



The Mustang Lariat

October 2020
Volume 03

Silver Eagle: CAPT Heather Walton

Senior Warrant Officer, Navy (SWON) CW05 Philip Gilbert

Head OCM's Corner:

Fellow Mustangs,

Hello from Millington! Great fall weather has arrived, FY 21 board season is wrapping up, LDO/CWO Inservice Procurement Board package deadline has passed and over 2,000 packages are being processed, and your OCM shop has started promotion and accession planning for FY 22/23.

Our LDO/CWO Community manning remains in great shape. We remain healthy across most of our designators - our overall manning is 3503 LDOs at 100% manned and 1889 CWOs at 91% manned, and we continue to project strong billet growth over the next five years. We must remain relevant!

I want to cover a view topics below due to the frequency in which we get asked questions via email, phone, or on our Facebook page: <http://www.facebook.com/groups/10150114349755436>

Promotion Board Approval Process

FYI, and against popular belief, the OCM shop has no insight/gouge on when promotion results are released. When a promotion selection board adjourns, the results from the board are included in a package called the Board Record of Proceedings (ROP). This package is then sent up through an approval process. The final approval authority varies depending on which board it is. The amount of time required for a ROP to complete this process will also vary but a goal of 100 days from adjournment of the board to release of the results is the current proposed timeline. The reason for a goal of 100 days is that the approval process has several locations where the ROP stops for review. In addition, at each of these locations there is more than one individual or office doing a review of the ROP. For example, at the Office of the Secretary of Defense (OSD), there are actually 10 offices with 26 individuals that must review the ROP before it is presented to the Deputy Secretary of Defense (DEPSECDEF) for signature. Because of this, a ROP may "appear" to sit at one location for a long time, even weeks.

After the ROP has been approved and signed by the DEPSECDEF at OSD, two things occur. First, the ROP package continues on to the President of the United States. Second, notification is given to SECNAV that the ROP has been approved by SECDEF. This in turn triggers two events; first an ALNAV message is prepared for release to announce the entire select list. This ALNAV message is released once it has been signed by the SECNAV. Second, the Chief of Naval Personnel is tasked with placing the results into the BUPERS On-Line (BOL) system and unit COs may view the results of eligibles in their command that were considered by the board. As these two processes run separately, there might be a time difference between when each is available. One or the other is usually released before the second one. There is no longer a "48 hour" notification period. Individuals may check on their own status (select or non-select) in BOL once released.

Head OCM's Corner Cont:

Lastly, all CAPT, the active duty CDR and LCDR Promotion Boards must go to the Senate Armed Services Committee for confirmation. Without confirmation, promotion cannot occur even though selected. Likewise, frocking cannot be authorized without Senate confirmation of the select list.

During a typical non-COVID Selection Board season, the Senate goes into recess in August and if a board has not completed all of the previous steps before the Senate recesses, then confirmation will not be done until September at the earliest.

Promotion

As we head into our second year of promotion within the competitive categories (CC) for the upcoming FY 22 boards, I wanted to provide a quick refresher of how promotions work. I know this has been covered a lot over the last 10 years by OCMs and Detailers leading up to CC, but since there has been a lack of roadshows and briefs by community leadership for most of this year, there may be leaders within our community who are not well informed.

Revised Competitive Categories (RCC) and Officer Summary Groups (OSG)

Background: RCC (talent management initiative) was directed in 2010 as an Officer Sustainability Initiative (OSI). To continue to have future relevancy, we needed to better support the URL/RL community that fund our billets by having a promotion system that will promote the right type of officer per competitive category vice just hoping the promotion board will get it right. Additionally, the community leaders needed to accurately align each designators career progression models so promotion boards will have a better understanding of what best and fully qualified means in each specific designator.

LDO and CWO Summary Groups (OSG) regarding FITREPS began 1 Oct 17. The intent of OSG was to prepare for RCC and for LDOs and CWOs to compete within groups with more similar skill sets, while giving reporting seniors more options to identify exceptional officers in larger populations. CVNs are a perfect example of having many LDOs with different skillsets serving on one command. The old process prior to 1 Oct 17, compared the LCDR Admin Officer, LCDR Aircraft Handling Officer, LCDR Ordnance Handling Officer, LCDR First LT, LCDR Security Officer and the LCDR AIMD production officer. The only thing in common with all these LCDRs was their rank... Their watch requirements, ability to earn a warfare device and technical skills required of these officers are all different. It was literally like comparing apples to oranges to bananas etc... Grouping officers with similar skill sets results in more accurate comparisons of LDOs and CWOs (the one exception is the General Line/Staff category - due to size of the individual designators not being large enough to stand alone).

