

The Mustang Lariat

August 2026
Volume 01

Silver Eagle: CAPT Kenny Allison

Senior Warrant Officer, Navy (SWON) CW05 James Dertilis

Head OCM's Corner:

Mustang Leaders!

I hope each of you are enjoying the summer and finding time to recharge with your families and loved ones. Our profession demands a great deal from each of us, and while our commitment to mission and Sailors never wavers, taking time to invest in ourselves and those closest to us is equally important. Strong leaders understand that resilience begins at home, and returning refreshed allows us to better serve our commands, our Sailors, and our Navy.

It is with great humility that I accepted the Silver Eagle from CAPT Mark Nowalk. Standing alongside him during this transition was both a privilege and a reminder that none of us carry this responsibility alone. We stand on the shoulders of the remarkable Mustangs who came before us—leaders who earned the trust of Sailors through competence, character, and unwavering commitment to our Navy.

I want to personally thank CAPT Nowalk for his extraordinary leadership and steadfast advocacy for the Limited Duty Officer and Chief Warrant Officer community. His impact extends far beyond the billets he filled or the decisions he made. He invested in people, strengthened our profession, and left this community better than he found it. That is the mark of true leadership, and I am honored to continue building upon the foundation he established.

The Silver Eagle is much more than a symbol. It represents the values that have defined Mustangs for generations: technical excellence, credibility, humility, integrity, and an unwavering commitment to mission accomplishment. Those values are not simply part of our history—they must continue to define our future.

First, we must never compromise our standards. The credibility of the LDO/CWO community has always been built on merit, performance, and professionalism. Our milestone assignments, qualifications, and career paths exist for a reason—to prepare leaders capable of serving at the highest levels of our Navy. We owe it to those who came before us, and those who will follow, to protect the integrity of those standards.

Second, technical expertise remains our foundation. Our Sailors, Commanding Officers, and the Fleet depend on us to solve difficult problems and provide sound judgment. We must continue to learn, adapt, and remain the professionals others seek when the mission is at its most challenging.

Third, leadership is measured by service, not position. Every Mustang, regardless of rank, has the opportunity to influence lives every day. The example we set, the people we mentor, and the decisions we make will define our legacy far more than any title we hold.

Finally, I believe our greatest responsibility is developing those who will replace us. Success is not measured by what we accomplish individually, but by how well we prepare the next generation to exceed us. Every conversation, every mentoring session, and every opportunity to invest in a Sailor strengthens the future of our community.

Head OCM's Corner (Cont):

As your Silver Eagle, I will continue to advocate for the LDO/CWO community, preserve the integrity of our career paths, and ensure our collective voice is heard. I will always strive to make decisions that are in the best interest of the community and, most importantly, the Navy we proudly serve.

I ask each of you to continue leading with humility, maintaining the highest professional standards, and never forgetting where we came from. The strength of the Mustang community has never rested with one individual—it has always rested with all of us.

Together, we will preserve our proud legacy while preparing the next generation of Mustangs to lead our Navy with honor, competence, and unwavering commitment.

Mustang Creed Update

In a move to unify and preserve tradition, the Board of Directors recently finalized an official Mustang Creed and commissioning script, establishing a single, vetted version to be used across the community.

The decision, which was a key topic of discussion during the annual LDO/CWO Board of Directors (BOD) meeting, addresses a long-standing issue within our ranks. Over the decades, the traditional Mustang Creed has undergone numerous unofficial alterations to fit the narratives of individual ceremonies. This steady drift resulted in a proliferation of unvetted and inconsistent versions of the creed being used Fleet-wide.

To restore standardization, the BOD engaged in extensive collaboration to finalize a definitive version. The resulting consensus establishes an official Mustang Creed and commissioning script that will serve as the foundational text for the community going forward.

The official [creed](https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/LDO-CWO/) and [commissioning script](https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/LDO-CWO/) are available for download on LDO/CWO MyNavyHR page:

Thank you for all you do each day for our Sailors, our Navy, and our Mustang community.

*Very Respectfully,
CAPT Kenny Allison*

CWO OCM Corner:

Greetings from Millington, TN,

I am CWO5 Tim Secord, and I am deeply honored to serve as your new Chief Warrant Officer (CWO) Community Manager.

First, I want to extend my sincere gratitude to CWO5 John Cowan for his exceptional leadership and dedication over the past four years. The milestones achieved by John and the Officer Community Manager (OCM) team have significantly strengthened our community, and I am committed to maintaining that forward momentum.

