



# The Mustang Lariat

April 2019  
Volume 02

*Silver Eagle: CAPT Bill Bindel*

*Senior Warrant Officer, Navy (SWON) CWO5 Steven Scrambling*

**\*\*New promotion categories are expected to begin CY 20 for FY 21 Selections, NAVADMIN 157/17 PARA 1.\*\***

## Head OCM's Corner:

### Bravo Zulus:

Congratulations to the FY-20 New Accessions, Welcome to the Wardroom Shipmates! We selected 276 to LDO, 212 to CWO and 3 CWOs to LTJG!

Congratulations to the New Captains (CDR Brady Drennan (6200), CDR Keith Beck (6410), CDR Kenneth Collins (6430), CDR Keith Tukes (6490), CDR Alan Feenstra (6200), CDR Kenneth Holland (6200), CDR William Edenbeck (6110), CDR Donald Crumpacker (6490), CDR Matthew Beare (6320), CDR Richard Grove (6330), CDR Patrick Sutton (6180) and CDR Terrance Patterson (6130))!

Please join me in congratulating CWO5 John Linzer on a job well done during a distinguished and honorable 33-year Naval career. John departs active duty after serving 3 years as Deputy Director and Lead Instructor of our community's coveted "Mustang Academy" in Newport, Rhode Island. John spearheaded a complete revision of schoolhouse curriculum and processes which provided world-class instruction to 1,305 newly commissioned Limited Duty Officers and Chief Warrant Officers across all designators. BRAVO ZULU, Fair winds and following seas.

### Board of Directors Recap:

RADM Cozad, our flag sponsor, kicked off the LDO/CWO Board of Directors (BOD) meeting which was held in Pensacola, FL, 23-25 April. He reminded us of the value our community brings to the URL/RL, encouraged us to meet our objectives while aggressively pursuing identified action items, continue to provide clarity on community matters and that he remains supportive of our community. He also stated that he is looking forward to the results of our discussions and identified action items.

The BOD consisted of my staff and I, a CAPT and CWO5 representative from all the Competitive Categories with additional attendance by the NUC OCM, PERS 42 Head Detailer, CWO5(SEL) representative for Special Operations, Director of the LDO/CWO Academy and the Chief of Staff from CNP's office. Agenda items included a brief from each competitive category (Surface, SUB/NUC, Aviation, General Line and IWC) with an additional brief on Special Operations. These briefs provided an excellent overview of how/what each category values, current initiatives, concerns and some leadership best practices. I have listed several items that warranted additional discussion and/or action below. The BOD will continue to work on the items during our quarterly PHONCONs and I will continue to provide updates.

### Discussion/Action items

- a. Look for a means to source billets beyond a billet to body match (need to include loss for pregnancy, LIMDU, School). OCM has this for action.
- b. Declination by Sailors selected for the LDO/CWO program is on the rise. OTCN will stand up a focus group of new accessions to help leadership understand the reasoning behind the declination.
- c. 6230 Sub Engineer Designator is struggling due to a lack of billets (49). A focus group will be stood up consisting of members from PERS 41/42 and the OCM shop to discuss a possible merger with the 6130 community.
- d. Discussed CAPT/CWO5 Utilization – This is an action item that needs to be staffed with each competitive category detailers and their resource sponsors. OCM staff stands ready to provide assistance as needed.
- e. Discussed the impact on promotions in proposing an increase in the control grades total years of continuous service (YCS). Discussed impact of changing the time in service (TIS) requirements for LDOs from current 8-14 to 10-16 years in relation to increasing overall length of YCS. OCM has for action.
- f. Is there return on investment (ROI) for the Aviation LDO/CWO designator 6330/7331 to get a Professional Aviation Maintenance Officer (PAMO) pin now that promotions will be by competitive category? Aviation BOD Senior Leadership and detailers/OCM has for action.

