



DEPARTMENT OF THE NAVY
BUREAU OF NAVAL PERSONNEL
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000

1401
BUPERS-00B
9 Dec 19

From: Deputy Chief of Naval Personnel
To: President, FY-21 Information Warfare Community
Lieutenant Commander Milestone and Leadership Screen
Board

Subj: ORDER CONVENING THE FY-21 INFORMATION WARFARE COMMUNITY
LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP SCREEN
BOARD

Ref: (a) DCNP ltr 1401 BUPERS-00B of 9 Aug 19

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, 9 December 2019, or as soon as practicable thereafter.

b. The board shall proceed in accordance with all guidance in this letter and the FY-21 Administrative Selection Board Precept, reference (a).

2. **Function.** The function of the board is to recommend Information Warfare (IW) community 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): Officers will have two opportunities to be screened for LCDR Milestone duty. The first look will occur when officers have reached six years of commissioned service and have served in an oceanography billet

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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) (1810/1820/1830): Each CW, IP, and INTEL officer will receive two looks for milestone. For this board, CW, IP, and INTEL Promotion Year Group (PYG) 20 will receive their first look. CW, IP and INTEL PYG 19 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-21), PYG 2018 will receive their first look. PYG 17 will receive their second look.

(2) Late accessions and lateral transfers: Officers in PYGs senior to PYG 2017 not previously screened for Milestone will be eligible for milestone assignment. 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 Milestone and Leadership Screening Panels will screen to a "bank" vice specific availability to allow for flexibility in detailing. Officers that screen for leadership may not be slated in FY-21. These selectees will have their record annotated and remain eligible for 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).

a. IW LCDR Leadership (1800/6800/1810/1820/1830/6830). Key leadership billets at the LCDR level that this board is screening include Executive Officer and designated 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 are indicators of a high performing

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officer who will succeed in these key leadership billets. Fully qualified officers must be LCDR Milestone screened or grandfathered milestone screening (1800/6800 PYGs 18 and prior). The best qualified officers will be in or have completed LCDR Milestone, and have demonstrated sustained superior performance in operational and leadership roles, either afloat or ashore, across the totality of their career. 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)

(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

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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, NIOCs, NCDOC, or NCWDG. Fully qualified officers will have demonstrated outstanding leadership and technical acumen in previous CW assignments at sea 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 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) The IP Community's core mission capabilities draw upon technical knowledge and demonstrated expertise 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. 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.

(2) Fully qualified officers will have demonstrated leadership and technical acumen in IP operational assignments and/or equivalent pre-lateral transfer assignments. In addition, they will have a Bachelor's degree from a regionally accredited university.

(3) Best qualified officers will have diversity in assignments and a balance between afloat staffs and ship's company or squadron/detachment tours. They will have achieved an advanced technical graduate degree in a STEM related field

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from the Naval Postgraduate School or equivalent regionally accredited university. An in-residence graduate degree from one of the service war colleges is also highly valued. They will also have completed the IP Intermediate qualification and Joint Professional Military Education Phase I.

(4) As a lateral transfer based community, many officers will have a mix of assignments prior to their redesignation. Both are valuable and board members must examine an officer's entire record to assess leadership, critical thinking, operational experience, and technical expertise.

(5) The Submarine Communications LDO (6290) community is a new off-ramp community for IP. The prior 6290s career paths will not mirror that of a typical 1820. Board members must examine an officer's entire record to assess leadership, critical thinking, operational experience, and technical expertise.

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 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 Joint operations. A limited number of Naval Intelligence officer (1830) billets support the DoD-wide, joint service RAIDER CUTLASS (RC) initiative. Officers serving in these billets are still expected to complete professional milestone and leadership requirements.

(2) Fully qualified officers will have superior performance in 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.

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(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, and warfare competency.

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



J. W. HUGHES

BOARD MEMBERSHIP
FY-21 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER
MILESTONE AND LEADERSHIP SCREEN BOARD

Information Warfare Community Lieutenant Commander Milestone and Leadership Screen Board:

RDML Jeffrey S. Scheidt, USN, 1860 (President)
CAPT Michael S. Salehi, USN, 1810
CAPT Matthew L. Ghen, USN, 1820
CAPT Danny L. Noles, USN, 1810
CAPT Peter N. Shepard, USN, 1830
CAPT Rachael A. Dempsey, USN, 1800
CDR Brad D. Melichar, USN, 1810
CDR Craig A. Gabriellini, USN, 1820
CDR Kelvin B. McGhee, USN, 1820
CDR Alfred J. Corkran III, USN, 1830
CDR Mark Murnane, USN, 1800
CDR Stephen A. McIntyre, USN, 1800
CDR Matthew R. Blanchette, USN, 1830

