



# The Mustang Lariat

March 2020  
Volume 01

Silver Eagle: CAPT Daniel Rossler

Senior Warrant Officer, Navy (SWON) CW05 Steven Scrambling

**\*\*New promotion categories Revised Competitive Category (RCC) begin CY 20 for FY 21 Selections, NAVADMIN 157/17 PARA 1\*\***

## Head OCM's Corner:

### Bravo Zulus:

*Congratulations and welcome to the wardroom for our new selects. The community is excited to have your enthusiasm, drive and talent infused into the wardroom. Each one of you will make us a stronger and better community poised for successfully meeting present and future mission demands.*

*Last article I wrote about Mitch Allen leaving and I welcomed Dawn Coleman. Now I need to wish Fair Winds and Following Seas to Dawn Coleman and welcome her relief - Parker Dinwiddie, a retired 1110 CDR that came over from FEDEX after spending 15 years there. We are very fortunate to have a talent like Parker and glad that he made the transition back to government service. If you get a chance, call Parker and welcome him to our community.*

**IT IS FINALLY HERE!** *Promotion by Revised Competitive Category is now the present/future promotion plan for our community. That was noticeable in December when the NAVADMIN came out and listed the LDOs into four major categories (Surface, NUC/SUB, Aviation and General Line) and one staff designator (CEC) along with the CWOs being broken into five major categories (Surface, NUC/SUB, Aviation, General Line/Staff and IWC). I, like all of you that are in front of the board, am very anxious to see the results. I am excited that each category will now get exactly the number of selects from the approved promotion plan, no more or no less. This system will allow us to fill those glaring vacancies, provide better support to our URL/RL sponsors and give everyone in zone a better individual percentage chance of promotion.*

### Here are your updates on the community:

*a. Declination by Sailors selected for the LDO/CWO program is on the rise. The OCM office used last year's data to provide additional mentoring topics to all to use for those applying in hopes of reversing the trend. The detailers don't have the authority to satisfy everyone's tour desire because each designator requires new accession Officers to serve in established billets and locations. In the perfect world, the detailers would love to give everyone what they want and place them where they want to be but that is not realistic. LDO/CWOs fill specific jobs that are not part of our URL/RL designed career path but equally critical to mission success. The OCM office will continue pulsing the new accessions from all the OTCN classes on possible reasons for declining. In addition to our efforts, I need everyone in the community to **Mentor... Mentor and Mentor** some more so our new applicants/selects can set realistic expectations for them and their family in the next chapter of their career as a Naval Officer in the LDO/CWO Community.*

## Head OCM's Corner Cont:

*b. The proposed merger between the 6160 to 6180 and 7161 to 7181 designators NAVADMIN is at CNP for final approval. NAVADMIN 280/19 dated 09 Dec 19 approved the merger. All 616X/716X billets are converted to 618X/718X for the active duty and everyone with the 616X/716X designator will be converted by 1 March to 618X/718X. There is no merger approval for the Reserve side but it is a topic of discussion. All FITREPS from 1 March and forward should reflect the designator 618X/718X.*

*I talked in last Lariat about a reoccurring issue with our new accessions, arriving at LDO/CWO Academy outside of their BCA standard. All our applicants and selects need to understand and embrace the requirement to maintain their physical readiness according to the PRT/BCA instruction. I would go a step further and state that all of us should maintain a level of fitness that will exceed the Navy's minimum requirements. By doing so, this will ensure that we can perform at our best with the huge added benefit of a much better physical quality of life as we age. Keep this subject at the forefront of your mentoring sessions!*

*My final thoughts for this Lariat are very bitter sweet. I have only two months remaining as your OCM. I remember the detailer's email telling me to give him a call resulting in me getting asked to take the helm of our great community; my thoughts were how I am going to make the community more relevant, more respected and better poised to meet the mission of not only today but also well into the future. From day one of this tour, I quickly realized the criticality of understanding all that each designator does and being fully prepared to state the community's case in all my briefs especially to Flag Officers. As Mitch reminded me, if I cannot explain/answer all questions concerning our proposed objective/initiative then I probably will not get a second chance to brief for months or possibly more setting back the opportunity to enact much needed change. Fortunately, during my entire tour I have had a great staff consisting of Mitch Allen, LT Shanique Howard, CWO5 Hector Sandoval, Dawn Coleman and now Parker Dinwiddie. Additionally I was also blessed with working with excellent people in key positions like my fellow OCMs, Detailers, NUC OCM, OPNAV, NETC and CNP's office just to name a few. Additionally, our Flag Sponsor, RADM Cozad has been a true advocate and has championed our initiatives in the Flag circles. The success our community has experienced under my watch is summed up as the right people were in the right positions during the right climate to "think outside of the box" and for that, I am extremely grateful. My goal from day one like all my predecessors is to leave the community in much better shape. I hope that I achieved my goal.*