My tenure began immediately with a series of roadshows alongside CAPT Allison. I want to thank our sponsors in DC/PAX, Pensacola, Jacksonville, Kings Bay, San Diego, Norfolk, and Hawaii for making these visits possible. These travel opportunities were invaluable, allowing us to engage directly with LDO/CWO candidates and deliver community updates to our constituents. Now that the travel season has concluded, I look forward to fully immersing myself in the daily operations and intricacies of the OCM office.

As the application season winds down, attention to detail is paramount. Last year, 22 application packages were disqualified due to avoidable administrative errors. I strongly urge all candidates and coordinators to conduct a rigorous, top-to-bottom review of every package before submitting it to PERS-803. Your diligence is crucial to ensuring that every qualified applicant successfully reaches the board.

Thank you for your continued professionalism and dedication to our Fleet. I look forward to serving you all.

*Very Respectfully
CWO5 Tim Secord*

Community Update:

Navigating the Details: LDO/CWO Retired-Retain Status and Promotion Eligibility

Bottom Line Up Front (BLUF): LDOs/CWOs who are retired and retained in accordance with MPM 1811-010 and 10 U.S.C. §§ 688-690 are legally considered "retired" and are permanently removed from the Active Duty List (ADL). Pursuant to SECNAVINST 1420.3 and 10 U.S.C. § 629, members in this status are entirely ineligible for further promotion.

As naval officers, understanding the precise legal parameters of our career milestones is critical, particularly when it comes to retirement and promotion. Recently, there have been important clarifications regarding the status of LDO/CWOs who reach their statutory retirement dates.

Here is a detailed breakdown of the governing instructions, limitations, and how these statutes impact promotion eligibility.

The Governing Instructions & Statutes

LDO promotions are meticulously regulated to ensure force shaping and legal compliance. The primary statutes and instructions governing these processes include:

- *SECNAVINST 1412.8*
- *SECNAVINST 1420.3*
- *10 U.S.C. § 8372*

Exemptions, Limitations, and the Statutory Retirement Date

A common point of confusion arises surrounding statutory retirement authorities. While 10 U.S.C. § 637a authorizes the continuation of certain officers without a formal board, it is imperative to understand that this authority does not currently extend to LDO/CWOs.

If an LDO/CWO reaches their statutory retirement date, they are legally transferred to the retired list.

Important Note on "Retired-Retained": This legal transfer to the retired list applies even if the officer physically remains on active duty in a "retired-retained" status. While they may still be wearing the uniform and executing the mission, their legal status is officially "retired," rendering them ineligible for any future promotion boards.

The 90-Day Rule for Selection Boards

Even for those not yet in a retired-retained status, having an impending retirement date impacts board eligibility. Under 10 U.S. Code § 619(c)(2)(C), the Secretary of the Navy may preclude an officer from consideration by a selection board if that officer has an established separation or approved retirement date that is within 90 days after the date the board convenes.

Additionally, under 10 U.S.C. § 577 (which applies to warrant officers), the military departments retain the authority to preclude officers from selection board consideration if they are within this 90-day window of an established retirement or separation date.

Community Update (cont):

Key Takeaway

Officers must proactively track their statutory retirement dates. If you have questions regarding your specific timeline or ADL status, please reach out to your detailer.

Navy Streamlines Senior Performance Evaluations

In accordance with NAVADMIN 132/26, the Navy has eliminated routine annual performance evaluations and fitness reports for Master Chiefs (E-9), Chief Warrant Officer 5s (CWO5), and Limited Duty Officer Captains (O-6) to reduce administrative burdens. Special evaluations remain authorized for misconduct, exceptionally strong performance, or significant events.

Establishment of the newest CWO/WO Designator – 7901/7904 Executive Support Technician

[NAVADMIN 152/26](#) announced the official establishment of the Executive Support Technician (EST) Chief Warrant Officer (CWO) (7901) and Warrant Officer (WO) (7904) community. Approved by the Assistant Secretary of the Navy (Manpower & Reserve Affairs), this initiative is designed to standardize and professionalize executive-level administrative support for Navy General and Flag Officers (GO/FO). Selected service members will be trained as technical specialists focused on handling complex front-office executive administration requirements.

WO1s (7904) will progress through standard timelines and promotion steps. Their designator will automatically shift to 7901 upon promotion to CWO3. The initial EST selection board convened on 30 July 2026. If you have any questions regarding EST CWO/WOs, contact Flag Matters POC LT Raymond Owiesny at raymond.j.owiesny.mil@us.navy.mil or the LDO/CWO OCM office at ldocwoocm.fct@us.navy.mil.

