

MEMORANDUM FOR RECORD

SUBJECT: FY13 JAGC MAJ Promotion Selection Board Results Analysis

1. **Key takeaways.**

a. **Main factors for selection.** The combination of diverse jobs across the legal spectrum, in a variety of locations, with a continued rate of high performance, makes a JA most competitive for selection for promotion.

b. **Core discipline practice is essential for promotion to Major.** This board's results illustrate that for a Captain, varied practice across the core disciplines is more important than any specific assignment or legal specialty focus. The oft-quoted mantra that advancement comes from consistent outstanding performance in a variety of diverse assignments across the legal spectrum remains ground truth; this finding has been consistent across the ranks over the last three FY13 boards.

c. **Performance matters.** ACOM ratings remain a critical factor in identifying JAs for selection for promotion. However, with 95% of PZ officers going into the board with an ACOM rating, stratification and well written comments on OERs are essential in separating officers from their peers.

2. **Specific Data Points:**

a. The primary zone promotion rate was 76.6%, below the forecasted rate of 80.8% due to an increase in above zone selectees. The AZ selection rate for FY13 was 40%. By comparison, in FY12, the PZ selection rate was 78% and the AZ selection rate was 21%.

b. Gender and minority selection was proportionally comparable to the overall eligible population. Minorities accounted for 16% of the selectees and 17% of the PZ/AZ pool. Women accounted for 18% of the selectees and 19% of the PZ/AZ pool.

c. Every selectee had an ACOM rating on the most recent OER going into the board. Of the PZ selectees, 61% had two ACOM ratings in a row. This is a change from FY12, in which 86% of selectees had ACOMs and 14% of selectees had COM ratings.

d. Data from this board indicates that for a Captain, varied practice across the core disciplines is more important than any one specific job. For example, the perception that BJAs have a significantly higher rate of selection or that Defense Counsel have a significantly lower rate of selection is inaccurate.

i. In the eligible population, 43% of officers had BJA/CJA/GJA/BN JA experience compared to 45% of selectees with BJA/CJA/GJA/BN JA experience.

ii. In the eligible population, 47.3% of officers had defense experience as a Defense Counsel, Defense Appellate Counsel, or Defense Counsel Assistance Program attorney, compared to 45% of selectees with defense experience in one of these positions.

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