From: Deputy Chief of Naval Personnel  
To: President, FY-20 Information Warfare Community Lieutenant Commander Milestone and Leadership Screen Board

Subj: ORDER CONVENCING THE FY-20 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP SCREEN BOARD

Ref: (a) FY-20 Administrative Selection Board Precept

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 Navy Personnel Command, Millington, TN, at 0800, 10 December 2018, or as soon as practicable thereafter.

   b. The board shall proceed in accordance with all guidance in this letter and the FY-20 Administrative Selection Board Precept, reference (a).

2. **Function.** The function of the board is to recommend Information Warfare Community (IWC) officers (18XX/68XX) 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) (1800/6800): Officers will have two opportunities to be screened for LCDR Milestone duty.
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The first look 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.

(2) Cryptologic Warfare (CW)/Information Professional (IP)/Intelligence (INTEL) (1810/6810/1820/6820/1830/6830). Each CW, IP and INTEL officer will receive two looks for milestone. For this board, CWs, IPs and INTELS Promotion Year Groups (PYG) 2019 will receive their first look. CWs, IPs and INTELS PYG 2018 will receive their second look.

b. Leadership Eligibility

(1) Eligible OCEANO/CW/IP/INTEL (18XX/68XX) officers will receive two opportunities to screen for LCDR Leadership. For this board (FY-20), PYG 2017 will receive their first look. PYG 2016 will receive their second look.

(2) Late accessions and lateral transfers. Officers in PYGs senior to PYG 2016 not previously screened for milestone will be eligible for milestone. These officers will be given the option to defer their initial eligibility for the Leadership screening for up to one year.

c. Officer "Bank". The Leadership Screen Panel will screen to a "bank" vice specific availability to allow for flexibility in detailing. Officers that screen for Leadership may not be offered these billets in FY-20. These selectees will have their record annotated and remain eligible for future orders.

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).

a. IW LCDR Leadership (1800/6800/1810/6810/1820/6820/1830/6830). Key leadership billets at the LCDR level include Executive Officer and Officer in Charge billets.
Superior performance and demonstrated leadership in challenging operational assignments and leadership 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 leadership billets. Fully qualified officers must be LCDR Milestone screened or grandfathered milestone screened (1800/6800 FYGs 2017 and prior). The best qualified officers will have demonstrated superior performance in a LCDR Milestone. Professional competence and leadership experience should be documented in fitness reports where the officer’s performance traits clearly exceed that of his or her peers.

b. Oceanography (OCEANO) Milestone (1800/6800)

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 OCEANO 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 OCEANO 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 Doctors of Philosophy (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.

3. Limited Duty Officer (LDO) career paths will not mirror that of a typical 1800 and are limited if they do not transition to 1800 prior to LCDR; their records should receive due diligence and be considered fully qualified.
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LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP SCREEN
BOARD

c. Cryptologic Warfare (CW) Milestone (1810/6810)

(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 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), U.S.
Fleet Cyber Command (FLTCYBERCOM), NSA, NIOC, NCCOC or NCWDG.
Fuly qualified officers will have demonstrated outstanding
leadership and technical acumen in previous CW assignments
afloat or ashore. Best-qualified officers will have
demonstrated success in a Type-2/4 sea duty (reflected by
earning the BIS, BIA, BIW, or BIU AQD) and have leadership
experience as a division officer, department head or in other
naval or joint leadership positions.

