

R 141348Z JAN 25 MID180001537955U

ALCGPSC 006/25

SUBJ: PY25 ACTIVE DUTY CHIEF WARRANT OFFICER SELECTION BOARD RESULTS
A. OFFICER ACCESSIONS, EVALUATIONS, AND PROMOTIONS, COMDTINST
M1000.3(series)

1. The Commandant has approved the report of the selection board convened on 30 September 2024, recommending chief warrant officers for promotion to the next higher warrant officer grade, subject to appointment of the President. Officers selected are listed below in ADPL precedence order:

a. FOR PROMOTION TO W-4:

NO	RANK	NAME	UNIT
1	PERS3	SHARPE, SHANNON L.	SEC LAKE MICH ADMIN/PERS DIV
2	LT	SANCHEZ, RICHARD S.	COMMANDANT (CG-7612)
3	ISM3	JAMES, BRANDON E.	C5ISC CHANGE & CONFIG MGT SEC
4	BOSN3	STJOHN, ISAAC	SEC OHIO VAL WTRWAYS MGT DIV
5	F&S3	RUSKO, ROBERT P.	AIRSTA ATLANTIC CITY
6	F&S3	MILLER, GARY A.	SFLC FUNDS MGMT & EXEC SEC
7	BOSN3	MARTINEZ, WILLIAM E.	CGC ALDER
8	BOSN3	YOUNG, TYLER M.	PSC EPM-2
9	BOSN3	FULLER, RYAN M.	MSST NY OPS DEPT
10	BOSN3	BUTKEY, WILLIAM J.	SEC LOWER MISS WTRWAYS MGT
11	BOSN3	HOPPERDIETZEL, ERIC M.	CG STA PASCAGOULA
12	BOSN3	TESSIER, JASON D.	SEC N CAROLINA INCIDENT MGT
13	BOSN3	HOLMES, JOHN A.	MSST KB OPS DEPT
14	LT	KITTRELL, BETHANNIE J.	MEPS CLEVELAND OH
15	BOSN3	OBRIEN, THOMAS M.	LANTAREA (LANT-37)
16	BOSN3	JORGENSEN, MICHAEL E.	PSC EPM-2
17	BOSN3	HOFFMAN, BRYAN A.	MSST MIAMI OPS DEPT
18	BOSN3	DOPKOWSKI, MARK	TRACEN C MAY INST SYS
19	BOSN3	SCHNEIDER, BRIAN C.	CGC WILLIAM TATE
20	BOSN3	YOUNG, JUSTIN B.	CG STA POINT ALLERTON
21	BOSN3	BARBER, CHAD M.	CGC ALEX HALEY
22	LT	POLLARD JR, SAM	CGC BISCAYNE BAY
23	BOSN3	GREER, SPENCER M.	CGC JAMES RANKIN
24	BOSN3	BOULWARE, ERIC W.	D5 ENFORCEMENT BR (DRE)
25	BOSN3	FLICKINGER, ROBERT M.	SEC LIS WTRWAYS MGT DIV
26	LT	SOVA, KRISTIAN T.	CGC VALIANT
27	BOSN3	DELAET, DANIEL T.	CGC ANTHONY PETIT
28	WEPS3	CURTIS, DUANE W.	BASE BOS WAT (NMW)
29	OSS3	INSIGNARES, EDGARDO G.	SEC MIAMI CMD CENTER
30	ELC3	LOPEZ, MARCO A.	LDC LDSP & MGT SCHL
31	ELC3	MAURER, RYAN P.	C5ISC-ESD-TECH-PMD
32	ELC3	CLIMACOSA, MARK A.	CGC ARGUS
33	ELC3	KORTE, GRANT T.	C5ISC MAINT & OBSOLESCENCE
34	ELC3	WELLS, DANIELLE F.	ESD SAULT STE MARIE
35	LT	MILNE, BENJAMIN M.	D13 C5I SEC DIV (DT)

