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State Of The Civil Engineer Corps



Active/Reserve Force

Fiscal Year 2017

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I. Introduction

The FY17 *State of the Civil Engineer Corps* reflects the composition of both the Active and Reserve CEC as of 29 September 2017.

This publication is an accumulation of numerous statistics that objectively present statistical information so that readers may draw their own conclusions. It is specifically designed to report data rather than evaluate the information. In many cases, information from earlier reports is included to better track trends and provide a basis for comparison.

This is an evolving document, so your comments and suggestions are welcomed and solicited for this annual publication. Please forward comments and ideas to CDR Kent Simodynes at (901) 874-4034, DSN 882-4034, e-mail at kent.simodynes@navy.mil.

Sources of data:

The active personnel data compiled in this report is generated utilizing the Online Distribution Information System (ODIS) and Officer Personnel Information System (OPINS) as of 29 September 2017.

The reserve personnel data compiled in this report is generated from the Reserve Officer Management Information System (ROMIS), Reserve Headquarters Support System (RHS) and Inactive Manpower and Personnel Management System (IMAPMIS) as of 29 September 2017.

II. Active Component (AC) Composition

A. Introduction

In order to better set the course of our future, we must first understand our past as well as our composition today.

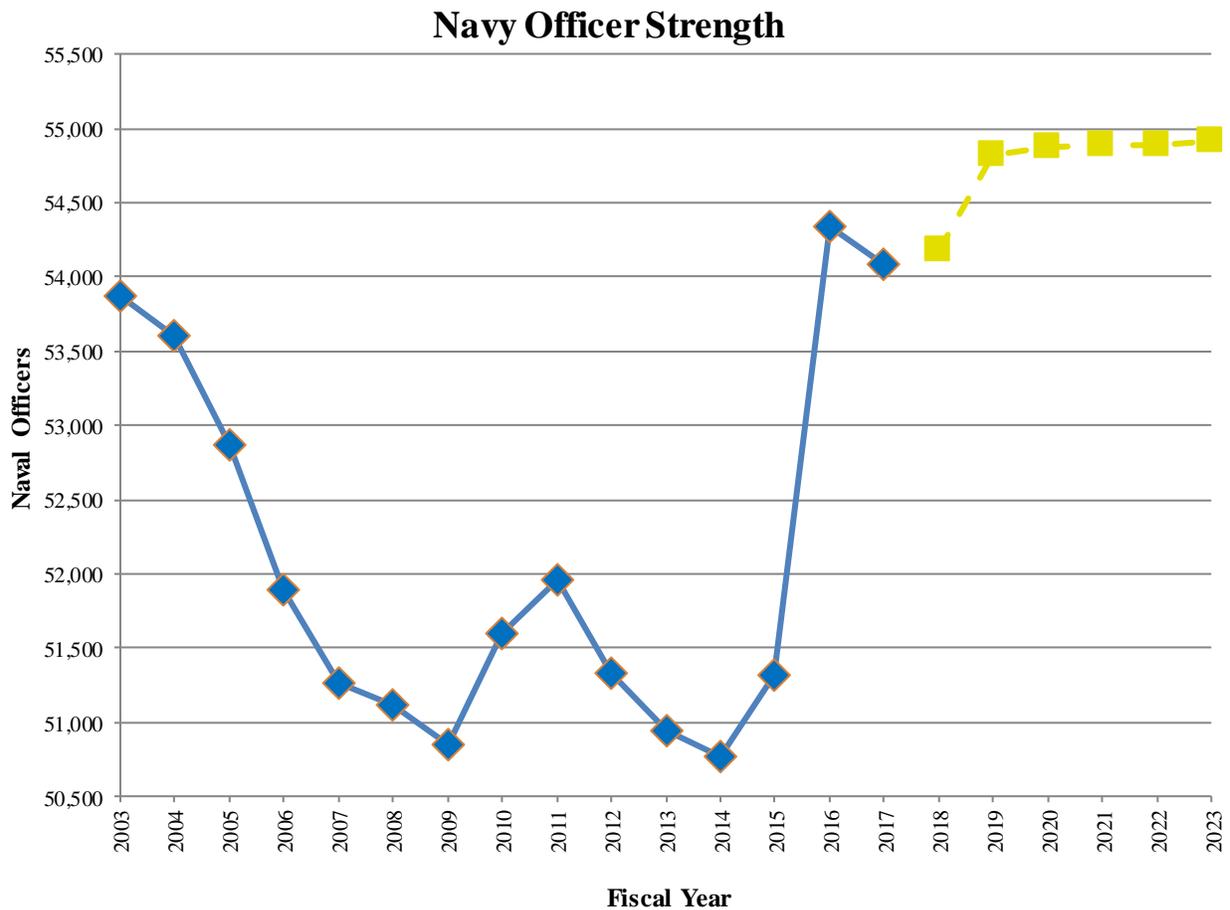
A primary community management function is to balance actual personnel on board with the authorized number of billets and personnel. When compared to the five year average, the CEC in 2017 experienced above average losses, average accessions, and stable authorized end strength. The Civil Engineer Corps ended this year over end strength due to the significant Naval Construction Force cuts from FY12 – FY15. The challenge now is to maintain community health during a period of downsizing, while still providing superior support to the Navy and the joint force.

The Civil Engineer Corps accesses officers without regard to race, creed, or gender. We do track demographics with respect to gender and race to identify areas of concern or negative trends. CEC community demographics are included in this section.

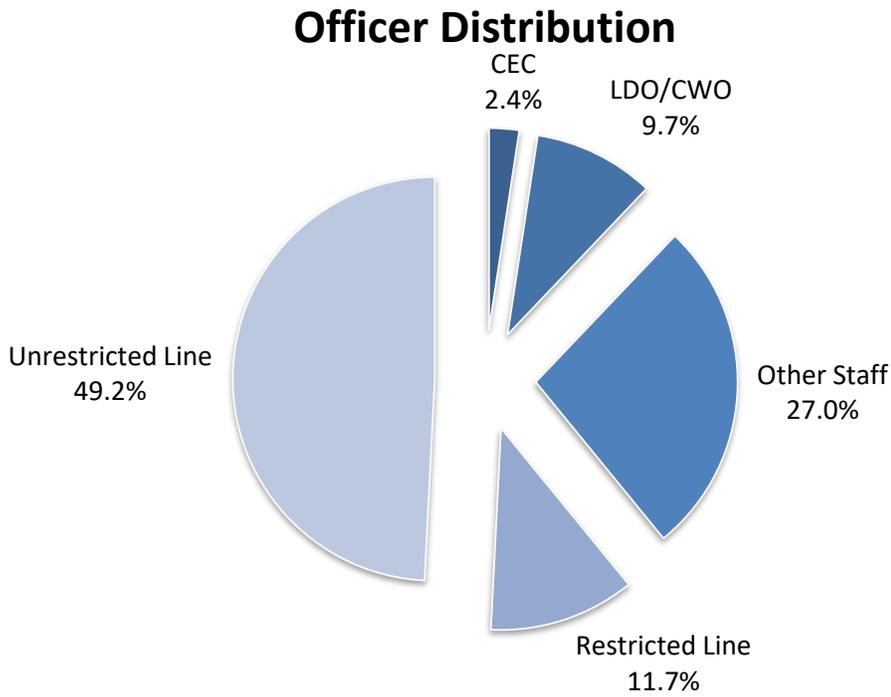
All data presented is as of 29 September 2017 unless otherwise stated.

B. Navy Composition

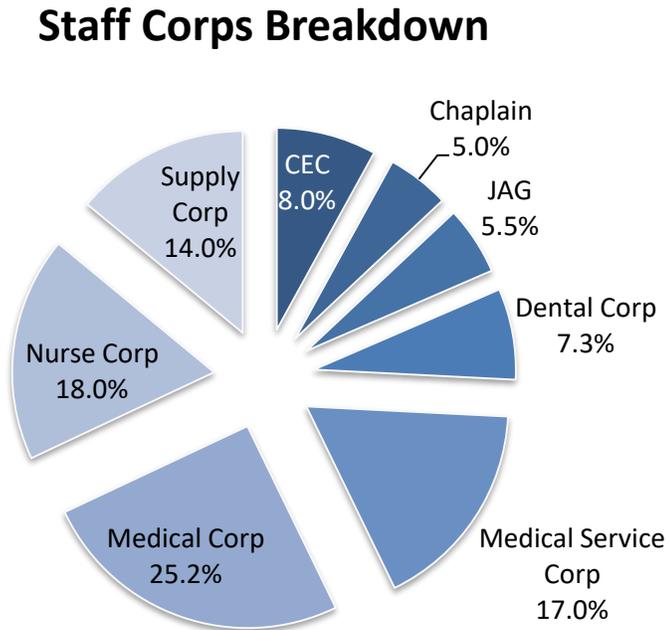
The overall authorized Navy officer strength, peaked at 54,334 in FY16 and is planned to raise to 54,889 by FY21. Following is the historical data and projections for the U.S. Navy.



As shown in the graph below, the Unrestricted Line community accounts for almost half, 49.2%, of the total Navy officer strength. The CEC is 2.4% of the total officer strength. Furthermore, Staff corps communities account for 29.4% of the total Navy strength.

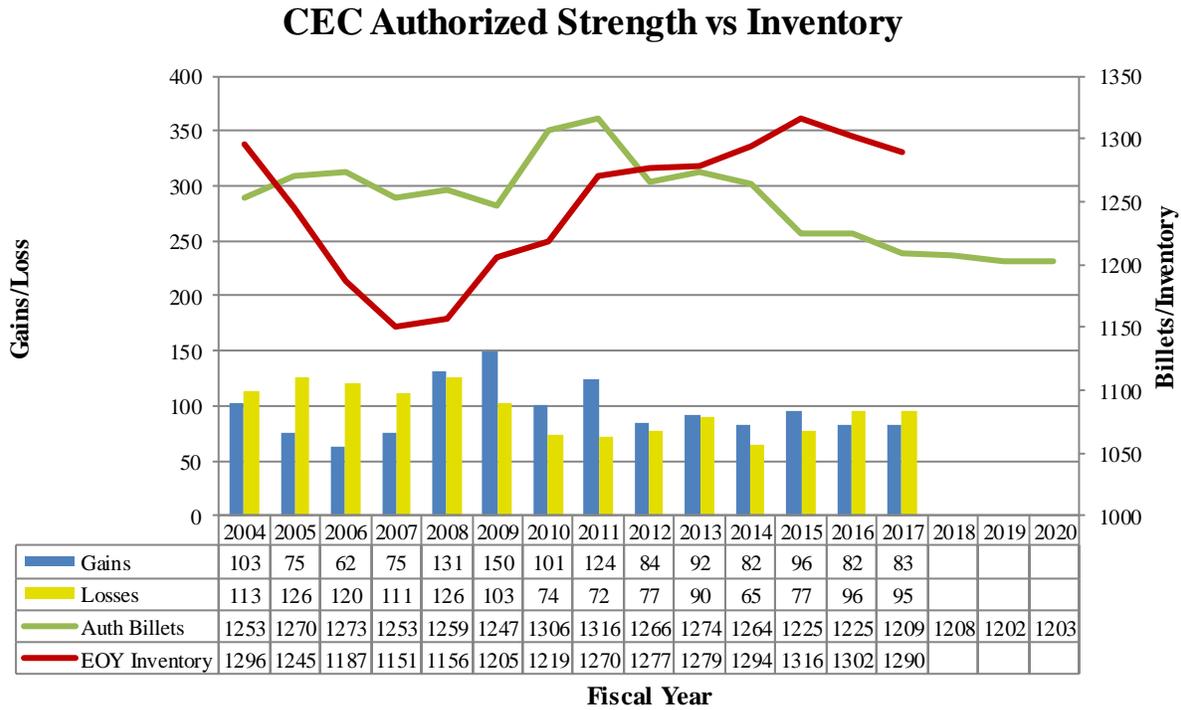


Also shown below, the medical communities comprise 67.5% of the total staff corps personnel with the CEC comprising 8.0% of the total staff corps personnel.

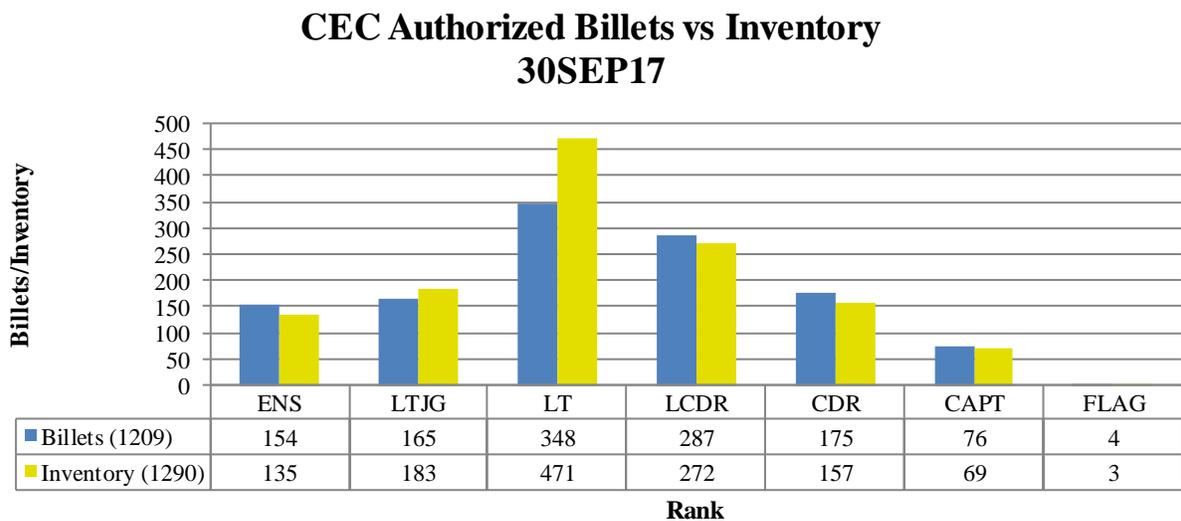


C. CEC End of Year Authorized Strength

As can be seen from the graph below, the CEC inventory of 1,290 officers is above the 30SEP17 authorized billets of 1,214. This chart includes only officers with a 5100 designator. This data does not include lateral transfer officers who are in CEC billets awaiting a designator change. Designator changes can take up to 18 months, so many of the lateral transfer officers will not show up in the CEC inventory numbers in the same FY that they are accessed. In FY19, the community authorized strength is projected to decrease by 12 billets to 1,202.

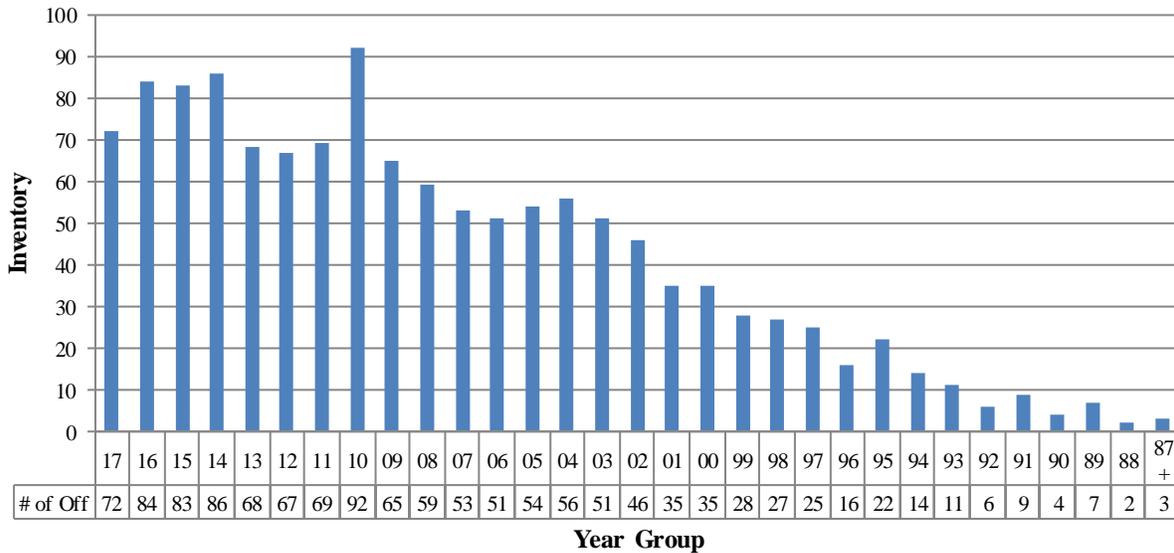


The graph below indicates our balance between authorized billets and the actual on-board personnel by paygrade.



Officers are accessed into the Navy to meet the authorized strength. Concurrently, it is equally necessary to maintain the appropriate year group sizes consistently to ensure proper promotion progression. Accessions are constrained to Officer Programmed Authorizations (OPA), which also constrains the accession year groups.

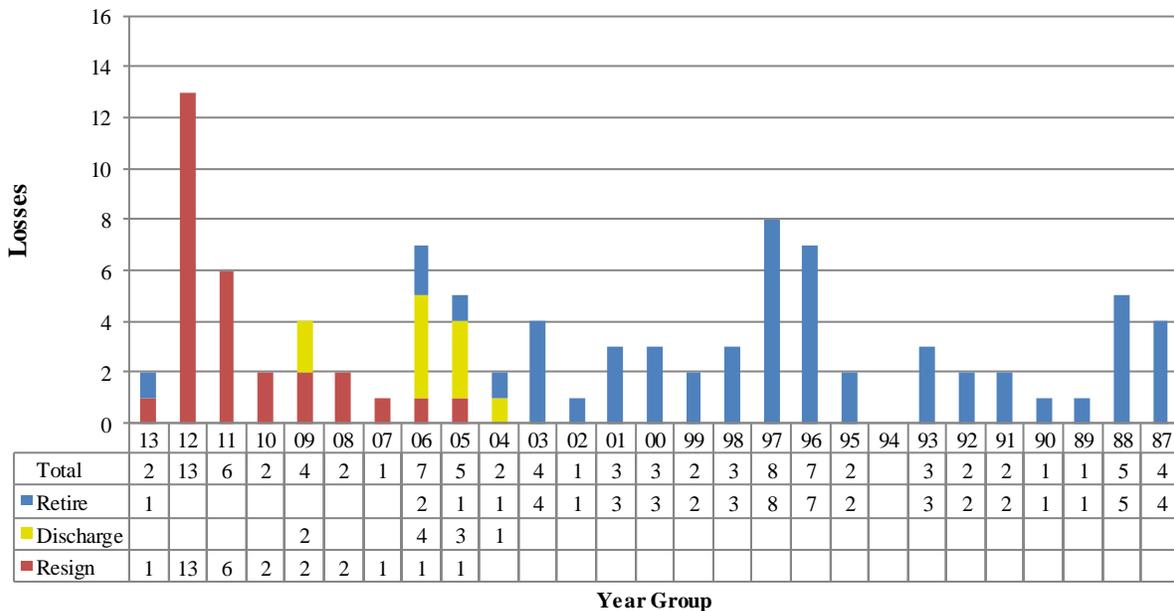
CEC Strength by Year Group



D. CEC Losses

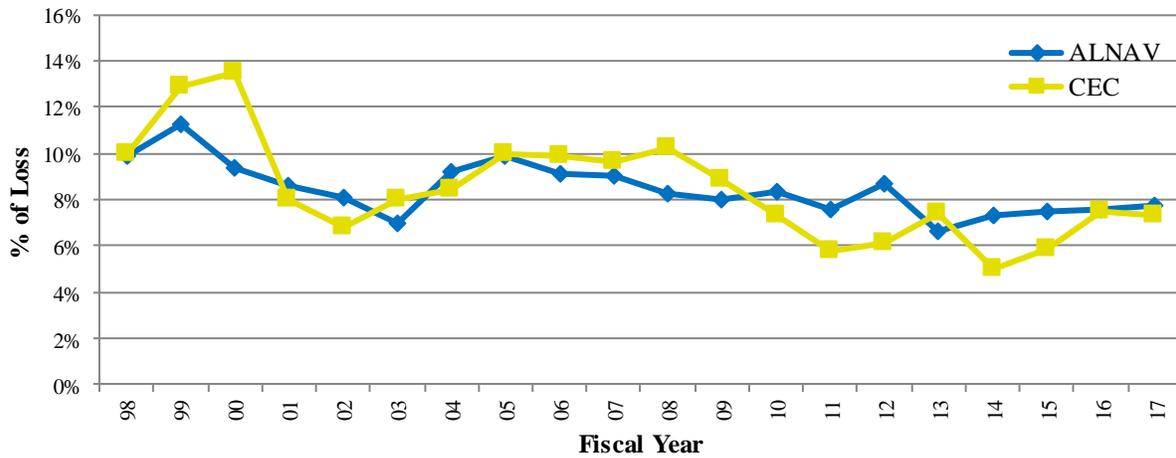
There were 95 CEC losses in FY17 shown by type and year group in the below chart. The below chart includes retirements, resignations, involuntary separations, lateral transfers, and other losses.

CEC Losses by Year Group



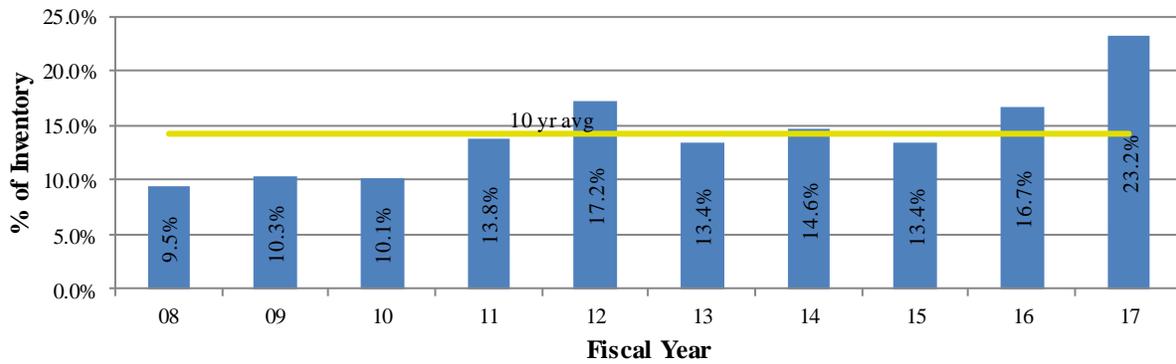
The graph below shows the CEC % of inventory lost compared to the ALLNAV % of inventory lost.

Percent Loss of Strength

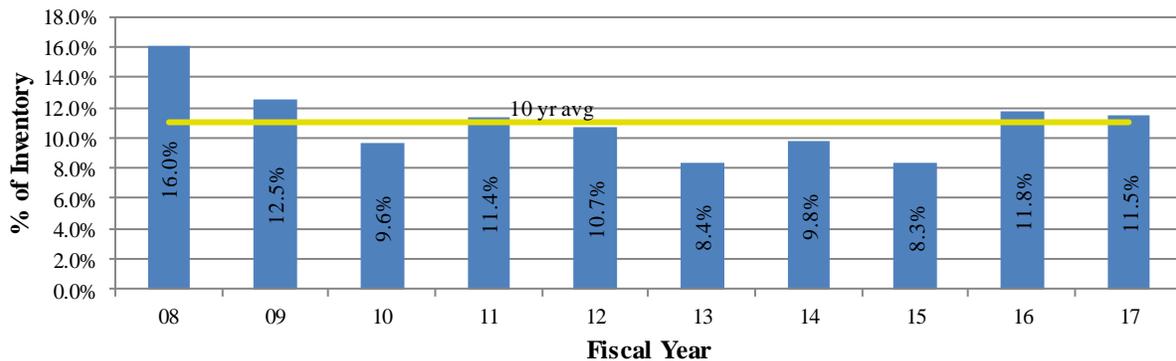


The charts below represent loss trend data for CAPT, CDR, and LT/LTJG. The data represents the % of inventory lost at each pay grade compared to a 10 year average. These pay grades represent key areas where CEC officers typically leave the Navy.

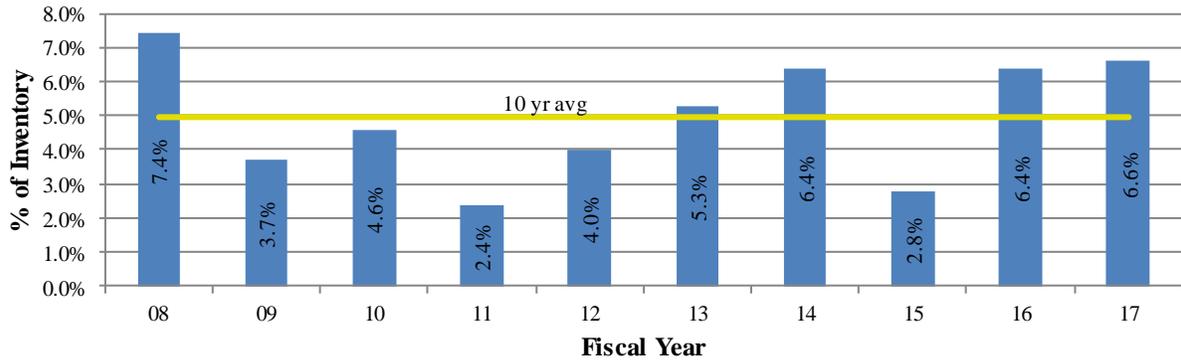
CAPT Loss Trend



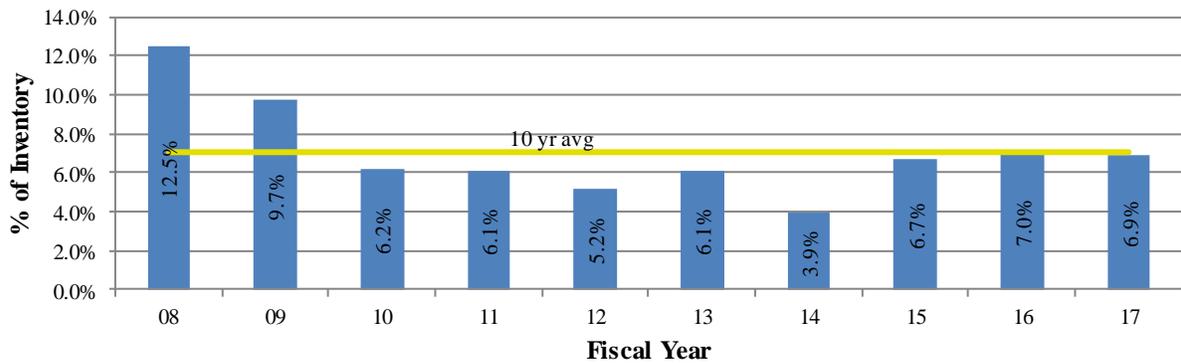
CDR Loss Trend



LCDR Loss Trend

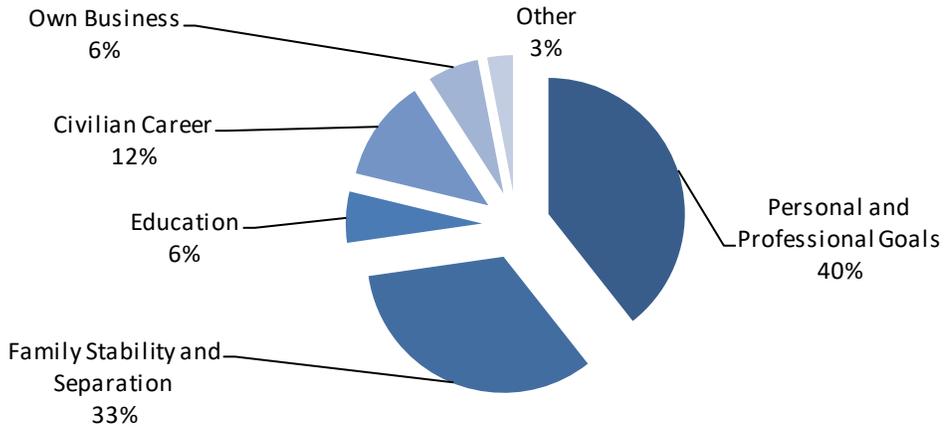


LT/LTJG Loss Trend



The chart and table below represent the reasons why CEC officers resigned. The FY16 data was compiled from 32 officer resignation letters. Note that two individuals temporarily resigned as part of the Career Intermission Pilot Program and were not counted. Only voluntary releases and resignations are reflected in these statistics

FY 17 Resignation Data



Historical Resignation Data

2017		2016	
<u>Reason for Leaving Navy</u>	<u>Responses</u>	<u>Reason for Leaving Navy</u>	<u>Responses</u>
Personal and Professional Goals	13	Personal and Professional Goals	13
Family Stability and Separation	11	Family Stability and Separation	12
Education	2	Education	5
Civilian Career	4	Civilian Career	0
Own Business	2	Own Business	0
Other	1	Other	1
Total Responses Received	33	Total Responses Received	31

2015		2014	
<u>Reason for Leaving Navy</u>	<u>Responses</u>	<u>Reason for Leaving Navy</u>	<u>Responses</u>
Personal and Professional Goals	14	Personal and Professional Goals	13
Family Stability and Separation	11	Family Stability and Separation	7
Education	6	Education	0
Civilian Career	5	Civilian Career	8
Own Business	2	Own Business	0
Other	0	Other	1
Total Responses Received	38	Total Responses Received	29

E. Community Demographics

1. Minority/Gender Breakdown

The increasing demographic diversity of the United States correspondingly influences the Navy and the Civil Engineer Corps to become more diverse. Navy Recruiting and the CEC Accessions Team will strive to increase the diversity of qualified applicants. This will facilitate development of a sustainable officer corps to effectively retain and lead an increasingly diverse community of officer, enlisted, and civilian personnel.

