



FY26 HR Command, Leadership, and Sea (CLS) Screen Board (#26500) Selection Statistics





FY-26 HR Command/Leadership/Sea Admin Screen Board Statistics

Preface for CLS Statistics Discussion

- The primary consideration is sustained superior performance in all assignments, particularly command, leadership, sea and milestone.
- CLS board statistics provide a framework for understanding what other key factors were important in the board selections, but does not capture the primary consideration (i.e. no qualitative assessment of performance).
- CLS selection quotas are based on projected slate requirements and account for historical friction (i.e. joint lock, PCS/MTS lock, etc.).
- Statistics are based on special qualification codes (i.e. AQDs), subspecialty codes, and other objective data elements present in eligible officers' records at the time the board the board convened.



FY26 HR CLS Board Statistics

Command

- **Major Command and CAPT Command (9 of 18 eligible selected – 50%)**
 - 100% of selectees had Command or Leadership tours at O4 and/or O5 paygrades (89% for non-selects)
- **CDR Command (19 of 62 eligible selected – 34%)**
 - 63% of selectees had LCDR CLS tours (67% for non-selects)
 - 53% of selectees had LCDR Milestone tours (44% for non-selects)
 - 21% of selectees completed 1 LCDR CLS/M tour and were in/completed a 2nd
 - 100% of selectees had earned Intermediate or higher in their designated career track (53% for non-selects);
 - 100% of selectees: hold HR-related Masters (93% for non-selects), HR cert (91% for non-selects), and completed JPME I (84% for non select)
- **LCDR Command (10 of 73 eligible selected – 13%)**
 - 100% of selectees hold current HR certification (89% for non-selects)
 - 80% of selectees hold an HR-related Masters (80% for non-selects)
 - Selection rate by look: 13% of 1st look eligibles, 15% of 2nd look eligibles, 0% of 3rd look eligibles



FY26 HR CLS Board Statistics

Leadership

- **CDR Leadership (6 of 56 eligible selected – 11%)**
 - 100% of selectees are command qualified or eligible (70% of non-selects)
 - 83% of selectees had earned Intermediate or higher (2 or more tours + PQS) in their primary career track (42% for non-selects)
 - 100% of selectees hold a professional HR certification (84% for non-selects)

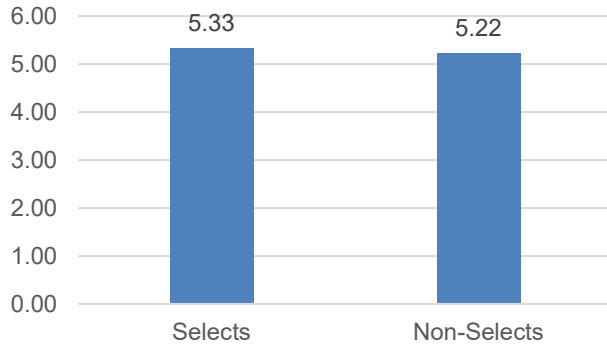
- **LCDR Leadership and Sea (12 of 100 Selected – 12%)**
 - 100% of selectees are command eligible (33% of non-selects)
 - 100% of selectees hold a professional HR certification (70% for non-selects)
 - Selection rate by look: 13% of 1st look eligibles, 15% of 2nd look eligibles, 0% of 3rd look eligibles



