



The Mustang Lariat

August 2021
Volume 02

Silver Eagle: CAPT Heather Walton

Senior Warrant Officer, Navy (SWON) CW05 Phillip Gilbert

Head OCM's Corner:

Fellow Mustangs,

Hello from your OCM Shop in Millington!

Bravo Zulu's: *Congratulations to all of our new O6 and O5 selects! As a reminder, we promoted you not only because of your sustained superior performance to date - we promoted you to go excel in your O6 and O5 milestone jobs respectively. As always, there were a lot talented officers who were not selected for promotion. I encourage those who were not selected to seek counsel and mentorship from your detailer (required to provide FOS counseling), and your mentor(s) and senior leadership within your designator. Lastly, our Community Value Slides are available from the FY 22 board season [Community Briefs \(navy.mil\)](http://navy.mil). Make sure you review the slide applicable to your designator within your Competitive Category (CC).*

Fair Winds and Following Seas: *Fair Winds and Following Seas to our Director of the LDO/CWO Academy, CDR Mike Prince. The director billet is one of the most vital LDO Leadership positions we have in our Community, and one that has an immense impact on our new accession officers. CDR Prince has performed commendably during his tour. During his tour, he and his team of professionals have made a significant impact on over 1,000 new LDO/CWOs at our LDO/CWO Community schoolhouse. Of note, the work under his leadership that required our schoolhouse to remain open and continue to execute the vital mission of delivering the course curriculum during the COVID 19 pandemic was most noteworthy. When you see him in the fleet, please take a moment to thank him for his tremendous contribution to our community. Mike, thank you for your dedication to our community - well done! CDR Prince is being relieved by CDR Chad Hamm. Welcome to the team CDR Hamm! We look forward to working with you as you continue to build on the efforts of those who have come before you.*

Manning: *Our LDO/CWO Community manning remains in great shape. We remain healthy across most of our designators - our overall inventory/manning is; 3,470 LDOs at 99% manned and 2,000 CWOs at 93% manned. We continue to see strong billet growth predictions over the next five year POM cycle. After one year promoting within our CCs, we have seen an increase in overall health in a handful of our designators.*

Competitive Category (CC) Senior Leadership: *As we continue to look at ways to improve our communication and methods to improve our community, we have established a Board of Directors (BOD) working group within each CC. The groups are led by the most senior CAPT and CW05 in each CC, with representation from the senior LDO/CWOs in each designator. The criteria applied to be the most senior has to do with the individual retirement date – meaning we are looking for senior members who have at least a year or more left prior to projected statutory retirement date.*

Head OCM's Corner Cont:

The senior leaders within each group are:

Surface: CAPT Eric Williams and CWO5 John King

Sub/Nuc: CAPT Vergos and CWO5 Walter Schubert

Aviation: CAPT Tom Gibbons and CWO5 Brian Baker

Gen Line/Staff: CAPTs John Popham and Heather Walton, and CWO5 Darrious Burson

IWC: CWO5 Phil Gilbert

Community Updates

WOBA/Off-ramp Updates:

6290

6290 Submarine Communications to 1820 Information Professional (IP) billet swaps IAW NAVADMIN 128/19 are complete and recoded to 1820. To date, we have had seven 6290s who have executed without board action (WOBA) packages over to 1820. The IP community has recently been provided LCDR continuation - approved to 24 years of commissioned service (regardless of prior enlisted time). As a reminder, the WOBA requirements for 6290s to 1820 are: Information Warfare Officer (IWO) qualification, completed Bachelor's degree (transcript with conferred degree date required for package completion), and 4+ years of service as a 6290. Please contact the IP OCM with any questions at BUPERS-31_IWC_FCT@navy.mil. Please send WOBA packages to the IWC AOCM, Mrs. Jana Rittman, at jana.rittman@navy.mil for processing.

6820

6820 LDO sundown is not official until a NAVADMIN is released. There are no plans to make changes to the upcoming FY 23 LDO In-Service Procurement Board (ISPB). Highly encourage qualified applicants to apply.