End of FY17 Minority and Female Inventory								
	FLAG	CAPT	CDR	LCDR	LT	LTJG	ENS	Total
Female Inventory	0	6	8	23	67	29	22	155
Minority Inventory								
African-American	0	0	5	14	35	20	12	86
Hispanic	1	5	14	12	54	21	16	123
Asian/Pacific Islander	1	1	12	22	42	22	10	110
Multiple	0	1	6	5	16	14	11	53

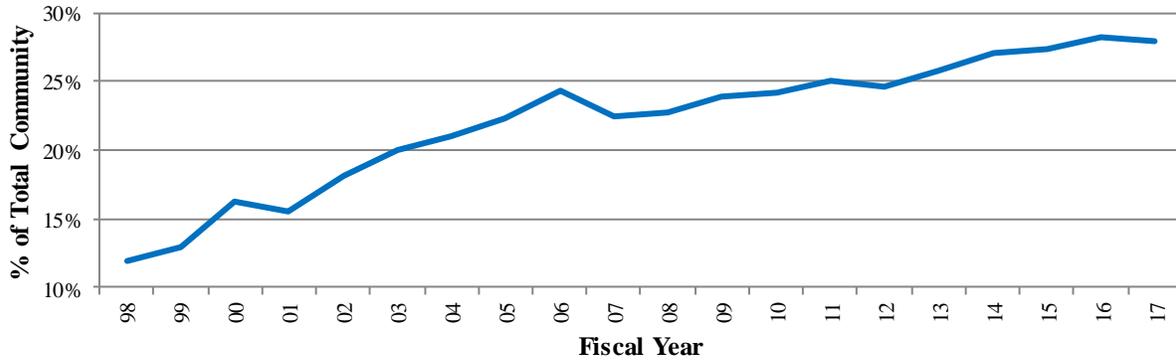
In considering CEC demographics, it is important to consider the demographics of the engineering workforce and the CEC uses the U.S. Bureau of Labor Statistics, of the Department of Labor (DOL) to compare demographics. Comparisons between DOL and CEC data are shown in the subsequent paragraphs.

Comparison of CEC Diversity to Industry and All Navy				
	CEC Officers	% of CEC Total	% of Total Arch./Eng. Workforce ⁽¹⁾	All Navy (%)
Females	155	12.0%	12.4%	18.3%
Minority				
African-American	86	6.7%	5.1%	7.8%
Hispanic	123	9.5%	7.7%	7.9%
Asian/Pacific Island	110	8.5%	12.6%	5.7%

⁽¹⁾ Department of Labor, U.S. Bureau of Labor Statistics, Labor Force Characteristics by Race and Ethnicity, 2016

The CEC currently has 360 minority/Hispanic officers or 27.9% of the total 1,290 officers in the Civil Engineer Corps.

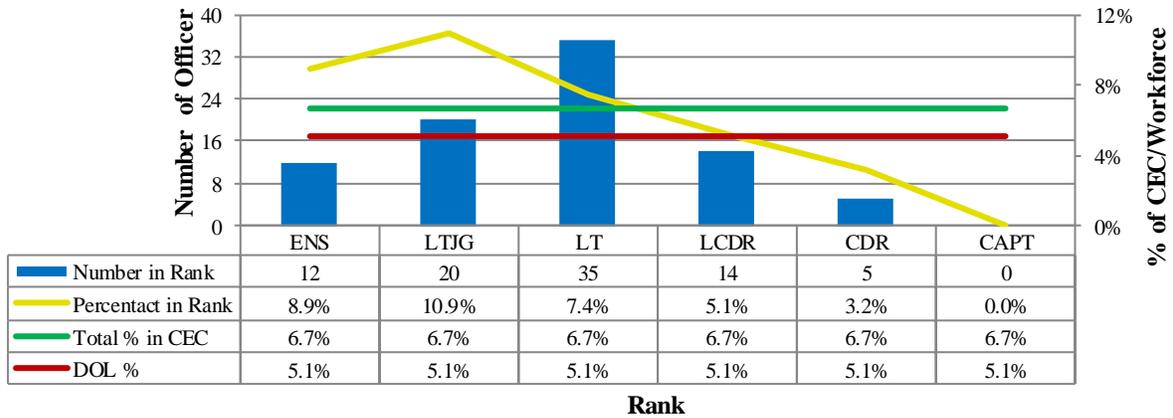
Minorities in the CEC



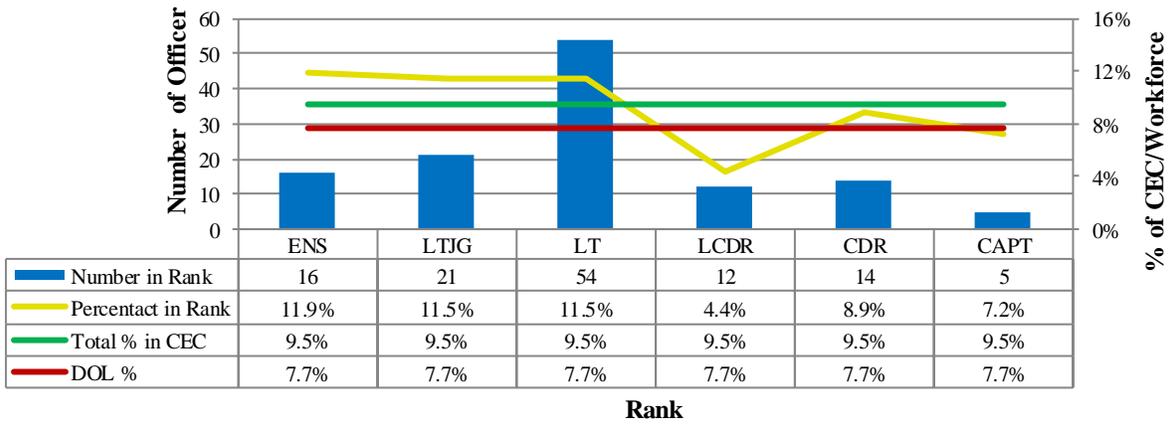
As shown below, the CEC exceeds engineering workforce demographics in the African-American and Hispanic categories. The Navy does not mandate diversity goals; however, desired targets based upon DOL averages are established to provide a guide for accessions. The data does not include officers who declined to enter their race and/or ethnicity on their Navy application.

The graphs below depict the percentage of minorities by rank in the CEC.

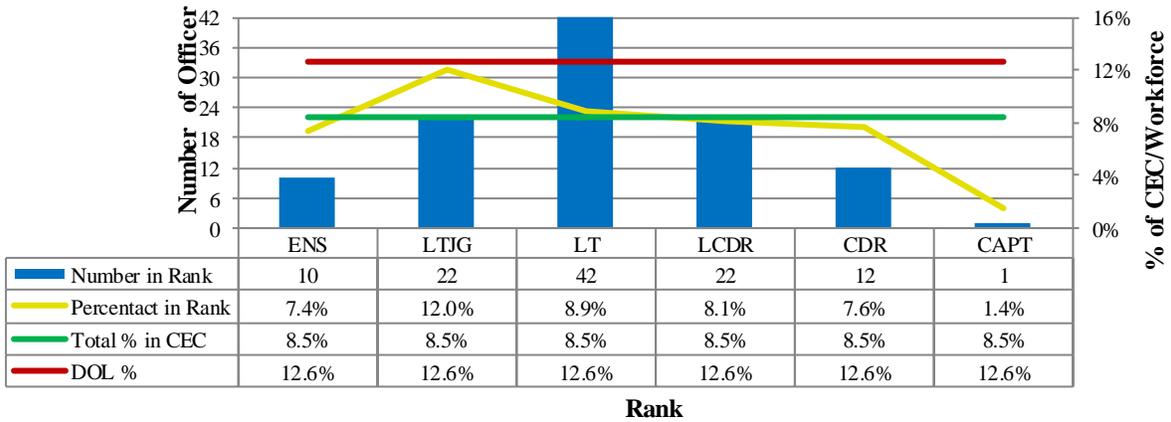
African-American in the CEC



Hispanic in the CEC

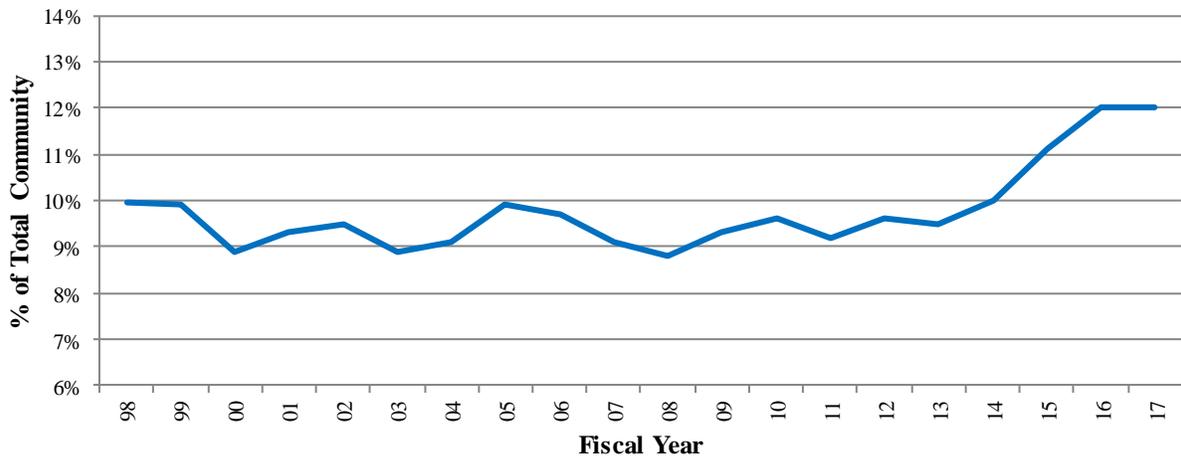


Asian/Pacific Islander in the CEC

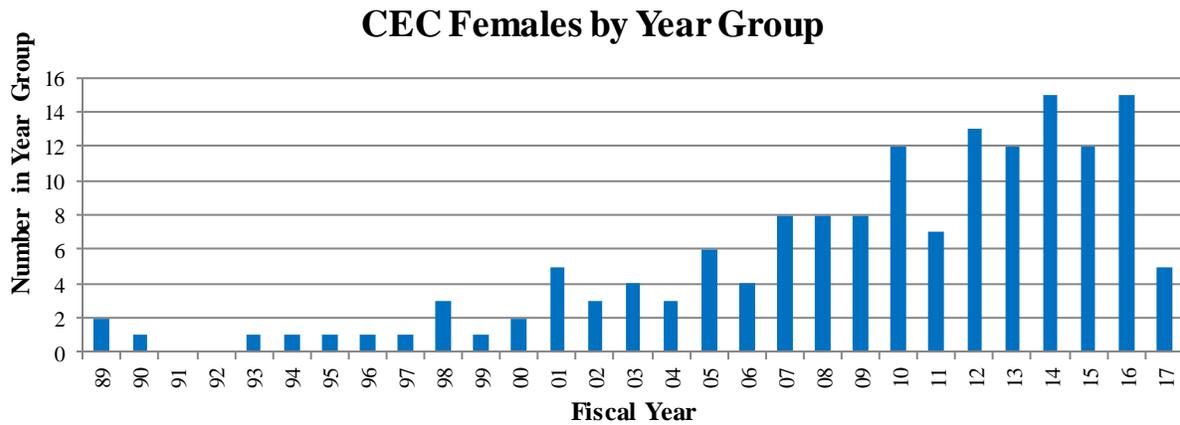


The CEC currently has 155 females or 12.0% of the 1,209 total Civil Engineer Corps officers.

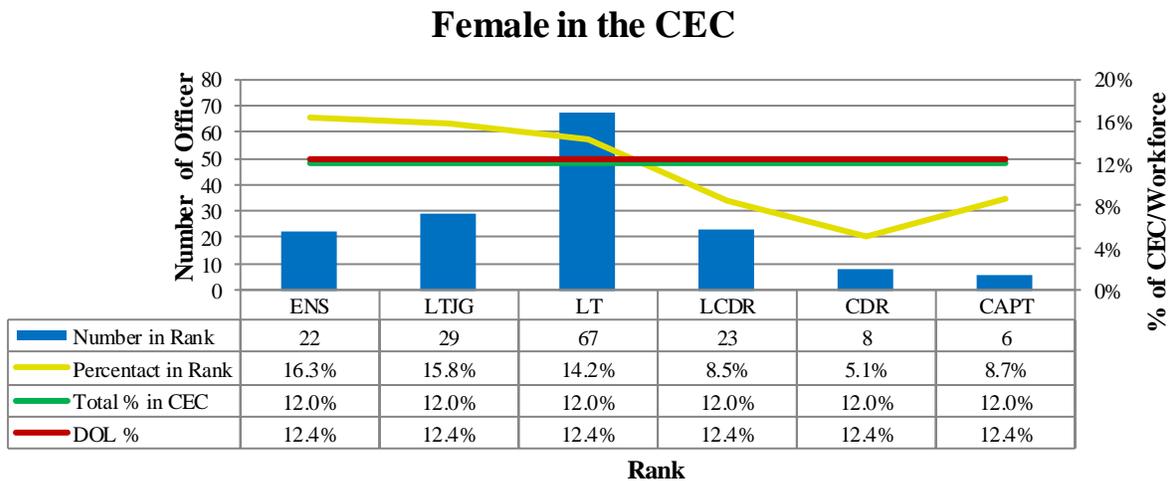
Females in the CEC



The CEC has 155 women between the year groups shown below.



The following chart depicts the percentage of females of the total inventory of each rank of the AC CEC as well as the overall percentage of females in the CEC.



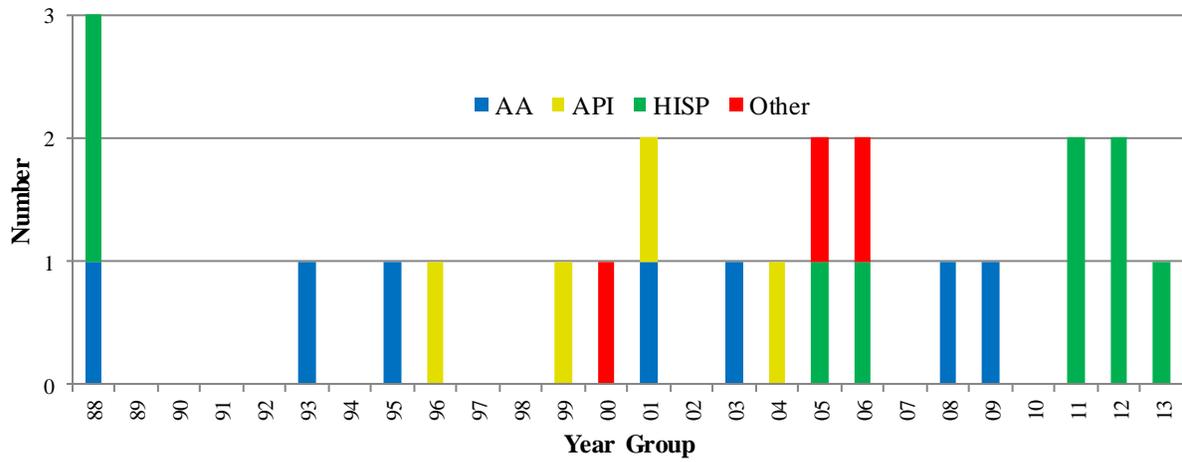
2. Loss Comparison

Minority and female losses by year group for FY-17 shown below. These figures include retirements, resignations, and releases from active duty.

FY17 Losses by Group	
Group	% Loss of Group
CEC Losses	7.4%
Minority CEC Losses	6.4%
Female CEC Losses	5.2%

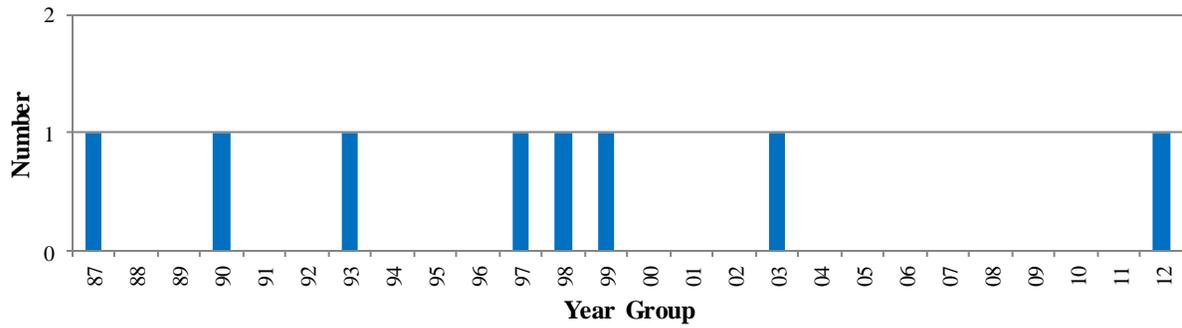
The chart below shows the number of losses by year group of the minority officers within the CEC.

Minority Losses by Year Group



The chart below shows the number of losses by year group of the female officers within the CEC.

Female Losses by Year Group



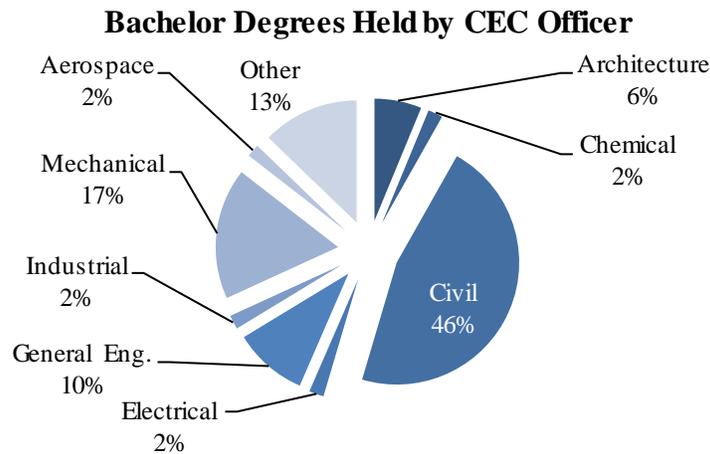
III. AC Qualifications

A. Introduction

The CEC prides itself on the impressive qualifications of its officers. This section provides a brief synopsis on the educational background, professional registration, warfare qualifications, acquisition attainment, joint duty qualifications, and other various training of CEC officers.

B. Degree Breakdown

The following chart provides the breakdown of degrees CEC officers had when they were commissioned.



*Other includes: Nuclear Engineering, Aeronautical Engineering, Mining Engineering, Petroleum Engineering, Metallurgical Engineering, Electrical Systems Engineering, Naval Architecture, etc.

C. Professional Registration

Throughout a CEC career, achieving professional registration is continuously emphasized. This emphasis has resulted in a highly professional and technically proficient workforce as shown below.

Below is a chart which depicts the number of professionally registered officers at various ranks.

Professional Registration by Rank								
	ENS	LTJG	LT	LCDR	CDR	CAPT*	FLAG	TOTAL
Inventory	135	183	471	272	157	69	3	1,290
EIT Only	74	101	203	35	0	0	0	413
PE	1	15	185	223	153	65	3	645
RA	0	1	16	8	4	5	0	34
None	60	66	67	6	0	0	0	199

*CAPT professional registration is over 100% due to an officer having both PE and RA.

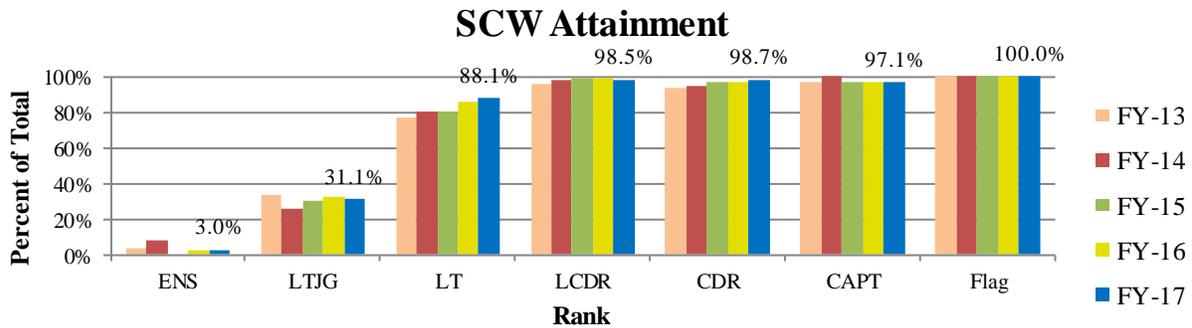
Based upon the unique experience requirements associated with becoming a registered architect, the Civil Engineer Corps offers the Intern Architect Development Program (IADP) to provide 12 to 18 months of board experience for officers with architecture degrees. There are currently 5 billets for interns. NAVFACINST 1520.8D further describes the IADP program.

D. Seabee Combat Warfare Qualifications

The following is a summary by rank of the CEC officers who are SCW qualified and the number of billets by rank which require SCW qualifications. A total of 10% of current billets require SCW qualification.

SCW Qualification and Billets by Rank		
Rank	SCW Qualified Officers	SCW Qualified Billets
Flag	3	0
CAPT	67	12
CDR	155	24
LCDR	268	39
LT	415	43
LTJG	57	3
ENS	4	0
TOTAL	969	121

Below, the percentage of SCW qualified officers at each rank for FY-17 and the previous four years is shown graphically.



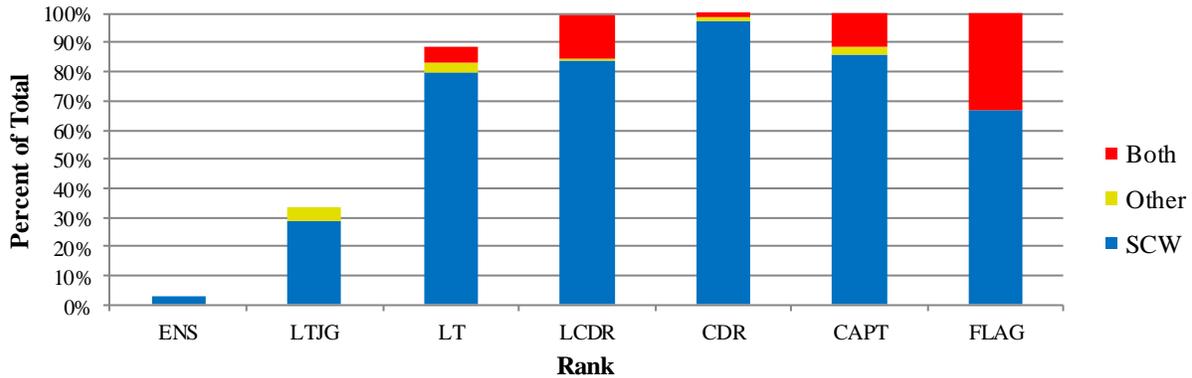
E. Other Warfare Qualifications

Officers who are selected for re-designation into the CEC bring a wealth of additional experience with other warfare qualifications. Just over 8% of the CEC community has earned other warfare qualifications.

Other Warfare Qualification by rank								
	ENS	LTJG	LT	LCDR	CDR	CAPT	FLAG	Total
Surface	0	2	11	17	5	8	1	44
Aviation	0	5	28	19	0	0	0	52
Sub	0	0	1	8	0	3	0	12
Total	0	7	40	44	5	11	1	108
% of Total Rank	0.0%	3.8%	8.5%	16.2%	3.2%	15.9%	33.3%	8.4%

This results in a high percentage of all officers possessing some type of warfare qualification. The chart below shows officers who possess SCW, Other warfare qualification, or both.

Overall Warfare Attainment



F. Acquisition Certification

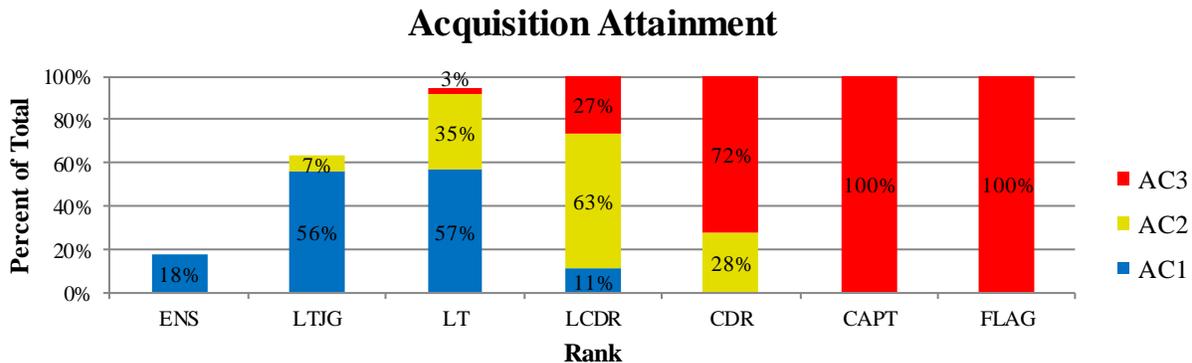
According to Director, Acquisition Career Management guidelines, officers assigned to acquisition billets should be certified at the level commensurate with their ranks shown in bold below. The table below provides actual number of officers by rank at each level. The graph following the table reflects documented acquisition levels as a percentage by rank.

Acquisition Certification by Rank and Level				
Rank	Acquisition Certification Level	Inventory	Qual	Percentage
CDR, CAPT, FLAG	AC3	254	206	81.1%
LCDR	AC2/AC3	283	252	89.1%
ENS, LTJG, LT	AC1/AC2	153	557	74.0%
Total at All Ranks		1,290	1,015	78.7%

The below table shows acquisition level by rank.

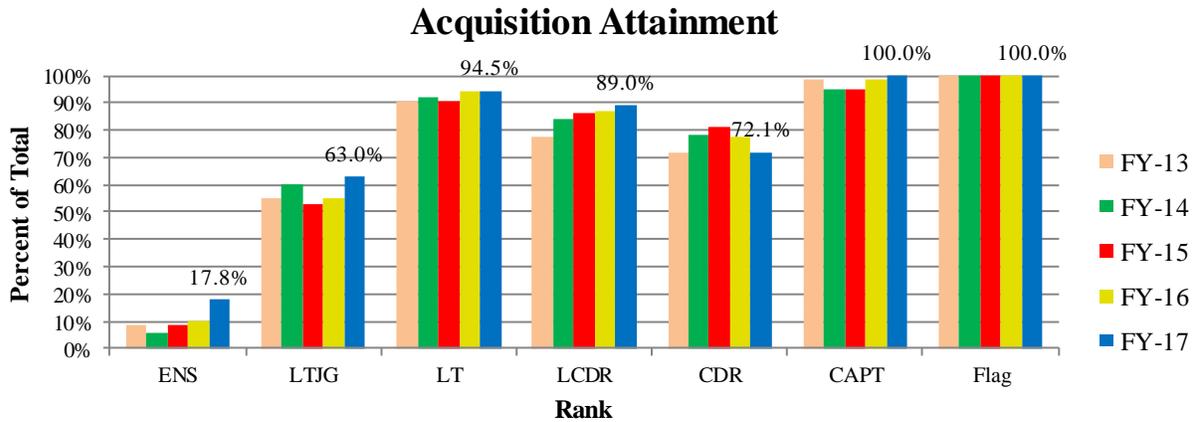
Officers Acquisition Level by Rank								
Rank	ENS	LTJG	LT	LCDR	CDR	CAPT	FLAG	TOTAL
AC1	24	102	431	282	172	79	3	1,093
AC2	0	11	173	252	172	79	3	690
AC3	0	0	14	75	124	79	3	295

The below chart shows percent of officers at the proper acquisition certification level according to rank in FY-17.



Officers should ensure that their record accurately reflects their current level of training and experience. Acquisition

levels are entered into service record through the CEC Detail Office. The table below shows the percent of officers that have attained the level of certification required by the DACM for each rank.