*I will turn over the OCM position on 1 May to CAPT Dave Dwyer (6130) and head off to start my training track that supports becoming the CO of Naval Weapons Station Earle, NJ. Dave has done two detailer tours in PERS 41 in addition to diverse and challenging tours throughout his successful career. He is the right person to become your OCM and he will lead our community to greater success. You can expect continued progress improvement in keeping us relevant, healthy and sustainable well into the future.*

*Thank you for all your support and more importantly thank you for being the best at what you do. Remember that what and how you perform daily matters. Keep charging and constantly make a positive difference for the LDO/CWO Community and the Navy for the security of our nation depends on it!*



# The Mustang Lariat

## Forging Future and Fellow Mustangs



Upper Left: LDO OCM explains the advantages of having LDOs and CWOs throughout the fleet.

Upper Right: Mustangs visit with local veterans of the Greatest Generation

Left and Lower Left: Captain C. promotes the LDO/CWO Program to our Future Leaders at Great Lakes.

Lower Right: Head OCM mentors a visiting senior chief interested in the CWO program.



**CWO Community Manager:**

**Education vs Selection/Promotion**

**Question: *How many postgraduate opportunities (NPS/Naval War College) are there in the Navy?***

Annually, on average, the Navy announces about 1150, funded, postgraduate opportunities during the Strategic Education and Academic (SEA) program for URL/RL and Staff Corps Officers to obtain their degrees via several institutions worldwide.

**Question: *Are there any current opportunities for LDOs/CWOs?***

Bandmaster (643X) is the only LDO opportunity outlined in the SEA.

**Question: *Are there any talks to open up education opportunities for LDOs/CWOs? In particular, quotas to NPS or the War College?***

This subject is a constant topic of discussion but there still exists no demand signal for LDO/CWOs to attend NPS or the War College. LDO/CWOs select based on technical ability, proven superior performance and potential for future leadership. The Officer Corps that we support want/need our talent in the fleet yesterday vice today utilizing our years of experience, technical managerial and specialists skillsets.

**Question: *Will not having a bachelor's degree affect my promotion opportunity?***

The LDO/CWO program has no codified requirement for a bachelor's degree to commission or compete for promotion. The only exception to requiring a bachelor's degree is the off-ramp designators who need the degree to transition over to their 18XX counterpart designator. Completing a degree, similar to extra qualifications, may be the deciding factor during a selection/promotion board between two strong records. Which side of that decision do you want your record to be on?

**Question: *If a bachelor's degree is not required, then what is the incentive to go to school?***

Lifelong learning should be the goal of every leader! Any education will in one form or another enhance a person's intellectual development and ability to provide URL, RL and Staff leadership with well thought out recommendations that support the war fighting effort.

**Question: *What about attending leadership courses throughout different stages of a career?***

Our community would certainly benefit from periodic leadership courses but it is unlikely to happen in the near future due to fiscal constraints and the absence of a demand signal. There is plenty of groundwork needed to make this a reality so the OCM will work with the applicable stakeholders. What we must avoid in order to remain a relevant, healthy and a sustainable community is to not look like the Officer Communities we support. If we look the same, why do you need an LDO/CWO?

Bottom line, a bachelor's degree or higher is not a requirement for our community. Any opportunity to improve and sharpen your skillset, develop intellectually and professionally, pursue it. Your efforts toward lifelong learning will make you a better leader, a greater asset to the Navy and to your present and future endeavors.