As of JUL 21, the below statistics apply:

- 66 total 6820 LDOs*
- 64 total 6820 billets (all O1/O2)*
- 44 6820 personnel have more than 3 years LDO commissioned time, and as such, meet the minimum commissioned time to WOBA*
- 24 personnel are in violation of NAVADMIN 014/18 by having more than 5 years LDO commissioned time without converting to 1820.*

The quotas for 6820s will not exceed the gaps in billets, which are minimal as per the above. To increase the available quotas for the FY 23 LDO ISPB, we have two basic considerations; look at 6820s who are in the process of WOBA to 1820 or 6820s who have a retirement request in. Both those courses of actions increase our quotas and would give promising Sailors an opportunity. If you are a LDO who has between 3-5 years commissioned time, and has not submitted a request to WOBA, we request you do so. If you are an LDO who has over 5 years commissioned service, you are in violation of policy.

Head OCM's Corner Cont:

As a reminder, the WOBA requirements for 6820 to 1820 are: Information Warfare Officer (IWO) qualification, completed Bachelor's degree (transcript with conferred degree date required for package completion), and 3+ years of service as a 6820.

Please contact the IP OCM with any questions at BUPERS-31_IWC_FCT@navy.mil. Please send WOBA packages to the IWC AOCM, Mrs. Jana Rittman, at jana.rittman@navy.mil for processing.

6510

As of JUL 21, the below statistics apply:

- 57 total 6510 LDOs (includes remaining FY21 and FY22 Selections)
- 57 total 6510 Officer Programmed Authorizations (OPA)
- 13 6510 personnel have more than 4 years LDO commissioned time, and as such, meet the minimum commissioned time to WOBA

The annual LDO ISPB uses quotas to fill vacancies between the Supply LDO inventory and OPA. The total Supply LDO inventory is not authorized to exceed OPA and the community is at maximum capacity. To maintain eight quotas for the FY 23 LDO ISPB, we have two basic considerations; look at 6510s who are in the process of WOBA to 3100 and 6510s who have an approved retirement request. There is no promotion opportunity beyond LT in the Supply LDO program. If annual losses don't total eight or more, the amount of quotas for the ISPB declines and promising Sailors will not have an opportunity to be selected.

If you are a Supply LDO who has at least 4 years of commissioned time and have not submitted a request to WOBA, we request you do so.

As a reminder, the WOBA requirements for 6510 to 3100 are completion of a Bachelor's degree and Warfare Qualification.

Please contact the Supply Corps (SC) OCM with any questions at SC_OCM.FCT@navy.mil. Please send WOBA packages to the Deputy SC OCM, Mrs. Beth Schudel, at beth.r.schudel.civ@us.navy.mil for processing.

6810

In April 2021, RDML Scheidt (CW Community Lead) released a memo to the CW Community announcing the sundown of the LDO community due to shifting community requirements to meet GPC focused goals and outcomes. This follows the METOC and Intelligence communities, who previously eliminated their LDO programs over the last few years and is similar to a recent IP community effort focused on the same with the 6820 LDO community. Starting with the FY 23 LDO ISPB, there will be NO CW 6810 quotas. For those mentoring junior Sailors desiring a commission, there are still numerous viable commissioning paths at various career waypoints to include USNA, OCS, 7810 (CWO2), and 7840 (W1) programs. Below is a quick snapshot of the current 6810 CW LDO program, as of JUN 21:

- 41 6810 LDO's (10 ENS, 16 LTJG, 14 LT, 1 LCDR) currently on active duty
- 19 current 6810 LDO billets/OPA (11 ENS, 8 LTJG)

Current 6810 officers have the opportunity to WOBA to 1810 and are encouraged to do so at the EARLIEST opportunity to maximize their promotion opportunity to LCDR and to ensure they remain within Navy policy. As a reminder, all LDO's are required (per NAVADMIN 014/18) to WOBA by years of commissioned service. WOBA requirements for 6810 to 1810 are: Information Warfare Officer (IWO) qualification, completed Bachelor's degree (transcript with conferred degree date required for package completion), and 3+ years of service as a 6810. Please contact the CW OCM with any questions at BUPERS-31_IWC_FCT@navy.mil. Please send WOBA packages to the IWC AOCM, Mrs. Jana Rittman, at jana.rittman@navy.mil for processing.

