Congratulations to the FY24 HR CAPT Selectees!

AC

CAPT (Sel) Edward Carlton   CAPT (Sel) Charles Harmon   CAPT (Sel) Roger Phelps
CAPT (Sel) Juan Carrasco   CAPT (Sel) Jeanine Lang   CAPT (Sel) Eric Pond*
CAPT (Sel) Brian Doherty   CAPT (Sel) Brandi McGehee   CAPT (Sel) Damon Sumerall
CAPT (Sel) Terra Gray   CAPT (Sel) Chris Muller   CAPT (Sel) Genevieve Ubina
CAPT (Sel) Jason Grose*

* 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 or CDR HR Milestone tour assignments. 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.

AC
(Statistics based on record data available at time of board convening)

15 Selects (6 IZ, 8 AZ, 1 BZ)
6 of 19 IZ CDRs selected = 32%
8 of 18 AZ CDRs selected = 44%
1 of 30 BZ CDRs selected = 3%

	IZ/AZ/BZ Selects	IZ/AZ Non-Selects
O5 Command/Leadership Complete (RL5)	73%	36%
O5 Milestone Complete (RB5)	13%	5%
O5 CMD/LDR and MS Complete	0%	0%
O5 HR Headquarters (RH5)	33%	18%
Career Track Advanced (RIC/RKC/RJC)	7% / 0% / 20%	9% / 5% / 5%
Career Track Expert (RID/RKD/RJD)	13% / 13% / 33%	14% / 5% / 9%
HR Certification (RA1/RA2/NR1)	67% / 40% / 7%	55% / 23% / 5%
Command Eligible (2D1/2D2)	20% / 73%	36% / 36%
Major Command Eligible (RLC)	87%	14%
JPME II (JS8)	27%	23%
JQO (JS5)	7%	27%
HR-Related Master's Degree (3XXX P/Q)	80%	100%