FY-20 AMCSB TAKEAWAYS

CAPT Wayne Baze
Director, Aviation Officer Distribution
04 Jan 2019
Purpose

- Provide Feedback to Fleet from FY-20 AMCSB
- Provide Aviation Leadership With a Tool to Mentor Aviation Officers
- Address Results of Board in Context of Published Board Precept and Convening Order
ACTIVE COMPONENT
Selection Overview

- CVN Sequential: 6
- CVW: 5
- CVN XO: 6
- Ship: 4
- PATRECONWING: 3
- STRATWING: 1
- MCMRON: 1
- TYPEWING: 9
- TRAWING: 2
- VX: 0 (None eligible)
- LDO Major Shore: 1
- Shore Installation: 16

FY-20 CONSOLIDATED BOARD SCREEN RATE 28%
67% OVERALL SELECTION TO MC FOR SG 97 (ACROSS IZ/AZ LOOKS)
### Prof. Background: Selects

<table>
<thead>
<tr>
<th></th>
<th>MAJ CMD AT SEA (SG97-98)</th>
<th>MAJ CMD ASHORE (SG97)</th>
<th>AVN PIPELINE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Eligibles</td>
<td>97</td>
<td>21%</td>
</tr>
<tr>
<td>JPME I</td>
<td>20</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>JPME I &amp; II</td>
<td>11</td>
<td>55%</td>
<td></td>
</tr>
<tr>
<td>JDA</td>
<td>16</td>
<td>80%</td>
<td></td>
</tr>
<tr>
<td>Masters</td>
<td>20</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>OOD/CDO(U)</td>
<td>19</td>
<td>95%</td>
<td></td>
</tr>
<tr>
<td>IA/GSA/APH</td>
<td>1</td>
<td>5%</td>
<td></td>
</tr>
<tr>
<td>OP Command</td>
<td>20</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>OP-T Command</td>
<td>0</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>SM Command</td>
<td>0</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>#1 CDR CMD</td>
<td>16</td>
<td>80%</td>
<td></td>
</tr>
<tr>
<td>EP (Not #1) CDR CMD</td>
<td>4</td>
<td>20%</td>
<td></td>
</tr>
<tr>
<td>MP CDR CMD</td>
<td>0</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>Other FR CDR CMD</td>
<td>0</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>Pick Me Letter (AVN/Any)</td>
<td>N/A</td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td>AVN F/R Rec. (AVN Only)</td>
<td>N/A</td>
<td>N/A</td>
<td></td>
</tr>
</tbody>
</table>

**BREAKOUT IN O-5 COMMAND IS MOST SIGNIFICANT FACTOR**
## Prof. Background: Non-Selects

<table>
<thead>
<tr>
<th>Eligibles</th>
<th>97</th>
<th>77</th>
<th>77</th>
<th>49</th>
<th>70</th>
<th>64</th>
</tr>
</thead>
<tbody>
<tr>
<td>JPME I</td>
<td>53</td>
<td>69%</td>
<td>43</td>
<td>88%</td>
<td>62</td>
<td>100%</td>
</tr>
<tr>
<td>JPME I &amp; II</td>
<td>19</td>
<td>25%</td>
<td>14</td>
<td>29%</td>
<td>12</td>
<td>19%</td>
</tr>
<tr>
<td>JDA</td>
<td>40</td>
<td>52%</td>
<td>39</td>
<td>80%</td>
<td>49</td>
<td>77%</td>
</tr>
<tr>
<td>Masters</td>
<td>43</td>
<td>56%</td>
<td>36</td>
<td>73%</td>
<td>53</td>
<td>83%</td>
</tr>
<tr>
<td>OOD/CDO(U)</td>
<td>51</td>
<td>66%</td>
<td>33</td>
<td>67%</td>
<td>64</td>
<td>100%</td>
</tr>
<tr>
<td>IA/GSA/APH</td>
<td>10</td>
<td>13%</td>
<td>9</td>
<td>18%</td>
<td>7</td>
<td>11%</td>
</tr>
<tr>
<td>OP Command</td>
<td>55</td>
<td>71%</td>
<td>2</td>
<td>4%</td>
<td>64</td>
<td>100%</td>
</tr>
<tr>
<td>OP-T Command</td>
<td>N/A</td>
<td>N/A</td>
<td>2</td>
<td>4%</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>SM Command</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0%</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>#1 CDR CMD</td>
<td>13</td>
<td>17%</td>
<td>9</td>
<td>18%</td>
<td>18</td>
<td>28%</td>
</tr>
<tr>
<td>EP (Not #1) CDR CMD</td>
<td>26</td>
<td>34%</td>
<td>11</td>
<td>22%</td>
<td>10</td>
<td>16%</td>
</tr>
<tr>
<td>MP CDR CMD</td>
<td>20</td>
<td>26%</td>
<td>20</td>
<td>41%</td>
<td>14</td>
<td>22%</td>
</tr>
<tr>
<td>Other FR CDR CMD</td>
<td>9</td>
<td>12%</td>
<td>10</td>
<td>20%</td>
<td>22</td>
<td>34%</td>
</tr>
</tbody>
</table>

