



FY 19 Captain Selection Board Results Analysis

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FAO OCM***



General Analysis

	Opportunity Rate	AZ Selections	IZ Selections	BZ Selections
FAO	55%	2	7	1
URL	60%	16	216	10
HR	56%	4	3	1
INTEL	50%	3	15	2
PAO	50%	1	3	0

AOR/Status	CENTCOM	PACOM	SOUTHCOM	EUCOM	AFRICOM
FAO Selectees	1	3 (+2 AZ) = 5	0	2 (+1 BZ) = 3	1
Total In zone	3	6	2	4	2

AZ and IZ records are not stamped – Best and Fully Qualified Selected IAW Board Precept and Convening Order



Selection Analysis

Captain Selection Analysis	Selects	Non-Selects
CDR Milestone Complete	10 of 10	4 of 7
JPME Phase I	10 of 10	7 of 7
Full Joint Tour	8 of 10	7 of 7
JQO	4 of 10	0 of 7
3 Lines of FAO Work	3 of 10	1 of 7
2 Lines of FAO Work	7 of 10	6 of 7
Regional Language level 2/2 or higher	8 of 10	6 of 7
Two or more foreign languages level 2/2 or higher	4 of 10	6 of 7
75% or more FITREPs as LCDR and CDR above RS average	10 of 10	6 of 7
#1 EP hard breakout in summary group as CDR	8 of 10	3 of 7
4 or more FITREPs with block 41 Soft breakouts (e.g. #x EP of y; Top 10% of z; etc.) as CDR	10 of 10	4 of 7

The most important distinction for promotion and milestone selection is sustained superior performance in jobs with increasing scope of responsibility and clear “soft” and “hard” breakouts



Trend Analysis Conclusion

- **Sustained superior performance in MS and critical billets remains a key to selection**
- **Most selectees earned at least one #1 competitive EP and had consistent multiple strong soft breakouts**
- **Soft breakouts critical in absence of hard breakout**
- **Language proficiency in multiple languages not a discriminator for promotion**
- **Correspondence to the board is not reflected in analysis as it is not available after the board adjourns**
- **Small sample size limits conclusions**
- **Selections guided by FY19 O-6 Line Board Convening Order**

Sustained Superior Performance throughout an officer's career is the greatest determining factor in selection for promotion