



## THE MUSTANG LARIAT

MAR/APR 2017



LDO AND CWO  
NEWSLETTER

Silver Eagle - CAPT Pierre Fuller

Senior Warrant Officer in The Navy (SWON) - CWO5 Anthony Diaz

### **Head OCM's Corner:**

\*\*\* NEW EAGLES - Please join us in congratulating our newest group of LDO Captains: CDRs – Matthew Arnold, Robert Bailey, William Bell, Ed Callahan, David Dwyer, Morris Oxendine, John Popham, Jeff Sandin and Anthony Taranto.\*\*\*

*Changes at the Top, Our Silver Eagle and SWON have both held turnovers. Please join us in extending our gratitude to Captain Dan Henderson and CWO5 Dan Kissel for their dedication and leadership over the past several years. With this turnover we have eliminated the requirement to have the first name DAN and our new leaders are Captain Pierre Fuller and CWO5 Anthony "Tony" Diaz.*

*Talent Management (RCC) update. We continue to move forward with efforts to provide a more technically focused force. Expectations are that FY-18 will begin changes to LDO and CWO Officer Summary Groups in preparation for future changes to competitive categories for promotion.*

*I want to welcome my relief CDR Ed Callahan who was just selected for Captain. Ed is ramping up fast and has a great handle on the issues facing our community. As this is my last Lariat article, I want to thank everyone for your support and appreciate your continued support for Ed.*

*Lastly, LT Taylor transferred to be an AO on a CVN. She will be sorely missed in the office but doing the right job for the fleet. Her ability to explain very complex community issues to the fleet is an absolute skill and her CVN is lucky to have her. If the opportunity arises and you see her in the fleet...ASK QUESTIONS!!!*

*Those of you who have attended our briefs we start off by addressing that both accessions and promotions are good. That is a byproduct of the folks before me keeping the community on the correct glideslope as well as making minor adjustments for sustainment. I am proud of the progress we have made and found out it is truly a steady strain over the long haul. I am looking forward to getting closer to the waterfront and if you have any questions I'm shifting colors to the tidewater area and always standing-by.*

VR  
CAPT Bill Johnson

RELEASED  
MAY 2017

***Assistant Community Manager's Corner:*** This has been a short tour for me, but oh so rewarding! I am leaving here with a wealth of knowledge that I will take with me and pass on to as many as I can. Working here has been a fantastic learning experience and I am thankful for the insight I've acquired.

Thank you for the support and encouragement you have provided me during my time as the Assistant OCM. I will miss all of the daily interactions with everyone from around the fleet. I am only leaving this position, not the Navy, so if you ever need anything I am only a phone call or email away – Always glad to help!

***Going Dark?*** The OCM shop is undergoing a significant turnover and with that will experience degraded communications via social media. Our website has been improved over the last several years through the efforts of our assistant OCMs (LCDR Peterson and LT Taylor) and most recently Holly's social media rush has provided great links to resources. The below information is provided for your use during the application season. If you have questions, please email or call. POCs are listed on the last page.

### ***FY19 Application Campaign Has Begun!***

The FY-19 In-Service Procurement LDO and CWO Board NAVADMIN (090/17) has been released and can be found online at: <http://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMINS/NAV2017/NAV17090.txt> .

Please read the entire message, these are just a FEW of the highlights:

- TIS must be calculated to 1 October 2018. LDO: 8-14 years; CWO: 14-20 years \*\* TIS Waivers will NOT be accepted. \*\*
- Chief, frocked Chief, Senior Chief, frocked Senior Chief, and frocked Master Chief Petty Officers selected for CWO will be appointed to the grade of CWO2. Personnel advanced to paygrade E-9 as of the day the board convenes, will be appointed to CWO3.
- CO's endorsement must contain mandatory statement – this was missing off several applications last year.
- CWO Obligatory service is 6 years vice 4 years from commissioning. There are still a few people receiving oaths with only 4 years of obligation, this is not correct, the obligation is 6 years.
- Applications must be post marked 1 October 2017. Routine addendums excluding evaluations and awards, must be received no later than 1 December 2017. Evaluations and awards must be received no later than 1 January 2018. \*If you are planning on graduating from college in December, you can obtain a letter from the college and include as an enclosure to your package. The degree is not an evaluation or award, therefore cannot be sent in on the 1 January 2018 deadline.
- Appraisals – The senior member should be a LCDR or above. Every effort will be used to ensure at least one board member is from the designator for which the applicant is applying.