ADMINISTRATIVE SUPPORT STAFF
FY-21 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER
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1. Information Warfare Community Lieutenant Commander Milestone and Leadership: CDR Douglas W. Pearman, USN, will act as senior recorder with the following personnel acting as assistant recorders:

LCDR James C. George
LT Brandon M. Kim

LCDR Joseph J. Kruppa

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 Margaret M. Schult

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

RADM Jeffrey W. Hughes	LT Cassandra E. Abbott
RDML Richard J. Cheeseman, Jr.	LT Jason W. McClinton
CAPT Erin E. Acosta	LT Katharine M. Shumway
CAPT Kathleen A. Elkins	LT Annicka M. Weber
CAPT Keith J. Harnetiaux	LTJG Tiara L. Dienes
CAPT Adam D. Porter	FORCM(SS/IUSS) Scott A. Rossiter
CAPT Sheryl S. Richardson	YNCM(SW/AW) Roy K. Lambert
CAPT Robert P. Schulhof	YN2(SW) Doneisha M. Smith
CAPT Margaret M. Schult	YN2(SW) Edward F. Westrick
CAPT Joseph A. Torres	Mr. George N. Barnes II
CAPT Holly A. Yudisky	Ms. Marisa Y. Beal
CDR Matthew S. Cushmanick	Mr. Julion A. Bend
CDR James G. Gabriel	Ms. Donna M. Carpenter
CDR William K. Tirrell	Mr. Bradley J. Cordts
LCDR Willard E. Ball	Mr. John R. Crotts
LCDR Kristine N. Bench	Mr. David Fischer
LCDR Nicholas A. Cole	Mr. Chris J. Garner
LCDR Jonathan D. Dieter	Mr. Anthony P. Gaston
LCDR Richard A. Dorsey II	Mr. Patrick R. Harris
LCDR Christopher A. Dumas	Mr. Max Hodge
LCDR Lyndsey D. Fatz	Mr. Juan J. Jimenez
LCDR Joseph A. Gueary	Mr. Anthony Matthews
LCDR Cameron J. Mackley	Ms. Karon D. Matthews
LCDR Christopher R. McHenry	Mr. Tommy Owens

ADMINISTRATIVE SUPPORT STAFF
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Mr. Gary C. Peterson
Ms. Amy Ray
Mr. Stephen R. Ranne
Mr. Jay A. Rublaitus
Ms. Edna Shannon
Mr. Antoine Sharp
Mr. David B. Whorton
Mr. Darrence A. Wolfe
Ms. Mindee M. Wolven

BOARD AUTHORIZED SELECTIONS
FY-21 INFORMATION WARFARE (IW) COMMUNITY LIEUTENANT COMMANDER
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a. Oceanography (1800)

O4 Leadership	O4 Milestone
Eligible: PYG 18 (15 Officers) PYG 17 (6 Officers)	Eligible: PYG 14 (2 Officers) PYG 13 (18 Officers) PYG 12 (3 Officers) PYG 11 (1 Officers)
Total Records: 21 Selection Goal: 13	Total Records: 24 Selection Goal: 21

b. Cryptologic Warfare (1810)

O4 Leadership	O4 Milestone
Eligible: PYG 18 (58 Officers) PYG 17 (33 Officers)	Eligible: PYG 20 (59 Officers) PYG 19 (8 Officers) PYG 18 (1 Officers) PYG 17 (1 Officers)
Total Records: 91 Selection Goal: 23	Total Records: 69 Selection Goal: 45

c. Information Professional (1820)

O4 Leadership	O4 Milestone
Eligible: PYG 18 (40 Officers) PYG 17 (25 Officers) PYG 16 (3 Officers) PYG 15 (1 Officers)	Eligible: PYG 20 (49 Officers) PYG 19 (3 Officers)
Total Records: 69 Selection Goal: 20	Total Records: 52 Selection Goal: 40

d. Intelligence (1830)

O4 Leadership	O4 Milestone
Eligible: PYG 18 (74 Officers) PYG 17 (43 Officers)	Eligible: PYG 20 (98 Officers) PYG 19 (7 Officers)
Total Records: 117 Selection Goal: 30	Total Records: 105 Selection Goal: 81