



***FY 21 Commander Selection
Board
Results Analysis***

15 Jul 2020

***CDR Matt Meyers
FAO OCM***



Overall Statistics

FY 21 O5 Results

Desig	Above Zone			In Zone			Below Zone			Total	
	Elg	Sel	Pct	Elg	Sel	Pct	Elg	Sel	Pct	Sel	Pct
1710	27	8	29.63	30	16	53.33	42	0	0.00	24	80.00
Total	27	8	29.63	30	16	53.33	42	0	0.00	24	80.00

Effective opportunity (# of selects divided by total # of AZ+IZ eligibles): 42%

FY 20 O5 Results

Desig	Above Zone			In Zone			Below Zone			Total	
	Elg	Sel	Pct	Elg	Sel	Pct	Elg	Sel	Pct	Sel	Pct
1710	24	6	25.00	33	19	57.58	38	0	0.00	25	75.76
Total	24	6	25.00	33	19	57.58	38	0	0.00	25	75.76

Effective opportunity to CDR in FY20: 44%

FY 19 O5 Results

Desig	Above Zone			In Zone			Below Zone			Total	
	Elg	Sel	Pct	Elg	Sel	Pct	Elg	Sel	Pct	Sel	Pct
1710	23	2	8.70	31	21	67.74	54	0	0.00	23	74.19
Total	23	2	8.70	31	21	67.74	54	0	0.00	23	74.19

Effective opportunity to CDR in FY19: 43%



Other Community and AOR Analysis

	In-zone Date of Rank	FY21 Opportunity	FY20 Opportunity	Number of FY21 Selections		
				AZ	IZ	BZ
FAO	01 Sep 15 to 01 Sep 16	80%	76%	8	16	0
URL	01 Mar 16 to 01 Feb 17	85%	80%	116	356	4
Intel	01 Sep 15 to 01 Dec 16	75%	70%	19	26	1
CW	01 Dec 15 to 01 Jan 17	91%	71%	11	25	4
IP	01 Sep 15 to 01 Sep 16	84%	80%	4	26	2
HR	01 Sep 14 to 01 Sep 16	84%	80%	4	23	0
PAO	01 Sep 14 to 01 Oct 15	80%	80%	1	6	1

Low CDR inventory Navy-wide has led to increased selection rates to O5 in nearly every community, and the average in-zone officer in most communities had less time in grade than last year's In-zone band

AOR/Status	CENTCOM	PACOM	SOUTHCOM	EUCOM	AFRICOM
FAO Selectees	3	7	4	8	2

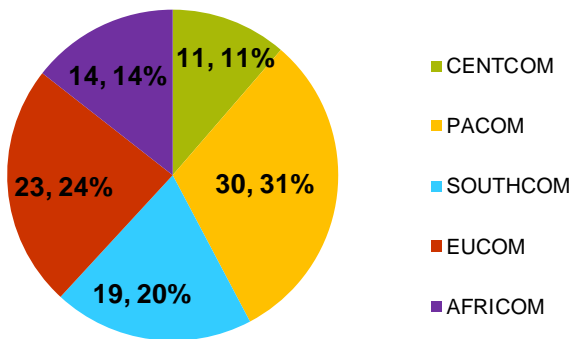
No quotas for AOR-- selection based on performance/qualifications only



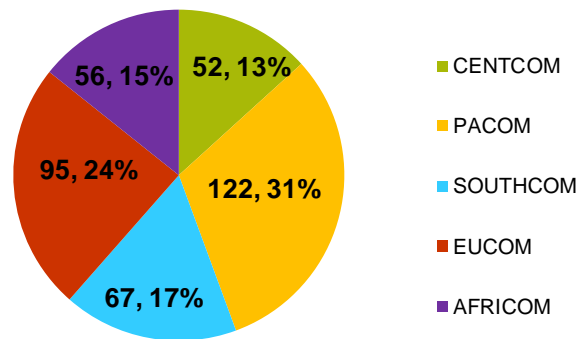
AOR Distribution Historical Data

AOR/Status	CENTCOM	PACOM	SOUTHCOM	EUCOM	AFRICOM	Totals
FY21 Selects	3 (13%)	7 (29%)	4 (17%)	8 (33%)	2 (8%)	24 (100%)
FY20 Selects	0	8 (32%)	7 (28%)	7 (28%)	3 (12%)	25 (100%)
FY19 Selects	6 (27%)	7 (32%)	2 (9%)	3 (14%)	4 (18%)	22 (100%)
FY18 Selects	0	5 (38%)	2 (16%)	3 (23%)	3 (23%)	13 (100%)
FY17 Selects	2 (15%)	3 (23%)	4 (31%)	2 (16%)	2 (15%)	13 (100%)
5 year sum	11 (11%)	30 (31%)	19 (20%)	23 (24%)	14 (14%)	97 (100%)
Total FAOs by AOR	52 (13%)	122 (31%)	67 (17%)	95 (24%)	56 (15%)	392 (100%)

