



The Mustang Lariat

February 2019
Volume 01

Silver Eagle: CAPT Bill Bindel

Senior Warrant Officer, Navy (SWON) CWO5 Alicia Lawrence

****New promotion categories are expected to begin CY 20 for FY 21 Selections, NAVADMIN 157/17 PARA 1.****

Head OCM's Corner:

It is that time again where I get the privilege to reach out to each of you with what I hope is useful words of wisdom. Before I impart my thoughts I want to recognize a few individuals.

Fair winds and following Seas to our SWON, CWO5 Alicia Lawrence. She will be retiring on Friday, April 5th at 1000 at Oak Grove Baptist Church on 2635 East Washington St, Suffolk, VA. I want to thank her for her leadership and dedication to our community. Your efforts have definitely made us stronger and better poised for future challenges. The LDO/CWO Community will definitely miss all that you do and have done to make our community one to emulate.

Welcome to our new Warrant Officer One (WO1) accessions for Cyber Warfare: Nicholas Drenning, Benjamin Nichols, Jonathon Wynn, Brent Gray, Ryan Snyder, and Devan Sorenson. The last time we had WO1 in the Navy was in the late 90s and that was in the Nurse Corp. These officers will be appointed in the months of Sep and Oct of 2019 with follow on orders to attend LDO/CWO Academy as a group. I ask that all of you welcome them to our community and to the wardroom. For the new WO1 accessions, don't hesitate to reach out to your fellow Mustangs for advice, guidance and mentorship.

I want to make 2019 "The Year of Mentorship." I know you have heard me mention mentorship in numerous Lariats and briefs, in addition to leadership throughout our community placing a huge emphasis on acquiring and being a great Mentor. How have we done? The first area of mentorship that the LDO/CWO Board of Directors (BOD) attacked in 2018 was our new accessions. Taking the excellent model that the ADMIN Warriors developed, senior leaders with the assistance of CDR "Z" Butts and his staff at LDO/CWO Academy took immediate action to match each new accession with a mentor, if not already assigned. To measure how well this was working, I and CWO5 Sandoval would query the class about who had a mentor. Throughout the year the percentage of new accessions that had a mentor continued to rise with the last several classes reporting 100%! That is success, but one that we have to sustain by making it habit forming. My challenge to our community is for everyone to ask all the LDOs/CWOs under your charge, in your area, those that you run into, basically any LDO/CWO you meet; "Do you have a Mentor?" If the answer is no, offer to help find them a Mentor or become a Mentor yourself. Don't leave any of our LDO/CWOs without a Mentor! Mentorship provides that critical guidance throughout our career and also gives a great source to vent your frustration or share your ideas.

The OCM staff has already been on the road this year to Hawaii, Iwakuni, Newport, RI and Rota giving the Recruit and the LDO/CWO Community Briefs. If we are in your AOR, this is an excellent chance to hear directly from the subject matter experts on recruiting and the status of our community. Most questions can be accurately answered on the spot. You can only get the information on the LDO/CWO Community Brief directly from the OCM staff due to needing the understanding of the mechanics behind many of the slides in the brief. It is well worth your time to listen to what we have to say about the status, health, and sustainability of our community in addition to bringing our reliefs to hear the OCMs talk about how to apply to become our reliefs. As we receive funding from the various commands that desire to have us provide this valuable information, we will continue to publish our future travel dates. Keep communicating your concerns, good practices and anything else you wish to share about our community. As a final note, the image you portray at any given moment in time is the image that is remembered.

CWO Community Manager:

Your OCMs continue to make every effort to develop and advance initiatives that ensure the appropriate personnel are retained and selected to fulfill the demanding jobs allocated to our community. Some recent changes:

- FY-20 Active Duty Officer Continuation Message NAVADMIN 306/18. 2XFOS CWO4 highlight:

PARA 5. c. "2XFOS CWO4s selected for continuation will be continued for a period of three years, or until their statutory mandatory retirement date for years of active service, whichever is earlier."

Additionally, per Title 10 U.S. Code 580, (e) (2) (B) - "A warrant officer in the grade of chief warrant officer, W-4, who is retained on active duty pursuant to procedures prescribed under paragraph (1)(B) is eligible for further consideration for promotion while remaining on active duty."

