

FY-26 O-4 INFORMATION WARFARE COMMUNITY MILESTONE / LEADERSHIP SCREEN BOARD ANNOUNCEMENT

The FY-26 O4 Information Warfare Community Milestone/Leadership Screen (#26426) will convene on 24 February 2025. There are several changes and “firsts” in this board including February (vice December) convene, third looks for O-4 milestone, and the first O-4 leadership screening for Maritime Cyber Warfare Officers. Eligibility criteria and those eligible for selection will be published in late January 2025 following approval of all third look eligibles for O-4 Milestone and initial MCWO O-4 leadership eligibility determinations.

Thank you for your patience in the shift of the board. Multiple drivers led to the decision to shift the board: timing of results over the holidays, providing more time between LCDR periodic FITREP submissions and letter to the board submission deadline, and separating PERS-47 admin boards. Moving forward, PERS-47 intends to execute future O-4 Milestone and Leadership boards in the second quarter of the fiscal year but will incorporate feedback and lessons learned from this year’s board as appropriate. We appreciate everyone’s flexibility during this time.

1800/1810/1820/1830 are eligible for a third O-4 Milestone look by request. The third look provides officers the opportunity to balance career timing with family considerations and personal needs. It also provides an additional year for officers who need to strengthen their records to remain eligible for milestone and continued career progression. Please note, officers will receive a maximum of three looks for O-4 milestone. Request templates will be posted to each designator Milsuite site. Final submissions should be received via email to your Detailer no later than 2359 CST 09 January 2025. Third looks may be consecutive or non-consecutive to the second look for O-4 milestone. Authority approval for third look requests resides with Director, PERS-47.

The Maritime Cyber Warfare Officer (1880) designator continues to evolve with their first O-4 Leadership Screening. All 1880 LCDRs previously screened O-4 leadership (or equivalent in their prior community) will be re-screened. Eligibles for the FY26 board will consist of Promotion Year Group (PYG) 2022 and 2023 (LCDR YOS +2 and +3). Future eligibility will follow the model of YOS +2 for first look and YOS +3 for second look.

Only eligible officers may communicate with a selection board. The written communication must be in accordance with MILPERSMAN 1420-010 and may include, as enclosures, correspondence from any individual concerning the eligible officer. Correspondence not originated by the eligible officer, including endorsements to the officers’ letter and letters written on behalf of that officer, must contain a written acknowledgement by the eligible officer that he or she desires that such correspondence be presented to the board. Correspondence without such acknowledgment is considered third party correspondence and will be rejected. Classified correspondence will not be accepted.

Correspondence must be received no later than 2359 CST 13 February 2025 and shall be addressed to: Navy Personnel Command (NPC) MyNavy Career Center (MNCC), President, FY-26 O4 Milestone and Leadership Screen Board #26426. Per NAVADMIN 220/19, Electronic Submission of Selection Board Documents (ESSBD) is the preferred method of submitting a Letter to the Board (LTB). To utilize ESSBD, candidates must access document services through MyNavy Portal (MNP) at <https://www.mnp.navy.mil/group/my-record> or the BOL main menu. From the BOL main menu, select "Navy Personnel Command Document Services," Start Process, Selection Board and LTB. On-screen instructions will direct the submitter thereafter. You can also submit your correspondence via encrypted

email to cscselboard@navy.mil. Navy Personnel Command Members (e.g., detailers, etc.) are specifically prohibited from delivering correspondence to the board.

Any eligible officer who prefers not to be considered for a Milestone or Leadership assignment should submit a written statement to the President of the Board requesting to be removed from consideration for selection. A sample “Don’t Pick Me” letter is provided under Board Prep Info located on the NPC PERS-47 site, link listed below. A separate “Don’t Pick Me” letter must be provided each year of board eligibility where the officer desires non-selection. Officers desiring to be removed from consideration may include in their statements their reasons for doing so, if desired.

Eligible Officers are encouraged to thoroughly review their OSR/PSR and FITREP continuity prior to the convening of the board to identify and address discrepancies. Contact your detailer with any questions or concerns.

Once approved for release, results will be posted to the NPC PERS-47 site at <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-47-IWC/>. Only last look non-selects will be notified by their respective detailers following the board.