



# Backups

## Officer Separation Board



# FA48 MAJs OSB Data



## 14 FAOs Selected for OSB

(5) Training Pipeline

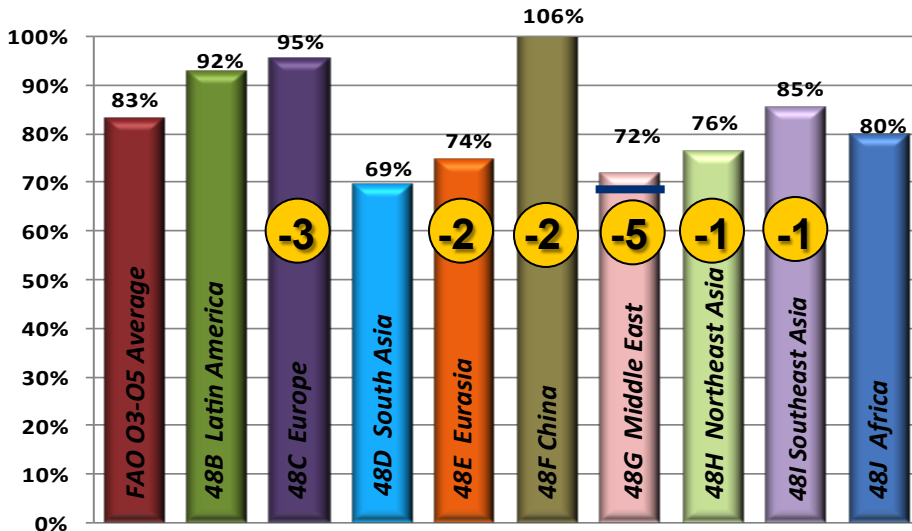
(8) Operations

(1) Discharged (MEB)

Overall FA48 Operational Strength is at 83.2%

- The hardest hit AOC is 48G (Middle East) – 9.1% selection rate (18.2% for YG01)
- Minor Gaps (no operational impact/Officers in pipeline to backfill)
- Biggest GAP Concern: Army Attaché in Yemen; backfill slated for Jan 15. Gap will depend on when OSB Officer wants to depart
- 48Gs will be difficult to replace due to long training timeline and lack of non-FAO Arabic speakers in Army; FAO may have long term difficulty filling 48G billets

## FAO HRC (O3-O5) Current



### Notes:

- 4.1% OSB Selection Rate
- 12/14 had GOMAR/Art 15/NLJ/BCOM
  - 2 w/ COMs files; one Officer in Greens for DA Photo
- The hardest hit YG is YG01 – 8.2% selection rate
- 2/14 REDCAT Officers
- 1/14 CAD Officer



# ESERB / AFCS Requirements



- ❑ The SecArmy has reduced the AFCS Requirement from 10 years to 8 years – the maximum extent IAW USC 10
- ❑ 101 CPTs selected for ESERB will not have obtained a minimum amount of commissioned service (8 years) to retire as an officer
- ❑ 150 MAJs were selected for ESERB; all have obtained the minimum required 8 years AFCS
- ❑ Sec Army may defer for not more than 90 days the retirement of an officer otherwise approved for early retirement in order to prevent a personal hardship to the officer or for other humanitarian reasons. Any such deferral shall be made on a case-by-case basis considering the circumstances of the case of the particular officer concerned. The authority of the Secretary to grant such a deferral may not be delegated.
- ❑ 22 CPTs can request the SecArmy defer the retirement date from 1 Apr 15 to 30 June IOT gain 8 years AFCS and retire as an officer



# How is retirement pay calculated



- ❑ Commissioned officers with less than 8 years commissioned service who retire as enlisted *members with more than 20 years but less than 30 years* can't use any of their officer basic pay in the computation of the average of their highest 36 months of basic pay.
- ❑ How calculated: DFAS will use the highest enlisted grade held and that basic pay corresponding to the soldier's years of service for the 36 months before retirement.
- ❑ For example, a CPT with 7 years of commissioned service retires as an E-7 on 1 April 15 with 20 years of active duty. The highest 36 months of basic pay would be based on one month as an E-7 with over 20 years (1-30 May 15), 24 months as an E-7 with over 18 years (1 Apr 13 through 1 May 15), and 11 months as an E-7 with over 16 years (1 Apr 12 through 31 Mar 13).
- ❑ Under the provisions of Title 10, United States Code section 3964 (10 USC §3964), if you are an enlisted (E-1 through E-9) or warrant officer (W-1 through W-5) retiree with less than thirty years of active service who previously held a higher grade, you can apply for advancement to that higher grade on the retired list after obtaining 30 years of combined active and retired time. Retirement Pay will be adjusted but no back pay issued.



# Overview



## *Way Ahead*

- 550 selected (1 Officer in DASR Population)
- Project notifications to begin first week of Aug 14
- 1 May 15 separation date

## *Selections*

- 6.5% select rate (OSB 5.6% & ESERB 10.5% combined)
- Officers who VTIP to Functional Areas had lower selection rate. (5.2% verses 6.5%)
- EW, Sys Automation, Space OPS, and PO branch selection higher than average (relatively small population sizes)

## *Separations*

- 17% (95) retirement-eligible
- 15% (80) sanctuary-eligible (18-20 years)
- 31% (171) TERA-eligible (15-18 years)
- 37% (204) < 15 years of service (sep pay)
- 63 separation: 13 have separated and 50 on separations orders

## *Readiness*

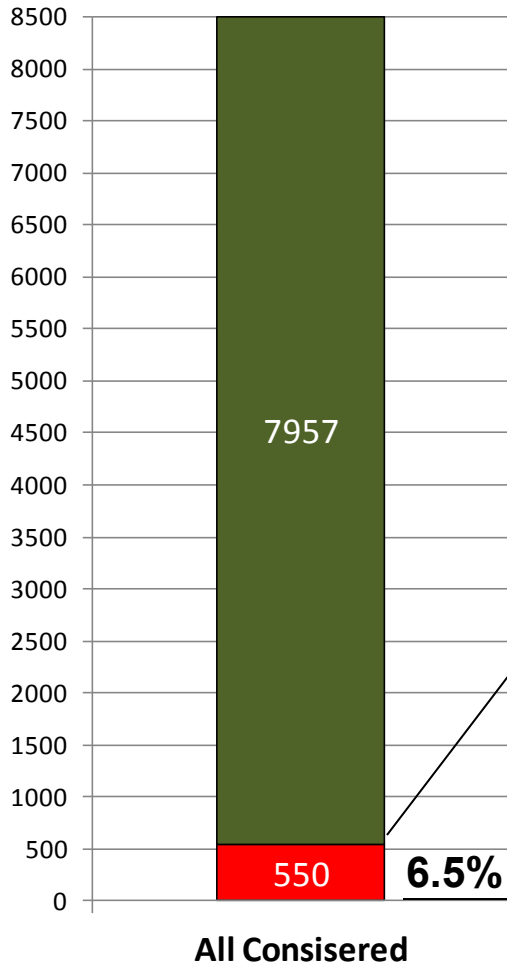
- MAJ Grade spread out across the Army, although aggregate strength is not projected as an issue individual shortfalls may need to be addressed
- There are 131 OSB/ESERB selects currently serving in KD positions
- SCs may cross level to fill critical billets
- HRC backfills critical billets when necessary and feasible



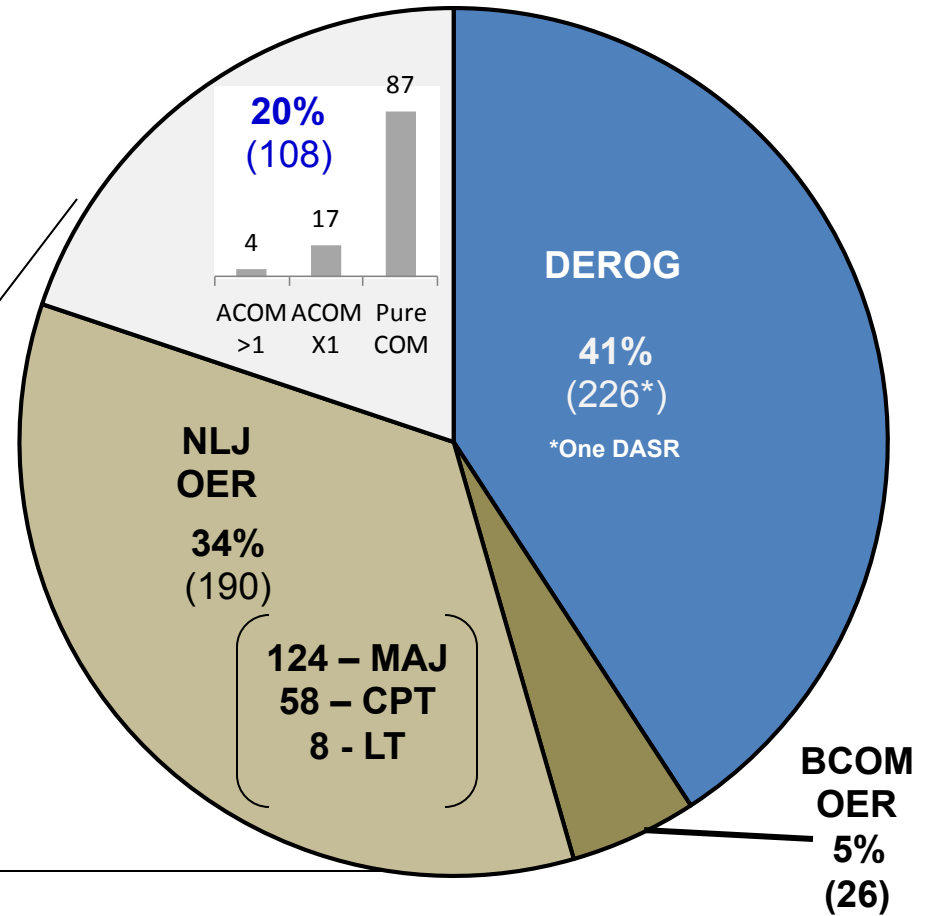
# FY14 MAJ OSB and ESERB Select Performance Breakout

80% of selects had derog or negative evaluations

## Total Considered and Select



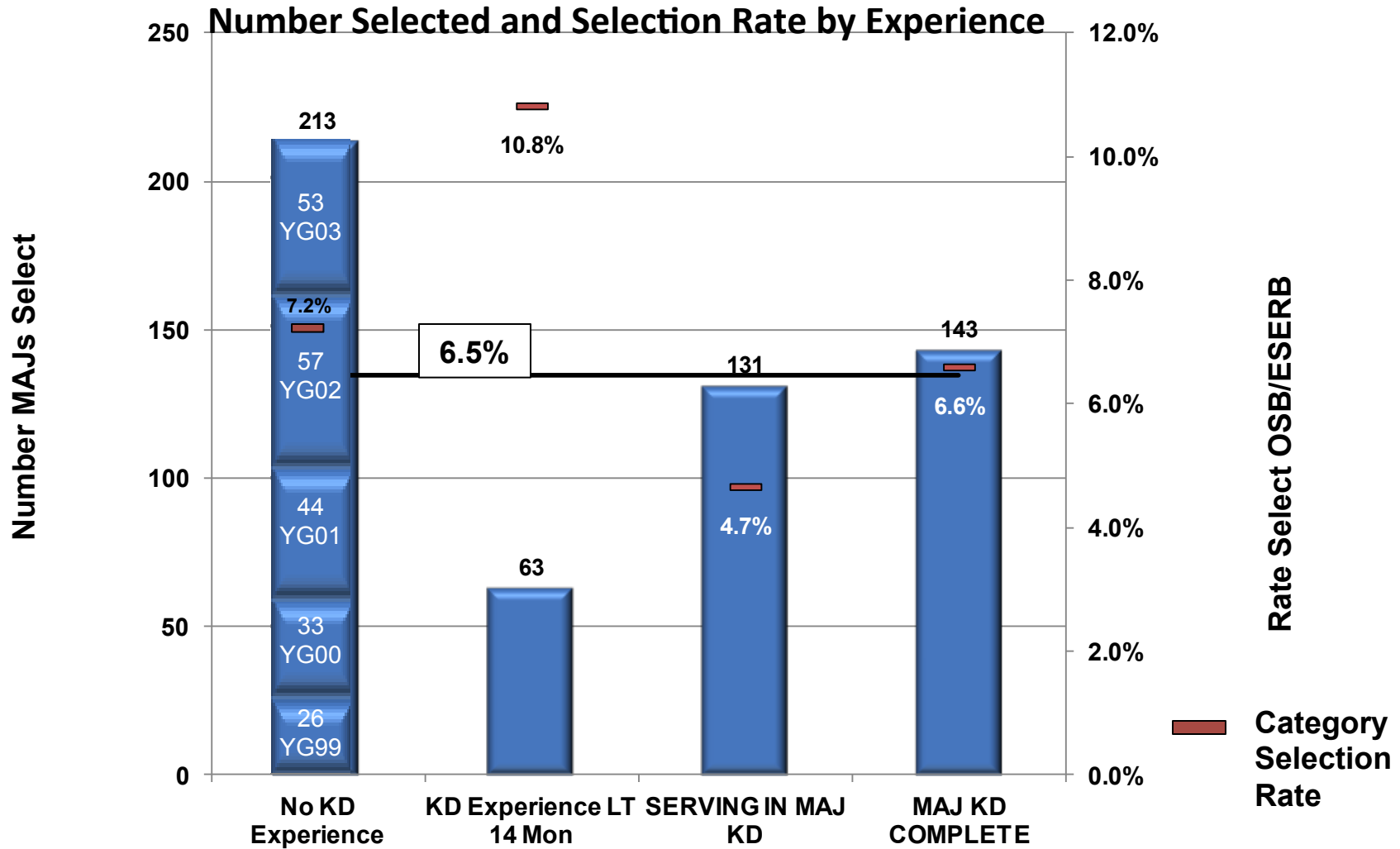
## OSB/ESERB Select File Assessment



- Board considered the officer's total body of work
- Board weighted derog heavily
- One Controlled population Officer select and 158 Considered omitted in this analysis