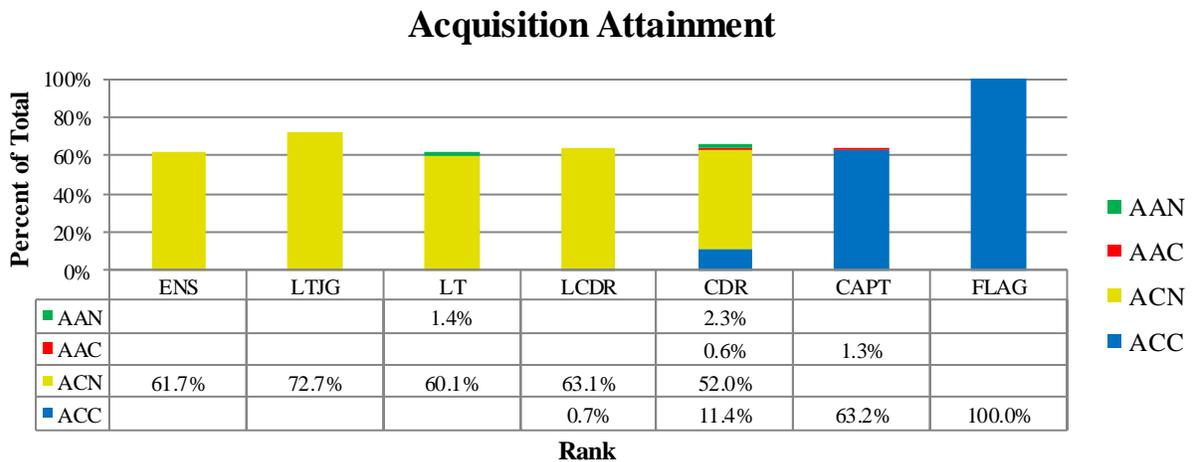


Officers who are in acquisition-coded billets, or who are Acquisition Corps members, are given first priority and central funding for training. Officers assigned to acquisition coded billets are considered members of the acquisition professional workforce.

Acquisition Billet Type and Percentage by Rank								
Rank	ACC Billets	ACN Billets	AAC Billets	AAN Billets	Total Acq Billets	Total Billets at rank	% Acq Billets at Rank	% ACC Billets at Rank
ENS	0	95	0	0	95	154	62%	0%
LTJG	0	120	0	0	120	165	73%	0%
LT	0	209	0	5	214	348	61%	0%
LCDR	2	181	0	0	183	287	64%	1%
CDR	20	91	1	4	116	175	66%	11%
CAPT	48	0	1	0	49	76	64%	63%
FLAG	4	0	0	0	4	4	100%	100%
Total	74	696	2	9	781	1,209	65%	6%

ACC: Acquisition Contracting Critical
 ACN: Acquisition Contracting Non-critical

AAC: Acquisition Program Management Critical
 AAN: Acquisition Program Management Non-critical



Historical Inventory of Acquisition Billets					
Rank	FY-13 % Acquisition Billets	FY-14 % Acquisition Billets	FY-15 % Acquisition Billets	FY-16 % Acquisition Billets	FY-17 % Acquisition Billets
FLAG	80	100	100	100	100
CAPT	64	71	68	69	69
CDR	71	70	68	70	70
LCDR	78	76	72	77	77
LT	66	53	67	67	67
LTJG	71	70	75	73	73
ENS	56	69	57	61	61
TOTAL	69	65	68	70	70

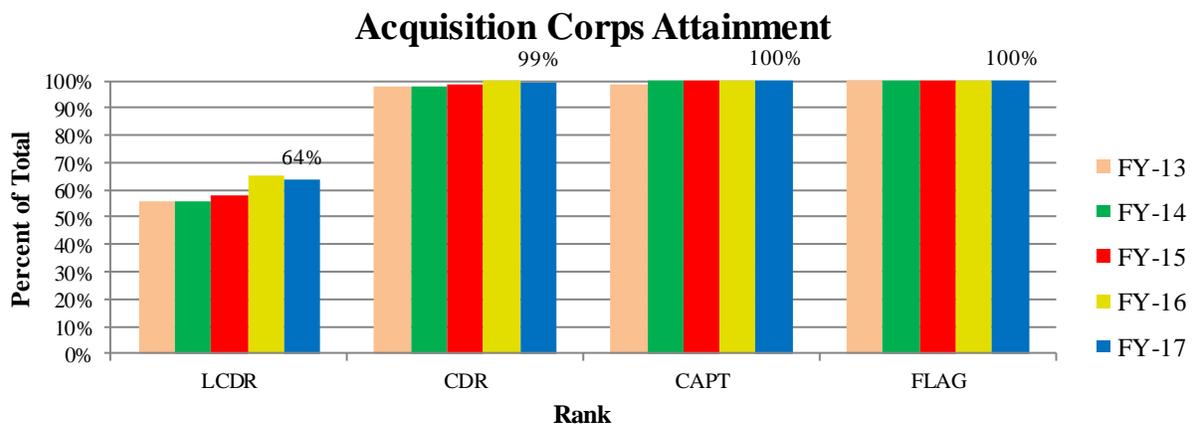
G. Acquisition Corps

Acquisition Corps (AC), formerly Acquisition Professional Community (APC), membership is determined on a rolling basis. Only AC members may be assigned to ACC billets. APM indicates the officer is a member of the Acquisition Corps Professional Community and Fully Qualified.

A LCDR or above may apply for the AC once an acquisition level 2 or 3 is attained. The officer must have taken a minimum of 24 semester credit hours of business and have a minimum of 4 years of acquisition experience.

AC Membership and ACC Billets				
Rank	AC Members	% of Total Eligible Officers	ACC Billets	% of Billets at Rank
FLAG	3	100%	4	100%
CAPT	79	100%	48	66%
CDR	171	99%	20	11%
LCDR	180	64%	2	1%
Total	433	80.6%	74	64.9%

The below chart shows historical AC attainment by rank.



H. Public Works Certification

In September of 2015, NAVFAC released NAVFACINS11300.1A, developing the Public Works Certification for all CEC officers. The Public Works Training Continuum was developed to provide appropriate and timely training throughout a CEC officer's career in order to fill jobs with increasing scopes of responsibility. Completes of Public Works Certification courses will give CEC officers a baseline of knowledge to effectively execute NAVFAC's mission. Public Works Certification levels are entered into service record through the CEC Detail Office.

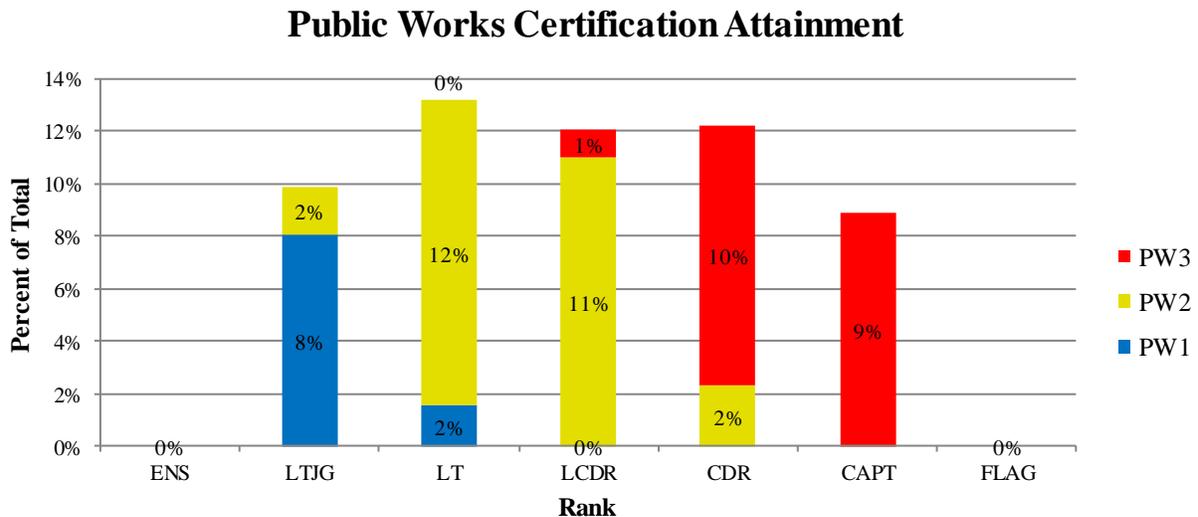
The table below provides actual number of officers by rank at each level. The graph following the table reflects documented public works certification levels as a percentage by rank.

Public Works Certification by Rank and Level				
Rank	PW Certification Level	Inventory	Qual	Percentage
CDR, CAPT, FLAG	PW3	254	24	9.4%
LCDR	PW2/PW3	283	34	12.0%
ENS, LTJG, LT	PW1/PW2/PW3	153	76	10.1%
Total at All Ranks		1,290	134	10.4%

The below table shows public works certification level by rank.

Officers Public Works Certification Level by Rank							
Rank	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
PW1	0	16	60	34	21	7	138
PW2	0	3	53	34	21	7	118
PW3	0	0	0	3	17	7	27

The below chart shows percent of officers at the proper public works certification level according to rank in FY-17.



I. Joint Duty

Joint duty continues to be a focus area for the Civil Engineer Corps. In recent years, there has been more tasking involving contingency construction in joint operations. A Joint Qualified Officer (JQO) has served in two joint tours or has completed all of the required Joint Professional Military Education (JPME) training as well as serving in a joint tour. Final designation as a JQO is made by the Secretary of Defense.

Following is a comparison of the officers who are qualified to be detailed to joint coded tours and the number of authorized joint billets within the CEC.

JPME and JQO Qualified Officers		
Rank	JPME Trained Officers ¹	JQO Officers
CAPT	40	10
CDR	63	5
LCDR	59	1
LT	12	0
Total	174	16

¹At least JPME Phase I

JDAL Fit and Fill				
Rank	JDAL ¹ Billets	Filled Billets	JPME Trained Officers	JQO
CAPT	3	3	3	0
CDR	12	12	7	4
LCDR	13	12	5	1
Total	28	27	15	5

¹Joint Duty Assignment List (JDAL)

Available joint training:

CEC Officers can gain JPME through any of the following sources.

Naval War College

- 1 CDR quota per year
- 1 LCDR quota per year

Army Command and General Staff College

- 1 CDR quota per year
- 2 LCDR quota per year

Dwight D. Eisenhower School for National Security and Resource Strategy (formerly Ind. Collg. of Armed Forces)

- 1 CDR quota per year

USMC Command and Staff College

- 2 LCDR quotas per year

Non-Resident Course (through Naval War College)

- Unlimited

J. Other Training

1. Officer Leadership Continuum

In FY-97, the CNO implemented a training program to expand the development of naval leadership at various stages in an officer's career. The focus of training is to:

- * Provide common understanding of Navy's vision and direction

- * Communicate consistent standards from the Navy's highest levels
- * Break down community barriers and emphasize continuous growth

These courses will be attended in route during a PCS move if possible. Officers in Norfolk/San Diego areas are encouraged to attend the courses during their tours.

Type	Target Audience	Duration	Location
CEC Introduction (CECOS)	New CEC officers	7 weeks	Port Hueneme, CA
Division Officer Leadership	Newly commissioned officers	1 weeks	Port Hueneme, CA
Intermediate Leadership	Mid grade LT through O4	1 weeks	Various
CEC LCDR (Select) Leadership	Selected O4	1 week	Port Hueneme, CA
CEC CDR (Select) Leadership	Selected O5	1 week	Washington, DC
CEC CAPT (Select) Leadership	Selected O6	1 week	Washington, DC
Navy Senior Leader Seminar	O6, high-potential O5	2 weeks	Newport, RI
Executive Officer Leadership	XO's of sea and shore units	2 weeks	Newport, RI
Prospective Command Leadership	CO's of sea and shore activities	2 weeks	Newport, RI
Major Command Leadership Course	O6 CO's of major command activities	1 weeks	Newport, RI

2. Defense Language Institute (DLI)

The CEC has 33 language-coded billets (23 Italian, 8 Spanish, 1 Arabic, 1 Greek, 1 French, and 1 Tagalog). Since FY09, zero DLI quotas have been filled by CEC Officers.

Language training is 6 months in length and is taught at the DLI in Monterey, CA. Since the training is over 20 weeks, it's an official PCS move to Monterey but no DLI quotas are filled by CEC Officer.

3. Specialty Courses

All CEC Officers assigned to a first tour in Facilities Engineering Command or Seabees will attend one of the following specialty courses during CECOS: Facilities Engineering Command Operations (1 week Operations core and 1 week Facility Engineering and Acquisition Division (FEAD) or 1 week Facility Maintenance (FM Production) or Construction Battalion Operations (2 weeks). Courses are not included in PCS orders due to the lack of NPC funding available for in-route training. Officers are encouraged to request training from the gaining command for each new assignment.

IV. AC Accession Program

A. Introduction

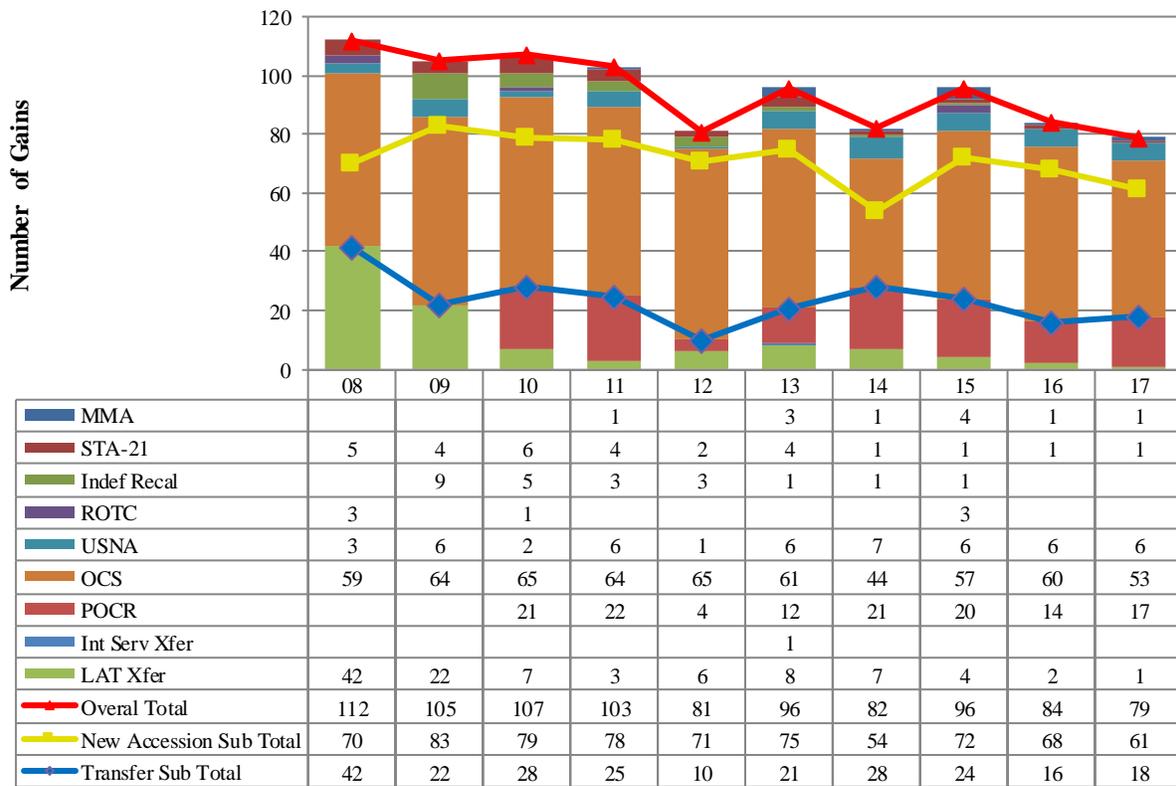
Outreach, awareness, and accessions efforts, including the focused efforts of three regional Accessions Officers and one Deputy Accessions Officer. The Accessions Officers use the CEC recruiting website, and increased contact at colleges and diversity conferences, assisted Commander, Navy Recruiting Command to meet the CEC accessions goal. The CEC Collegiate Program continues to be an outstanding vehicle to access today's brightest architects and engineers. A strong delayed entry program will continue to ensure the health of the CEC for the future.

The accessions program aggressively targets a large variety of diverse schools to generate interest in the CEC. The Accessions Officers solicit opportunities to make presentations to engineering students during engineering courses and at engineering organization events. Our CEC Accessions Officers also work closely with recruiters and travel thousands of miles to guarantee the quality and diversity of our new accessions with a face-to-face interview process.

B. Accession Numbers & Sources

The bulk of our new CEC officers come out of the collegiate program and the workforce via Officer Candidate School (OCS). We also select candidates through re-designation from other communities, not physically qualified (NPQ) candidates from the Naval Academy and ROTC, Merchant Marine Academy (MMA), recall of reserve officers to active duty, and candidates from the STA-21 Program. Below are a chart and table of previous accessions by year and source.

CEC Gains by Source



Fiscal Year

A breakdown of FY-17 accessions sources is given in the below table.

FY-17 Accession Sources	
OCS	53
U.S. Naval Academy (NPQ only)	6
ROTC, MMA and STA-21	2
Lateral Transfer	1
Probationary Officer Continuation and Redesignation (POCR)	17
Total	79

Lateral Transfers and POCR selected during the current fiscal year. Some may not yet be re-designated to 5100 until the next fiscal year, due to the length of the re-designation process.

1. Officer Candidate School

The accession quota for FY-17 for OCS was 54 candidates. Throughout FY-17 there were 55 candidates that were shipped to OCS, but two failed to commission within FY-17 for various reasons. 53 CEC officers received a commission from OCS during FY-17.

2. Line to Staff Transfers

Twice each year, the CEC participates in the lateral transfer and re-designation board. Warfare qualified line or staff officers, who have accredited engineering or architecture degrees, are considered for re-designation into the CEC. The CEC accessed one lateral transfer in FY-17 and expects limited numbers to be selected for lateral transfer into the CEC in the future due to limitation of transfers out of URL communities and year group overmanning. This officer may not yet be re-designated to 5100 due to length of re-designation process.

3. Training Attrites

Officers may also re-designate into the CEC through the Force Shaping Process when they do not complete their initial training pipeline. These officers are selected through the monthly Probationary Officer Continuation & Re-designation (POCR) Board. There were 17 force shaping accessions in FY-17. Some may not yet be re-designated to 5100 due to length of re-designation process.

4. U.S. Naval Academy/NROTC/Merchant Marine Academy

It is Navy policy that only Not Physically Qualified (NPQ) candidates from Naval Academy and NROTC sources can be commissioned as CEC officers. During FY-17, six officers were selected from the Naval Academy (there were no NROTC accessions in FY-17) to be commissioned into the CEC. In addition, there was one Merchant Marine Academy accession in FY-17.

5. Recall to Active Duty

During FY-17, no CEC reserve officers were permanently recalled to active duty via the indefinite recall board held once per year.

6. Seaman to Admiral 21 (STA-21)

STA-21 Civil Engineer Corps program provides a tuition stipend for selected candidates. Candidates are expected to graduate and be commissioned as CEC officers within three years. There was one CEC STA-21 candidate commissioned in FY-17.

Please refer to the following site for more information: www.sta-21.navy.mil.

C. Minority Accessions

Navy Recruiting Command does not set goals for accessions, but targets ethnic groups based upon SECNAV desired goals relative to the overall U.S. populace. The demographics of the graduating engineering students and engineering workforce do not necessarily parallel the overall population percentages. Therefore, data on minority engineering students and engineering workforce are also included for reference.

FY-17 Minority CEC Accessions			
Minority	Accessions	Engineering BS Graduates ¹	Engineering Workforce ²
African American	8.2%	3.9%	4%
Hispanic	14.8%	14.2%	8%
Asian	13.1%	10.7%	10%

Source: (1) American Society for Engineering Education Fall 2016 Data
 (2) Department of Labor (DOL), U.S. Bureau of Labor Statistics 2016 Data

1. Target Minority Accessions

The CEC Accessions Officers are given the goal to target the best-qualified applicants. They are also charged with attracting minority applicants in support of the Department of Navy’s goal to grow a diverse organization reflective of the nation we serve. The Hispanic category is listed below as a minority accessions, although technically it is an ethnic not racial category.

Minorities by Accession Source FY-17						
	OCS	Naval Academy	STA-21	MMA	Total	Race/Ethnicity %
African American	4	1	0	0	5	8.2%
API/NATAM	7	1	0	0	8	13.1%
White	36	3	0	1	40	65.6%
Multiple	5	1	1	0	7	11.5%
Decline	1	0	0	0	1	1.6%
Total	53	6	1	1	61	100%
Hispanic	8	1	0	0	9	14.8%

2. Female Engineers Comparison

The FY-17 CEC female accession rate is compared with females in the engineering occupations workforce and females graduating with bachelors in engineering fields in the following table.

Female FY-17 CEC Accessions			
Source	Accessions	Engineering BS Graduates ¹	Arch/Eng Workforce ²
New Graduates	9.8%	20.9%	12%

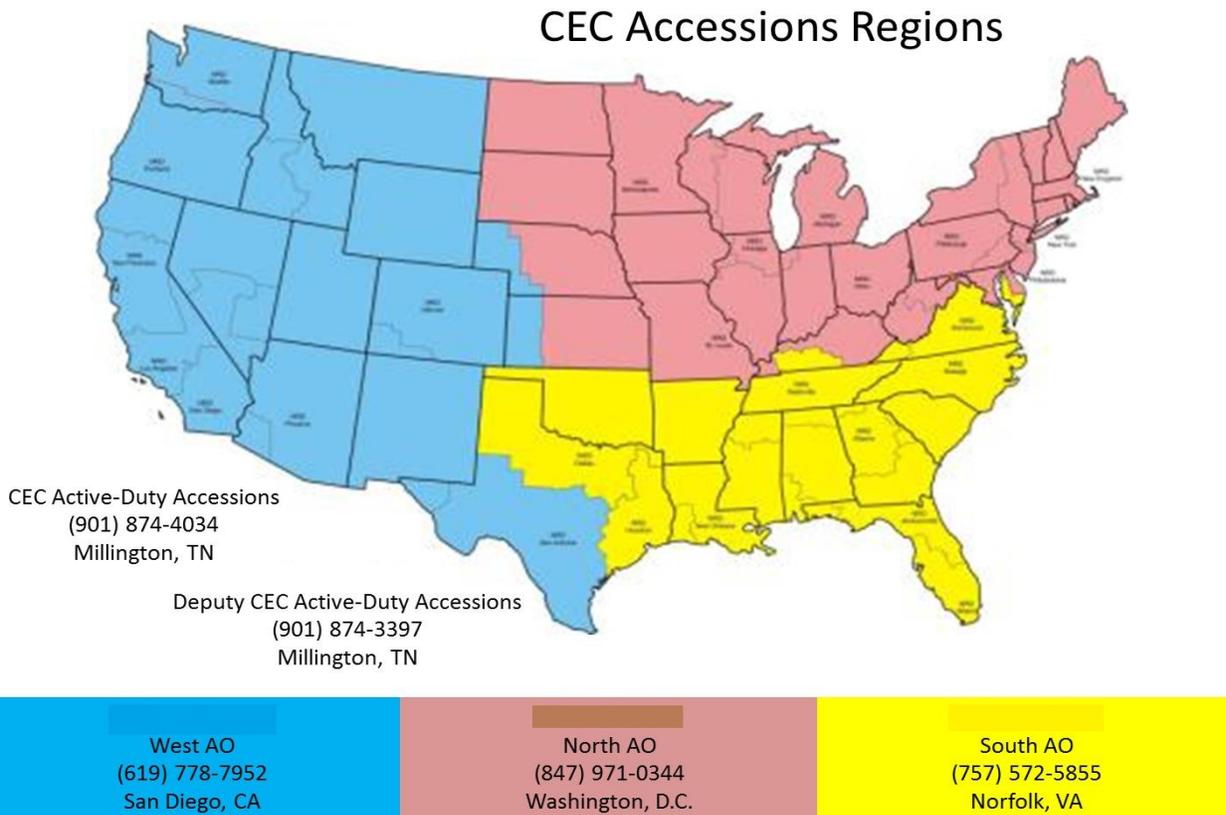
Source: (1) American Society for Engineering Education Fall 2015 Data
 (2) Department of Labor (DOL), U.S. Bureau of Labor Statistics 2015 Data

D. Accessions Officers

Navy Recruiting Command is responsible for meeting CEC OCS accession goals. CEC Accession Officers strengthen and provide continuity to the program. A CEC Lieutenant is assigned to NAVFAC Washington, NAVFAC LANT, and NAVFAC Southwest to carry out their duties. Additionally, a Deputy Accessions Officer is assigned to Millington to managing the outreach and accessions program, administer OCS boards, focus on female

and minority recruiting, support the CEC Graduate Education and Inclusion and Diversity programs, and support the OCM in data analysis. The major emphasis of the accessions officers is on new accessions into the collegiate program or for those who already graduated, to report to Officer Candidate School at the earliest opportunity. With the continuing push for active-reserve integration and total force strategy, they also assist with reserve CEC accessions and advocate NAVFAC civil service careers.

Please see the below map indicating regions covered by the CEC Accessions Officers:



The overall objectives of the Accessions Program are:

1. Access highly competent collegiate candidates
2. Access candidates whose values align with Navy values and ethos
3. Access diverse candidates (race, ethnicity, geographic background, gender, educational background, prior service, etc.)
4. Enhance liaison and impact through Commander, Navy Recruiting Command (CNRC) engagement
5. Maintain community health and achieve established Navy Accessions plan goals
6. Enable CEC community wide awareness and engagement in outreach efforts

Accessions Officer's primary roles are to interact with prospective candidates and CNRC to ensure the most highly qualified candidates are recommended for commissioning and fulfill the six objectives above. Three major factors have been set forth to determine the most highly qualified candidates for selection:

1. Accessions Officer interview
2. Technical competence and ability (GPA, professional licensing, work experience)
3. Non-technical factors (extra-curricular involvement, fitness, Navy potential and legal issues)

The CEC continues to remain selective in choosing candidates with an average of 138 candidates reviewed by the OCS selection boards during FY-17, and 40.6% of those candidates selected. As the competitiveness for selection

into the CEC increases and we strive to increase the diversity of the entire CEC officer inventory, it is imperative that the CEC focuses on increasing the number of competitive candidates with various demographic backgrounds.

To facilitate this increase in diversity and overall candidate competitiveness, the CEC accessions plan (which is produced each fiscal year to guide the efforts of the Accessions Officers) includes a continued focus on prioritizing school visits (based on overall school rankings and diversity of student populations per the Department of Education), improved outreach to prospective future candidates, and increased involvement in outreach to Science, Technology, Engineering, and Math (STEM) and local diversity events by CEC officers in graduate school or at Facilities Engineering Commands.

1. School Visits

The accessions staff visits established schools that fall within three category groupings in order to meet, engage and develop relationships with students and faculty as well as provide presentations to classes and student organizations.

In order to develop these lists, multiple sources of data regarding number of undergraduates, demographics and school performance are used. These categories are developed with the intent of targeting key populations and historic success at universities “producing” CEC applicants. The criteria used in selecting the schools specifically include, determining schools with a high number of CEC candidates over the course of the last six accessions FYs, percentages of key diversity categories (African American, Asian, Female, Hispanic), as established by US Department of Education, and ranking by the industry standards for engineering and architecture undergraduate degrees.

The category school lists developed for the 2017-2018 school year is indicated below:

SOUTH	NORTH	WEST	CAT
Texas A&M University	Univ. of Illinois, U-Champaign	California State Poly. Pomona	1
Virginia Polytechnic Institute	University of Michigan	California Poly, SLO	1
University of Florida	New Jersey Institute of Tech	University of Texas, Austin	1
University of Central Florida	Iowa State University	University of Washington	1
Texas Tech University	Purdue University	Brigham Young University	1
Univ. of Puerto Rico, Maya	Pennsylvania State University	University of California, Davis	2
Georgia Institute of Tech	Ohio State University	Arizona State University	2
University of Alabama	Univ. Minnesota, Twin-Cities	Univ. of California, Berkeley	2
Old Dominion University	Missouri Univ. of S&T.	California State Univ., Fresno	2
North Carolina A&T	North Dakota State University	Oregon State University	2
Univ. Maryland, College Park	Rutgers University	Univ. of Colorado, Boulder	3
Clemson University	Carnegie Mellon University	Univ. of California, San Diego	3
Poly University of Puerto Rico	University of Pittsburgh	Colorado School of Mines	3
Auburn University	Milwaukee School of Engi	Univ. of California, LA	3
Univ. of NC, Charlotte	Norwich University	San Diego State University	3
North Carolina State Univ.	Rensselaer Poly Institute	Utah State University	3
Florida Atlantic University	Syracuse University	Boise State University	3
Florida International Univ.	University at Buffalo	Univ. of Southern California	3
Louisiana State University	West Virginia University	Univ. of Texas, San Antonio	3
University of Houston	City University of New York	Texas A&M Univ., Kingsville	3
Florida A&M University	Stevens Institute of Tech	University of Arizona	3
University of South Florida	University of Rhode Island	Cal State Univ., Long Beach	3
Savannah College of A&D	Case Western Reserve Univ.	University of Utah	3
Howard University	University of Kentucky	University of California, Irvine	3
University of Arkansas	New York Institute of Tech	University of New Mexico	3
Kennesaw State University		Cal State Poly. U., Pomona	3
Prairie View A&M University			3

2. Liaison with Recruiters

An important distinction is that the Accession Officers do not function as, nor replace, Navy officer recruiters. Rather, they complement the recruiters while representing the Civil Engineer Corps' interests. The Accessions Officers maintain constant contact with the recruiters in their respective areas and it is a requirement for each CEC applicant's package to include an interview appraisal done by a CEC Accessions Officer.