5 year total CDR selections by AOR



Distribution of 392 AC FAOs by AOR



5 year average of O5 selections by region roughly approximates distribution of current inventory of FAOs by region
No AOR is disadvantaged for promotion



Individual Record Analysis

Commander Selection Analysis Criteria	Selects	Non-Selects
Full FAO Qualification (FA1/FA2/FA3/FA4/FA5 AQD)	100% (24/24)	73% (24/33)
JPME Phase I	100% (24/24)	73% (24/33)
1 or more languages of assigned region at or above 2/2	100% (24/24)	79% (26/33)
SCO Experience	42% (10/24)	36% (12/33)
in-region assignment to Major/numbered fleet or COCOM HQ staff	63% (15/24)	64% (21/33)
note: no board eligible officers had completed 12 months or more of attache duty at the time of the board		
1 or more LCDR FITREPs with Block 42 Hard Breakout (EP in traffic)	83% (20/24)	21% (7/33)
2 or More LCDR FITREPs with Block 42 Hard Breakout (EP in traffic)	33% (8/24)	3% (1/33)
4 or more O4 FITREPs with Block 41 Soft Breakouts (i.e. #x of y; Top 10%, etc)	25% (6/24)	6% (2/33)
Selection rate calculated by # of selects divided by IZ population	80%	
Selection rate calculated by # of selects over total # of IZ and AZ eligibles	48%	
Selection rate for those who had completed Major staff tour as O4	42%	
Selection rate for those who had completed a SCO Tour as O4	45%	
Average YCS when lateral transferred among selects:	10.6	
Average YCS when lateral transferred among non-selects:	10.5	

***-FAQ, JPME I and 2/2 were critical in demonstrating "Fully Qualified" standard
 -Sustained Superior Performance determined "Best Qualified" from amongst the fully qualified***



Trend Analysis Caveats

- **Correspondence to the board is not reflected in analysis**
- **Small sample size limits conclusions**
- **AZ records no longer stamped AZ, so board is blind to which records are IZ, 1xAZ, or multiple times AZ**

Below Zone Records

- **After the board completes the first vote on AZ/IZ records, members move on to view the BZ records, displayed in the “Tank” by seniority without recorder review, member review/markup, or brief**
- **Members vote each BZ record as to whether it should be included in the crunch with the AZ/IZ records**
- **BZ selections limited to 10% of the Zone size**
- **BZ eligibles not selected DO NOT incur a Failure of Selection**



Trend Analysis Conclusion

- **Full FAO qualification + JPME Phase I + 2/2 critical for selection**
- **Most selectees: at least one #1 competitive EP with consistent/multiple strongly-worded breakouts**
- **Although several late-career/recent lateral transfers were not yet fully qualified and therefore not selected, on the whole there was no advantage to selection for those who redesignated as LTs vs. LCDRs; key for success was FAQ and SSP in both previous community and as a FAO**
- **Maintaining 2/2 or better in a language of your assigned AOR was critical to meet the “Fully Qualified” standard for selection**
- **Several officers with no opportunity for hard breakouts were still selected due to multiple Soft breakouts (i.e., #1 of 9 LCDRs across all designators)**
- **Removal of Zone Stamps (AZ, IZ, BZ) having significant impact**
 - **No stigma associated with AZ (because the board doesn’t know)→AZ is in the fight!**



Merit Reorder Process

- **Merit reorder system introduced in FY20 boards 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 was authorized to merit reorder up to 15% of the number of selected officers, equating to three merit reordered FAO CDR (Selects) from this board.**
- **Merit reordered CDR (Selects) will promote to CDR on Oct. 1st, 2020, with the remaining selectees promoting throughout the FY per the traditional seniority-based promotion phasing plan, culminating with the final 55% occurring on Sep. 1st, 2021.**