- When am I eligible to take the CPO exam for LDO purposes? BUPERSINST 1430.16G, Pg. 2-20, Para 215

BLUF: Sailors advanced to First Class Petty Officer off March exam, who have command endorsement/approval, may take the CPO Exam for LDO purposes the following January. September selects are not eligible to take the January CPO Exam.

OWNERSHIP – The LDO/CWO Community requires a continual inventory of talented officers to support the Navy's mission. We are all tasked to ensure future selects are up to the expectations of their selected designators. Numerous Lariats and OCM briefs across the fleet provide guidance, tools, and resources that can assist, but it is imperative that when you are mentoring and screening potential leaders about our program, that you are honest, sincere and to the point. They are either ready or need more time/experience to fully execute the profession for which they are applying, and possibly being selected for. An application does not automatically merit approval to submit if the member does not meet the requirements. We will undoubtedly fail our shipmates and the mission if we say what they want to hear vice providing feedback that will ensure their future success as an officer.

A good source of basic designator requirements and eligibility are located in the FY-20 Discreet Requirements which can be located [here](#). The discreet requirements are written by community managers and senior in-designator officers; these requirements are also the criteria by which the ISPB selects new accessions. We recommend ALL prospective applicants read and understand their designator requirements and future career path. Anticipate the FY-21 LDO/CWO ISPB NAVADMIN shortly after the announcement of the FY-20 selectees. Now is the time to identify and mentor those talented individuals who will one day take the helm and have them start the application process. The applicant can tweak their application after the ISPB NAVADMIN is released.

We encourage you all to be involved in the process; become or assist the Command Coordinator for your applicants. Having a point of contact for direction and guidance is vital in the success of the recruitment process for both the applicant and the command. Adhering to the standards set by the governing instructions, NAVADMINs, and local command procedures before an application is presented to the commanding officer, will ensure that the candidate(s) meets all the requirements for the program and are submitted to NPC with zero errors. There was a 15% error rate (326) out of the 2118 applications submitted for the FY-20 board that should have been corrected prior to submission. The OCMs continue to receive numerous questions concerning eligibility to our program. If something is not clear, feel free to contact our office for guidance.

On a final note. Once the Commanding Officer has signed the application, a copy of the entire completed application, including all enclosures, should be provided to the member. Just imagine your FITREPS being written and submitted on your behalf with no opportunity to review. This can be accomplished via email after scanning for submission or by hard copy. This affords the applicant an opportunity to review their current standing and provide direction if not selected. Similar to the evaluation process, the member should always be provided feedback on their performance...if not, how can they continue to improve?

Words from the Reserve OCM

Promotion Board season has arrived in Millington! I want to take the opportunity in this issue to point out a few items you may want to focus on to ensure you are promotion board ready.

Point #1

NAVADMIN 314/18 was released 20 Dec with a list of names, reserve precedence numbers, and dates of rank of the Senior in-zone and Junior in-zone eligible for consideration for promotion for the FY20 boards. The dates for the remaining applicable FY20 boards are listed below:

Reserve O5 - Line 5 Mar 19
Reserve O4 - Line 15 Apr 19
Reserve O4 - Staff 10 Jun 19
CWO5/4/3 - 13 Jun 19

Point #2

Letters to the Board. As was the case last year, Letters to the Board must arrive no later than 10 calendar days prior to the convening date of the board (NAVADMIN 296/17)

Point #3

I realize in most instances you are operating overseas and/or independently. I am here to help, however there are some items that I am unable to submit into your record such as education data that requires the submission of a sealed transcript or your Officer Photo. These items must come from the school or from the Officer. Please do not hesitate to reach out to me, if I can't help you I will point you in the right direction at a minimum. The path below is a wonderful source of information if you are trying to update your record.

https://www.public.navy.mil/bupers-npc/officer/Documents/Officer%20Record_Management_Brief.pdf

Are you Promotion Board Ready?:

NAVADMIN 304/18:

Active O5 Line - 12 Feb 19
Active O5 Staff - 26 Mar 19
Active O4 Staff - 14 May 19
Active O4 Line - 20 May 19
CWO5/4/3 - 13 Jun 19

NAVADMIN 265/18:

Reinstatement of the Requirement to display the Officer Photograph during selection boards.

Officer Training: Precedence Number aka Lineal Number

Precedence Number: OPNAVINST 1427.2A- Consist of a six-digit whole number and a two-digit suffix. Suffixes allow additional placement of officers on the ADL in proper precedence order of rank, and the policy.