Very Respectfully,
OCM Team

Words from the SWON!

Fellow Mustangs,

I am incredibly proud to reach out to you as your 12th Senior Warrant Officer of the Navy. Stepping into this role is the honor of a lifetime, and it is truly humbling to follow in the footsteps of the incredible leaders who held this position before me. I especially want to thank CWO5 Cruzpena, our 11th SWON, for his years of dedication, hard work, and stellar leadership. I also want to personally thank him for making the trip to Panama City to make our turnover truly unique – getting in the water in Deep Sea dive gear to make it official is a memory I will never forget. Fair winds and following seas, C.P.

That kind of unique camaraderie and grit is exactly why I've always believed that our LDO and CWO community is the bedrock of technical leadership across the Fleet. It is a community defined by execution, expertise, and mutual respect. Representing all of you is a privilege I don't take lightly, and I am excited to continue advocating for the incredible work you do every day.

As I look across the Fleet, it is clear we are operating in a serious and demanding time for our Navy and our nation. With ongoing real-world operations across the globe, the reality of our mission is front and center. It is a powerful reminder of why we put on this uniform. The Fleet is leaning on us more than ever to solve the hard problems, keep complex systems online, and ensure our ships, submarines, and aircraft are ready for the fight. I know the op-tempo is demanding, but we must stay engaged, keep our skills razor-sharp, and remain ready to answer the call. This environment demands our absolute focus; our Sailors are looking to us to set the standard.

Speaking of our Sailors looking to us, we are right in the thick of applicant appraisal season. Honestly, this is one of the most vital and rewarding responsibilities we hold. This is how we build the future of our community. I am asking all of you to look closely at the talent in your shops and divisions. Who has that relentless drive? Who possesses the technical and leadership brilliance to step up and excel as a Mustang?

We need the absolute best and brightest coming up behind us. When you sit on those boards and complete those appraisals, take the time to thoroughly evaluate and mentor these applicants. Keep our standards uncompromisingly high and ensure we are selecting the right leaders to carry our legacy forward.

Thank you all for the sacrifices you and your families make, and for the hard work you put in every single day. Keep looking out for each other, stay safe, and keep leading from the front.

*Very Respectfully,
CWO5 James Dertilis*

61XX/71XX Note:

Forged and Tempered at sea: Surface Mustang: A Message from CAPT Keith Foster, Senior Surface LDO/CWO

Greetings Surface Warriors,

I am CAPT Keith Foster, the senior Surface Mustang Captain. I am honored to serve our community and excited for our future. The momentum we are building across readiness, training, and leadership is significant. Let's begin by celebrating our people.

Honoring Our Retirees: Over Three Decades of Service

It is our honor to recognize the retirement of several exceptional leaders. Their impact will be felt for decades to come. Please join me in congratulating:

CAPT Cassius Farrell, 6110, CAPT Ross Anderson, 6180, CAPT Chad Hamm, 6120, CDR Jerry Belmonte, 6130, CDR Ted Grant, 6180, CDR Todd Grahek, 6180, CDR Michael Harmon, 6180, CWO5 Tony Daneault, 7131, CWO5 Chris Sullivan, 7111, and CWO5 Bryan Broussard, 7181

Congratulations to Our Newest CAPTAINS!

Please join me in congratulating our newly selected Surface LDO CAPTAINS!

CAPT(sel) Kevin Bacon, 6130, CAPT(sel) Todd George, 6180, and CAPT(sel) Todd Blackman, 6180

Unwavering Focus: Sea Duty as Our Foundational Mandate

SEA DUTY is what we do. Sea duty remains the center of gravity and absolute priority for the entire Surface Mustang community. It is foundational to our identity, credibility, and career growth.

Proving Our Worth: The Strategic Necessity of Milestone Tours

Milestone tours are strategic requirements and the Navy's investment in our senior leadership. Our priority for O5, O4, and CWO4 selectees is placement into milestone tours at sea, which are non-negotiable for upward mobility. Officers not intending to execute a milestone tour must submit a "Do Not Pick Me" letter or initiate retirement.

MPM 1301-819 [Procedures for Surface Limited Duty Officers (LDO) not Desiring Orders to Command or Milestone Tour at Sea]

The new MILPERSMAN (MPM) 1301-819 formally states that declining a command or milestone tour at sea will result in a formal letter in an officer's permanent record. Approved declinations will result in a "Needs of the Navy" detail or processing for retirement. This policy will soon be extended to CWO4 at sea milestone requirements.