# FY14 MAJ OSB and ESERB KD Experience Breakout

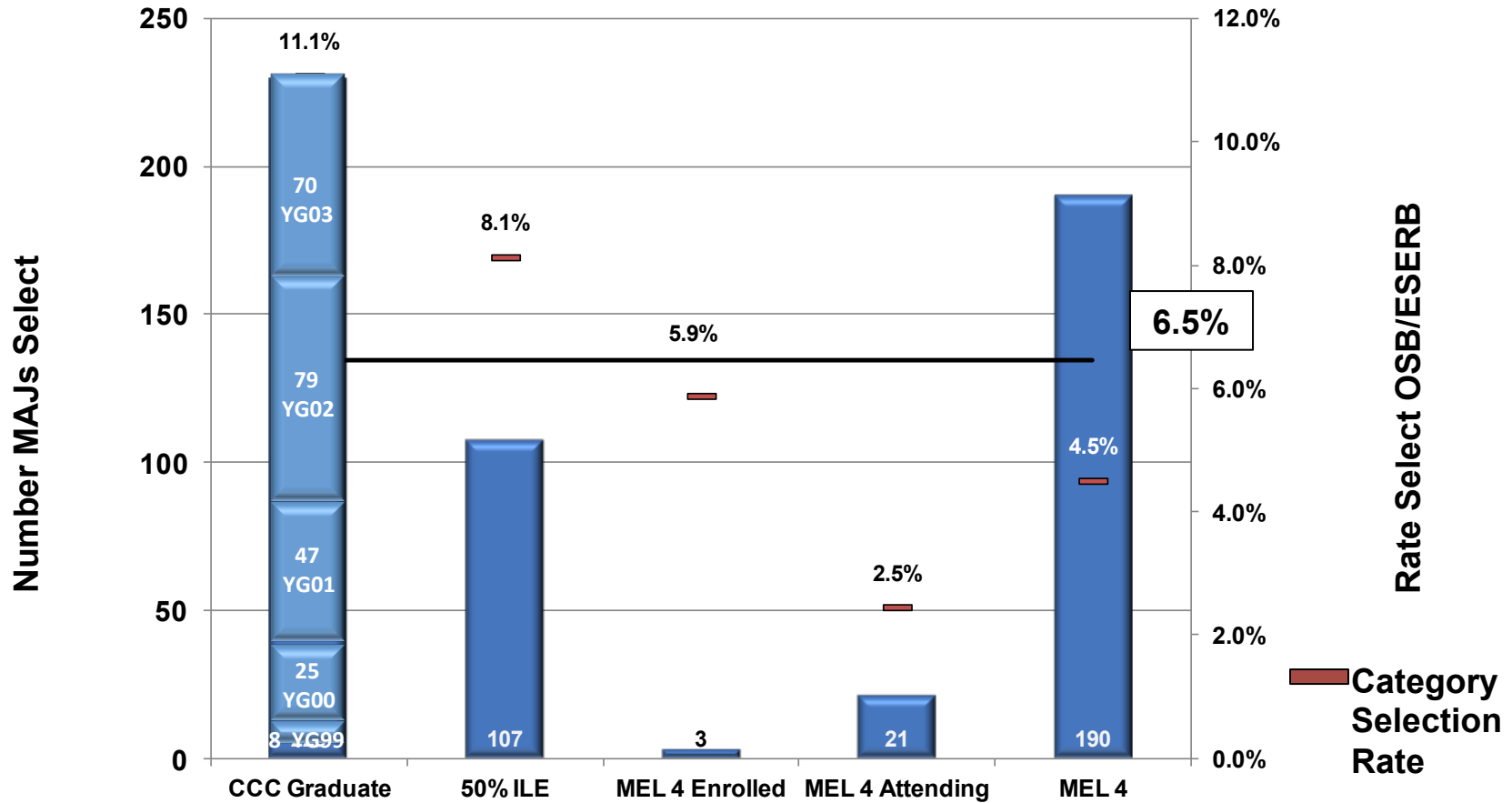


**39% of selects had no KD experience; 24% were currently serving in KD; 26% had completed KD; Failure to complete a full KD was a strong factor.**



# FY14 MAJ OSB and ESERB

## Military Education Level



**34% of selects were CGSC complete (MEL4) – represents 5% of the officers considered who were CGSC complete; 42% of selects were CCC Graduates without CGSC (MEL4) enrollment – represents 11% of the officers considered who were CCC graduates without CGSC; 21 officers attending resident CGSC (MEL4) were selected; 2 officers attending SAMS were selected.**

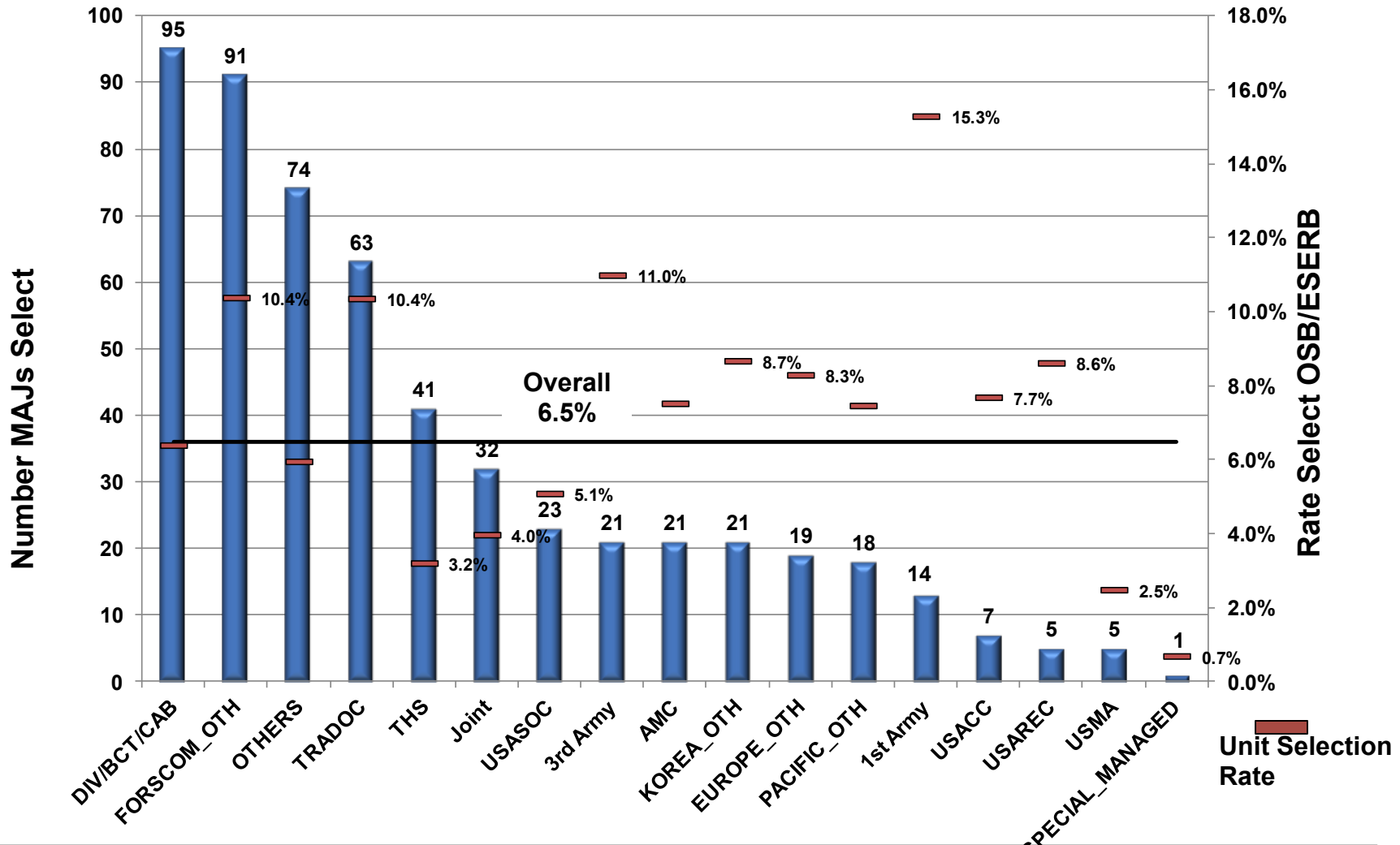




# FY14 MAJ OSB and ESERB



## Readiness Impacts Where Selects Assigned

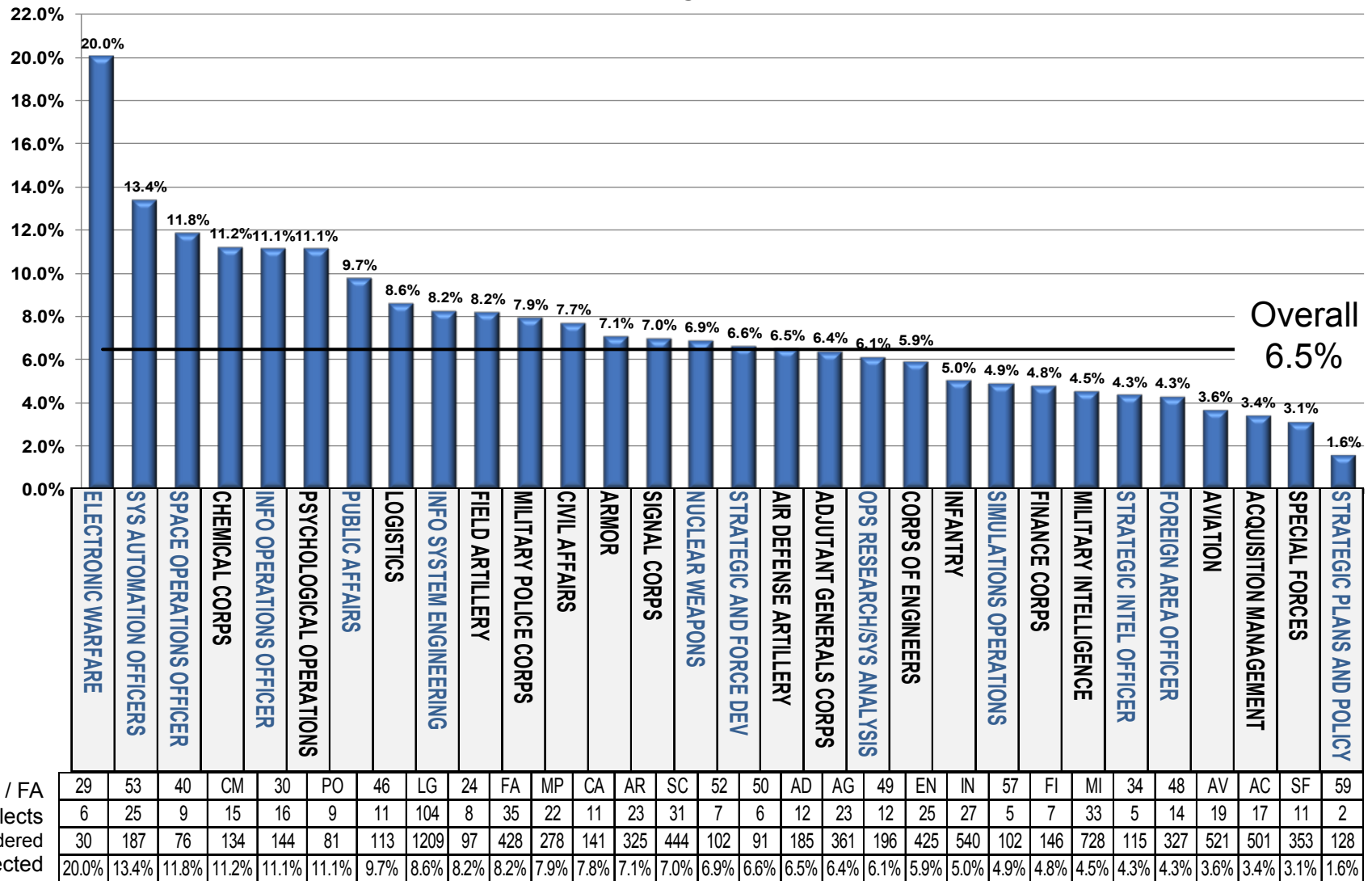


Largest number of selects are assigned to Division/BCT/CAB – but represents 6.5% of the MAJs considered that were assigned to these formations; TRADOC selection rate (10%, 63 officers); “OTHERS” include ARSOUTH 8 of 54: 14.8%, ARNORTH 5 of 48: 10.4%, MEPS 3 of 26: 11.5%; Highest select rate is 1A, 15.3% (14); HRC assessing critical risks and developing mitigation strategy; Commands can expect gaps



# FY14 MAJ OSB and ESERB

## Selection Rates by Control Branch



Overall  
6.5%

Branch / FA  
# Selects  
# Considered  
% Selected

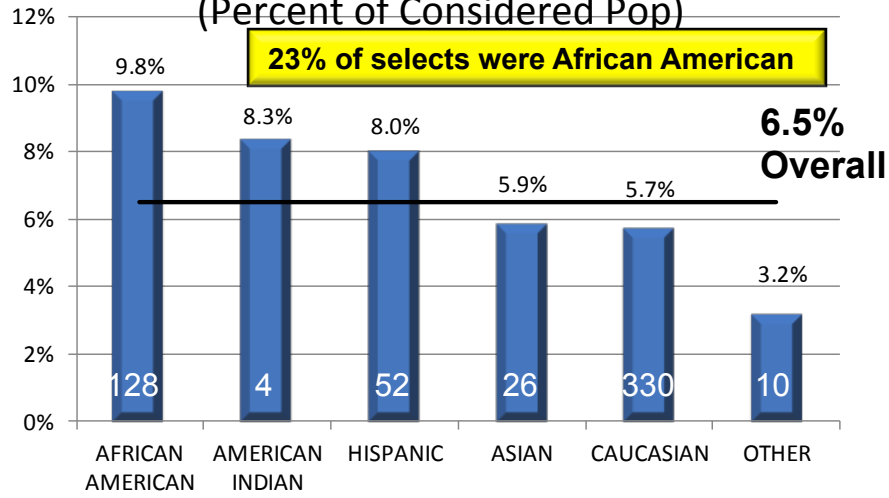
- Significant variance of select rate on ends of the spectrum
- Functional Area (FA) officers select rate comparable to Basic Branch in Aggregate; losses in FA will take time to mitigate due to training time.



