



# FY-27 HR 1200 CDR Selects

## **Selects (17 total)**

CDR (Sel) Benjamin Pitzel

CDR (Sel) Cory Flament

CDR (Sel) Crystal Gonzalez

CDR (Sel) Jacqueline Linster

CDR (Sel) Jason McClinton\*

CDR (Sel) Jimmy Nguyen

CDR (Sel) Joel Pagan

CDR (Sel) John Ramage

CDR (Sel) Kamille Pizarro

CDR (Sel) Keith Williams\*

CDR (Sel) Kevin Carlsen

CDR (Sel) Linda Mcmillanmayo

CDR (Sel) Olivia Jones

CDR (Sel) Philip Lukanich

CDR (Sel) Robert Luers

CDR (Sel) Toshi Grebb

CDR (Sel) William Harber

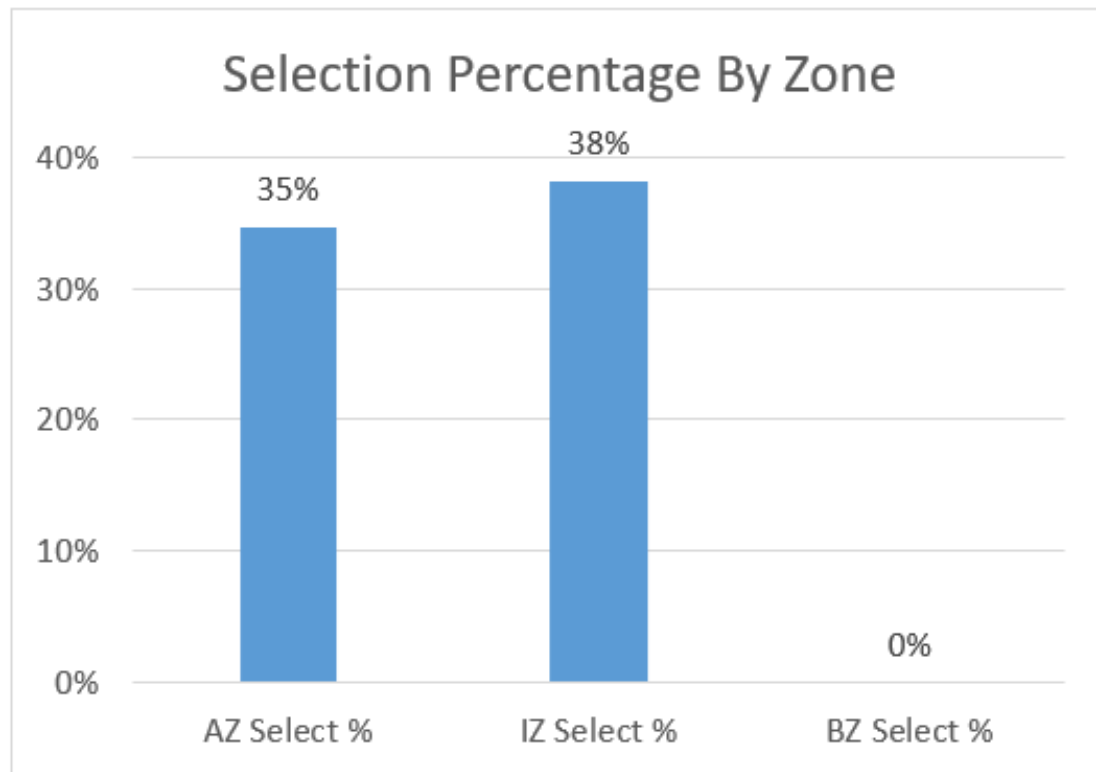
\* Merit Reorder selection

**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

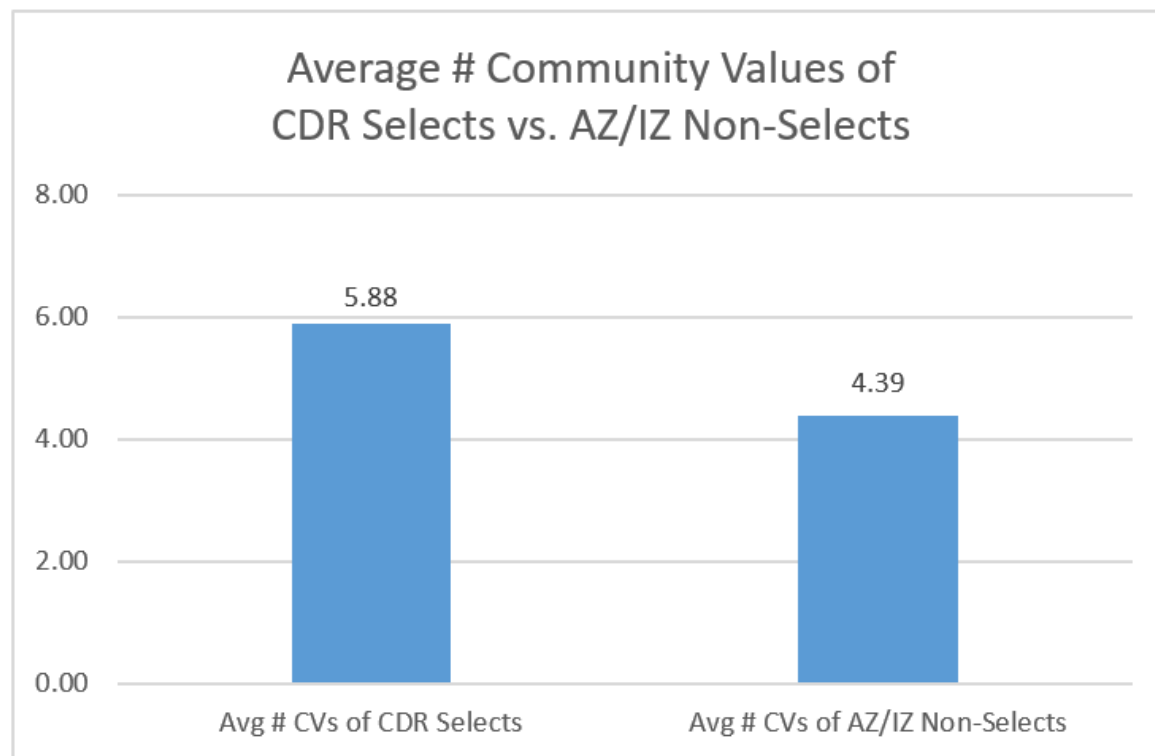
17 Selects (9 AZ, 8 IZ, 0 BZ)					
AZ Selects	9	AZ Eligibles	26	AZ Select %	35%
IZ Selects	8	IZ Eligibles	21	IZ Select %	38%
BZ Selects	0	BZ Eligibles	59	BZ Select %	0%





