



FY 23 Captain Selection Board Results Analysis

29 June 2022

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FAO OCM***



FY23 Community Comparisons

	FY23 Opportunity	FY22 Opportunity	FY21 Opportunity	FY23 Total Selections Authorized	FY22 Selections		
					AZ	IZ	BZ
FAO	71%	47%	67%	12	6	5	1
URL	60%	65%	55%	197	24	154	19
Intel	47%	48%	61%	15	4	11	0
CW	59%	88%	95%	10	2	7	1
IP	67%	73%	64%	18	3	14	1
HR	59%	60%	63%	10	3	7	0
PAO	57%	38%	50%	4	0	3	1

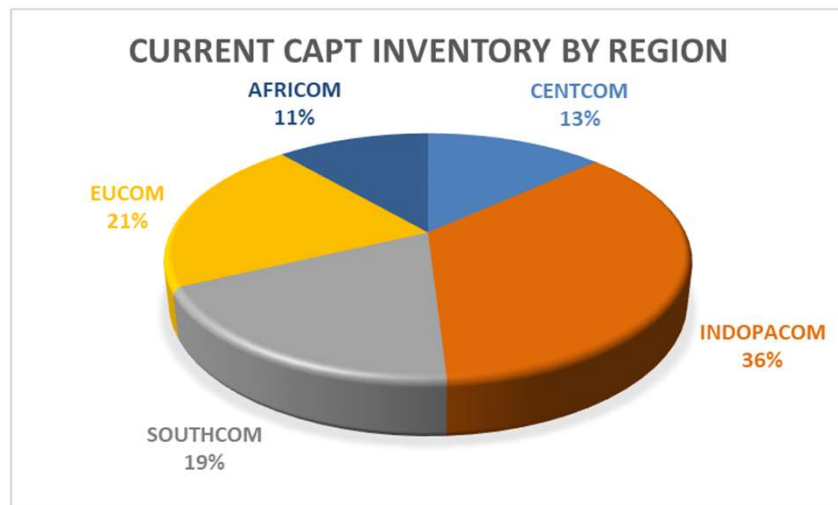
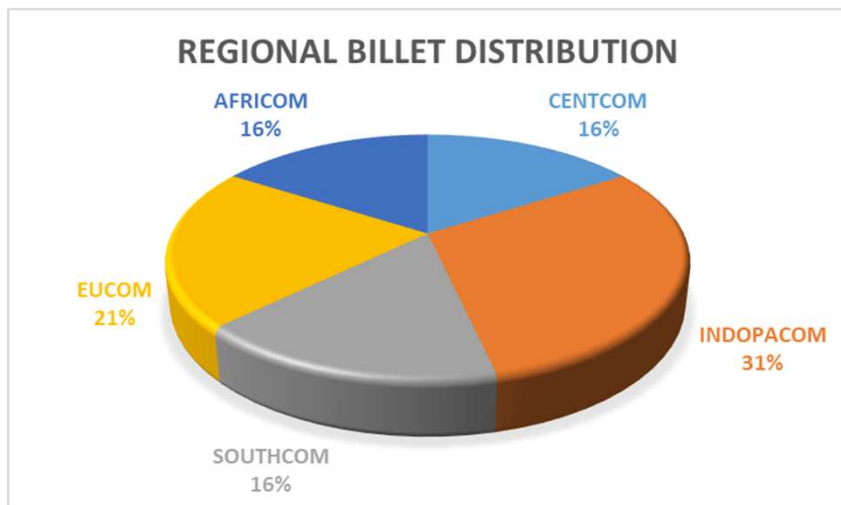
- 1 **Opportunity** percentage of selections as a portion of in-zone eligible officers. DOD policy is that opportunity to CAPT be 50% +/-10%. FAO community received a waiver to exceed 60% in FY23 due to increase of CAPT billets.
- 2 50% of this year's selected FAOs are AZ, which is higher than most other communities. Should trend towards IZ as number of IZ eligible with CDR milestone approaches number of selections over next 2-3 years.