61XX/71XX Note (cont):

Designator Updates: Your Community at a Glance

DECK (6110/7111)

New Billets: High-visibility billets are now available within Navy Cargo Handling Battalions (NCHB) for CWO2 to LT. NCHB 1 (Williamsburg, VA) and NCHB 3 (Honolulu, HI) seek qualified leaders for Ship's Boatswain and Assistant Company Commander roles.

OPERATIONS (6120/7121)

JICO TMB: The inaugural Joint Interface Control Officer (JICO) Tactical Management Board (TMB) was a success, formalizing career progression and optimizing the JICO slating process.

New Billet: A CDR/O5 billet is now available at INSURV as the N3A Deputy Operations Officer and Link Inspector.

Leadership Note from CAPT Kurt Davis: Master the fundamentals, own CIC operations, and continuously learn. Your credibility is your currency. Mentor those who follow you.

ENGINEERING (6130/7131)

Spot Promotions: This tool is used to temporarily promote officers to fill critical, hard-to-fill Chief Engineer (CHENG) billets. This entitles the officer to the pay and allowances of the higher rank while in the billet.

AEI Program: The Advanced Engineering Instructor (AEI) Program was established to enhance maintenance excellence. The goal is to produce 45 AEIs per year and embed at least one on every surface ship by 2029. Selection boards are held in February, June, and September.

ELECTRONICS (6180/7181)

Surface Early Command Board Integration: All 6180 officers identified for O4 command at NMCPAC EAD Units will screen through the Surface Early Command Board starting in 2027.

Billet Expansion: New billets include Chief of Staff at NMCLANT (CDR/O5), OIC for NMCLANT Unit Rota, Spain (CDR/O5), and ten new LCS STO/EMO billets in Mayport, FL (CWO2/3).

AEI Growth: We are actively working to open the AEI program to Electronics / Ordnance (6180/7181) officers.

Leadership Note from CAPT Roger Horn: In our wide field of responsibilities, take time to care for yourself mentally and physically. My philosophy is simple: JUST CARE. Care about your job, your Shipmates, your Family, and your Command.

*Very Respectfully,
CAPT Keith Foster*

62XX/72XX Note:

Leaders,

I am excited to introduce myself to the Submarine/Nuclear LDO and CWO community. I recently relieved CAPT Homer Hensy as your Branch Head (PERS-422). Prior to reporting here to Millington, I had the distinct honor of serving as the first Commanding Officer of the newly established NSA Maine. We are grateful for the service he and his family have provided to our community and we send best wishes as they continue their naval service.

I am incredibly energized to serve our community in this capacity and look forward to working closely with all of you to advocate for our Sailors.

We have officially wrapped up our FY26 Fleet engagement efforts in support of recruiting candidates for the FY28 In-Service Procurement Board (ISPB) cycle.

- **Deckplate Leadership:** *A sincere thank you to our current LDOs and CWOs who got on the deckplates to advertise our program. We saw robust attendance from E-3 to SCPO, which is a direct reflection of your strong leadership, mentorship, and visible presence.*
- **Area Coordinators:** *Special thanks to the area coordinators who worked tirelessly behind the scenes to prepare and execute these briefs.*
- **Next Steps:** *If your area requires additional engagement or follow-up briefs, please let us know and we will do our best to accommodate.*

We will continue to advocate for board participation—both statutory and administrative. Serving on a board, in any capacity, is one of the single best opportunities for professional development, peer networking, and mentoring.

- **Action Required:** *If you are interested in participating, please contact PERS-422A (LCDR Wescott) or PERS-422B (LT Kuhn). They will submit your nomination package to PERS-8 for final selection.*

Please join me in welcoming and bidding farewell to the following officers:

- **Hails:** *We welcome LCDR Aaron Wescott (PERS-422A) and LCDR Greg Gibbons (N133E). We are thrilled to welcome them and their families to the team, and we look forward to the impact they will make.*
- **Farewells:** *We bid a fond farewell to CDR Mike Kennedy and LCDR Brad Gainey as they transfer to their next commands. We are deeply grateful for the exceptional dedication, leadership, and support they and their families have provided to our community. We wish them the absolute best of luck in their next chapters of naval service.*

*Very Respectfully,
CAPT Zachary Harry*

63XX/73XX Note:

Fellow Aviation LDO and CWO Patrons,

As the Aviation BOD President, I am truly honored to have the opportunity to represent our extraordinary Aviation community. Over the past few months, it has been a privilege getting to know many of you and witnessing firsthand the professionalism, dedication, and leadership that define our community.