Critical Skill Requirements

The Navy must focus on the skill sets mandated by current needs and on developing the professional competencies required in our future leadership. Specifically for the Limited Duty Officer and Chief Warrant Officer community as part of the 2010 CNP directed LDO/CWO Sustainability Initiative, targeted designator vacancies should be attained if there are a sufficient number of officers determined best qualified among those fully qualified officers who possess that competency/skill by Designator, but shall not be strictly interpreted as quotas. RCC was designed to eliminate or cause critical skill language requirements to be rarely used.

Note: Someone has to be in zone (IZ) and the designator has to be manned at less than the in zone IZ opportunity percentage for promotion in order to apply critical skills.

Head OCM's Corner Cont:

Promotion Guidelines

DoD and SECNAVINST developed guidelines regarding promotion "flow points." This guidance, combined with Navy policy regarding promotion opportunity (percent opportunity for selection), form the basis for annual promotion plans. Actual selection opportunity and flow points may vary in the annual promotion plan. SECNAVINST guidelines:

To Grade	Promotion Opportunity	Flow Point (Avg) (Yrs Comm Svc)
O-6	40-60%	21-23
O-5	60-80%	15-17
O-4	70-90%	9-11
O-3	AFQ	4
O-2	AFQ	2
CWO5	*As announced	*12-13 typical
CWO4	*As announced	*7
CWO3	AFQ	*3

* = CWO years time in grade, AFQ = All Fully Qualified, and WO1 to CWO2 - Refer to SECNAVINST 1412.8 (Series)

Control Grades

CAPT, CDR, LCDR and CWO5 are "control grades" -- the number that the Navy can have in each of these grades is set by law and cannot be exceeded. As such, promotions into these grades are driven solely by requirements -- the fewer vacancies, the fewer promotions. Control grade limitations directly affect flow points, described below in detail. By the way, this is not new because of RCC, just more apparent because we are now in smaller groups/categories.

Promotion Flow Points

Understanding promotion flow points and how they are derived are critical to your career planning. Changes in promotion flow points can very easily determine what an officer's "terminal grade" might be at retirement. As indicated above, control grade limitations dictate actual flow points; individually, we have no control over flow point fluctuation.

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

As a reminder under current law, LDO LCDRs and below (including CWOs) must retire after thirty years combined enlisted and commissioned service. However, once promoted to CDR, the maximum tenure allowed by law for an LDO is 35 years total active naval service, or twice failing of selection for promotion to CAPT, whichever occurs first. An LDO CAPT can serve to 38 years total active naval service. A CWO5 can serve to 33 years total active naval service.

Establishing Promotion Zones

As stated in my opening remarks, we are working through promotion planning for FY 22. Planning for each fiscal year promotion plan begins in September and finalizes in December. This year because the O4 and CWO boards were pushed to the right, we are conducting promotion planning in two phases; O5/O6 now, and O4 and CWOs after the beginning of the year – post CWO results. Promotion zone message will be released in two phases.

Head OCM's Corner Cont:

The process. The promotion plan is initiated by your LDO and CWO OCM team and is forwarded through the chain of command to the Chief of Naval Operations, and ultimately to the Secretary of the Navy for approval. At each level, the plan is carefully reviewed to ensure that promotions meet the needs of the Navy and that promotion opportunity and flow points conform to DOD/SECNAV guidelines. Although it might appear that we are not being transparent with this information, it is required for us to keep this "close-hold" as the data we submit could change between our submission and release of the message.

Three principal factors combine to determine the number of authorized promotions and, therefore, the number of officers that may be placed in zone:

a. The number of officers authorized for that grade within a given competitive category. Officer authorizations are adjusted yearly to reflect changes in the size and shape of the Navy.

b. Projected vacancies. Projected vacancies are determined by taking the number of officers currently filling authorized billets (or selected for and awaiting promotion to that grade), minus projected losses (retirements, redesignations, reversions and promotions to the next higher grade). Once again, we can only promote to vacancies.

c. Selection opportunity. Promotion opportunity, expressed in percent, is applied to the number of authorized promotions, to determine the size of the promotion zone.