Head OCM's Corner Cont:

FY 23 In-Service Procurement Board (ISPB) Preps

The preparation for the FY 23 ISPB is underway. NAVADMIN 116/21 for Active-Duty and NAVADMIN 117/21 for Reserves are out provided additional guidance to our applicants. As a reminder, the notional application timeline is:

Mar: ~~Submit Special Request to CO via Command Coordinator~~ (complete)

May: ~~Submit application to Admin~~ (complete)

Jun: ~~Execute Interview Appraisal Boards~~ (complete)

Jul: ~~CO's endorsement~~ (complete)

Sep: Email applications

1 Oct: Deadline for receipt of applications

15 Dec: All addendums are due to NPC

*** Line outs indicate steps in the process that should be complete*

As a reminder, the Command Coordinator or Admin will provide a copy of the entire completed/signed application with all enclosures to the applicant after it has been submitted.

The link to the PERS 8 LDO/CWO In-Service Procurement Board page is:

<https://www.mynavyhr.navy.mil/Career-Management/Boards/Administrative/LDO-CWO/>

FY 23 applicants should use FY 22 Discrete Requirements – the FY 23 Discrete Requirements are not available until after the FY 23 ISPB board convenes.

Time in Service (TIS) waivers deadline outlined in NAVADMIN 116/21 paragraph 3.c was 15 Jul and we are no longer accepting waivers for the FY 23 Active LDO/CWO ISPB. We received 100 waiver requests, and approved 91. The 9 disapproved waiver requests were due to not meeting the criteria – therefore were not eligible.

Color Vision Test

NAVADMIN 116/21 is correct. AHLTA is not an outdated system yet and is still utilized at various locations. Your local MTF may use the HAIMS or GENESIS system which may replace AHLTA in the future. Color Vision test results may be submitted on DD Form 2808, SF 600 or any other product your local MTF decides to document it on as long as it is signed by a medical representative.

Head OCM's Corner Cont:

FY 22 New Accessions Declinations and Recommendations Removed

Collectively, there are 9 total FY 22 Declinations. Specific breakdown listed below:

Active LDO/CWO ISP Board: 2 LDO and 4 CWO

Active NUC LDO ISP Board: 3 LDO

In addition, there are currently 3 FY 22 Active LDO ISP Board selectees that have had their CO's recommendations removed and currently awaiting the final disposition for the definitive removal of their names from the select list.

Our Schoolhouse

Starting in FY 22, the schoolhouse will shift to a three week course vice the current four week course. This will afford us the opportunity to add two additional classes each FY, reduce class sizes (which will improve our instructor student ratio), and provide some more flexibility for our detailers when working order timelines and required training tracks.

OCM shop resumed our visits to Newport with CWO5 Sandoval provide community briefs and participating in a Q&A session with Class 21080 on 14 Jul.

LDO/CWO Academy Sponsorship Program is back. Below is the schedule and assigned sponsorship to date:

Class 21090 9Aug-3 Sep CAPT Crumpacker/CWO5 McCullen

Class 21100 6Sep-1Oct CAPT Moss/CWO5 Mangilit

Class 22010 12-29 Oct CAPT Enriquez/CWO5 Dooley

For our CAPT/CWO5s, This is a great opportunity to provide a great first impression to our new accession officers, congratulate and welcome them to our community, and help set and manage the expectation of what we will demand from them as LDO/CWOs. We still need volunteers for the remainder of the FY 22 classes. As a reminder, there is no funding tied to this – need to procure your own funding, and sponsoring a class in a virtual environment works as well. Schoolhouse POC is CWO4 Paul Adams - email: paul.c.adams@navy.mil

Head OCM's Corner Cont:

OCM Shop is back on the road - LDO/CWO Community Managers Upcoming Road Shows

** Subject to change based on HPCON/health of the force in the visiting area*

- *Great Lakes: 10-11 Aug*
- *Mayport/Jacksonville/Kings Bay: 17-19 Aug (Canx'd)*
- *San Diego: 24-26 Aug*
- *PACNORWEST (Bremerton/Everett/Bangor/Whidbey Island): 7-10 Sep*
- *Hampton Roads (Norfolk/LCRK/Oceana/Newport News): 14-17 Sep*
- *Lemoore: 20-22 Sep*

Thanks for all that you do! Stay healthy and remain safe!

