



THE MUSTANG LARIAT

JAN - MAR 2018



LDO AND CWO
NEWSLETTER

Silver Eagle - CAPT Bill Bindel

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

Head OCM

I want to start this editorial with a "HUGE" and very enthusiastic "CONGRATULATIONS" to all of our new selectees. I encourage all to attend the ceremonies in your area as it will show our Community's unity, let the selectee know they have an entire professional support group behind them and your presence will assure the Officer's family that their loved one made an excellent decision to become a "Mustang". If that last statement did not motivate you to attend the ceremony, then let me state it like this: put yourself in the selectee's position and think about how you would feel not being supported by the Community you joined.

The New Year has come and gone very quickly for the OCM office. We have been on the road giving our Community and Recruit Briefs in Yokosuka, Sasebo, Guam, Lemoore, Mayport, Jacksonville, Kings Bay and Great Lakes in addition to going to Newport to brief the new accessions. One common theme that I noted is the lack of understanding the fundamentals of the promotion process and how the new promotion system will affect me. Fortunately, we are able to clear up any confusion or inaccurate data. We have also experienced excellent participation in our Recruit Brief. If you have not been to our Community and Recruit Brief and the opportunity becomes available in your area, you should arrange your schedule so that you don't miss them. We are constantly updating the briefs with the latest information available. To date not one brief has been exactly the same. In addition to obtaining the most up to date information that is helpful to making career decisions, your presence also sends a clear message to those in and out of our community that the LDO/CWOs are united. A very noticeable ripple effect of attending is the positive example you set for all those that want to be you.

The new IWC/Supply off-ramp NAVADMIN 014/18 is out. It clearly spells out that LDOs in those affected designators have 5 years to complete all required prerequisites necessary to change over to their respective restricted line designator. The other initiative I spoke about in the previous Lariat was the standup of the Acoustic Warrant. Four applicants were selected during the FY19 ISPB and we have had 6 others convert. I can put the rumors to rest concerning the INTEL LDO Program. NAVADMIN 070/18 disestablished the active and reserve component INTEL LDO 683X designator. The FY19 ISPB was the last accession for INTEL LDO and formal disestablishment of the designator will take place after natural attrition of the current inventory.

I talk in my Community Brief about keeping current on NAVADMINS and not just those that apply to you personally. NAVADMIN 288/17 seems too have been one of those that has been hastily read or not at all due the requests that we receive. This NAVADMIN cancelled all early out programs and minimum service requirement waivers. Plan to execute your obligation.

Here are some current objectives that we are working. Good progress was made last year on updating the discrete requirements for the ISPB and we plan to ride that momentum to get those requirements even more accurate and specific. The goal is for any board member not even familiar with the designator they are reviewing to be able to clearly define “best” and “fully qualified” applicants and by reaching this goal no one will be disadvantaged due to a lack of personal knowledge. The second objective that we are pushing is getting the Career Progression Charts updated. The last major update was in 2011 and we all know the Navy is constantly evolving due to world events causing shifts in established career paths. We need to be current so our prospective applicants and Officers know what the career expectation is for their designator.

As talented and professional as the LDO/CWO Community is, that has not prevented some of our Officers from disgracing the Community and themselves. Over the last 3 years we have had 100 (9 were this year with months still to go) LDOs and 38 (5 were this year with months still to go) CWOs processed for ADSEP due to various misconduct. One was too many for a Community that accesses from the best of the best in the enlisted population. Temptation is similar to safety in that we face it every day but it is not something we can't overcome with the right mitigations in place. Together we can eradicate this trend but to do so we must get involved at the hint of any wrong doing. I need everyone's help in keeping our reputation for excellence from being marred by acts of misconduct.

I end this editorial with my consistent pitch to get “INVOLVED”. It takes all of us to make our Community successful. If you lost a little steam due to whatever, I ask that you search deep inside you to recover that energy that drove you to be an LDO/CWO. We are a great organization that provides much needed support throughout the entire Navy. I am proud to be a Naval Officer as part of the LDO/CWO Community and I hope to preserve this same feeling for others. You should be equally as proud for you do incredible hard jobs throughout your career with outstanding results. Keep our standards high, charging full speed ahead and together we will continue to make the Navy great.

A view from our Silver Eagle:

Fellow Mustangs,

I am enthusiastic to become your Silver Eagle. I consider it an immense responsibility to represent and lead women and men who devote their lives to the highest calling; the defense of our great Nation. I am particularly grateful to follow in the footsteps of Captain Pierre Fuller, one of our communities most honorable and conscientious leaders.

