

Congratulations to the FY-24 HR 1200 CDR Selectees!

Selects (26 total)

Giller Daniel*	Manaskie Michael	Hillyard Abaigeal
Devorak Nicholas*	Aguilar David	Groh Andrew
Mclaughlin Peter*	Franklin Zachary	Small Laura
Dzananovic Amanda	Nolan Decrisha	Morr Jory
Dehollan Aurel	Reichhart Thomas	Pausche Thomas
Nicasio Leonardo	Tirado Luciano	Phillips James
Long Benjamin	Greenlund Mollie	Cairolì Christine
Norris Alyssa	Smith Samantha	Petersen David
Walker Daniel	Lipe Douglas	

* Denotes Merit Re-order selection

Note: The most important distinction for promotion selection is **sustained superior performance** in all assigned duties, especially in a LCDR HR Command / Leadership / Sea Screened tour, LCDR HR Milestone tour or both. 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 Commander attain or progress towards attainment of the advanced 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

26 Selects (7 AZ, 18 IZ, 1 BZ)

7 of 16 AZ LCDRs selected = 44%

18 of 32 IZ LCDRs selected = 56%

1 of 30 BZ LCDRs selected = 3%

	<u>26: AZ/IZ/BZ Selects</u>	<u>23: AZ/IZ Non-Selects</u>
O4 Command/Leadership (RL4)	8 – (31%)	2 – (9%)
O4 Sea Duty (RLS)	9 – (35%)	3 – (13%)
O4 Milestone (MS) (RB4)	3 – (29%)	0 – (0%)
O4 CMD/LDR and Sea Duty	1 – (4%)	0 – (0%)
O4 CMD/LDR and MS	0 – (0%)	0 – (0%)
Master's Degree (XXXP)	25 – (96%)	21 – (91%)
HR-Related Master's Degree	25 – (96%)	19 – (83%)
Command Eligible (2D1/2D2)		
--Command Eligible (2D1)	15 – (58%)	8 – (35%)
--Command Qualified (2D2)	11 – (42%)	2 – (9%)
Career Track Intermediate		
--FD (RIB, RIC, RID)	10 – (39%)	0 – (0%)
--FM (RJB, RJC, RJD)	9 – (35%)	2 – (9%)
--FR2 (RKB, RKC, RKD)	2 – (8%)	0 – (0%)
HR Certification		
--PHR (RA1)	24 – (92%)	11 – (48%)
--SPHR (RA2)	3 – (12%)	3 – (13%)
--CDFM (NR1)	2 – (7%)	0 – (0%)
JPME I (JS7)	22 – (85%)	12 – (52%)
HQ (RH4)	5 – (19%)	0 – (0%)