For example: If we have 11 Surface/61XX billets and 11 CAPTs, we are 100% manned with no vacancies -by law we can only promote to vacancies. During promotion planning we know that one 61XX CAPT is going to retire and the another 61XX CAPT is going to redesignate to 1110 designator so he can stay in the Navy beyond the statutory time of 38 years of service. We now have two vacancies for CAPT for the upcoming O6 board. From what you have learned from above, promotion opportunity must be between 40-60%, and flow point between 21-23 years. Additionally, during promotion planning we are looking to make sure we do not disadvantage someone, and we do everything we can to keep our folks from breaking flow – provide an opportunity to promote. From promotion history, you have noticed that we have promoted to CAPT at 40-50% on average. In the scenario above, four IZ selecting two = 50%. – five IZ selecting two = 40%. As you can see, the lower selection percentage allows more LDOs to go in zone, providing flow (another person IZ) that may not be afforded the opportunity at CAPT due to a higher selection percentage. Individually, it is only natural that one would like to see 60% opportunity when in zone for CAPT, but for the overall community health in the out years, 40-50% promotion opportunity allows more of our CDRs an opportunity for CAPT. Great example is our LDOs who were commissioned beyond the 14 year mark still serving at the LCDR and CDR level – we need to manage the community to afford promotion opportunity to as many of you as we possibly can.

Zone Definitions

"Promotion zone", or "in zone or IZ", consists of those officers who have not previously been considered for promotion for the next higher grade and who are eligible for promotion by virtue of their relative seniority within their competitive category, based on lineal number. The senior officer in the promotion zone is the "senior in zone", and the junior officer in that zone is the "junior in zone". The promotion zone is the foundation of the promotion plan described above.

"Above zone or AZ" refers to those officers who have previously been considered for promotion to the next higher grade by a selection board, but were not selected. AZ selection opportunity is not limited by policy or law; however, each selection from above zone reduces the number that may be selected from in zone or below zone. "Senior eligible" refers to the senior officer eligible above zone.

Head OCM's Corner Cont:

"Below zone" or BZ refers to those officers who are junior to the junior officer listed in zone, but who have been determined to be eligible for promotion. Whenever possible, each officer is given two BZ or "early looks before going IZ for promotion. Promotions from BZ are restricted to no more than 10% of the total authorized promotions. Therefore, each selection from BZ reduces the number that may be selected from the IZ and AZ eligibles.

Merit Reorder/Based Promotions

We field multiple questions frequently about Merit Reorder and impact on the phasing plan for promotions. Background on Merit Based Promotions, NDAA 19 amended Title 10 allows promotion boards to recommend officers of particular merit, among those selected for promotion, to be placed higher on the promotion list. The promotion selection process and merit reorder (MR) process will be two processes conducted during the same board. Board members are expected to use their experience and judgment after review of the records recommended for promotion to determine those records of particular merit. Up to 15% of those selected for promotion can be MR and promoted ahead of their peers. Officers selected for MR will promote on October 1st of the promotion year. Officers not selected for MR will promote monthly by seniority as established in the Promotion Phasing Plan, published annually.

Here is the Promotion Phasing Plan with Merit Reorder:

15% October

30% November-August (3% each month)

55% September

Note: numbers will change if the 15% of MR is not reached.

FY 21 Active Duty Line Merit Reorder Consideration Brief can be found at:

https://www.public.navy.mil/bupers-npc/boards/activedutyofficer/Documents/FY21_PROMOTION_BOARD_MATERIALS/FY-21_Active_SECNAV_Community_Merit_Reorder-Line.pdf

Additionally, we signed off on legislative proposal on 18 Aug 20 that will allow Merit Reorder for CWO5 (control grade only). We are hopeful to get this pushed through prior to FY 22 CWO5 Promotion Board.

6290/1820 Off-ramp Update

6290 Submarine Communications to 1820 Information Professional (IP) billet swaps IAW NAVADMIN 128/19 is in progress with over 60% of the billets have been recoded 1820. To date, we have had seven 6290's who have without board action (WOBA) over to 1820. As a reminder, the WOBA requirements for 6290s to 1820 are: Information Warfare Officer (IWO) qualification, required degree complete, and 4+ years of service as a 6290. Please contact the IP OCM with any questions at BUPERS-31_IWC_FCT@navy.mil

OPNAVINST 1420.1B Update

OPNAVINST 1420.1B (guidance for commissioning programs to include LDO/CWO/WO1) – changes made to update to 1C version were submitted in July - goal is to have it out by the end of the year.



