



DEPARTMENT OF THE NAVY
BUREAU OF NAVAL PERSONNEL
8720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000

1401
BUPERS-00B
8 Dec 22

From: Deputy, Chief of Naval Personnel
To: President, FY-24 Information Warfare Community
Lieutenant Commander Milestone and Leadership Screen Board

Subj: ORDER CONVENING THE FY-24 INFORMATION WARFARE COMMUNITY
LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP SCREEN
BOARD

Ref: (a) DCNP ltr 1401 BUPERS-00B of 19 Oct 2022

Encl: (1) Board Membership
(2) Administrative Support Staff
(3) Board Authorized Selections

1. **Date and Location**

a. This administrative selection board, consisting of you as president, the officers listed in enclosure (1) as members, and the personnel listed in enclosure (2) as administrative support staff, is ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, 12 December 2022, or as soon as practicable thereafter.

b. The board shall proceed in accordance with all guidance in this letter and the FY-24 Administrative Selection Board Precept, reference (a).

2. **Function**. The function of the board is to recommend Information Warfare (IW) community officers (18XX) for Lieutenant Commander (LCDR) Milestone and Leadership (XO/OIC) assignments.

3. **Board Authorized Selections**. The total number of candidates that may be recommended for LCDR Milestone and Leadership is outlined by panel and listed in enclosure (3).

a. **Milestone Eligibility**

(1) Oceanography (OCEANO) (1800): Officers will have two opportunities to be screened for LCDR Milestone Duty. The first look opportunity will occur when officers have reached six years of commissioned service and have served in an oceanography billet for at least 12 months as of the last day of the month prior to the convening of the screening board. The second look opportunity will occur the following year for those officers not selected for LCDR Milestone during the first look opportunity.

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(2) Cryptologic Warfare (CW)/Information Professional (IP)/Intelligence (INTEL) (1810/1820/1830): Each CW, IP and INTEL officer will receive two opportunities to screen for LCDR Milestone. Officers in Promotion Year Groups (PYG) 2023 for LCDR will receive their first look opportunity. Officers in PYG 2022 will receive their second look opportunity.

b. Leadership Eligibility

(1) OCEANO (1800): Officers will receive two opportunities to screen for LCDR Leadership. Officers positively screened for O4 milestone and in LCDR PYGs 2021 or 2020 will receive a first look or second look opportunity, respectively.

(2) CW (1810): Officers will receive two opportunities to screen for LCDR Leadership. An officer's first look opportunity will occur when an officer is in, or completed, LCDR Milestone prior to the convening of this board.

(3) IP (1820): Officers will receive two opportunities to screen for LCDR Leadership. An officer's first look opportunity will occur when an officer is in—or has completed—LCDR Milestone prior to the convening of this board. This will include officers in PYGs 18 or 19 who previously received their first or second look opportunity prior to serving in their LCDR milestone assignment. Those officers will receive additional looks until both opportunities to screen for LCDR Leadership occur while the officer is in or has completed LCDR milestone.

(4) INTEL (1830): Officers who are milestone screened will receive two opportunities to screen for LCDR Leadership. Milestone-screened officers in PYG 2021 will receive a first look opportunity. Milestone-screened officers in PYG 2020 and senior, with one previous look opportunity for LCDR Leadership, will have a second look opportunity.

(5) Late accessions and lateral transfers (1810/1820/1830): Officers in PYGs senior to PYG 2022 not previously screened for LCDR Milestone will be eligible for Milestone assignment. These officers have the option to defer first look opportunity eligibility for LCDR Leadership screening for up to one year.

c. Officer "Bank". The Milestone and Leadership Screening Panels will screen to a "bank" vice specific availability to allow for flexibility in detailing. Not all officers that screen for LCDR Milestone and Leadership may be assigned to a LCDR Milestone or Leadership billet in FY-24. These selectees will have their record annotated and remain eligible for future assignment.

4. **Additional Guidance.** Sustained superior performance across a wide spectrum of increasingly challenging jobs with operational excellence and leadership demonstrated in at least one IW specialty is the cornerstone to success for all IW officers. The below information is provided to clarify designator-specific requirements, but in no way should replace the Best and Fully Qualified standard of reference (a).

