



FY-26 HR 1200 Captain Selects

Selects (8 total)

CAPT (Sel) Alicia Salerno

CAPT (Sel) Danielle Garfield

CAPT (Sel) Emily Bingham

CAPT (Sel) Nicole Serrano

CAPT (Sel) Richard Morrissey

CAPT (Sel) Sarah Pettit

CAPT (Sel) Thomas Wright *

CAPT (Sel) William Corley

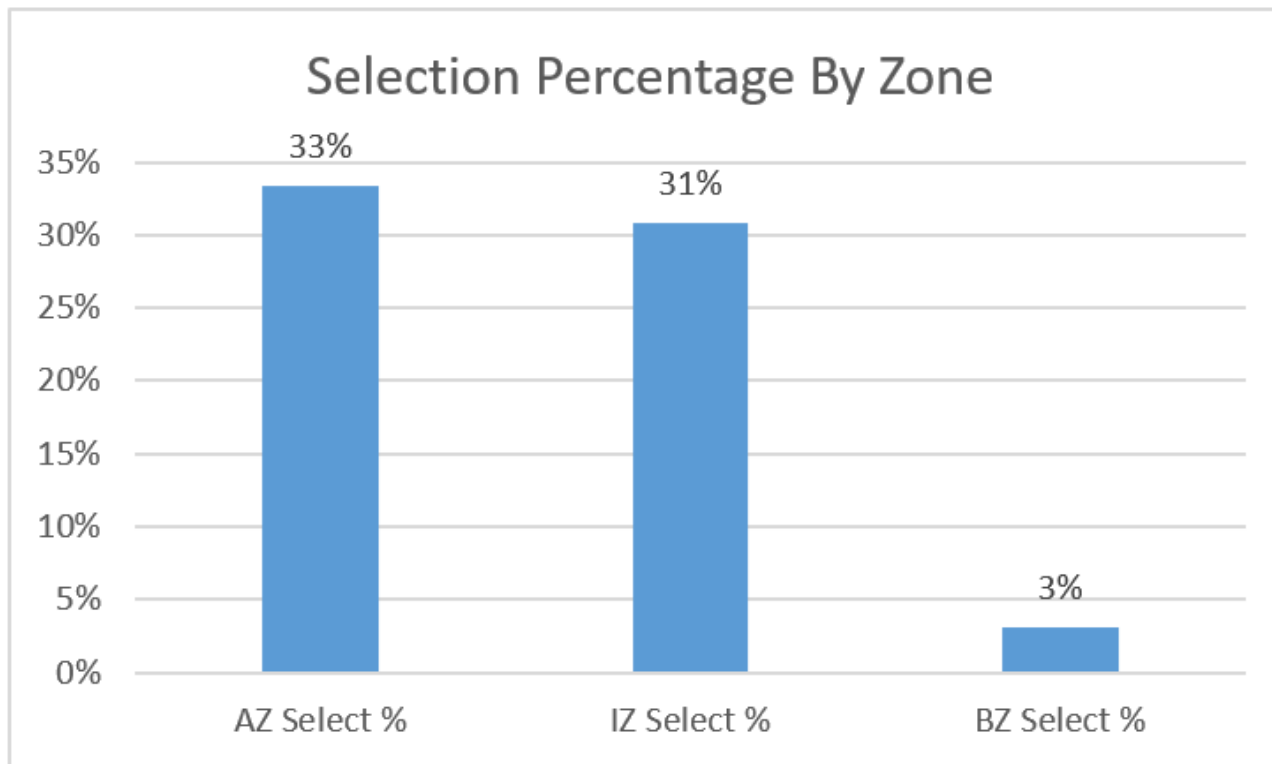
* Below Zone & Merit Reorder selection

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 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.

Data pulled using EOM December 2024 information contained in Navy databases.

