



Silver Eagle - CAPT Pierre Fuller      Senior Warrant Officer in The Navy (SWON) - CWO5 Anthony Diaz

### *Head OCM's Corner:*

I have been your OCM for the past two months and the first thing I can state is how fortunate we have been to have had CAPT Bill Johnson leading our community for the last three years. There is no playbook or course on how to be an OCM so you have to be ready to instantly jump into high gear and prepare to provide the right answers during briefings to high ranking officials because you may not get a second chance and if you do it will be at the cost of lots of lost time. CAPT Johnson made this difficult task look easy and he fought the tough battles to keep our community prospering and for that we owe him our gratitude.

I recently reached out to our senior leaders (CAPT and CWO5) and gave them my initial thoughts as your new OCM. Here is the shorter version of those letters.

"The LDO/CWO Community is in great shape and we are "RELEVANT" to our line communities. We are very healthy across most of our designators. Our overall manning is 3617 LDOs at 101% and 1711 CWOs at 94% manned. Those are solid numbers! One of the first things I asked when I checked onboard is, "what makes a designator healthy". You need 72 billets for LDOs and 25 billets for CWOs in order to be able to sporadically make a CAPT and CWO5. The more billets in a designator the more steady state promotions become. Our goal is to have healthy designators across the board and maintain our billet structure as relevant (the right designator and paygrade as required) as we look for opportunities to build new billets.

The thing that amazes me is how long it takes to actually enact change. A good example is our recent win on the initiative that was started seven years ago to establish an Acoustic Warrant Officer Designator in support of the IUSS Community. Starting this upcoming FY we will be accessing four 7280 (this is the former Submarine Electronics designator) applicants to fill these 25 new billets.

The big upcoming change/goal in our community is the way we are proposing to promote in FY21 that has gotten the most attention, the Revised Competitive Category (RCC) promotion plan or as most of us know it, promote by Enterprise. I was a detailer in 2008 when this initiative was first discussed and I was against it from the start. Why would I want to change a system that benefits me? My designator has always promoted well against others. Does that keep the community relevant? The answer is and has always been no. With RCC, our chances of getting the right LDO/CWO designator selected are exponentially higher with equal and in some cases better individual opportunity. When you do the math, the picture is much clearer than what I can articulate. Overall, this change will make us more "RELEVANT" and provide better support to our line communities with the right paygrade in the right designator. NAVADMIN 157/17 has been released changing LDO and CWO Officer Summary Groups on 1 Oct 2017, to reflect the five (Aviation, Surface, NUC/Sub, General line/staff and IWC) proposed promotion categories.

## ***Head OCM's Corner: (Cont)***

The last subject I will throw out. There is a legislative proposal in motion to eliminate the temporary LDO. NAVADMIN 275/15 has set this policy for all but our youngest selects. Legal constraints don't permit permanent appointments of LDOs with less than 10 years of service. Basically, if approved every LDO will become permanent from the day they commission. STA-21, OCS and other commissioning programs have no grace period so why do we. We pick the best of the enlisted community so we expect them to be mature and ready to fulfill their potential. I see this initiative as the right thing to do and now as the right time to do it."

I look forward to getting out and meeting all. My desk phone works so don't hesitate to reach out to me when needed or just to say hello. Keep being examples of exemplary Naval Officers as you continue to provide the best support possible to your URL or RL communities. Last item: recruit and mentor!

## ***A view from our Silver Eagle:***

What an Honor and privilege to have taken on this honorary title "Silver Eagle" and from a wonderful friend, leader, and mentor as Retired Captain Dan Henderson. His memory will live on!

I want to discuss an area that I've heard about with regards to those Mustangs that have been selected from the Chief's Mess. For those of us who were former Chiefs, it was a very proud moment to see our name on the selection list, knowing that in a few short months our uniform would change to khaki and the world which we knew as a First Class Petty Officer would shift to the Goat Locker. I remember it, almost like yesterday. In the days leading up to the pinning ceremony there was a great emphasis placed on professionalism, managing and leading sailors that we did not receive as First Class Petty Officers. Immediately, after those "Fouled Anchors" were pinned on, we were viewed and spoke to in a total different manner "A Technical Genius" .....our world changed forever and for the good! Then came the desire to become a Mustang, maybe that desire was always there or maybe another Mustang gave that inspiration.