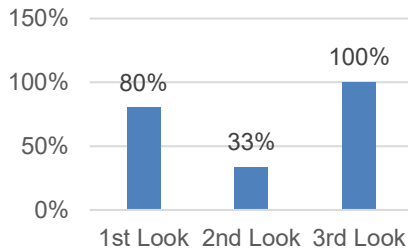
FY26 HR CLS Board Statistics

Major Command / Captain Command

Average # Community Values

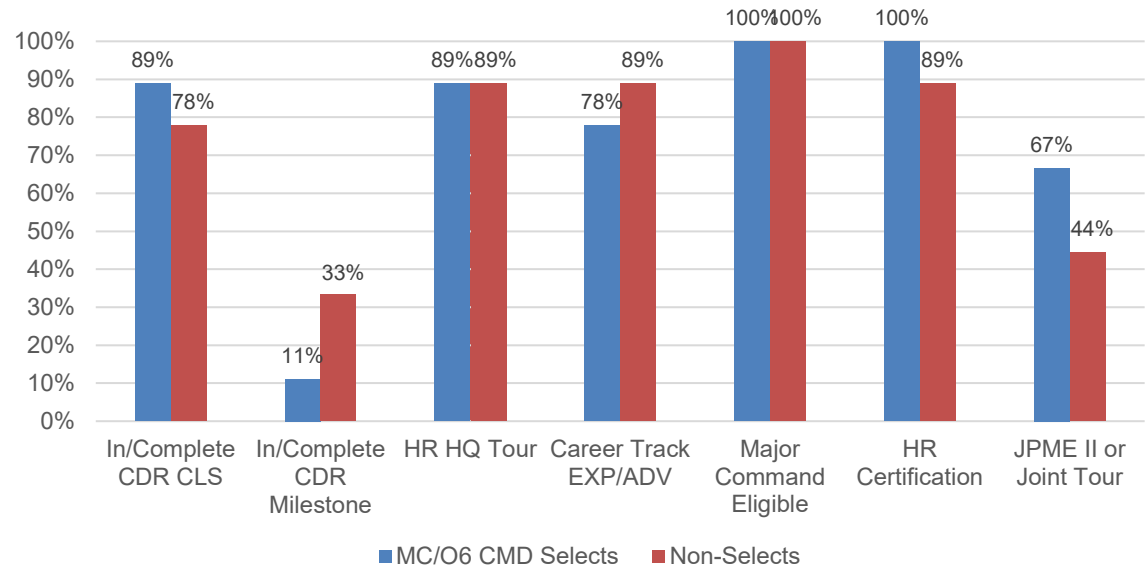


Selection Percentage By Look



	Selects	Eligible	Sel Rate (%)
1st Look	4	5	80%
2nd Look	4	12	33%
3rd Look	1	1	100%

Community Value Attainment Statistics



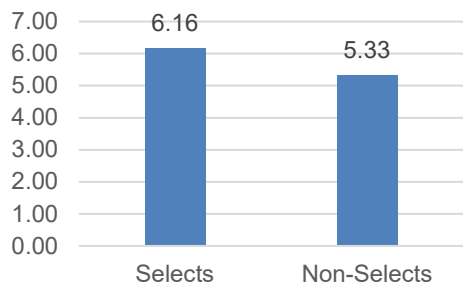
Community Value	Selects (9)		Non-Selects (9)		% Difference
In/Complete CDR CLS	8	89%	7	78%	11%
In/Complete CDR Milestone	1	11%	3	33%	22%
HR HQ Tour	8	89%	8	89%	0%
Career Track EXP/ADV	7	78%	8	89%	11%
Major Command Eligible	9	100%	9	100%	0%
HR Certification	9	100%	8	89%	11%
JPME II or Joint Tour	6	67%	4	44%	22%