Selection Percentage By Zone

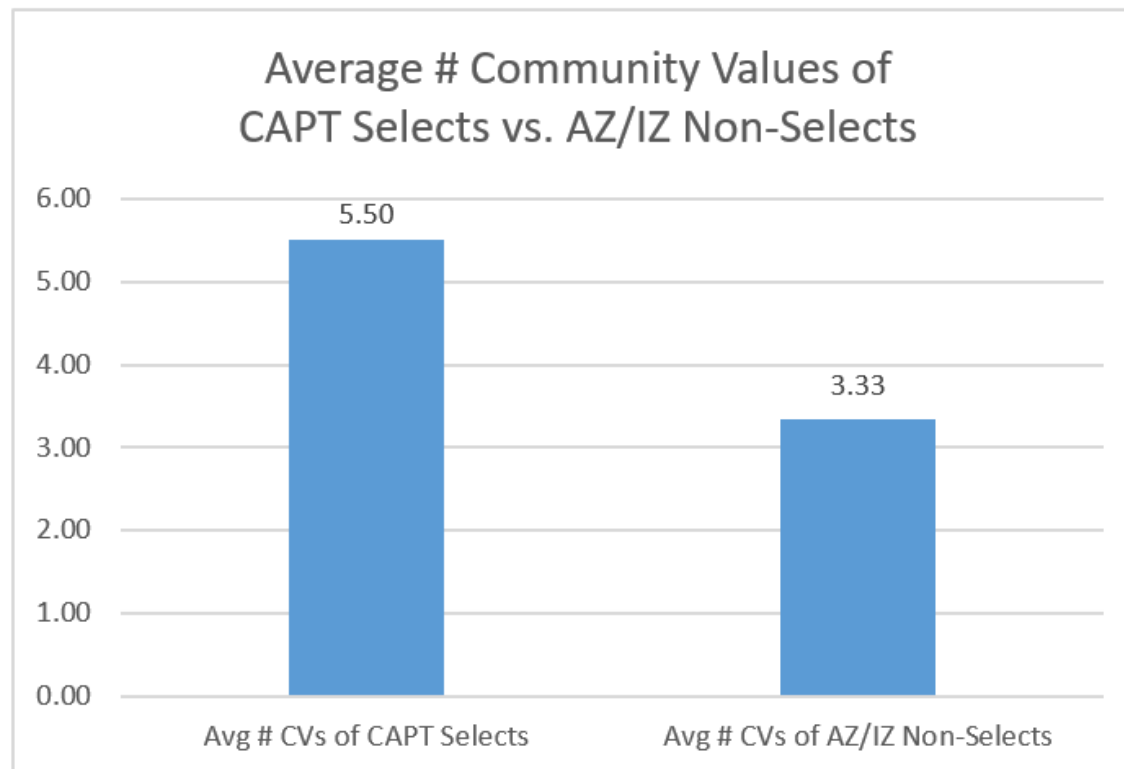
8 Selects (3 AZ, 4 IZ, 1 BZ)					
AZ Selects	3	AZ Eligibles	9	AZ Select %	33%
IZ Selects	4	IZ Eligibles	13	IZ Select %	31%
BZ Selects	1	BZ Eligibles	32	BZ Select %	3%