36	ELC3	PADLO, CHRISTOPHER P.	C5ISC AFLOAT PLATFORM SEC
37	ELC3	FOSTER, SEAN R.	COMMANDANT (CG-672)
38	ELC3	KOPP, GARETT P.	C5ISC-C2PL-C2L
39	LT	WEAVER, JAMES A.	SALC PAT CRAFT/TENDER/BOAT
40	ENG3	FLOWERS, PATRICK D.	POLAR SECURITY CUTTER PRO
41	ENG3	LYNCH, CHRISTIAN M.	OL-SFLC-NORFOLK VA
42	ENG3	DOHERTY, DANIEL A.	SEC HONOLULU ENG/SUPPORT DIV
43	ENG3	SANCHEZ-SANTIAGO, WILBERTO	TRACEN YKTWN ENG/WEPS TRNG BR
44	ENG3	DEJOSEPH, SCOTT F.	SEC MIAMI ENG/SUPPORT DIV
45	ENG3	ROSADO, EDUARDO E.	BASE BOS MAINT & WEPS DIV
46	ENG3	GLOVER, KENNETH A.	SFLC IBCT ENG ASSET MGMT SEC
47	ENG3	CAMPBELL, KALEE J.	OL-SFLC-NORFOLK VA
48	ENG3	WATKINS, MATTHEW A.	BASE GALV MAT (NMM)
49	ENG3	TOLLIVER, TIMOTHY	OL-SFLC SBPL PDM-ALAMEDA
50	LT	RUONA, JAMES R.	OL-SFLC-NORFOLK VA
51	ENG3	RANISZEWSKI, TIMOTHY E.	CGC VENTUROUS
52	ENG3	MOORE, CRAIG P.	OL-BASE ASTORIA MAT-TONGUE PT
53	AVI3	RAPP, THOMAS E.	OL-MISSION SYS INTEG PAX
54	AVI3	DELVALLE, MATTHEW	ATTC TRAINING DIVISION
55	AVI3	STEWART, JIMMY N.	ATC MOBILE HC-144 ENG DIV
56	AVI3	LININGER, JOSHUA M.	ALC ESD ENG SUPPORT BR
57	AVI3	FORD, JASON W.	AIRSTA SACRAMENTO
58	AVI3	SHARP JR, CHARLES R.	ALC ESD ENG SUPPORT BR
59	AVI3	BURGESS, MATTHEW J.	AIRSTA BARBERS PT
60	AVI3	LEWIS, MICHAEL W.	AIRSTA BARBERS PT
61	AVI3	THOMAS, JOHN D.	ALC ESD CONFIG MGMT BR
62	AVI3	MILAN, CLETUS A.	AIRSTA CLEARWATER
63	AVI3	LUNDQUIST, JEFFREY S.	AIRSTA WASHINGTON
64	AVI3	MCGUIRE, JOSEPH P.	HITRON
65	AVI3	WORKMAN, HAYWARD D.	ALC IOD ENG SUPPORT BRANCH
66	AVI3	GROSS, JUSTIN A.	AIRSTA CORPUS CHRISTI
67	PERS3	KLAUSE, BRANDI M.	SEC LA/LB ADMIN/PERS DIV
68	PERS3	COLLINS, KENNETH S.	CSC MORALE DIV
69	LT	ALMODOVAR, VICTOR R.	FORCECOM TRAINING (FC-TACE)
70	PERS3	ACEVEDORIVERA, ALEX J.	BASE BQN P&A DIV (PP)
71	PERS3	SWARTZ, RICHARD S.	SEC BOSTON ADMIN/PERS DIV
72	PERS3	SPINA, BRIAN J.	TRACEN PET CUST SPRT SERVICES
73	F&S3	SEEFELD, KENNETH A.	OL-LOG-X2-DST A GUAM
74	F&S3	VASKEY, ALLYSON M.	CSC FIN DIV
75	LT	FINLEY, MICHAEL P.	D5 RESOURCE MGMT STAFF (DM)
76	LT	JONES, EMMANUEL J.	BASE PORT COMPTR & OPS DEPT
77	F&S3	WALL, WILLIAM T.	COMMANDANT (CG-912)
78	LT	PERE, TERESA M.	USCG FINANCE CENTER
79	LT	AYALA, ABNER Y.	BASE SJ HSWL DEPT (H)
80	LT	BOHNER, ERIN H.	OL-BASE KETHIKAN (H)-JUNEAU
81	INV3	ORRIA-PETRENKO, GENICA	OL-CGIS CENT REG-DETROIT MI
82	INV3	TORRES, JUAN A.	CGIS PROTECTIVE SERVICE

