



# FY-27 HR (1200) Captain Selects

## **Selects (10 total)**

CAPT (Sel) Andrew Gerla

CAPT (Sel) Clinton Ceralde

CAPT (Sel) Evita Salles

CAPT (Sel) James Golliday

CAPT (Sel) Jerod Taber

CAPT (Sel) Karen Teague

CAPT (Sel) Michael Dickenson \*

CAPT (Sel) Ryan Dailey \*\*

CAPT (Sel) Tessa DeMulder

\* Merit Reorder selection

\*\* Below Zone selection

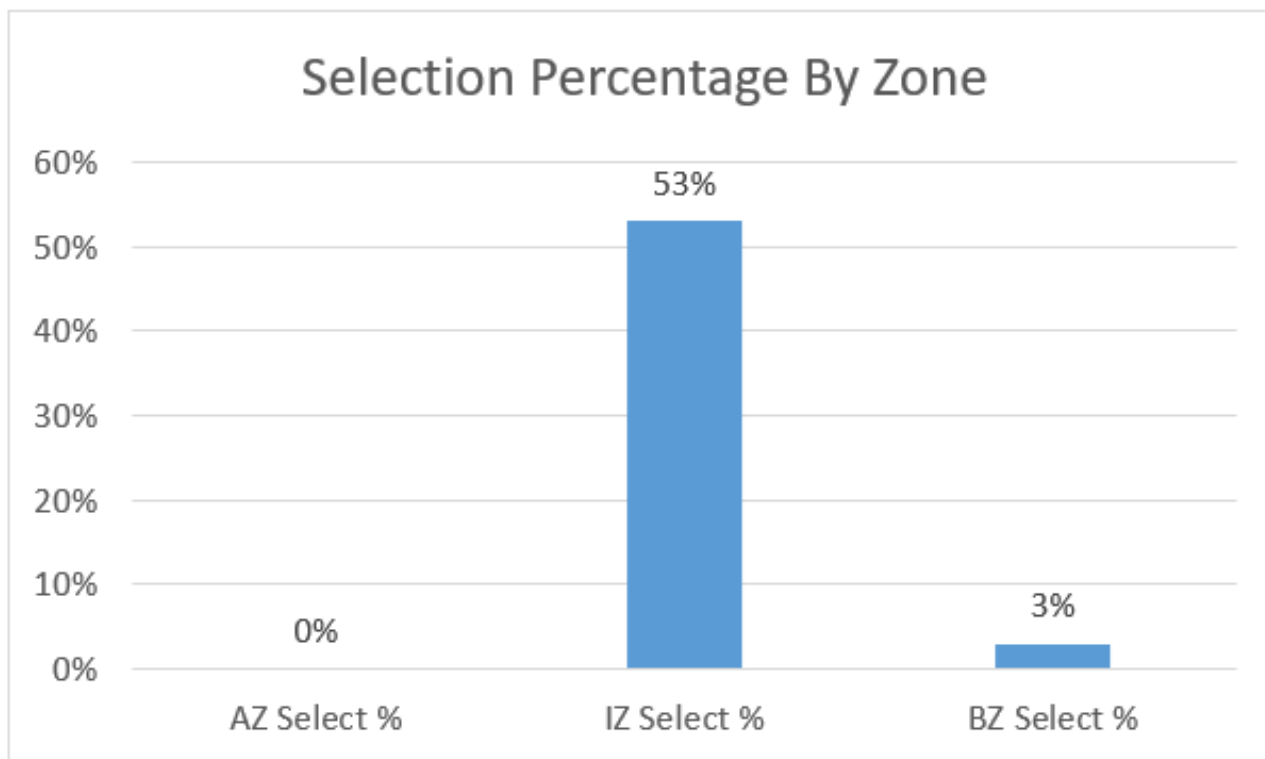
**Note:** The most important distinction for promotion selection is sustained superior performance in all assigned duties. HR Community values are listed in order of significance for each paygrade. Superior performance is demonstrated in a member's trait average relative to their summary group average and reporting senior cumulative average with clear "soft" and "hard" breakouts and promotion recommendations during a tour. While the statistics are useful, it is an officer's entire record (Community Values + FITREPs) compared to their peers that matters. Often an Officer can help improve their record by adding additional community values to their record, but it isn't the singular answer. The Officer who has a combination of strong performance in demanding positions and who seeks out and achieves the items in the HR community values will have the best opportunity for promotion.

