



FY 22 Captain Selection Board Results Analysis

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FAO OCM***



FY22 Community Comparisons

	FY22 Opportunity	FY21 Opportunity	FY20 Opportunity	FY22 Total Selections Authorized	FY22 Selections		
					AZ	IZ	BZ
FAO	① 47%	67%	56%	② 7	③ 2	5	0
URL	65%	55%	55%	198	57	139	2
Intel	48%	61%	60%	10	3	7	0
CW	88%	95%	60%	7	3	3	1
IP	73%	64%	59%	8	2	5	1
HR	60%	63%	61%	9	4	5	0
PAO	38%	50%	50%	3	1	2	0

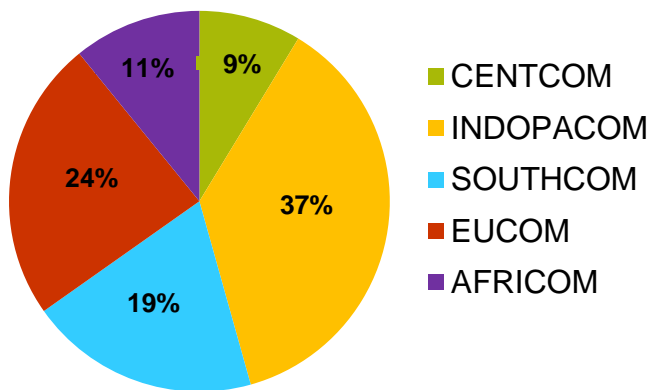
- ① **Opportunity** is the percentage of selections as a portion of the total of in-zone eligible officers. DOD policy is that opportunity to CAPT be 50% +/-10%. FAO community received a waiver to exceed 60% in FY21 due to low CAPT inventory
- ② Total **number of selections** authorized is determined by each community's number of vacancies projected for the end of FY22
- ③ Roughly 30% of this year's selected FAOs are AZ, on par with most other communities



AOR Distribution of Selects

AOR/Status	CENTCOM	PACOM	SOUTHCOM	EUCOM	AFRICOM
FY22 O6 Selects	2 (29%)	3 (43%)	2 (29%)	0	0
FY21 O6 Selects	2 (17%)	6 (50%)	2 (17%)	1 (8%)	1 (8%)
FY20 O6 Selects	2 (20%)	2 (20%)	2 (20%)	2 (20%)	2 (20%)
FY19 O6 Selects	1 (10%)	5 (50%)	0	3 (30%)	1 (10%)
FY18 O6 Selects	2 (33%)	2 (33%)	1 (17%)	1 (17%)	0
FY17 O6 Selects	1 (25%)	1 (25%)	0	1 (25%)	1 (25%)
FY17-22 O6 Totals	10 (20%)	19 (39%)	7 (14%)	8 (16%)	5 (10%)

Distribution of 46 regionally-coded CAPT billets by AOR



- No quotas for AORs– selections are based on the extent to which each record meets the fully qualified/best qualified standard
- Over the long term, promotion results align roughly to requirements of the CAPT billet base
- Community Leadership will continue to monitor trends to ensure that no FAO is disadvantaged in promotion opportunity based on AOR



Selection Analysis

Selection Analysis Criteria	Selects	Non-Selects
CDR Milestone Screened (FM1 AQD)	86% (6/7)	45% (17/38)
CDR Milestone Completed (FM2 AQD)	100% (7/7)	84% (32/38)
FAO Qualified (FA1/2/3/4/5 AQD)	100% (7/7)	97% (37/38)
Full Joint Tour Credit (JS2 or JS5 AQD)	86% (6/7)	97% (37/38)
JPME Phase I (JS 7 AQD)	100% (7/7)	82% (31/38)
JPME Phase II (JS 8 or JS5 AQD)	43% (3/7)	18% (7/38)
JQO (JS8)	25% (2/7)	18% (7/38)
JFAO II Complete or insufficient opp. letter provided	100% (7/7)	100% (38/38)
3 Lines of FAO Work	43% (3/7)	26% (10/38)
2 Lines of FAO Work	57% (4/7)	68% (26/38)
only 1 Line of FAO Work	0/7	5% (2/38)
at least 1 language above 2/2	100% (7/7)	95% (36/38)
2 or more languages above 2/2	42% (3/7)	50% (19/38)
75% or more of FITREPs at or above RSCA in current and previous rank	71% (5/7)	37% (14/38)
1 or more CDR FITREPs with EP in competitive grouping	86% (6/7)	37% (14/38)
2 or more CDR FITREPs with EP in competitive groupings	14% (1/7)	11% (4/38)
At least 1 FITREP with Block 41 #1 soft breakout in current rank	86% (6/7)	58% (22/38)
At least 4 FITREPs in current rank with Block 41 soft breakouts of #4 of x or higher	43% (3/7)	16% (6/38)
At least 4 FITREPs with #1 Block 41 soft breakouts in current rank	28% (2/7)	5% (2/38)
Average YCS at time of transfer	12 YCS	12.5 YCS

**-FAQ and 2/2 in language were critical in demonstrating “Fully Qualified”
 -Sustained Superior Performance, FM2, progress toward JQO and multiple lines of work determined “Best Qualified” from amongst the fully qualified**



Trend Analysis Conclusion

- **All selects had at least two lines of FAO work, but no clear advantage for those who have three; Key was to demonstrate Sustained Superior Performance (SSP) in all tours, with focus on most recent, regardless of which line of work**
- **While there is some risk to promotion opportunity for officers who lateral transfer after the 15 YCS mark, there was no appreciable advantage to selection for those who redesignated earlier in their careers vice later; Key for success was SSP in both previous community and as a FAO**
- **Most selectees earned at least one #1 competitive EP and had consistent multiple strong soft breakouts**
- **FM1 AQD is increasing in importance as a discriminator for promotion to O6 now that the O5 Milestone process has been in place for several years. Officers who fail to screen for milestone or access into the community senior to the MS process may be detailed to a MS billet on a 'needs of the navy' basis, and may subsequently petition for award of the FM2 AQD IAW MILPERSMAN 1301-809**

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



Merit Reorder Analysis

- **Merit reorder system introduced in FY20 as a talent management initiative to enable the highest performing officers to promote sooner than they would have under the traditional seniority based promotion timeline**
- **Board is authorized to merit reorder up to 15% of the number of selected officers**
- **This year's merit reordered CAPT (Select) served in a post milestone out-of-region OCONUS staff assignment with #1 hard and soft breakouts against 100+ joint O5s on multiple FITREPs from multiple reporting seniors; PMM alum**
- **Merit reordered CAPT (Select) will promote to CAPT on Oct. 1st, 2021, with the remaining selectees promoting throughout the FY per the traditional seniority-based promotion phasing plan, culminating with the final 55% promoting on Sep. 1st, 2022**



Looking ahead to the FY23 Board Cycle

- **Documentation of JFAO Phase II will be required to meet the ‘fully qualified’ standard for promotion to CAPT**
 - ‘Insufficient Opportunity’ letters will NOT be provided
- **Documentation of foreign language currency (as directed by DODINST 1315.20) will be required to meet the ‘fully qualified’ standard for CDR, MS, CAPT, Flag, and Continuation boards**
 - Although ‘Date Tested’ field approved for addition to OSR, technical limitations prevent the necessary modifications to display this field correctly in the tank
 - Until the necessary system upgrades showing ‘date tested’ are implemented, N13F will remove any scores older than 3yrs to avoid the false appearance of language proficiency
- **Now that we have reached FOC, authorized CAPT selections should steady out at 6-8 per year, with opportunity between 40-60% over the next five years**