

July 2014  
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OPNAV N96D

### **Shortages in the Unrestricted Line**

#### **URL Inventory to BA - APR14**

<b>2014</b>	<b>CAPT</b>	<b>CDR</b>	<b>LCDR</b>	<b>Total</b>
<b>SWO</b>	<b>-88</b>	<b>-105</b>	<b>-308</b>	<b>-521</b>
<b>SUB</b>	<b>-57</b>	<b>-188</b>	<b>-309</b>	<b>-554</b>
<b>SEAL</b>	<b>5</b>	<b>-29</b>	<b>-74</b>	<b>-98</b>
<b>EOD</b>	<b>10</b>	<b>-7</b>	<b>-11</b>	<b>-8</b>
<b>AVN</b>	<b>41</b>	<b>237</b>	<b>354</b>	<b>632</b>
<b>URL</b>	<b>-89</b>	<b>-112</b>	<b>-348</b>	<b>-549</b>

### **Unrestricted Line**

The URL is composed of the Surface Warfare, Submarine, EOD, SEAL and Aviation Communities in a single competitive category for promotions. All the URL communities have and maintain shortages to billet requirements in the control grades (LCDR, CDR and CAPT) with the prominent exception of the Aviation community. The Aviation community has carried a surplus of control grade officers to the detriment of all the other communities. Additionally, the URL on the whole has a shortage of officers in all of the control grades that has been created by centralized management of promotions outside the influence and control of the individual URL communities and their leadership. These shortages have continued through many years of promotion cycles without improvement. The shortages have had a restraining effect on individual community health, career paths and flexibility, and deliver a scarcity of the required skills and competencies to meet the needs of the Navy and the funded requirements of the individual URL communities.

### **Proportional URL Promotion Outcomes**

The desired end state in the URL promotion plan is in closing the projected vacancies for the combined URL communities without regard for their separate requirements. Strength and promotion planners meet this requirement and consistently deliver results that are relatively proportional based on the size of each community's share of officers in zone. There is a direct correlation between ratios in zone and promotion outcomes by community within the URL with certain biases for the communities at different grades. Fair and equitable promotion outcomes approximately correspond to the ratios of officers in zone without regard to each community's needs.