As we look toward the future, my objective is simple: to bring our community together to identify meaningful solutions to the challenges we face in an ever-evolving Navy. Across each Aviation Designator, we are blessed with exceptional leaders who are committed to ensuring our community remains strong, not only for today's Fleet, but for the generations of Sailors who will follow us. That responsibility belongs to each of us.

Our role extends far beyond managing today's challenges. We must continue to mentor the next generation, provide sound and candid guidance, and most importantly, present solutions, not just problems to our Community Management and Flag Sponsor. By working collaboratively with our TYCOMs and SYSCOMs counterparts, we can develop innovative approaches that strengthen our Fleet and ensure our community remains ready to answer our nation's call.

The challenges before us are significant. Manning shortages are not new, but today's operational environment certainly is. Longer deployments, compressed training cycles, and an increasingly complex global security landscape demand that we think differently. We cannot rely solely on yesterday's solutions to solve tomorrow's problems. Innovation, adaptability, and a willingness to challenge conventional thinking will be essential if we are to preserve our combat effectiveness and maintain mission readiness.

As we enter recruitment and selection season, I ask each of you to play an active role in shaping the future of our community. Seek out the best and brightest officers and enlisted leaders. Work closely with your Commanding Officers and senior leadership to ensure we continue bringing forward individuals whose character reflects our Navy's core values of Honor, Courage, and Commitment. Technical expertise is essential, but equally important are humility, integrity, resilience, and an unwavering commitment to servant leadership.

At the same time, let us remain aligned with the Chief of Naval Operations' vision of strengthening leadership at every level and retaining the talented mid-grade leaders who will shape the future of our Navy. Investing in people has always been and will always remain our greatest competitive advantage.

Serving as an Aviation LDO or CWO has never been easy, and that is precisely what makes this community so special. If this path were easy, everyone would choose it. Instead, it is filled with sacrifice, responsibility, and the privilege of leading Sailors through some of our nation's most demanding missions.

Thank you for your continued dedication, professionalism, and unwavering commitment to our Navy and our country. More importantly, thank you to your families, whose love, patience, and sacrifices make our service possible. Their support is the foundation upon which our success is built. I look forward to working alongside each of you as we continue strengthening our community and building a more capable, resilient, and ready Navy for FY-27 and beyond.

*Very Respectfully,
CAPT Kyle A Caldwell*

PERS-434 Note:

Shipmates,

It is with a mix of pride and a heavy heart that the time has come for me to pass the torch of Aviation LDO/CWO Assignments. Over the last 26 months, it has been an absolute privilege to help shape and guide the career paths of our 6330, 6390, and 7331 constituents.

Serving as your detailer has been one of the most rewarding chapters of my career. It is no small task to balance the critical operational needs of our Navy with your personal and family goals but advocating for you and working alongside the finest leaders in the Fleet has been a true honor.

As I prepare to transfer, I leave you with one final piece of detailer advice: remain flexible and open to diverse PCS locations. Professional agility is often the key that unlocks the next phase of your career pattern and keeps our aviation community strong.

Although I am turning over my watch, please know that my commitment to this community does not end here. I will always make myself available to you for mentorship, career advice, or just a sounding board whenever you need it.

On 9OCT26, I will officially hand over the helm to CDR Michael "Mike" Caffey (6330). Mike is a phenomenal leader who brings wealth of experience to this desk, and I know you will be in excellent hands. Thank you all for your trust, your dedication, and your outstanding service.

I look forward to seeing you all continue to lead from the front out in the Fleet.

*Very Respectfully,
CAPT Michelle Higingbotham*

64XX/74XX Note:

New Detailer

Please join us in welcoming LCDR Derrick Daugherty, our new Administrative/Security Detailer (PERS-414A). Joining the team from Guam after completing a Department Head tour aboard USS Frank Cable (AS 40), LCDR Daugherty brings a wealth of maritime, administrative, and operational experience to the Fantail. We are fortunate to have his seasoned leadership supporting our Sailors and the broader Surface Mustang community as he begins this assignment.