(2) Achievement or progression towards 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 (1820/6820).
Demonstrated expertise (and operational performance) in IW
disciplines and IP core competencies, including communications,
combat systems, space operations, network operations, offensive
and defensive cyber operations, electromagnetic spectrum
management, information assurance, and knowledge management in
operational assignments ashore and afloat are the cornerstones
of success for IP officers. Future leaders of the IP community
must have a proven record of leadership, at sea and/or in Naval
Special Warfare/Expeditionary operational tours and demonstrated
technical IP expertise supporting naval and joint operations.
Qualified officers will have a bachelor's degree from an
accredited university and have demonstrated outstanding
leadership and technical acumen. The most competitive
candidates will have diversity in assignments to include OPNAV or major headquarters staff, numbered fleet and/or type commander, assignments in combat zones, and a balance between afloat staffs and ships company or squadron/detachment tours; achieved STEM technical graduate education; be fully qualified in IP Intermediate qualifications; completed Joint Professional Military Education Phase I, and/or attained civilian technical certifications such as those required for Cybersecurity Workforce (CSWF) qualification. Space Cadre and acquisition experience is highly valued. As a lateral transfer-based community, many officers will have a mix of assignments prior to their lateral transfer to the IP community. Both are valuable and board members must examine an officer's entire record to assess leadership, critical thinking, operational experience and technical expertise.

e. Intelligence (INTEL) Milestone (1830/6830)

(1) Leadership, demonstrated professional warfighting competence and sustained superior performance are the hallmarks of a successful Naval Intelligence Officer. Intelligence officers gain operational experience from a broad range of tours, including assignment to operational aviation tours, afloat CVN/LHD/LHA/DESRON tours, and NSW/Expeditionary tours, or Individual Augmentee/Global War on Terrorism Support Assignments (IA/GSA). Future leaders of the intelligence community must have a proven record of leadership, proficiency and expertise in conducting full spectrum intelligence operations in operational assignments afloat and ashore.

(2) A limited number of Naval Intelligence billets support the DoD-wide, joint service RAIDER CUTLASS initiative. Officers selected to perform sensitive RAIDER CUTLASS duties complete demanding proficiency training and multiple operational assignments that can preclude them from serving in traditional billets - a separate RAIDER CUTLASS Milestone billet structure has been developed which is to be used in evaluating qualifications and performance. These officers are to be considered due course even though their career track may be different. Qualified officers will have demonstrated outstanding leadership and professional proficiency in previous operational assignments. The most competitive candidates will have demonstrated success in an operational tour or tours, and
have leadership experiences, including, but not limited to, watch center supervisor, branch chief, division officer, department head or other joint leadership positions. The Intelligence community includes some officers that laterally transfer to 1830. These officers will have a mix of assignments prior to their lateral transfer to the Intelligence field, but have equally valuable experience and knowledge gained from their service in other communities. Board members are encouraged to examine an officer's entire record to assess career potential, leadership and operational acumen.

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

FY-20 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP SCREEN BOARD

Information Warfare Community Lieutenant Commander Milestone and Leadership Screen Board:

RDML William E. Chase III, USN, 1860 (President)
CAPT Anthony T. Butera, USN, 1830
CAPT Clarence Franklin, USN, 1810
CAPT Christopher Gabriel, USN, 1800
CAPT Kambra R. Juve, USN, 1820
CDR Marc A. Aragon, USN, 1820
CDR Mark R. Alexander, USN, 1810
CDR Charleese R. Sampa, USN, 1830
CDR James M. Maher, USN, 1820
CDR Hartwell F. Coke, USN, 1800
CDR Joshua J. Sanders, USN, 1810
CDR Mitchell H. Finke, USN, 1830
CDR Mathias K. Roth, USN, 1800

Enclosure (1)
ADMINISTRATIVE SUPPORT STAFF
FY-20 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER
MILESTONE AND LEADERSHIP SCREEN BOARD

1. Information Warfare Community Lieutenant Commander Milestone and Leadership: CDR Bobby T. Carmickle, USN, will act as senior recorder with the following personnel acting as assistant recorders:

