

Congratulations to the FY-19 HR LCDR Selectees!

AC

LCDR(Sel) Alday Claudia I
LCDR(Sel) Born Claire C G
LCDR(Sel) Dattaro Amanda Brenner
LCDR(Sel) Devorak Nicholas Alexander
LCDR(Sel) Franklin Zachary M
LCDR(Sel) Greco Samantha M
LCDR(Sel) Greenlund Mollie Gold
LCDR(Sel) Groh Andrew James
LCDR(Sel) Hamilton Angela Renee
LCDR(Sel) Jones Olivia Jean
LCDR(Sel) Lipe Douglas W
LCDR(Sel) McLaughlin Peter Sean
LCDR(Sel) Miller Janine Elizabeth
LCDR(Sel) Morr Jory Scott
LCDR(Sel) Mundell David James
LCDR(Sel) Nolan Decrishia
LCDR(Sel) Ortiz Luis IV
LCDR(Sel) Pacholk Abaigeal S
LCDR(Sel) Paraskevopoulos Kaylor V
LCDR(Sel) Reichhart Thomas James
LCDR(Sel) Robertson April Jane
LCDR(Sel) Small Laura Caitlin
LCDR(Sel) Smith Bryce Russell
LCDR(Sel) Thorpe Erin M
LCDR(Sel) Tirado Luciano Junior
LCDR(Sel) Todorowski Donald Joseph Jr
LCDR(Sel) Williams Toshi Lee

FTS

LCDR(Sel) Borja Terry
LCDR(Sel) Bradner Jonathan B
LCDR(Sel) Burt Michelle Lynn
LCDR(Sel) Clements Joshua Adam
LCDR(Sel) French Christopher H
LCDR(Sel) Greenway Stevie Ray
LCDR(Sel) Huff William James
LCDR(Sel) Sandifer Adam N
LCDR(Sel) Shepard Jeffrey M
LCDR(Sel) Tanforan Jennifer Lynn
LCDR(Sel) Thomas Amy Elizabeth
LCDR(Sel) Webster Christopher M

SELRES

- LCDR(Sel) Antal Matthew Stephen
- LCDR(Sel) Behuniak Loren Curtis
- LCDR(Sel) Greer Geoycelyn V
- LCDR(Sel) Grimes Michael T
- LCDR(Sel) Gutierrez Jose S Jr
- LCDR(Sel) Kenneweg Edward W
- LCDR(Sel) Lazenby Katherine G
- LCDR(Sel) Mccauley Lynessa Clark
- LCDR(Sel) Turner Junita T

Note: 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. While the below statistics are useful, it is an Officer’s entire record (Community Values + FITREPs) compared to their peers that matters. Often an Officer can help improve their record by adding additional community values to their record, but it isn't the singular answer. The Officer who has a combination of strong performance in demanding positions and who seeks out and achieves the items in the HR Community values will have the best opportunity for promotion and milestone selection.

AC

- 27 Selects (22 IZ, 3 AZ, 2 BZ)
- 22 of 30 IZ LTs selected = 73%
- 3 of 9 AZ LTs selected = 33%
- 2 of 61 BZ selected = 3%

	<u>IZ/AZ/BZ Selects</u>	<u>Non-Selects</u>
Masters Degree	78%	64%
HR-Related Masters	74%	50%
HR-Related Proven SubSpec	15%	7%
HR Certification	89%	64%
Joint Tour Credit	0%	0%
JPME I	30%	21%
JPME II	0%	0%
JQO	0%	0%

HR-Related Masters Degrees (or higher):

- Selects: 15 Gen Mgmt, 3 MSA, 1 OA, 1, FM, 7 None
- Non-Selects: 6 Gen Mgmt, 1 FM, 7 None

HR-Related Proven Subspec (Q or R Suffix):

- Selects: 1 Gen Mgmt, 2 MSA, 1 OA, 23 None
- Non-Selects: 1 Gen Mgmt, 13 None

HR Cert:

Selects: 2 SPHR, 22 PHR, 3 None

Non-Selects: 9 PHR, 5 None

Of the following Community Values: Master's Degree, HR-Related Proven Subspec, HR Cert, Joint (JPME and/or Joint Tour), presented for consistency across community and to support comparisons with historical statistics):

Selects: Averaged 2.2

Non-Selects: Averaged 1.6

FTS

12 Selects (12 IZ, 0 AZ)

12 of 16 IZ LTs selected = 75%

0 of 1 AZ LTs selected = 0%

	<u>IZ/AZ Selects</u>	<u>Non-Selects</u>
Masters Degree	58%	40%
HR-Related Masters	42%	40%
HR-Related Proven SubSpec	17%	0%
HR Certification	67%	60%
Joint Tour Credit	0%	0%
JPME I	50%	20%
JPME II	0%	0%
JQO	0%	0%

HR-Related Masters Degrees (or higher):

Selects: 4 GEN, 1 IT, 7 None

Non-Selects: 2 GEN, 3 None

HR-Related Proven Subspec (Q or R Suffix):

Selects: 1 GEN, 1 TE, 10 None

Non-Selects: 5 None

HR Cert:

Selects: 6 PHR, 2 Multiple (SPHR + PHR), 4 None

Non-Selects: 1 SPHR, 2 PHR, 2 None

Of the following Community Values: Masters Degree, HR-Related Proven Subspec, HR Cert, and Joint (JPME and/or Joint Tour).

Selects: Averaged 2.0

Non-Selects: Averaged 1.6

SELRES

9 Selects (8 IZ, 1 AZ)

8 of 21 IZ LTs selected = 38%

1 of 4 AZ LTs selected = 25%

	<u>IZ/AZ Selects</u>	<u>Non-Selects</u>
Masters Degree	67%	13%
HR-Related Masters	56%	13%
HR Cert	33%	13%
Joint Tour Credit	0%	0%
JPME I	0%	0%
JPME II	0%	0%
JQO	0%	0%

HR-Related Masters Degrees (or higher):

Selects: 5 GEN, 4 None

Non-Selects: 2 GEN, 14 None

HR Cert:

Selects: 3 PHR, 6 None

Non-Selects: 2 PHR, 14 None

Of the following Community Values: Masters Degree, HR Cert, and Joint (JPME and/or Joint Tour).

Selects: Averaged 1.00

Non-Selects: Averaged 0.25