Communicating Effectively with the Detailer

One of the primary responsibilities of your detailer is to build the strongest career possible while meeting the needs of the Navy, helping you achieve important career milestones, and balancing those requirements with your personal preferences whenever possible. That process depends on effective communication. Communication is not just transmitting a message—it is also allowing time for it to be received, processed, and answered. Every day, the detailers receive a significant volume of phone calls and emails, making an immediate response to every message impossible. The detailers ask that you allow at least 72 hours before following up. Multiple emails, repeated phone calls, or lengthy messages only slow the process for everyone else. When you contact the detailer, keep your emails concise, respectful, honest, and focused on detailing or career management. The best times to reach out are when you are preparing for a promotion board, retirement, or your next transfer within 12 months of your projected rotation date. Before sending a list of questions, please review the available references and do your homework. Working together in this way improves communication, strengthens the detailing process, and ultimately benefits our entire community.

Unwavering Focus: Sea Duty as Our Foundational Mandate

*If you have been paying attention up to this point and following the trend, SEA DUTY is what we do. **The United States Navy is, above all, a sea service.** Sea duty remains the permanent center of gravity and absolute priority for the entire Surface Mustang community. Operational time at sea is never optional; it is foundational to our identity and leadership. It serves as the primary source of professional credibility, authority, and sustained career growth. As Mustangs, we must remain leaders forged at sea, committed to technical excellence and mission success within the most demanding maritime environments across the global Fleet.*

Proving Our Worth: The Strategic Necessity of Milestone Tours

Milestone tours represent the most vital leadership opportunities for Mustangs seeking to demonstrate their true capacity, character, and professional competence. These specific assignments—vetted by the Board of Directors, coordinated with the OCM, and mandated by SECNAV - are strategic requirements rather than detailer choices. They are the Navy's investment in our senior leadership. The official list of these billets is hosted on the MyNavyHR portal within the FY26 Community Briefs.

https://www.mynavyhr.navy.mil/Portals/55/Boards/Active%20Duty%20Officer/documents/FY26_Promotion_Board_Materials/FY26_AC_Line_Community_Briefs.pdf?ver=0RxXCl8ADkSloOZV0EZOBQ%3d%3d

Our absolute priority for O5, O4, and CWO4 selectees is placement into respective milestone tours at sea, specifically as DH/PA Afloat. These roles are non-negotiable for those seeking upward mobility. Officers entering the zone who do not intend to execute a milestone tour at sea must take ownership of their career path by submitting a "Do Not Pick Me" letter or initiating retirement. The Fleet depends on us to man the toughest jobs with our most capable Mustangs - leaders ready to guide Sailors in the maritime environment. We must consistently counsel our junior officers on the vital importance of operational tours, this is where our readiness is built and our unmatched value is proven. These tours serve as the essential building blocks for future opportunities, including Command Ashore, Major Command, and senior leadership roles across the enterprise. We are the deckplate leaders the Navy needs most, and the Fleet is relying on us!

64XX/74XX Note (cont):

Managing Rotations: 24-Month CONUS Shore Tour Standards

The Distribution Guidance Manual mandates that all Continental United States (CONUS) shore tours last 24 months, excluding assignments governed by specific Department of Defense area or Area of Responsibility guidance (tours are adjusted on a case-by-case basis with a waiver). The Navy enforces this strict timeline to ensure officers secure adequate time to recharge following highly demanding operational lifts at sea. Although automated assignment systems routinely default to generating orders with a three-year rotation, detailers will administratively roll back an officer's Projected Rotation Date (PRD) to the standard twenty four month mark immediately upon command check-in.

Furthermore, officers must remember that PRDs remain inherently projected. Detailers and Placement Officers actively maintain PRD flexibility to effectively balance the operational needs of the Navy with individual career progression milestones and essential family requirements. Detailers relentlessly manage these 24 month rotation timelines with one primary objective: keeping every Surface Mustang on the correct strategic glide path for future promotion and eventual return to the maritime fight.

Upcoming Road Show: Formalized Admin Officer Training

The Research and Development Committee has partnered with the Training and Assistance Committee to deliver formalized, professional training designed directly from our published AO Guides. This interactive event is built to spark discussion and generate fresh ideas for future guides and course topics. The following information is provided:

- *Date: 1–3 September 2026*
- *Location: NSA Mid-South (Millington) Navy Reserve Center (Behind the Pat Thompson Center, off-base)*
- *Uniform: NWU Type IIIs*
- *Next Stop: Norfolk, VA (Fall 2026)*

The target audience for this training is Admin LDO/CWO selectees, new accessions, and first/second tour DIVOs. All 6410s/7411s are welcome. Admin CPOs (E7–E9) and civilian Admin Officers may attend if currently serving in an Admin Officer role. This will be a "wave-top" discussion construct ensuring that the discussion is collaborative interactive sessions—not dry lectures. This is an in-person only event to maximize networking and peer-to-peer learning. No quotas or seat reservations required. Please RSVP via email with your Rank, Name, and Command to: CAPT Stephanie Rivera (stephanie.a.rivera6.mil@us.navy.mil) and CWO5 Tameka Reid (tameka.j.reid.mil@us.navy.mil).