The availability of the Accessions Officers to answer questions and issues with the recruiters has resulted in an excellent relationship with Navy Recruiting Command and has produced high quality applicants for the CEC. Accessions Officers are constantly answering questions from recruiters and candidates and describing the CEC program to prospective candidates.

3. CEC Candidate Interviews

Accession Officers conduct interviews with accessions from all sources except the Naval Academy, NROTC, or STA-21. This sometimes includes training attrites, line to staff transfers, and even Reserve Component Direct Commission Officer candidates. However, the primary focus is on Officer Candidate School accessions. These interviews provide the valuable personal assessment that can only be gained from face-to-face contact.

In FY-17, 138 candidates were interviewed by the Accessions Officers and presented to the CEC OCS Selection board. These interviews are conducted after the recruiter has determined that the applicant meets minimum standards for the CEC. A demographic summary of interviews follows (selections indicate either Direct Access or enlistment in the CEC Collegiate Program and may count as accessions in a future Fiscal Years):

FY-17 Gender Breakdown of OCS Board Interviews			
	Male	Female	Total
At Board	123 (89.1%)	15 (10.9%)	138
Selected at CEC OCS Board	46 (82.1%)	10 (17.9%)	56

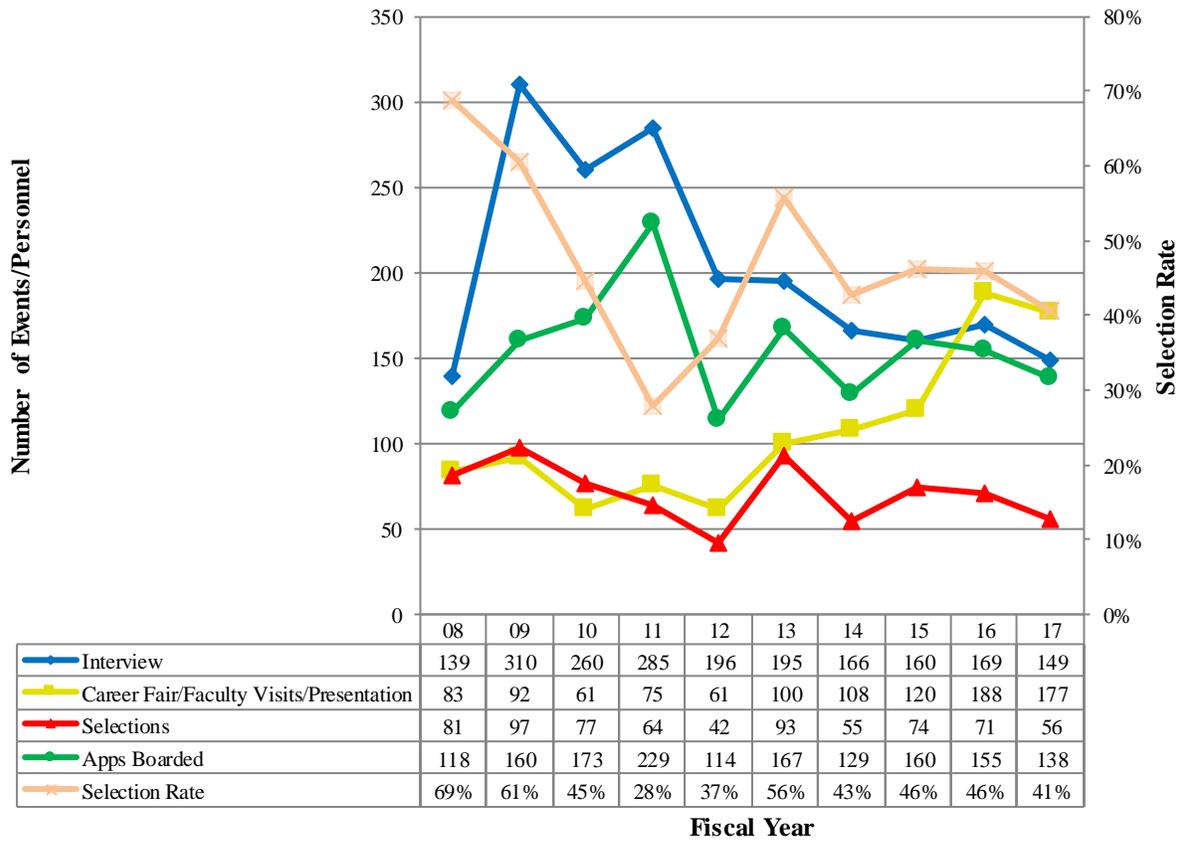
FY-17 Minority Breakdown of OCS Board Interviews				
	African Am.	Hispanic	API/NATAM	Total Minorities
At Board	9 (6.5%)	27 (19.6%)	23 (16.7%)	44 (31.9%)
Selected	3 (5.4%)	14 (25.0%)	10 (17.9%)	16 (28.6%)

4. CEC Recruiting Presentations and Events

The Accession Officers' presentations are given to a combination of engineering societies, university classes, and other events taking place either on campus or at a conference site. Some schools or organizations contact the Accession Officers but most are arranged through personal contacts from the Accession Officers or recruiters. In FY16, the Accession Officers placed a heavy emphasis on attending diversity events, career fairs, and giving presentations when appropriate in support of the aggressive diversity strategy.

A historical summary of Accessions Officer Activity is given in the following table:

Accession Officer Activity



V. AC Selection Boards

A. Introduction

A number of statistics are presented from the FY-18 promotion and selection boards, which convened during 2017. Caution should be exercised in drawing conclusions from historical statistics.

B. Promotion Boards

1. FY-18 Selection Board Dates

Selection Board Dates	
Rank	Convening Date
CAPT	7 Feb 17
CDR	28 Mar 17
LCDR	16 May 17
CWO3/4/5	19 Jun 17

2. Promotion Opportunity

Below is the projected promotion opportunity for 5100 officers in zone for promotion. Actual percentages will be lower if officers above or below the zone are selected as shown in the FY-16/17/18 selection board promotion rates.

Promotion Opportunity by Rank			
Rank	FY-16 Promotion Opportunity	FY-17 Promotion Opportunity	FY-18 Promotion Opportunity
CAPT	55% of in zone officers	55% of in zone officers	55% of in zone officers
CDR	65% of in zone officers	65% of in zone officers	65% of in zone officers
LCDR	70% of in zone officers	70% of in zone officers	70% of in zone officers
LT	All Qualified	All Qualified	All Qualified
LTJG	All Qualified	All Qualified	All Qualified

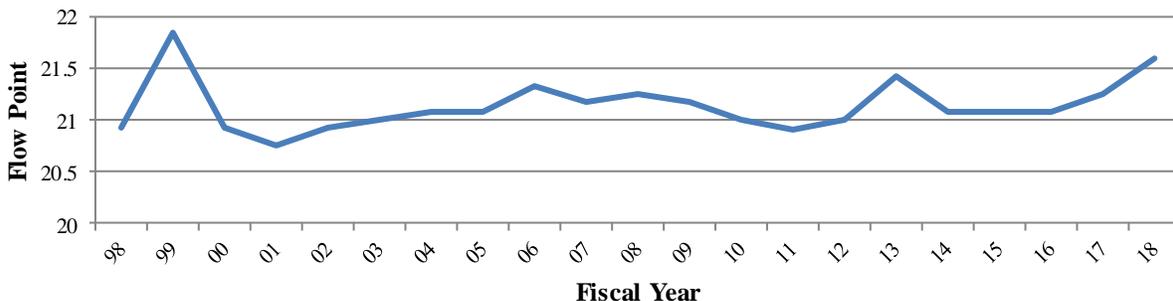
3. Promotion Flow Points

The Defense Officer Personnel Management Act (DOPMA) of 1980 set guidelines for flow points and promotion opportunity. Communities are not allowed to vary outside of these guidelines without significant justification.

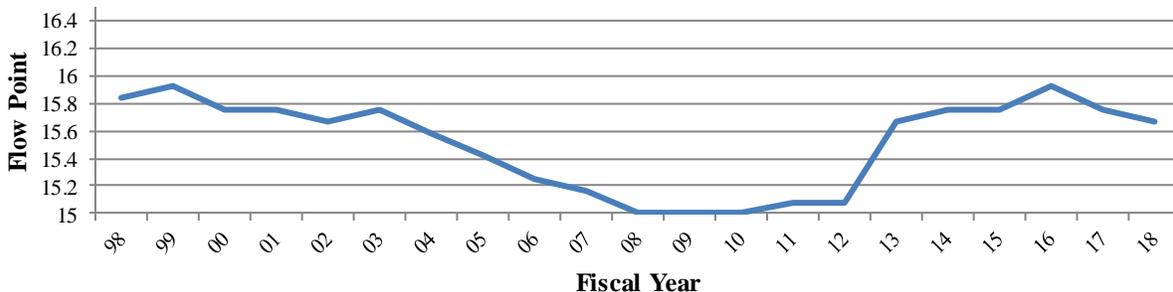
Promotion Opportunity and Flow Point Guidelines		
Rank	Promotion Opportunity	Flow Points
CAPT	40-60%	21-23 years
CDR	60-80%	15-17 years
LCDR	70-90%	9-11 years

In-zone promotion flow point is the estimated average number of years of active commissioned service at which in-zone officers are expected to be promoted to the next higher grade. It is calculated by averaging estimated flow points for all in-zone officers. The historical flow points and projected flow points in the out years are depicted below.

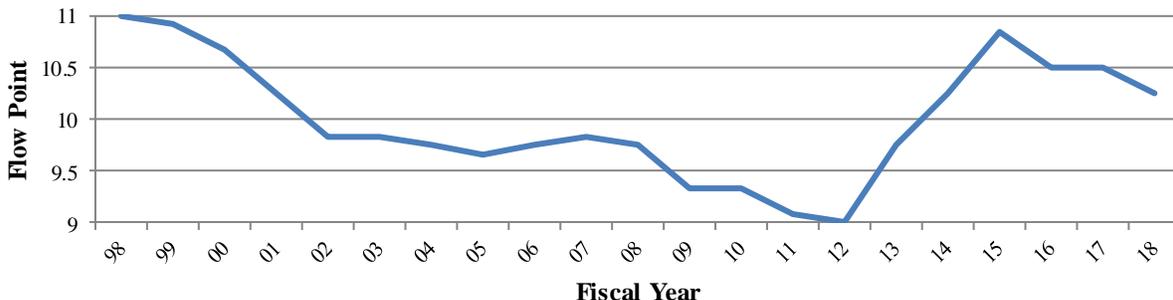
CAPT Promotion Flow Point



CDR Promotion Flow Point



LCDR Promotion Flow Point



4. FY-18 Promotion Statistics

The active duty CEC FY-18 promotion statistics are shown on the next three pages. A variety of statistics are presented below as related to the in-zone selections for promotion to O-4 through O-6 in FY-18. They are presented as a snapshot of the FY-18 promotion boards. In some cases, the numbers are so small that it is difficult to draw meaningful conclusions. Officers with resignations, retirements, or “Don’t Pick Me” letters are not removed from the board unless off active duty at board convening and are therefore included in the statistics. Following are definitions for the columns of data.

Large variations between the demographics of the In-Zone and Selected Groups may also indicate an important characteristic.

FY18 Captain Promotion Board

In Zone Statistics¹

13 Selected (1 Above Zone, 11 In Zone, 1 Below Zone)

	In-Zone	In-Zone Selected	% of In-Zone Selected	% of In-Zone Selected (FY13-17 avg)	Demographics of In-Zone Group	Demographics of In-Zone Selects
Total Considered / Selected	24	11	46%	47%		
Officers Retiring/Retired	0	0	0%	0%		
Actual considered / selected	24	11	46%	58%		
Prev Battalion CO	6	6	100%	95%	25%	55%
Prev NCF XO / CSO	7	3	43%	58%	29%	27%
Prev NCF Ops / Training	15	8	53%	74%	63%	73%
Prev Other CO	3	3	100%	89%	13%	27%
Prev Other XO	3	1	33%	25%	13%	9%
GWOT Boots on Ground	24	11	46%	52%	100%	100%
Warfare Qualified Officers	24	11	46%	48%	100%	100%
SCW only	18	8	44%	52%	75%	73%
Other Warfare Device Only ²	0	0	0%	20%	0%	0%
SCW Plus Other Device	6	3	50%	44%	25%	27%
Diver	1	1	100%	13%	4%	9%
Professional Registration ³	24	11	46%	48%	100%	100%
PE	24	11	46%	45%	100%	100%
RA	0	0	0%	100%	0%	0%
Defense Acquisition Corps	24	11	46%	48%	100%	100%
Acquisition Level III	22	10	45%	50%	92%	91%
Acquisition Level II	2	1	50%	28%	8%	9%
Overseas	18	7	39%	52%	75%	64%
Minority ⁴	9	5	56%	30%	38%	45%
Female	0	0	0%	75%	0%	0%
OPNAV / SECNAV	15	8	53%	63%	63%	73%
OPNAV/SECNAV/CNIC/OLA	19	10	53%	61%	79%	91%
Prev PWO	20	9	45%	N/A ⁶	83%	82%
Prev ARE	6	2	33%	N/A ⁶	25%	18%
JPME I Qualified Officers	8	5	63%	57%	33%	45%
JPME II Qualified Officers	1	0	0%	38%	4%	0%
Joint Qualified Officers (JQO)	0	0	0%	36%	0%	0%
Joint Staff / OSD Duty	0	0	0%	63%	0%	0%
NSW/Spec War	0	0	0%	50% ⁷	0%	0%
FLT/COCOM	3	0	0%	0% ⁷	13%	0%
Lateral Transfer ⁵	8	3	38%	11%	33%	27%

¹ Statistics do not remove officers with "don't pick me" letters or approved/pending retirements

² Officers with surface, submarine or aviation warfare qualification

³ Includes PE and RA

⁴ Minority includes officers with race codes of American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or other Pacific Islander or any Hispanic Ethnicity code

⁵ Members who were selected for re-designation from another community to 5100

⁶ Prior to FY18 the data was not being monitored

⁷ The percentage is only reflected based off FY17 data only

The chart below contains an analysis of the recent FY18 Captain Promotion Selection Board.

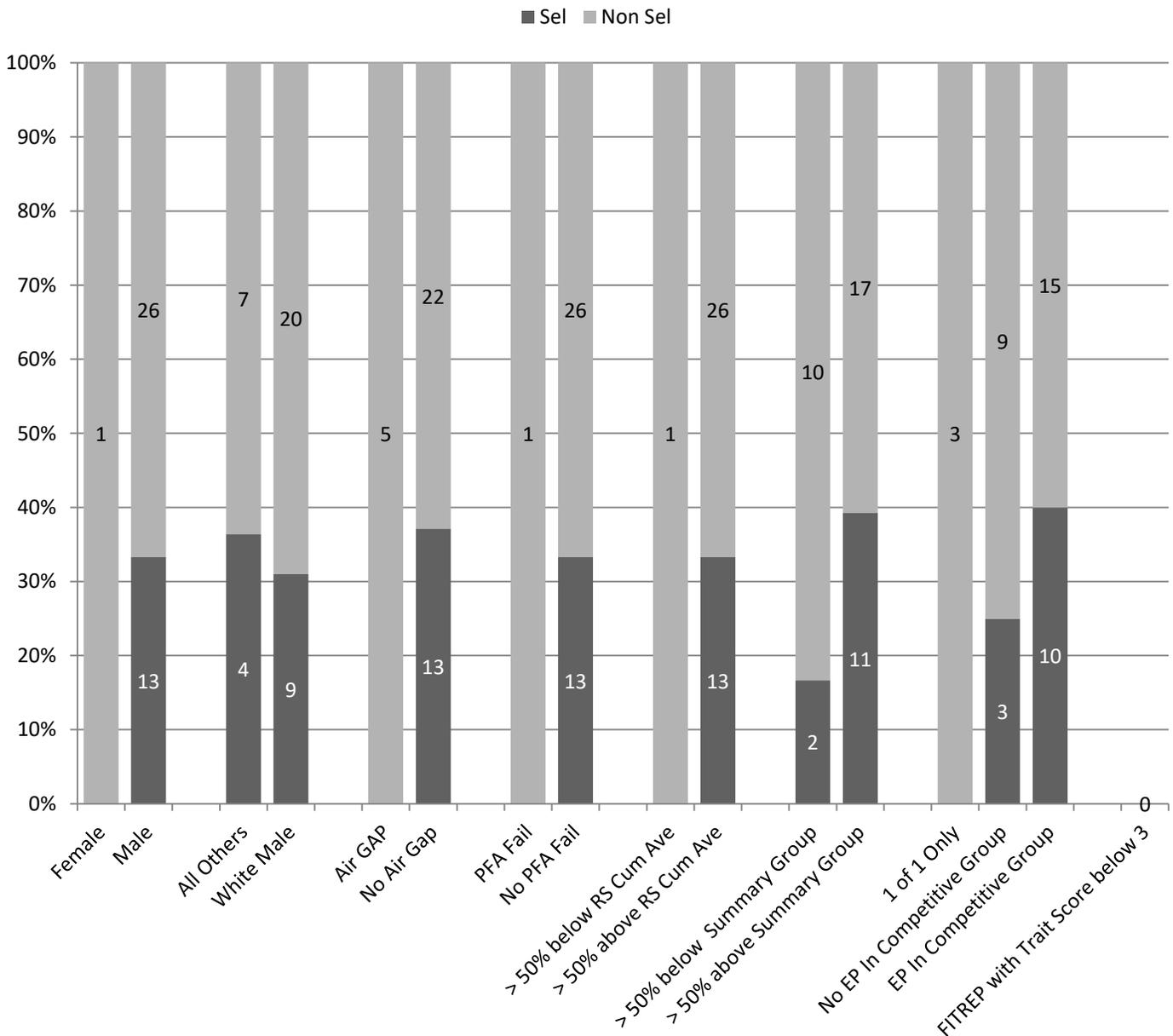


Chart Notes:

- Air Gap: absence of an Early Promote (EP) when Reporting Senior is not constrained, i.e. 1 of 1, throughout their entire CEC career.
- > 50% below RS Cum Ave: compares number of reports where individual cumulative average is below the Reporting Senior's Cumulative Average to the number of reports where individual cumulative average is above the Reporting Senior's Cumulative Average throughout their entire CEC career.
- > 50% below Summary Group: compares number of reports where individual cumulative average is below the Summary Group Average to the number of reports where individual cumulative average is above the Summary Group Average throughout their entire CEC career.
- 1 of 1: count of officers that only had 1 of 1 FITREP throughout their CDR reporting period.
- No EP in Competitive Group: count of officers that did not receive at least one EP when were ranked against their peers during their CDR reporting period only.

FITREP with Trait Score below 3: count of officers who have, at any time in their career, received a FITREP that included one or more individual trait mark of a 1 or 2.

FY18 Commander Promotion Board

In Zone Statistics¹

36 Selected (5 Above Zone, 31 In Zone, 0 Below Zone)

	In-Zone	In-Zone Selected	% of In-Zone Selected	% of In-Zone Selected (FY13-17 avg)	Demographics of In-Zone Group	Demographics of In-Zone Selects
Total Considered / Selected	55	31	56%	59%		
Officers Retiring/Retired	3	0	0%	0%		
Actual considered / selected	52	31	60%	65%		
Prev NMCB XO	3	3	100%	94%	5%	10%
Prev NMCB S3 ¹	6	5	83%	93%	11%	16%
Prev NMCB S7	5	4	80%	80%	9%	13%
Prev ACB Company 6/S7	3	1	33%	N/A ⁶	5%	3%
Prev Other CO	2	2	100%	89%	4%	6%
Prev Other XO	6	4	67%	63%	11%	13%
GSA/IA Tour	5	3	60%	59%	9%	10%
Warfare Qualified Officers	55	31	56%	58%	100%	100%
SCW only	51	28	55%	53%	93%	90%
Other Warfare Device Only ²	1	1	100%	0%	2%	3%
SCW Plus Other Device	3	2	67%	83%	5%	6%
OFFP	5	2	40%	59%	9%	6%
Professional Registration ³	50	31	62%	67%	91%	100%
PE	47	29	62%	67%	85%	94%
RA	3	2	67%	100%	5%	6%
Defense Acquisition Corps	50	31	62%	66%	91%	100%
Acquisition Level III	23	15	65%	67%	42%	48%
Acquisition Level II	31	16	52%	56%	56%	52%
Acquisition Level I	1	0	0%	0%	2%	0%
Overseas	41	23	56%	57%	75%	74%
Minority ⁴	10	4	40%	38%	18%	13%
Female	4	3	75%	52%	7%	10%
OPNAV / SECNAV	3	1	33%	76%	5%	3%
OPNAV/SECNAV/CNIC/OLA	3	1	33%	70%	5%	3%
PWO	14	9	64%	N/A ⁶	25%	29%
FEAD/ROICC	42	25	60%	N/A ⁶	76%	81%
JPME I Qualified Officers	12	6	50%	65%	22%	19%
JPME II Qualified Officers	0	0	0%	50%	0%	0%
Joint Qualified Officers (JQO)	0	0	0%	100%	0%	0%
Joint Staff / OSD Duty	3	1	33%	51%	5%	3%
Expeditionary Staff	20	13	65%	N/A ⁶	36%	42%
NSW/Spec War	5	4	80%	67% ⁷	9%	13%
FLT/COCOM	8	4	50%	57% ⁷	15%	13%
Lateral Transfer ⁵	6	4	67%	100%	11%	13%

¹Statistics do not remove officers with "don't pick me" letters or approved/pending retirements

²Officers with surface, submarine or aviation warfare qualification

³Includes PE and RA

⁴Minority includes officers with race codes of American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or other Pacific Islander or Hispanic Ethnicity codes

⁵Members who were selected for re-designation from another community to 5100

⁶Prior to FY18 the data was not being monitored

⁷The percentage is only reflected based off FY17 data only

The chart below contains an analysis of the recent FY18 Commander Promotion Selection Board.

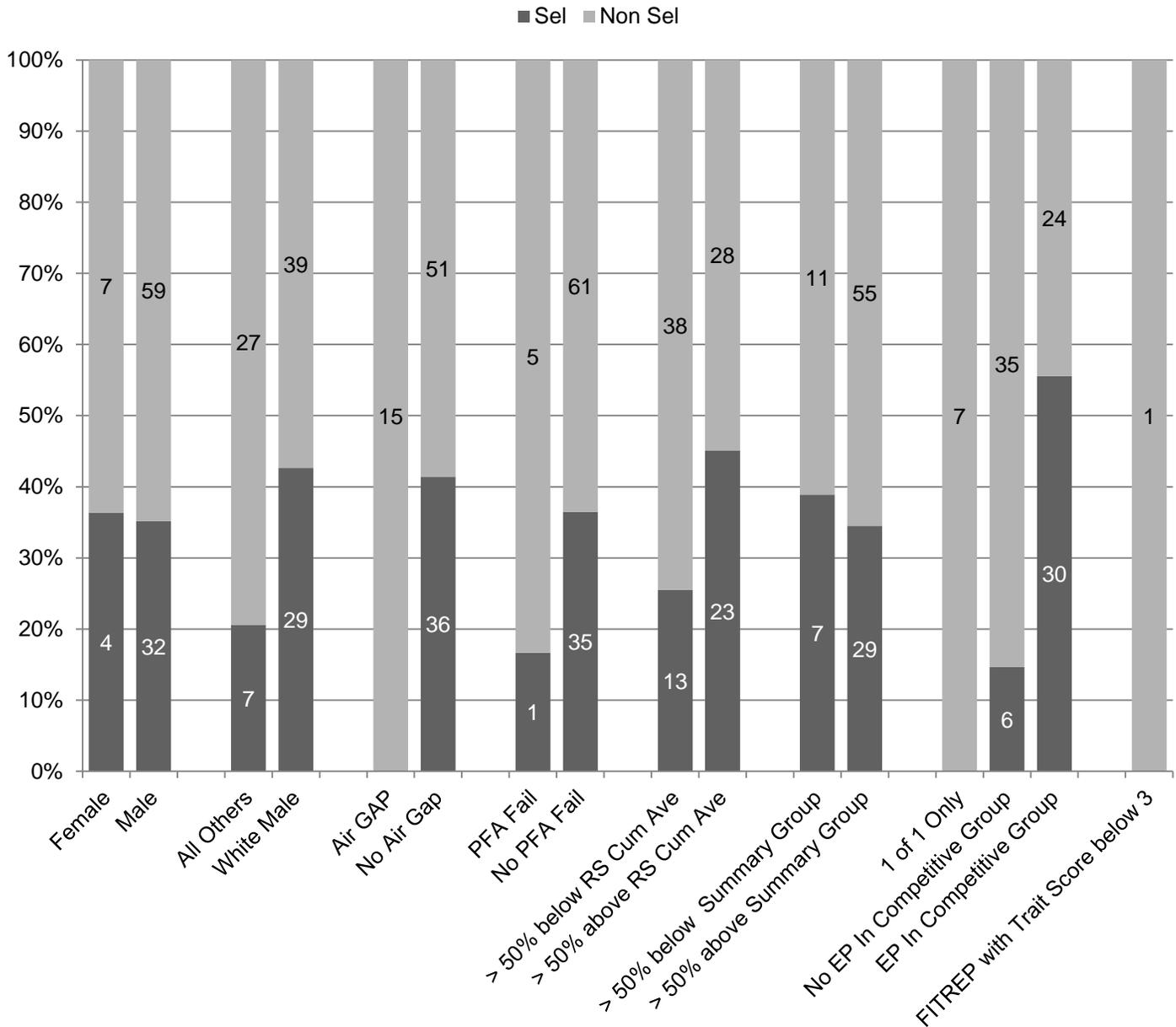


Chart Notes:

- Air Gap: absence of an Early Promote (EP) when Reporting Senior is not constrained, i.e. 1 of 1, throughout their entire CEC career.
- > 50% below RS Cum Ave: compares number of reports where individual cumulative average is below the Reporting Senior's Cumulative Average to the number of reports where individual cumulative average is above the Reporting Senior's Cumulative Average throughout their entire CEC career.
- > 50% below Summary Group: compares number of reports where individual cumulative average is below the Summary Group Average to the number of reports where individual cumulative average is above the Summary Group Average throughout their entire CEC career.
- 1 of 1: count of officers that only had 1 of 1 FITREP throughout their LCDR reporting period.
- No EP in Competitive Group: count of officers that did not receive at least one EP when were ranked against their peers during their LCDR reporting period only.

FITREP with Trait Score below 3: count of officers who have, at any time in their career, received a FITREP that included one or more individual trait mark of a 1 or 2.

FY18 Lieutenant Commander Promotion Board In Zone Statistics¹

55 Selected (9 Above Zone, 46 In Zone, 0 Below Zone)

	In-Zone	In-Zone Selected	% of In-Zone Selected	% of In-Zone Selected (FY13-17 avg)	Demographics of In-Zone Group	Demographics of In-Zone Selects
Total Considered / Selected	79	46	58%	68%		
Officers Retiring/Retired	4	0	0%	0%		
Actual considered / selected	75	46	61%	70%		
GSA/IA Tour	16	8	50%	71%	20%	17%
Warfare Qualified Officers	79	46	58%	70%	100%	100%
SCW only	74	43	58%	70%	94%	93%
Other Warfare Device Only ²	1	0	0%	83%	1%	0%
SCW Plus Other Device	4	3	75%	68%	5%	7%
No Warfare Device	0	0	0%	20%	0%	0%
OFP	5	3	60%	67%	6%	7%
Professional Registration ³	49	33	67%	82%	62%	72%
PE	44	29	66%	81%	56%	63%
RA	5	4	80%	100%	6%	9%
EIT only	19	9	47%	57%	24%	20%
NCARB Record Only	5	4	80%	N/A ⁶	6%	9%
No Registration	6	0	0%	15%	8%	0%
Acquisition Level III	4	3	75%	56%	5%	7%
Acquisition Level II	40	25	63%	74%	51%	54%
Acquisition Level I	35	18	51%	69%	44%	39%
Overseas	49	27	55%	73%	62%	59%
Minority ⁴	30	14	47%	45%	38%	30%
Female	9	7	78%	70%	11%	15%
JPME I Qualified Officers	7	5	71%	80%	9%	11%
Expeditionary Staff	26	14	54%	N/A ⁶	33%	30%
NSW/Spec War	6	5	83%	90% ⁷	8%	11%
FLT/COCOM	5	4	80%	75% ⁷	6%	9%
Flag Aide	5	4	80%	N/A ⁶	6%	9%
Lateral Transfer ⁵	16	9	56%	72%	20%	20%

¹ Statistics do not remove officers with "don't pick me" letters or approved/pending retirements

² Officers with surface, submarine or aviation warfare qualification

³ Includes PE and RA

⁴ Minority includes officers with race codes of American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or other Pacific Islander or any Hispanic ethnicity code

⁵ Members who were selected for re-designation from another community to 5100

⁶ Prior to FY18 the data was not being monitored

⁷ The percentage is only reflected based off FY17 data only

The chart below contains an analysis of the recent FY18 Lieutenant Commander Promotion Selection Board.