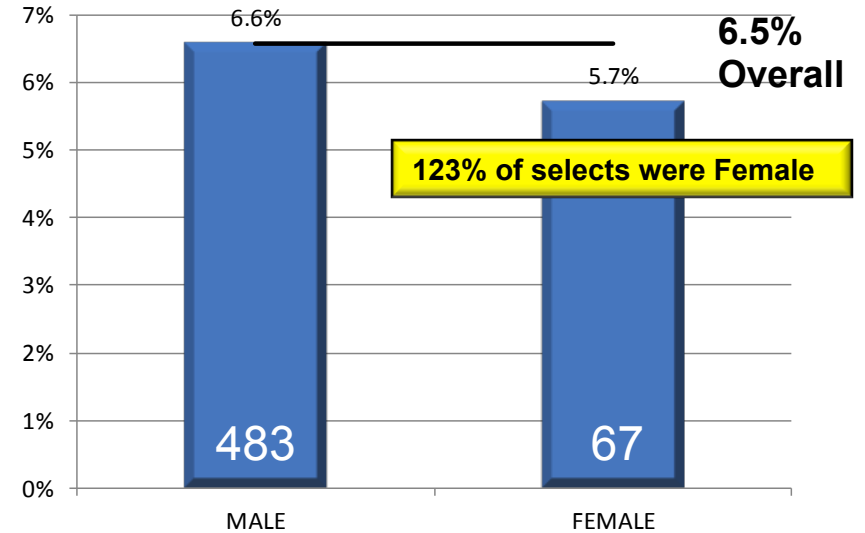
(Rates Include all DASR Considered)

# Demographics

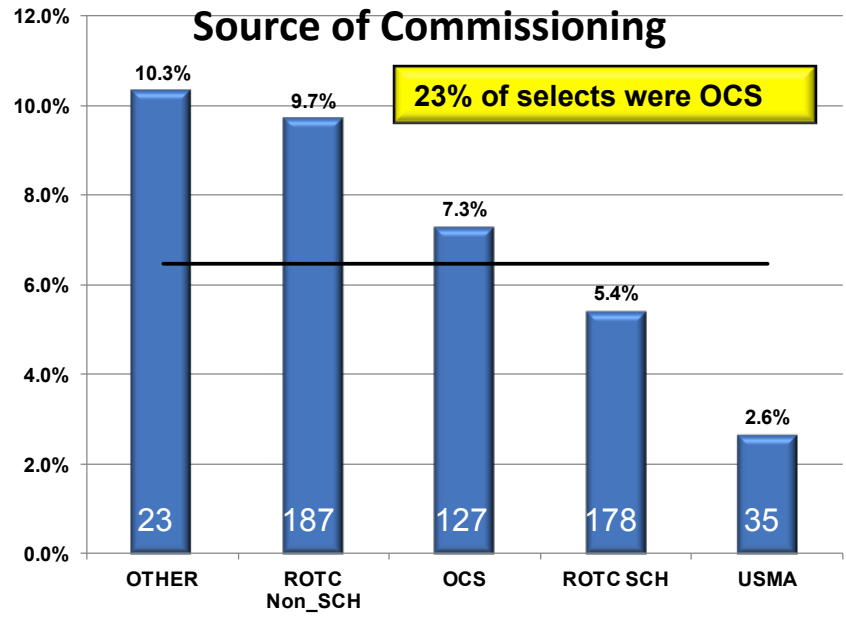
## Race/Ethnic Selection Rates (Percent of Considered Pop)



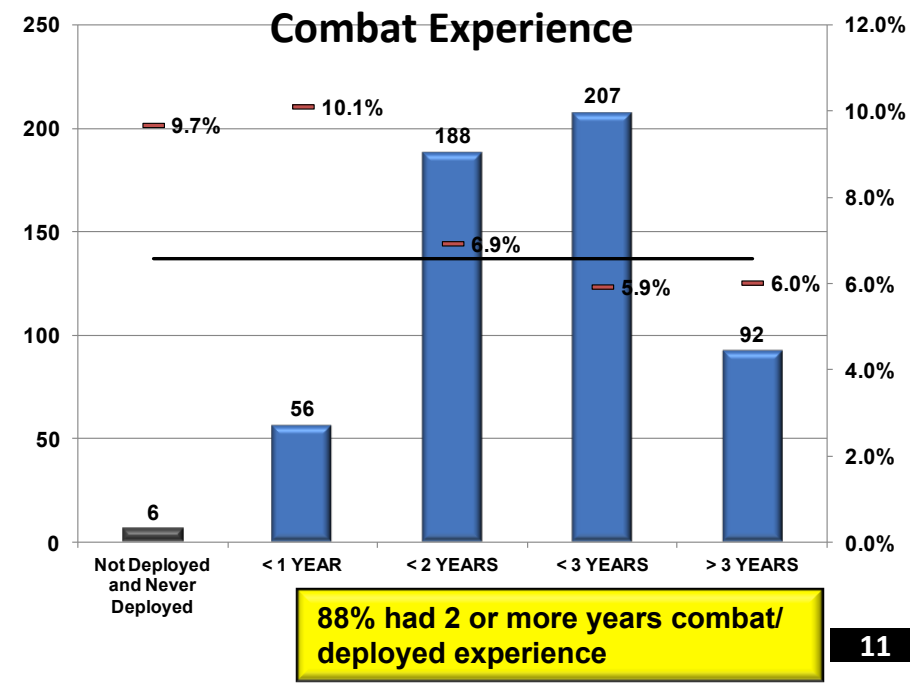
## Gender Selection Rates



## Source of Commissioning



## Combat Experience



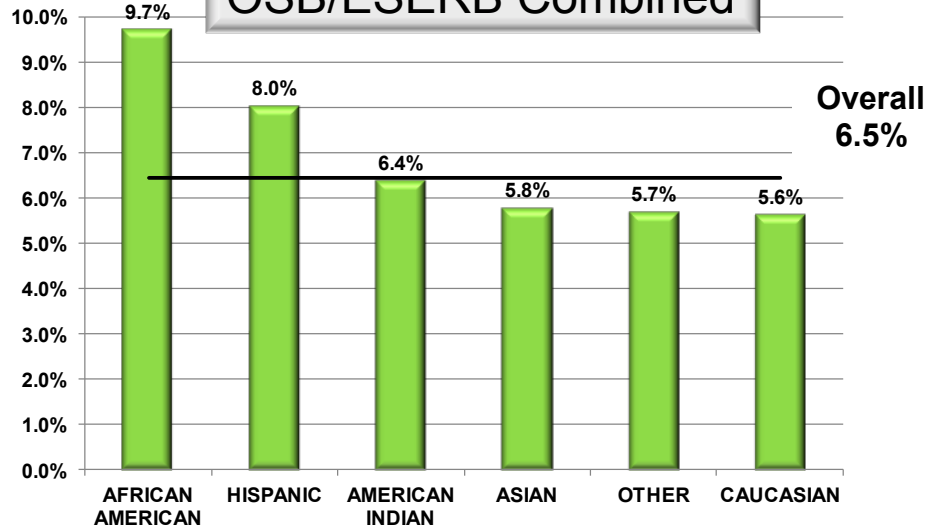


U.S. ARMY

# Race/Ethnic Selection Rates



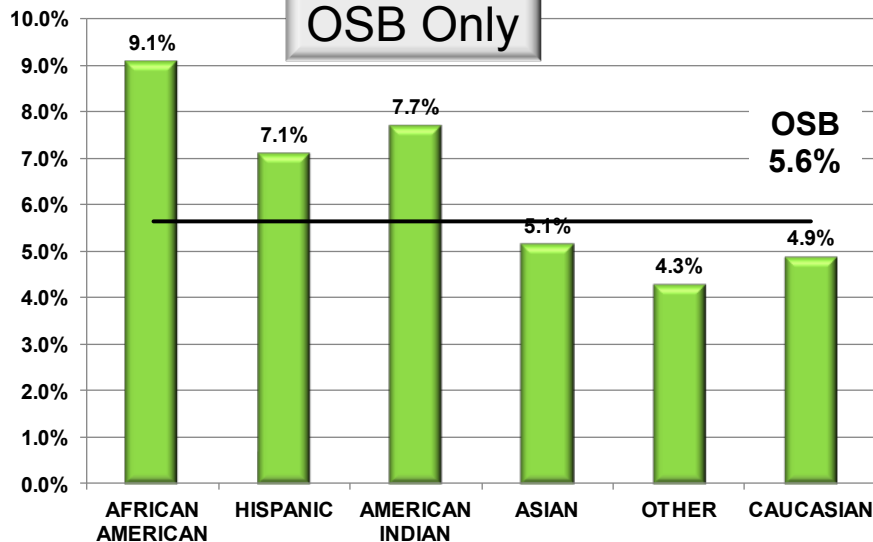
## OSB/ESERB Combined



(Rates do not include DASR Considered)

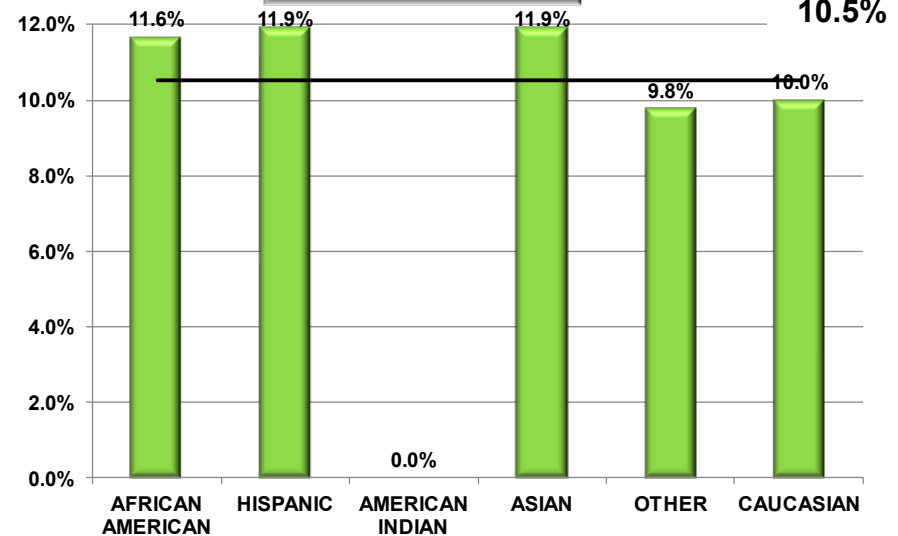
- Greatest variance exists between African American and Caucasian Overall
- ESERB overall select rate was higher than OSB; AA made up 24% of ESERB considered population
- 20% of AA selects had no DEROG or poor Evals compared to 22% of all selects without DEROG/poor EVALs

## OSB Only



AA = 14% of considered pop

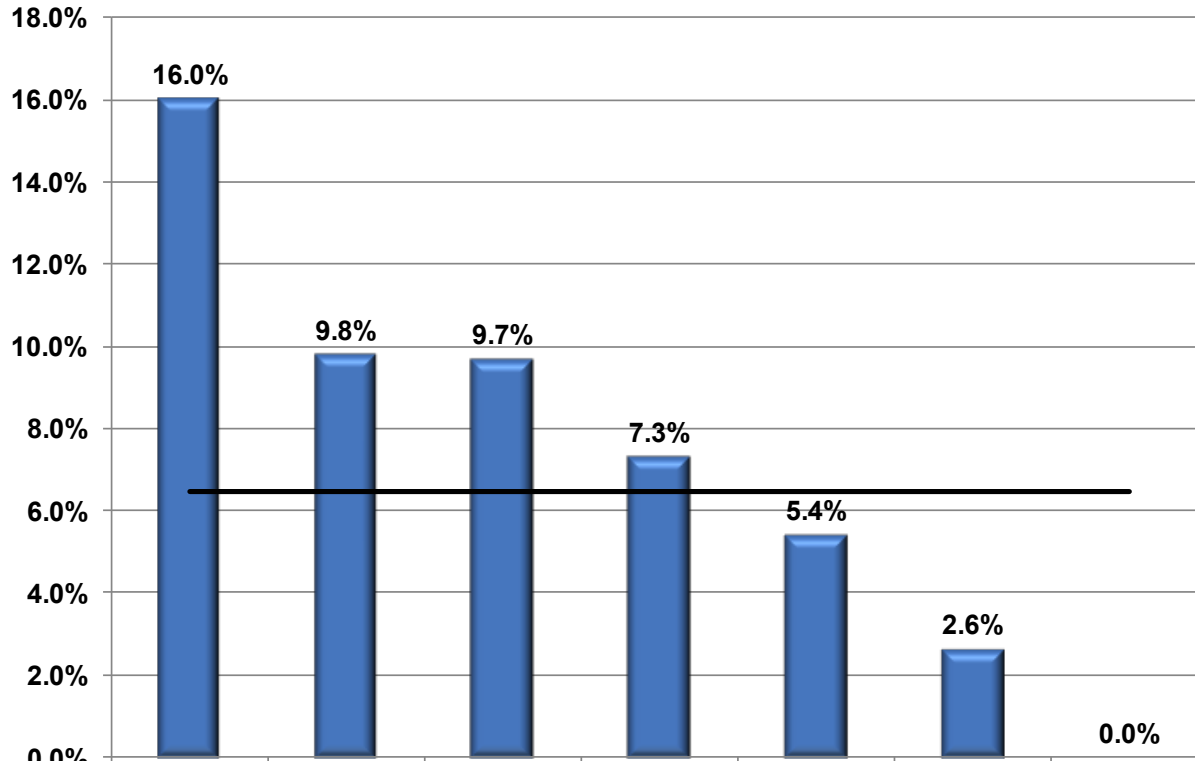
## ESERB Only



AA = 24% of considered pop



# Detailed Source of Commission Select Rates



	Inter-Service TRF	Vol Call to AD	ROTC Non_SC H	OCS_Regular	ROTC SCH	USMA	Academy Other	Grand Total
<b>Number Considered</b>	25	194	1929	1740	3290	1322	7	<b>8507</b>
<b>Number Selected</b>	4	19	187	127	178	35	0	<b>550</b>
<b>Rate</b>	16.0%	9.8%	9.7%	7.3%	5.4%	2.6%	0.0%	<b>6.5%</b>