### Head OCM's Corner Cont:

Here are additional topics that have garnered a lot of discussion around the water cooler, in the office, gym, socials and where ever LDO/CWOs get together.

- a. Merit Reorder – This is the first year that the Statutory Promotion Boards utilized Merit Reorder. How Merit Reorder works is all those records that were selected for promotion are put back in front of that same board to figure out which person will be promoted first based on merit as outlined in the provided guidance to the board. The board guidance was provided by the OCM with input from all the perspective detailers and reviewed/approved by many above me to include legal to ensure no one was disadvantaged. We got to see our first example of Merit Reorder in use on the CAPT's Board when CDR Drennan was selected to be the first person promoted come 1 Oct 2019. Prior to Merit Reorder he would have been the second person selected based on the seniority of those selected. Merit Reorder applies to the URL/RL and LDOs. We attempted unsuccessfully to add CWO5 since it is a control grade. We will continue to work on getting the CWO5 added to the Merit Reorder process.
- b. Disestablishment of the 6320 designator. As unpopular of a decision that this is for those in the affected designator, the long term health and sustainability has been in decline for a long time. A NAVADMIN has been generated and should be out in the very near future explaining the way forward. In FY20, the plan is to transition the LDO AVOPS billets to CWO. There is also a sustainable plan to continue promotion opportunity for those affected 6320 LDOs.
- c. Off-ramp the 629X designator into the Informational Professional (1820) Community at the LT level. This shift is also due to the struggle to be a healthy and sustainable designator. By aligning the 629Xs to the 1820 community, it allows the SUB COMMS rating to have a commissioning path that allows a conversion to another RL community that offers the possibility of 30 years of commissioned service provided the individual continues to promote up to CAPT. Additionally, this off-ramp to 1820 opens up more promotion opportunities. A NAVADMIN has also been generated and will also be out in the very near future explaining the way ahead.
- d. Proposal to merge the 616X and 716X into the 618X and 718X designators. This will allow enhanced training opportunities, greater detailing flexibility, an overall healthier designator and better support of mission. This merger proposal has not been approved yet but is being vetted at the high levels. I am optimistic that the merger will get a final stamp of approval so stay tuned for further information.

I end this editorial with how fortunate we should all feel to have been given the opportunity to serve our country as Naval Officers in the form of LDO/CWOs. We should always be ready to provide the best support we can to our URL/RL communities that sponsor us. We must realize that as their mission demands change to support our ever changing world security concerns we also have to change to meet those demands. Some of those changes will come in the form of designator realignment, disestablishment, establishment and/or mergers. By keeping our support current to the demands of today we will remain a relevant and thriving Officer Community with no demise end in sight. My charge to all of us LDO/CWOs is to always give your very best each and every day despite the obstacles to do so and always keep your professional and personal actions honorable. The time to make and an impact and a difference is today!



### CWO Community Manager:

First, please join me in congratulating our departing SWON, CWO5 Alicia Lawrence (7521) as she proceeds into retirement. Her tenure as SWON highlighted a true leader and technical expert that reflected a distinguished and honorable 33-year Naval career. We wish her Fair Winds and Following Seas.

**NEW APPLICATION** – We have been inundated with questions about the new LDO/CWO application. During our road shows, phone calls, Facebook and messenger.

“Is this new application for real?” Yes, it is!

“It can’t be this easy?” Yes, it is!

“It’s a trap!” No, it’s not!

“Why didn’t we create a new PDF?” We don’t own the OPNAVINST 1420

“Why did we change it?”

The previous application was tailored for ALL Enlisted to Officer Commissioning Programs and required information:

1. Not applicable to the LDO/CWO program
2. Already available in the service members record
3. That was vague and left to interpretation in some areas.

The new application format is the result of numerous call outs by previous boards observations and was a collaboration between our office and PERS-803.