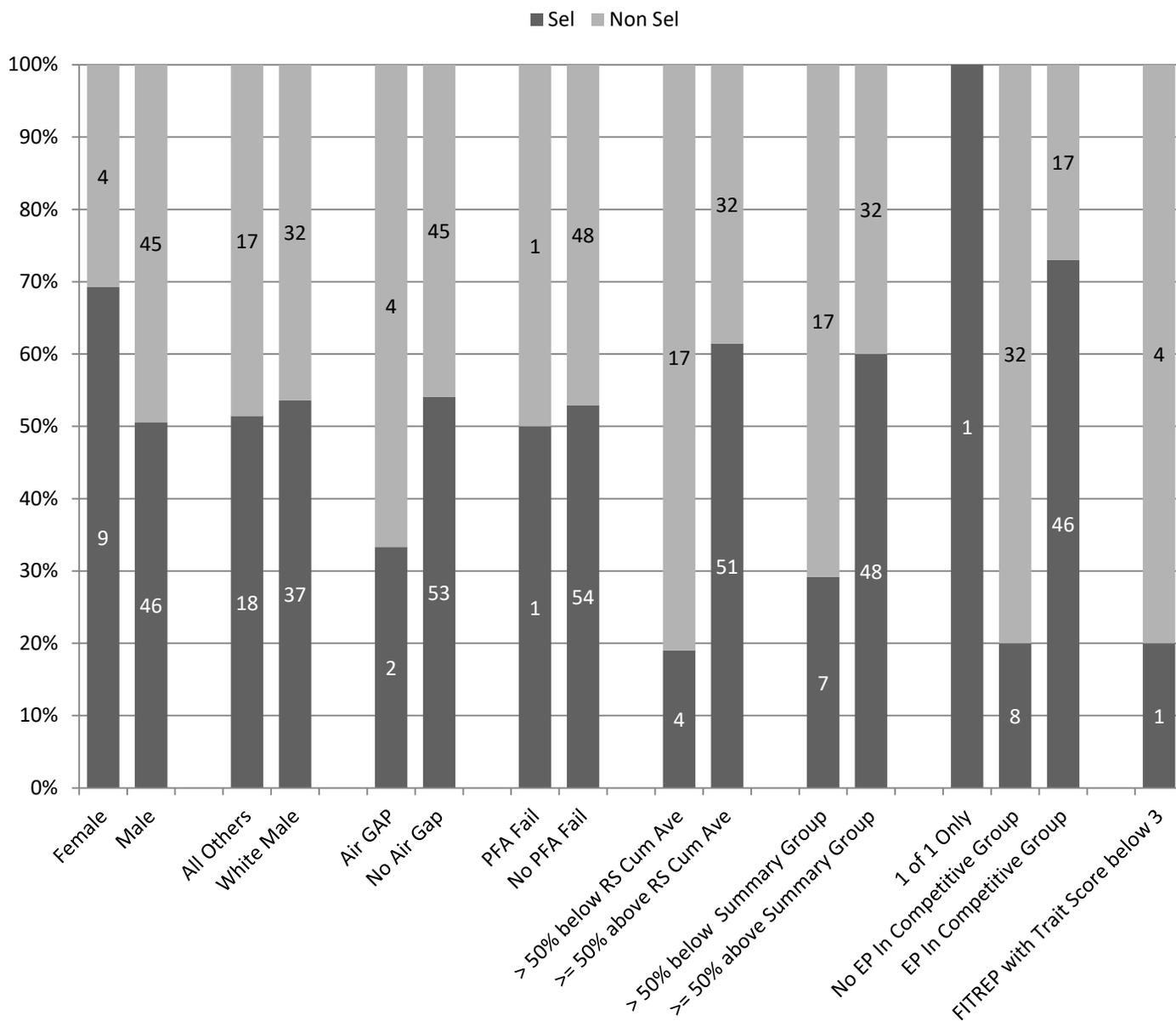
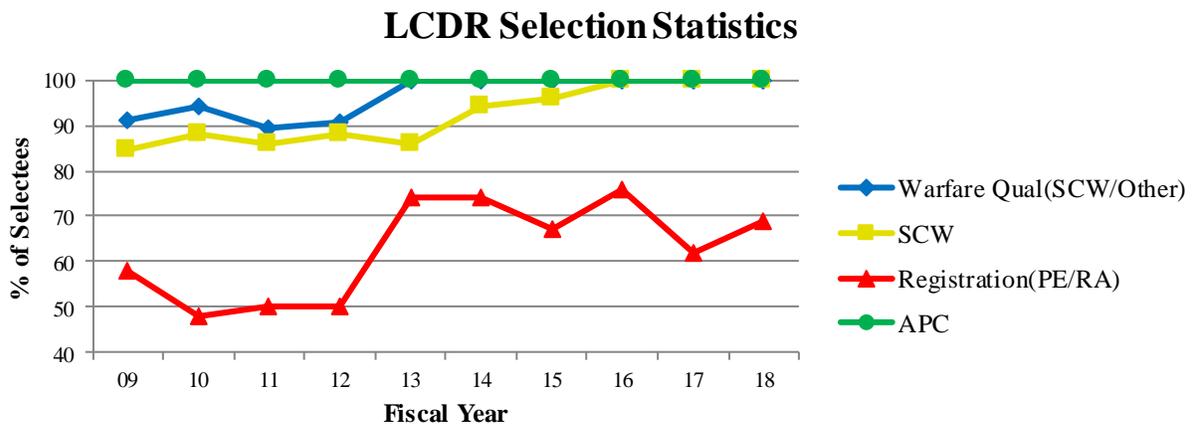
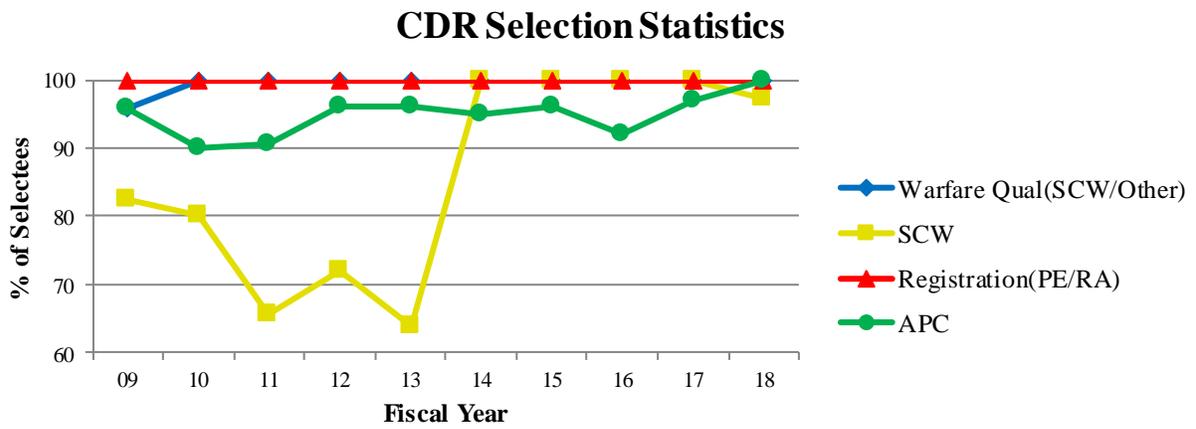
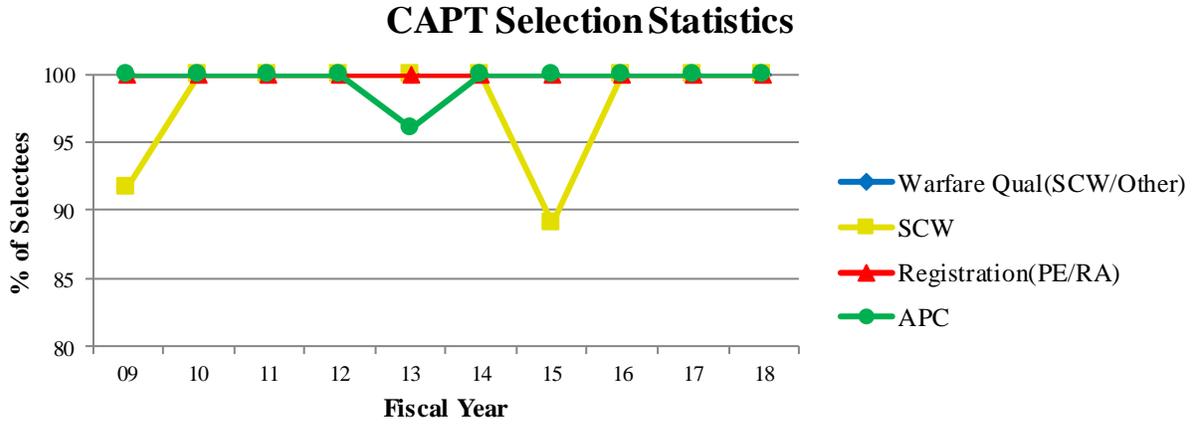


Chart Notes:

- Air Gap: absence of an Early Promote (EP) when Reporting Senior is not constrained, i.e. 1 of 1, throughout their entire CEC career.
 - > 50% below RS Cum Ave: compares number of reports where individual cumulative average is below the Reporting Senior's Cumulative Average to the number of reports where individual cumulative average is above the Reporting Senior's Cumulative Average throughout their entire CEC career.
 - > 50% below Summary Group: compares number of reports where individual cumulative average is below the Summary Group Average to the number of reports where individual cumulative average is above the Summary Group Average throughout their entire CEC career.
 - 1 of 1: count of officers that only had 1 of 1 FITREP throughout their LT reporting period.
 - No EP in Competitive Group: count of officers that did not receive at least one EP when were ranked against their peers during their LT reporting period only.
- FITREP with Trait Score below 3: count of officers who have, at any time in their career, received a FITREP that included one or more individual trait mark of a 1 or 2.

5. Promotion Trends

The following charts show trends in qualifications for those 5100 officers promoted to O-4, O-5, and O-6 for the last ten fiscal years.



C. Administrative Boards

1. FY-18 Administrative Board Dates

Administrative Board Dates	
Board	Date
Redesignation #1	07 Nov 16
Redesignation #2	05 Jun 17
CWO/LDO Selection	11 Jan 17

2. Acquisition Corps (AC)

Membership in the Defense Acquisition Corps (DAC) is required for CEC officers prior to selection to Commander. A future push to eDACM will allow Navy officers the capability to submit DAC Membership request via their eDACM account. The timeline for completion has not been determined; updates will be posted to Navy Personnel Command's website periodically. In the interim the process for AC Membership will be adjudicated by a screening panel comprised of the Navy DACM and NAVPERSCOM representatives.

3. Command Opportunity

The opportunity for command in the CEC is shown below.

LCDR Command Oppurtunities

Total 4 billets
CBMU – 2
UCT – 2

CDR Command Oppurtunities

Total 9 billets
NMCB – 6
NCTC – 2
NSF Thurmont – 1

CAPT Command Oppurtunities

Total 19 billets
NAVFAC FEC – 9
NCG – 2
NCR – 2
ACB – 2
CECOS – 1
CBC Gulfport – 1
NFEXWC – 1
OICC Guam – 1

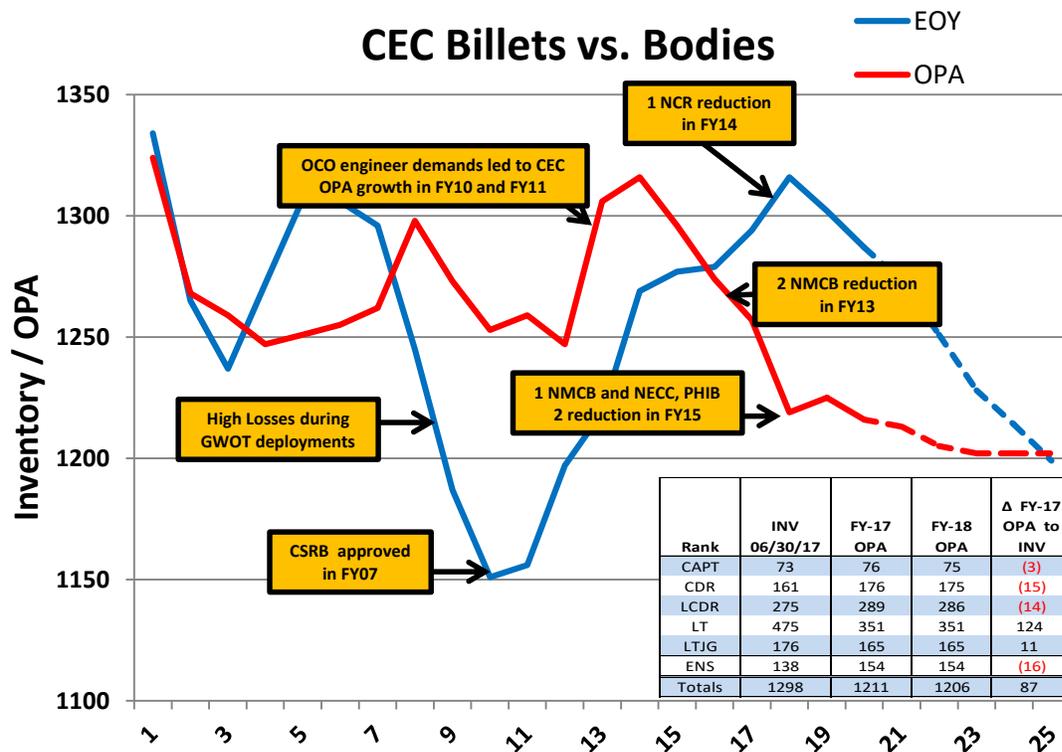
VI. AC Billets and Detailing

A. Introduction

The shaping of the billet structure directs the future of the CEC. It drives the size and rank structure of the community. CEC officers support a wide variety of Budget Submitting Offices (BSOs) in diverse locations and jobs.

B. Billet Structure

The graph below compares Officer Programmed Authorizations (OPA) with the actual inventory. OPA is derived from billets authorized and is forecast over the FYDP. Traditionally, we have had fewer CEC officers than authorizations resulting in vacant billets. From FY-01 to FY-04, our inventory exceeded total authorizations causing personnel to be assigned to over-allowance billets. In FY-05 our inventory dipped below authorizations, however, FY12 billet reductions have brought about the situation where inventory now exceeds total authorizations again. The graph below shows twenty years of data with forecasted OPA out to 2022.

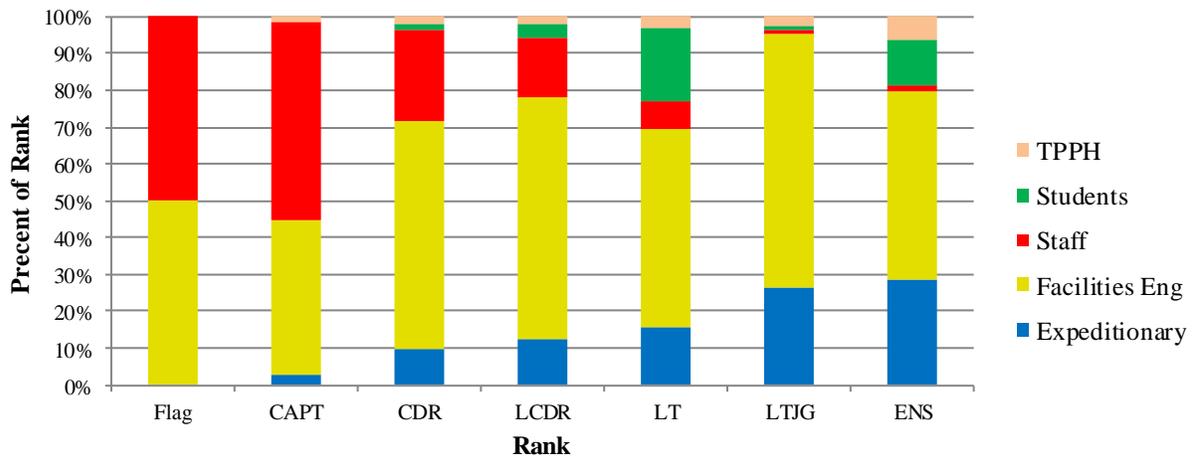


C. Billet Type by Grade

The following chart depicts billet types by rank. The billet types are separated down into Staff, Facilities Engineering, Expeditionary, Student, and Transient, Patients, Prisoners, Holding (TPPH) categories. Staff billets include Headquarters elements; Facilities Engineering include all public works and construction contracting functions; Expeditionary billets include all Naval Construction Force and Naval Special Warfare billets; Student billets include billets for CECOS, language training, War College, and graduate education; TPPH billets include billets to account for officers in Transient status. It should be noted that all data presented from this point to the end of Section VI contains only funded billets. Billets that carry BA and have an “ADDU FROM” relationship are not funded and therefore are not counted in the data in the following charts.

Billet Type by Grade								
	Flag	CAPT	CDR	LCDR	LT	LTJG	ENS	Grand Total
Expeditionary	0	2	17	36	55	44	44	198
Facilities Eng	2	32	108	189	187	113	79	710
Staff	2	41	44	45	27	2	2	163
Students	0	0	3	11	68	2	19	103
TPPH	0	1	3	6	11	4	10	35
Total	4	76	175	287	348	165	154	1209

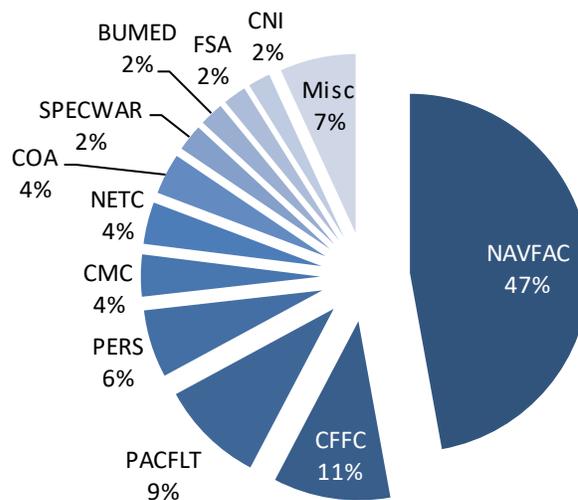
Billet Type by Grade



D. Billet Breakdown by Budget Submitting Officer (BSO)

NAVFAC sponsors the largest percentage of the CEC billets. Below is a graph of the BSO for all CEC billets.

Billet Breakdown by Claimant

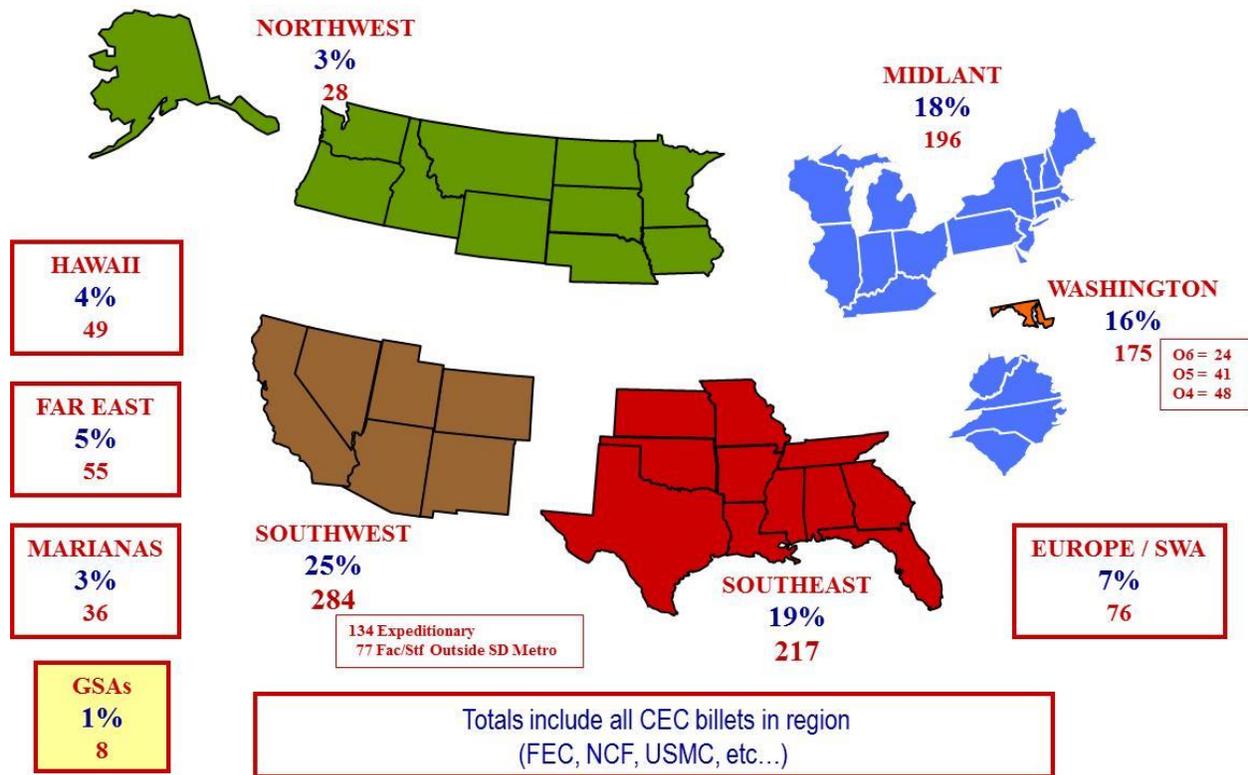


Miscellaneous Category includes:

JCS	1.49%
DON/AA	0.83%
NAVSEA	0.41%
ONI	0.33%
DTRA	0.25%
OSD	0.25%
DISA	0.17%
NAVSUP	0.17%
DLA	0.08%
NAVAIR	0.08%
NSA	0.08%
USTRANSCOM	0.08%

E. Geographic Location of Billets

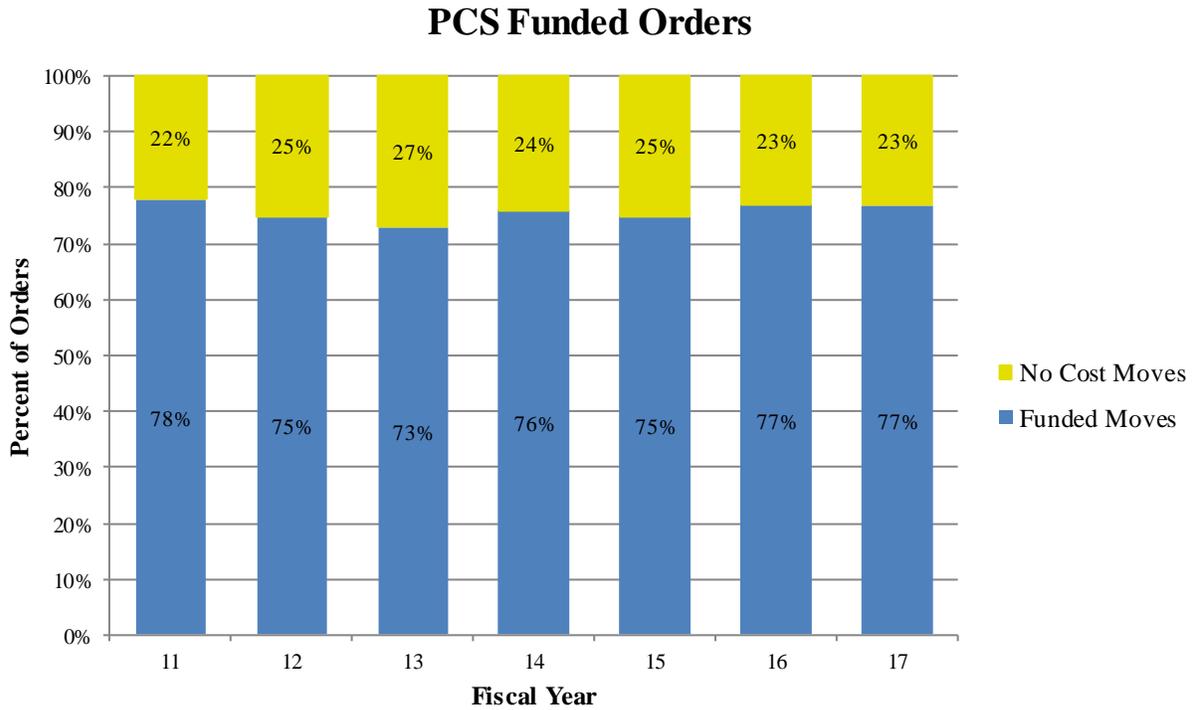
As shown below, CEC officers are assigned to a wide variety of locations.



F. PCS Budget

In FY-17, a total of \$9.676 Million was spent on 756 moves, and of that 175 orders were written that were no cost. This cost included \$3.2 Million worth of buy ahead orders for CEC officers that are scheduled to rotate in FY-18.

It must be noted that new accessions and GWOT Support Assignment (GSA) PCS costs are not funded by the CEC community and are not reported here.



VII. AC LDO/CWO Information

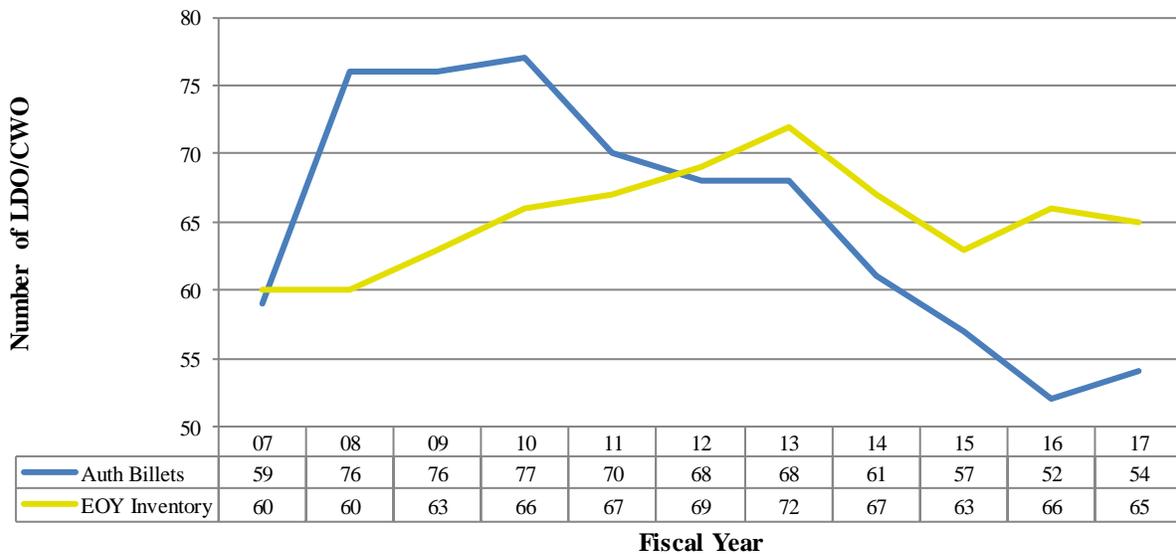
A. Introduction

The CEC Limited Duty Officer (LDO) and Chief Warrant Officer (CWO) communities bring additional depth and expertise to the CEC. Detailing functions are performed by the CEC Detail Office. Community management responsibilities (including selections and promotions) are performed by a central LDO/CWO community manager with input from the CEC Community Manager.

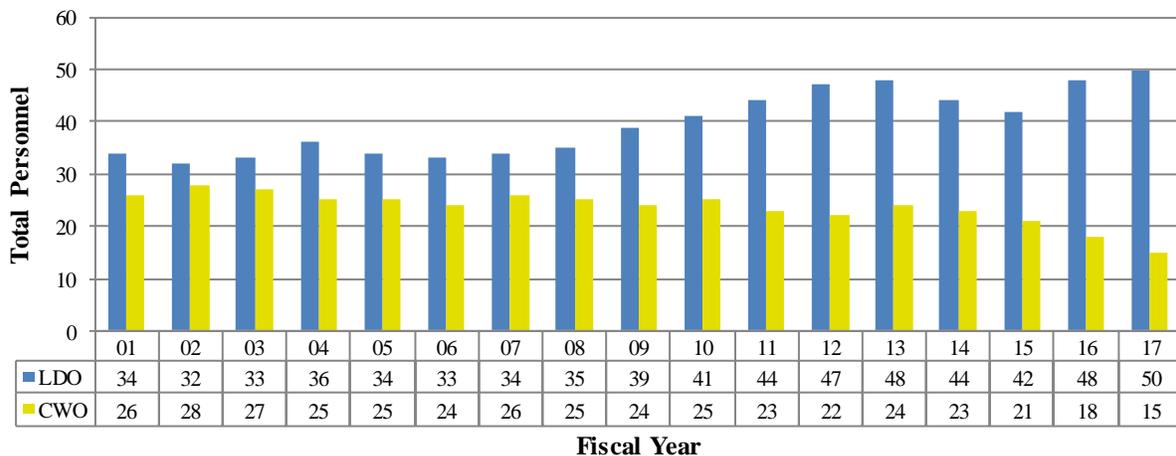
B. Strength

Below is a recent combined strength history of the LDO and CWO communities. This chart reflects actual inventory. In FY18, the LDO/CWO community authorized strength (OPA) is decreasing to 5152.