# FY14 MAJ Selects Awarded Purple Heart



FY14 MAJ OSB_ESERB Selects with Purple Heart	Number Select
FSD	1
MATERIAL ACQUISITION MANAGEMENT	1
<b>OPS</b>	<b>12</b>
ARMOR	2
CIVIL AFFAIRS	1
CORPS OF ENGINEERS	1
FIELD ARTILLERY	1
INFANTRY	5
MILITARY POLICE CORPS	1
SPECIAL FORCES	1
<b>OSD</b>	<b>4</b>
FOREIGN AREA OFFICER	1
SPACE OPERATIONS OFFICER	2
SYSTEMS AUTOMATION OFFICERS	1
<b>Total Select</b>	<b>17</b>

FY14 MAJ OSB_ESERB Selects with Purple Heart	Number Select
Article 15	1
GOMOR	6
LTR REP - carrying concealed POW or	1
Referred report APFT Failure	1
No DEROG	8
<b>Total Select</b>	<b>17</b>

FY14 MAJ OSB_ESERB Selects with Purple Heart	Number Select
MEL 4	6
MEL 4 Enrolled	1
50% ILE	2
CCC Graduate	8
<b>Total Select</b>	<b>17</b>

FY14 MAJ OSB_ESERB Selects with Purple Heart	Number Select
BCOM One or More	2
Straight COM	6
Single ACOM	3
Muli ACOM	6
<b>Total Select</b>	<b>17</b>

FY14 MAJ OSB_ESERB Selects with Purple Heart	Number Select
No KD Experience	7
SERVING IN MAJ KD	7
MAJ KD COMPLETE	3
<b>Total Select</b>	<b>17</b>

FY14 MAJ OSB_ESERB Selects with Purple Heart	Number Select
OCS	5
OTHER	1
ROTC Non_SCH	4
ROTC SCH	5
USMA	2
<b>Total Select</b>	<b>17</b>

FY14 MAJ OSB_ESERB Selects with Purple Heart	Number Select
<b>Less than 1 year CBT Experience</b>	<b>2</b>
1 Tour	2
<b>Less than 2 years CBT Experience</b>	<b>4</b>
2 Tours	1
3 Tours	3
<b>Less than 3 years CBT Experience</b>	<b>8</b>
2 Tours	4
3 Tours	2
4 Tours	2
<b>Less than 4 year CBT Experience</b>	<b>3</b>
3 Tours	1
4 Tours	2
<b>Total Select</b>	<b>17</b>

FY14 MAJ OSB_ESERB Selects with Purple Heart	Number Select
AMC	1
DIV/BCT/CAB	4
EUROPE_OTH	1
Joint	1
OTHERS	2
THS	4
TRADOC	3
USAREC	1
<b>Total Select</b>	<b>17</b>

- All Male
- 14 Caucasian, 3 African American



# FY14 MAJ OSB and ESERB

## Selection Rates by Control Branch





Control Branch	Non-Select	Select	Total Considered	% Select
ELECTRONIC WARFARE	24	6	30	20.0%
SYSTEMS AUTOMATION OFFICERS	162	25	187	13.4%
SPACE OPERATIONS OFFICER	67	9	76	11.8%
CHEMICAL CORPS	119	15	134	11.2%
PSYCHOLOGICAL OPERATIONS	72	9	81	11.1%
INFORMATION OPERATIONS OFFICER	128	15	143	10.5%
PUBLIC AFFAIRS	102	11	113	9.7%
LOGISTICS	1105	104	1209	8.6%
INFORMATION SYSTEM ENGINEERING	89	8	97	8.2%
FIELD ARTILLERY	393	35	428	8.2%
MILITARY POLICE CORPS	256	22	278	7.9%
CIVIL AFFAIRS	132	11	143	7.7%
ARMOR	302	23	325	7.1%
AIR DEFENSE ARTILLERY	173	13	186	7.0%
SIGNAL CORPS	413	31	444	7.0%
NUCLEAR WEAPONS	95	7	102	6.9%
STRATEGIC AND FORCE DEVELOPMENT	85	6	91	6.6%
ADJUTANT GENERALS CORPS	338	23	361	6.4%
OPERATIONS RESEARCH/SYSTEMS ANALY	184	12	196	6.1%
CORPS OF ENGINEERS	400	25	425	5.9%
INFANTRY	511	27	538	5.0%
SIMULATIONS OPERATIONS	97	5	102	4.9%
FINANCE CORPS	139	7	146	4.8%
MILITARY INTELLIGENCE	695	33	728	4.5%
STRATEGIC INTELLIGENCE OFFICER	110	5	115	4.3%
FOREIGN AREA OFFICER	312	14	326	4.3%
AVIATION	503	19	522	3.6%
MATERIAL ACQUISITION MANAGEMENT	484	17	501	3.4%
SPECIAL FORCES	341	11	352	3.1%
STRATEGIC PLANS AND POLICY	126	2	128	1.6%



# Aggregate Projected Impacts (ACC Officers)



Control Grades	AUTH	Projected	% Projected	Estimated OSB/ESERB Impact	% Projected after impact
COL	2,343	3,086	131.7%	0	131.7%
LTC	6,389	7,119	111.4%	0	111.4%
MAJ	10,063	11,909	118.3%	382	114.5%
Sr CPT	6,686	5,359	80.2%	305	75.6% 
Jr CPT	10,732	10,140	94.5%	456	90.2%
LT	9,218	13,897	150.8%	0	150.8%
<b>Grand Total</b>	<b>45,431</b>	<b>51,510</b>	<b>113.4%</b>	<b>1,143</b>	<b>110.9%</b>

 Senior (Post-KD) CPTs available to fill requirements is actually lower due to Officers being coded as senior CPT within 6-8 months of KD completion; true available strength estimated 68% without impact and 63% with impact.

- Projected overall impact to MAJ is minimal, MAJ grade available strength projected over 110% at end of March 2015
- Projections based on estimate Officers available to fill authorizations (Total is less than the total OSB/ESERB selects because not all would be projected to requirements)

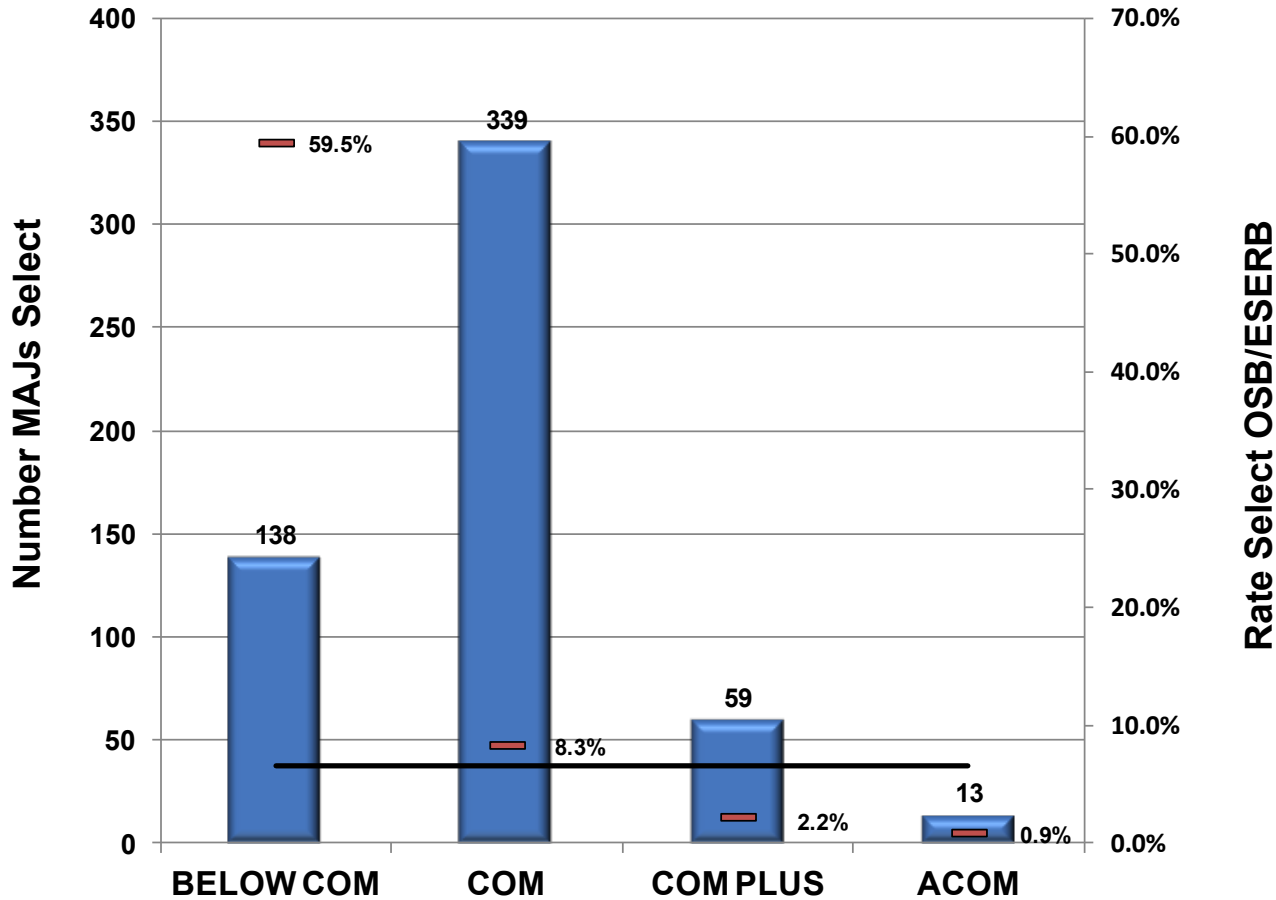




# MAJ OSB/ESERB Selection Rate Based on Manner of Performance Evaluation



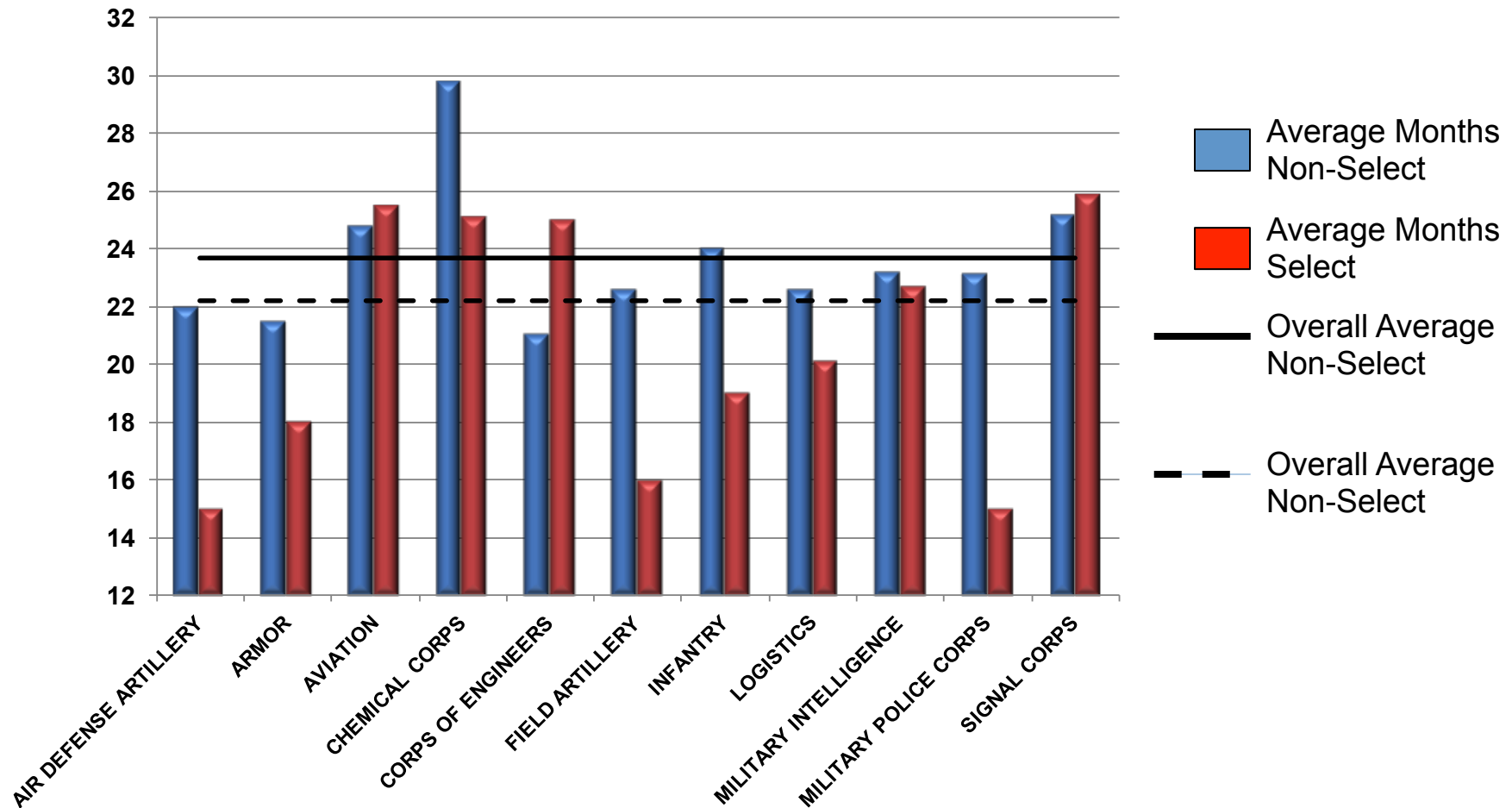
One select had no MOP assessment



- Highest rate of selects was MOP “B”: Below COM assessed Officers (138 of 232: 59.5%)
- Most Selects were assessed as MOP “C”; COM Files (339 of 4070: 8.3%)
- There were 72 selects that had above average file assessments (59 of 2648: 2.2% COM Plus and 13 of 1467: 0.9% Above COM)



