



FY-26 HR 1200 CDR Selects

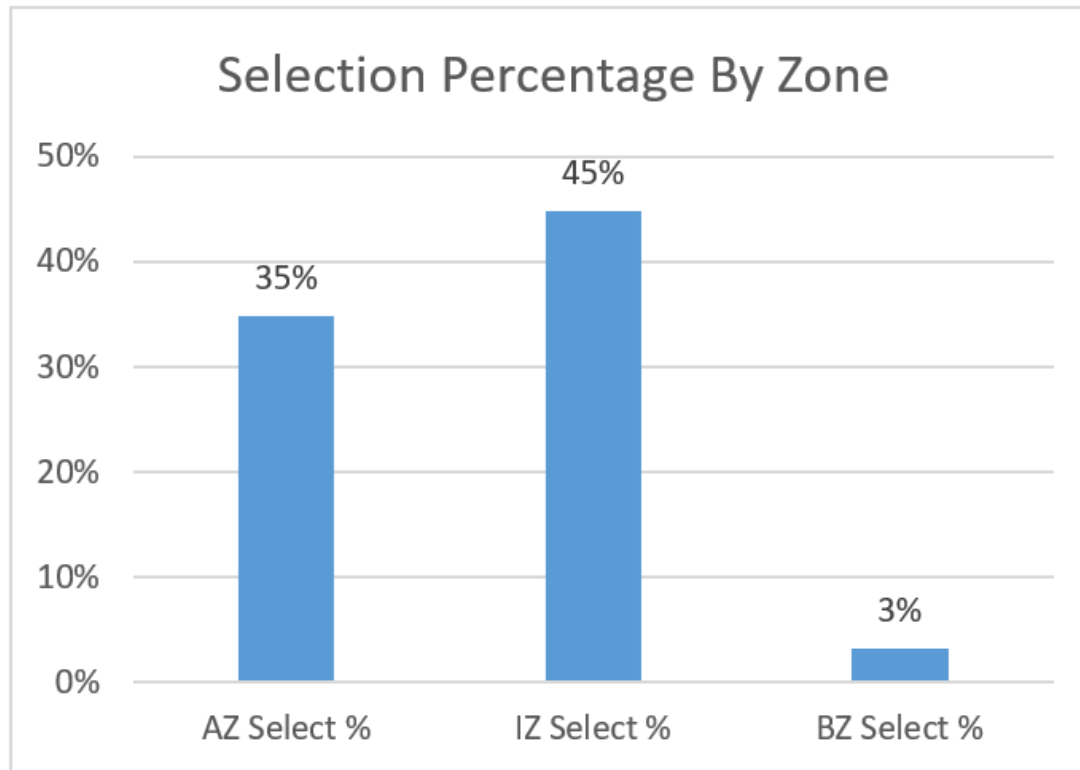
Selects (23 total)

CDR (Sel) Allison Samp *	CDR (Sel) Kristin Hope
CDR (Sel) Brandon Baxter	CDR (Sel) Lance Noel
CDR (Sel) Brittany Morgan	CDR (Sel) Lucas Groves
CDR (Sel) Bryce Christensen	CDR (Sel) Matthew Molloy
CDR (Sel) Chantrelle Harris	CDR (Sel) Nikita Taylor
CDR (Sel) Charlotte Roche	CDR (Sel) Paul Heft *
CDR (Sel) Christopher Veenhuis	CDR (Sel) Ryan Bowers
CDR (Sel) Claire Born	CDR (Sel) Ryan Wickham **
CDR (Sel) Claudia Alday	CDR (Sel) Shanique Green **
CDR (Sel) Garth Thomas	CDR (Sel) Theresa Ramsey
CDR (Sel) Iman Parirokh	
CDR (Sel) Jacquelyn Ketring	* Merit Reorder selection
CDR (Sel) Jaylyn Lindle	** 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.