Head OCM's Corner Cont:

COLE Remembrance

On 12 Oct, USS COLE (DDG 67) celebrated the 20th anniversary of the terrorist attack and the heroism of the ship's crew during their pierside ceremony in Norfolk, Va. As most of you are aware, we lost 17 shipmates that day to include ENS Andrew Triplett, 613X, Main Propulsion Assistant. Andrew was a prior Engineman Chief Petty Officer and was commissioned as an Ensign on 1 Apr 99. Ensign Triplett was posthumously awarded the Purple Heart, Combat Action Ribbon, Navy Unit Commendation, and promoted to the rank of LTJG.

Happy 245th Birthday

Happy belated 245th birthday to our U.S. Navy. The theme for this year's celebration is "Victory at Sea" which encompasses the Navy's efforts in battle during World War II in the Pacific Theater. The Navy's History and Heritage Command has a wealth of history available at www.history.navy.mil

Silver Eagle and Senior Warrant Officer Turnover

Welcome aboard CAPT Walton and CWO5 Gilbert and thanks in advance for your future leadership in our community. I want to thank CAPT Rossler and CWO5 Scrambling for all that you have done for our community. I wish you both the very best!

*Very Respectfully,
CAPT Dave Dwyer*

CWO OCM's Corner:

First I would like to congratulate our outgoing SWON, CWO5 Steve Scrambling on his retirement after 33 yrs of dedicated service. We appreciate his contributions and leadership during his tenure as SWON and wish you Fair Winds and Following Seas. Please welcome our new SWON, CWO5 Philip Gilbert.

Promotions and Record Management

Every year we receive inquiries from officers and mentors alike on why an individual may not have been selected for promotion when opportunity is All Fully Qualified (AFQ) for CWO3, LTJG and LT. After our office reviews the individual's record, we usually identify one of several discrepancies that have prevented promotion of that officer:

1. FITREP continuity or missing FITREP(s) – self-explanatory. Proper documentation is required to demonstrate an officer is fully qualified and is ready for the next paygrade.
2. Air gaps with no explanation - ranked 1/1 MP when EP is available is a red flag (poor performance, failing to attain specifically cited qualification, etc.).
3. Missing official photo in current paygrade – pictures were a requirement for promotion eligibility. Although no longer used for promotion after October 1, 2020, pictures are still required in your record.

All Fully Qualified (AFQ) is not 100% - Record Management is YOUR Responsibility!

1. Review your OSR/PSR/OMPF via BOL every six months and three months before the board convenes.
2. Review previous convening orders and ensure specifically cited qualifications are in your record.
3. Have your mentor/detailer/OCM review your record.
4. Review SECNAV approved community and merit re-order briefs for all communities located here: <https://www.public.navy.mil/bupers-npc/boards/activedutyofficer/Pages/CommunityBriefs.aspx>
5. Submit a letter to the board (LTB) to explain any circumstance that may prevent you from being considered for promotion (missing FITREP(s), continuity, qualifications, etc.). Note: All LTB's are destroyed when the board concludes and your official record is NOT updated. You need to correct your record or continue to submit a LTB for every future promotion board to explain the error(s) in your record.

Reporting Senior Cumulative Average (RSCA) Tip: Do not 5.0 your first FITREP if the RS is going to sign several of your future FITREPs. You risk being below RSCA over time. Give yourself the ability to show growth (tracking to the right).