FY26 HR CLS Board Statistics

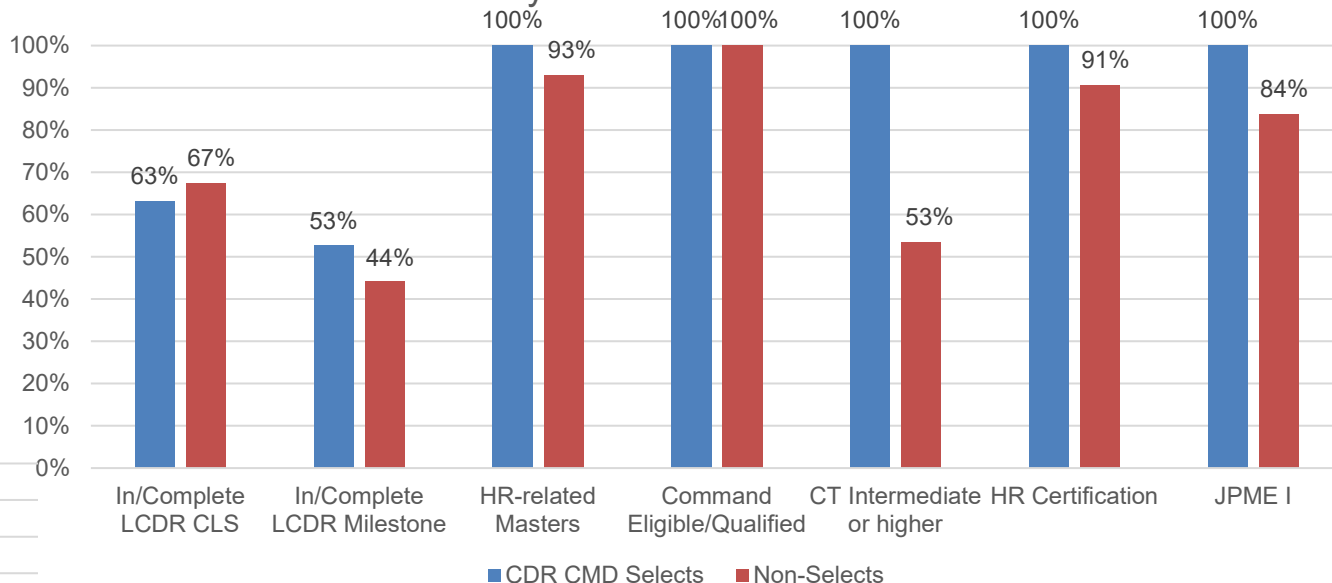
O5 Command

Avg # Com. Values

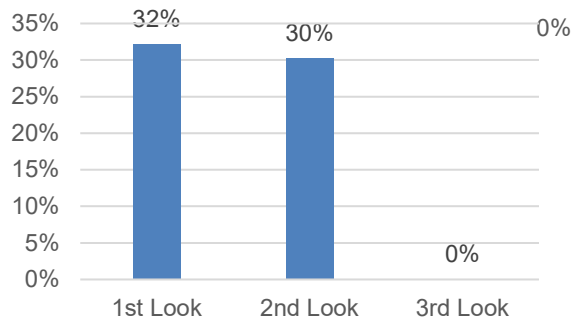


3 of 19 selects and 3 of 43 non-selects attained all 7 CVs

Community Value Attainment Statistics



Selection Percent By Look



	Selects	Eligible	Sel Rate (%)
1st Look	9	28	32%
2nd Look	10	33	30%
3rd Look	0	0	N/A
Other/ETP	0	1	0%

Community Value	Selects (19)		Non-Selects (43)		% Difference
In/Complete LCDR CLS	12	63%	29	67%	4%
In/Complete LCDR Milestone	10	53%	19	44%	8%
HR-related Masters	19	100%	40	93%	7%
Command Eligible/Qualified	19	100%	43	100%	0%
CT Intermediate or higher	19	100%	23	53%	47%
HR Certification	19	100%	39	91%	9%
JPME I	19	100%	36	84%	16%

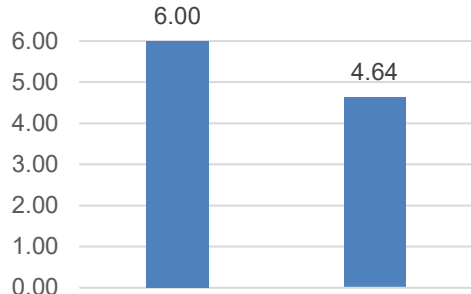
21% of O5 CMD Selects were complete with a CLS/M tour, and in-progress/complete with a 2nd CLS/M tour