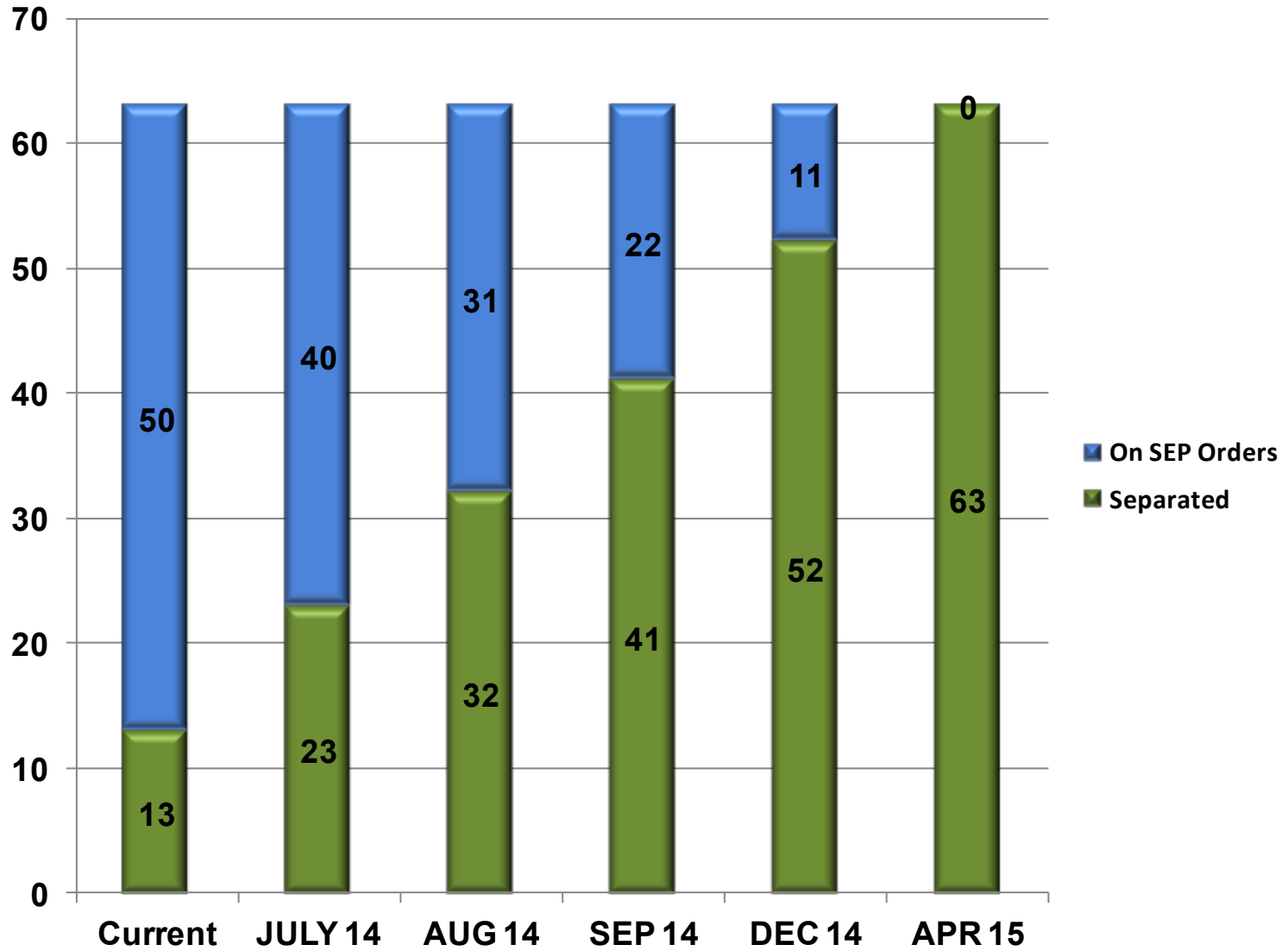
# Average Time KD For Those MAJ KD Complete Non-Select vs Select OSB/ESERB



• Those Officers KD Complete and Select OSB/ESERB had 1.5 months less KD Time  
• Overall Average KD time 23.6 months (22.2 for Non-Selects and 23.7 for Selects)



# Select Officers Separated and On Separation Orders



AS OF 19 JUN 2014



# FY14 MAJ OSB/ESERB Branch by YG



Division/Branch	99			00			01			02			03			Total		
	# Consider	# Select	Rate	# Consider	# Select	Rate	# Consider	# Select	Rate	# Consider	# Select	Rate	# Consider	# Select	Rate	# Consider	# Select	Rate
<b>FSD</b>	<b>401</b>	<b>28</b>	<b>7.0%</b>	<b>487</b>	<b>33</b>	<b>6.8%</b>	<b>455</b>	<b>31</b>	<b>6.8%</b>	<b>497</b>	<b>34</b>	<b>6.8%</b>	<b>377</b>	<b>25</b>	<b>6.6%</b>	<b>2217</b>	<b>151</b>	<b>6.8%</b>
ADJUTANT GENERALS CORPS	61	3	4.9%	91	7	7.7%	71	6	8.5%	79	6	7.6%	59	1	1.7%	361	23	6.4%
FINANCE CORPS	26	2	7.7%	33	1	3.0%	34	2	5.9%	31	1	3.2%	22	1	4.5%	146	7	4.8%
LOGISTICS	217	20	9.2%	263	21	8.0%	254	20	7.9%	277	25	9.0%	198	18	9.1%	1209	104	8.6%
MATERIAL ACQUISITION MANAGEMENT	97	3	3.1%	100	4	4.0%	96	3	3.1%	110	2	1.8%	98	5	5.1%	501	17	3.4%
<b>OPS</b>	<b>657</b>	<b>43</b>	<b>6.5%</b>	<b>748</b>	<b>48</b>	<b>6.4%</b>	<b>723</b>	<b>45</b>	<b>6.2%</b>	<b>807</b>	<b>51</b>	<b>6.3%</b>	<b>620</b>	<b>38</b>	<b>6.1%</b>	<b>3555</b>	<b>225</b>	<b>6.3%</b>
AIR DEFENSE ARTILLERY	34	3	8.8%	38	1	2.6%	45	3	6.7%	42	3	7.1%	26	2	7.7%	185	12	6.5%
ARMOR	63	5	7.9%	68	4	5.9%	53	2	3.8%	80	6	7.5%	61	6	9.8%	325	23	7.1%
AVIATION	84	9	10.7%	105	0	0.0%	109	2	1.8%	124	4	3.2%	99	4	4.0%	521	19	3.6%
CHEMICAL CORPS	27	2	7.4%	27	3	11.1%	31	6	19.4%	25	2	8.0%	24	2	8.3%	134	15	11.2%
CIVIL AFFAIRS	24	3	12.5%	19	2	10.5%	28	2	7.1%	34	3	8.8%	36	1	2.8%	141	11	7.8%
CORPS OF ENGINEERS	83	7	8.4%	88	9	10.2%	88	3	3.4%	103	5	4.9%	63	1	1.6%	425	25	5.9%
FIELD ARTILLERY	79	4	5.1%	95	5	5.3%	83	11	13.3%	89	6	6.7%	82	9	11.0%	428	35	8.2%
INFANTRY	109	3	2.8%	116	4	3.4%	119	5	4.2%	122	8	6.6%	72	7	9.7%	538	27	5.0%
INFORMATION OPERATIONS OFFICER	21	2	9.5%	28	2	7.1%	30	3	10.0%	41	7	17.1%	24	2	8.3%	144	16	11.1%
MILITARY INTELLIGENCE	1	0	0.0%	1	0	0.0%										2	0	0.0%
MILITARY POLICE CORPS	54	4	7.4%	77	10	13.0%	46	1	2.2%	64	4	6.3%	37	3	8.1%	278	22	7.9%
PSYCHOLOGICAL OPERATIONS	13	0	0.0%	20	3	15.0%	16	4	25.0%	17	2	11.8%	15	0	0.0%	81	9	11.1%
SPECIAL FORCES	65	1	1.5%	66	5	7.6%	75	3	4.0%	66	1	1.5%	81	1	1.2%	353	11	3.1%
<b>OSD</b>	<b>541</b>	<b>35</b>	<b>6.5%</b>	<b>528</b>	<b>35</b>	<b>6.6%</b>	<b>545</b>	<b>35</b>	<b>6.4%</b>	<b>661</b>	<b>41</b>	<b>6.2%</b>	<b>461</b>	<b>28</b>	<b>6.1%</b>	<b>2736</b>	<b>174</b>	<b>6.4%</b>
CIVIL AFFAIRS				1	0	0.0%	1	0	0.0%							2	0	0.0%
ELECTRONIC WARFARE	6	0	0.0%	4	1	25.0%	4	0	0.0%	10	2	20.0%	6	3	50.0%	30	6	20.0%
FOREIGN AREA OFFICER	65	3	4.6%	72	1	1.4%	62	4	6.5%	77	4	5.2%	51	2	3.9%	327	14	4.3%
INFORMATION SYSTEM ENGINEERING	15	1	6.7%	15	2	13.3%	16	1	6.3%	32	3	9.4%	19	1	5.3%	97	8	8.2%
MILITARY INTELLIGENCE	137	5	3.6%	149	6	4.0%	151	6	4.0%	168	6	3.6%	121	10	8.3%	726	33	4.5%
NUCLEAR WEAPONS	24	3	12.5%	18	0	0.0%	25	2	8.0%	20	1	5.0%	15	1	6.7%	102	7	6.9%
OPERATIONS RESEARCH/SYSTEMS ANALYSIS	38	4	10.5%	38	1	2.6%	38	2	5.3%	47	4	8.5%	35	1	2.9%	196	12	6.1%
PUBLIC AFFAIRS	17	2	11.8%	13	2	15.4%	27	3	11.1%	39	4	10.3%	17	0	0.0%	113	11	9.7%
SIGNAL CORPS	103	10	9.7%	99	10	10.1%	96	5	5.2%	77	1	1.3%	69	5	7.2%	444	31	7.0%
SIMULATIONS OPERATIONS	18	0	0.0%	21	3	14.3%	19	1	5.3%	26	1	3.8%	18	0	0.0%	102	5	4.9%
SPACE OPERATIONS OFFICER	18	1	5.6%	12	5	41.7%	14	2	14.3%	19	0	0.0%	13	1	7.7%	76	9	11.8%
STRATEGIC AND FORCE DEVELOPMENT	17	1	5.9%	19	0	0.0%	15	2	13.3%	22	2	9.1%	18	1	5.6%	91	6	6.6%
STRATEGIC INTELLIGENCE OFFICER	21	2	9.5%	23	2	8.7%	18	0	0.0%	30	1	3.3%	23	0	0.0%	115	5	4.3%
STRATEGIC PLANS AND POLICY	30	0	0.0%	25	0	0.0%	21	0	0.0%	30	1	3.3%	22	1	4.5%	128	2	1.6%
SYSTEMS AUTOMATION OFFICERS	32	3	9.4%	19	2	10.5%	38	7	18.4%	64	11	17.2%	34	2	5.9%	187	25	13.4%
<b>Grand Total</b>	<b>1599</b>	<b>106</b>	<b>6.6%</b>	<b>1763</b>	<b>116</b>	<b>6.6%</b>	<b>1723</b>	<b>111</b>	<b>6.4%</b>	<b>1965</b>	<b>126</b>	<b>6.4%</b>	<b>1458</b>	<b>91</b>	<b>6.2%</b>	<b>8508</b>	<b>550</b>	<b>6.5%</b>