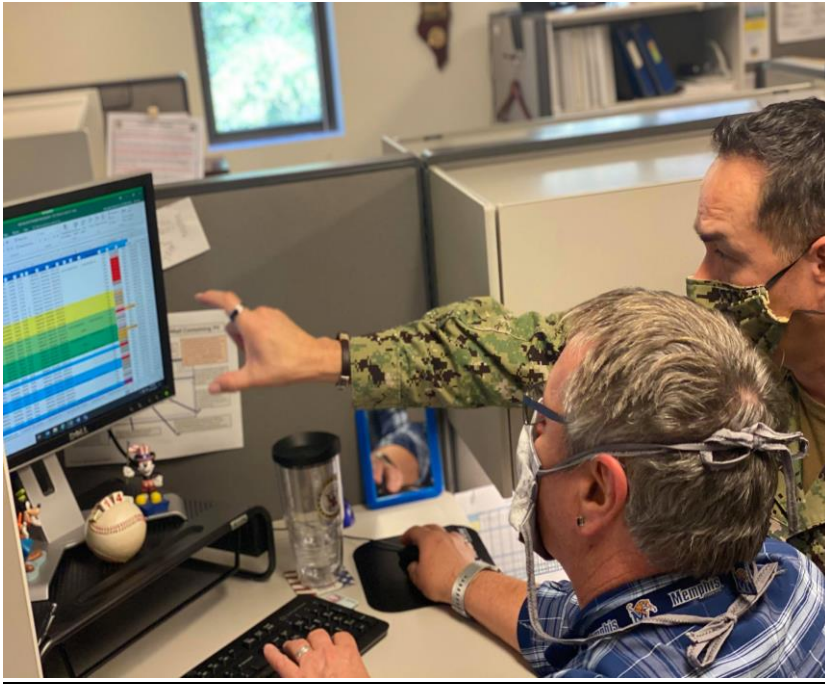
Officer Special Selection Boards (SSB) and Board for Correction of Naval Records (BCNR)

An officer may request consideration by an SSB if, due to an administrative error, the record of an officer or former officer above or in the promotion zone is not considered by a promotion selection board (PSB) or an officer is considered but not selected by a PSB. The SSB will verify if you did everything in your power to manage your record. (LTB, NPC correspondence, etc.)

An SSB shall not be convened to consider an officer who, through the exercise of reasonable diligence, might have discovered and taken steps to correct that error or omission on which the original board based its decision against promotion. An officer's request for consideration by an SSB must detail the steps the officer took to ensure the completeness and accuracy of the official record prior to the convening of the board which considered, by failed to select, the officer. Visit <https://www.public.navy.mil/bupers-npc/boards/specialpromotions/Pages/default.aspx> for more information.

BCNR is not a branch of NPC but a separate activity under the direction and supervision of the Assistant Secretary of the Navy that provides a method for correction of errors or removal of injustices from current and former Navy and Marine Corps member's records. Visit <https://www.public.navy.mil/bupers-npc/career/recordsmanagement/Pages/BCNR.aspx> for more information.

Give yourself the best opportunity at promotion by ensuring your record is up to date!



(Pictured: Mr. Parker Dinwiddie and CW05 Hector Sandoval reviewing the draft promotion plan)

Admin/Pers Tool Box

The active duty, enlisted to officer conversion process across all in-service procurement programs (e.g., LDO, CWO, MECP, MSC IPP) has been consolidated to TSC Great Lakes. The EOPP is a proactive process, with TSC Great Lakes clerks contacting the prospective officer and the member's CPPA two months prior to the prospective commissioning date to provide guidance on required steps (vice the previously reactive process in which various PSDs processed the commissioning, contingent upon receiving required documentation, etc). This new process began 1 August, in support of the 1 October commissionings. TSC GL has received 52 Oaths from PERS-8 via MNCC and Salesforce to date for 1 October commissionings. The TSC GL EOPP team is contacting respective CPPAs for updates and package corrections where needed, as well as forwarding Oaths for future LDOs/CWOs onboard carriers and SPECWAR units (which process their own commissionings), and electronically returning signed Oaths to PERS-8 on their behalf.

*If you have **not** received your Oath of Office and accompanying commissioning guidance within 45 days of your commissioning, contact the Enlisted to Officer Pay and Processing team at Transaction Service Center Great Lakes at: M-GRLK-TSCEOPP@navy.mil

Did you know?

In 1985, congress lifted the "O-5 cap", authorizing LDO promotions to Captain. The first LDO Captain was promoted in 1986. By 1991, there were 24 LDO Captains on active. Currently we have 40 Captains in the LDO community.

As a result of the Warrant Officer Management Act of 1991, the warrant officer grade of CWO5 was authorized, at service secretary discretion, effective 1 February 1992. Although not implemented for several years due to rightsizing and force shaping measures, SECNAV decided to implement CWO5 in 2002. In October of 2003 (FY04), 17 warrant officers were promoted to CWO5. We currently have 87 CWO5s.

In accordance with NAVADMIN 161/20, LDO CWO ISPB Addendums are due no later than **15 December 2020.**

Are you Promotion Board Ready?

