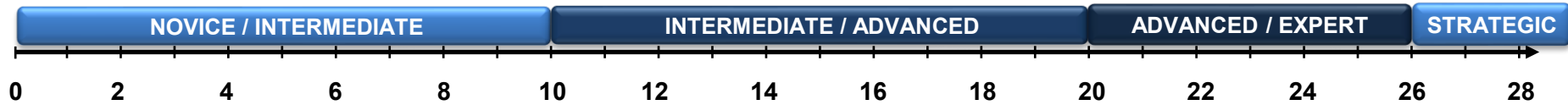
Merit Reorder Considerations

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 (e.g. EP hard break or #1 or #2 soft break) in source community and/or subsequent HR tour(s)
 - Completion of HR related Master's degree, particularly in Operations Research Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent (3XXX).
 - Command eligible (CQP ELIGIBLE)
 - Intermediate in designated career track
 - Current HR Certification: PHR, SPHR, or CDFM
- **Valued achievements prior to COMMANDER**
 - Top recognized performer consistently above RSCA with breakout performance (e.g. EP hard break or #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 (CQP ELIGIBLE / CQP QUALIFIED)
 - Completion of HR related master's degree
 - Intermediate in designated career track
 - 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 (e.g. EP hard break or #1 or #2 soft break) across all assignments, and completed or serving in CDR HR Command / Leadership Screened (CO/XO) tour and CDR HR Milestone tour.
 - Major Command eligible (MJR CMD ELG)
 - Completion of HR related master's degree
 - Fleet N1/TYCOM/HQ/Major Staff experience
 - HR PROVEN subspecialty (Q/R suffix): 321X, 3130, 3150, 311X
 - Expert in designated career track
 - JQO

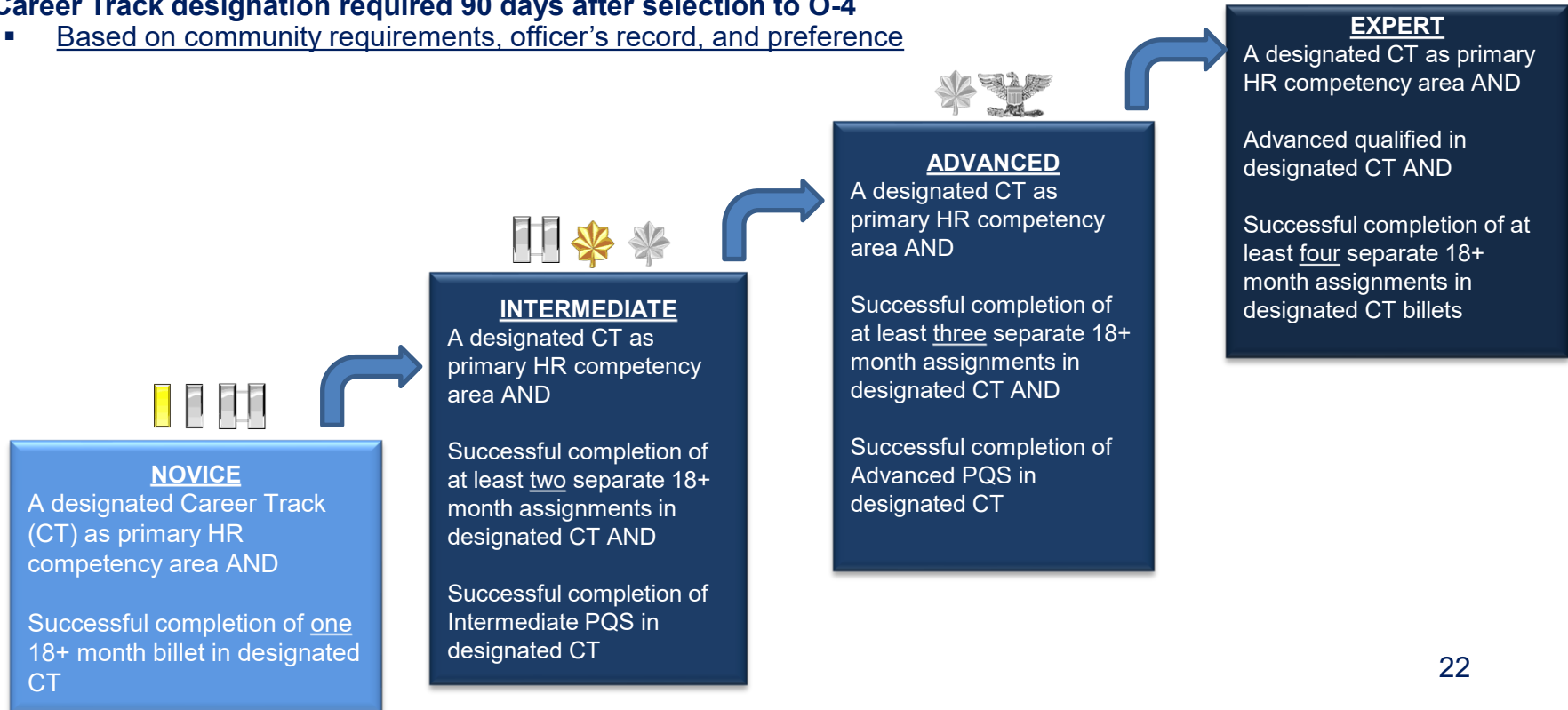
CT Competency Development

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
- **Career Track designation required 90 days after selection to O-4**
 - Based on community requirements, officer's record, and preference



Takeaways



- The HR Community ended FY25 with an overall health of 99% and significant improvement in control grade officer health from FY24 due to increased indefinite recall and senior lateral transfers accessions.