**BOTH SELECTS AND NON-SELECTS HAD DIVERSE RECORDS**
# Diversity Statistics

<table>
<thead>
<tr>
<th></th>
<th>Eligible</th>
<th>Select</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td>202</td>
<td>54</td>
<td>27%</td>
</tr>
<tr>
<td>Female</td>
<td>2</td>
<td>1</td>
<td>50%</td>
</tr>
<tr>
<td>Male</td>
<td>200</td>
<td>53</td>
<td>27%</td>
</tr>
<tr>
<td><strong>Minority</strong></td>
<td>13</td>
<td>1</td>
<td>8%</td>
</tr>
<tr>
<td>Female</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Male</td>
<td>13</td>
<td>1</td>
<td>8%</td>
</tr>
</tbody>
</table>
RESERVE COMPONENT
Selection Overview

- FTS O-6 Command:
  - 10 total records
  - 2 operational selects / 2 shore selects
  - 40% selection rate (4/10)

- SELRES O-6 Command:
  - 1 total record
  - 1 operational select
  - 100% selection rate (1/1)

- FTS/SELRES board selection rate: 45% (5/11)
• FTS JPME I
  – 10/10 eligibles complete 100%
  – 4/4 selects complete 100%

• SELRES JPME
  – 1/1 eligibles complete 100%
  – 1/1 select complete 100%

• FTS/SELRES #1 CO FITREP
  – 10/11 eligibles 91%
  – 5/5 selects 100%
## Diversity Statistics

<table>
<thead>
<tr>
<th></th>
<th>Eligible</th>
<th>Select</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td>11</td>
<td>5</td>
<td>45%</td>
</tr>
<tr>
<td>Female</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Male</td>
<td>11</td>
<td>5</td>
<td>45%</td>
</tr>
<tr>
<td>Minority</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Female</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Male</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
</tbody>
</table>
Takeaways: AMCSB

• Selects had a combination of:
  – Sustained Superior Performance…
    ➢ During command tour
    ➢ During challenging assignments pre/post-command
  – A breadth and depth of experience in diverse assignments
    ➢ Joint, DC, Major Staff, Overseas, Community Valued Billets

• Innovation and Education
  – Graduate education highly valued
    ➢ 88% of selects completed Graduate Education (56% in-residence)
    ➢ NAVADMIN 263/18 will increase importance of in-residence education on future boards
  – Fellowships valued if career timing allows
    ➢ Still requires time to break out in post command tour prior to AMCSB
Takeaways: AMCSB

• #1 or #2 CO ticket key for operational command at sea
• If 1 of 1 EP, senior rater must provide soft breakout
  – Lack of breakout leaves performance interpretation to board
• Non EP CO – 12 selected for TRAWING & major command ashore
  – Challenging post-command billets vital for selection
• Write effective FITREPS
  – Opening/closing statements critical
  – Lack of a breakout or major cmd recs sends a negative message to the board
  – Maximize white space; give briefer bullets for tank
• ID top performers in each category (e.g. My #1 MP)
• Heavy lifting follow-on orders are crucial
• Ticket length played a factor for some, but not all tanks
  – Double tap #1 is a strong message
Takeaways: AMCSB

• Major command and Flag recs (by Flags) strengthen record
  – Block 40 counts (AVN vs CVW, or both)
• Soft endorsements (e.g. My top warfare commander) are not effective
• Pick me letter / preference letter valued in AVN selection
• Hard breakouts and specific recommendations valued by board
• OOD/CDO (U/W): highly valued qualifications for those eligible for major command
• Board valued specific justification in Block 41 or LTB to explain unusual circumstances during these transitions
  – ISIC Changes
  – Platform Changes
  – Stand Up / Stand Down of Squadrons
AVN Nuke “Pick Me”

- Nuke “Pick Me” letter signaled a strong desire for the nuclear program.
- Preference letter provided eligibles an opportunity to select a major command preference: AVN, Non-AVN, Any, or Don’t Pick Me (DPM).
- 5 of 6 selects submitted a “Pick Me” letter and/or a preference letter with AVN or Any selected (1 select had no preference letter).
- Absence of a “Pick Me” did not preclude selection.
- Specific endorsements from Reporting Senior carried similar weight to “Pick Me” letter.
- Bottom Line: Board still selects the best and most fully qualified.
Letters to the Board

• Most effective letters to board:
  – Letter to explain extraordinary situations

• Least effective letters:
  – “Great guy/must pick” letters

• Eligibles should weigh full impact of letter to board:
  – Will letter draw undue attention to weakness?

• Don’t Pick Me Letter removes an officer from ALL future major command consideration (includes DPM on preference letter)

• Consult with your detailer for recommended letter format and content to ensure effective communication to the board
Record Review

• Members should review records routinely
  – If unable to access records via BOL, contact your detailer for assistance
  – Community manager and assistant recorders conduct courtesy review as “last line of defense”
• Official Photo
  – Will be displayed on all future boards IAW NAVADMIN 265/18
• Most common problems with records:
  – Missing/gapped fitness reports
  – Missing award citations
  – Missing specialtyquals (CDO U/W, etc.)
  – Missing transcripts
• Correspondence deadline is 10 days prior to the board convening date
• Community notification of eligibility prior to board reduced missing info significantly