Future change in education opportunities/requirements may be possible. There is discussion at the SECNAV level of establishing a Navy Community College as well as opening other opportunities to further education within the Navy. Today it is an **Opportunity, not a Requirement.**

## Words from the Silver Eagle

*Congratulations to the selectees of the FY-21 Active Duty Navy Limited Duty Officer (LDO) and Chief Warrant Officer (CWO) and Nuclear LDO In-Service Procurement Boards. You have been selected to provide the Navy with officer technical managers and technical specialists who exercise leadership in key positions throughout the service. You are joining a community that supports the war-fighting capability and readiness of Naval Forces through leadership, technical proficiency, and experience.*

*In December of 2019, Adm. Gilday released FRAGO 01/2019: A Design for Maintaining Maritime Superiority to simplify, prioritize, and build on the foundation of Design 2.0 as we focus our efforts toward Warfighting, Warfighters, and the Future Navy.*

*Under Warfighters, we will actively pursue the things that are right and Build on a Culture of Excellence (CoE). There are 10 Signature Behaviors for use in driving our professional and personal lives, enhance our performance, and achieve this CoE. The 10 Signature Behaviors are:*

- a. Treat every person with respect.
- b. Take responsibility for my actions.
- c. Hold others accountable for their actions.
- d. Intervene when necessary.
- e. Be a leader and encourage leadership in others.
- f. Grow personally and professionally every day.
- g. Embrace the variety of ideas, experiences, and backgrounds of individuals.
- h. Uphold the highest degree of integrity in professional and personal life.
- i. Exercise discipline in conduct and performance.
- j. Contribute to team success through actions and attitude.

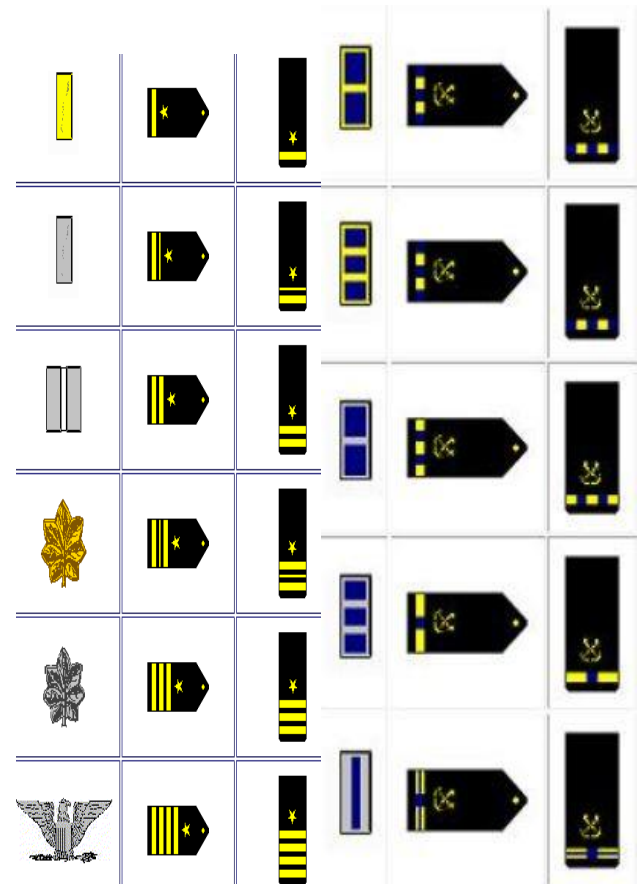
*Use these behaviors in your daily conduct and personal interactions to help guide the positive behaviors expected of all Sailors at all ranks. What have you done to recruit, educate, train and retain America's most talented men and women in the Navy and make every day "The Best Day Ever"!*

V/r  
 CAPT Dan Rossler  
 Deputy Commander  
 Norfolk Naval Shipyard



## Are you Promotion Board Ready?

<i>Reserve O5 Line</i>	<i>3 Mar 20</i>
<i>Reserve O4 Line</i>	<i>13 Apr 20</i>
<i>Active O4 Line</i>	<i>18 May 20</i>
<i>Reserve CWO 3/4/5</i>	<i>11 Jun 20</i>
<i>Active CWO 3/4/5</i>	<i>15 Jun 20</i>



### Reserve OCM Corner

Greetings Mustangs! As I am certain you are aware, the annual LDO/CWO in service procurement board has concluded. I am excited to announce that we selected 58 outstanding candidates to the LDO/CWO community! By doing so, we have significantly improved manning in key designators necessary to improve community health and our mission impact within in the Navy Reserve!