# FY14 MAJ OSB/ESERB Branch by Race/Ethnic



RACE/ETHNIC	Caucasian			African Amer			Hispanic			Asian_Pac Is			Amer Indian			Other			Total		
	# Con- sider	# Select	Rate	# Con- sider	# Select	Rate	# Con- sider	# Select	Rate	# Con- sider	# Select	Rate	# Con- sider	# Select	Rate	# Con- sider	# Select	Rate	# Con- sider	# Select	Rate
ADJUTANT GENERALS CORPS	169	12	7.1%	107	7	6.5%	46	2	4.3%	28	1	3.6%	3	0	0.0%	8	1	12.5%	361	23	6.4%
AIR DEFENSE ARTILLERY	124	7	5.6%	28	2	7.1%	17	2	11.8%	13	0	0.0%				3	1	33.3%	185	12	6.5%
ARMOR	274	18	6.6%	20	3	15.0%	16	0	0.0%	7	0	0.0%	1	0	0.0%	7	2	28.6%	325	23	7.1%
AVIATION	455	16	3.5%	17	3	17.6%	23	0	0.0%	21	0	0.0%	1	0	0.0%	4	0	0.0%	521	19	3.6%
CHEMICAL CORPS	82	7	8.5%	26	3	11.5%	15	4	26.7%	7	1	14.3%	1	0	0.0%	3	0	0.0%	134	15	11.2%
CIVIL AFFAIRS	106	8	7.5%	11	3	27.3%	14	0	0.0%	8	0	0.0%	1	0	0.0%	3	0	0.0%	143	11	7.7%
CORPS OF ENGINEERS	317	18	5.7%	47	3	6.4%	30	3	10.0%	20	1	5.0%	5	0	0.0%	6	0	0.0%	425	25	5.9%
ELECTRONIC WARFARE	19	3	15.8%	6	2	33.3%	2	0	0.0%	1	1	100.0%	1	0	0.0%	1	0	0.0%	30	6	20.0%
FIELD ARTILLERY	327	25	7.6%	53	5	9.4%	25	3	12.0%	13	1	7.7%	2	0	0.0%	8	1	12.5%	428	35	8.2%
FINANCE CORPS	68	3	4.4%	49	3	6.1%	20	1	5.0%	6	0	0.0%				3	0	0.0%	146	7	4.8%
FOREIGN AREA OFFICER	230	12	5.2%	7	1	14.3%	48	0	0.0%	24	1	4.2%	2	0	0.0%	16	0	0.0%	327	14	4.3%
INFANTRY	456	23	5.0%	28	1	3.6%	23	1	4.3%	19	2	10.5%	3	0	0.0%	9	0	0.0%	538	27	5.0%
INFORMATION OPERATIONS OFFICER	98	9	9.2%	20	2	10.0%	12	1	8.3%	10	3	30.0%	1	1	100.0%	3	0	0.0%	144	16	11.1%
INFORMATION SYSTEM ENGINEERING	58	4	6.9%	17	3	17.6%	12	1	8.3%	9	0	0.0%	1	0	0.0%				97	8	8.2%
LOGISTICS	683	53	7.8%	331	33	10.0%	108	12	11.1%	62	3	4.8%	6	1	16.7%	19	2	10.5%	1209	104	8.6%
MATERIAL ACQUISITION MANAGEMENT	276	3	1.1%	131	12	9.2%	49	2	4.1%	33	0	0.0%	4	0	0.0%	8	0	0.0%	501	17	3.4%
MILITARY INTELLIGENCE	512	19	3.7%	96	9	9.4%	56	3	5.4%	44	1	2.3%	2	0	0.0%	18	1	5.6%	728	33	4.5%
MILITARY POLICE CORPS	202	14	6.9%	38	2	5.3%	18	5	27.8%	13	1	7.7%	2	0	0.0%	5	0	0.0%	278	22	7.9%
NUCLEAR WEAPONS	81	5	6.2%	7	1	14.3%	4	0	0.0%	6	0	0.0%	3	1	33.3%	1	0	0.0%	102	7	6.9%
OPERATIONS RESEARCH/SYSTEMS ANALYSIS	151	7	4.6%	17	3	17.6%	10	0	0.0%	11	2	18.2%	4	0	0.0%	3	0	0.0%	196	12	6.1%
PSYCHOLOGICAL OPERATIONS	61	6	9.8%	4	1	25.0%	9	2	22.2%	6	0	0.0%				1	0	0.0%	81	9	11.1%
PUBLIC AFFAIRS	66	6	9.1%	31	3	9.7%	5	2	40.0%	6	0	0.0%				5	0	0.0%	113	11	9.7%
SIGNAL CORPS	271	16	5.9%	103	12	11.7%	27	1	3.7%	34	2	5.9%	2	0	0.0%	7	0	0.0%	444	31	7.0%
SIMULATIONS OPERATIONS	68	2	2.9%	17	1	5.9%	11	1	9.1%	4	1	25.0%				2	0	0.0%	102	5	4.9%
SPACE OPERATIONS OFFICER	65	9	13.8%	5	0	0.0%	2	0	0.0%	3	0	0.0%	1	0	0.0%				76	9	11.8%
SPECIAL FORCES	319	9	2.8%	7	0	0.0%	10	1	10.0%	13	1	7.7%	1	0	0.0%	3	0	0.0%	353	11	3.1%
STRATEGIC AND FORCE DEVELOPMENT	62	4	6.5%	17	0	0.0%	7	1	14.3%	3	1	33.3%				2	0	0.0%	91	6	6.6%
STRATEGIC INTELLIGENCE OFFICER	105	4	3.8%	4	0	0.0%	2	0	0.0%	2	0	0.0%				2	1	50.0%	115	5	4.3%
STRATEGIC PLANS AND POLICY	104	2	1.9%	9	0	0.0%	6	0	0.0%	6	0	0.0%				3	0	0.0%	128	2	1.6%
SYSTEMS AUTOMATION OFFICERS	82	8	9.8%	62	10	16.1%	20	4	20.0%	18	3	16.7%				5	0	0.0%	187	25	13.4%
<b>Grand Total</b>	<b>5891</b>	<b>332</b>	<b>5.6%</b>	<b>1315</b>	<b>128</b>	<b>9.7%</b>	<b>647</b>	<b>52</b>	<b>8.0%</b>	<b>450</b>	<b>26</b>	<b>5.8%</b>	<b>47</b>	<b>3</b>	<b>6.4%</b>	<b>158</b>	<b>9</b>	<b>5.7%</b>	<b>8508</b>	<b>550</b>	<b>6.5%</b>



# FY14 MAJ OSB/ESERB Selection Rate by Board and Race Ethnic Category



YG/Race_Ethnic	ESERB			OSB			Total		
	# Con	# Sel	Rate	# Con	# Sel	Rate	# Con	# Sel	Rate
<b>99</b>	<b>326</b>	<b>34</b>	<b>10.4%</b>	<b>1273</b>	<b>72</b>	<b>5.7%</b>	<b>1599</b>	<b>106</b>	<b>6.6%</b>
Caucasian	222	24	10.8%	936	46	4.9%	1158	70	6.0%
African Amer	57	6	10.5%	146	14	9.6%	203	20	9.9%
Hispanic	25	1	4.0%	82	8	9.8%	107	9	8.4%
Asian_Pac Is	10	2	20.0%	59	3	5.1%	69	5	7.2%
Amer Indian				9	0	0.0%	9	0	0.0%
Other	12	1	8.3%	41	1	2.4%	53	2	3.8%
<b>00</b>	<b>336</b>	<b>36</b>	<b>10.7%</b>	<b>1427</b>	<b>80</b>	<b>5.6%</b>	<b>1763</b>	<b>116</b>	<b>6.6%</b>
Caucasian	217	23	10.6%	988	48	4.9%	1205	71	5.9%
African Amer	67	5	7.5%	197	20	10.2%	264	25	9.5%
Hispanic	32	6	18.8%	101	7	6.9%	133	13	9.8%
Asian_Pac Is	6	1	16.7%	84	3	3.6%	90	4	4.4%
Amer Indian	2	0	0.0%	7	1	14.3%	9	1	11.1%
Other	12	1	8.3%	50	1	2.0%	62	2	3.2%
<b>01</b>	<b>278</b>	<b>29</b>	<b>10.4%</b>	<b>1444</b>	<b>82</b>	<b>5.7%</b>	<b>1722</b>	<b>111</b>	<b>6.4%</b>
Caucasian	164	17	10.4%	1007	53	5.3%	1171	70	6.0%
African Amer	64	6	9.4%	199	16	8.0%	263	22	8.4%
Hispanic	26	4	15.4%	94	7	7.4%	120	11	9.2%
Asian_Pac Is	6	2	33.3%	81	5	6.2%	87	7	8.0%
Amer Indian	4	0	0.0%	9	0	0.0%	13	0	0.0%
Other	14	0	0.0%	54	1	1.9%	68	1	1.5%
<b>02</b>	<b>303</b>	<b>32</b>	<b>10.6%</b>	<b>1662</b>	<b>94</b>	<b>5.7%</b>	<b>1965</b>	<b>126</b>	<b>6.4%</b>
Caucasian	148	12	8.1%	1103	50	4.5%	1251	62	5.0%
African Amer	93	15	16.1%	256	25	9.8%	349	40	11.5%
Hispanic	33	2	6.1%	135	11	8.1%	168	13	7.7%
Asian_Pac Is	14	0	0.0%	93	5	5.4%	107	5	4.7%
Amer Indian	1	0	0.0%	8	2	25.0%	9	2	22.2%
Other	14	3	21.4%	67	1	1.5%	81	4	4.9%
<b>03</b>	<b>181</b>	<b>19</b>	<b>10.5%</b>	<b>1277</b>	<b>72</b>	<b>5.6%</b>	<b>1458</b>	<b>91</b>	<b>6.2%</b>
Caucasian	106	10	9.4%	857	47	5.5%	963	57	5.9%
African Amer	51	7	13.7%	178	14	7.9%	229	21	9.2%
Hispanic	12	2	16.7%	109	4	3.7%	121	6	5.0%
Asian_Pac Is	6	0	0.0%	84	5	6.0%	90	5	5.6%
Amer Indian	1	0	0.0%	7	1	14.3%	8	1	12.5%
Other	5	0	0.0%	42	1	2.4%	47	1	2.1%
<b>Grand Total</b>	<b>1424</b>	<b>150</b>	<b>10.5%</b>	<b>7083</b>	<b>400</b>	<b>5.6%</b>	<b>8507</b>	<b>550</b>	<b>6.5%</b>
Caucasian	857	86	10.0%	4891	244	5.0%	5748	330	5.7%
African Amer	332	39	11.7%	976	89	9.1%	1308	128	9.8%
Hispanic	128	15	11.7%	521	37	7.1%	649	52	8.0%
Asian_Pac Is	42	5	11.9%	401	21	5.2%	443	26	5.9%
Amer Indian	8	0	0.0%	40	4	10.0%	48	4	8.3%
Other	57	5	8.8%	254	5	2.0%	311	10	3.2%



# CPT OSB and ESERB Analysis

OPMD, HRC  
9 July 2014



# Overview



## *Selections*

- 1,188 selected (10,165 Considered)
- 11.7% combined OSB/ESERB
- Project a June notification window for selected officers
- 1 APR 15 separation date

## *Separation Methods*

- 14% (164) retirement-eligible
- 4% (52) sanctuary-eligible (18-20 years)
- 7% (77) TERA-eligible (15-18 years)
- 75% (897) < 15 years of service (sep pay)
  - 310 could potentially revert to enlisted rank (review dependent)
  - 107 already pending separating; 83 have separated

## *Impacts/Mitigation*

- Impacts entire force, especially **Generating Forces** where majority of KD CPT authorizations reside
- Manning Cycle 15-01 to prioritize backfills for KD CPTs; CCC precision distribution will mitigate Pre-KD CPT challenge
- SCs have authority to cross level to fill critical billets within their formations

## *Agenda*

- Impact to the Force
- Demographics
- Performance of Selected Officers
- Key Developmental Job
- Race/Ethnicity Comparison
- Commissioning Source