*Very Respectfully,
CAPT Omar Hair*

7521 Note:

The 752X Food Service Warrant Officer Community continues to remain strong and engaged across the Fleet, maintaining an overall community health of 97% manning. This reflects the dedication of our warrant officers and the commitment to developing future technical leaders who will continue to advance Navy food service operations worldwide.

Current inventory levels indicate a healthy community overall, with one area requiring focused attention. Chief Warrant Officer Two (CWO2) inventory currently stands at 75%, highlighting the need to continue identifying and mentoring qualified Culinary Specialists who possess the technical expertise, leadership potential, and desire to serve as Food Service Warrant Officers. Recruiting and developing future warrant officers remains a priority to ensure continued community success and long-term sustainability.

The senior Warrant Officer grades remain exceptionally healthy. Chief Warrant Officer Three (CWO3) inventory is currently at 97%, demonstrating strong stability within the mid-grade ranks. Chief Warrant Officer Four (CWO4) inventory stands at 144%, reflecting a highly experienced cadre of technical experts serving throughout the Fleet. Chief Warrant Officer Five (CWO5) inventory remains at 100%, ensuring the community continues to benefit from experienced strategic leadership and mentorship.

A hallmark of the 7521 community is the collaborative approach taken by its senior warrant officers. The community's CWO5s remain actively engaged in mentoring prospective applicants, reviewing packages, conducting mock interviews, and providing professional guidance to Sailors interested in pursuing a warrant officer commission. This mentorship effort helps ensure candidates are well-prepared and understand both the opportunities and responsibilities associated with becoming a Food Service Warrant Officer.

As upcoming warrant officer selection boards approach, senior warrant officers across the Fleet continue to stand ready to support the process. From the East Coast to the West Coast, CWO5s are working together to provide interview support, package reviews, and career counseling to applicants and commands. This unified effort strengthens the community by helping identify and develop the most qualified future warrant officers.

The 752X community's continued success depends on investing in its future leaders. Through active mentorship, collaboration, and professional development, Food Service Warrant Officers remain committed to building a strong pipeline of talent and ensuring the Navy's food service mission is supported by highly skilled technical experts for years to come. Together, we will continue to sustain the strength, professionalism, and readiness that define the 752X Food Service Warrant Officer Community.

*Very Respectfully,
CWO5 Aleithia Castro*

6530 Note:

Earlier this year, we hosted our first LDO/CWO Symposium in more than 15 years. It was a valuable opportunity for our community to connect, share ideas, and plan for the future. The Civil Engineer Corps (CEC) LDO/CWO community is now making a focused effort to strengthen our technical skills and strategic influence. This initiative aims to make sure the Naval Construction Force (NCF) and expeditionary forces have leaders with top-level technical and tactical abilities, ready to handle the demands of ongoing combat operations.

At the heart of this evolution is a clear message: in an era of complex global challenges, deep technical expertise is not just a benefit, it is a mission-critical necessity. We are proactively addressing this need by reviewing our entire career lifecycle, from selection to senior leadership. We are focusing on the following four areas in our development.

- *Targeted Selection: The community has updated its discrete requirements to attract the most seasoned and technically proficient enlisted leaders from the NCF. The ideal candidate has a proven record of hands-on leadership and technical skill in core Seabee functions, ensuring that new officers enter the wardroom with a wealth of practical experience.*
- *A Disciplined Career Path: An updated, disciplined career path is being implemented to transform LDOs/CWOs from reactive gap-fillers into deliberate NCF technical experts. This approach moves away from a generalized career track to one that emphasizes defined technical assignments and platform-specific expertise. Through “disciplined detailing,” officers will be strategically placed in roles that build upon their skills, ensuring a steady progression of technical and leadership development.*
- *The LDO Training Continuum: A formalized training continuum has been developed to increase technical training opportunities throughout an officer’s career. This framework leverages existing courses, creating a clear path from basic, mission-specific skills to advanced technical qualifications. This ensures that LDOs are not only leaders but also lifelong learners, constantly honing their craft in areas like NCF operations, project management, equipment management, and joint engineering.*
- *Valuing Technical Mastery: The community is reinforcing the importance of technical skill through updated promotion and merit reorder considerations. Superior technical performance, especially in challenging expeditionary assignments, is a key factor for success. This sends a clear signal that deep technical competence is a primary measure of success for a CEC LDO/CWO.*

By doubling down on this investment in technical acumen, the CEC LDO community is ensuring our long-term health and relevance and providing a significant strategic advantage to the Seabees and the entire expeditionary force. This approach guarantees that the “Can Do” spirit is backed by the most technically capable leaders in the force.