CEC LDO/CWO Authorized Strength vs Inventory

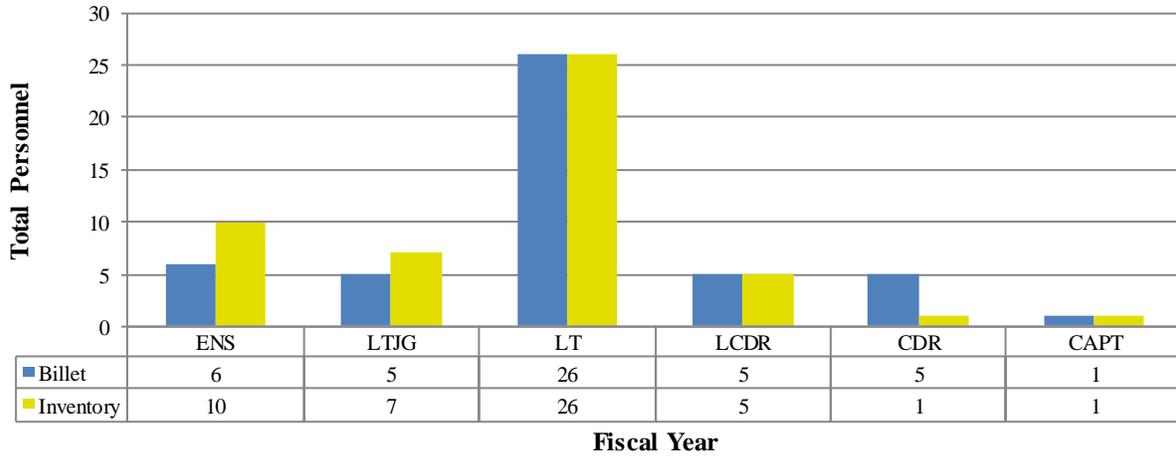


LDO/CWO Inventory

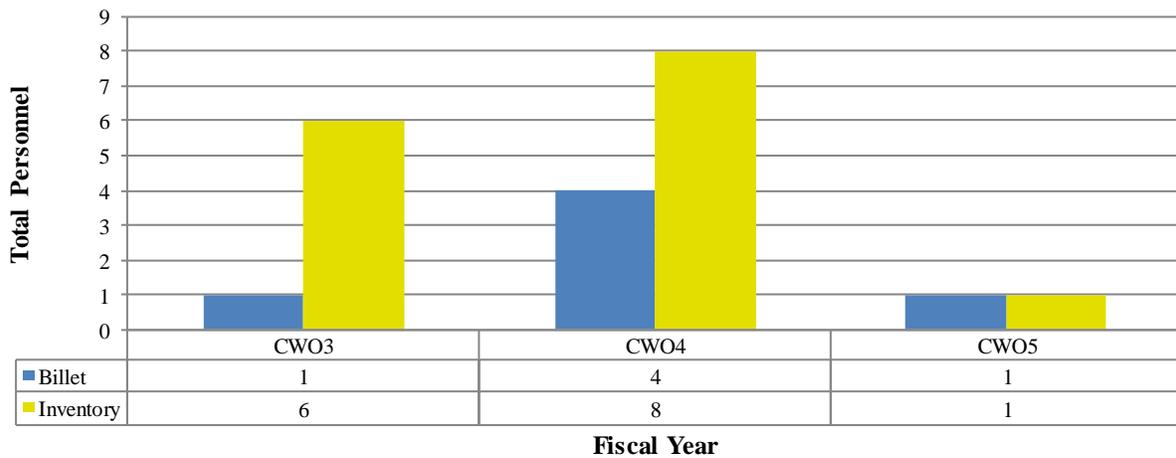


The charts below provide a snapshot of the LDO and CWO inventories compared to authorized billets at the end of FY17.

LDO Billets vs Inventory



CWO Billets vs Inventory

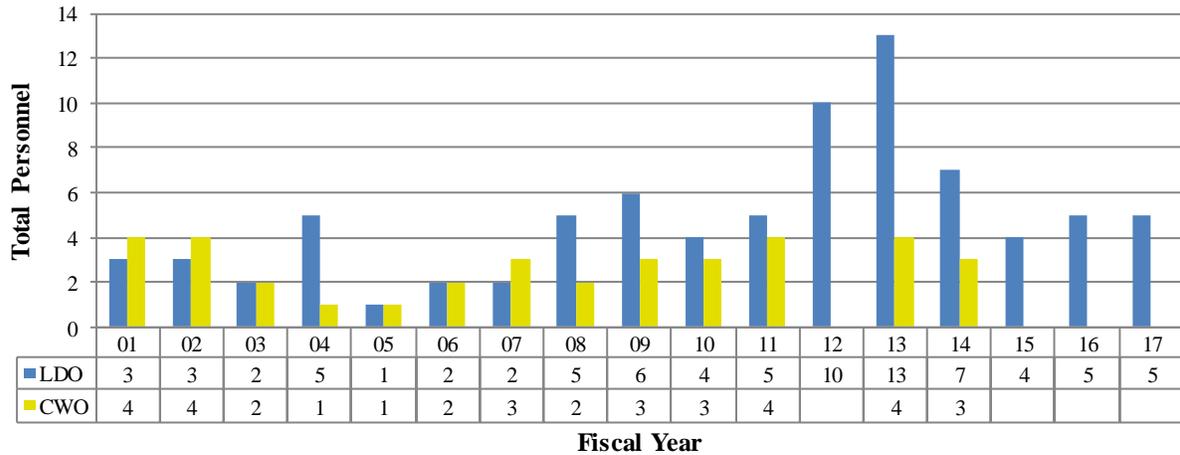


C. Selections

Following is the selection history for the CEC LDO and CWO communities. Selection numbers are based upon actual losses and changes in the authorized billet structure. Based on historical retirements and changes to manning requirements, it is anticipated that there will be 4-6 LDO selections per year.

During FY17, the CEC accessed five new AC LDOs. Since Fiscal Year 2015, there have not been nor will there be any CWO direct accessions.

LDO/CWO Accessions History



D. LDO/CWO Promotions

Below are the selection rates for FY-18 Promotion Boards pertaining to LDO/CWO staff promotions.

Promotion Opportunity and Flow Point, Staff Corps		
Rank	Opportunity	Flow Point
CAPT	50%	20 Years, 2 Months
CDR	40%	17 Years, 6 Months
LCDR	60%	10 Years, 10 Months
LT	All Qualified	Not Computed
LTJG	All Qualified	Not Computed
CWO5	37%	12 Years, 0 Months
CWO4	90%	Not Computed
CWO3	All Qualified	Not Computed

E. Billets

All LDO and CWO billets but one LDO LT billet are Expeditionary billets.

F. SCW Qualification

Below tables shows that 16 (39%) of the LDO billets and 4 (19%) of the CWO billets are SCW coded.

SCW Qualified Officers and Billets by Rank		
Rank	SCW Qualified Officers	SCW Billets
CAPT	1	1
CDR	1	5
LCDR	4	1
LT	24	11
LTJG	6	1
ENS	3	0
CWO5	1	0
CWO4	8	2
CWO3	5	0

VIII. AC Graduate Education Programs

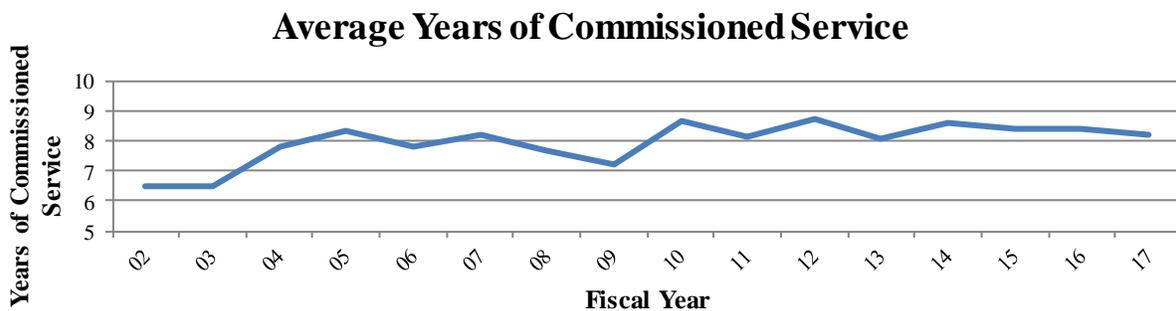
A. Introduction

The graduate school program was established to ensure that officers receive the advanced education required to perform successfully in certain “P-coded” billets. Our aggressive assignment of officers with a subspecialty to “P-coded” billets has been rewarded with a steady allotment of quotas for graduate school. Typically, the CEC is assigned 45-55 quotas for attendance at graduate school. The billets which are P-coded are identified in the P-1.

The graduate education homepage can be accessed on the World Wide Web at the following address:
<http://www.public.navy.mil/bupers-npc/officer/Detailing/rlstaffcorps/cec/Pages/CECGraduateSchool.aspx>.

B. Seniority of Graduate Students

The average years of service for officers assigned to graduate school is shown below with trendline.



C. Graduate Degrees Pursued

The following chart displays the degree programs pursued over the last five years. The high percentage of technical degrees is in response to the requirements of the P-coded billets. Graduate students are strongly encouraged to take management and business classes for electives.

Curriculum	FY-13	FY-14	FY-15	FY-16	FY-17	Total
470A Construction Management	23	23	11	14	8	79
470B Environmental	2	1	5	0	1	9
470C Geotechnical Engineering	0	1	0	0	4	5
470D Public Works Management	1	2	5	10	1	19
470E Structural Engineering	0	2	0	1	1	4
470F Urban Planning	2	1	2	0	1	6
470G Facilities Financial Management	1	4	2	1	3	11
470H Engineering Management	8	10	6	6	2	32
470I Architecture and Urban Design	0	1	1	0	0	2
471 Electrical Engineering	0	0	0	6	1	7
472 Ocean Engineering	5	4	9	5	5	28
473A Mechanical Engineering, Shore Facilities	0	0	2	0	0	2
473B Mechanical Engineering, Energy Management	2	2	3	2	1	10
837 NPS Financial Management	1	2	3	2	1	9
838 NPS Financial Management - Energy Focus	0	0	0	0	1	1
360 NPS Operations Research	0	0	0	1	0	1
Total	45	53	49	48	30	225

D. Graduate School Utilization

A wide variety of schools are utilized for the graduate education program. The following is a breakdown of the last five years.

University	FY13	FY14	FY15	FY16	FY17	Total
Alabama	0	0	1	0	0	1
Arizona State	0	0	0	0	0	0
Auburn	0	0	1	0	0	1
Cal Berkeley	1	0	0	4	0	5
Cal State Northridge	3	2	0	0	0	5
Carnegie Mellon	0	1	1	1	0	3
Clemson	0	1	0	0	1	2
Colorado	2	2	3	3	0	10
Colorado State	2	2	0	1	0	5
Columbia	0	0	0	0	1	1
Florida	4	5	4	3	0	16
Florida Atlantic	1	1	2	1	0	5
Georgia Tech	0	1	0	2	1	4
Hawaii	1	3	3	2	1	10
Illinois	1	1	0	0	0	2
Lehigh Univ	0	0	0	0	1	1
Louisiana State	1	4	0	0	0	5
Maryland	6	4	7	4	2	23
NC State	0	1	1	0	0	2
New Hampshire	1	0	0	0	0	1
North Florida	0	0	0	0	1	1
NPS	1	2	5	6	2	16
Old Dominion	4	6	0	2	2	14
Oregon State	2	4	4	1	5	16
Penn State	0	0	1	1	2	4
Pittsburgh	0	0	0	2	0	2
Purdue	1	1	1	2	0	5
Rhode Island	2	0	1	0	1	4
SDSU	4	5	1	2	2	14
Stanford	2	1	1	1	0	5
Texas A&M	2	2	3	2	1	10
UC Santa Barbara	0	0	0	0	2	2
UCLA	1	0	1	0	0	2
University of Texas	1	2	1	4	1	9
Utah State	0	0	1	0	1	2
VA Tech	0	0	0	1	0	1
Virginia	0	1	1	0	0	2
Washington	2	1	4	2	1	10
William & Mary	0	0	1	1	1	3
Wisconsin	0	0	0	0	1	1
Total	45	53	49	48	30	225

E. Officers Holding Sub-Specialty Codes

As shown below, virtually all of our career officers have earned at least one graduate degree. Note that data for Lieutenants and below may not be fully accurate if an officer P-code has been requested and entered in their official records. Additionally, many officers have multiple subsecs, so the cumulative number of subsecs awarded will add up to greater than the inventory. The total column represents which officers have at least one masters level subsec. Codes included: D, P, Q, R, S and T.

Officers with Sub-Specialty Codes								
Subspec	FLAG	CAPT	CDR	LCDR	LT	LTJG	ENS	Total
1101	3	78	166	258	220	12	0	737
1103	0	2	20	34	23	2	0	81
3000	0	1	12	16	5	2	0	36
3105	0	2	5	1	0	0	0	8
3110	0	4	3	9	4	0	0	20
3111	0	6	10	2	1	0	0	19
3211	0	1	2	2	0	0	0	5
6201	0	2	1	0	0	0	0	3
Total	3	96	219	322	253	16	0	909
% Inventory	100%	139%	139%	118%	54%	9%	0%	70%

This is compared to the billets requiring a subspecialty code. As supported by the percentage of P-coded billets at the senior levels, it is important to maintain the high percentage of officers with subspecialty codes.

Billets Requiring Sub-Specialty Codes								
Subspecialty	FLAG	CAPT	CDR	LCDR	LT	LTJG	ENS	Total
1101	0	58	116	175	169	10	0	528
1103	0	2	6	10	7	0	0	25
3111	0	1	5	2	0	0	0	8
3211	0	0	1	1	0	0	0	2
TOTAL	0	61	128	188	176	10	0	563
% of Total Billets	0%	80%	73%	66%	51%	6%	0%	47%

Subspecialty Codes

- 1101 – Facilities Management
- 1103 – Ocean Engineering
- 3000 – Resource Management and Analysis
- 3105 – Financial Management – Civilian Focus
- 3110 – Financial Management – Advance Focus
- 3111 – Financial Manager
- 3211 – Operations Research and Analysis – Analysis and Assessment
- 6201 – Information Systems and Technology

Subspecialty Education Level Suffixes

- D – Doctoral Level Education
- P – Masters Level Education
- Q – Proven Masters Level
- R – Proven Experience, 18 or more months in a subspecialty coded billet
- S – Significant Experience – Professional experience and knowledge of theories, principles, processes in the subspecialty field. Knowledge obtained through training and OJT.
- T – Officer in Training pipeline

IX. Reserve Component (RC) Composition

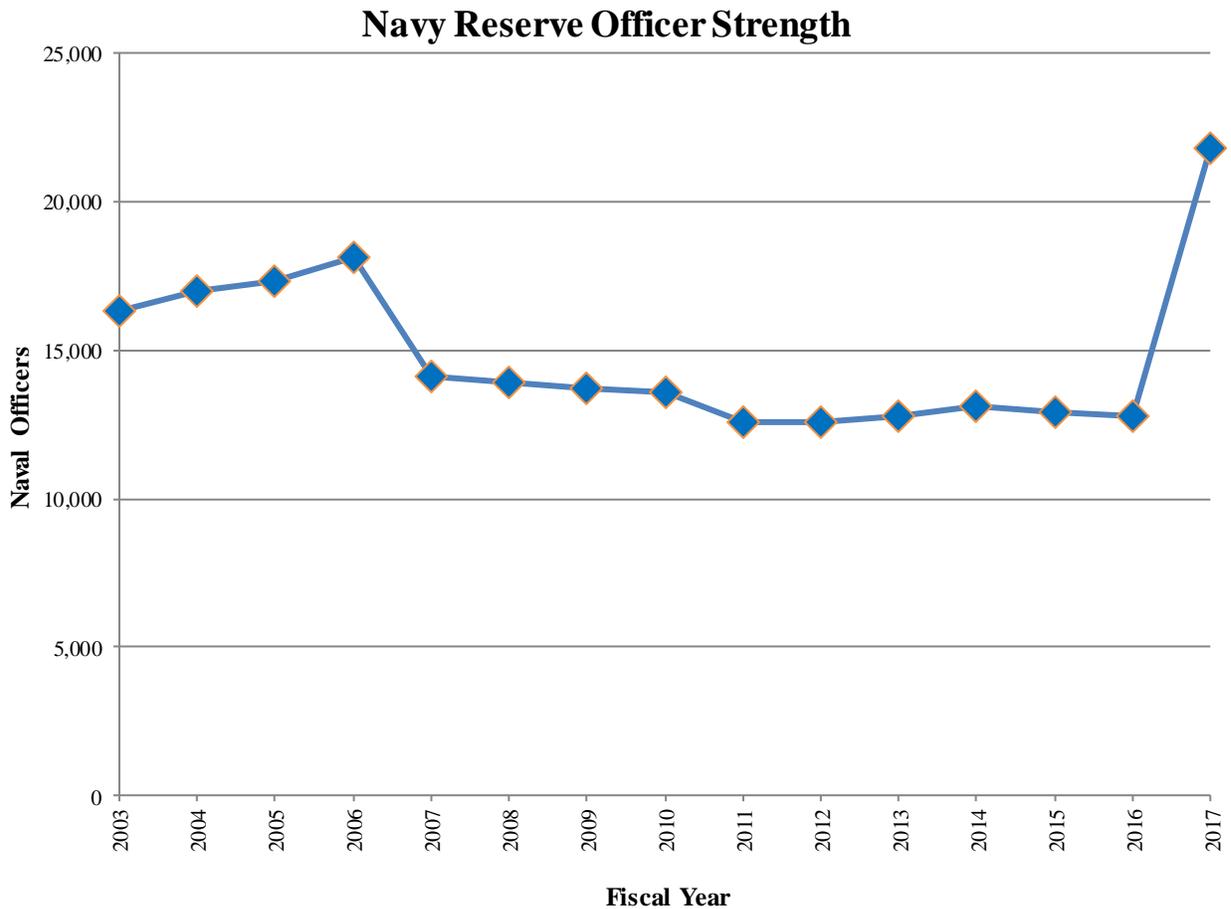
A. Introduction

This document describes the state of the CEC RC as of the end of FY17.

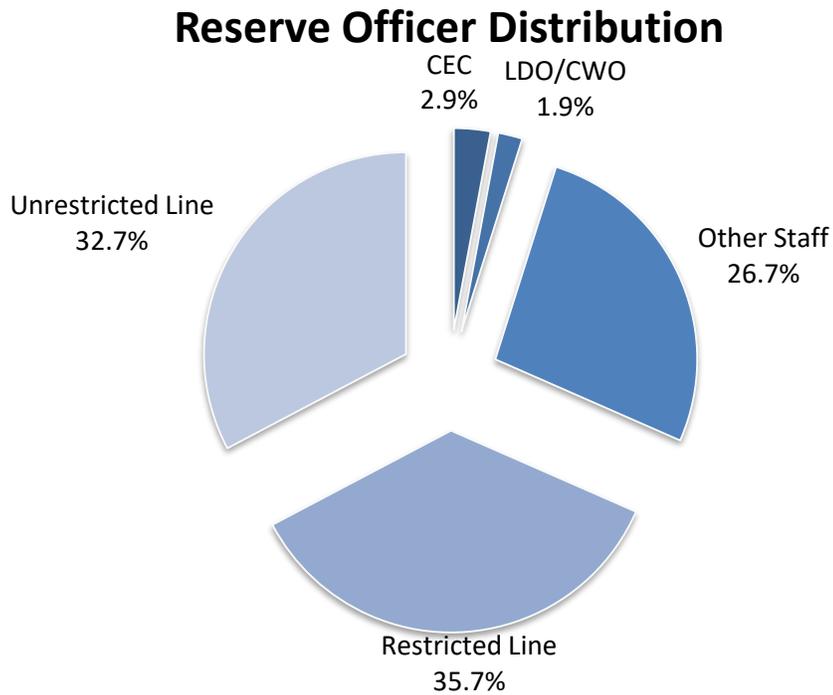
Statistics have been compiled from the ROMIS, NMPBS, IMAPMIS and RHS maintained by PERS 463 and BUPERS-3 at Navy Personnel Command at Millington, TN and represent the composition of the Selected Reserve (SELRES) and members of Volunteer Training Units (VTU). They do not include the composition of the Active Status Pool (ASP) unless specifically stated.

B. Navy Reserve Composition

Since 1993, the CEC RC end strength, along with that of the Navy Reserve, has been reduced. The following graph and table below provide a history of the Navy RC officer end strength.

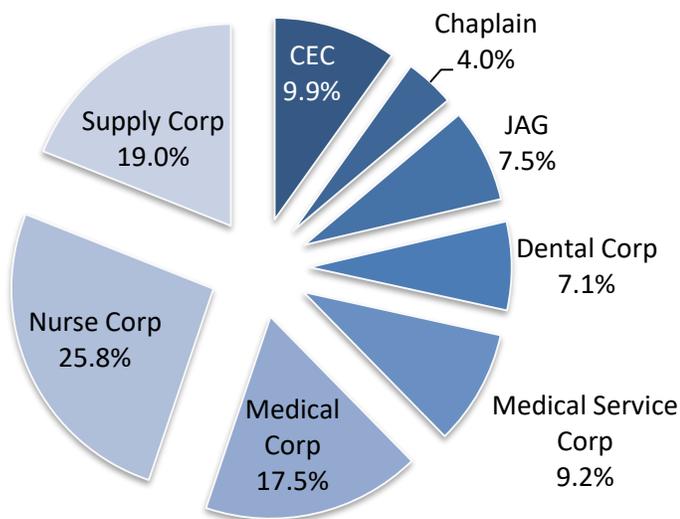


Unrestricted Line (URL) officers comprised more than one-third of RC officer strength, while CEC officers were approximately 4%. This breakdown is shown below.



The staff corps communities of the RC accounted for 29.6% of the RC officer strength. As shown in the graph below, 9.9% of the total RC staff corps were CEC officers with a 5105 designator.

Reserve Staff Corps Breakdown

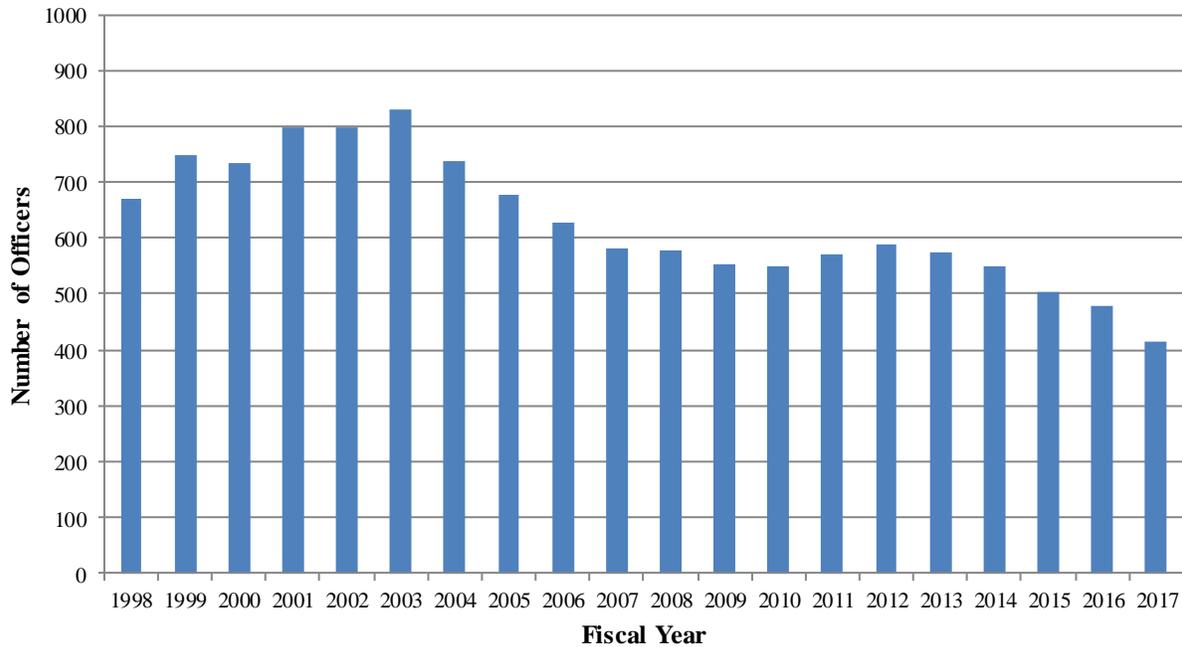


C. CEC RC (designator 5105) Strength

The information presented in the following sections is for CEC RC officers with a 5105 designator. Information on Limited Duty Officers (LDO 6535 designator) and Chief Warrant Officers (CWO 7538 designator) is presented in Section XIV.

The CEC RC on-board drilling reservist strength decreased from 478 officers at the end of FY-16 to 414 at the end of FY-17. The onboard strength is the total number of all drilling reservists (5105) as shown in the table below.

CEC Reserve Strength

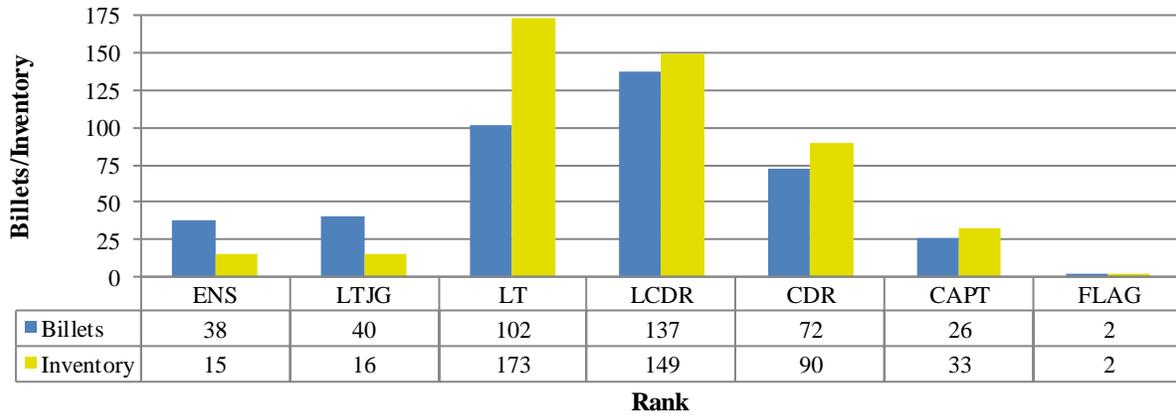


Reserve Composition by Rank								
	ENS	LTJG	LT	LCDR	CDR	CAPT	Flag	Total
Drilling Reservists								
Selected Reservists	15	16	168	142	76	32	2	451
Volunteer Training Unit Members	0	0	5	7	14	1	0	27
Total Drilling Reservists	15	16	173	149	90	33	2	478
Non-Drilling Reservists								
Individual Ready Reserve Members	5	7	118	16	6	1	0	153
Total Reserve Force	20	23	291	165	96	34	2	631

The graph and table below show the imbalance between the authorized billets and the actual on-board inventory of CEC RC officers. At senior levels (O5 and O6), a great deal of effort has been put forth in recent years to get the

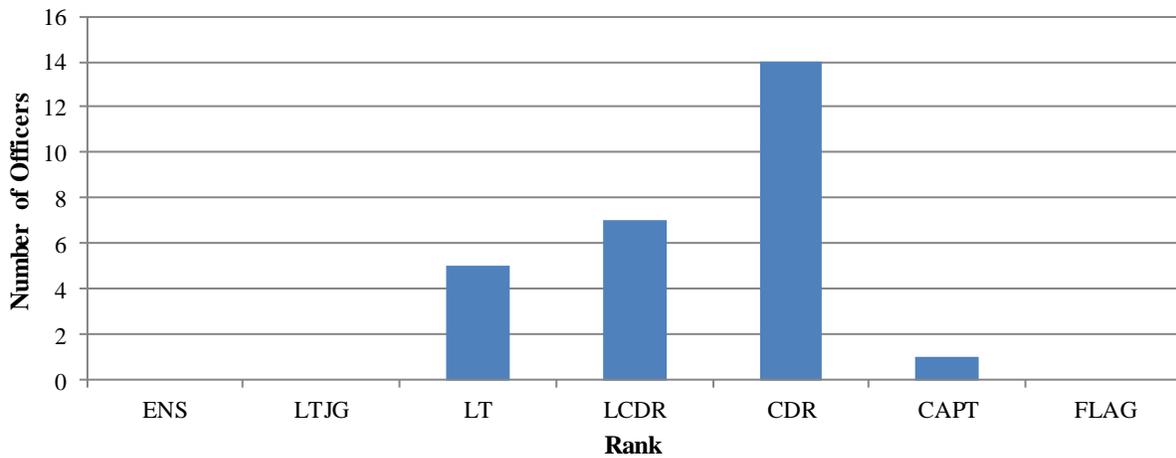
inventory of officers within the number of authorized billets. Senior officers not assigned to a pay billet will be assigned as members of the Volunteer Training Units (VTU) in a non-pay status.