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a. IW LCDR Leadership (1800/1810/1820/1830)

Key Leadership billets at the LCDR level for which this board is screening include Executive Officer and designated Officer-in-Charge billets. Superior performance and demonstrated leadership in challenging operational assignments and roles as a division officer, department head, or other naval or joint leadership positions is an indicator of a high performing officer who will succeed in these key billets. Fully qualified officers must be LCDR Milestone screened or grandfathered from Milestone screening (1800 PYGs 2019 and prior). The best qualified officers will be in or complete with LCDR Milestone, and have demonstrated sustained superior performance in operational and leadership roles, either afloat or ashore, throughout their career. Professional excellence and leadership experience should be documented in fitness reports where the officer's performance clearly exceeds that of his or her peers.

b. Oceanography (OCEANO) Milestone (1800)

(1) OCEANO community's core mission capability and capacity draws on experience and expertise across the full Meteorological and Oceanographic (METOC) spectrum to enable naval operations. OCEANO officers typically develop foundational METOC expertise at operational METOC commands afloat and ashore. As a predominantly lateral transfer community, many officers may have a mix of assignments in both the Oceanography community and other communities. Both are equally valuable in assessing an officer's career potential, leadership, and operational experience. As such, sustained superior performance in challenging assignments both inside and outside the Oceanography community is an indicator of a successful officer and future community leader.

(2) Advanced education is valued, though not a requirement prior to LCDR Milestone screening. OCEANO sends a limited number of qualified officers to pursue PhDs. Officers selected for PhD programs will have up to three additional years of not observed fitness reports. Past performance and future potential to lead and innovate should be duly considered for these officers.

c. Cryptologic Warfare (CW) Milestone (1810)

(1) The CW community's core mission capability draws upon technical knowledge of and operational experience in the electromagnetic spectrum and cyberspace. CW core-mission areas are Signals Intelligence (SIGINT), Cyber, and Electronic Warfare (EW). CW officers demonstrate tactical SIGINT and EW expertise while embedded in the maritime and expeditionary environments. This may be accomplished while permanently assigned to ships or Navy Special Warfare (NSW) Commands, or as a Direct Support Officer onboard surface, subsurface, or airborne platforms/squadrons. CW officers demonstrate cyber expertise in a variety of assignments to include U.S. Cyber Command (USCYBERCOM), the Cyber National Mission Force (CNMF), U.S. Fleet Cyber Command (FLTCYBERCOM), NSA, NIOCs, CWG-6, NCDOC, NCWDG, and other Navy or Joint Cyber assignments. Fully qualified officers will

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have demonstrated outstanding leadership and technical acumen in previous CW assignments at sea or ashore. In addition, they will have earned the Information Warfare Officer Qualification. Best qualified officers will have demonstrated success in a Type-2/4 sea duty (reflected by earning one of the following tactical AQDs: BIS, BIA, BIW, or BIU) and have demonstrated sustained superior performance in leadership positions.

(2) Achievement or progression towards JPME Phase 1 and advanced education (Master's degree, Doctoral Degree, or post-graduate technical certifications) is not a requirement, but highly valued prior to LCDR Milestone assignment. Degrees in the areas of Science, Technology, Engineering and Mathematics (STEM) are valued.

d. Information Professional (IP) Milestone (1820)

(1) Leadership and demonstrated operational excellence in IP core competencies of command, control, communications, combat systems (C4) and Cyber (offensive/defensive/network) operations are the cornerstones of success for IP officers. The IP community defines operational assignments as those assignments that deploy in support of Naval and Joint operations and those assignments conducting 24/7 C4 or Cyber functions in direct support of Naval and Joint operations. In all assignments, future leaders of the IP community must have a proven record of leadership and demonstrated technical IP expertise.

(2) Fully qualified officers will have demonstrated sustained superior performance in operational assignments in the IP Community or in equivalent pre-lateral transfer assignments. Additionally, they will have earned the Information Warfare Officer Qualification.

(3) Best qualified officers will have a diversity in assignments and a balance between different types of operational tours. They will have achieved an advanced technical graduate degree in a STEM related field from the Naval Postgraduate School, a STEM degree from a regionally accredited university, or an in-residence graduate degree from one of the service war colleges. Additionally, they will also have completed the IP Intermediate qualification.