- Benefits of increased community health include:
 - Sufficient time to develop HR officers (time for both CLS & MS in each paygrade)
 - Fewer gapped 1200 billets
 - Fill additional in-resident graduate education opportunities

- HR Community expanded opportunity during its fourth In-Service Procurement Program (ISPP) Board in FY26 by selecting 10 candidates.
 - ISPP leverages HR expertise of our enlisted force
 - ISPP accessions support increase of ENS requirements across the FYDP



Backup Slides

Force Development Career Path (RIX)



Development/Training (3150)

NETPDC CO
CSS CO
HRCOE Director



NSSATC CO
RTC and OTC XO's
RTC, OTC Training Directors
NETC Branch Heads
NPS, NWC, HRCOE Deputy Directors



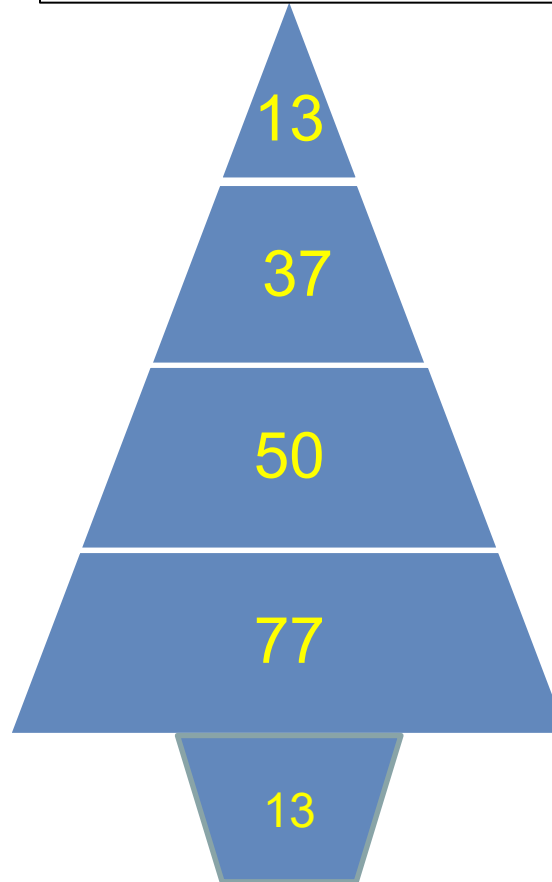
NTTC XO
CVN Afloat TRAINOs
RTC, OTC, HRCOE Branch Heads
NETC Deputy Director



RTC and OTC Department Heads
NETC, NSTC Program Leads



Strategic/Nominative Assignments:
USMEPCOM Commander
NRC COS/CO Staff
NSTC COS/CO Staff



Talent Acquisition/Recruiting (RFX)

NRC Region Commodore
NRC Department Heads
USMEPCOM Western Sector Commander

NTAG Commanding Officers
USMEPCOM Battalion Commanders
NRC Division Directors
USMEPCOM Sector Deputies

NRC Branch Heads & CAG
NRC Region REPO/ROPO
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 Requirements and Resourcing Career Path (RKX)



Financial Mgmt (ROX)
Analytics (3211)

Strategic/Nominative Assignments:

PERS-45 DIVDIR
OPNAV N10B
BUPERS-32 (NAVMAC) Director

Manpower Requirements (RMX)

OPNAV N1 Strategic Programming BR HD
FSA 01
N1T DIR Research & Modeling



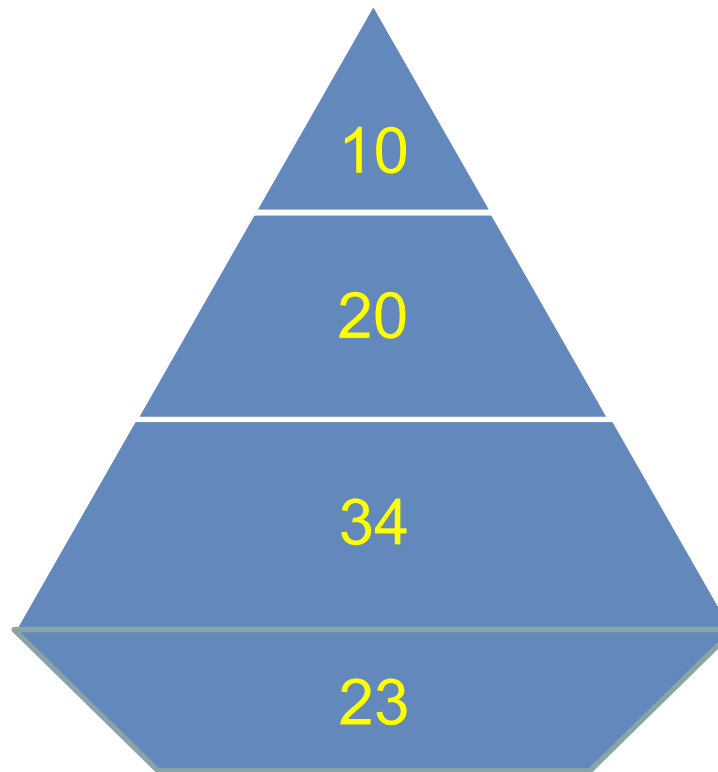
OPNAV N100, N102 N814M
NAVMAC Code 50, NETC
RRL Deputy
BUPERS, TRANSCOM OR Analysts



ES Analysts
ED TRA PLN Analysts
Recruiting Analysts
PERS PLN Analysts



NAVMAC Analysts
ED TRA PLN Analysts
Recruiting Analysts
PERS PLN Analysts



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 & N16



OPNAV N100, N13M, N1Z
N323 Analysts
NAVMAC Analysts



OPNAV N13M, N10, N100
NAVMAC Analysts