Active O6 Line	13Jan21
Active/FTS Enlisted ISPB	25Jan21
Reserve Enlisted ISPB	25Jan21
Active O5 Line	16Feb21
Active O6 Staff	1Mar21
Reserve O6 Line	17Mar21
Reserve O5 Line	17Mar21

<https://www.public.navy.mil/bupers-npc/boards/selectionboardsupport/Pages/FY22-Board-Schedule.aspx>

Words from the Silver Eagle

As I approach my 38 years in the Navy, it is time for me to pass the Silver Eagle title on to the next in line. A few years ago I thought I would be retiring at this point but the Undersea Warfare Enterprise has offered me another opportunity as Commanding Officer. Although I need to change designators, it is the LDO/CWO program that has gotten me this far in my career and helped me make this decision to stay Navy.

I have enjoyed the pleasure of working with the LDO/CWO OCM shop, the LDO/CWO Academy, and each and every one of you. There has been nothing more enjoyable than assisting in removing roadblocks for folks and helping them with their development to reach their goals. Seeing someone get promoted, awarded, or exceling in their journeys has been some of the most special moments during the last 14 months. Congratulations to CAPT Walton and remember to “Live the Signature Behaviors”. You never know how or when you may make a positive impact and influence on a Sailor’s career.

What have you done to recruit, educate, train and retain America’s most talented men and women in the Navy and make each day “The Best Day Ever”!

V/r
CAPT Dan Rossler
Deputy Commander
Norfolk Naval Shipyard



CAPT Daniel Rossler (6200) pictured turnover to CAPT Heather Walton (6530) the Silver Eagle.

Words from our New Silver Eagle

I am truly honored and humbled to become our newest Silver Eagle and appreciate the turnover from CAPT Dan Rossler, and thank him for his absolutely impressive 38 years of Service contributing to and leading our community. I wish him well as he transitions into a new assignment and continues to lead our Navy. I most certainly have big shoes to fill as part of honoring and carrying on the legacy of our entire LDO/CWO community and our previous Silver Eagles. With a humble heart, I look forward to taking the helm with enormous pride and gratitude.

When the OCM first told me that I would be taking over as the Silver Eagle, I took some time to reflect on what it means to me as I transition in behind Dan and our previous Silver Eagles.

I consider this a tremendous responsibility to represent and lead the men and women who have answered to a higher calling - serving and leading in the defense of our great Nation. We are currently in a very dynamic and changing environment, and our Navy and our Nation need us to be ready to answer the call more than ever before. Not only as warfighters, but as leaders and mentors. As fast as our Navy is changing, we need to beat the pace and stay in front of driving and embracing the changes across our Service.

As I meet those in our community and those who are coming up the ranks, I am inspired by their talent, professionalism, loyalty, innovation, and commitment to serve. Thank you for what you do every day and I look forward to getting out and about to meet as many as possible.

Thanks again to CAPT Dan Rossler, and we wish you fair winds and following seas as you transition into your new assignment!



CAPT Heather Walton (6530) our new Silver Eagle!

School House News!

Please join us in welcoming our newest additions to Officer Training Command Newport, CWO3 Nicholas Nemeth and LTJG Markus Howard. Their passion for teaching and youthful vigor will prove vital in this challenging and rewarding assignment!

We're proud to announce that OTCN has successfully worked through the difficulties posed by COVID 19 and we're back to 100% readiness. Upon arrival, students are still required to quarantine for two full weeks in their rooms and take a COVID test. During the quarantine period, students use Microsoft Teams to stay connected, organized, and collaborate. In addition, the school house uses Moodle, a Learning Management System (LMS), to deliver online curriculum. Once the quarantine period is complete, the course is finished with traditional classroom instruction.

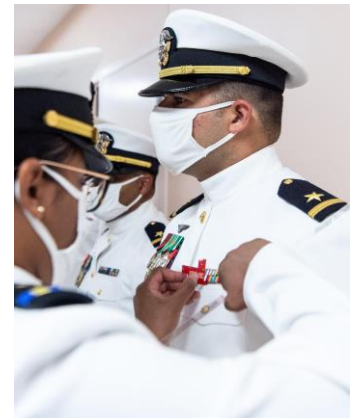
With the success of the current online curriculum, OTCN is exploring the idea of expanding the LDO/CWO Academy once COVID is over. We are currently discussing the expansion of the course beyond the traditional four weeks to include an additional two weeks of online academic requirements. This will allow for key topics to be taught and used by the Sailors immediately after selection. In addition, this will provide the necessary time in the school house to deliver the complex topics and allow ample time for healthy discussions.