LCDR Kurt L. Podrazik
LCDR Christopher A. Dumas
LCDR Alexander J. Cullen

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

3. The following person is designated to serve as the board sponsor:

CAPT Adam D. Porter

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

RADM Jeffrey W. Hughes
RDML Richard J. Cheeseman, Jr.
CAPT David R. Ruehn
CAPT James M. Lucci
CAPT Adam D. Porter
CAPT Sheryl S. Richardson
CAPT Robert P. Schulhof
CAPT Margaret M. Schult
CAPT Joseph A. Torres
CAPT Holly A. Yudisky
CDR Keith J. Harnetiaux
CDR Jonathan A. Savage
CDR Wade C. Thames
CDR William K. Tirrell
LCDR Willard E. Ball
LCDR Michael E. Deboer
LCDR Kristine N. Bench
LCDR James G. Gabriel
LCDR Jacob P. Galbreath
LCDR Joseph A. Gueary
LCDR Kevin M. Loughman
LCDR Christopher R. McHenry
LCDR Jimmie L. Nelson
LCDR Walter K. Pauli

LCDR Joseph A. Towns
LT Cassandra E. Abbott
LT Cassandra L. Schreiber
LTJG Tiara L. Dienes
FORCM(SS/IUSS) Scott A. Rossiter
YNCM(SW/AW) Roy K. Lambert
YN1 Sharleen L. Ciesielska
YN2(SW) Michael A. Matos III
YN2(SW) Edward F. Westrick
YN2(SW) Doneisha M. Smith
Ms. Marisa Y. Beal
Mr. Julian A. Bend
Mr. Norman L. Blake
Ms. Donna M. Carpenter
Mr. John R. Crotts
Mr. David W. Fischer
Mr. Patrick R. Harris
Mr. Christopher Garner
Mr. Max Hodge
Mr. Juan J. Jimenez
Mr. Anthony Matthews
Ms. Karon D. Matthews
Ms. Lynda Mckinney
Mr. Tommy Owens

Enclosure (2)
ADMINISTRATIVE SUPPORT STAFF
FY-20 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER
MILESTONE AND LEADERSHIP SCREEN BOARD

Mr. Stephen R. Ranne
Mr. Jay A. Rublaitus
Ms. Edna Shannon
Mr. Antoine Sharp
Mr. Darrence A. Wolfe
Ms. Mindee M. Wolven
# BOARD AUTHORIZED SELECTIONS

**FY-20 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER**

**MILESTONE AND LEADERSHIP SCREEN BOARD**

### a. Oceanography (1800)

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<th>O4 Milestone</th>
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<tr>
<td>Eligible:</td>
<td>Eligible:</td>
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<tr>
<td>PYG 17 (24 Officers)</td>
<td>PYG 13 (4 Officers)</td>
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<tr>
<td>PYG 16 (5 Officers)</td>
<td>PYG 12 (22 Officers)</td>
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### b. Cryptologic Warfare (1810)

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<tr>
<td>PYG 17 (55 Officers)</td>
<td>PYG 19 (66 Officers)</td>
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<td>PYG 16 (31 Officers)</td>
<td>PYG 18 (7 Officers)</td>
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<td>PYG 15 (1 Officers)</td>
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<td>PYG 15 (1 Officers)</td>
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### c. Information Professional (1820)

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<td>Eligible:</td>
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<tr>
<td>PYG 17 (39 Officers)</td>
<td>PYG 19 (53 Officers)</td>
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<tr>
<td>PYG 16 (29 Officers)</td>
<td>PYG 18 (8 Officers)</td>
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<tr>
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### d. Intelligence (1830)

<table>
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<th>O4 Milestone</th>
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<tbody>
<tr>
<td>Eligible:</td>
<td>Eligible:</td>
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<tr>
<td>PYG 17 (60 Officers)</td>
<td>PYG 19 (65 Officers)</td>
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<td>PYG 16 (37 Officers)</td>
<td>PYG 18 (3 Officers)</td>
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<td>Total Records: 97</td>
<td>Total Records: 68</td>
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<tr>
<td>Selection Goal: 30</td>
<td>Selection Goal: 65</td>
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*Note: The board need not select to the numbers provided. The authorized number to select should only be attained if there are a sufficient number of candidates determined fully qualified.*

Enclosure (3)