FY-18 Aviation Department
Head Selection Board
Lessons Learned
May 2017

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Director, Aviation Officer Distribution
Purpose

- Provide feedback to the Naval Aviation Enterprise (NAE) from the 01 May – 05 May 2017 ADHSB
- Provide Aviation Leadership with a tool to mentor Junior Officers
Eligibility

- Minimum qualifications
  - Naval Aviation Officer (1300/1310/1320)
  - Member of Screen Group (SG) 07 or 08
  - Board selected promotion to O4 as a member of SG-07 or 08

- Candidates must not have
  - Previously been selected as DH
  - Previously declined DH selection
  - Previously submitted a “Don’t Pick Me” letter
  - Have released separation orders
  - Previously been selected for lateral transfer
ADHSB Summary

- 477 Eligible
  - 419 IZ, 58 AZ
- 286 OP DH selects
  - 262 IZ, 24 AZ
- 60% overall OP DH select rate
  - 41% AZ select rate for OP DH
- 32 OP-T DH Selects
  - 34 AZ Records Eligible (94% select rate)
Total Selection Overview

- 477 total 13xx records
  - Operational selects 1310: 220
  - Operational selects 1320: 66
  - OP-T selects 1310: 17
  - OP-T selects 1320: 15

- OP Selection rate (286 / 477) = 60%
- Total selection rate (318 / 477) = 67%
# OP Selects vs. Non-selects

<table>
<thead>
<tr>
<th></th>
<th>DH Selects</th>
<th></th>
<th>DH Non-Selects</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Total DH eligible: 421**</td>
<td>286</td>
<td>68%</td>
<td>135</td>
<td>32%</td>
</tr>
<tr>
<td>GSA/IA: 14</td>
<td>8</td>
<td>57%</td>
<td>6</td>
<td>43%</td>
</tr>
<tr>
<td>Overseas: 111</td>
<td>62</td>
<td>56%</td>
<td>49</td>
<td>44%</td>
</tr>
<tr>
<td>FRS: 164</td>
<td>131</td>
<td>80%</td>
<td>33</td>
<td>20%</td>
</tr>
<tr>
<td>TRACOM: 78</td>
<td>46</td>
<td>59%</td>
<td>32</td>
<td>41%</td>
</tr>
<tr>
<td>WWS/NSAWC: 56</td>
<td>52</td>
<td>93%</td>
<td>4</td>
<td>7%</td>
</tr>
<tr>
<td>TPS: 20</td>
<td>16</td>
<td>80%</td>
<td>4</td>
<td>20%</td>
</tr>
<tr>
<td>HX/VX/NAVIAR: 36</td>
<td>26</td>
<td>72%</td>
<td>10</td>
<td>28%</td>
</tr>
<tr>
<td>Aide Tour: 22</td>
<td>14</td>
<td>64%</td>
<td>8</td>
<td>36%</td>
</tr>
<tr>
<td>Aircraft Transition: 32</td>
<td>27</td>
<td>84%</td>
<td>5</td>
<td>16%</td>
</tr>
<tr>
<td>Warfare Transition: 3</td>
<td>3</td>
<td>100%</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>AMPHIB/CVN: 164</td>
<td>111</td>
<td>68%</td>
<td>53</td>
<td>32%</td>
</tr>
<tr>
<td>DESRON: 7</td>
<td>3</td>
<td>43%</td>
<td>4</td>
<td>57%</td>
</tr>
<tr>
<td>CSG: 13</td>
<td>10</td>
<td>77%</td>
<td>3</td>
<td>23%</td>
</tr>
</tbody>
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**Note - 56 “Don’t Pick Me” letters removed (12% of eligible officers)**
OP Selects vs. Non-selects

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<td>286</td>
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<td>135</td>
<td>32%</td>
</tr>
<tr>
<td>0 EP Tours: 1</td>
<td>0</td>
<td>0%</td>
<td>1</td>
<td>100%</td>
</tr>
<tr>
<td>Only 1 EP Tour: 47</td>
<td>26</td>
<td>55%</td>
<td>21</td>
<td>45%</td>
</tr>
<tr>
<td>Only 2 EP Tours: 208</td>
<td>145</td>
<td>70%</td>
<td>63</td>
<td>30%</td>
</tr>
<tr>
<td>≥3 EP Tours: 165</td>
<td>115</td>
<td>70%</td>
<td>50</td>
<td>30%</td>
</tr>
<tr>
<td>1ST Tour MP: 29</td>
<td>7</td>
<td>24%</td>
<td>22</td>
<td>76%</td>
</tr>
<tr>
<td>1ST Tour EP: 390</td>
<td>278</td>
<td>71%</td>
<td>112</td>
<td>29%</td>
</tr>
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**Note - 56 “Don’t Pick Me” letters removed (12% of eligible officers)**
Takeaways
Selection Discriminators

• Best and Fully Qualified Standard
  – Record of sustained superior performance in operational environments and ashore
  – Warfighting ability and tactical excellence

• First sea tour (OP DH screen rates)
  – 87% - #1 EP
  – 77% - #2 EP
  – 70% - #3 EP
  – 49% - #4 EP
  – 35% - #5 EP or lower
Selection Discriminators

- First shore tour
  - All production tours viewed favorably
    - 83% - #1-4 EP
    - 76% - #5 EP or lower
  - Only 7% selected without a 1st shore tour EP
- Second sea tour
  - CVN / AMPHIB / Afloat staff billets beneficial to career
    - Critical for Maritime and Rotary
    - Lack of EP breakout due to career timing not viewed as a negative if timing precludes
- Sustained superior performance
  - 115 of 165, or 70% screen rate for candidates with 3 separate competitive EP tours in their record
- Lack of recommendations for future milestones were negative discriminators (DH, Command, etc.)
FITREP Guidelines

• Competitive # 1 EP FITREP is the best way for COs to reward performance
  – Always rank ALL officers with either a hard or soft breakout in the FITREP
    ➢ Lack of numbered breakout can be viewed as a signal
    ➢ Ranked kiss important
  – Management of Reporting Senior Average (RSA) is critical to send the correct message to the board
• Explain unusual circumstances in the FITREP
  – Perceived decliner due to promotion
  – Early roller for an aide billet, hard fill job, etc.
  – Annotate if ranked behind WTI(s) or Super JOs
• Document all qualifications (use block #29)
• Make the FITREP easy to read for the briefer!
Letters to the Board

• A well written FITREP will preclude the need for a Letter to the Board (LTB)
• LTBs can be effective if explaining FITREP timing or screen group changes
  – Undocumented GSA/IA
  – Early pull for a flag aide, hard fill or transition
• LTBs can draw undue attention to a weakness
  – “Timing forced me to roll him two days before a COC”
• “Must Pick / Good Guy” LTBs are less effective
  – Screening is based on FITREP performance, not LTBs
• Consider LTB to explain ranking of unranked EP
Records

• All officers must be proactive in keeping their records up-to-date
  – http://www.npc.navy.mil/Boards/ScreenBoards/Aviation
    ➢ Click on “Printing OSR / PSR”

  – https://www.bol.navy.mil
    ➢ Click on “Official Military Personnel File (OMPF)"
    ➢ My Record” and “ODC, OSR, PSR, ESR”

  – Ensure there are no FITREP gaps and no missing qualifications or awards
    ➢ Missing quals and awards noticed by members