**FY23 opportunity higher than Navy average due to recent FAO CAPT billet growth
Future boards expected to return to Navy average: 45%-55% (6-8 selections)**



AOR Distribution of Selects

AOR/Status	CENTCOM	PACOM	SOUTHCOM	EUCOM	AFRICOM
FY23 O6 Selects	2 (17%)	1 (8%)	4 (33%)	3 (25%)	2 (17%)
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%)
FY19-23 O6 Totals	9 (18%)	17 (33%)	10 (20%)	9 (18%)	6 (12%)



Historical selection rates per region roughly aligns with billet distribution (CAPT inventory) – (Ideal number of CAPTs in each region based on billet distribution): CENTCOM (-1), INDOPACOM (+3), SOUTHCOM (+2), EUCOM (0), AFRICOM (-2)



Selection Analysis

Selection Analysis Criteria	Selects (12 Total)	Non-Selects (29 Total)
Fully Qualified		
FAO Qualified (FA1/2/3/4/5 AQD)	100% (12 of 12)	100% (29 of 29)
at least 1 language above 2/2	100% (12 of 12)	100% (29 of 29)
JFAO II Complete	100% (12 of 12)	79% (23 of 29)
Best Qualified		
CDR Milestone Screened and Complete	100% (12 of 12)	48% (11 of 23)
Superior Performance Across Multiple Lines of Work, Progress Towards JQO, Competitive Fellowships or Scholarships		
1 or more CDR FITREPs with EP in competitive grouping and over 50% of FITREPs in current 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").	58% (7 of 12)	45% (5 of 11)
JPME 2 Complete	42% (5 of 12)	27% (3 of 11)
Fellowship	17% (2 of 12)	0% (0 of 11)
3 lines of FAO Work	42% (5 of 12)	27% (3 of 11)
Two or more of the above	50% (6 of 12)	9% (1 of 11)
Three or more of the above	17% (2 of 12)	0% (0 of 11)

*Data excludes officers with an approved retirement

29 IZ or AZ non-selects
 - 6 non-selects that did not meet all fully qualified criteria

23 non-selects that met fully qualified criteria

23 non-selects that met fully qualified criteria
 - 12 not milestone selected and complete

11 non-selects that met fully qualified criteria, were milestone selected and complete

**-All selectees met “Fully Qualified” criteria: FA AQD, JFAO II, language at 2/2 or above
 -Among the “Fully Qualified”, selections based on “Best Qualified”: sustained superior performance in O5 Milestone tour and across multiple lines of work, progress to JQO, and fellowship/scholarship.**



Trend Analysis Conclusions

- **All the selects met the fully qualified criteria: FA AQD, JFAO II, and current in language at 2/2 or above.**
- **Majority of selectees earned at least one competitive EP and over 80% had multiple strong soft breakouts.**
- **In addition to sustained superior performance, progress towards JQO, competitive fellowships, and assignments across multiple lines of work helped distinguish “Best Qualified”.**
- **FM2 AQD will become a stronger discriminator for promotion to O6 in the next 2-3 years. Officers who fail to screen for milestone or join 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

- **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.**
- **FAO merit reorder criteria is designed to recognize officers that have demonstrated standout performance in an arduous duty assignment.**
- **Merit reordered CAPT (Select) will promote to CAPT on Oct. 1st, 2022, 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, 2023**

***FAO CAPTAIN merit reorder language:
“Standout performance in an O6 or O5 leadership billet in an
arduous duty assignment”***



Looking ahead to the FY24 Board Cycle

- **“Fully Qualified” for selection to CAPT will continue to include: FA AQD, JFAO II, and current in language at 2/2 or above.**
- **Barring any future billet growth, authorized CAPT selections should steady out at 6-8 per year, with opportunity between 45-55% over the next five years.**
- **In 2020 the FAO community deliberately reduced the number of Commander milestone selections and billets in order to make FM2 a discriminator for promotion to CAPT.**
- **23 of 25 officers In Zone or 1x Above Zone, had the FM2 AQD for the FY23 board. A significant number of AZ selections is expected to continue over the next 2-3 years until the percentage of eligibles IZ with the FM2 AQD approaches closer to 50%. 2xAZ or greater selections have been less common (1 2xAZ selection on this board).**

Expected Future CAPT Opportunity: 6-8 selections per year, 45%-55%