*Very respectfully,
CAPT Dave Dwyer*



CWO OCM Corner:

7371 Aerial Vehicle Operator (AVO) Warrant Officer (WO) Program

NAVADMIN 315/20 was released on 9 Dec 2020 establishing 7371 Aerial Vehicle Operator (AVO) Warrant Officer (WO) Program in FY 22. Additionally, Program Authorization 106A has been released as well and provides all of the program requirements. This is a WO1 Officer Candidate School (OCS) accession program, not an ISPB select program, and managed by Commander, Navy Recruiting Command (CNRC). NAVADMIN 141/21 was released on 28 Jun 2021 announcing the first selection board. Packages for the first board were due on 26 Jul and the board completed on 3 Aug – CNRC will post results. All selectees will attend OCS in Newport, RI, first quarter FY 22. Following appointment, officers will be assigned to training as prescribed by Chief of Naval Air Training (CNATRA). Both the NAVADMIN and Program Authorization are available at the MyNavyHR website: [Applicant Information \(navy.mil\)](http://Applicant Information (navy.mil))

749X Security CWO Program

NAVADMIN 132/21 was released on 17 Jun 2021 announcing the continuation of the Security Technician CWO (749X) community. A career path has been developed to support a community of (38) CWO/7491 billets: (2) CWO5, (10) CWO4, (16) CWO3 and (10) CWO2 billets. We are looking to access 4-6 NAO CWO/749X candidates per each FY ISPB. Qualified MA applicants should apply for the FY 23 ISPB.

Retire/Retain

The well will run dry. Understandably, the Navy had a significant increase in retire/retains requests during the COVID 19 pandemic. Pre-COVID, the quota set by N13 was 25 retire/retains on the books per each FY – the entire Navy. That number is back in play – plan accordingly for your retirement as we can no longer count on retire/retains as a tool to remain in the Navy beyond your retirement date.

Snapshot Available

Your individual Career Snapshot document is available upon your request (LDO and CWOs only). Send your request to our functional email box: ldocwoocm.fct@navy.mil

NAME		RANK		DESIG		DATE OF RANK		PROMOTION STATUS	
LINEAL		BILLET RANK		BILLET DESIG		YEAR GROUP			
ACTIVITY		BILLET		PRD		UIC			
HOME PORT		AQD		COLLEGE					
NEXT DUTY		PAST DUTY 1		PAST DUTY 2					
ADBD	20010919	ACBD	20111001	ENLISTED SERVICE	10 Years 0 Months	PROP TO SEPARATE	#N/A		
ALL FULLY QUALIFIED TO LTJG (AFTER 2 YEARS AS ENSIGN)		20131001		CYBER WARRANT OFFICERS (WO1) APPOINT TO CWO2 AFTER TIG / TIS REQUIREMENTS					
ALL FULLY QUALIFIED TO LT (ATER 2 YEARS AS LTJG)		20151001		ALL FULLY QUALIFIED TO CWO3 (AFTER 3 YEARS AS CWO2)					
THE BELOW "LOW / MID / HIGH ZONES" ARE CALCULATED FROM COMMISSIONING DATE AND REFLECT ZONING YEAR (e.g., 2018 boards consider 2019 promotions) THE BELOW STATUTORY DATES ARE PRESCRIBED BY LAW. PROJECTED "ZONING DATES" THAT EXCEED STATUTORY LIMITS OF "CURRENT" GRADE ARE DISPLAYED IN RED									
	LOW ZONE	MID ZONE	HIGH ZONE	STATUTORY		LOW ZONE	MID ZONE	HIGH ZONE	STATUTORY
LCDR 70-90% / 9-11 YEARS	20200601	20210601	20220601	20311101	CWO4 70-90% / 7 YEARS				
CDR 60-80% / 15-17 YEARS	20260301	20270301	20280301	20361101	CWO5 35-45% / 12-13 YEARS				
CAPT 40-60% / 21-23 YEARS	20320201	20330201	20340201	20391101					
	FLOW TO NEXT PROMOTION			20200601	20210601	20220601			



(Pictured: CAPT Dwyer and CWO5 Sandoval delivering a recruiting brief on board NSA Mid-South)