The helpful hints and checklist will be released with the Announcing FY-21 NAVADMIN which is currently being routed. Please refer to those resources to ensure you are grooming your candidates and submitting the best and fully qualified to the board. If you have any questions on the new process, please reach out to your OCMs for guidance.

**MENTORSHIP** -Last Lariat I mentioned the importance of Ownership and the Discrete Requirements. Along those same lines, we as Mustangs need to be more than just a mentor...we must strive to be a **well-informed mentor**. Those in our charge depend on us to be the fountain of knowledge when they come across a problem that they need assistance with at work. The same can be said about helping them manage their careers. If we only pay attention to instructions or NAVADMINs that apply to our chosen designator and ignore the rest, how can we advise those that come to us for assistance? Knowing what is going on in the other communities will not only help them succeed, but will also help you as we commence promotion planning.

**COMPETITIVE CATEGORIES** – Next year, CY-20 (FY21), we will begin to promote by our respective competitive categories (Surface / Subsurface & NUC / Aviation / General Line & Staff / IWC). If you are selected to go to Millington and sit a board; are you prepared to brief a designator within your competitive category besides your own?  
NAVADMIN 157/17 PARA 1

### NEW SWON



CWO5 Steve Scrambling (7181) has assumed the duties as the Senior Warrant Officer of the Navy.

### ARMY STRONG

We recently met with the Army Talent Management Senior Warrant Officer Advisor to discuss possible changes to the management of their Warrants. They are really interested in following our competitive categories format. Currently, the Army has two. (Aviators and all others). they are looking at expanding to 9 or more. They are also pursuing changes to the FY19 NDAA DOPMA that may affect all warrants. Specifically:

- Opt out of a promotion board (Sec. 505)
- Merit-based promotions (Sec. 504)
- Alternate promotion authority (Sec. 507)
- Temporary (brevet) promotion authority (Sec. 503)

We will keep the community informed if any changes occur.

### Words from the Silver Eagle

Happy New Year! My hope is that 2019 has started off as a great year for you and your families. Having said that, there is still a lot of work ahead not only for us personally but for the United States Navy. Our lives are very busy and the world is continually changing as our adversaries keep us engaged. This is one reason why it is extremely important to maintain a healthy work-life balance. I realize that it is easier said than done, so think about this; no one on their death bed said, “I wish I would have spent more time at work.”

There are many important qualities that contribute to our accomplishments and happiness. I believe that there is only one that produces viable, long-term success in all aspects of life: self-discipline. In terms of nutrition, health, work ethic or relationships, self-discipline is a top essential trait to realize your goals, lead a healthy lifestyle and experience personal happiness.

Still skeptical? Think about this, self-disciplined individuals are more capable of dealing with goal conflicts. You’ve seen those who spend less time debating whether to indulge in behaviors detrimental to their health, and were able to make positive decisions more easily. If you are self-disciplined you don’t allow choices to be influenced by impulses or feelings. The take away should be that we as leaders should strive to make informed, rational decisions on a daily basis without feeling overly stressed or upset.

Thank you for making the United States Navy and our nation the best in the world! Let’s press on.



### Little Known Fact:

The Silver Eagle and Horse Shoe Award is held by the most Senior LDO in the Navy across all designators and is passed down to the next most senior individual at the conclusion of the current Silver Eagle’s active service or change of designator, usually held for one year. The “Silver Eagle” signifies the most Senior LDO in the ranks and the “Horse Shoe” the footprint left behind that LDO/Mustang and the lasting accomplishment he/she did for the Mustang Community during their tenure as the Silver Eagle. The 1<sup>st</sup> Silver Eagle and Horse Shoe recipient was Captain Merrill C. Albury.



### Reserve OCM Corner

I am departing as RC LDO/CWO OCM in June. It has been an honor for me to be your OCM. I have had the opportunity to meet and get to know many Mustangs during my tour and I am amazed every day at the collective pool of talent we bring to the fight.

