



THE MUSTANG LARIAT

JUL/AUG 2017



LDO AND CWO
NEWSLETTER

Silver Eagle - CAPT Pierre Fuller

Senior Warrant Officer, Navy (SWON) - CWO₅ Anthony Diaz

Head OCM: Farewell RADM White! Sir, on behalf of all LDOs and CWOs (active and retired) who have had the honor to serve under your leadership, I say thanks for your guidance and support, Fair Winds and Following Seas.

Welcome aboard to our new LDO/CWO sponsor, RADM Cozad. We look forward to your assistance and guidance.

I had the opportunity to brief RADM Cozad at the end of August. He is a big fan of our community and is genuinely interested in our health and sustainability. He understands the direction we are going with Officer Sustainability Initiative and how that will change the way we promote two years from now. He also understands our current initiatives and challenges in certain designators. My goal is to keep RADM Cozad well informed and involved in shaping our community.

I continue to write what is on my mind based on what I have experienced so I came up with two questions that will I use as my topics for discussion. What are we doing for our community to remain "relevant"? What does the LDO/CWO community need to work on/do to help us continue to be "relevant"?

We continue to work the approved Acoustic Warrant (728x) initiative. Our current status is we are awaiting the completion of the NOOCS process and once that is done the NAVADMIN can be released announcing this new designator and discrete requirements. Please help spread the word and tell anyone that meets the criteria and is interested in applying to put in an application for the FY19, January 2018 In-Service Procurement Board (ISPB). I would also tell them to put in for another designator (I know all should list two designators but that does not happen in every case) in the event that the Acoustic Warrant initiative does not happen this year for whatever unknown reason. I am a firm believer in always having a backup plan.

The next initiative was the legislative proposal to eliminate the temporary LDO (currently LDOs under ten years of service are temporary) and make all LDOs permanent upon commissioning. That proposal has been approved by the Navy and is headed to legislation for their vote. My anticipation is that it will be approved and added to this year's National Defense Authorization Act (NDAA) allowing us to enact this change for FY-20's ISPB.

Additional guidelines have been drafted concerning off ramping of the IWC and Supply LDOs. Part of the new change is stream lining the process by eliminating the need for LT and below to go before a lateral transfer board. If this proposal is approved, request for redesignation, Without Board Action (WOBA), will become the norm for IWC and Supply with delegation authority to further streamline the process. Additionally, WOBA's can be done at any time vice waiting for a board to convene. We anticipate the NAVADMIN announcing these changes to be released in Sep.

This is the part of my editorial that speaks to the second question on what the community needs from each one of us. I will start off with being brilliant on the basics. You need to continue to be the best professional example of a Naval Officer on and off duty, 24/7. I have seen and experienced examples of our officers crossing the line due to familiarity and friendliness into being complacent on proper protocol. Specifics include juniors not saluting seniors and that includes JOs saluting more senior JOs. The other big protocol mistake is the use of first names by junior officers to their seniors especially in front of Sailors. Remember that our actions as viewed by our Sailors or others can either confirm or change their perception of what is proper protocol in the Navy. I have been guilty at times myself but fortunately I have had shipmates around me that had the courage to point out my fault. I am sure that I will slip up again but it will not be intentional. At the end of the day, I want to be able to look myself in the eyes knowing I did my best to represent my community and myself as a Naval Officer. Also, you can be in standards per the PRT instruction but what does your appearance say to others. I offer these perspectives as food for thought.

The next thing our community needs is your involvement/participation. Be a presence at the road shows given by the detailers/community managers, be involved in the recruiting/application process and be a mentor. I know that what I am asking takes time away from your busy day and from your family. Remember all those that sacrificed their time for you to be where you are at. Where would you be without that help? Those that are doing it right I thank you and for those thinking someone else will take care of it I ask you to be that someone else that is involved.

In closing, we are a great organization that has been around for over a century. To remain a great organization it takes all of us to be committed to those high standards that our predecessors set for us and to continue to find ways to improve. It starts with the person in the mirror. I also want to let those affected by Hurricane Harvey know that they and their families are in my heart and thoughts.

