Congratulations to the FY-23 HR 1200 CAPT Selectees!

Selects (10 total, 8 named)

CAPT (Sel) Christopher Carmichael   CAPT (Sel) Jeffrey Morin
CAPT (Sel) Mary Decker   CAPT (Sel) Christopher Schlobohm
CAPT (Sel) Mark Moran   CAPT (Sel) Christy Sibley
CAPT (Sel) Shaletha Moran   CAPT (Sel) Marco Spivey*

* Denotes Merit Re-order selection

Note: The most important distinction for promotion selection is **sustained superior performance** in all assigned duties, especially in a CDR HR Command / Leadership Screen tour, CDR HR Milestone tour assignments or both. Major Command eligibility was a significant distinction between selects and non-selects. 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 below statistics are useful, it is an Officer's entire record (Community Values + FITREPs) compared to their peers that matters. Officers selected for Captain attain or progress towards attainment of the expert competency level in their given career track. 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.

Statistics
10 Selects (3 AZ, 7 IZ, 0 BZ)
3 of 19 AZ CDRs selected = 16%
7 of 17 IZ CDRs selected = 41%
0 of 22 BZ CDRs selected = 0%

	AZ/IZ/BZ Selects	Non-Selects
O5 Command/Leadership Complete	80%	38%
O5 Milestone (MS) Complete	20%	27%
O5 CMD/LDR and MS Complete	10%	4%
HR Headquarters	60%	50%
Career Track Expert	80%	35%
HR-Related Master's Degree	90%	92%
HR Certification	100%	88%
Command Eligible (2D1/2D2)	90%	65%
Major Command Eligible	100%	35%
Joint Tour Credit	30%	42%
JPME I	100%	81%
JPME II	40%	38%
JQO	20%	27%