83	INV3	ESPINOZA, HARLAND J.	OL-CGIS PAC REG-SAN PEDRO CA
84	INV3	KING JR, WILLIAM D.	OL-CGIS CENT REG-BUFFALO NY
85	ISM3	KNUDSEN, RICHARD O.	C5ISC-ISD-CLD-BRS
86	LT	RIGGINS, NICHOLAS R.	C5ISC-ISD-TSB-IDCS
87	ISM3	RUSSILLO, JOSEPH A.	OL-CGCC-36 TMB-ALX
88	LT	ANDERSON, GAREN C.	COMMANDANT (CG-682)
89	CMM3	TWIFORD, DONALD L.	2013 CYBER PROTECTION TEAM
90	ISS3	WICKENS, BRIAN J.	OL-CGCIS-CHARLESTON
91	MSSD3	DORE, JOEY R.	MSU BELFAST
92	MSSD3	FROST, AARON M.	SEC MOBILE INSPECTIONS DIV
93	MSSD3	STEIGER, GREGORY E.	MSU CORAM
94	MSSD3	LEGUTKI, TODD A.	OL-SEC COL RIVER-NORTH BEND
95	MSSE3	MIMMS, NICHOLAS P.	SEC MARYLAND-NCR INSPECT DIV
96	MSSE3	CHAFFIN, BRIAN J.	MSU TEXAS CITY
97	MSSE3	DAVIS, JEFFREY A.	MSU CHICAGO
98	MSSE3	COLEMAN, BRIAN C.	MSU LAKE CHARLES
99	LT	SCOTT, BRYAN E.	TRACEN YKTWN MAR INSP/INV SCH
100	MSSE3	DUARTE, RAMON	SEC LA/LB INSPECTIONS DIV
101	MSSE3	COHAN, PATRICK M.	SEC N NEW ENG INSPECTIONS DIV
102	MLES3	BOSSON, BROOK N.	MSRT WEST TRAINING DEPT
103	MLES3	JACK, THOMAS F.	SEC HOU/GAL ENFORCEMENT DIV
104	MLES3	MYERSON, TIMOTHY P.	TACLET PACAREA TRAINING DEPT
105	MSSR3	MILLER, JOSHUA K.	SEC DEL BAY INCIDENT MGT DIV
106	MSSR3	MCGREGOR, SHANNON L.	D14 INCIDENT MGMT BR (DRM)

b. FOR PROMOTION TO W-3:

NO	RANK	NAME	UNIT
1	MSSE2	BASIL, KEVIN T.	OL-SEC KEY WEST-ISLAMORADA
2	ISM2	TEEGUARDEN, KURT P.	OL-CGCC-36 TMB-ALX
3	PERS2	NEGRON, GAMALIEL	BASE SJ P&A DIV (PP)
4	LT	CARTIER, STEPHEN M.	COMMANDANT (CG-819)
5	MED2	FLOR, BRIAN T.	RL-(HSWL SC)-TRAVERSE CITY MI
6	F&S2	CIURLINO, ANTHONY J.	SEC SAN FRAN FIN/SUPPLY DIV
7	PERS2	KINNAIRD, CRYSTAL M.	D9 RESOURCE MGMT STAFF (DM)
8	BOSN2	WINTERS, CHRISTOPHER R.	OL-(CG-43)-ECITY NC
9	BOSN2	FINCH, RYAN W.	D14 AUXILIARY BR (DPA)
10	BOSN2	GRAY, ZACHARY R.	POLAR SECURITY CUTTER PRO
11	BOSN2	BLOUNT, BROOK L.	D7 AUXILIARY BR (DPA)
12	BOSN2	THOMPSON, IAN J.	PST DECK DIV
13	BOSN2	CONNOLLY, CHRISTOPHER E.	CGC BUCKTHORN
14	BOSN2	FOSTER, BENJAMIN M.	CG STA SAN JUAN
15	BOSN2	MUSKALLA, NICHOLAS A.	NSF CENTER OF EXPERTISE
16	BOSN2	NORRIS, JASON R.	CG STA FORT PIERCE
17	BOSN2	CAHILL JR, SEAN	SEC BOSTON WTRWAYS MGT DIV
18	BOSN2	ROCK, JARROD M.	CGC SEA FOX
19	BOSN2	PARKER, CHRISTOPHER T.	SEC DETROIT INCIDENT MGT DIV
20	BOSN2	MEADOWS, JAMES L.	SMTC BOAT TACTICS BRANCH
21	BOSN2	CURRINGTON, SHAE D.	PSC EPM-2