As we move into preparing for the next board, I would encourage each of you to continue to be ambassadors for the community. Our fantastic LDO/CWO engagement team does phenomenal work in getting the word out about the many unique LDO/CWO opportunities that are available. However, that team cannot succeed without robust participation and assistance from us! Their combined efforts are vital to our community by spreading the word resulting in increased application rates. The number of applications for these programs directly impacts our community end strength. Thus, the engagement team's efforts directly connect to the overall health of the Reserve LDO/CWO community.

Consequently, we are challenging every LDO/CWO to assist and mentor one best and fully qualified candidate to submit a package for the next procurement cycle. We have time before packages are due 1 Oct 2020. If we accomplish this, collectively, we will break records and ensure the success and healthy future of our community.

Now is the time to be spreading the word and garnering interest in applications for the next board. The engagement team functions largely by simply giving briefs at their NOSC's, units, and Reserve commands on the LDO/CWO program and how to apply. If you are interested in assisting the engagement team directly, please contact LT Jesse Dilbeck at [jesse.s.dilbeck@navy.mil](mailto:jesse.s.dilbeck@navy.mil).

Thank you all for the great work you do and please do not hesitate to reach out if I can assist.

With Respect,  
LCDR Chris Webster  
[chris.m.webster@navy.mil](mailto:chris.m.webster@navy.mil)



#### **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.*

## Nuclear OCM Corner

Happy New Year to everyone! With 2020 comes the FY21 administrative/screening, selection and statutory boards. Along with those boards, comes all of the energetic responses regarding the boards' results. Sometimes those responses can be detrimental, with many officers speculating as to what happened in the board spaces, attempting to explain the results without the experience of having experienced a board firsthand.

The absolute best way to help those we serve and ourselves is to participate in a selection board. Any board can provide a beneficial, eye-opening experience. Administrative/Screening Boards such as LDO/CWO In-Service Procurement, CO/XO Screening or Major Command Screening follow processes similar to selection and statutory boards with varying lengths and requirements. Those variations include the numbers of recorders needed, the timeframe that recorders are obligated to support the board, and of course specific rank requirements to participate. Administrative/Screening Boards typically require shorter support timeframes away from current duty station. Selection Boards such as Chief, Senior Chief and Master Chief Selection Boards provide better insight to the board process with a larger selection pool and closely follow the rules/proceedings of statutory boards. Due to the larger number of candidates, the CPO boards require longer support obligations. Regardless of the type of board you participate in, they are instrumental as leaders, mentors, and Reporting Seniors to ensure we are putting the right information in our Sailors' and fellow officers' evaluations and fitness reports.

Law governs statutory boards such as CWO5, LCDR, CDR and CAPT Promotion Selection Boards. These boards are the most strictly controlled and will provide the best information on preparing our officers and ourselves for promotion. There are multiple ways to attend a board. All boards require recorders, which are commonly CWO2 or CWO3, and ENS to LT positions. Keep in mind that some boards require recorders at the LCDR/CDR level. Voting board members are typically reserved for LCDRs, CDRs and CAPTs and the minimum rank allowed varies with the board's requirements. Voting membership may also use CWO4s and CWO5s when required by the board's requirements. If you have an interest in supporting a board (there are many), contact the Submarine LDO/CWO Detailer, LCDR Brian Purvis, at [brian.purvis@navy.mil](mailto:brian.purvis@navy.mil) or read the individual NAVADMIN announcing the board and follow the directions provided for board members and recorders.

LCDR Phil Davis  
Nuclear LDO and CWO Community Manager  
[nukeldo@navy.mil](mailto:nukeldo@navy.mil)

## School House News

Please join us in welcoming our newest additions to Officer Training Command Newport, LTJG Rob Duarte, and CWO4 Paul Adams, aboard for what's sure to be a challenging and rewarding assignment! Also, congratulations are in order for newly appointed LDO/CWO Academy Director CDR Mike Prince.