OCM Road Show Schedule

- **Great Lakes: 10-11 Aug**
- **San Diego: 24-26 Aug**
- **PACNORWEST (Bremerton/Everett/Bangor/Whidbey Island): 7-10 Sep**
- **Hampton Roads (Norfolk/LCRK/Oceana/Newport News): 14-17 Sep**
- **Lemoore: 20-22 Sep**

*** Subject to change based on HPCON/health of the force in the visiting area**

Admin/Pers Tool Box

FY 23 ISPB Applications must be received no later than 1 Oct 2021. Submit applications via e-mail to cscselboard@navy.mil. Emails must be encrypted using a military email account to protect PII.

Applicants unable to email their applications due to operational locations may mail their application via USPS to the following address:

Navy Personnel Command Customer Service Center (PERS-074)
President, FY-23 Active Duty LDO/CWO In-service Procurement Board FY-23181(FY-23182 as applicable)
5720 Integrity Dr
Millington TN 38055

When mailing PII, you must use DD form 2923, Privacy Act Data Cover Sheet, double wrap the package, the inner package must be labeled with the privacy warning "CUI – Any misuse or unauthorized disclosure may result in both civil and criminal penalties*", and use a tracking feature.

Mailed packages must be postmarked by 1 Oct 2021. Addendums must be RECEIVED by 15 Dec 2021.

For application/addendum questions, contact the ISP Board Sponsor at: npc_ldo-cwo_selbd.fct@navy.mil

Words from the Silver Eagle

One of four key areas from the CNO's Navigation Plan includes developing Sailors to deliver the power America needs to compete and win. As we are in the midst of strategic power competition with our adversaries, training and developing our Sailors is more important than ever. Per the NAVPLAN, we, our Navy's finest, will build a dominant naval force that can outthink and outfight any adversary. Sailors will remain the best trained and educated force in the world, cultivating a culture of warfighting excellence rooted in our core values.

With that in mind, I'd like to briefly talk about "the way we've always done it".

As LDO/CWO's we are faced with a myriad of problems that require us to think outside of our community backgrounds, and the more senior we get and the longer we are in, the more demanding and important these problems get. The challenges that we are responsible to lead and manage in our everyday professional lives require more than our standard "this is the way we've always done it" mindset and involve more leadership, innovation, and a clear understanding of what we are doing, why we are doing it, and what should we be doing.

As a junior Sailor, I routinely heard "your job is to do as I say, not to ask questions". Obviously, there's a time and place to "do", and there's a time and place to ask questions. As technical leaders at sea and ashore, we are primed to influence our teams. One way to do this is to encourage innovation and creative thinking. Don't stifle ideas and questions, rather use them as a learning experience to develop competence and communication. Even if you already know the answer or the correct way of doing something, take the time to have a conversation and to teach someone the "why". I'd also add, that many of our highly talented junior Sailors are not afraid to ask questions and try new things, and if we aren't developing that talent and answering their questions in a meaningful way, we've lost an opportunity to develop/influence the future of our Navy.

Thank you for your sacrifices and what you do every day for our United States Navy and our nation!

*Very Respectfully,
CAPT Heather Walton*



Nuclear OCM Corner

Greetings! Since the last Lariat, I have relieved CDR Davis as the Nuclear LDO/CWO OCM and am excited about this new job and the chance it gives me to give back to a community that has provided me with so many opportunities. As many of you know CDR Davis has gone on to USS GEORGE WASHINGTON (CVN 73) to be the first ever LDO to fill an ARO billet. This is not just a momentous accomplishment for him, but also for our community. Opportunities to get outside our normal billets and comfort zones and to demonstrate to the Navy what else we can excel at don't come around often. When they do we don't hesitate to seize them and always exceed expectations.

The last Lariat requested a call to action regarding the LDO/CWO selection message that many of our Sailors were waiting for at the time. That call to action was to find anyone selected within our designator or at our various commands and reach out to them to offer congratulations and, most importantly, support. With that list having been out for a while now, and with the steady stream of communication I receive from many of our new accessions, I'm confident that happened and thank you all for it.