22	BOSN2	SKINNER, JOHN N.	CG STA HOUSTON
23	BOSN2	WILBANKS, CLAY C.	SEC HONOLULU INCIDENT MGT DIV
24	LT	BOWLIN, MATHEW T.	CGC SYCAMORE
25	BOSN2	BRADY, BRANDON I.	NAVCEN WW RISK ASSESS/SUP DIV
26	LT	LEGGETT, ALBERT T.	CGC CALHOUN
27	BOSN2	SMITH, KEVIN D.	D8 AUXILIARY BR (DPA)
28	BOSN2	POLSON, MELISSA D.	TRACEN YKTWN BFCO DOC & OARS
29	WEPS2	AUXIER, CARL J.	COMMANDANT (CG-7211)
30	WEPS2	CAPEL, DUSTIN J.	SFLC-PB SYSTEMS & EQUIP SEC
31	WEPS2	ROBERTS, WILLIAM E.	SFLC ESD ORDNANCE SEC
32	WEPS2	ALMAHAIERI, TIFFANY N.	ATO SAN DIEGO
33	WEPS2	O'BRIEN, ERIN R.	BASE LALB WAT (NMW)
34	OSS2	MEDINA, JOSEPH M.	D1 C5I SEC DIV (DT)
35	OSS2	VESS, RYAN M.	OL-LANT JTF E-PORTSMOUTH
36	OSS2	ELDREDGE, TRICIA L.	SEC NOLA CMD CENTER
37	OSS2	YOUNG, JEREMY D.	D14 C5I SEC DIV (DT)
38	ELC2	WILLIAMS, SHELDON	PACAREA (PAC-63)
39	ELC2	PETERS, MICHAEL G.	TC PET ELEC & INFO TRNG DIV
40	ELC2	BANNERMAN, TREVOR D.	SFLC IBCT ENG ASSET MGMT SEC
41	ELC2	MIRAMONTES, FIDENCIO	C5ISC LONG RANGE COMMS SECTION
42	ELC2	JOSEPH, TERRENCE C.	SEC SAN FRAN ENG/SUPPORT DIV
43	ELC2	HARLING, JON C.	CGCC CENTRALIZED SERVICE DESK
44	LT	CONNOLLY, JOHN P.	C5ISC PORT ENGINEERS SEC
45	ELC2	MOSS, MATTHEW M.	C5ISC-BOD-SMB-SGS
46	ELC2	BALLON-GARST, MICHAEL	SALC OFFSHORE PAT CUTTER DIV
47	ELC2	ISBELL, CALEN B.	C5ISC LONG RANGE SYSTEMS BR
48	ELC2	LABLANCE, ERIC J.	C5ISC ACQUISITION FACILITATION
49	LT	MAYTUM, CHRISTOPHER J.	CGC HEALY
50	ENG2	RICCIARDI, VINCENT	SFLC SB ASSET MANAGEMENT SEC 3
51	ENG2	VAUGHAN, BRANDON W.	SEC LOWER MISS ENG/SUPPORT DIV
52	ENG2	HEFTY, MICHAEL C.	OL-SFLC-CLEVELAND
53	ENG2	FINLEY, NATHAN A.	SEC ST PETE ENG/SUPPORT DIV
54	ENG2	BRATLAND, ERIK J.	OL-SFLC-PORTSMOUTH VA
55	ENG2	GOFF, DAKOTA D.	SEC VIRGINIA ENG/SUPPORT DIV
56	ENG2	WHITE, ANDREW D.	SFLC LRE SYS AND EQUIP SEC 2
57	ENG2	KINGSLAND, DAVID J.	BASE BOS MAT (NMM)
58	ENG2	DAMON, NATHAN S.	SFLC IBCT ENG ASSET MGMT SEC
59	ENG2	PASQUIER, MATTHEW T.	OL-SFLC PB APM1-NORFOLK VA
60	ENG2	JOYCE, JOHN G.	CG PRO LOCKPORT
61	LT	JOHNSON, DETRICK D.	OL-SFLC-ST LOUIS MO
62	ENG2	LEMAS, TIMOTHY A.	SALC PAT CRAFT/TENDER/BOAT DIV
63	ENG2	LAMPHERE, JOSHUA J.	SEC OHIO VAL ENG/SUPPORT DIV
64	ENG2	ERLER, BRANDON L.	CGC KUKUI
65	ENG2	HISSONG, THOMAS G.	SFLC SB ASSET MANAGEMENT SEC 3
66	ENG2	WHITING, ALLAN E.	SFLC PB ASSET MANAGEMENT SEC 1
67	LT	O'BRIEN, JOHN P.	OL-SFLC-SEATTLE WA
68	AVI2	BAKER, BRIAN C.	AIRSTA MIAMI