Selection Percentage By Zone

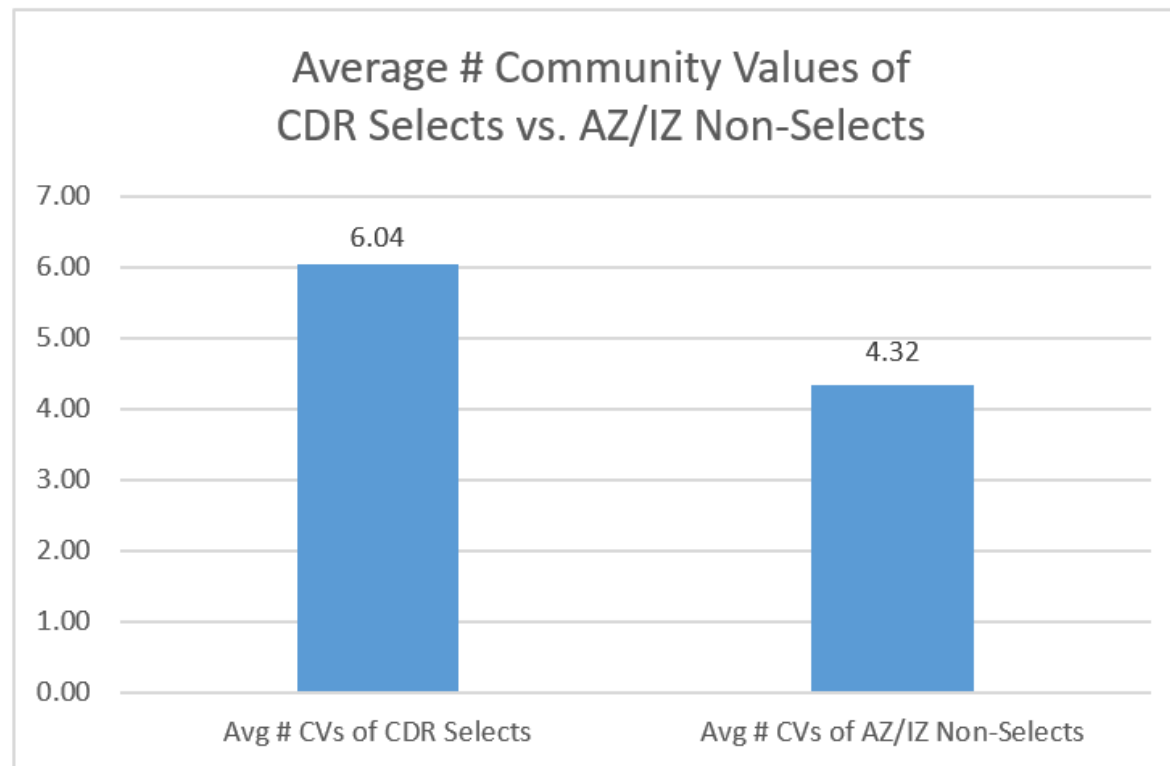
23 Selects (8 AZ, 13 IZ, 2 BZ)					
AZ Selects	8	AZ Eligibles	23	AZ Select %	35%
IZ Selects	13	IZ Eligibles	29	IZ Select %	45%
BZ Selects	2	BZ Eligibles	64	BZ Select %	3%





