

Congratulations to the FY-20 HR CAPT Selectees!

AC

CAPT (Sel) Archibald Keith
CAPT (Sel) Baker Aldrith L
CAPT (Sel) Brianas Christopher G
CAPT (Sel) Brisbane Willie D
CAPT (Sel) Cronau Tricia A
CAPT (Sel) Espiritu Jed R
CAPT (Sel) Knight Richard A
CAPT (Sel) Nicasio Nina M
CAPT (Sel) Robinson Delmy M
CAPT (Sel) Smith Robert S
CAPT (Sel) Webber David C

FTS

CAPT (Sel) Bopp Esther A
CAPT (Sel) Muntean Karen J
CAPT (Sel) Taylor Roberta S

SELRES

CAPT (Sel) Leachman Frechell I
CAPT (Sel) Rice Janice L
CAPT (Sel) Stuart Lee Vincent K

Note: The most important distinction for promotion and milestone selection is **sustained superior performance** in jobs with increasing scope of responsibility and clear “soft” and “hard” breakouts. While the below 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 and milestone selection.

AC

11 Selects (9 IZ, 2 AZ, 0 BZ)
9 of 18 IZ CDRs selected = 50%
2 of 16 AZ CDRs selected = 12.5%
0 of 29 BZ CDRs selected = 0%

	<u>IZ/AZ/BZ Selects</u>	<u>Non-Selects</u>
Command/Milestone Complete	91%	57%
Master's Degree	100%	100%
HR-Related Masters	91%	91%
HR-Related Proven Subspec	73%	83%
HR Certification	100%	74%
Command Eligible (2D1/2D2)	100%	57%
Joint Tour Credit	18%	48%
JPME I	82%	78%
JPME II	55%	48%
JQO	9%	30%

Milestone:

Selects: 10 Command/Milestone Complete
1 in Command/Milestone
0 without Command/Milestone

Non-Selects: 13 Command/Milestone Complete
4 in Command/Milestone
6 without Command/Milestone

HR-Related Master's Degrees (or higher):

Selects: 7 GEN, 1 FM, 1 TE, 1 Multiple (FM + GEN), 1 None
Non-Selects: 14 GEN, 2 MSA, 4 OA, 1 TE, 2 None

HR-Related Proven Subspec (Q or R Suffix):

Selects: 1 FM, 2 MSA, 5 Multiple (3 MSA+TE, GEN+MSA, GEN+MSA+TE), 3 None
Non-Selects: 2 GEN, 7 MSA, 6 TE, 3 OA, 1 Multiple (MSA+TE), 4 None

HR Cert:

Selects: 3 SPHR, 8 PHR
Non-Selects: 6 SPHR, 8 PHR, 1 GPHR, 1 CDFM, 1 Multiple (SPHR+PHR), 6 None

Of the following 6 Community Values: Milestone, Master's Degree, HR-Related Proven Subspec, HR Cert, Command Eligible, Joint (JPME and/or Joint Tour):

Selects: Averaged 5.55
Non-Selects: Averaged 4.57

FTS

4 Selects (1 IZ, 3 AZ)

1 of 4 IZ CDRs selected = 25%

3 of 8 AZ CDRs selected = 38%

	<u>IZ/AZ Selects</u>	<u>Non-Selects</u>
Command/Milestone Complete	100%	63%
Master's Degree	100%	100%
HR-Related Masters	75%	88%
HR-Related Proven Subspec	75%	50%
HR Certification	100%	88%
Command Eligible	100%	75%
Joint Tour Credit	25%	25%
JPME I	100%	50%
JPME II	25%	25%
JQO	0%	0%

Command/Milestone:

Selects: 4 Command/Milestone Complete
0 in Command/Milestone
0 without Command/Milestone

Non-Selects: 5 Command/Milestone Complete
0 in Command/Milestone
3 without Command/Milestone

HR-Related Master's Degrees (or higher):

Selects: 3 GEN, 1 None

Non-Selects: 4 GEN, 1 MSA, 2 Multiple (FM + GEN), 1 None

HR-Related Proven Subspec (Q or R Suffix):

Selects: 1 FM, 1 GEN, 1 Multiple (FM + MSA), 1 None

Non-Selects: 1 FM, 2 MSA, 1 TE, 4 None

HR Cert:

Selects: 1 SPHR, 2 PHR, 1 Multiple (PHR + CDFM)

Non-Selects: 6 PHR, 1 Multiple (PHR + CDFM + CDFM-A), 1 None

Of the following 6 Community Values: Milestone, Master's Degree, HR-Related Proven Subspec, HR Cert, Command Eligible, and Joint (JPME and/or Joint Tour).

Selects: Averaged 5.25

Non-Selects: Averaged 4.13

SELRES

3 Selects (0 IZ, 3 AZ)

3 of 21 IZ CDRs selected = 14%

0 of 6 AZ CDRs selected = 0%

	<u>IZ/AZ Selects</u>	<u>Non-Selects</u>
Command/Milestone Complete	33%	13%
Master's Degree	33%	46%
HR-Related Masters	33%	38%
HR Certification	67%	54%
Command Eligible	33%	42%
Joint Tour Credit	0%	0%
JPME I	67%	33%
JPME II	0%	4%
JQO	0%	10%

Command/Milestone:

Selects: 1 Command/Milestone Complete
0 in Command/Milestone
2 without Command/Milestone

Non-Selects: 3 Command/Milestone Complete
1 in Command/Milestone
20 without Command/Milestone

HR-Related Master's Degrees (or higher):

Selects: 1 Multiple (GEN + T&E), 2 None

Non-Selects: 6 GEN, 1 FM, 1 MSA, 1 TE, 15 None

HR Cert:

Selects: 1 SPHR, 1 PHR, 1 None

Non-Selects: 3 SPHR, 9 PHR, 1 Multiple (SPHR + PHR), 11 None

Of the following 5 Community Values: Milestone, Master's Degree, HR Cert, Command Eligible, and Joint (JPME and/or Joint Tour).

Selects: Averaged 2.00

Non-Selects: Averaged 1.88