CEC Reserve Authorized Billets vs Inventory 30SEP17

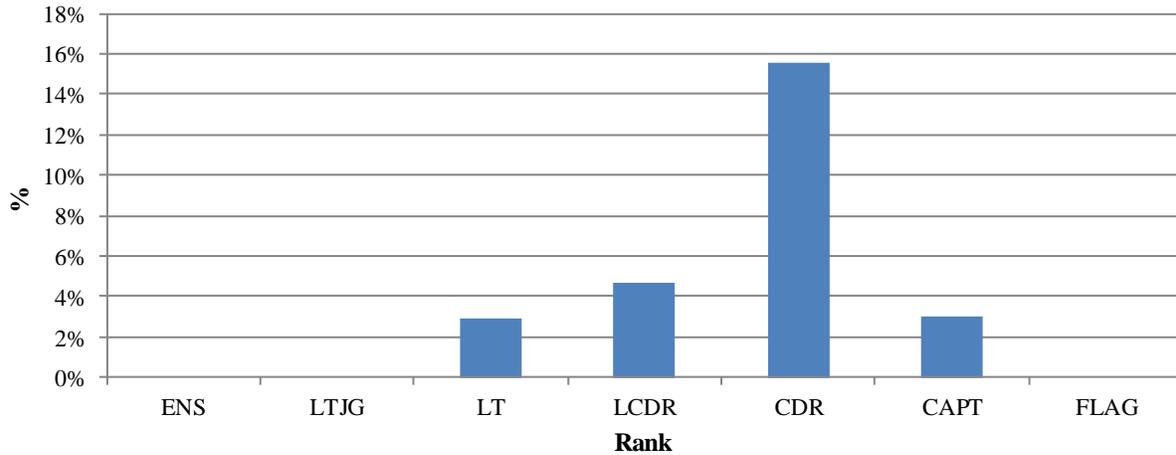


The graphs below show the “number” of CEC RC officers, by rank, assigned by rank and the percentage.

CEC Reserve Officers Assigned to VTU



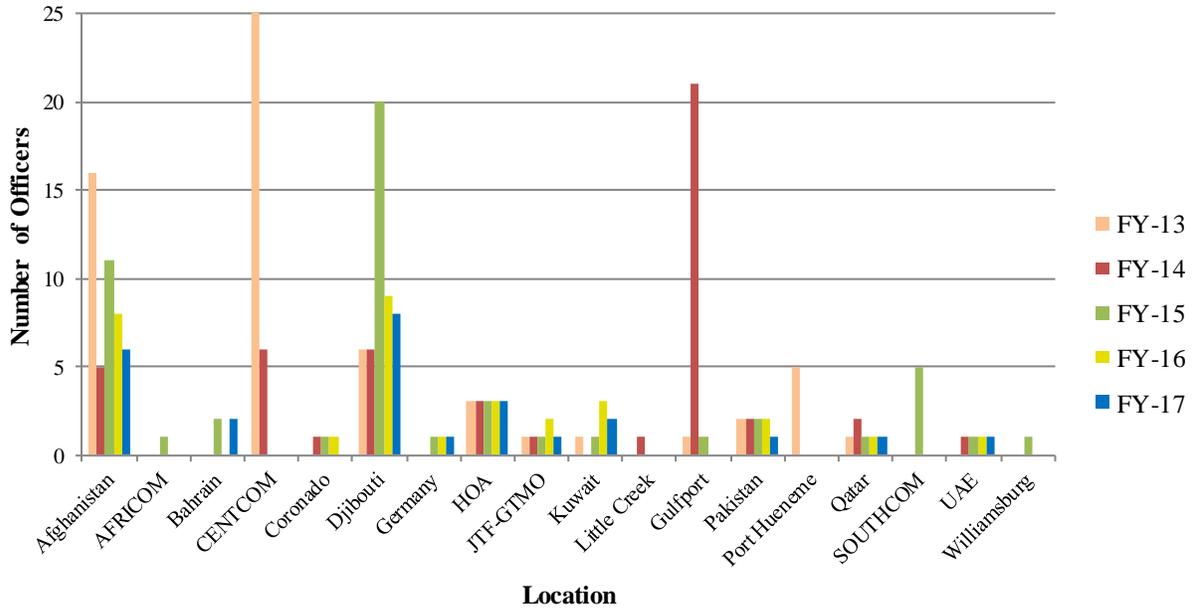
Percentage of CEC Reserve Officers in VTU



D. RC Mobilization Locations, Status, & Active Duty Order Statistics

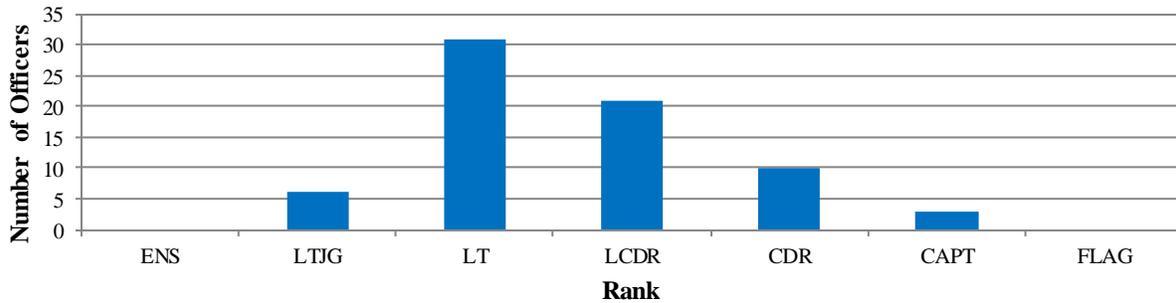
The following charts will indicate RC unit and non-unit mobilization locations for the last five (5) FYs, Mobilization Status of Reserve component, as well as a breakdown of paygrades of those Reserve Officers currently on extended Active Duty Orders.

Location of CEC Reserve Mobilization



The below charts lists the paygrades of the 71 CEC Reserve officers who were on extended, at least 90-days, active duty orders (including Active Duty for Special Work, 3-year recalls, definite recalls (maximum of 3 years), and mobilizations as of 30SEP17.

CEC RC Officers on Extended Active Duty Orders

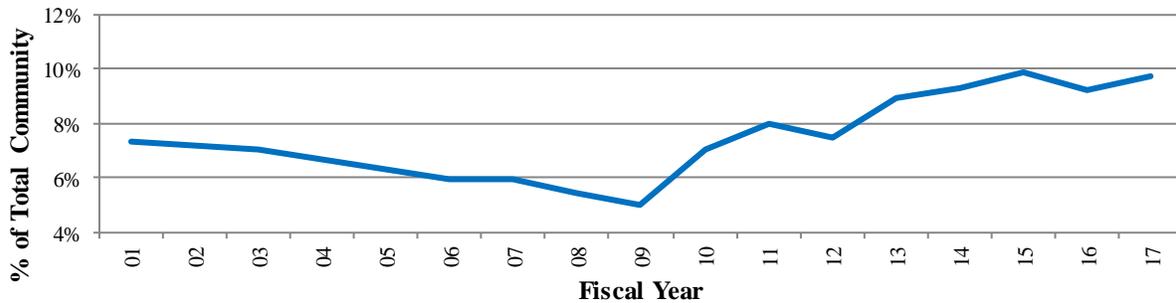


E. Community Demographics

1. Female Inventory

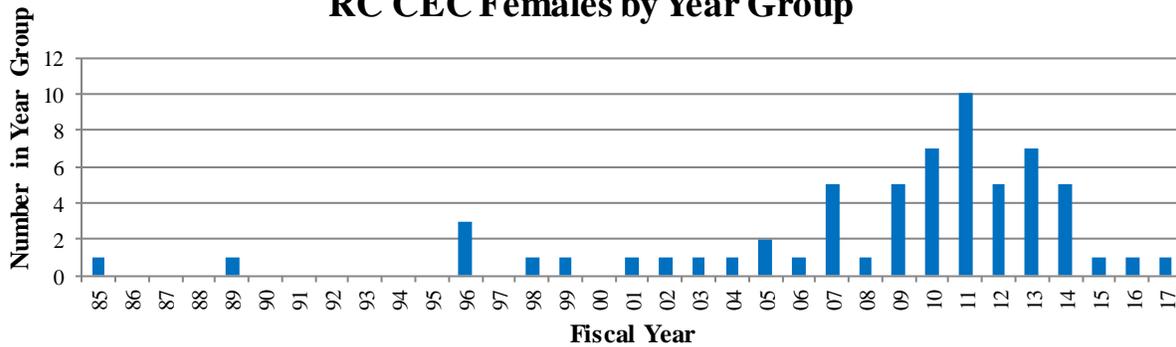
The Department of Labor (DOL) Bureau of Statistics indicate 12.4% of the architectural, engineering, and related services workforce in 2016 were Female.

RC Females in the CEC



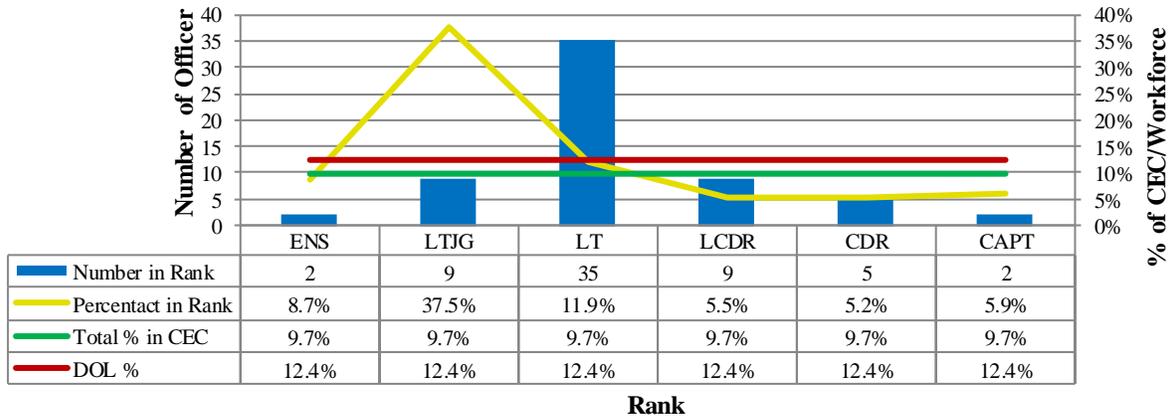
The graph below shows the current number of female CEC RC officers by accession year group.

RC CEC Females by Year Group



The graph below shows the number of female CEC RC officers by rank.

RC Female in the CEC



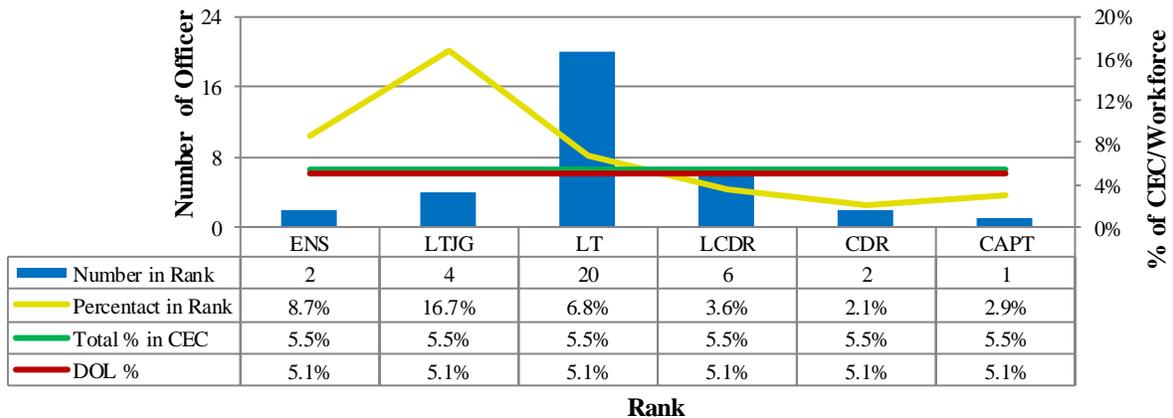
2. Minority Demographics

In FY17, the RC CEC community had 181 minority/Hispanic officers or 28.4% of the total 638 officers in the Reserve Civil Engineer Corps.

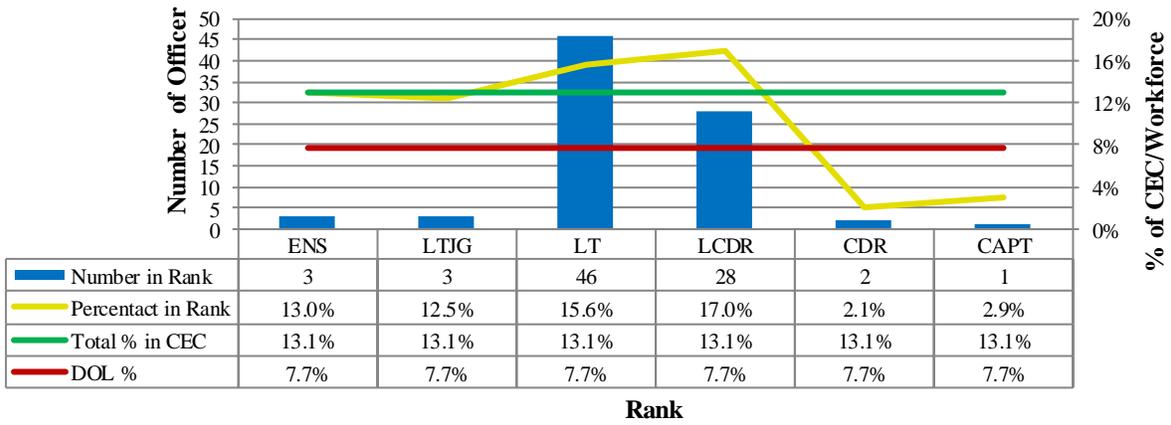
End of FY17 Minority Inventory								
	FLAG	CAPT	CDR	LCDR	LT	LTJG	ENS	Total
African-American	0	1	2	6	20	4	2	35
Hispanic	0	1	2	28	46	3	3	83
Asian/Pacific Islander	0	0	8	12	24	0	2	46
Multiple	1	0	0	6	18	1	0	26

The graphs below depict the percentage of minorities by rank in the CEC.

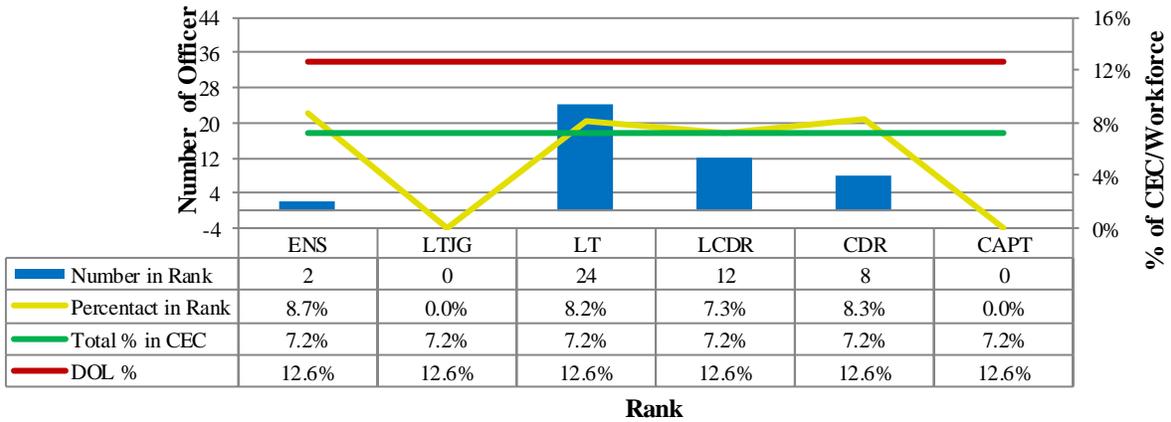
RC African-American in the CEC



RC Hispanic in the CEC



RC Asian/Pacific Islander in the CEC



X. RC Qualifications

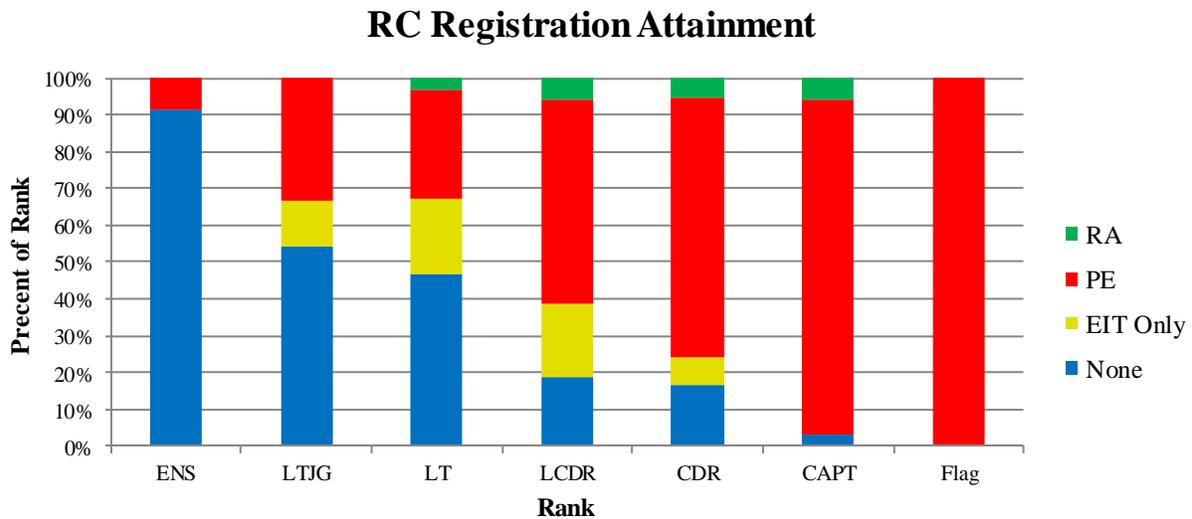
A. Introduction

Professional registration and SCW qualification continue to be critically important elements in the career path of the CEC RC officer. Acquisition credentials are of growing importance.

This unique combination of skills makes the CEC RC officer a valuable asset as we continue to support the GWOT. Professional registration and warfare qualification of officers increase professional credibility in both the Navy community and the joint environment.

B. Professional Registration

The number of registered officers (engineer in training (EIT), professional engineers (PE) and registered architects (RA)) at various ranks is depicted below.

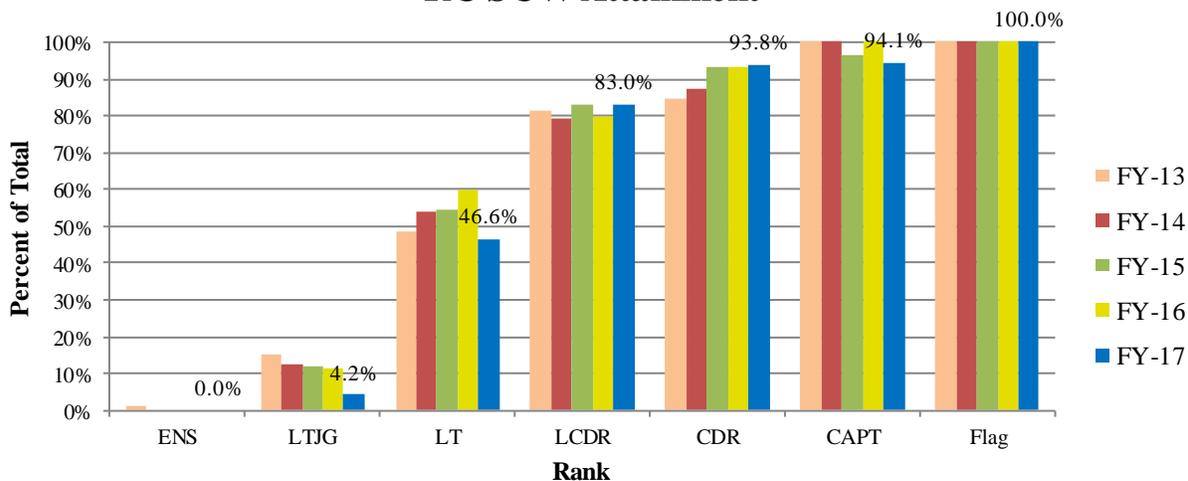


C. Warfare Qualifications

The following depicts the percentage of CEC RC officers who have earned SCW qualification.

SCW Qualification and Billets by Rank		
Rank	Officers w/SCW Qualification	SCW-Qualifying Billets
Flag	2	0
CAPT	32	1
CDR	90	7
LCDR	137	23
LT	137	35
LTJG	1	26
ENS	0	31
Total	399	123

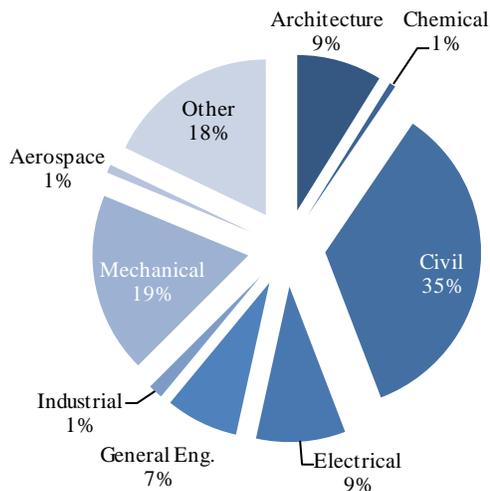
RC SCW Attainment



D. Degree Breakdown

The figure below provides the breakdown of undergraduate degrees held by CEC RC officers.

Majors Held by RC CEC Officer

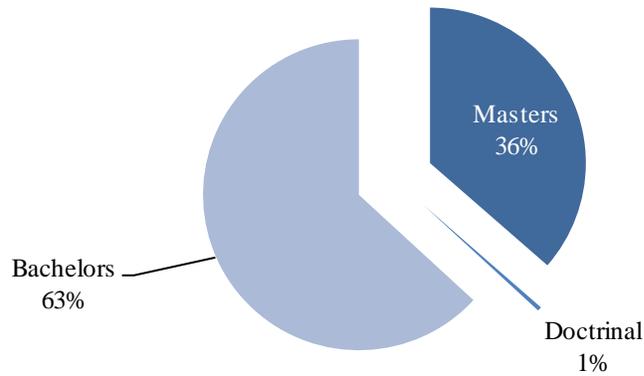


Other undergraduate degrees held by CEC RC Officers include:

- Agricultural Engineering
- Economic
- Finance
- History
- Managmnt
- Nucl Eng
- Physical Science
- Psychology
- Safe Engineering
- Business Administration
- Education
- Frogien Affairs
- Law
- Math
- Ordanance Engineering
- Political Science
- Public Administration
- Sciences

Approximately 37% of CEC RC officers have received graduate or above degrees. A summary of these degrees is shown below.

Degrees Held by RC CEC Officer



E. Acquisition Qualifications

Acquisition expertise is shifting in the RC CEC officer community from Acquisition Contracting (AC) certification to Acquisition Facilities Engineering (AF) certification. The information shown in the next table summarizes the most current acquisition level achievements of the SELRES CEC officers in FY17.

Acquisition Qualification by Rank							
Rank	AC1	AC2	AC3	AF1	AF2	AF3	APM
CAPT	5	5	5	0	2	2	9
CDR	21	14	4	1	10	6	12
LCDR	30	21	3	10	11	3	7
LT	53	19	1	7	5	3	1
LTJG	0	0	0	0	1	0	0
ENS	0	0	0	0	0	1	1

Many RC officers obtained their Acquisition Professional Community Member while serving on Active Duty.

XI. RC Accession Program

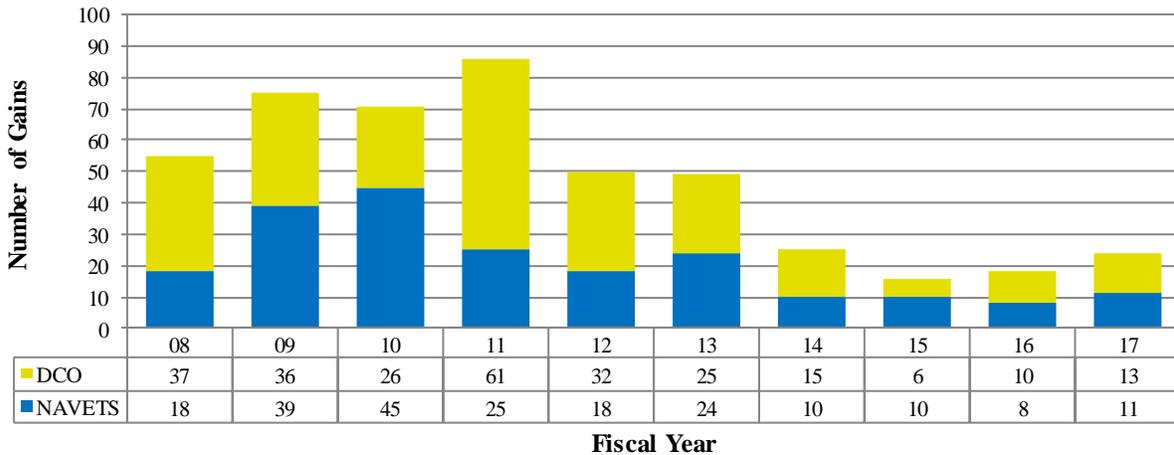
A. Introduction

FY16 accessions saw slight increase in direct commission officers (DCO) accessions and a slight decrease in officers released from active duty (NAVETS) accessions from FY15 and mirror an overall decrease in accessions since FY11.

B. Accession Numbers and Sources

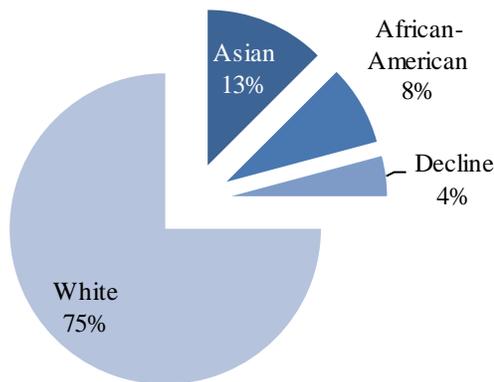
The two primary sources of new accessions are DCO and officers released from active duty NAVETS.

CEC RC Accession History

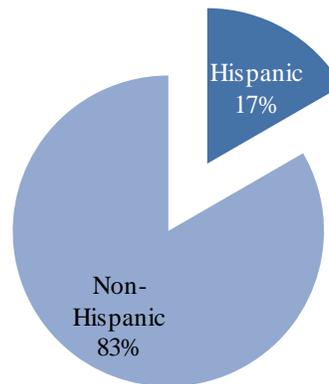


The race and ethnicity demographic percentages for the FY17 accessions are shown in the following graph.

DCO/NAVET Accessions Race



DCO/NAVET Accessions Ethnicity



XII. RC Selection Boards

A. Introduction

This section contains statistics for the FY-18 5105 Captain, Commander, and Lieutenant Commander Promotion Boards which were held in FY-17.

B. FY-17 Reserve Component Staff Corps Selection Board Dates

Convening dates of FY-17 Promotion Boards are listed in the table below.

FY-17 Selection Board Dates	
Rank	Convening Date
CAPT	27 February 17
CDR	27 February 17
LCDR	11 June 17
LT	All Fully Qualified Promoted

The table below gives the names of the senior officer in zone and the junior officer in zone for the RC Staff Corps FY18 Promotion Boards scheduled in FY-17.

FY18 CEC RC Selection Board In-Zone Eligible Candidates.			
Promotion to Captain (5105) FY-18 Promotion Selection Board			
	Rank / Name	Precedence Number	Date of Rank
Senior In Zone	CDR J. A. Kern	247357-00	01 SEP 2011
Junior In Zone	CDR R. B. Traeder	248497-00	01 OCT 2012
Promotion to Commander (5105) FY-18 Promotion Selection Board			
	Rank / Name	Precedence Number	Date of Rank
Senior In Zone	LCDR T. K. Williams	345929-00	01 AUG 2011
Junior In Zone	LCDR V. S. Palrose	348651-00	01 OCT 2012
Promotion to Lieutenant Commander (5105) FY-18 Promotion Selection Board			
	Rank / Name	Precedence Number	Date of Rank
Senior In Zone	LT E. Perez Jr	408514-00	01 JAN 2012
Junior In Zone	LT M. A. Garcia	412669-00	01 FEB 2013

C. Promotion Opportunity

The next table contains the actual promotion opportunity for in-zone officers over the last five years.