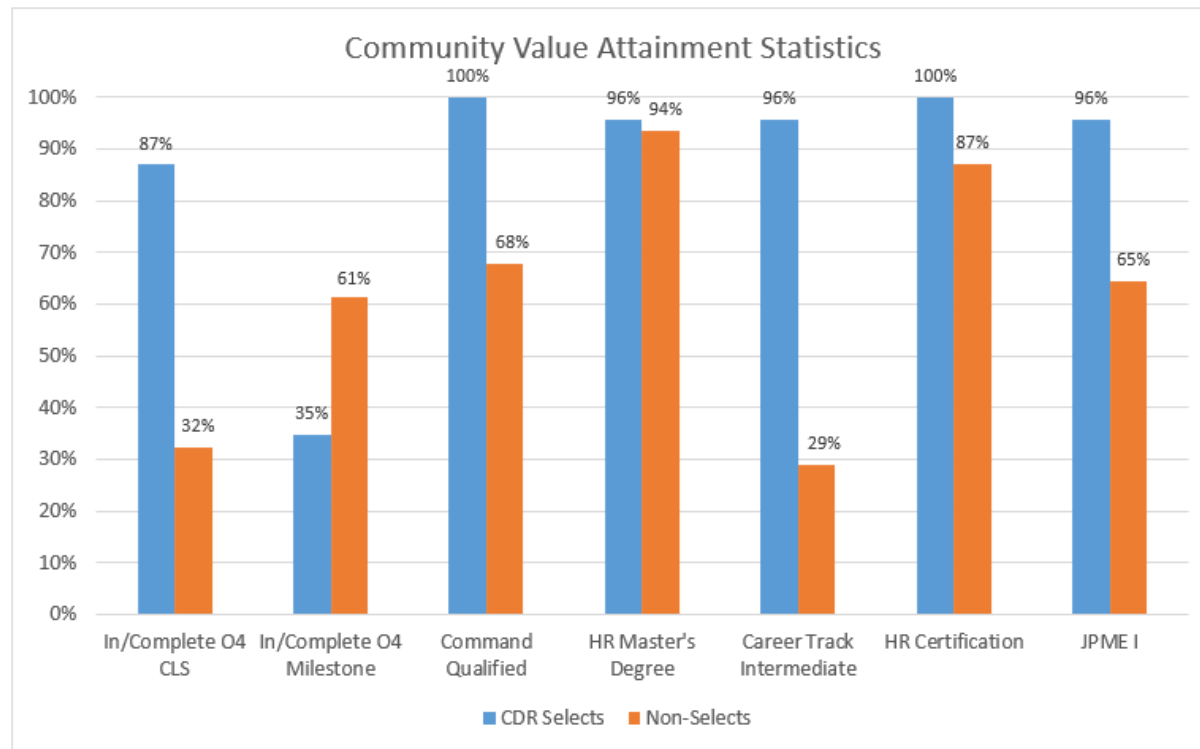
Average # Community Values Attained of CDR Selects vs Non-Selects

Avg # CVs of CDR Selects	Avg # CVs of AZ/IZ Non-Selects	Difference
6.04	4.32	1.72
Community Values used in calculation: In/Completed O4 CLS, In/Completed O4 MS, CMD Qual, HR Master's, Career Track INT, HR Cert, JPME I		



Community Value Attainment Statistics

	AZ/IZ/BZ CDR Selects (23)		AZ/IZ Non-Selects (31)		% Difference
In/Complete O4 CLS	20	87%	10	32%	55%
In/Complete O4 Milestone	8	35%	19	61%	-27%
Command Qualified	23	100%	21	68%	32%
HR Master's Degree	22	96%	29	94%	2%
Career Track Intermediate	22	96%	9	29%	67%
HR Certification	23	100%	27	87%	13%
JPME I	22	96%	20	65%	31%



Data pulled using EOM January 2025 information contained in Navy databases.

Key Observations

- **Four significant statistical differences between selects and non-selects**
 - O-4 CLS tour: +55% for selects
 - Command eligible (2D1): +32% for selects
 - Career track competency of intermediate or higher: +67% for selects
 - JPME I: +31% for selects
- **All selects had a current HR certification and their command qualification**
- **Five selects had two key (CLS/MS) assignments**
- **Comparison to last year's O-5 Board**
 - Similar selection rates within zones:
 - AZ FY26: 35% & FY25: 38%
 - IZ FY26: 45% & FY25: 50%
 - Similar % of selects with CLS – FY26: 87% & FY25: 92%
 - Average number of community values for selects increased: FY26 (6.04) vs. FY25 (5.56)
 - Number of selects with two key assignments (CLS/MS) increased: FY26: 5 vs. FY25: 2