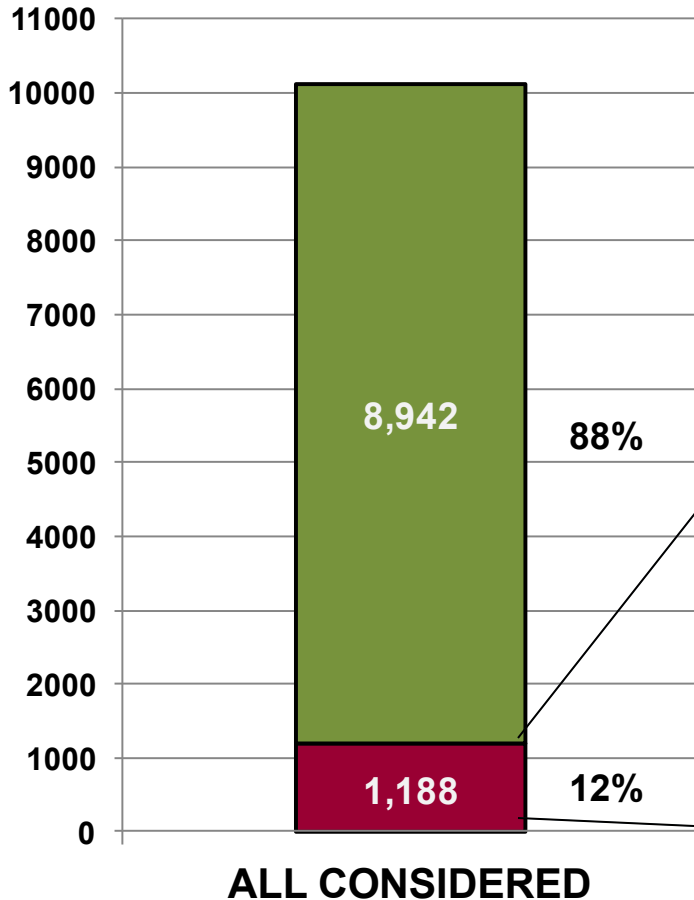


# FY14 CPT OSB and ESERB

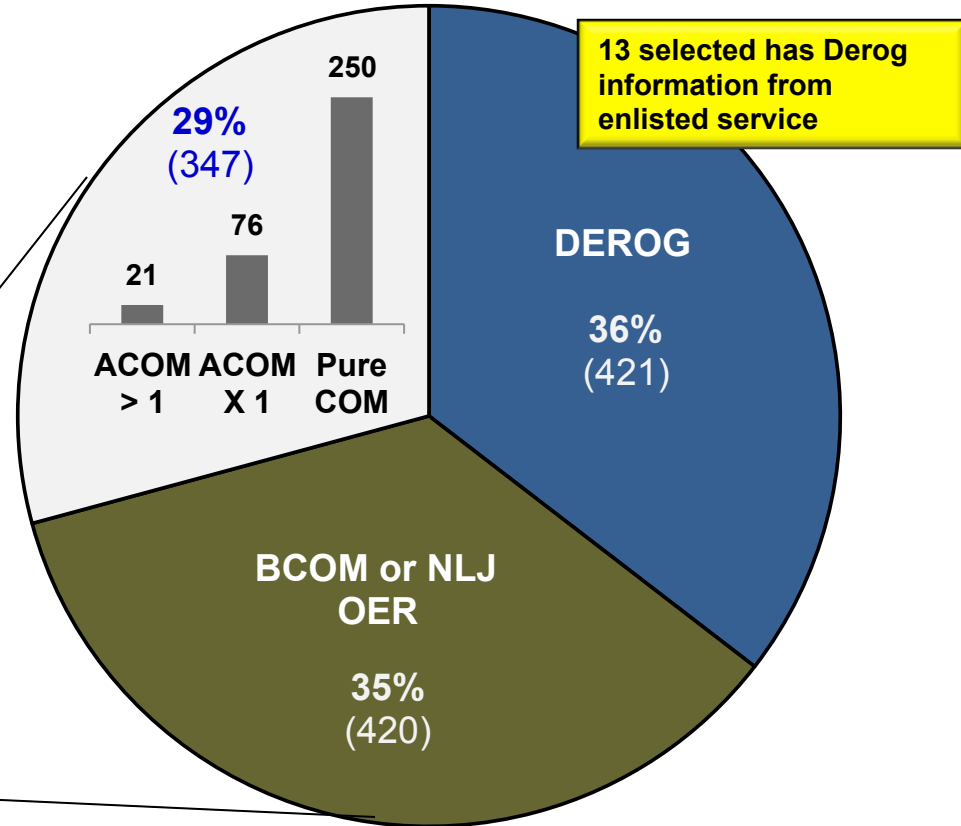
## Select Performance Breakout



Total Considered and Select



OSB/ESERB Select File Assessment



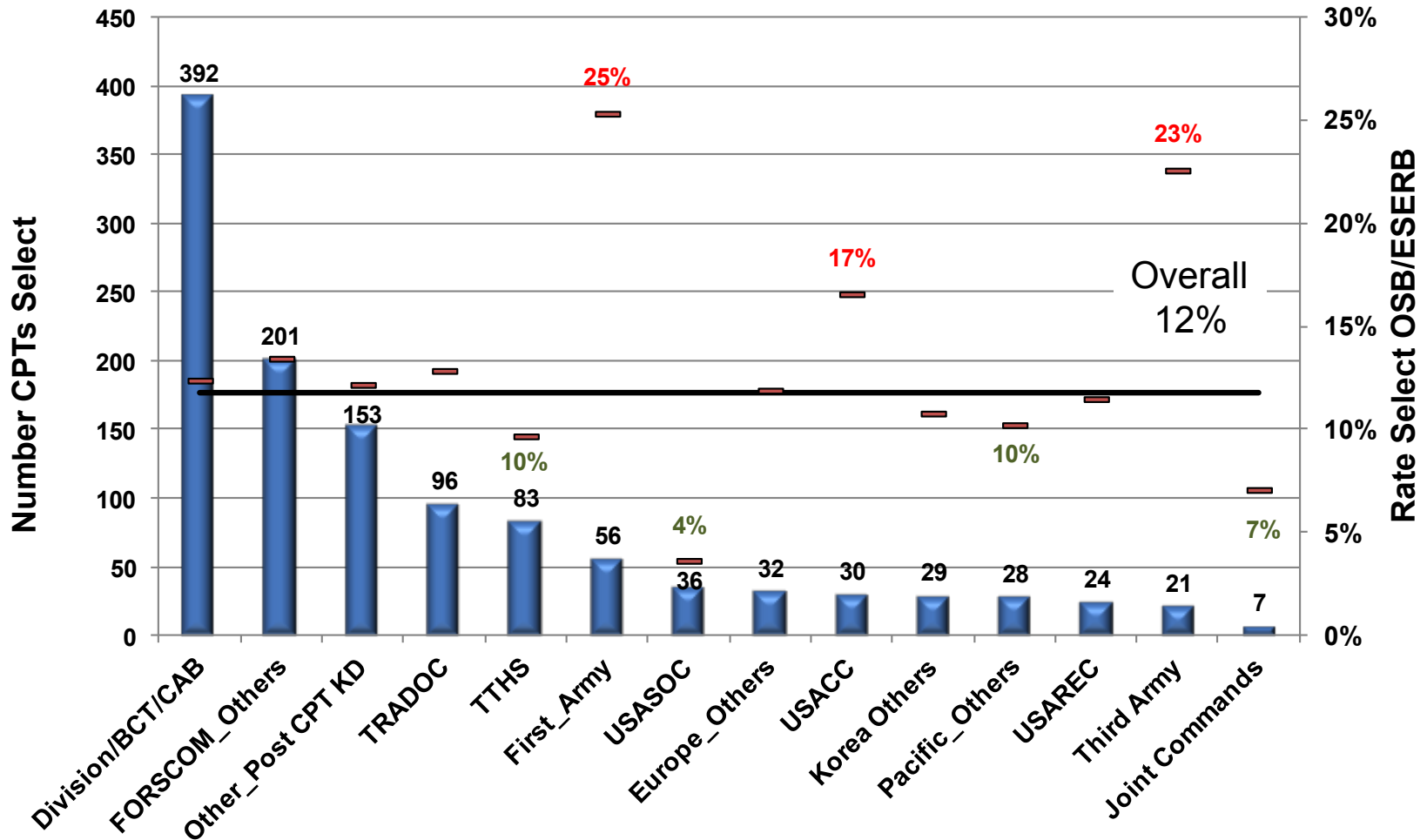
- 71% of selects had derogatory/adverse information or negative evaluations
- Board considered the officer's total body of work
-



# FY14 CPT OSB and ESERB



## Readiness Impacts Where Selects Assigned



- Largest number are assigned to Divisional Units or FORSCOM separates
- Highest select rate is 1A, 26% (53 CPTs)

■ Select Rate In Category

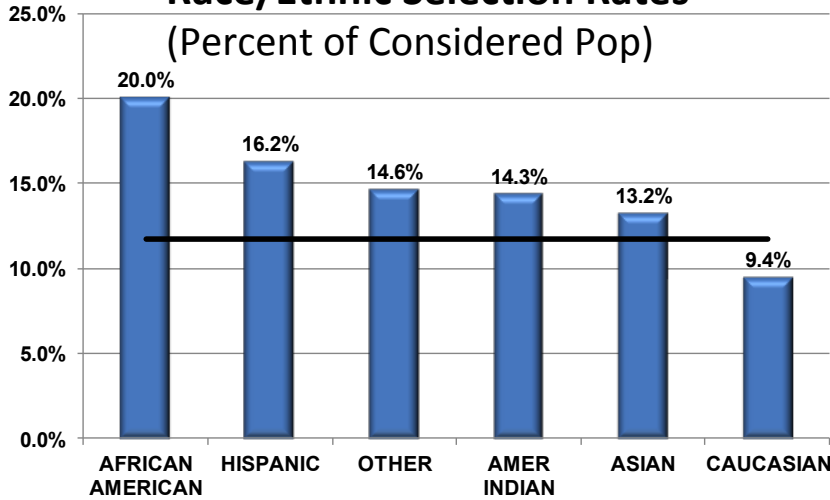


# Demographics

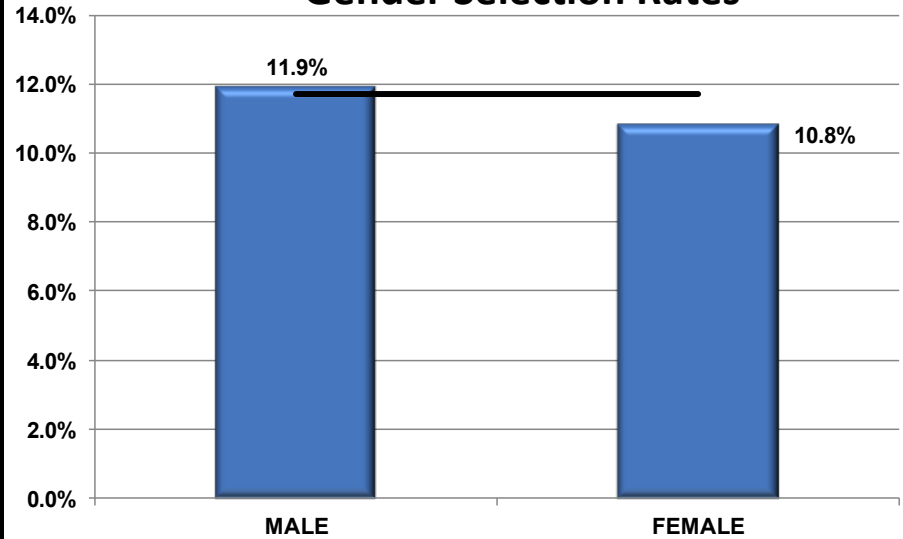
- Race and SOC trends historically consistent
- Lack of deployment is a slight indicator



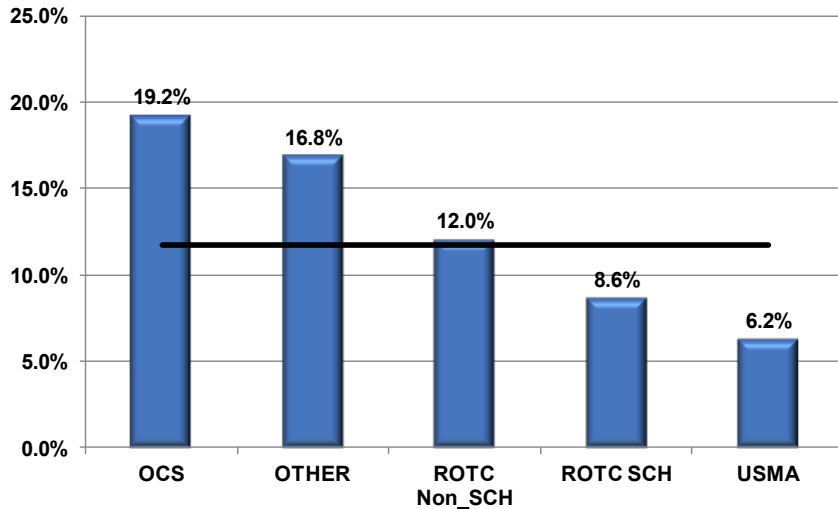
## Race/Ethnic Selection Rates (Percent of Considered Pop)



