



FY-19 AMCSB TAKEAWAYS

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Purpose



- Provide Feedback to Fleet from FY-19 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





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Selection Overview



- CVN Sequential Command: 5
- PHIBRON Sequential: 2
- CVW: 5
- AVN Pipeline: 7
- Ship Command: 4
- MPRF Command: 4
- MCMRON: 1
- Wing (TYPE/TRA) Commodore: 8
- VX: 2
- Shore Command: 17

FY-19 CONSOLIDATED BOARD SCREEN RATE 25%
52% OVERALL SELECTION TO MC FOR SG 96 (ACROSS IZ/AZ LOOKS)



Prof. Background: Selects

| | MAJ CMD AT SEA (SG96-97) | | MAJ CMD ASHORE (SG96) | | AVN PIPELINE | |
|---------------------------|--------------------------|------|-----------------------|------|--------------|------|
| | Eligibles | 102 | Eligibles | 96 | Eligibles | 84 |
| | Selects | 14 | Selects | 27 | Selects | 7 |
| | | 14% | | 25% | | 8% |
| JPME I | 14 | 100% | 27 | 100% | 7 | 100% |
| JPME I & II | 9 | 64% | 14 | 52% | 2 | 29% |
| JDA | 12 | 86% | 25 | 93% | 3 | 43% |
| Masters | 13 | 93% | 25 | 93% | 6 | 86% |
| OOD/CDO(U) | 12 | 86% | 21 | 78% | 7 | 100% |
| IA/GSA/APH | 2 | 14% | 5 | 19% | 0 | 0% |
| OP Command | 14 | 100% | 25 | 93% | 7 | 100% |
| OP-T Command | N/A | N/A | 2 | 7% | N/A | N/A |
| SM Command | N/A | N/A | 0 | 0% | N/A | N/A |
| #1 CDR CMD | 11 | 79% | 10 | 37% | N/A | N/A |
| EP (Not #1) CDR CMD | 3 | 21% | 14 | 52% | N/A | N/A |
| MP CDR CMD | 0 | 0% | 1 | 4% | N/A | N/A |
| Other FR CDR CMD | 0 | 0% | 2 | 7% | N/A | N/A |
| Pick Me Letter (AVN Only) | N/A | N/A | N/A | N/A | 4 | 57% |
| AVN F/R Rec. (AVN Only) | N/A | N/A | N/A | N/A | 7 | 100% |

BREAKOUT IN O-5 COMMAND IS MOST SIGNIFICANT FACTOR



Prof. Background: Non-Selects

| | MAJ CMD AT SEA (SG96-97) | | MAJ CMD ASHORE (SG96) | | AVN PIPELINE | |
|---------------------|--------------------------|------|-----------------------|-----|--------------|------|
| | Eligibles | 102 | Eligibles | 96 | Eligibles | 84 |
| | Non-Selects | 88 | Non-Selects | 69 | Non-Selects | 77 |
| | 86% | | 75% | | 92% | |
| JPME I | 84 | 95% | 66 | 96% | 77 | 100% |
| JPME I & II | 43 | 49% | 33 | 48% | 18 | 23% |
| JDA | 81 | 92% | 61 | 88% | 58 | 75% |
| Masters | 75 | 85% | 61 | 88% | 66 | 86% |
| OOD/CDO(U) | 81 | 92% | 56 | 81% | 77 | 100% |
| IA/GSA/APH | 6 | 7% | 6 | 9% | 6 | 8% |
| OP Command | 88 | 100% | 63 | 91% | 77 | 100% |
| OP-T Command | N/A | N/A | 6 | 9% | N/A | N/A |
| SM Command | N/A | N/A | 0 | 0% | N/A | N/A |
| #1 CDR CMD | 12 | 14% | 8 | 12% | N/A | N/A |
| EP (Not #1) CDR CMD | 22 | 25% | 8 | 12% | N/A | N/A |
| MP CDR CMD | 42 | 48% | 41 | 59% | N/A | N/A |
| Other FR CDR CMD | 12 | 14% | 12 | 17% | N/A | N/A |

BOTH SELECTS AND NON-SELECTS HAD DIVERSE RECORDS



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Diversity Statistics



| | Eligible | Select | Rate |
|-----------------|----------|--------|------|
| Total | 224 | 55 | 25% |
| Female | 1 | 0 | 0% |
| Male | 223 | 55 | 25% |
| Minority | 7 | 2 | 29% |
| Female | 0 | 0 | 0% |
| Male | 7 | 2 | 29% |



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RESERVE COMPONENT





Selection Overview



- FTS O-6 Command:
 - 9 total records
 - 2 operational selects
 - 22% board selection rate (2/9)
- SELRES O-6 Command:
 - 1 total record
 - 1 operational select
 - 100% selection rate (1/1)
- FTS/SELRES board selection rate: 30% (3/10)



RC Statistics



- FTS JPME
 - 9/9 eligibles complete 100%
 - 2/2 selects complete 100%
- SELRES JPME
 - 1/1 eligible complete 100%
 - 1/1 select complete 100%
- FTS #1 Competitive CO FITREP
 - 3/9 eligibles 30%
 - 1/2 selects 50%



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Diversity Statistics



| | Eligible | Select | Rate |
|-----------------|----------|--------|------|
| Total | 10 | 3 | 30% |
| Female | 1 | 0 | 0% |
| Male | 9 | 3 | 33% |
| Minority | 0 | 0 | 0% |
| Female | 0 | 0 | 0% |
| Male | 0 | 0 | 0% |



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
- Innovation and Education
 - Resident and non-resident education valued equally
 - 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 - 3 selected for major command ashore
- Write effective FITREPS
 - Opening/closing statements carry the day
 - Maximize white space; give briefer bullets for tank
- ID top performers in each category (i.e. My #1 MP)
- Heavy lifting follow-on orders are crucial



Takeaways: AMCSB



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



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AVN Nuke “Pick Me”



- Nuke “Pick Me” letter signaled a strong desire for the nuclear program
- 4 of 7 selects submitted a “Pick Me” letter
- Absence of a “Pick Me” does not preclude selection
- Specific endorsements from Reporting Senior carried equal 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
- Eligible should weigh full impact of letter to board:
 - Will letter draw undue attention to weakness?
- Consult with your detailer for recommended letter format and content to ensure effective communication to the board



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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”
- Pictures
 - Not shown, but required to be in current grade
- Most common problems with records:
 - Missing/gapped fitness reports
 - Missing award citations
 - Missing specialty quals (CDO U/W, etc..)
- Community notification of eligible prior to board reduced missing info significantly