A view from our Silver Eagle:

“BEHIND EVERY SUCCESSFUL COMMAND IS A TEAM OF MUSTANGS”

Becoming a Mustang is a Proud moment! Living the life of a Mustang is even Prouder and more Fulfilling! However, there were times in the distant past, where some have taken that proud moment and made it into a prideful or arrogant moment, the community suffered from this optic but has in the last few years changed this optic to a positive view. The reason I like to use the axiom “Behind Every Successful Command is a Team of Mustangs” is for a couple of reasons.

I believe in “One Team, One Fight” and that there is no “I” in “TEAM”, and when the focus is on the mission of the command there is no room for self. Leading from the front on all facets but behind the command’s mission, whether it be the Bull/George Ensign, PRT, Wardroom Treasurer, INSURV Coordinator or doing your daily job, the allegiance has to be with the TEAM...the Command TEAM and your Mustang TEAM!

A command cannot be successful unless we as Mustangs blend into the Wardroom and work with our fellow Line and Staff Officer brothers and sisters to make a cohesive unit. A Wardroom will never reach its full potential unless all Mustangs are TEAMED up together heading in the same direction as the Command’s Mission.

CWO Community Manager: Hello everyone. As I begin settling into my new role as your CWO Community Manager here in Millington, I wanted to take some time to formally introduce myself. I am a 7331 (Aviation Maintenance) designator, but have had the good fortune of working manpower matters at various commands. In my short time onboard, I have rapidly come to understand that providing career progression for each designator is crucial to recruiting and maintaining a healthy

CWO inventory. My goal is to learn quickly and support each of you in your career progression by ensuring you continue to have predictable promotion and career opportunities.

Everyone I have met so far has been professional, and productive, and it is clear that this is a positive team environment. Being the new guy in the office may limit my knowledge to some ongoing intricate details, but I am fortunate to have CDR Callahan and Mitch Allen to lean on. I hope that we can use our personal experiences and our shared success to benefit the community overall.

A quick plug for FY19 LDO/CWO procurement. As we are less than a month away from the 01 October, deadline, continue to drive those future superstars to put the finishing touches on their applications and continue to identify and mentor those junior sailors that will one day fill our shoes.

I would be seriously remiss if I did not mention the phenomenal impact that CWO5 Liz Rivera had on our community. I know that she will be a hard act to follow. I know that with your input and support, our community will continue to succeed and remain RELEVANT.

I look forward to representing you and our community as your new CWO OCM. If you are ever in Millington, feel free to pay us a visit; our door is always open. Until we meet in the Fleet, Very Respectfully, CWO5 Hector Sandoval

Assistant Community Manager: Things to know:

NAVADMIN 281/12 increased CWO initial service obligation from 4 to 6 years. During the transition some CWOs were sent paperwork requiring only 4 years of obligated service. For CWOs who fall into this category and desire to retire after completing their 2 year obligation for promotion to CWO3 (5 years of commissioned service) they may submit an Exception to Policy Request along with their retirement letter.

Lateral Transfer / Redesignation , Off Ramps, and Without Board Action (WOBA) . Our office fields a number of calls on these processes. With few exceptions everything comes down to math. Lateral Transfer / Redesignation boards convene semiannually and consider officer's request for transfer to different designators. Applications for lateral transfer are submitted to PERS-8 and are reviewed by OCMs. Detailers are notified and consulted on designator health and distributable inventory and make recommendations to the OCM. In almost all cases where "the math" supports the officer's request, the OCM will support. There are no smoke and mirrors here. Each community (gaining and losing) has to provide a power point slide showing inventory compared to funding levels by year groups and pay grade. If inventory exceeds funding in the LDO designator and inventory is below funding levels of the requested designator, the answer is yes. If not, the answer is most likely no but there are exceptions. These exceptions are generally limited to LDOs facing statutory separation at 30 years with no opportunity to compete for CDR as an LDO and also Off Ramp Designators but there may be others. If you have more specific questions just give us a call.

Off Ramps are primarily for IWC and Supply LDOs. These LDOs are expected to off ramp into their RL or Staff designator after completing degree and warfare requirements. CDR Callahan has addressed upcoming changes to redesignation of officers in off ramp designators utilizing WOBA. My message is that WOBA is a form of redesignation. There are board and without board actions, refer to OPNAVINST 1210.5A for specifics.