**Data pulled using EOM December 2025 information contained in Navy databases.**



# Selection Percentage By Zone

10 Selects (0 AZ, 9 IZ, 1 BZ)					
AZ Selects	0	AZ Eligibles	11	AZ Select %	0%
IZ Selects	9	IZ Eligibles	17	IZ Select %	53%
BZ Selects	1	BZ Eligibles	34	BZ Select %	3%

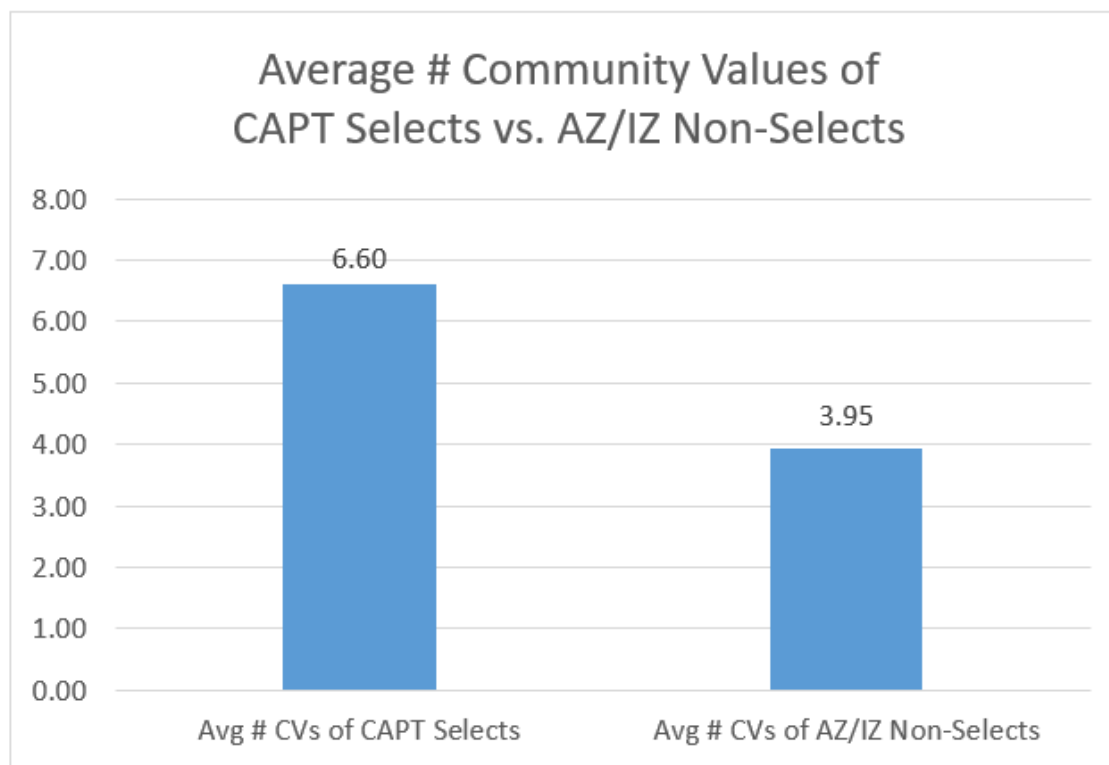




# Average # Community Values Attained of CAPT Selects vs Non-Selects

Avg # CVs of CAPT Selects	Avg # CVs of AZ/IZ Non-Selects	Difference
6.60	3.95	2.65