ENS LDOs: Assigned a percentile ranking based on rank order of selection by board.

All Other ENSs: Rank-ordered by percentile of class standing among other ensigns appointed from ALL commissioning sources on same date.

- This message establishes the senior and junior person that will be in-zone for each grade and competitive category for the upcoming year. The active-duty zone message also includes a "junior eligible." The junior eligible marks the end of the below zone list of eligibles. Except for CWO-3 & 4, reserve boards do not consider below zone officers for promotion. SECNAV releases the promotion zone message at least 30 days before the first board is scheduled to convene (which is usually the Active-Duty O-6 Line), typically in the middle of December, NAVADMIN 304/18)
- If your precedence number is lower than the number for the junior **in-zone officer** on the message you will be considered in-zone by the upcoming promotion board. To find your lineal/precedence number please refer to your Officer Data Card on Bupers Online: <https://www.bol.navy.mil/>
- For those on active-duty (and reserve CWO), if your number is higher than the junior in-zone but lower than the junior eligible you will be viewed as below zone by the upcoming board. Boards are allowed to select a certain percentage of below zone officers. A below zone look is in essence a "free" look since consideration by the board as a below zone will not incur a failure of selection (or FOS) if not selected. It is possible, due to varying needs within the different communities, that an officer may receive 1, 2, or occasionally 3 below zone looks.

Rank, Seniority and Placement of Officers

Seniority is based on date of rank (DOR),

If DOR is the same then seniority is based on date of birth,

If date of birth is the same, seniority is based alphabetically.

Nuclear OCM Corner

Greetings from the Nuclear LDO/CWO OCM shop in Washington DC. With 2018 behind us I'd like to highlight some of the major issues and initiatives that have/will affect our Nuclear LDO/CWO community going forward.

First, the results from our FY20 selection board have been released via NAVADMIN 017/19. Please reach out to our newest Mustangs and congratulate them.

Nuclear LDO Inventory Shortage. While we've completed nearly all of the actions necessary to turn the tide on our inventory shortage, the shortage will continue to affect our community for several years as the actions take time to mature through our ranks and result in more Nuclear LDOs in the Fleet. The current inventory shortage remains focused in the LCDR ranks and will propagate through the CDR ranks over the next several years. Our ENS-junior LT ranks are relatively healthy and these LDOs will be the key to successfully carrying our community through this challenging period while the inventory is being recovered.

Some 2018 Highlights:

- FY20 Nuclear LDO applications **increased** 44% over FY19 (following a 102% increase last year!
- Increased Nuclear LDO accessions from 36 to 42 beginning with the FY19 board to begin the process of recovering inventory.
- Established a distribution hierarchy prioritizing CVNs and Submarine tender billets to ensure that we continue to support our sea-going responsibilities during the inventory shortage.
- Established a tiered bonus structure to improve LCDR and CDR retention (NAVADMIN 317/18).

Application season is upon us and the Submarine/Nuclear LDO Road Shows are in progress. Ensure you and your candidates show up and get the latest news and information about our great community! The current schedule is:

- Week of February 11 – Norfolk
- March (TBD) – Pearl Harbor, Guam, and Japan
- April/May (TBD) – San Diego and PACNORWEST
- June (TBD) – New England

As always, please reach out to me if you have any questions or comments that I can answer or take for action. Thank you for your dedication and service to our Navy and nation!

School House News

OUR NEW SELECTEES NEED YOUR MENTORSHIP!

Your efforts in divesting our enterprise from fundamentally destructive behaviors and tired monikers the likes of 'I did it the hard way' and 'it's hard to be humble' are making an impact, but room for improvement remains. You may be surprised to learn that we continue to receive newly commissioned officers who've been trained to believe they aren't required to salute Lieutenants, but there are some throughout the fleet that continue to inculcate this and similar mental frameworks into our reliefs. Little things like instilling a renewed sense of pride in rendering proper military courtesies set these new accessions up for initial success and operational excellence for years to come. Your assistance in ensuring they're ready for training and well aware of the following notes is critical to the overall success of our mission.