When we joined the United States Navy, most of us did so because we wanted to make a difference and of course some of us wanted to see the world. Some had visions of being in charge while others did not want anyone to know they existed. However, each of you is considered a leader in our Navy. Without leadership it is hard to see how we can shape a more enviable future for our Navy. We greatly need women and men who can take charge. What can be more meaningful and exciting?

It is really very simple. Your job as a leader is to instill pride and professionalism in each and every team member. Success in this endeavor will depend in large measure on the personal attributes you bring to the command and the degree in which you give your subordinates responsibility and require that they perform. You must ensure that the entire team seeks success and that they desire to be part of a successful team. Your team will perform and serve at the level you demand.

Integrity is a quality which you must demonstrate. Sailors have opportunities each day to measure it and they will set their standards by those you show in your own behavior. Another aspect involving integrity is loyalty. Loyalty must be worked for; it does not come automatically. Integrity, impartiality, and loyalty of leadership bind the leader, Wardroom, Chief's Mess, and the Sailors into a highly effective team.

In closing, remember that you cannot walk past something that isn't right. The minute you do, you've accepted the standard—be it something as mundane as a piece of paper on the deck or as complicated as an improperly assembled piece of machinery. Remain especially vigilant for safety violations of any kind. Know your job, interact with your personnel in positive ways, and keep everyone focused on safety and the mission at hand.

Let's press on!

CWO Community Manager:

As we conduct the Recruit Brief during our Road Shows, we are seeing a trend of personnel, both Officer and Enlisted, who are surprised when we tell them that all the information we are providing is readily available on the NPC website. Application information, current instructions/references, designator information and the most current [Recruiting Brief](#) to help command coordinators and prospective applicants throughout the process is at your fingertips. A good place to start is the [Applicant Information](#) page which will provide an overview of our program. Further application assistance can be found on PERS-803's [page](#). One of the major reveals is when we talk about the Discreet Requirements that provide selection guidance for Board Members. These are also available on the Current and Past LDO CWO Boards page under Board Quotas>[Active Duty](#). Local Mustang mentors need to be well versed in the program to help those that are eager to follow in our footsteps. We are energized by the number of Sailors that make it to our Road Show briefs and we expect local LDO/CWO leadership to take the helm in those locations that we are unable to visit.

Nuclear LDO/CWO OCM:

Greetings from the Nuclear LDO/CWO OCM in Washington, D.C. We continue to work behind the scenes in support of the Naval Nuclear Propulsion Program and to improve our Nuclear LDO/CWO community.

NAVADMIN 049/018 announced the results of the FY-19 Nuclear LDO In-Service Procurement Board (ISPB). Congratulations to our newest class of Nuclear LDO selectees and to the many officers that guided them into our program and mentored them through their careers. That said, the mentorship of the selectees is just beginning. It is incumbent on us to ensure, just like any newly reporting Division Officer, the selectees are provided the guidance and mentorship necessary to make an effective transition into the wardroom.

Our community continues to experience a strained Junior Officer inventory. The increased accessions starting with the FY-19 board will take several years to mature before inventory improvements are seen. In the interim, effective communication with the detailing shop is essential to understanding and mitigating the risks incurred by this shortage. As we work through improving the Fleet LDO inventory, our greatest strain will be filling CVN PA billets. We are seeking strong performing LTs to step up and fill these critical spot-promote LCDR assignments.

Surface-born Nuclear LDOs may now be assigned to Submarine Overhaul Coordinator (SOC) billets, similar to the recent changes made to allow them to serve on PCU submarines. This policy change recognizes the technical and maintenance proficiency of Nuclear LDOs across all platforms, and provides greater detailing flexibility to fill these billets.

The revised application procedures used for the FY-19 LDO ISPB resulted in a 96% application increase and a corresponding 40% improvement in selectivity. With the noticeable improvements, I don't anticipate any major changes to the FY20 Nuclear ISPB application process. More information on the procedures and dates for the FY-20 board will be provided in the near future.

As always, thank you for your hard work and dedication to our Navy. Your efforts play a crucial role in the defense of our country and our way of life. I am always available to receive feedback, ideas, or just to vent, so please pick up the phone or shoot me an email.

Reserve LDO/CWO OCM:

In the last Lariat I spoke about some of the challenges the Reserve Component LDO/CWO Community is facing. From my perspective, one of the biggest challenges the community faces regarding long term viability is our historical inability to get sufficient applications to the annual LDO/CWO In-service Procurement Board. This year we have a number of initiatives to get the word out and create awareness for this amazing opportunity for qualified sailors to commission as either a LDO or CWO in the Navy Reserve. Our national recruiting effort is being led by CDR Dell Griffith and supported by a team of dedicated MUSTANGs across the fleet. They will travel to various NOSCs throughout the country to give recruiting briefs and speak to sailors one-on-one. Having said that, they will not be able to visit all 123 NOSCs themselves.