69	AVI2	MARSH, TRAVIS V.	AIRSTA ASTORIA
70	AVI2	CORCINO, DAVID .	ALC MRR PROJECTS BR
71	AVI2	RODRIGUEZ MELENDEZ, KEVIN D.	COMMANDANT (CG-933)
72	AVI2	WALKER, CHRISTOPHER A.	ALC MRS PROG DEPOT MAINT BR
73	MAT2	MACLEOD, PAUL R.	SFLC ESD DMG CTRL&LIFESV EQUIP
74	MAT2	STEVENSON, WILLIAM K.	AIRSTA CLEARWATER
75	MAT2	PEARSALL, GARRETT W.	OL-PSC PSD HMS-ALAMEDA CA
76	LT	STANLEY, HARRISON G.	BASE LALB FAC ENG DEPT (F)
77	MAT2	DAVID, JUSTIN H.	SEC ST PETE ENG/SUPPORT DIV
78	MAT2	MARING, SEAN M.	TRACEN C MAY STRUCTURES
79	MAT2	CORNELIUS, JOHN D.	ATC MOBILE FAC ENG DEPT
80	LT	RICHTER, JAIMEE K.	COMMANDANT (CG-1M11)
81	PERS2	MOE, BEVERLY C.	SEC VIRGINIA ADMIN/PERS DIV
82	PERS2	LANGE, MEGAN N.	BASE GALV PERS SUPPORT DEPT(P)
83	PERS2	ARAGONI, PETER T.	AIRSTA BARBERS PT
84	PERS2	BASKIN, JEPAUL S.	PACAREA (PAC-11)
85	PERS2	KARABA, BRENT J.	PPC MIL ACCT SUP BR
86	PERS2	HERRERA, JUAN G.	BASE NCR P&A DIV (PP)
87	PERS2	BEAN, CHRISTOPHER J.	SEC LOWER MISS ADMIN/PERS DIV
88	F&S2	COLON, KAUAKEA B.	SEC W AK&ARCTIC FIN/SUPPLY DIV
89	LT	LEWIS, JOSHUA T.	COMMANDANT (CG-833)
90	F&S2	MEISTER, ELIZABETH A.	SEC PUGET SND FIN/SUPPLY DIV
91	F&S2	GORMLEY, RONALD	MSRT EAST SUPPLY/FINANCE DIV
92	F&S2	SKINNER, MELINDA M.	ASSET LOGISTICS DIV
93	F&S2	DUNHAM, JOMAR R.	COMMANDANT (DCMS-DPR-4)
94	F&S2	REEDY, BENJAMIN R.	BASE KET SM PURCH DIV (SS)
95	F&S2	ROBBINS, JOHN W.	CGC ARGUS
96	F&S2	HUNTER, JAMES E.	OL-LOG-94 ALAMEDA
97	F&S2	MALIK III, WALTER E.	SEC KEY WEST FIN/SUPPLY DIV
98	F&S2	RESTO, MIGUEL	BASE KET LOGISTICS DIV (BL)
99	LT	HERNANDEZ JR., HARRY	TRACEN PET COMPTROLLER DIV
100	LT	DEMERS, SARA J.	BASE NOLA HSWL DEPT (H)
101	MED2	JOHNSON, JEDIDIAH E.	OL-HSWL-OAKLAND
102	MED2	PALMISANO, DEANA M.	COMMANDANT (CG-1K22)
103	INV2	DAUGHERTY, SHANNON	CGIS CENTRAL REGION
104	INV2	SCHMITZ, SAMANTHA	OL-CGIS-WASHINGTON DC
105	LT	AGUIAR, AMAURY	CGCIS REGION WEST (RW)
106	INV2	CASEY, AUSTIN G.	OL-CGIS NW REG-ANCHORAGE AK
107	INV2	THOMPSON, JOHN E.	OL-CGIS NW REG-KODIAK AK
108	LT	POE, JEFFREY T.	COMMANDANT (CG-7613)
109	LT	HEBERT, KYLE P.	RL-(CG-684)-JUNEAU AK
110	CMM2	JOHNSON, JARED N.	2013 CYBER PROTECTION TEAM
111	ISM2	LINDO, ALAN	1790 CYBER PROTECTION TEAM
112	ISM2	JACKSON, BRYAN S.	ESD JUNEAU
113	ISM2	BUOHL III, CHESTER H.	C5ISC INTEGRATED COMMS SYSTEMS
114	ISM2	WILSON, DELARNO C.	OL-CSD FMB-ALEXANDRIA
115	CMM2	LORING, TRAVIS L.	1915 CYBER MISSION TEAM