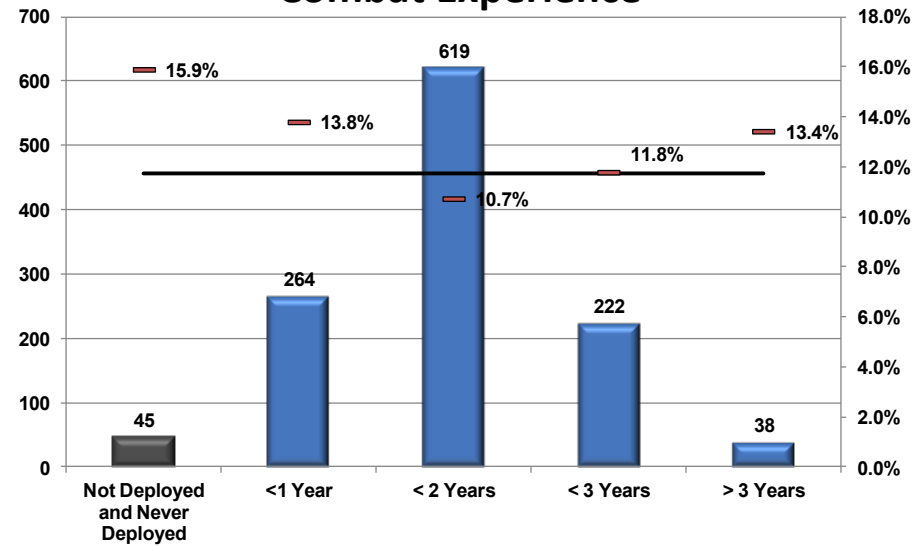
## Gender Selection Rates



## Source of Commissioning



## Combat Experience

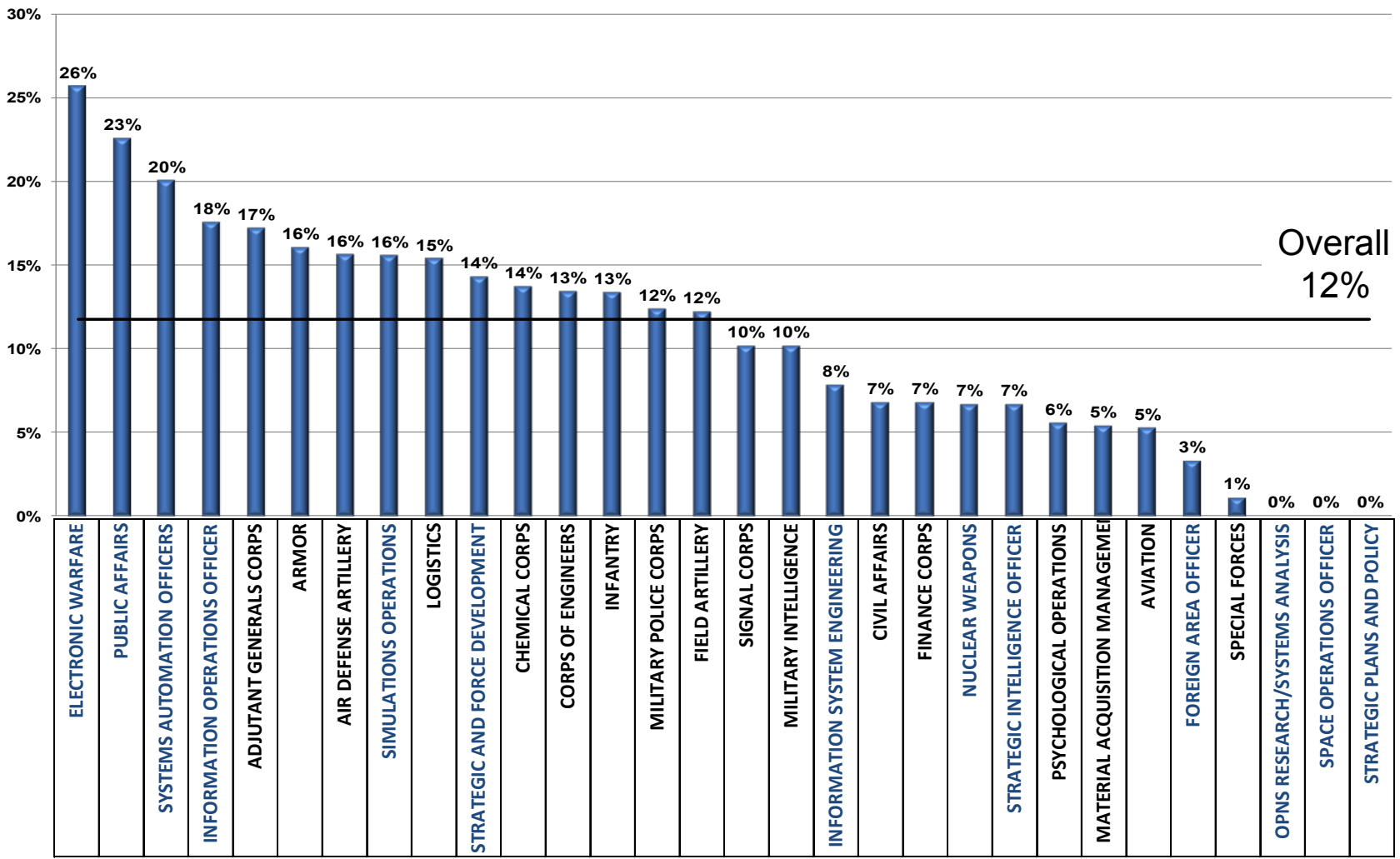




U.S. ARMY



# Selection Rates by Control Branch



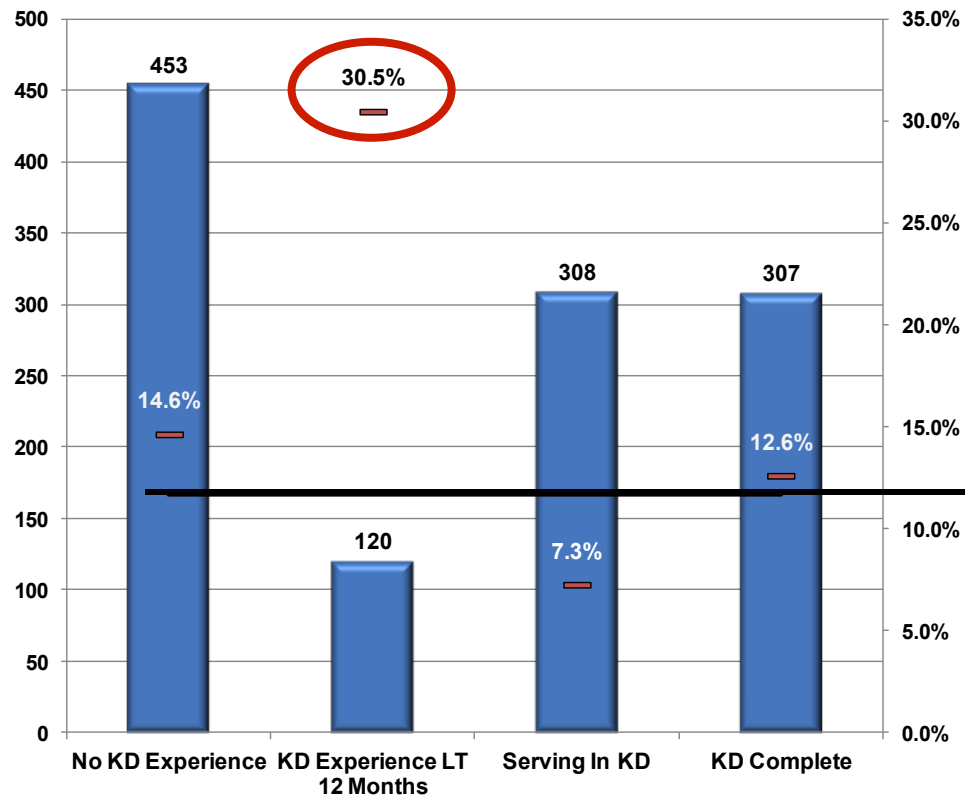
- Significant variance of select rate on ends of the spectrum
- Functional Area officers select rate comparable to Basic Branch in Aggregate



# CPT OSB/ESERB Selection Rate by KD Experience



## Number OSB/ESERB Select and Rate by KD Category



• Officers who vacated a KD billet with less than 12 months in the position had a significantly higher selection rate

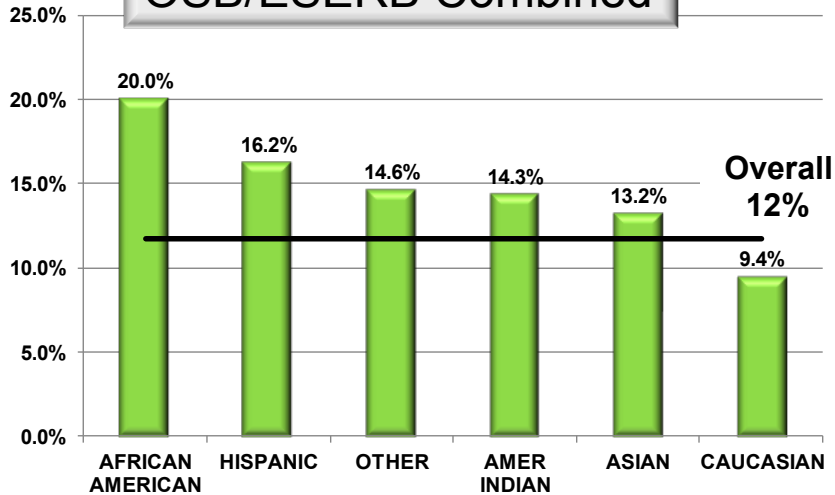
**Overall  
11.7%**



# Race/Ethnic Selection Rates

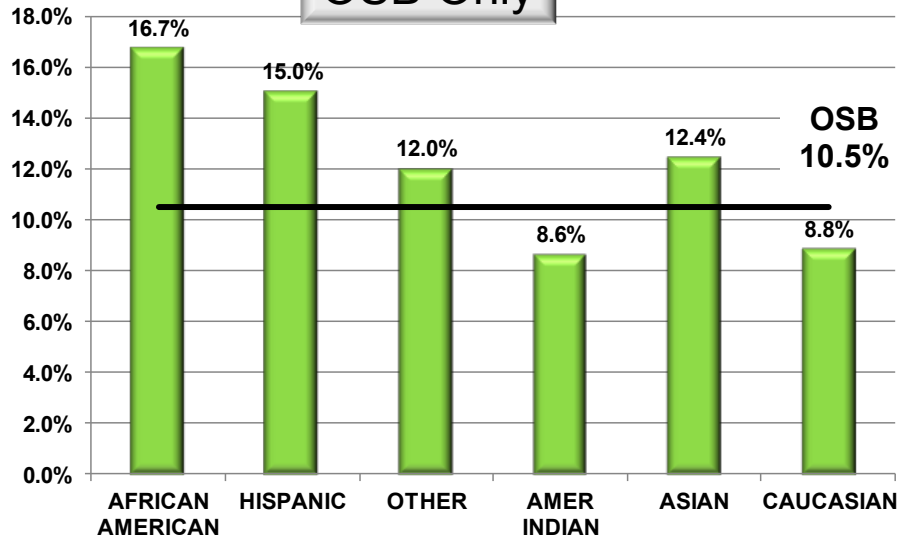


## OSB/ESERB Combined



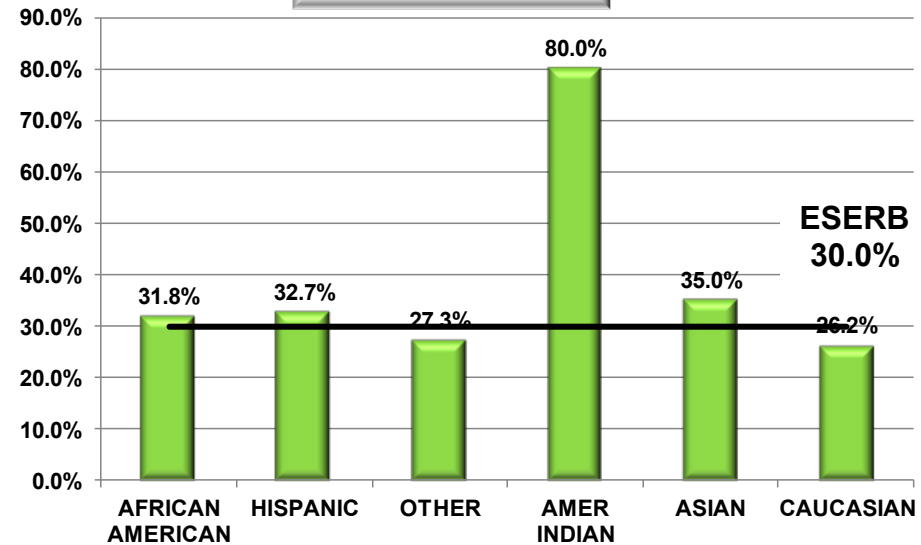
- ESERB overall select rate was higher than OSB; AA made up 45% of ESERB considered population
- 8.6% of considered population considered high risk for DEROG, BCOM Files, NLJ reports: AA = 13.5%, CAU = 5.3%.
- Selected officers with no DEROG or Poor Evaluations comparison; AA = 28% , all others = 29%

## OSB Only



AA = 11% of considered pop

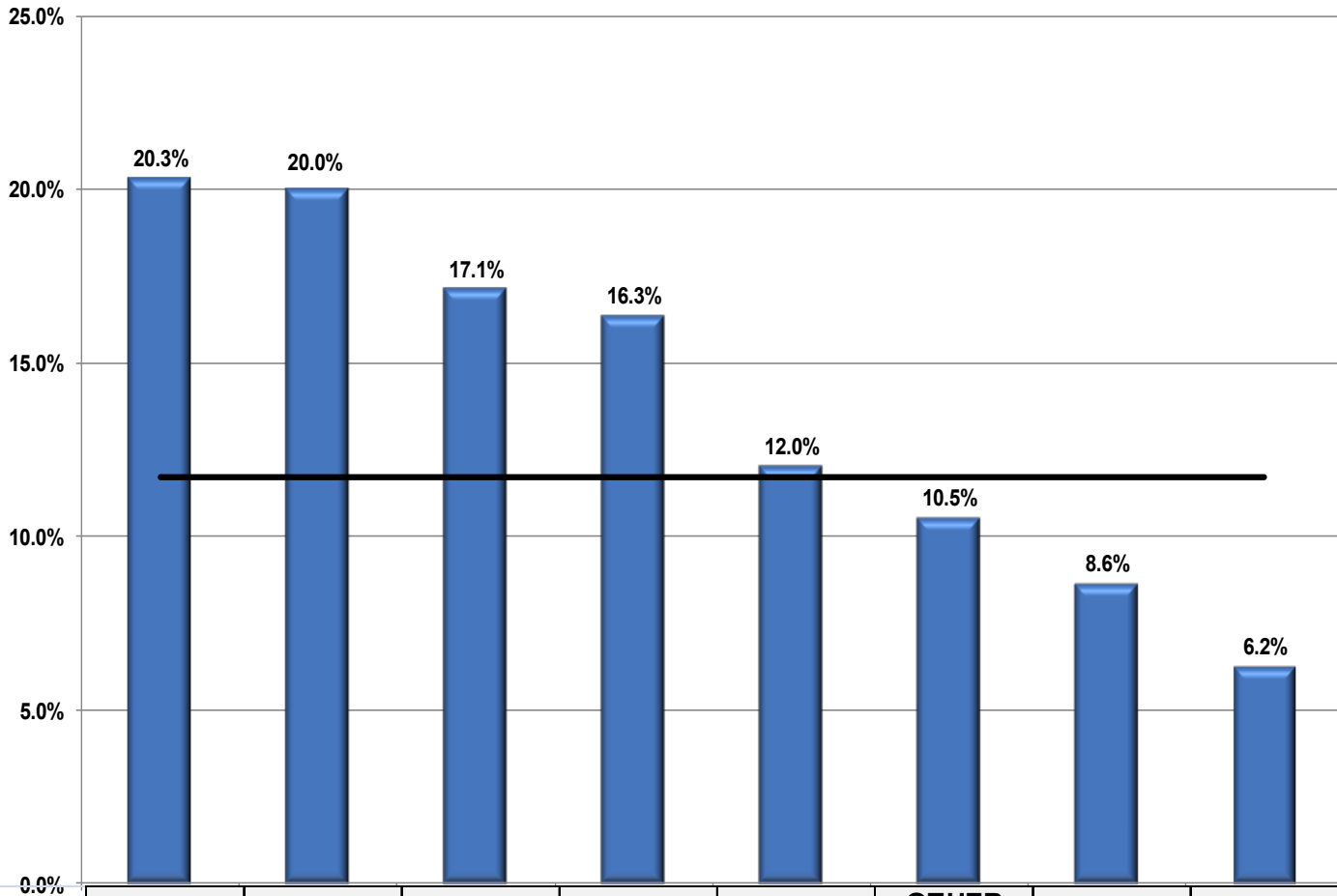
## ESERB Only



AA = 45% of considered pop



# Detailed Source of Commission



	CALL TO ACTIVE	INTER-SERVICE TRANS	OCS_IN SERVICE	OCS COLLEGE OPT	ROTC Non_SCH	OTHER ACADEMY (AF, NAVY, CG)	ROTC SCH	USMA	Total
<b>Number Considered</b>	138	10	2111	1279	1809	19	2987	1777	10130
<b>Number Selected</b>	28	2	361	209	217	2	258	111	1188
<b>Rate</b>	20.3%	20.0%	17.1%	16.3%	12.0%	10.5%	8.6%	6.2%	11.7%