Prior to reporting, new accessions are highly encouraged to review LDO/CWO Academy program requirements and required paperwork/items at: <https://www.netc.navy.mil/Commands/Naval-Service-Training-Command/OTCN/LDO/>

The FY21 Selections Facebook Page is online at: <https://www.facebook.com/groups/178466463467369>

Current and future LDO/CWOs are encouraged to reach out to the OTCN staff with questions or provide feedback. Hooyah, LDO/CWOs!

CDR Mike Prince, Director, michael.a.prince1@navy.mil
LTJG Rob Duarte, roberto.l.duartesant@navy.mil
CWO4 Paul Adams, Deputy Director, paul.c.adams@navy.mil
CWO4 Bruce Hendrix, bruce.r.hendrix1@navy.mil
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CWO4 Millie Woodward, millie.woodward@navy.mil
CWO3 Nicholas Nemeth, nicholas.j.nemeth@navy.mil



Nuclear OCM Corner

This time of year there are lots of questions about FITREPs, chances of promotion selection and how to breakout. In case no one ever told you, FITREPs are the primary means of communication to the promotion board. Although FITREPs do provide feedback on performance, the target audience is the selection board members.

Now that we are competing in revised competitive categories (General, Aviation, Surface and Submarine/Nuclear), each competitive category has a SECNAV approved community brief containing community values (Naval Personnel Command >Boards >Active Duty Officer >Community Briefs >SECNAV Approved Community Briefs). The majority of the promotion board membership are unrestricted line (URL) officers. Only one officer from the competitive category, not each designator, is a required board member. These community briefs, including the community values, might be the only reference or understanding some board members have regarding each designator. If the community values state, "Sustained superior performance while serving as a Department Head," board members focus on identifying candidates which meet that statement.

As discussed in a previous *Mustang Lariat*, many of us have URL reporting seniors that clearly understand their community's promotion requirements. However, URL reporting seniors may not understand some nuances of LDO/CWO FITREPs and your designator. Utilize the specific community briefs to ensure your reporting senior is identifying the best aspects and career milestone recommendations to the board members.

LCDR Phil Davis

Nuclear LDO and CWO Officer Community Manager
nukeldo@navy.mil

Reserve OCM Corner

Greetings Mustangs! This has been quite a year for all of us as we continue to flex to this challenging COVID environment. While we do not have any special insight into when we can expect them, I can assure you the records of proceeding continue to route as rapidly as possible.

This time of year is also important as we screen packages for this year's in-service procurement board. I would like to offer a special thanks to CAPT Dell Griffith, LT Jesse Dilbeck, and LTJG Brendon Noto for their exhaustive efforts to drive our community engagement team. Their team has taken on the additional responsibility to engage our RC Sailors and shepherd them through the appraisal and application process. The effort to continue to engage the force for the accession of new officers is an imperative. A hardy thank you to them!

Finally, over the course of this year, we have had a number of LDO/CWO officers show interest in Canvasser Recruiter positions with Navy Recruiting Command. These jobs are incredibly rewarding and critical to the future of our Navy. However, I encourage you to engage your enterprise leads prior to applying to receive mentorship on the effect CANREC tours cans have on those who remain there for lengthy periods. The LDO/CWO force is founded on deck plate technical expertise applied directly to an operational environment within your enterprise. Consequently, holding billets outside your designator could impact the perception of your record on your next promotion board. If you have questions concerning your billet or considerations for a future billet, please seek out your enterprise leads for mentorship!

Thank you all for the hard work you do and please never hesitate to reach out if I can assist.

LCDR Chris Webster

Reserve LDO and CWO Officer Community Manager
chris.m.webster@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 service and accepted permanent LDO appointment to lieutenant 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

 **OCM Facebook Live Event!**

Our next event will be 18 Nov 20 at 1100 CST.

We have created a section under "Post Topics" for you to submit your questions in advance or you can submit them during the live.

#TryingToKeepYouWell-Informed #AskTheOCMs
#LariatPodcast

Captain Dave Dwyer
Head LDO and CWO Community Manager
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LT Shanique Howard
Asst LDO and CWO Community Manager
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CWO5 Hector Sandoval
CWO Community Manager
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Mr. Parker Dinwiddie
Asst LDO and CWO Community Manager
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Community News and Forums: Stay Connected!

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