Greetings from OTC Newport LDO/CWO Academy

For new accessions: Congratulations on your upcoming commissioning, we look forward to your arrival here in Newport at the LDO and CWO Academy! Please address any questions directly to the LDO/CWO Academy Staff and review OTC Newport webpage in its entirety versus posting questions on the OCM Facebook page. (<http://www.netc.navy.mil/nstc/otcn/ldo.html>). If unable to reserve a

- CO's endorsement must contain mandatory statement – this was missing off several applications last year.
- Applications must be post marked 1 October 2017. Routine addendums excluding evaluations and awards, must be received no later than 1 December 2017. Evaluations and awards must be received no later than 1 January 2018. *If you are planning on graduating from college in December, you can obtain a letter from the college and include as an enclosure to your package. The degree is not an evaluation or award, therefore cannot be sent in on the 1 January 2018 deadline.
- Appraisals – The senior member should be a LCDR or above. Every effort will be used to ensure at least one board member is from the designator for which the applicant is applying.

Other helpful tools are located below:

References:

OPNAVINST 1420.1B (this instruction is old and there have been many changes, so make sure you read the below NAVADMINs)

NAVADMIN 281/12 (Advance Change Notice to OPNAVINST 1420.1B)

NAVADMIN 090/17 (FY 19 In Service Procurement Message)

Current listing of all LDO/CWO Designators for applicant submission:

http://www.public.navy.mil/bupers-npc/officer/communitymanagers/lido_cwo/Pages/References.aspx

Our recruiting brief is posted on the NPC website, located here:

http://www.public.navy.mil/bupers-npc/officer/communitymanagers/lido_cwo/Documents/LDO%20and%20CWO%20Recruiting%20Brief%20Jan%202017.pdf

This is a Notational Timeline you can use to ensure your applicants get their applications submitted on time, this is by no means written in stone, just a suggestion:

APR: Submit Special Request Chit to apply for program

MAY: Applications due to Admin

JUN: Set up Interview Appraisal Boards

JUL: Have packages ready to be reviewed by CO for their endorsement

SEP: Mail applications, post marked by 1 Oct

PERS 8, the board sponsor has a page on the NPC Website that has helpful tools, i.e. Application Form, Appraisal Sheets, Application Instructions, Checklist, Helpful Hints, etc., it can be found here:

http://www.public.navy.mil/bupers-npc/boards/administrative/lido_cwo/Pages/default.aspx

**** Make sure your applicant uses the checklist and includes it in their folder****

Do you know what the board is looking for? If not, take a look at the discrete requirements located here:

http://www.public.navy.mil/bupers-npc/boards/administrative/lido_cwo/Documents/FY-18%20180-181%20QUOTA%20LETTER.pdf



Did you know? OPNAVINST 1210.5A, Encl (1) officially defines off ramp? "A change of designator from LDO to the respective restricted line or staff corps counterpart community. Off ramps were developed to consolidate officers of the same or similar capabilities and technical acumen under one restricted line or staff corps designator."



Mission

The Limited Duty Officer and Chief Warrant Officer Community support the war-fighting capability and readiness of Naval Forces through leadership, technical proficiency, and experience. We are the primary manpower source for technically specific billets not best suited for traditional Unrestricted Line, Restricted Line or Staff Corps career path Officers. Using critical enlisted experience, we are committed to the continuous leadership, improvement, training and mentoring of Sailors.

Vision

We will achieve and maintain the highest degree of technical excellence within our specialties in order to ensure we are poised to continuously contribute to the war-fighting capability and readiness of Naval Forces.

Fundamental to this vision is our ability to constantly strive for improvement through training, education, qualifications, and being fully integrated with our fellow wardroom members. We will seek out the toughest challenges in our command and do our utmost to positively influence them.

We will at all times maintain the highest standards of personal integrity, setting the example for those with whom we work and those who we lead. We will always be personally and professionally prepared to support the manning requirements of the Navy and ask for the most challenging assignments commensurate with our rank.

We are a community with great pride and history. We will honor those who paved the way for us by remaining humble through our actions and actively searching for and mentoring those Sailors who possess the technical expertise and leadership traits required in a wardroom in order to groom them to one day relieve us. Our success will be known to those who follow us by the reverence in which our community is held by the Navy.

CDR Ed Callahan
 Head LDO and CWO Community Manager
edward.l.callahan@navy.mil

CW05 Hector Sandoval
 CWO Community Manager
hector.sandoval@navy.mil

Mr. Mitch Allen
 Asst. LDO and CWO Community Manger
mitchell.allen@navy.mil

**RELEASED
 SEP 2017**