



FY 20 Captain Selection Board Results Analysis

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FAO OCM***



Overall Statistics

FY 20 O6 Results

Desig	Above Zone			In Zone			Below Zone			Total	
	Elg	Sel	Pct	Elg	Sel	Pct	Elg	Sel	Pct	Sel	Pct
1710	25	4	16.00	18	6	33.33	27	0	0.00	10	55.56
Total	25	4	16.00	18	6	33.33	27	0	0.00	10	55.56

FY 19 O6 Results

Desig	Above Zone			In Zone			Below Zone			Total	
	Elg	Sel	Pct	Elg	Sel	Pct	Elg	Sel	Pct	Sel	Pct
1710	27	2	7.41	18	7	38.89	25	1	4.00	10	55.56
Total	27	2	7.41	18	7	38.89	25	1	4.00	10	55.56

FY 18 O6 Results

Desig	Above Zone			In Zone			Below Zone			Total	
	Elg	Sel	Pct	Elg	Sel	Pct	Elg	Sel	Pct	Sel	Pct
1710	24	0	0.00	12	6	50.00	28	0	0.00	6	50.00
Total	24	0	0.00	12	6	50.00	28	0	0.00	6	50.00



Comparative Community and AOR Analysis

	In-zone Date of Rank	Opportunity Rate	AZ Selections	IZ Selections	BZ Selections
FAO	01 Sep 14 to 01 Sep 15	56%	4	6	0
URL	01 Apr 14 to 01 Sep 15	55%	20	221	4
Intel	01 May 14 to 01 Sep 15	60%	10	17	0
CW	01 Sep 14 to 01 Dec 15	60%	4	10	1
IP	01 Oct 14 to 01 Oct 15	59%	2	10	1
HR	01 Sep 14 to 01 Sep 15	61%	2	9	0
PAO	01 Sep 14 to 01 Oct 14	50%	0	4	0

***AZ records no longer stamped
- board members have no way to distinguish AZ from IZ***

Result: more senior (formerly AZ) picks across all communities

AOR/Status	CENTCOM	PACOM	SOUTHCOM	EUCOM	AFRICOM
FAO Selectees	2	2	2	2	2

No AOR "quotas" -- selection based on performance & qualifications



Individual Record Analysis

Captain Selection Analysis	Selects	Non-Selects
CDR Milestone Completed	90% (9/10)	85% (28/33)
FAO Qualified (FA1/2/3/4/5 AQD)	100% (10/10)	94% (31/33)
Full Joint Tour Credit	100% (10/10)	88% (29/33)
JPME Phase I Completed	90% (9/10)	88% (29/33)
JPME Phase II Completed	30% (3/10)	21% (7/33)
JQO (JS8 AQD)	30% (3/10)	21%(7/33)
3 Lines of FAO Work	50% (5/10)	18% (6/33)
2 Lines of FAO Work	50% (5/10)	52% (17/33)
1 Line of FAO Work	0% (0/10)	30% (10/33)
at least 1 language above 2/2	90% (9/10)	85% (28/33)
2 or more languages above 2/2	70% (7/10)	45% (15/33)
75% or more of FITREPs at or above RS average in current and previous rank	80% (8/10)	30% (10/33)
1 or more CDR FITREPs with Block 42 Hard Breakout (EP in competitive group)	60% (6/10)	33% (11/33)
Over 50% of FITREPs in current and previous rank with Block 41 breakouts that are or would have been competitive Eps if in competitive groupings (i.e., with words like "top x%" or "#x of #x")	100% (10/10)	36% (12/33)
At least 1 FITREP with Block 41 #1 breakouts in current rank	100% (10/10)	52% (17/33)
At least 4 FITREPs with #1-#4 Block 41 soft breakouts in current rank	50% (5/10)	12% (4/33)
At least 4 FITREPs with #1 Block 41 soft breakouts in current rank	30% (3/10)	3% (1/33)

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



Trend Analysis

- **Sustained superior performance in MS and critical billets remains key to selection**
- **Individual summary averages consistently higher than RSCA a significant discriminator for selection**
- **Most selectees earned at least one #1 competitive EP and had consistent multiple strongly worded soft breakouts**
- **Multiple soft breakouts critical in absence of hard breakout**
- **Officers who maintained minimum DLPT scores in 1 or more AOR languages trended better than those who have lapsed**
- **Continued SSP beyond “traditional IZ” offers new opportunity; conforms to N1 talent management initiatives – best qualified regardless of YG or zone**