



# ***FY 22 Commander 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
<b>FAO</b>	① 80%	80%	76%	② 16	③ 7	8	1
<b>URL</b>	90%	85%	80%	519	105	405	9
<b>Intel</b>	64%	75%	70%	29	8	19	2
<b>CW</b>	93%	91%	71%	25	8	15	2
<b>IP</b>	94%	84%	80%	29	9	18	2
<b>HR</b>	79%	84%	80%	19	4	14	1
<b>PAO</b>	78%	80%	80%	7	0	7	0

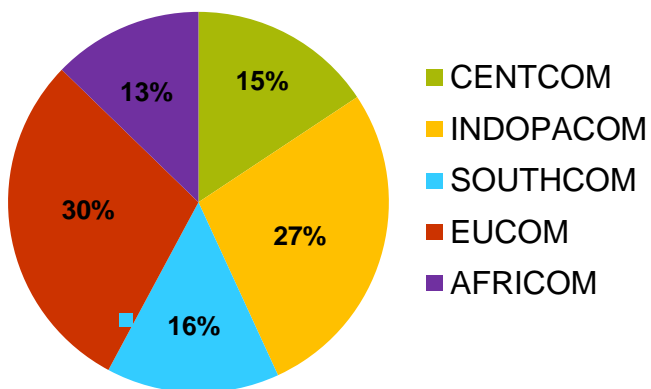
- ① **Opportunity** is the percentage of selections as a portion of the total of in-zone eligible officers. DOD policy is that opportunity to CDR be 70% +/-10%. Many communities received a waiver to exceed 80% in FY21 and FY22 due to low CDR inventory
- ② Total **number of selections** authorized is determined by each community's number of vacancies projected for the end of FY22
- ③ FAO had a higher portion of AZ selections than other communities, likely due to no O4 MS screen



# AOR Distribution of Selects

AOR/Status	CENTCOM	PACOM	SOUTHCOM	EUCOM	AFRICOM	Totals
FY22 Selects	1	2	4	6	3	16
FY21 Selects	3	7	4	8	2	24
FY20 Selects	0	8	7	7	3	25
FY19 Selects	6	7	2	3	4	22
FY18 Selects	0	5	2	3	3	13
5 year sum	10 (10%)	29 (29%)	19 (19%)	27 (27%)	15 (15%)	100
Total CDRs by AOR	14 (11%)	34 (27%)	26 (21%)	34 (27%)	17 (14%)	125 (100%)

Distribution of 101 regionally-coded CDR 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 CDR billet base
- Community Leadership will continue to monitor trends to ensure that no FAO is disadvantaged in promotion opportunity based on AOR



# Selection Analysis

Commander Selection Analysis Criteria	Selects	Non-Selects	Non-Selects (only fully qualified)
Full FAO Qualification (FA1/FA2/FA3/FA4/FA5 AQD)	16/16	21/30	21/21
JPME Phase I	16/16	24/30	19/21
JFAO Phase I	11/16	20/30	14/21
Attaché Duty	2/16	0/30	0/21
SCO Experience	6/16	14/30	11/21
in-region assignment to Major/numbered fleet or COCOM HQ staff	9/16	18/30	14/21
Experience in at least 1 core line of FAO work (Attache/SCO/Staff)	16/16	29/30	21/21
Experience in 2 or more core lines of FAO work	3/16	4/30	4/21
1 or more languages of assigned region at or above 2/2	16/16	20/30	16/21
2 or more languages above 2/2	5/16	7/30	4/21
3/3/3 or better in language of assigned region	7/16	5/30	5/21
75% or more of FITREPs at or above RS average in current and previous rank	3/16	10/30	5/21
1 or more LCDR FITREPs with Block 42 Hard Breakout (EP in traffic)	11/16	11/30	9/21
2 or More LCDR FITREPs with Block 42 Hard Breakout (EP in traffic)	2/16	1/30	1/21
4 or more O4 FITREPs with Block 41 Soft Breakouts (i.e. #x of y; Top 10%, etc)	1/16	4/30	4/21
Selection rate calculated by # of selects divided by IZ population	80%		
Selection rate calculated by # of selects over total # of IZ and AZ eligibles	35%		

**-FAQ and 2/2 in language were critical in demonstrating Fully Qualified**  
**-Sustained Superior Performance, particularly when documented by 'Hard EP' breakouts, as well as JPME Phase I determined Best Qualified from amongst the Fully Qualified**



# ***Trend Analysis Conclusion***

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- All selectees were fully qualified, had current language scores at 2/2 or higher, and had demonstrated a record of Sustained Superior Performance (SSP) spanning multiple duty stations both in source community and in FAO billets.
- Most selectees earned at least one 'hard breakout' (EP in a competitive grouping of 3 or more and had consistent multiple strong soft breakouts). Selectees who lacked a 'hard breakout' EP were still able to demonstrate SSP through three or more significant soft breakouts (e.g., #1 of 12 LCDRs across all designators)
- There was no appreciable advantage for officers with 2 or more lines of work compared to those who only had experience in one line of work

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



# ***AZ/BZ Breakdown***

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## ***Above Zone Records***

- **AZ records no longer stamped AZ, so board is blind to which records are IZ, 1xAZ, or multiple times AZ**
- **6 of 8 AZ selectees had earned an EP in a competitive grouping since last year's board; the other 2 AZ selectees had earned a significant soft breakout since last year's board (i.e., 'My #1 of 15 LCDRs')**

## ***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 eligibles not selected DO NOT incur a Failure of Selection**
- **There was one BZ selection made in this year's board: selectee was fully qualified with EPs in competitive groupings at each of 3 previous duty stations**



# *Merit Reorder Analysis*

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- **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 CDRs (Select) demonstrated sustained superior performance in leadership billets at overseas duty locations (one of which was arduous/austere), and had earned two or more consecutive hard breakout EPs, in one case across two consecutive duty stations**
- **Merit reordered CDRs (Select) were promoted to CDR on Oct. 1<sup>st</sup>, 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. 1<sup>st</sup>, 2022**



# ***Looking ahead to the FY24 Board Cycle***

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- **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
- **Although we have reached FOC, authorized selections will continue to be between 16-24 per year, with opportunity between 75-80% over the next five years**