The 48 new YG 22 accessions is the largest number we have had since YG 01. The last 4 years have seen a significant increase in not only the number of new accessions but the number of commissions. The average number of new accessions from YG 19 – YG 21 was 45 with 44 being commissioned. Additionally, we have had no NR interview failures since YG 19 and so far YG 22 is off to a great start.

I ask that you continue your mentorship of our new accessions as they prepare for commissioning and their next job. Provide our new accessions with the guidance they need for their first commissioned job whether it is as a CVN TA or DIVO on our Tenders. Also, evaluate how we can get them to any schools that could benefit them down the road in their career, even if it isn't at their first job. In many cases it could be something local that would be no-cost. Anything and everything helps and will be appreciated by them at some point when they need those skills or knowledge. Getting them in the books is invaluable as well. JFMM, SFRM, those obscure chapters of the RPM/SPM, the list goes on...all those references that as enlisted they never really got into, or didn't know exist. Also, help them reach out to our local NR Field Offices for insight so that our new accessions can make an informed decision when it comes time for their NR interview. Let's seize this opportunity to set our new accessions up for success and mold our reliefs into the technically sound professionals that we need them to be.

Quick reminder on promotion boards and continuation [reference (a) NAVADMIN 011/21], specifically regarding once failure of selection (IXFOS) and going "above zone" for the subsequent board. For LDOs, continuation is only considered for those "in zone" [reference (a), paragraph 5.b]. This becomes critical when determining if you have a chance of being selected/promoted "above zone" based on your statutory retirement date. If you are "above zone" and your statutory retirement date comes before the promotion board results are officially released via the ALNAV, you are not covered by continuation and will have to process/execute your retirement. Please contact myself or the detailers if you want more clarification, have further questions, or want to discuss scenarios.

Lastly, as I settle in to this new position and continue the great work begun by OCMs before me, please let me know if you have ideas on how to improve our community. While it seems like most ideas to improve our community take years to take root, the seed has to be planted at some point. I have a number of initiatives working right now, some of them that originated from input from others within the community, and welcome any input that all of you have.

*LCDR Jerod Cole
Nuclear LDO and CWO Community Manager
jerod.cole@navy.mil
703-604-5489*

School House News!

Greetings, community! In this volume, we'd like to share with you the story of a Purser, Warrant Officer Samuel Hambleton. Before we had a Staff Corps and Supply Officers, the Navy had Purser's appointed by Warrant.

Warrant Officer Hambleton was commended for his actions during the War of 1812 and served as Commodore Oliver Hazard Perry's trusted advisor.

Needing a battle flag as he prepared to battle the British, Commodore Perry asked Hambleton for ideas. It was Hambleton who suggested using Captain James Lawrence's famous dying words, "DON'T GIVE UP THE SHIP!"



Warrant Officer Hambleton found a seamstress in Erie, PA, who made the flags with white lettering. Hambleton gave them to Commodore Perry and his squadron prior to the Battle of Lake Erie. This battle would become our first major victory against the British. Captain Perry's flag is on display at the United States Naval Academy Museum and regarded as one of the most famous flags in naval history.

On August 31, 1940, the Navy named a Gleaves-class destroyer after Warrant Officer Hambleton, USS HAMBLETON (DD-455). **Hooyah, Warrant Officer Hambleton!**

Starting FY-22, the schoolhouse will shift to a three week course vice the traditional four week course. This allowed us to add two additional classes and reduce class sizes.

Please join us in congratulating CWO2 Zebulon Brackman (Class 21040), CWO2 Jennifer Woody (Class 21050), CWO2 Jonathan Sykes (Class 21060), and CWO2 Brian Wall (Class 21070) on their achievement as Honor Graduates. Each class votes on the Sailor who consistently sets the example for their peers. Thank you for your inspiration!



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CWO4 Jody Olson
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CWO3 Nicholas Nemeth
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FUTURE STUDENTS

The Officer Training Command, Newport website is the definitive source of information:

<https://www.netc.navy.mil/Commands/Naval-Service-Training-Command/OTCN/LDO/>

Please review all information on the website including our Director's Letter. We're consistently updating the website as conditions change. The website also provides your Class Officer's information in case you have further questions or concerns.