Promotion Opportunity for In-zone Officers, FY14-18.					
Rank	FY-14	FY-15	FY-16	FY-17	FY-18
CAPT	33%	42%	42%	40%	27%
CDR	62%	63%	64%	54%	54%
LCDR	75%	66%	57%	54%	55%
LT / LTJG	All Qualified				

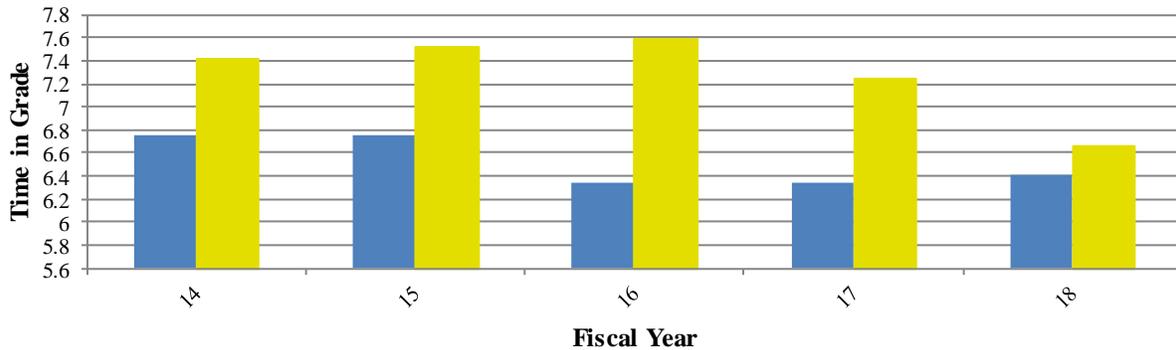
D. Promotion Time-In-Grade

Unlike the AC, RC promotions, per Title 10§14304, are governed by Time-In-Grade (TIG) vice Flow Points. The minimum TIG for LT to LCDR, LCDR to CDR, and CDR to CAPT is 3 Years. The maximum TIG for promotion from LT to LCDR is 7 Years. The Maximum TIG for promotion from LCDR to CDR is 7 Years. There is no

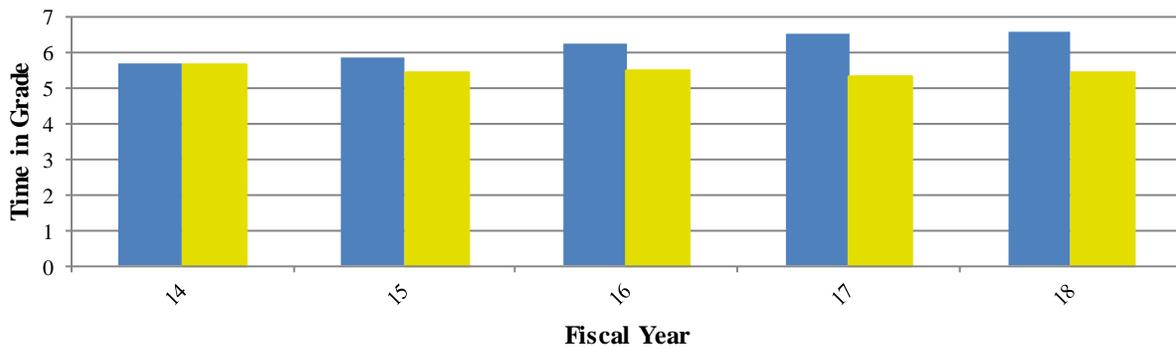
maximum TIG for promotion from CDR to CAPT. Officers shall be placed in the promotion zone for that officer's grade and competitive category, and shall be considered for promotion to the next higher grade by a promotion board convened under section 14101 (a) of this title, far enough in advance of completing the maximum TIG, so that, if the officer is recommended for promotion and the promotion may be effective on or before the date on which the officer will complete the maximum TIG.

Historical TIGs depicted in the next three graphs.

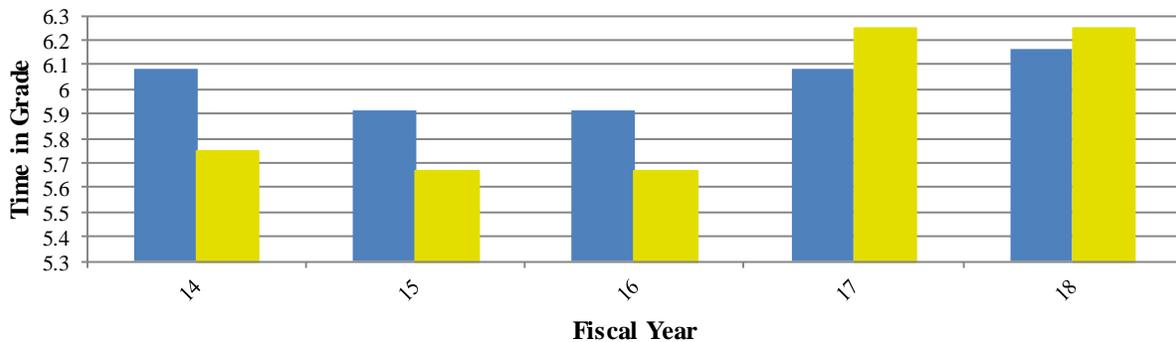
CAPT Promotion Time in Grade



CDR Promotion Time in Grade



LCDR Promotion Time in Grade

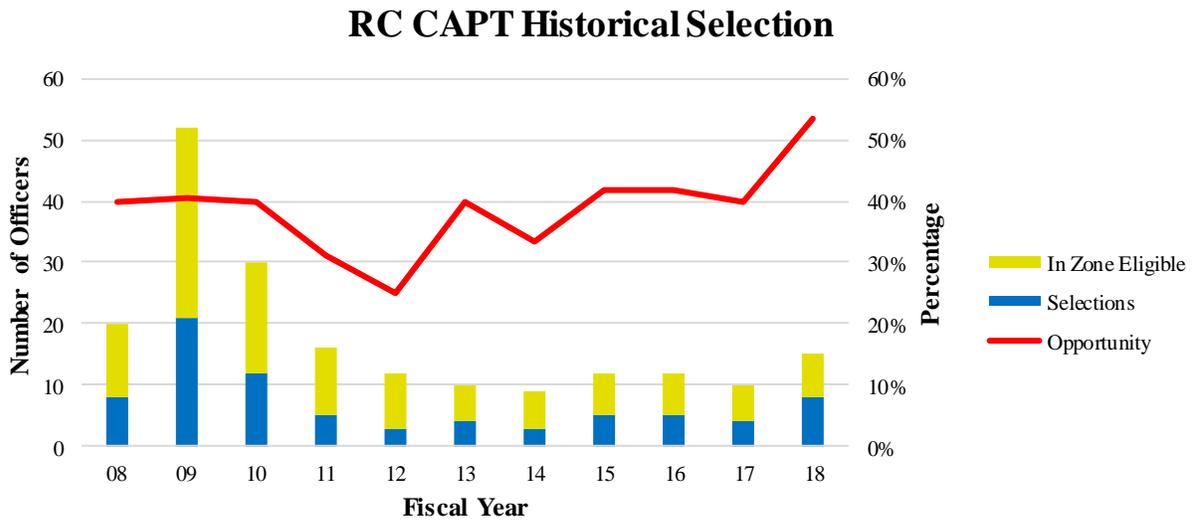


E. FY-18 Selection Board Statistics

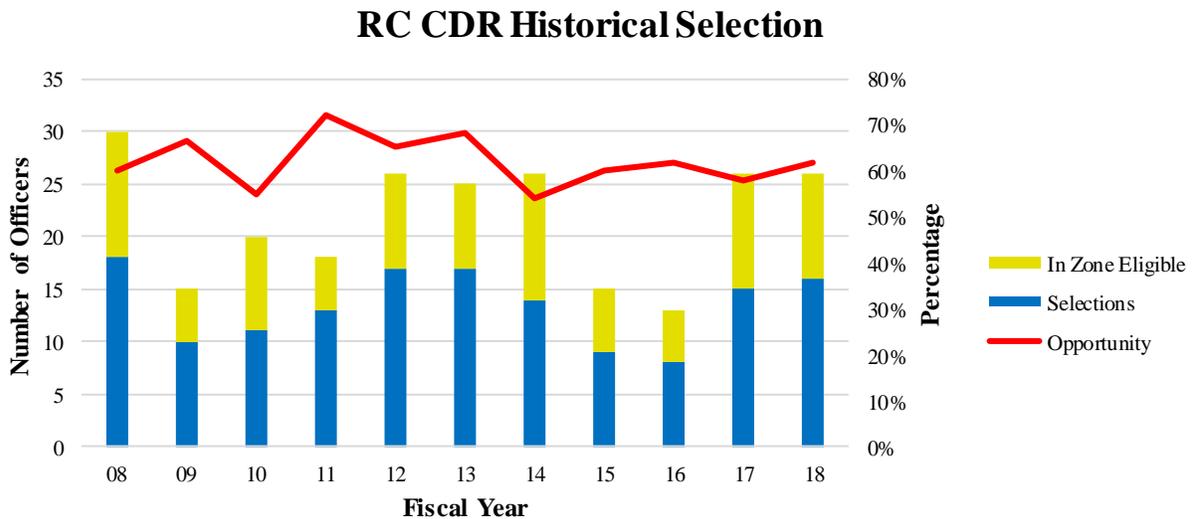
The FY-18 CEC RC Captain, Commander, and Lieutenant Commander Promotion board statistics, whose boards were conducted in calendar year/fiscal year 2017, are shown in the next tables or graphs. This data was taken from information on BUPERS.

Rank	Above Zone			In Zone			Total	
	Elg	Sel	Pct	Elg	Sel	Pct	Sel	Pct
CAPT	25	4	16.00	15	4	26.67	8	53.33
CDR	37	2	5.41	26	14	53.85	16	61.54
LCDR	17	1	5.88	55	30	54.22	31	56.36

FY18- 5105 Captain Promotion Board Statistics

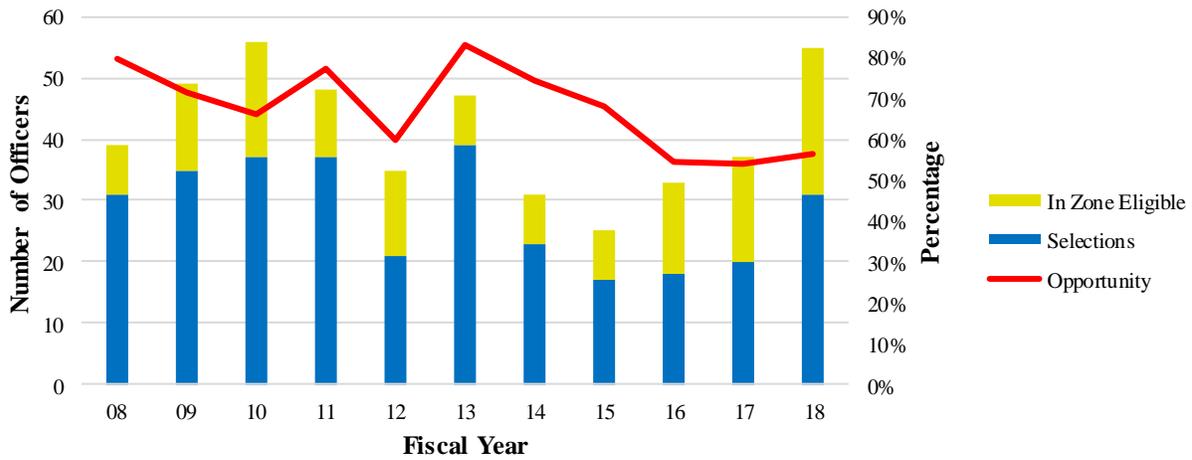


FY18- 5105 Commander Promotion Board Statistics



FY18 - 5105 Lieutenant Commander Promotion Board Statistics

RC LCDR Historical Selection

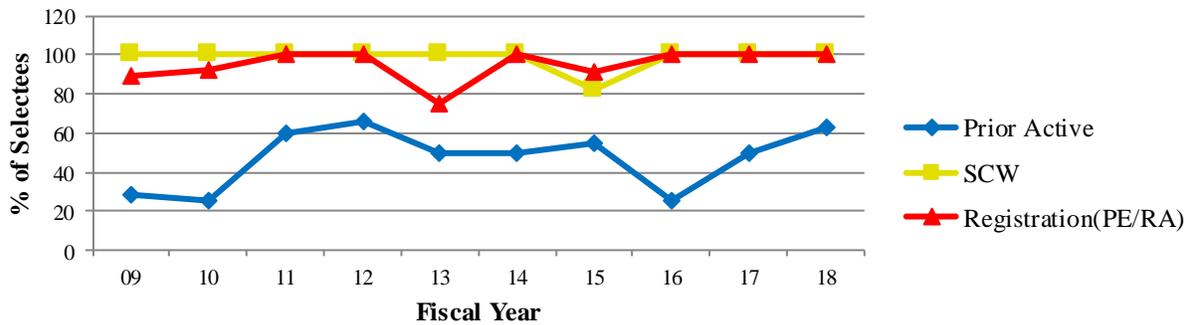


F. Promotion Trends

The following charts show trends in qualifications for those promoted to O4, O5, and O6 for the last ten fiscal years.

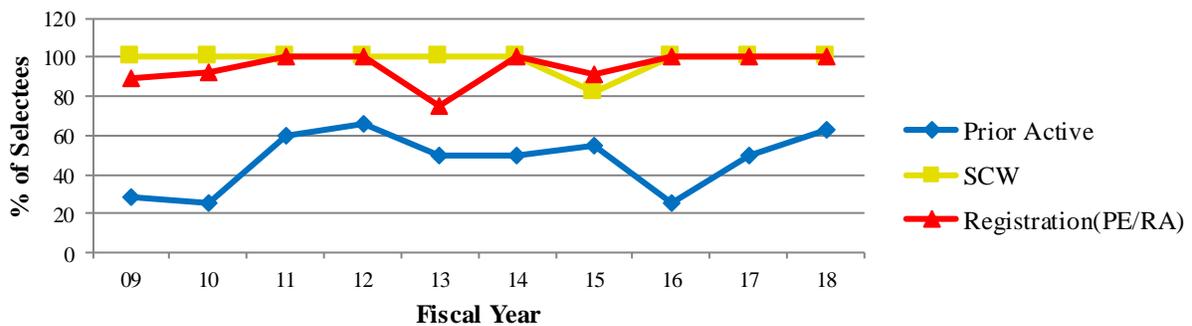
Captain Promotion Statistics History by FY.

CAPT Selection Statistics



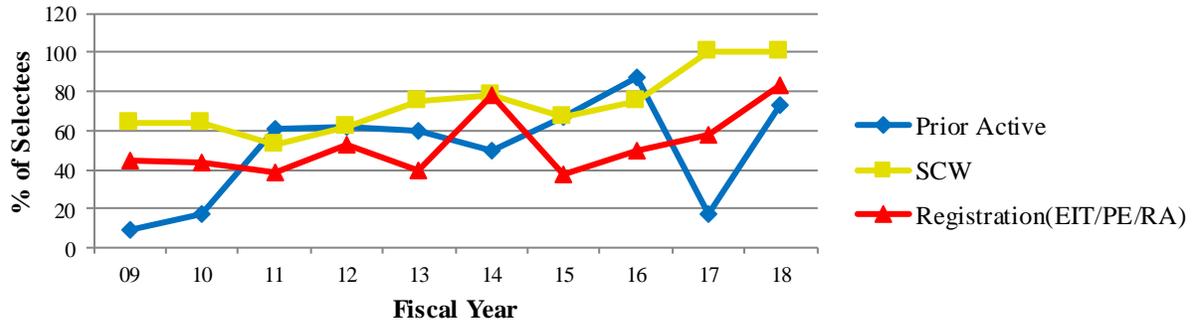
Commander Promotion Statistics History by FY.

CAPT Selection Statistics



Lieutenant Commander Promotion Statistics History by FY.

LCDR Selection Statistics

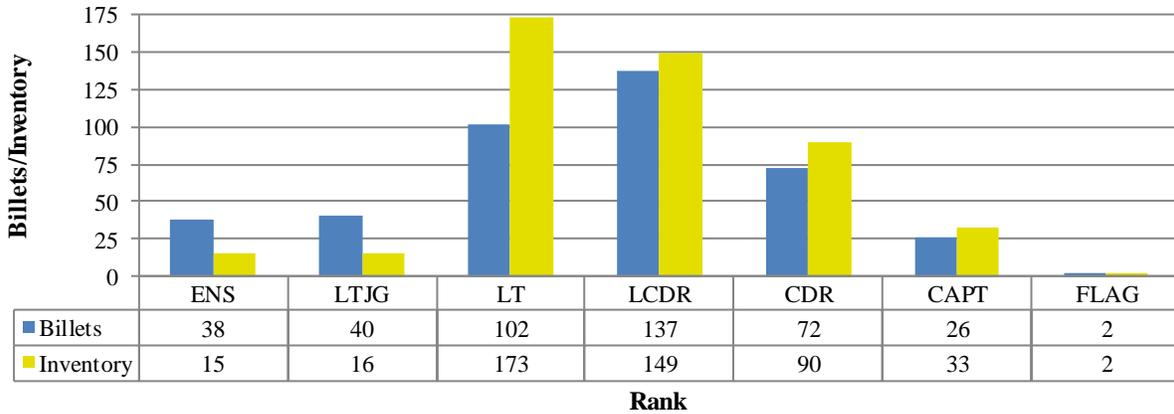


XIII. RC Billets and Detailing

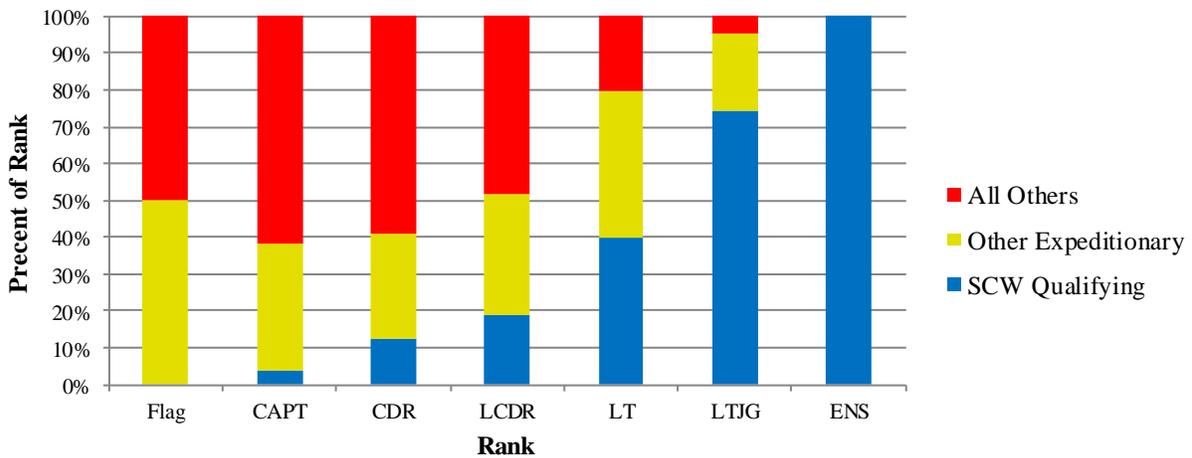
A. Introduction

The shaping of the billet structure directs the future of the CEC RC. It drives the size and rank structure of the community. The graphs and tables below show billets versus inventory, and rank versus type of billet.

**CEC Reserve Authorized Billets vs Inventory
30SEP17**



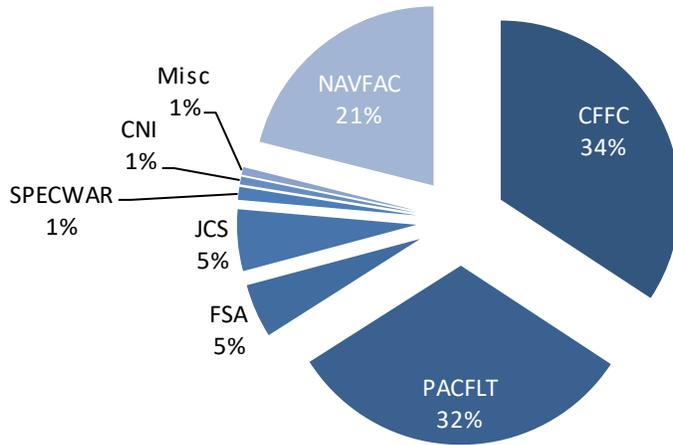
RC Billet Type by Grade



B. Billets by Mission

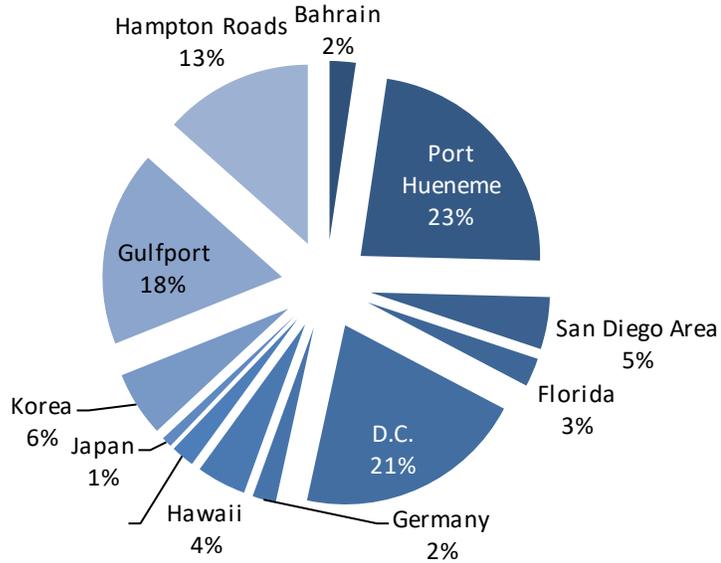
CEC RC officers, just like their Active Duty counterparts, serve in a wide variety of billets. Over 50% of the total officer billets are located in Seabee Battalions and other Naval Construction Force/Expeditionary units.

RC Billet Breakdown by Claimant



C. Geographic Location of Billets

RC Billet Breakdown by Location



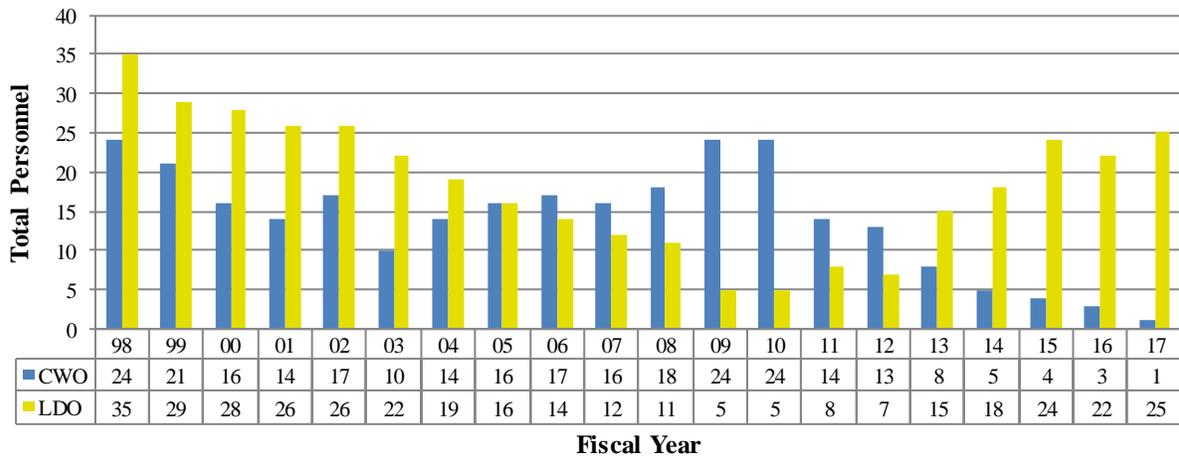
XIV. RCLDO/CWO Information

A. Introduction

The CEC RC LDO, designator 6535, and CWO, designators 7535, communities bring additional depth and expertise to the CEC RC. Seabees are selected for commissioning as LDOs or CWOs based upon their enlisted performance and technical expertise.

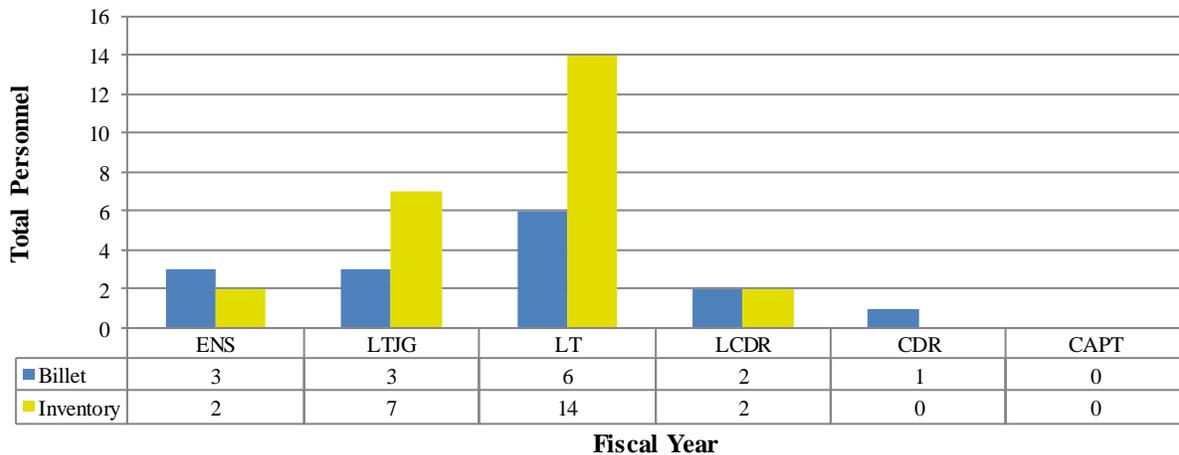
B. Strength

LDO/CWO Inventory



The following graphs and tables provide snapshots of LDO and CWO inventories on 30 Sep 2016, compared to authorized billets.

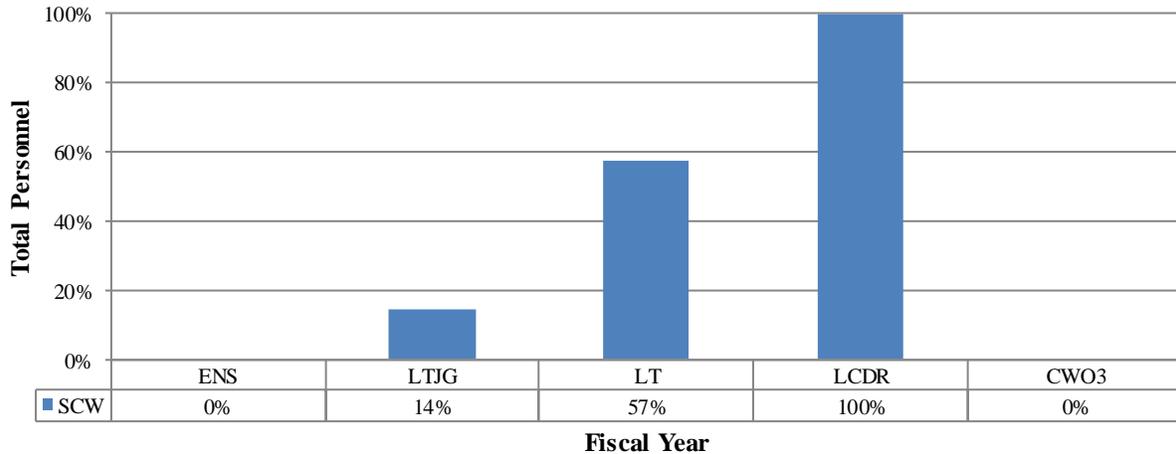
CEC RC LDO Billets vs Inventory



C. SCW Qualification

Seabee Combat Warfare (SCW) officer qualifications are shown in the next graphs and tables for LDOs and CWOs in the CEC RC community.

LDO/CWO Accessions History



SCW Qualification by Rank		
Rank	SCW Qualified	% SCW Qualified
LCDR	2	100%
LT	8	57%
LTJG	1	14%
ENS	0	0%
CWO3	0	0%

D. Billet Types

All LDO are Seabee-related; the data in the tables below do not include battalion billets for Ship’s Clerk (7515) or Supply (6515). There are no longer any approved CWO billets. LDO and CWO billets by command type and by rank are shown in the following tables.

Expeditionary Billet Type by Rank – LDO					
	ENS	LTJG	LT	LCDR	CDR
SCW Qualifying	3	0	2		1
Other Expeditionary	0	3	4	2	0

E. Promotion Boards

FY18 promotion boards (held in FY17) information for LDO and CWO are listed below:

FY-17 Selection Board Dates	
Rank	Convening Date
CDR LDO	27 February 17
LCDR LDO	11 June 17
LT LDO	All Fully Qualified Promoted
CWO4	14 June 17

The table below gives the names of the senior officer in zone and the junior officer in zone for the RC Staff Corps FY18 Promotion Boards scheduled in FY-17.

FY18 CEC RC Selection Board In-Zone Eligible Candidates.			
Promotion to Commander (6535) FY-18 Promotion Selection Board			
	Rank / Name	Precedence Number	Date of Rank
Senior In Zone	N/A		
Junior In Zone	N/A		
Promotion to Lieutenant Commander (6535) FY-18 Promotion Selection Board			
	Rank / Name	Precedence Number	Date of Rank
Senior In Zone	N/A		
Junior In Zone	N/A		
Promotion to Chief Warrant Officer 4 FY-18 Promotion Selection Board			
	Rank / Name	Precedence Number	Date of Rank
Senior In Zone	CWO4 W. J. Benjamin	971693-00	01 NOV 2015
Junior In Zone	CWO4 K. D. Davis	971726-00	01 NOV 2015