116	CMM2	LITTLE, LUKE J.	COMMANDANT (CG-791)
117	ISM2	HARRINGTON, JACOB A.	OL-C5ISC INTEL MISSION SYST-DC
118	ISM2	BRENNAN JR, RICHARD J.	OL-CGCC-36 TMB-ALX
119	ISM2	BELLIS, BRANDON M.	OL-CGCC-A&A DEPT-ALX
120	LT	VARGAS, MICHAEL J.	SEC MARYLAND-NCR INTEL STF
121	ISS2	RANGEL, JOHN P.	PSC EPM-2
122	MSSD2	GREER, JOSHUA P.	MSU MORGAN CITY
123	LT	JACOBS III, GORDON E.	TRACEN YKTWN MAR INSP/INV SCH
124	LT	MASSEY, MATTHEW H.	SEC HOU/GAL INSPECTIONS DIV
125	MSSD2	KERGER, SAMUEL W.	MSU TOLEDO
126	MSSD2	GLENZER, WILLIAM K.	MSD SITKA
127	MSSE2	YANEZ, JOSHUA J.	SEC MIAMI INVESTIGATE DIV
128	MSSE2	JENNINGS, BRANDON G.	SEC NOLA INSPECTIONS DIV
129	LT	ESPINOSA, MIGUEL A.	MSU TOLEDO
130	MSSE2	JOHNSON, MICHAEL E.	MSU HUNTINGTON
131	MSSE2	KALBRENER, ANDREW S.	SEC MARYLAND-NCR INVEST DIV
132	MSSE2	CARNAGHI, JOSHUA	SEC MOBILE INSPECTIONS DIV
133	MSSE2	GABLE, IAN A.	TRACEN YKTWN MAR INSP/INV SCH
134	MSSE2	HAERTEL, ANTHONY J.	SEC DEL BAY INSPECTIONS DIV
135	MSSE2	SANTERRE, STEVEN A.	SEC BOSTON INSPECTIONS DIV
136	MSSE2	COPELIN, CAMERON W.	SEC SAN DIEGO INSPECTIONS DIV
137	MLES2	BOYLE, MICHAEL J.	TRACEN C MAY HOUSING/SEC BR
138	LT	HARRISON, DALE R.	SEC ST PETE INCIDENT MGT DIV
139	MSSR2	ALEXANDER, JONATHAN C.	NPFC CASE MGMT DIV (CM)
140	MSSR2	TORCIVIA, JOSEPH A.	GREAT LAKES CNTR OF EXPERTISE
141	MSSR2	GARZA, ERIC C.	SEC ST PETE INCIDENT MGT DIV
142	DIV2	EVERSOLE, SEAN P.	REGIONAL DIVE LOCKER PAC

2. Commanding Officers must ensure compliance with Article 3.A.12 of Ref A. Each officer in the chain of command is responsible for delaying a promotion if they know the appointee has disqualified themselves after being placed on a promotion list. Disqualification here means any circumstance which casts doubt on the moral or professional qualifications of the officer concerned including pending action by a board of officers, court-martial, or investigation proceedings.

3. Officer selection boards review only officers' records and any communications from candidates directly to the Board. The Board is also given a roster of the eligible candidates listed in alphabetical order. Above and In-Zone officer rosters are combined, so the status of the officer is not discernible. Only the officer portion of a record is reviewed by the Board.

4. Promotion statistics for this board are provided below. There are many variables (e.g., changes in performance, group size, approved voluntary separations, etc.) that will cause selection rates to fluctuate from year to year among groups. Documented, sustained high performance is the best way to remain competitive for promotion.