We need your help! If you are an RC LDO/CWO I am asking you to get involved and help create awareness! This can be in any number of ways from giving a brief to ensuring your NOSC advertises the In-service Procurement Board in its Plan of the Month. Every little bit helps.



Did you know? LDOs and CWOs are eligible to succeed to command. See MILPERSMAN 1210-280, US Navy Regs 1084 and 1085 and 32 CFR 700.902 for eligibility.



LDO / CWO Academy, Officer Training Command Newport (OTCN)

Congratulations to CWO₄ Wally Robison on his selection as Naval Service Training Command's (NSTC) and Officer Training Command Newport (OTCN) Officer Instructor of the Year!

Those of us entrusted with the operation of "YOUR SCHOOLHOUSE" are focused on providing relevant, high quality training to each of our new accessions. Your assistance in mentoring our prospective students and ensuring they're 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 constraints, 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 on Non-Availability (CNA). Students who are unable to secure a reservation via NGIS must immediately contact the LDO/CWO Academy Staff to arrange for non-commercial berthing accommodations.

We look forward to welcoming our newly commissioned teammates aboard, and, as always, we're standing by to address any questions or comments you might have. Please feel free to contact us utilizing NMCI global address list.

CDR Zeverick Butts, Director
 CWO5 John Linzer, Deputy Director
 LT Alena Fuller, Class 18060
 CWO5 Tina McAlman, Class 18050
 CWO4 Wally Robison, Class 18080
 CWO3 Jason Potts, Class 18070/18090

LDO/CWO Academy Captain and CWO5 FY18 Class Sponsors.

18050	19-Mar-18	13-Apr-18	CWO5 McAlman	5-Apr-18	11-Apr-18	CAPT(Sel) Sandin CWO5 Diaz	12-Apr-18	12-Apr-18
18060	23-Apr-18	18-May-18	LT Fuller	10-May-18	16-May-18	CAPT Lepine CWO5 Fleming	17-May-18	17-May-18
18070	29-May-18*	22-Jun-18	CWO3 Potts	14-Jun-18	20-Jun-18	CAPT Connell CWO5 Barr	21-Jun-18	21-Jun-18
18080	9-Jul-18	3-Aug-18	CWO4 Robison	26-Jul-18	1-Aug-18	CAPT Taranto CWO5 Lawrence	2-Aug-18	2-Aug-18
18090	6-Aug-18	31-Aug-18	CWO3 Potts	23-Aug-18	29-Aug-18	CAPT Ross CWO5 Collins	30-Aug-18	30-Aug-18
18100	10-Sep-18	5-Oct-18	CWO4 Hendrix	27-Sep-18	3-Oct-18	CAPT Gibbons CWO5 Baker	4-Oct-18	4-Oct-18

Sponsor Standbys: CAPT Katz / CWO5 Gilbert / CWO5 Reynolds

Holidays:

Class 18070 convenes on Tuesday – Memorial Day

Newport RI Uniform Shift Dates:

BLUES: First Monday in October (01 October 2018)

WHITES: Last Monday in April (30 April 2018)

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 when and if available

Times: PT: 0700-0800 / Graduation: 0800-0900 / OCM Brief: 0900-1130 / Sponsor Brief: 0900-1130 / Silver Eagle Brief: 1230-1500 / Social: 1800-2030

Current listing of all LDO/CWO Designators for applicant submission located here: [Designators](#)

Our recruiting brief is posted on the NPC website, located here: [Recruiting Brief](#)

PERS 803, the board sponsor, has a page on the NPC Website that has helpful tools, i.e. Application, Appraisal Forms, Instructions, Checklist, Helpful Hints, etc. Located here: [PERS 803 ISPB Page](#)

**** 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 FY-19 discrete requirements located here: [Discrete Requirements](#)

Career Development Symposium (CDS)/Fleet Engagement Team (FET) Schedule Pending Road Show Briefs:

NSA Bahrain (FET/RS)	15-17 April
NSA Naples (FET/RS)	19-20 April
NS Rota, Spain (FET/RS)	23-24 April
NAS Sigonella (FET/RS)	26-27 April
NS Everett (RS)	21 May
NAS Whidbey Island (RS)	22 May
NS Bremerton (RS)	23 May
NS Bangor (RS)	24 May
Hampton Roads, VA (RS)	4-8 June
Tinker AFB, OK (RS)	TBD
San Diego, CA (FET/RS)	TBD
Joint Base Pearl Harbor, Hawaii (FET/RS)	TBD

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

CWO5 Hector Sandoval
CWO Community Manager
hector.sandoval@navy.mil

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

**RELEASED
APRIL 2018**