

INFORMATION PAPER

DAJA-PT
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SUBJECT: Understanding the JAGC's Fiscal Year 2015 Five Year Plan

1. On 13 March 2015, TJAG approved the Active Component Fiscal Year (FY) 2015 Five Year Plan (FYP) for promotions to Major, Lieutenant Colonel, and Colonel. The FYP is required by statute (10 USC §§ 622-623) and is submitted annually to the Army G-1. The FYP sets the target selection numbers and dates of rank for primary promotion zones (PZ) for the next five fiscal years. These targets are based on projected authorizations at each grade as enumerated in the Army's Officer Forecasting Model (OFM). The newly approved FYP has target promotion rates that adhere to the Defense Officer Personnel Management Act (DOPMA) and the Department of Defense's (DOD) desired promotion goals of 80% to MAJ, 70% to LTC, and 50% to COL.

2. Background. DoD and the Army face great budget uncertainty due to the Budget Control Act of 2011 and sequestration. This has a direct impact on attempts to forecast future Army and JAGC end-strength. Currently, the Army is drawing down to an active force of approximately 490,000 Soldiers by the end of FY 2015, with plans to draw down to 450,000 Soldiers by FY 2017 or 2018. Against this drawdown, the OFM predicts allocations (authorizations plus credit for those in schools and training (TTHS)) based on the Army's force structure (MTOE and TDA) and the five year average of gains (accessions and promotions) and losses (resignations and retirements). Thus, the OFM is a valuable tool to see projected end-strength for each officer grade by fiscal year. PPTO relies on the OFM when it makes recommendations to TJAG for establishing promotion zones as part of the FYP. Any fluctuations in the OFM due to changes in Army end-strength directly impact the FYP, requiring PPTO to annually review and update the FYP. While typically few changes occur in current and near term promotion zones, future year promotion zones are commonly impacted. Thus, it is vital for leaders in the field to review each FYP.

3. The FY 2015 FYP. The FY2015 FYP Promotion Selection Board (PSB) Primary Zones (PZ) approved dates of rank and selection rates are:

Promotion to MAJ:

Year	DOR in Zone	Promotion Opportunity
FY15	20090427	79.2%
FY16	20091229	75-80%
FY17	20100910	75-80%
FY18	20110701	75-80%
FY19	20120510	75-80%

Promotion to LTC:

Year	DOR in Zone	Promotion Opportunity
FY15	20100625	68.1%
FY16	20110525	65-70%
FY17	20120405	65-70%
FY18	20120707	65-70%
FY19	20130805	65-70%

Promotion to COL:

Year	DOR in Zone	Promotion Opportunity
FY15	20100501	54.8%
FY16	20120217	45-55%
FY17	20120501	45-55%
FY18	20130315	45-55%
FY19	20141101	45-55%

4. Trends. The FY15 FYP adheres to DOPMA while reshaping the JAGC to meet current and projected end-strength. However, it is important to note that the JAGC's authorizations are constantly in flux as the JAGC loses and gains authorizations over time. Further, after years of acute shortages of MAJs and LTCs, the gap is closing and the JAGC will achieve full strength at both grades in the next two to three fiscal years, directly impacting the need for Selective Continuation (SELCON) starting this fiscal year. Here are the trends by grade:

a. Captains: The creation of new Special Victim Counsel positions along with new 3rd JA positions at Brigade Combat Teams has resulted in a projected increase to CPT authorizations. Combined with an FY 2014 and FY 2015 increase in CPT resignations, this leads to CPTs being under-strength by FY 2017 necessitating an increase in accessions.

b. Majors: The loss of MAJ authorizations due to Army restructuring combined with a drop in resignations/retirements at this rank results in projected over-strength of MAJs by FY 2018. Reducing the SELCON rate for MAJs is necessary in order to maintain promotion rates for CPT to MAJ at the DOPMA goal of 80%. See paragraph 5 below for more information on this projected change to SELCON.

c. Lieutenant Colonels: The target promotion rate for the COL PSB was reduced over the past two years due to the JAGC being over-strength COLs, resulting in an increase in the number of LTCs. PPTO projects that LTCs will be over-strength by FY 2017. Managing this LTC over-strength requires balancing a decrease in the number of promotions to LTC with an increase in the number of LTCs selected for promotion to COL, while continuing to meet the DOPMA promotion goals at both ranks.

d. Colonels: The FY 2014 Selective Early Retirement Board (SERB) helped right-size our force from the top down. The SERB successfully resolved the COL over-strength that was limiting LTC promotions to COL and dropping the promotion rate to below DOPMA levels. Additionally, the rate of COL retirements outside of the SERB far exceeded the five year average in the OFM. The combined SERB and voluntary retirements provides the JAGC the capability to promote more LTCs to COL than in the past few years while increasing the projected promotion rate from 40-50% to 45-55% over the next five fiscal years. This top down force reshaping will provide more opportunities for qualified LTCs to reach the next grade, allowing the JAGC to promote MAJs at or near DOPMA rates to LTC.

5. SELCON. Historically, the JAGC has employed a fully qualified board in order to selectively continue all MAJs twice non-selected for promotion. However, the JAGC will soon achieve authorized end-strength for MAJs, resulting in necessary changes to SELCON in order to preserve CPT promotion opportunities. Beginning with the FY 2015 LTC PSB, the JAGC will significantly reduce the number of MAJs chosen for SELCON by employing a best qualified board immediately following the LTC board. Under 10 USC §632, an officer must be discharged no later than the first day of the seventh month after being twice non-selected for promotion to LTC, unless selectively continued. Most, but not all, officers who are not offered SELCON may be eligible for early retirement under the Army's Temporary Early Retirement Authority (TERA).

6. Conclusion. The JAGC is actively managing JA end-strength in order to continue to retain talented officers and promote at DOPMA rates. Because the JAGC is comprised of officers from several commissioning sources, it does not use year groups to manage promotion opportunities. Therefore, it is incumbent on every JA to be aware of where he or she sits in relation to his or her next primary promotion zone and anticipate potential changes. Officers who find themselves at the top or bottom of a zone should always be prepared to move into an earlier zone or be bumped into a later zone. PPTO also encourages JAs to read the separately published post-board analysis for each promotion board to help inform their career decision-making process.