The FY-22 Selections Facebook Page is online at:
<https://www.facebook.com/groups/fy22mustangs>

FY-22 Students, the following NKO courses are a prerequisites prior to your arrival:

- Equal Opportunity
- Diversity
- Operational Risk Management
- Personally Identifiable Information
- Suicide Prevention
- Substance abuse
- Family Planning
- Financial Management
- Hazing
- Cyber Awareness Challenge

Reserve OCM Corner

Greetings Mustangs!

I want wish LCDR Webster and his family safe travels and good luck as he moves on to his next command. Moving forward, I would like to introduce myself as your RC LDO/CWO OCM. As a fellow Mustang, I understand the unique ability and technical acumen that the LDO/CWO community brings to the service. My intent is to be an advocate for you, to better understand the needs of the community, and the direction it needs to go to ensure its vitality.

To begin, I would like to congratulate those selected for the FY 22 LDO/CWO In-Service Procurement Board (ISPB) and to also congratulate those LDOs who have been selected for the next level of responsibility! There is a lot of effort and engagement from the community that bring the best and brightest to the selection board table. Thank you for your efforts and support to the community!

For the ISPB selects specifically, use this moment to celebrate your success, but to also cage yourselves. Although you may have prior experience, this is the time that you will learn the most. How you set the tone now, will shape you into the officers that you will be in the future. Set this tone by leveraging your experience to mentor others as you have been mentored. Recall those good and bad leadership experiences so that it may help you to make future choices and to develop positive relationships around you.

The FY 23 LDO/CWO ISPB is well underway. I am asking for your assistance in maintaining a steady flow of quality applicants to ensure a stronger force. Actively seek out Sailors who exemplify superior technical expertise, integrity, and the leadership traits you want to see in your community and inspire them to apply! I have received many questions from potential candidates and encourage you to reach out to myself, the LDO/CWO engagement team, and your community mentors. That said, all Time-in-Service waivers are due NLT 31 Aug 21 to PERS-92. CWOs 3/4/5, as you are aware, the boards have convened and the results are making their way to SECDEF. Hang in there! You can follow the release process via: <https://www.mynavyhr.navy.mil/Career-Management/Boards/Reserve-Officer/>

Thank you for your time, patience, and hard work! I am excited to meet you and to work alongside this assorted group of professionals. Here to assist if needed and don't hesitate to reach out!

Note:

If are looking for mentorship or need help preparing for your promotion board, please reach out to your designator / enterprise leads. If you need help finding mentorship, please contact me at dustin.a.hoskins.mil@us.navy.mil.

If you have not had the opportunity to give a brief to educate Sailors about LDO/CWO community work and lifestyle, please contact LTJG Noah Furgerson at noah.furgerson@navy.mil or CAPT Dell Griffith at dell.griffith@navy.mil to help out.

*LCDR Dustin Hoskins
Reserve LDO and CWO Officer Community Manager
dustin.a.hoskins.mil@us.navy.mil*

Lateral Transfer and Redesignation Boards

Lateral Transfer and Redesignation Boards are held in **February** and **August** of each year. The purpose of this board is to screen applicants and select the best qualified officers to transfer from their current community to a community they requested. In a perfect world, all requests to lateral out of the LDO community would be approved, but individual designator health weighs heavily. Each LDO re-designation request is reviewed on a case-by-case basis. Nuclear LDO submissions will not be considered. All other designators must have completed four years commissioned prior to lateral transfer/re-designation. **LDO out-quotas are extremely limited.** Special consideration will be given to officers projected to be statutorily separated for years of service prior to attaining the rank of commander. In accordance with the LDO off-ramp initiative, Supply Corps, Information Warfare Community and Submarine Communication are not eligible for this board and must follow guidance in NAVADMIN 014/18 and 193/19.

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

- John Quincy Adams

FLOWPOINT:

A flow point is the point at which an officer is promoted (wearing and getting paid) to the next higher grade and is calculated from ENS date of rank for LDOs, and for CWO2 date of rank for CWOs.

Captain Dave Dwyer
Head LDO and CWO Community Manager

CWO5 Hector Sandoval
CWO Community Manager

LT Bryan Gill
Asst LDO and CWO Community Manager

Mr. Parker Dinwiddie
Asst LDO and CWO Community Manager

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MyNavy HR Website: <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/LDO->

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