FY26 HR CLS Board Statistics

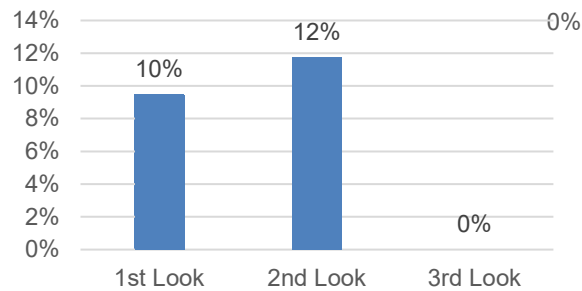
O5 Leadership

Avg # Com. Values



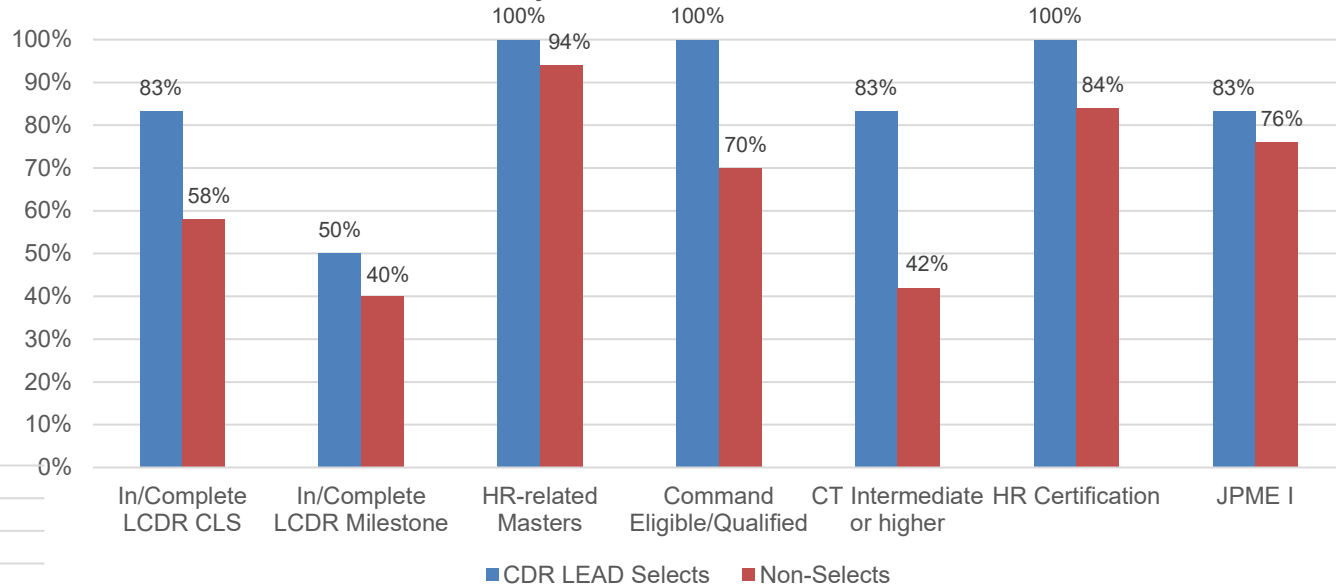
1 of 6 selects and 2 of 50 non-selects attained all 7 CVs

Selection Percent By Look



	Selects	Eligible	Sel Rate (%)
1st Look	2	21	10%
2nd Look	4	34	12%
3rd Look	0	0	N/A

Community Value Attainment Statistics



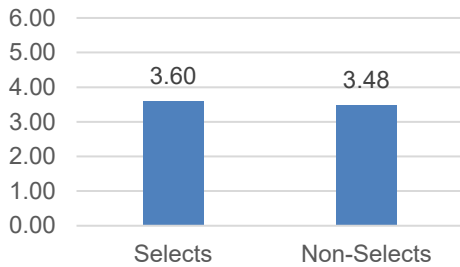
Community Value	Selects (6)		Non-Selects (50)		% Difference
	Count	%	Count	%	
In/Complete LCDR CLS	5	83%	29	58%	25%
In/Complete LCDR Milestone	3	50%	20	40%	10%
HR-related Masters	6	100%	47	94%	6%
Command Eligible/Qualified	6	100%	35	70%	30%
CT Intermediate or higher	5	83%	21	42%	41%
HR Certification	6	100%	42	84%	16%
JPME I	5	83%	38	76%	7%



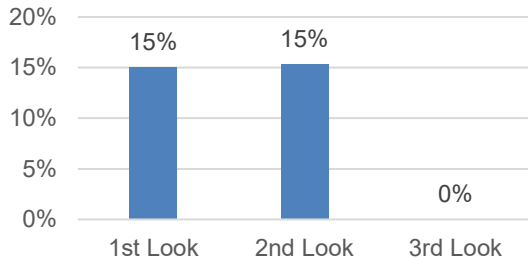
FY26 HR CLS Board Statistics

O4 Command

Avg # Com. Values



Selection Percent By Look



Community Value Attainment Statistics



	Selects	Eligible	Sel Rate (%)
1st Look	6	40	15%
2nd Look	4	26	15%
3rd Look	0	7	N/A

Community Value	Selects (10)		Non-Selects (63)		% Difference
HR-related Masters*	8	80%	52	83%	3%
Command Eligible (2D1)	10	100%	63	100%	0%
HR Cert	10	100%	56	89%	11%
Source Community Qual	8	80%	49	78%	2%