- All students *must* visit www.netc.navy.mil/nstc/otcn/index.html *early and often* to ensure they're prepared for training.
- All students, with the exception of those assigned in a temporary duty status with a current DTS authorization, are required to make lodging reservations via Naval Station Newport's Navy Gateway Inns and Suites (NGIS) by calling (877) 628-9233 / (401) 841-7900 or visiting www.dodlodging.net on receipt of subject orders.
- Due to fiscal constraint, all Limited Duty and Chief Warrant Officers reporting to OTCN on BUPERS Orders are not authorized to reside in off-base lodging, even with a Certificate of Non-Availability (CNA).

Students who are unable to secure a reservation via NGIS must immediately contact the Academy staff to arrange non-commercial berthing accommodations.

LDO / CWO ACADEMY FY19 SCHEDULE OF EVENTS

12 DECEMBER 2018

CLASS #	CONVENE	GRADUATE	CLASS OFFICER	OCM BRIEF	SPONSOR BRIEF	SPONSORS	SILVER EAGLE BRIEF	CLASS SOCIAL EVENT
19030	7-Jan-19	1-Feb-19	CW05 Linzer	24-Jan-19	30-Jan-19	CAPT Smith CW05 North	31-Jan-19	31-Jan-19
19040	11-Feb-19	8-Mar-19	CW04 Hendrix	28-Feb-19	6-Mar-19	CAPT Taranto CW05 Bosley	7-Mar-19	7-Mar-19
19050	18-Mar-19	12-Apr-19	CW03 May	4-Apr-19	10-Apr-19	CAPT Whitt CW05 Carpenter	11-Apr-19	11-Apr-19
19060	22-Apr-19	17-May-19	CW04 Potts	9-May-19	15-May-19	CAPT(Sel) Nichols CW05 Powers	16-May-19	16-May-19
19070	28-May-19*	21-Jun-19	CW05 McAlman	13-Jun-19	19-Jun-19	CAPT Goodridge CW05 Cruzpena	20-Jun-19	20-Jun-19
19080	8-Jul-19	2-Aug-19	CW03 May	25-Jul-19	31-Aug-19	CAPT King CW05 Baker	1-Aug-19	1-Aug-19
19090	12-Aug-19	6-Sep-19	CW04 Hendrix	29-Aug-19	4-Sep-19	CAPT Sandin CW05 Dixon	5-Sep-19	5-Sep-19
19100	9-Sep-19	4-Oct-19	CW04 Potts	26-Sep-19	2-Oct-19	CAPT Oxendine CW05 Karp	3-Oct-19	3-Oct-19

Sponsor Standby: CAPT Gibbons (Except JAN19), CAPT(Sel) Carius, CAPT Meskimen, CW05 Wilson (available JAN – MAY19)

- Holidays:
 - *Class 19020 convenes on Tuesday – Veterans Day
 - *Class 19070 convenes on Tuesday – Memorial Day
- Newport RI Uniform Shift Dates:
 - BLUEJES: First Monday in October
 - WHITEJES: Last Monday in April
- Graduation Uniform is Full Dress Uniform (Large Medals)
- Class Social Event attire is: Business Casual. (Summer months likely will be Aloha events; depending on the weather)
 - Sponsors are welcome to attend Class Social if available



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Community Managers Road Shows:

Special thanks to LT Moore, CWO4 Akaka, CWO3 Tweet for coordinating our visit to Pearl Harbor and LT Baythavong and LT Simmons for coordinating our visit to Iwakuni Japan. We had the privilege of visiting both sites earlier this month. We had over 206 Sailors come out for our Briefs at Pearl Harbor and Kaneohe Bay and 72 Sailors at our brief in Iwakuni. Awesome!!!

Upcoming Road Shows:

February 4th -8th -Rota Spain (Thank you LCDR Atienza and LT Rosalez for your coordination)
March 2019- Kings Bay GA, Jacksonville and Mayport, FL, Tinker AFB (tentative)
April 2019- Pensacola FL, Gulfport MS (tentative)

Did you know....

There's an instruction that formally promulgates command qualifications for Surface Limited Duty Officer within Surface Designators 61XX, 6410 and 6490?

To learn more about this qualification, check out COMNAVSURPAC/COMNAVSURPAACLANTINST 1412.3A

If your
actions
inspire
others to
dream more,
learn more,
do more &
become more,
**YOU ARE A
LEADER.**

- John Quincy Adams

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Community News and Forums: Stay Connected!

NPC Website: http://www.npc.navy.mil/officer/communitymanagers/lido_cwo

Facebook: <http://www.facebook.com> (Search: LDO and CWO Community Manager Forum)