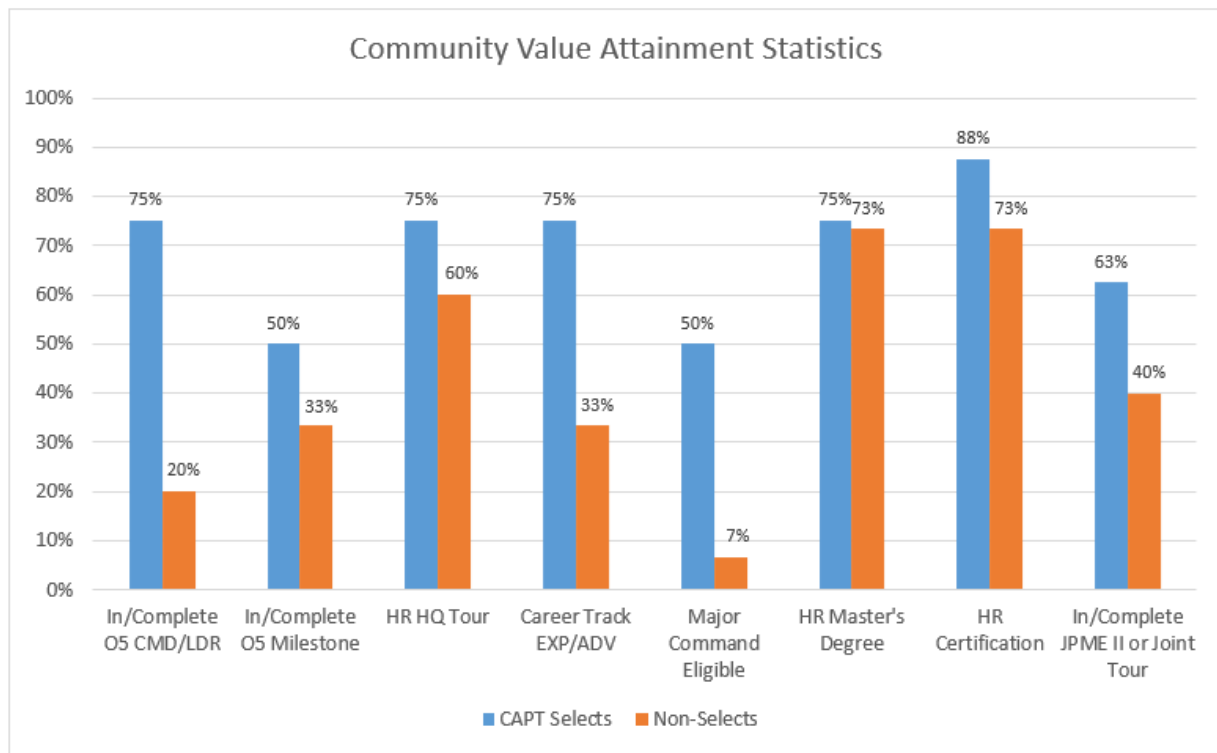
Average # Community Values Attained of CAPT Selects vs Non-Selects

Avg # CVs of CAPT Selects	Avg # CVs of AZ/IZ Non-Selects	Difference
5.50	3.33	2.17
Community Values used in calculation: In/Completed O5 CMD/LDR, In/Completed O5 MS, HR HQ, CT EXP or ADV, MAJ CMD Elig, HR Master's, HR Cert, in/complete JPME II or Joint Tour		



Community Value Attainment Statistics

	AZ/IZ/BZ CAPT Selects (8)		AZ/IZ Non-Selects (15)		% Difference
In/Complete O5 CMD/LDR	6	75%	3	20%	55%
In/Complete O5 Milestone	4	50%	5	33%	17%
HR HQ Tour	6	75%	9	60%	15%
Career Track EXP/ADV	6	75%	5	33%	42%
Major Command Eligible	4	50%	1	7%	43%
HR Master's Degree	6	75%	11	73%	2%
HR Certification	7	88%	11	73%	15%
In/Complete JPME II or Joint Tour	5	63%	6	40%	23%



Key Observations

- **Community values with the largest difference between selects and non-selects:**
 - In/Complete O5 CMD/LDR: 75% vs. 20%
 - Major Command Eligible: 50% vs. 7%
 - Career Track Competency of Expert/Advanced: 75% vs. 33%
- **In/Complete with O5 CMD/LDR & Major Command Eligible had largest difference between selects and non-selects the previous four O6 Promotion Selection Boards**

	In/Complete O5 CMD/LDR	Major Command Eligible
FY26	75% vs. 20%	50% vs. 7%
FY25	77% vs. 41%	38% vs. 6%
FY24	73% vs. 36%	87% vs. 14%
FY23	80% vs. 38%	100% vs. 35%