Other helpful tools are located below:

References:

OPNAVINST 1420.1B (this instruction is old and there have been many changes, so make sure you read the below NAVADMINs)  
NAVADMIN 281/12 (Advance Change Notice to OPNAVINST 1420.1B)  
NAVADMIN 090/17 (FY 19 In Service Procurement Message)

Current listing of all LDO/CWO Designators that applicants can apply for:

[http://www.public.navy.mil/bupers-npc/officer/communitymanagers/ldo\\_cwo/Pages/References.aspx](http://www.public.navy.mil/bupers-npc/officer/communitymanagers/ldo_cwo/Pages/References.aspx)

Our recruiting brief is posted on the NPC website, located here:

[http://www.public.navy.mil/bupers-npc/officer/communitymanagers/ldo\\_cwo/Documents/LDO%20and%20CWO%20Recruiting%20Brief%20Jan%202017.pdf](http://www.public.navy.mil/bupers-npc/officer/communitymanagers/ldo_cwo/Documents/LDO%20and%20CWO%20Recruiting%20Brief%20Jan%202017.pdf)

This is a Notational Timeline you can use to ensure your applicants get their applications turned in on time, this is by no means written in stone, just a suggestion for you to utilize as you would like:

APR: Submit Special Request Chit to apply for program

MAY: Applications due to Admin

JUN: Set up Interview Appraisal Boards

JUL: Have packages ready to be reviewed by CO for their endorsement

SEP: Mail applications, post marked by 1 Oct

PERS 8, the board sponsor has a page on the NPC Website that has tons of helpful tools, i.e. Application Form, Appraisal Sheets, Application Instructions, Checklist, Helpful Hints, etc., it can be found here:

[http://www.public.navy.mil/bupers-npc/boards/administrative/ldo\\_cwo/Pages/default.aspx](http://www.public.navy.mil/bupers-npc/boards/administrative/ldo_cwo/Pages/default.aspx)

**\*\* Make sure your applicant uses the checklist and includes it in their folder\*\***

Do you know what the board is looking for? If not, take a look at the discrete requirements located here:

[http://www.public.navy.mil/bupers-npc/boards/administrative/ldo\\_cwo/Documents/FY-18%20180-181%20QUOTA%20LETTER.pdf](http://www.public.navy.mil/bupers-npc/boards/administrative/ldo_cwo/Documents/FY-18%20180-181%20QUOTA%20LETTER.pdf)

## 2017 Road Show Fleet Engagement Schedule

Over the next few weeks we will work a travel schedule for the remainder of FY-17.

**FY-17 SPONSORS: MUSTANG ACADEMY MENTORING PROGRAM:** The intent of this initiative is to Provide each class the opportunity to speak with Senior Leadership about current issues, experiences, and to get an overall sense of what it means to join the Wardroom as an LDO or CWO. Below is the list of senior leaders that have agreed to sponsor upcoming classes:

<u>OTC Class #</u>	<u>Conv Date</u>	<u>LDO Sponsor</u>	<u>CWO Sponsor</u>
17070	6/21/2017	TBD	CWO5 Kevin Jenkins
17080	7/26/2017	CAPT Doug Rhoads	CWO5 Alicia Lawrence



***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.***

**Mission**

*The Limited Duty Officer and Chief Warrant Officer Community support the war-fighting capability and readiness of Naval Forces through leadership, technical proficiency, and experience. We are the primary manpower source for technically specific billets not best suited for traditional Unrestricted Line, Restricted Line or Staff Corps career path Officers. Using critical enlisted experience, we are committed to the continuous leadership, improvement, training and mentoring of Sailors.*

**Vision**

*We will achieve and maintain the highest degree of technical excellence within our specialties in order to ensure we are poised to continuously contribute to the war-fighting capability and readiness of Naval Forces.*

*Fundamental to this vision is our ability to constantly strive for improvement through training, education, qualifications, and being fully integrated with our fellow wardroom members. We will seek out the toughest challenges in our command and do our utmost to positively influence them.*

*We will at all times maintain the highest standards of personal integrity, setting the example for those with whom we work and those who we lead. We will always be personally and professionally prepared to support the manning requirements of the Navy and ask for the most challenging assignments commensurate with our rank.*

*We are a community with great pride and history. We will honor those who paved the way for us by remaining humble through our actions and actively searching for and mentoring those Sailors who possess the technical expertise and leadership traits required in a wardroom in order to groom them to one day relieve us. Our success will be known to those who follow us by the reverence in which our community is held by the Navy.*

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