(4) The IP community gains a significant number of officers through lateral transfer or redesignation, typically at O-3 and O-4. For promotion eligibility purposes, some of these officers will not have completed the IP-specific community/operational leadership assignments prior to redesignation. As such, the board is encouraged to evaluate an officer's demonstrated sustained superior performance and warfare qualifications to identify those best qualified to serve in more senior IP leadership positions.

e. Intelligence (INTEL) Milestone (1830)

(1) The Intelligence community's core mission capability is conducting all-source operational intelligence (OPINTEL). Leadership, demonstrated professional competence in conducting all-source OPINTEL, and sustained superior performance are the hallmarks of a

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successful Naval Intelligence officer. Intelligence officers must have a proven record of leadership at sea and/or in Naval Special Warfare/Expeditionary operational tours and OPINTEL expertise in supporting Naval and/or Joint operations. A limited number of Naval intelligence officers (1830) are extensively screened and selected to undergo a rigorous National-level training pipeline and certification before being designated a Navy RAIDER CUTLASS (RC) officer. These officers serve in a multitude of OCONUS and CONUS based operational billets to address Navy and DoD-wide strategic competition requirements. RC officers compete for and fulfill professional milestone and leadership requirements within the specialized RC career path on par with traditional 1830 requirements.

(2) Fully qualified officers will have completed at least one operational assignment between the paygrades of ENS/O-1 and LT/O-3 and have completed the Information Warfare Officer (IWO) qualification. The best qualified officers will also demonstrate breakout performance in competitive summary groups and/or possess sustained superior performance in multiple operational tours.

(3) Some officers will have a mix of assignments in both the Intelligence community and another Navy community prior to redesignation into the Intelligence community. Both are equally valuable and board members are encouraged to examine an officer's entire record to assess career potential, leadership ability, and warfare competency.

5. **Service Colleges.** All officers screened for IW community LCDR Milestone and Leadership assignments will be considered screened for junior service colleges.

6. **Markup Procedures.** Official Navy Record Markup Program (ONRMP) will be utilized to "pre-markup" records with fitness report trend lines, individual trait averages above reporting senior cumulative average, rank changes, and tour lines. The board member assigned is responsible to ensure ONRMP's accuracy during record review.



A. HOLSEY

BOARD MEMBERSHIP
FY-24 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER
MILESTONE AND LEADERSHIP SCREEN BOARD

RDML Tracy L. Hines, USN, 1860 (President)
CAPT John P. Garstka, USN, 1800
CAPT James B. O'donovan, USN, 1820
CAPT Zachary D. Mckeehan, USN, 1810
CDR James F. Brennan, USN, 1830
CDR Caroline E. Rochfort, USN, 1830
CDR Jason D. Hanser, USN, 1810
CDR Devron L. Eakins, USN, 1830
CDR Angela S. Francis, USN, 1800
CDR Brian A. Evans, USN, 1820
CDR James L. Hammersla III, USN, 1810
CDR Robert B. Conner, USN, 1820
CDR James A. Scianna, USN, 1800

ADMINISTRATIVE SUPPORT STAFF
FY-24 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER
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1. Information Warfare Community Lieutenant Commander Milestone and Leadership: LCDR Sondra A. Longworth, USN, will act as senior recorder with the following personnel acting as assistant recorders:

LCDR Cassie L. Hamblin
LCDR Stephan D. Gallagher
LCDR Darnell T. Harris

LCDR Clinton M. Woods
LT Letitia Collins

2. The recorder or an assistant recorder will be present during all deliberations.

3. The following personnel are designated to serve as the board sponsors:

CAPT Jamie A Fraser-Loria

4. The following personnel are designated to serve as administrative support staff to the board:

RADM Alvin Holsey
RDML Michael W. Baze
RDML Kevin M. Kennedy
RDML Michael J. Schwerin
CAPT Steven F. Friloux
CAPT Craig A. Gabriellini
CAPT Jared Geller
CAPT Laurie R. Gibbens
CAPT James A. Hilton
CAPT Andrew T. Klosterman
CAPT Eric Lindfors
CAPT Josie L. Moore
CAPT Mathias K. Roth
CAPT Brian L. Shultz
CDR Willard E. Ball
CDR Rhiannon L. Crothers
CDR Christopher M. Fletcher
CDR Brandon W. Gill
CDR Mary F. Link
CDR Shaletha Moran
CDR Christopher N. Seeley
LCDR Chris Cedros
LCDR Ryan S. Clark
LCDR Timothy M. Clemens
LCDR Peter J. Crimmins
LCDR David K. Edwards