*Very Respectfully,
CAPT Javi Lopez-Martinez*

Schoolhouse News!



I am proud to announce two new instructors at the academy. In March we welcomed CWO5 Scott Ouellette (7331) who came to us from VAQ-140 in Whidbey Island. In June, CWO4 Mae Lazo (7111) arrived from Mariner Skills Training Center Pacific in San Diego. Both officers have already added significant value to this staff and are committed to making our new officers ready for the wardroom. We also said goodbye to LCDR Jared Chieco (6490) who retired in March with nearly 23 years of service. Jared was an amazing instructor who taught me a lot in the short time we served together here.

*Very Respectfully,
CDR Jason Hinkley*

Thank you to our class sponsors and visitors!!

RADM Darryl Walker, CAPT Dan Henderson (RET), CAPT Keith Foster, CAPT Chad Hamm, CAPT Kurt Davis, CAPT Kent Davis, CAPT Phil Gesaman, CAPT Mary Decker, CDR Ervin Henley, CDR Lynn Wall, CDR Doug Kesterson, CDR Brent Dunagan, CDR Shawn Horrigan, CDR Sonny Alexander, CDR Quentin Cooper, CDR Petunia Orr, CDR Jason Setliff, CWO5 Bryan Broussard, CWO5 Dayton Swann, CWO5 Tameka Reid, CWO5 Jim Dertilis, CWO5 Jeff Standley.

In the last year we have tripled the amount of guest speakers from the previous few years. Our class end of course critiques prove that the students gain a lot from these interactions and it reinforces what we, as instructors, are teaching. For those senior LDOs and CWOs who may be traveling to Newport please reach out to us ahead of time so we can look at getting you on the schedule.

War Gaming Coming Soon

The Academy staff have recently partnered with the Naval War College Museum to develop and integrate war gaming exercises into the student curriculum. By leveraging the historical expertise and established war gaming methodologies of the Naval War College, the Academy aims to provide students with a dynamic, hands-on environment that fundamentally enhances their understanding of operational risk and strategic decision-making. These interactive scenarios will foster critical thinking under pressure, encourage cross-functional collaboration and provide real-time feedback on the cascading consequences of leadership decisions. The Academy anticipates rolling out this innovative training capability sometime in CY-2026, equipping the next generation of LDOs and CWOs with the analytical rigor required to navigate complex environments.

Future Students

The OTCN website is the definitive source for LDO/CWO Academy information: <https://www.netc.navy.mil/Commands/Naval-Service-Training-Command/OTCN/LDO/> Review all information, book lodging at the Navy Inn early, and bring all required uniforms. Feel free network with other selectees on the FY26 and FY27 LDO/CWO Selectees Facebook Group as well as contact us directly by e-mail with any questions. We look forward to your arrival in Newport.

Mustang Honor Graduates

ENS Blessing Evbenata (26020)
ENS Rashad Ethridge (26030)
ENS Aaron Brooks (26040)
CWO2 Mark Gular (26050)
ENS Joshua Allen (26060)
ENS Oscar Gordon (26070)

The Mustang Honor Graduate distinction is a peer-recognized accolade, awarded to the student who is voted in by their classmates as the exemplary leader of their cohort. This honor is earned by going above and beyond in setting an example of excellence in leadership, character, and service.

ACADEMY STAFF

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CWO5 Andy Speights
PG – Aug 26

CWO4 James Hansel
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CWO4 Manny Bitor
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CWO4 Mae Lazo
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U.S.C. Title 10 Section 623:

The Secretary concerned shall determine the number of officers in the promotion zone for officers serving in any grade and competitive category from among officers who are eligible for promotion in that grade and competitive category.

CAPT Kenny Allison
Head LDO and CWO Community Manager

CWO5 Tim Secord
CWO Community Manager

LT Chuck Edwards
Asst LDO and CWO Community Manager

Mr. Hector Sandoval
Asst LDO and CWO Community Manager

Our Group Email address: ldocwoocm.fct@navy.mil

Community News and Forums: Stay Connected!
MyNavy HR Website:

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



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