

## MEMORANDUM FOR RECORD

SUBJECT: FY14 SSC Selection Board Results Analysis

1. **Key Takeaways:**

a. **Leadership Positions.** Selection continues to overwhelmingly favor those who have served in the Operational Force (OF) in key leadership positions. As field grade officers, 100% of the primaries had served in key leadership positions (SJA, DSJA, Branch Office OIC) in Division, Corps, or deployed units.

b. **Assignment Patterns.** 90% of primary selectees had spent time as a field grade in both OF units and in the National Capital Region/TJAGLCS. The remaining 10% had served solely in OF units.

c. **Performance Matters.** A continuous pattern of high performance is essential to selection. All primary selectees had an ACOM rating on their OER going into this board and 90% had ACOM ratings on each of their last three OERs.

2. **Specific Data Points:**

a. The FY14 primary selection rate of 7% was identical to last year's selection rate and an increase from the FY12 selection rate of 4.8%. The overall selection rate for primary and alternate selectees was 25%.

b. Only 6% of eligible officers declined consideration by the FY14 SSC board. This represents a decrease from FY13, when 12% opted out of consideration and FY12, when 13% opted out.

c. Female officers represented 26% of the overall population in the FY14 SSC board and 20% of primary selectees. This is an improvement from the FY13 SSC board, where women represented 20% of the population and 18% of primary selectees.

d. Minority selection remains consistent with previous years. In the FY14 SSC Board, minorities represented 22% of the overall population and 20% of primary selectees.

e. All primary and alternate selectees had deployment experience; 90% had deployed to Iraq or Afghanistan. In the considered population, 98% of officers had deployed.

3. COL Gail Curley is the POC at [gail.a.curley.mil@mail.mil](mailto:gail.a.curley.mil@mail.mil).



COREY L. BRADLEY  
COL, JA  
Chief, Personnel, Plans and  
Training Office