5. The following are the promotion statistics for the W-4 Selection Board:

- a. Stated opportunity of selection (OOS) In-Zone: 92%
- b. Actual Selection Rate In-Zone: (103/115 - 90%)
- c. Actual Selection Rate Above-Zone: (3/5 - 60%)
- d. Number of officers selected Below-Zone: 0
- e. Approved voluntary separations: 15
6. In-Zone selection rates by gender:
 - a. Female: (6/7 - 86%)
 - b. Male: (97/108 - 90%)
7. In-Zone selection rates by race category:
 - a. Native American/Alaska Native: (3/4 - 75%)
 - b. Asian: (0/2 - 0%)
 - c. Black or African American: (4/4 - 100%)
 - d. Multi Race: (1/1 - 100%)
 - e. White: (85/93 - 91%)
 - f. Native Hawaiian or Other Pacific Islander (1/1 - 100%)
 - g. Declined to respond: (9/10 - 90%)
8. In-Zone selection rates by ethnic category:
 - a. Hispanic: (14/15 - 93%)
 - b. Non-Hispanic: (87/97 - 90%)
 - c. Declined to respond: (2/3 - 67%)
9. The following are the promotion statistics for the W-3 Selection Board:
 - a. Stated opportunity of selection (OOS) In-Zone: 96%
 - b. Actual Selection Rate In-Zone: (136/148 - 92%)
 - c. Actual Selection Rate Above-Zone: (6/12 - 50%)
 - d. Number of officers selected Below-Zone: 0
 - e. Approved voluntary separations: 15
10. In-Zone selection rates by gender:
 - a. Female: (14/16 - 88%)
 - b. Male: (122/132 - 92%)
11. In-Zone selection rates by race category:
 - a. Native American/Alaska Native: (6/7 - 86%)
 - b. Asian: (0/1 - 0%)
 - c. Black or African American: (9/9 - 100%)
 - d. Multi Race: (2/3 - 67%)
 - e. White: (94/102 - 92%)
 - f. Native Hawaiian or Other Pacific Islander (1/1 - 100%)
 - g. Declined to respond: (23/24 - 96%)
12. In-Zone selection rates by ethnic category:
 - a. Hispanic: (20/21 - 95%)
 - b. Non-Hispanic: (101/111 - 91%)
 - c. Declined to respond: (15/16 - 94%)
13. Only a W-2 continuation board was held in conjunction with this board. One W-2 was recommended for continuation. A W-3 continuation board was not held.
14. The Board memberships were:
 - a. For promotion to W-4.

NAME	UNIT
CAPT Thomas S. Lowry	COMMANDANT (CG-45)
CDR Caren C. Damon	SEC MARYLAND-NCR CMD CADRE
CDR Gretal G. Kinney	COMMANDANT (DCMS-DPR-4)
CDR Ian J. Murray	COMMANDANT (CG-7214)
CDR Zachary B. Robertson	MARINE SAFETY CENTER
LCDR Matthew J. McKenney	USCG CEREMONIAL HONOR GUARD
LCDR Michael A. Conell	C5ISC-BOD-PMB-PESS
CWO4 Robert A. Birdwell	COMMANDANT (CG-7D-1)
CWO4 Derek Q. Hardy	PSC EPM-2

b. For promotion to W-3 and W-2 continuation.

NAME	UNIT
CAPT Thomas S. Lowry	COMMANDANT (CG-45)
CDR Gretal G. Kinney	COMMANDANT (DCMS-DPR-4)
CDR Ian J. Murray	COMMANDANT (CG-7214)
CDR Zachary B. Robertson	MARINE SAFETY CENTER
CDR Molly E. Keyser	OL-FORCECOM (TMS)-DC
LCDR Matthew J. McKenney	USCG CEREMONIAL HONOR GUARD
LCDR Michael A. Conell	C5ISC-BOD-PMB-PESS
CWO4 Robert A. Birdwell	COMMANDANT (CG-7D-1)
CWO4 Derek Q. Hardy	PSC EPM-2

15. The Promotion Year 2025 Commandant's Guidance to Officer Selection Boards and Panels is available at the following link:

https://uscg.sharepoint-mil.us/sites/psc_spo/psc-opm/SitePages/ProjectHome.aspx.

16. The proceedings of the Selection Board, including its deliberations and criteria for selection, cannot be disclosed to any person who was not a member of the Board. If there are any questions regarding the board process, please contact OPM-1 Boards Section, at HQS-SMB-CGPSC-OPM-1-Boards@uscg.mil. Questions regarding officer status or precedence should be directed to OPM-1 Promotions Section at HQS-SMB-PSC-OPM-1-Promotions@uscg.mil.

17. RDML Z. Merchant, Commander, Personnel Service Center (CG-PSC), sends.

18. Internet release is authorized.