FY-19 Aviation Department
Head Selection Board
Lessons Learned
May 2018

CAPT Michael Baze
Director, Aviation Officer Distribution
Purpose

- Provide feedback to the Naval Aviation Enterprise (NAE) from the 30 April – 04 May 2018 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) 08 or 09
  – Board selected promotion to O4 as a member of SG-08 or 09

• 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

- 473 Eligible
  - 400 IZ, 73 AZ
- 251 OP DH selects
  - 231 IZ, 12 AZ
- 65% overall OP DH select rate (not including DPMs)
  - 16% AZ select rate for OP DH
- 56 OP-T DH Selects
  - 58 AZ Records Eligible (97% select rate) (not including DPMs)
Total Selection Overview

- 473 total 13xx records
  - Operational selects 1310: 185
  - Operational selects 1320: 66
  - OP-T selects 1310: 31
  - OP-T selects 1320: 25

- OP Selection rate (251 / 473) = 65% (excluding DPMs)
- Total selection rate (307 / 473) = 79% (excluding DPMs)
**OP Selects vs. Non-selects**

<table>
<thead>
<tr>
<th>Category</th>
<th>DH Selects</th>
<th>DH Non-Selects</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total DH eligible: 389**</td>
<td>307</td>
<td>82</td>
</tr>
<tr>
<td>GSA/IA: 8</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Overseas: 108</td>
<td>89</td>
<td>19</td>
</tr>
<tr>
<td>FRS: 150</td>
<td>123</td>
<td>27</td>
</tr>
<tr>
<td>TRACOM: 69</td>
<td>55</td>
<td>14</td>
</tr>
<tr>
<td>WWS/NSAWC: 86</td>
<td>79</td>
<td>7</td>
</tr>
<tr>
<td>TPS: 9</td>
<td>8</td>
<td>1</td>
</tr>
<tr>
<td>HX/VX/NAVIAR: 31</td>
<td>20</td>
<td>35</td>
</tr>
<tr>
<td>Aide Tour: 24</td>
<td>18</td>
<td>6</td>
</tr>
<tr>
<td>Aircraft Transition: 5</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>Warfare Transition: 6</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>AMPHIB/CVN: 130</td>
<td>101</td>
<td>29</td>
</tr>
<tr>
<td>DESRON: 4</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>CSG: 16</td>
<td>12</td>
<td>4</td>
</tr>
</tbody>
</table>

**Note - 84 “Don’t Pick Me” letters removed (18% of eligible officers)**
### OP Selects vs. Non-selects

<table>
<thead>
<tr>
<th>Category</th>
<th>DH Selects</th>
<th>DH Non-Selects</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total DH eligible: 389**</td>
<td>307</td>
<td>82</td>
</tr>
<tr>
<td>0 EP Tours: 0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Only 1 EP Tour: 42</td>
<td>28</td>
<td>14</td>
</tr>
<tr>
<td>Only 2 EP Tours: 192</td>
<td>155</td>
<td>37</td>
</tr>
<tr>
<td>≥3 EP Tours: 165</td>
<td>131</td>
<td>34</td>
</tr>
<tr>
<td>1&lt;sup&gt;ST&lt;/sup&gt; Tour MP: 29</td>
<td>20</td>
<td>9</td>
</tr>
<tr>
<td>1&lt;sup&gt;ST&lt;/sup&gt; Tour EP: 354</td>
<td>284</td>
<td>70</td>
</tr>
</tbody>
</table>

- **Note - 84 “Don’t Pick Me” letters removed (18% 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)
  – 94% - #1 EP
  – 80% - #2 EP
  – 56% - #3 EP
  – 41% - #4 EP
  – 18% - #5 EP or lower
Selection Discriminators

• First shore tour
  – All production tours viewed favorably
    - 86% - #1-4 EP
    - 45% - #5 EP or lower
  – Only 5% 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
  – 131 of 165, or 79% 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