From: Deputy Chief of Naval Personnel
To: President, FY-20 Public Affairs Officer Lieutenant Commander Milestone Screen Board

Subj: ORDER CONVENING THE FY-20 PUBLIC AFFAIRS OFFICER LIEUTENANT COMMANDER MILESTONE SCREEN BOARD

Ref: (a) FY-20 Administrative Selection Board Precept
(b) MILPERSMAN 1301-239

Encl: (1) Board Membership
(2) Administrative Support Staff

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, 29 November 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 Public Affairs Officers (PAO) for Lieutenant Commander (LCDR) Milestone assignment within the PAO community. Officers eligible for their first look are all LCNR Selects and LCNRs with a 1650 designator who have not previously served in a milestone billet. Because this is the first milestone selection board, there are no officers receiving a second look.

3. Board Authorized Selections. The PAO LCNR Milestone Screen Board goals are sufficient to ensure all FY-19 and some FY-20 milestone requirements are met and a bank is established that is sufficient to meet any contingencies.
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a. The total numbers of candidates that may be recommended
   are listed below. For PAO LCDR Milestone, members should select
   the best and fully qualified officers in accordance with
   reference (a), and shall not exceed the total selection goal.

<table>
<thead>
<tr>
<th>PAO LCDR Milestone</th>
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<td>First Look Eligible Officers:</td>
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<td>Selection Goal:</td>
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Note: Due to this being the first Milestone
screening board, selection goal is to ensure
sufficient screened inventory for multiple years of
slating.

b. Officer “Bank.” Each milestone screening group will
   screen to a “bank” vice specific availability to allow for
   flexibility in detailing. Not all officers that screen for LCDR
   Milestone will be offered a milestone assignment in FY-19.
   These selectees will receive the proper “Milestone Screened”
   note in OAIS and remain eligible for future assignments. If not
   serving in a milestone billet when subsequent PAO Milestone
   Boards convene, these “banked” officers will be reviewed for
   continued assignment eligibility in accordance with reference
   (b).

4. **Additional Guidance.** The below information is provided to
   clarify community requirements and any specific needs, but in no
   way should replace the best and fully qualified standard of
   reference (a).

   a. Sustained superior performance in both the PAO community
      and, if not a direct accession, their source community is a
      strong indicator of future success in milestone tours.

   b. Completion of a master’s degree in communications or
      public relations, either in a Navy-funded billet or
      independently, is not required, but provides a background in
      critical thinking and public affairs methods and should be given
      favorable consideration.

   c. The optimal indicators of potential success in a PAO
      LCDR Milestone assignment are superior performance in an
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independent duty PAO tour and previous experience advising flag
officers and Senior Executive Service civilians.

(1) The most competitive officers will have
distinguished themselves by outstanding performance in previous
assignments, to include assignments prior to redesignating as a
PAO, and will have strong fitness reports throughout their
careers. These tours include assignments to major staffs,
overseas tours and operational duty.

(2) Many officers will have a variety of assignments in
other line and staff billets prior to their redesignation to
PAO. Boards are encouraged to examine an officer’s entire
record to assess professional achievement, critical thinking,
leadership, maturity, and operational and staff experience that
would translate to success in a milestone assignment. The PAO
community has a critical need for milestone-screened officers
who have experience in all five areas of the PAO career
progression model (Operational Experience, Independent Duty,
Staff Experience, Production/Outreach, and Professional
Development).

d. The board need not select to the numbers provided. The
authorized number of selections should only be attained if there
are a sufficient number of candidates determined fully
qualified.

[Signature]

A.W. HUGHES
Public Affairs Officer Lieutenant Commander Milestone:

CAPT Thurrraya S. Kent, USN, 1650 (President)
CAPT Scott M. Miller, USN, 1650
CAPT Kevin R. Stephens, USN, 1650
CDR Patrick L. Evans, USN, 1650
CDR Jennifer L. Cragg, USN, 1650

(NOTE: CAPT Kent is the Deputy Chief of Information and has been selected to serve as the President of the FY-20 PAO LCDR Milestone Board IAW MILPERSMAN 1301-239. Although CAPT Kent has been approved to retire in May 2019, the PA Community feels she is the correct officer to serve as Board President, and the Chief of Information concurs with this selection.)
Administrative Support Staff
FY-20 Public Affairs Officer Lieutenant Commander Milestone
Screen Board

1. Public Affairs Officer Lieutenant Commander Milestone:
CDR Pamela S. Rawe, USN, will act as recorder with the following personnel acting as assistant recorders:

LCDR Tiffani B. Walker  LT Jacqueline M. Maxwell

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 Philip R. Rosi

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

RADM Jeffrey W. Hughes  Ms. Lynda Mckinney
RDMR Richard J. Cheeseman, Jr.  Mr. Tommy Owens
CAPT Kim C. Brichacek  Mr. Stephen R. Ranne
CAPT James M. Lucci  Mr. Jay A. Rublaitus
CAPT Robert P. Schulhof  Ms. Edna Shannon
CAPT Joseph A. Torres  Ms. Mindee M. Wolven
CDR Dana J. Chapin
CDR Jodie K. Cornell
LCDR Michael E. Deboer
LCDR Joseph A. Gueary
LCDR Aaron V. Kakiel
LCDR Kevin M. Loughman
LCDR Christopher R. McHenry
LT Cassandra E. Abbott
LT William M. Jamieson
FORCM(SS/IUSS) S. A. Rossiter
YMC(SW/AW) Roy K. Lambert
Ms. Marisa Y. Beal
Mr. Julion A. Bend
Mr. Christopher Bishop
Mr. John R. Crotts
Mr. Patrick R. Harris
Mr. Max Hodge
Mr. Juan J. Jimenez
Mr. Anthony Matthews
Ms. Karon D. Matthews

Enclosure (2)