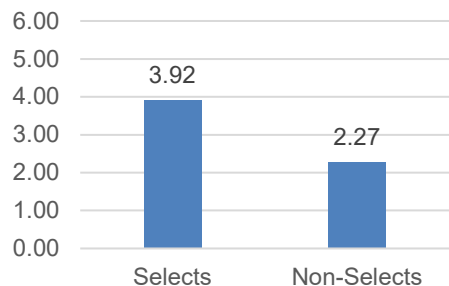
*Masters degree data does not include in-progress work submitted via Letter to the board (LTB)



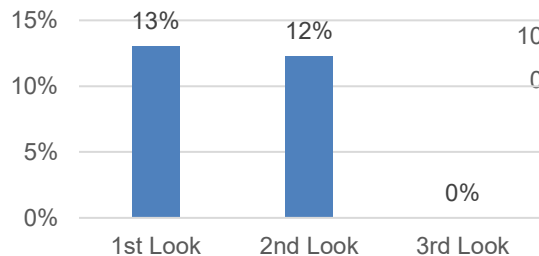
FY26 HR CLS Board Statistics

O4 Leadership & Sea

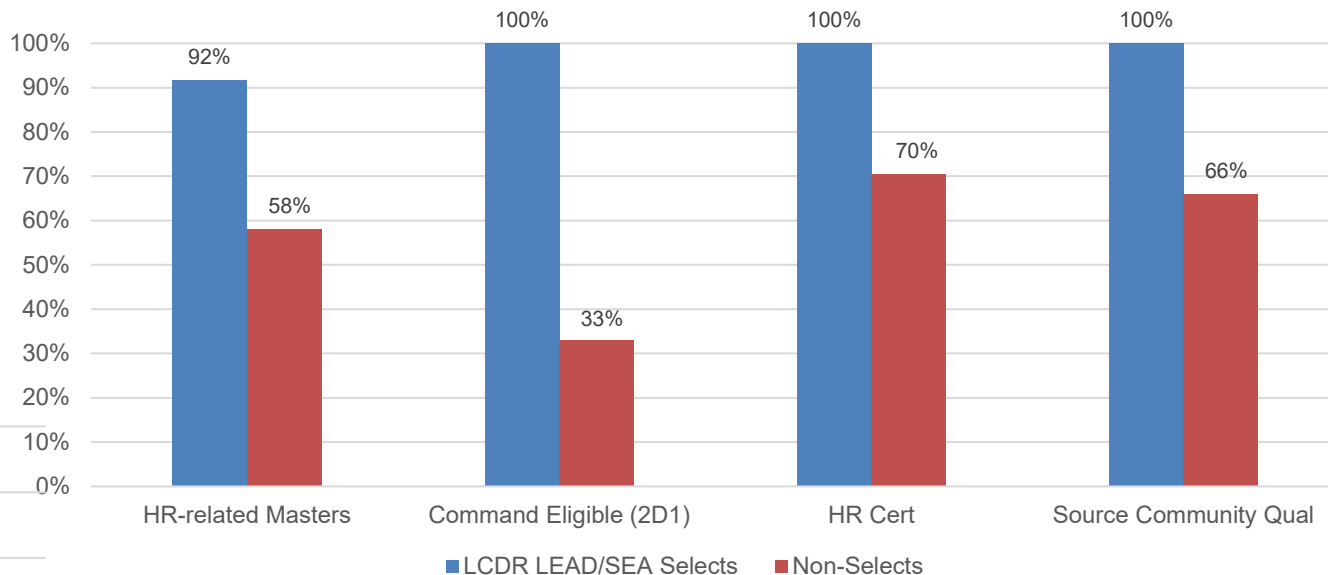
Avg # Com. Values



Selection Percent By Look



Community Value Attainment Statistics



	Selects	Eligible	Sel Rate (%)
1st Look	6	46	13%
2nd Look	6	49	12%
3rd Look	0	5	0%

Community Value	Selects (12)		Non-Selects (88)		% Difference
HR-related Masters	11	92%	51	58%	34%
Command Eligible (2D1)	12	100%	29	33%	67%
HR Cert	12	100%	62	70%	30%
Source Community Qual	12	100%	58	66%	34%

*Masters degree data does not include in-progress work submitted via Letter to the board (LTB)