I will leave you with this in my last Lariat: if you are not already, please get actively involved in the community. Strive to be a visible and positive representative of the community to the Fleet. Don't be a one trick pony, get familiar with all LDO/CWO designator career paths and actively seek out candidates for the program. This will ensure the future of the community remains in good hands. Identify top junior performers at your unit or NOSC and mentor/train them to promote excellence and professional development.

My relief is LCDR Chris Webster coming in from PERS-8. Rest assured you are in good hands. In the interim, please don't hesitate to reach out.

#### Are you Promotion Board Ready?:

##### **NAVADMIN 304/18:**

Active O4 Staff - 14 May 19

Active O4 Line - 20 May 19

CWO5/4/3 - 13 Jun 19

##### **NAVADMIN 265/18:**

Reinstatement of the Requirement to display the Officer Photograph during selection boards.

### Officer Training: Understanding Statutory Retirements

. Each LDO and CWO category has its own retirement laws; MILPERSMAN 1800-1899 provides details. The following general guidelines, based on your active duty service date can be used to compute statutory retirement dates for almost all LDOs and CWOs:

LDO - First day of 2<sup>nd</sup> month after...

CAPT	38 years of total active service
CDR	35 years of total active service
LCDR / LT	30 years of total active service

CWO - First day of 3<sup>rd</sup> month after...

CWO5	33 years of total active service
CWO4 / 3	30 years of total active service

Twice Failure of Selection (2 X FOS) – applies to both LDO and CWO

First day of 7<sup>th</sup> month after release of results (regardless of whether or not an LDO or CWO has reached the statutory limits described above)

### Nuclear OCM Corner

Greetings from the Nuclear LDO/CWO OCM. This is my last Mustang Lariat article as your Nuclear OCM. It has been an honor and privilege to work to improve our community for us and all of our future Nuclear LDO/CWOs. As I head out to my next tour, I'm confident that I'm leaving our community in good hands as I turn over the reins to LCDR Phil Davis. He is fresh off a successful tour as PMA of USS EMORY S. LAND (AS 39) and has successfully completed many of the hardest jobs in our community. Please join me in welcoming him and providing him the great support you've given me during my tenure as he leads our community through our current inventory shortage and into a better future.

Application season is here and the Submarine/Nuclear LDO Road Shows are ongoing. Ensure you and your candidates show up and get the latest news and information about our great community! The current schedule is:

- May 13-16 – Pearl Harbor
- June 3-6 – Ballston Spa, Portsmouth NH, and Groton

As always, please reach out to Phil if you have any questions or comments that he can answer or take for action. Thank you for your dedication and service to our Navy and nation and I can't wait to rejoin you back in the Fleet!

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

### School House News

#### OUR NEW SELECTEES NEED YOUR MENTORSHIP AND ASSISTANCE!

Administrative steps missed at the detaching commands during the commissioning and conversion process of our new accessions continue to yield major quality of life and readiness issues in about 1/3 of each of our ten annual classes. Accordingly, the value of your efforts in mentoring and assisting our selectees during the daunting, and often confusing, life transition cannot be overstated. Helping our people navigate common difficulties associated with pay and entitlements, as you work to reinvigorate leadership and military fundamentals, set these new accession up for initial success and operational excellence for years to come.

- All students *must* visit [www.netc.navy.mil/nstc/otcn/index.html](http://www.netc.navy.mil/nstc/otcn/index.html) *early and often* to ensure they're prepared for training.
- All students, with the exception of those assigned in a temporary duty status with a current DTS authorization, are required to make lodging reservations via Naval Station Newport's Navy Gateway Inns and Suites (NGIS) by calling (877) 628-9233 / (401) 841-7900 or visiting [www.dodlodging.net](http://www.dodlodging.net) on receipt of subject orders.
- Due to fiscal constraint, all Limited Duty and Chief Warrant Officers reporting to OTCN on BUPERS Orders are not authorized to reside in off-base lodging, even with a Certificate of Non-Availability (CNA).