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

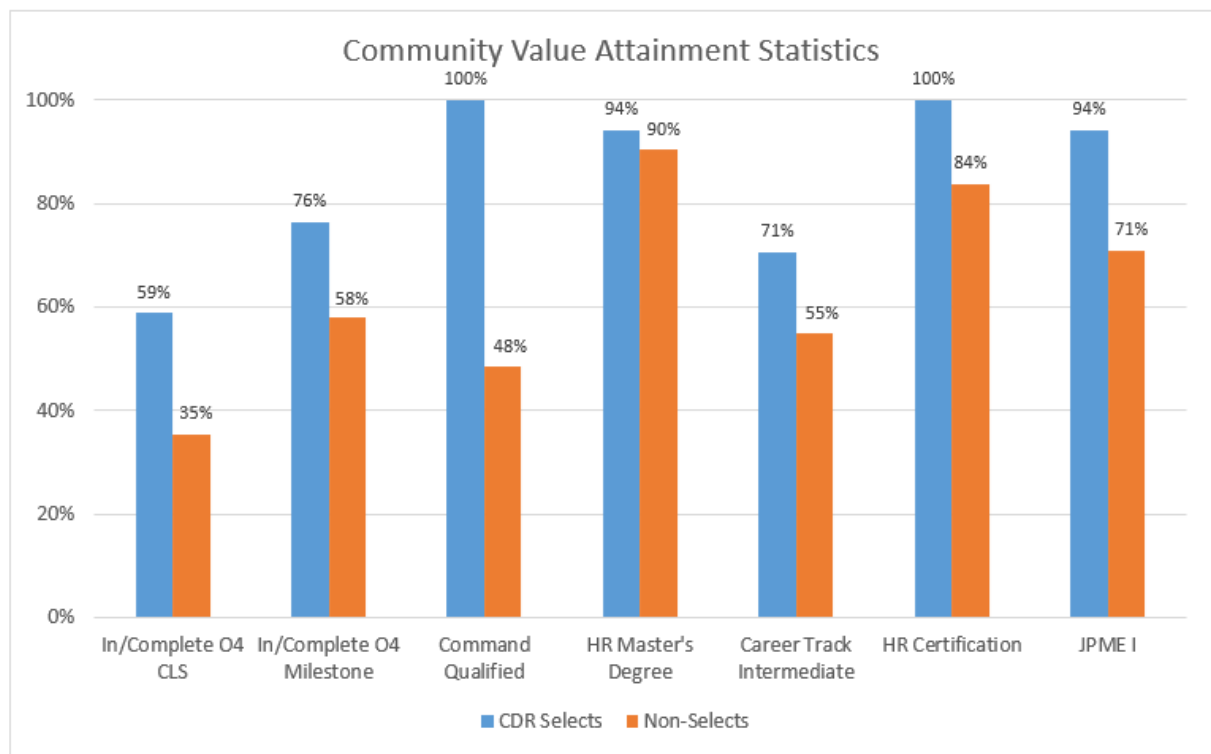
Avg # CVs of CDR Selects	Avg # CVs of AZ/IZ Non-Selects	Difference
5.88	4.39	1.50
Community Values used in calculation: In/Completed O4 CLS, In/Completed O4 MS, CMD Qual, HR Master's, Career Track INT, HR Cert, JPME I		





# Community Value Attainment Statistics

	AZ/IZ CDR Selects (17)		AZ/IZ Non-Selects (31)		% Difference
In/Complete O4 CLS	10	59%	11	35%	23%
In/Complete O4 Milestone	13	76%	18	58%	18%
Command Qualified	17	100%	15	48%	52%
HR Master's Degree	16	94%	28	90%	4%
Career Track Intermediate	12	71%	17	55%	16%
HR Certification	17	100%	26	84%	16%
JPME I	16	94%	22	71%	23%



Data pulled using EOM January 2026 information contained in Navy databases.



# Key Observations

- **Percent of officers selected for O-5 with two key assignments (CLS/MS) increased each of past three years**
  - FY-27: 6 of 17 selects (35%)
  - FY-26: 5 of 23 selects (22%)
  - FY-25: 2 of 25 selects (8%)
- **All selects had a current HR certification and their command qualification**
- **AZ population increased each of past three years and maintained a consistent selection rate around 35% -- resulted in lower IZ selection rate**
  - FY-27 IZ selection rate: 8 of 21 (38%)
  - FY-26 IZ selection rate: 13 of 29 (45%)
  - FY-25 IZ selection rate: 16 of 32 (50%)

	Average # of total CVs		In/Complete O4 CLS		In/Complete O4 Milestone		Career Track INT	
FY27	5.88	vs. 4.39	59%	vs. 35%	76%	vs. 58%	71%	vs. 55%
FY26	6.04	vs. 4.32	87%	vs. 32%	35%	vs. 61%	96%	vs. 29%
FY25	5.56	vs. 4.45	92%	vs. 52%	16%	vs. 31%	76%	vs. 41%

Chart compares O-5 selects vs. AZ/IZ non-selects