LCDR Kimberly M. Fowler
LCDR Katherine T. Gorski
LCDR Clark Hartley
LCDR Nathaniel B. Hodges
LCDR Heather Hutchison
LCDR Eric M. Kemp
LCDR Matthew M. Long
LCDR Peter C. Maki
LCDR Jacob N. Norris
LCDR Donald S. Northrup
LCDR Kristel D. Ramsay
LCDR Chris M. Roberts
LCDR Jeffrey M. Ryan
LCDR Noadiah Sikinger
LCDR Andrew E. Sweeney
LCDR Xiao Sun
LCDR Emilie F. Torielli
LCDR Stephen P. Williams
LCDR Steven A. Whatley
LT Jason D. Bentley
LT Jill M. Bolden
LT Aaron U. Bolin
LT Jeffrey B. Brown
LT Tabitha M. Calloway
LT Andrew C. Dotson
LT Michelle D. Downing

ADMINISTRATIVE SUPPORT STAFF
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LT Bryan C. Luke	Ms. Priscilla L. Jones
LT Dean W. Porter	Mr. Carl E. Johnson
LT Justice Swett	Mr. Christopher A. Leigh
LT Joshua S. Williams	Ms. Marsea K. Lewis
LT Morgan R. Young	Mr. Joseph J. Lipko
LT Charles C. Youngblood	Ms. Oberia A. Malone
CWO4 Jesse D. Harrahill	Mr. Anthony Matthews
CWO4 Tameka J. Reid	Ms. Karon D. Matthews
CWO4 Xavier D. Ware	Mr. Michael A. McNab
FORCM(SW) Christian D. Detje	Mr. Leo D. Metoyer
CMDCM (SW/SCW/AW) Stephen B. Graham	Mr. Tommy Owens
CMDCM(SW/AW) William Houlihan	Ms. Leslie J. Pitts
AVCM(AW) Daniel L. Dregely	Mr. Martin L. Pompeo
PSCM(AW) Patrick A. Abiera	Mr. John Pucciarelli
NCCM(SW/AW/FMF) Derek M. Messer	Mr. Stephen R. Ranne
YNCM(AW) Dana M. Axson	Mr. Jay A. Rublaitus
YNC(SW/AW/EXW) Aaron J. Buss	Ms. Candis L. Robinson
YNC(SCW/EXW/AW) Kevin L. Capelety	Mr. Antoine Sharp
YNC(SW/AW) Lenora A. M. Deloatch	Ms. Edna Shannon
LSC Christopher A. Stauffer	Mr. Steven J. Skretkowicz
YN1(SW) Kingston Allen	Ms. Ruby D. Snowden
YN2(AW) Seth A. McDunnah	Ms. Verleada S. Tarver-Pruitt
YN3 Joseph A. P. Wilbers	Mr. David B. Whorton
ET2 Ervin F. Romero	Mr. Darrence A. Wolfe
IT2 Willie J. Allen	Ms. Mindee M. Wolven
YN3(SW/AW) Joseph A. Wilbers	
AO3 David T. Paisano	
Ms. Sae Y. Ahn	
Ms. Marigee Bacolod	
Mr. Julion A. Bend	
Ms. Pamela D. Bennett	
Ms. Donna M. Carpenter	
Mr. Bradley J. Cordts	
Mr. Edward Dodrill	
Mr. David Fischer	
Mr. Christopher J. Garner	
Ms. Faith Grigg	
Mr. Patrick R. Harris	
Ms. Latika Hartmann	
Mr. Erik G. Helzer	
Mr. Max Hodge	
Mr. Juan J. Jimenez	