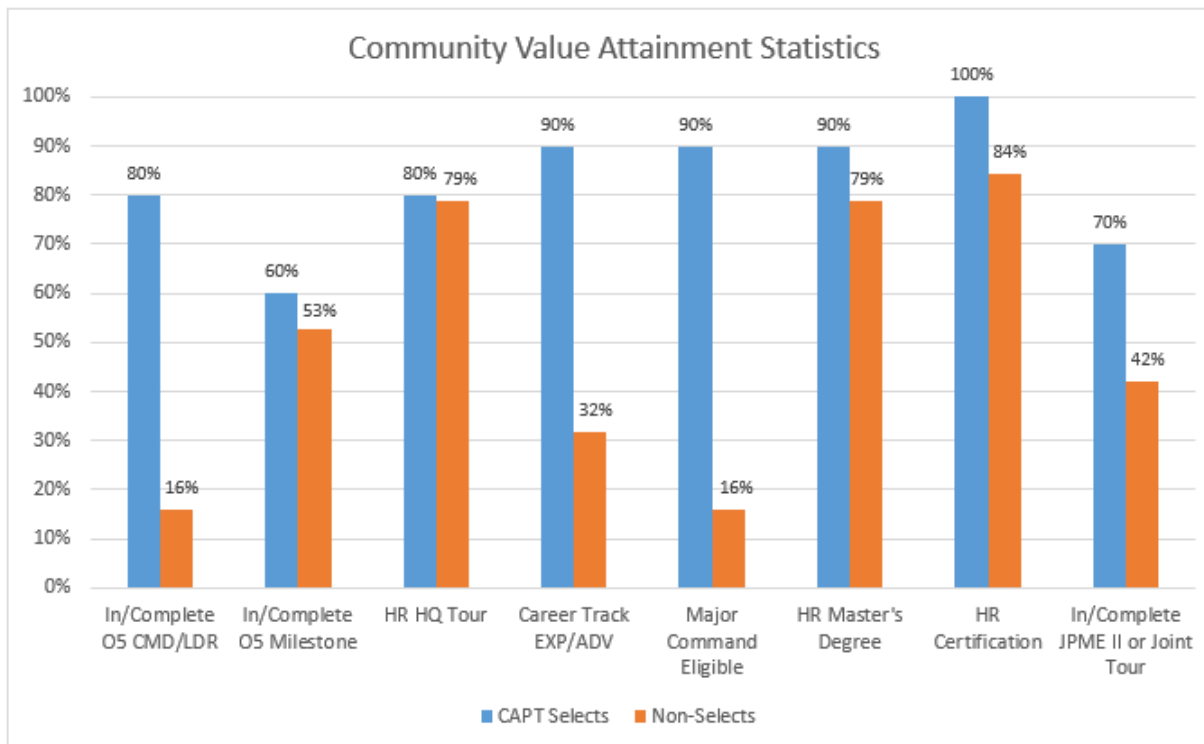
Community Values used in calculation:  
In/Completed O5 CMD/LDR, In/Completed O5 MS, HR HQ, CT EXP or ADV,  
MAJ CMD Elig, HR Master's, HR Cert, in/complete JPME II or Joint Tour





# Community Value Attainment Statistics

	AZ/IZ/BZ CAPT Selects (10)		AZ/IZ Non-Selects (19)		% Difference
In/Complete O5 CMD/LDR	8	80%	3	16%	64%
In/Complete O5 Milestone	6	60%	10	53%	7%
HR HQ Tour	8	80%	15	79%	1%
Career Track EXP/ADV	9	90%	6	32%	58%
Major Command Eligible	9	90%	3	16%	74%
HR Master's Degree	9	90%	15	79%	11%
HR Certification	10	100%	16	84%	15%
In/Complete JPME II or Joint Tour	7	70%	8	42%	28%





# Key Observations

- The **average number of total Community Values, Major Command Eligible and Career Track Expert/Advanced** of O-6 selects increased each of the past three years.
- Superior performance in an O-5 CMD/LDR assignment continues to be top discriminator for promotion.
- 50% (5) of O-6 selects had two key assignments (O-5 CMD/LDR/MS) – up from 25% (2) selects on the FY-26 board.

	Average # of total CVs		MAJ CMD Eligible		Career Track EXP/ADV		In/Complete O5 CMD/LDR	
FY27	6.60	vs. 3.95	90%	vs. 16%	90%	vs. 32%	80%	vs. 16%
FY26	5.50	vs. 3.33	50%	vs. 7%	75%	vs. 33%	75%	vs. 20%
FY25	4.67	vs. 2.88	38%	vs. 6%	69%	vs. 41%	77%	vs. 41%

Chart compares O-6 selects vs. AZ/IZ non-selects