As the 21<sup>st</sup> Century sailor is transformed into the sailor of 2025, the Mustang community continues to pride themselves on keeping a razor edge over our adversaries. The future Mustang should inspire to replicate experienced leadership. There will be a day that champion blood lines are ceremoniously discarded for greener pastures, their useful contribution are absorbed into practice, their bad ideas are forgotten and there are higher demands for reining in a futuristic intellectual Mustang. We have always prided ourselves in being technologically advanced, resilient, and able to overcome challenges. The school house assists with these demands by incorporating old fashioned, hands on navy leadership, with amazing understanding of tomorrows emerging technology and the potential for change. Collaboration and synergy has maximized leadership expertise across broad spectrums, we consolidated a set of objectives and practices, new and existing, to maximize fleet readiness. The school house is adapting to this readiness, as seen by the commissioning of the first Warrant Officer 1 and incorporating Reserve components into the active curriculum.

Although significant strides have been made, new accessions continue to arrive to OTCN without conversion, proper pay entitlements and left to incur out of pocket per diem expenses. As always, our staff is standing by to advise and assist in any way possible; however, full resolution requires completion prior to OTCN or at the member's ultimate duty station.

**CDR Mike Prince, Director, [michael.a.prince1@navy.mil](mailto:michael.a.prince1@navy.mil)**  
**CWO5 Tina McAlman, Deputy Director, [albertine.mcalman@navy.mil](mailto:albertine.mcalman@navy.mil)**  
**LTJG Rob Duarte, [roberto.l.duartesant@navy.mil](mailto:roberto.l.duartesant@navy.mil)**  
**CWO4 Bruce Hendrix, [bruce.r.hendrix1@navy.mil](mailto:bruce.r.hendrix1@navy.mil)**  
**CWO4 Paul Adams, [paul.c.adams@navy.mil](mailto:paul.c.adams@navy.mil)**  
**CWO4 Radcliffe Samuels, [radcliffe.j.samuels@navy.mil](mailto:radcliffe.j.samuels@navy.mil)**  
**CWO4 Jeremy Paplior, [jeremy.m.paplior1@navy.mil](mailto:jeremy.m.paplior1@navy.mil)**  
**CWO3 Millie Woodward, [millie.woodward@navy.mil](mailto:millie.woodward@navy.mil)**  
**CWO3 Aaron May, [aaron.may@navy.mil](mailto:aaron.may@navy.mil)**

Prior to reporting, new accessions are highly encouraged to reach out with questions once they've had a chance to visit the "Required Paperwork/Items" link at <https://www.public.navy.mil/netc/NSTC/otcn/ldo.aspx>  
The FY20 Selections Facebook Page is online at <https://www.facebook.com/groups/294443921240186/>

## Community Managers Road Shows:

### Upcoming Road Shows:

**\*\*\*Due to the growing and continuing health concerns related to the Coronavirus, the OCM, has decided to postpone the March Hawaii and Guam visit to a later date.**

*(Special thanks to LT Herminio Graciano and LTJG Markus Howard for all of your coordination efforts)*

**\*\*Tinker AFB: Tentatively scheduled for 8-9 April. Flyer with times and location to be announced once confirmed.**

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

- John Quincy Adams

*"Greetings! I am the new Assistant OCM for the LDO and CWO Community. I retired as a SWO Navy Commander in 2003, after serving 20 years as Enlisted, Officer, Active, Reserve, and FTS, I look forward to working with each of you. My name is Parker Dinwiddie - How can I assist you and make your day a better day, Sir or Ma'am?"*

**Captain Ed Callahan**  
Head LDO and CWO Community Manager  
[Edward.L.Callahan@navy.mil](mailto:Edward.L.Callahan@navy.mil)

**LT Shanique Howard**  
Asst LDO and CWO Community Manager  
[Shanique.D.Howard@navy.mil](mailto:Shanique.D.Howard@navy.mil)

**CWO5 Hector Sandoval**  
CWO Community Manager  
[Hector.Sandoval@navy.mil](mailto:Hector.Sandoval@navy.mil)

**Mr. Parker Dinwiddie**  
Asst LDO and CWO Community Manager  
[Parker.H.Dinwiddie@navy.mil](mailto:Parker.H.Dinwiddie@navy.mil)

## Community News and Forums: Stay Connected!

NPC Website: [http://www.npc.navy.mil/officer/communitymanagers/ldo\\_cwo](http://www.npc.navy.mil/officer/communitymanagers/ldo_cwo)

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