Students who are unable to secure a reservation via NGIS must immediately contact the Academy staff to arrange non-commercial berthing accommodations.

LDO / CWO ACADEMY FY19 SCHEDULE OF EVENTS

12 DECEMBER 2018

CLASS #	CONVENE	GRADUATE	CLASS OFFICER	OCM BRIEF	SPONSOR BRIEF	SPONSORS	SILVER EAGLE BRIEF	CLASS SOCIAL EVENT
19030	7-Jan-19	1-Feb-19	CW05 Linzer	24-Jan-19	30-Jan-19	CAPT Smith CW05 North	31-Jan-19	31-Jan-19
19040	11-Feb-19	8-Mar-19	CW04 Hendrix	28-Feb-19	6-Mar-19	CAPT Taranto CW05 Bosley	7-Mar-19	7-Mar-19
19050	18-Mar-19	12-Apr-19	CW03 May	4-Apr-19	10-Apr-19	CAPT Whitt CW05 Carpenter	11-Apr-19	11-Apr-19
19060	22-Apr-19	17-May-19	CW04 Potts	9-May-19	15-May-19	CAPT(Sel) Nichols CW05 Powers	16-May-19	16-May-19
19070	28-May-19*	21-Jun-19	CW05 McAlman	13-Jun-19	19-Jun-19	CAPT Goodridge CW05 Cruzpena	20-Jun-19	20-Jun-19
19080	8-Jul-19	2-Aug-19	CW03 May	25-Jul-19	31-Aug-19	CAPT King CW05 Baker	1-Aug-19	1-Aug-19
19090	12-Aug-19	6-Sep-19	CW04 Hendrix	29-Aug-19	4-Sep-19	CAPT Sandin CW05 Dixon	5-Sep-19	5-Sep-19
19100	9-Sep-19	4-Oct-19	CW04 Potts	26-Sep-19	2-Oct-19	CAPT Oxendine CW05 Karp	3-Oct-19	3-Oct-19

Sponsor Standby: CAPT Gibbons (Except JAN19), CAPT(Sel) Carius, CAPT Meskimen, CW05 Wilson (available JAN – MAY19)

- Holidays:
  - \*Class 19020 convenes on Tuesday – Veterans Day
  - \*Class 19070 convenes on Tuesday – Memorial Day
- Newport RI Uniform Shift Dates:
  - BLUEs: First Monday in October
  - WHITEs: Last Monday in April
- Graduation Uniform is Full Dress Uniform (Large Medals)
- Class Social Event attire is: Business Casual. (Summer months likely will be Aloha events; depending on the weather)
  - Sponsors are welcome to attend Class Social if available



# The Mustang Lariat

Released  
May 2019

## Community Managers Road Shows:

### Upcoming Road Shows:

**May 6-10** – Tidewater Area

**May 8** – Oceans and Norfolk, VA

(Special Thanks to CAPT Williams and CDR Shelley for coordinating these events)

**May 14-16** - San Diego, CA (Special Thanks to CWO3 Carlson, CWO5 Schwenneker and LCDR Borrego for coordinating these events)

**6 June** - Dahlgren, VA (location and venue to be announced) Special Thanks to LT Olson

**July 2019** - To be Announced

### Did you know.....

*Did you know? Law stipulates that a CWO may not be considered for promotion to the next higher grade until completing two years of active duty service in their current grade. This is the reason that all primary select CWOs are appointed no later than June 1<sup>st</sup> of each fiscal year. CWOs appointed after June 1<sup>st</sup> cannot be appointed as directed by SECNAV policy to CWO3 at 36 months. This is one of several areas where OCM's blend law and policy with personnel management.*

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

- John Quincy Adams

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

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

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

**Mr. Mitch Allen**  
Asst LDO and CWO Community Manager  
[Mitchell.Allen@navy.mil](mailto:Mitchell.Allen@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)