I was talking to a Master Chief recently and discussing the "Old Days", the topic came up when I made Chief. Seemed to be a connecting point, but then immediately he looked under my collar and pocket flap, my reply was what are you doing? He was looking for a 'Fouled Anchor'. Needless to say there was not one. I told him that being a Chief is in my heart not under my collar or pocket flap. All the good things that we have brought with us from the Goat Locker will always reside with us; we don't need a symbol to show we were Chiefs.

I'll leave this thought with you.... When you made Chief, did you wear your First Class Crow under your collar or pocket flap?

## ***Assistant Community Manager's Corner:*** Things to know:

- NAVADMIN 090/17 states "Only the current version of the Interviewers Appraisal Sheet (NAVCRUIT 1131/5 Rev 02-2014) will be accepted." The LDO / CWO page has been updated with a note stating that the latest version (Rev 02-2017) will also be accepted.

- I was recently asked; "When will OSI be done?" The reply was "Never." Maintaining a stable billet base is an ongoing process that requires constant attention. OCMs do not determine work and do not have money to fund billets. OCMs do build accession and promotion plans in an effort to blend Fleet needs with each officer's "relatively similar" promotion opportunity. What does OSI mean for you? In 2008 the communities had 39 Captain Billets and 58 CWO5 Billets. As OSI has moved forward the communities have 42 Captain Billets and 89 CWO5 billets. The "O" in OSI is Officer not Officers. Providing each of you opportunity is one of primary and ongoing tenants of this initiative.

## Greetings from OTC Newport LDO/CWO Academy

- **For new accessions:** Congratulations on your upcoming commissioning, we look forward to your arrival here at the LDO and CWO Academy! Please address any questions directly to the LDO/CWO Academy Staff and review OTC Newport webpage in its entirety

(<http://www.netc.navy.mil/nstc/otcn/ldo.html>):

- LDO/CWO Academy is seeking Captain and CWO5 volunteers for FY18 Class Sponsorship. Classes and dates are listed below. We typically have 1 Captain and 1 CWO5 for each class. Please contact CDR Dave Walker or CWO5 John Linzer for details. Addresses and phone numbers are available on NMCI Global.

Sponsors are all scheduled on Wednesday prior to graduation, and it is also an option if you desire to stay on Thursday for the class Wardroom Dinner Social (Attire TBD) and attend graduation on Friday (Seasonal Full Service Dress Uniform).

CLASS #	CONVENE	GRADUATE	CLASS OFFICERS	OCM BRIEF	SPONSOR BRIEF	SPONSORS	SILVER EAGLE BRIEF	CLASS SOCIAL EVENT
18010	10-Oct-17*	3-Nov-17	LT Fuller CWO5 Linzer	26-Oct-17	1-Nov-17	CWO5 Molloy	2-Nov-17	2-Nov-17
18020	6-Nov-17	1-Dec-17	CWO4 McAlman CWO4 Robison	16-Nov-17	29-Nov-17		30-Nov-17	30-Nov-17
18030	8-Jan-18	2-Feb-18	LT Fuller PG	25-Jan-18	31-Jan-18		1-Feb-18	1-Feb-18
18040	12-Feb-18	9-Mar-18	CWO5 Linzer CWO3 Potts	1-Mar-18	7-Mar-18	CWO5 Molloy	8-Mar-18	8-Mar-18
18050	19-Mar-18	13-Apr-18	CWO4 McAlman CWO4 Robison	5-Apr-18	11-Apr-18		12-Apr-18	12-Apr-18
18060	23-Apr-18	18-May-18	CWO4 McAlman CWO3 Potts	10-May-18	16-May-18		17-May-18	17-May-18
18070	29-May-18*	22-Jun-18	CWO5 Linzer CWO4 Robison	14-Jun-18	20-Jun-18		21-Jun-18	21-Jun-18
18080	9-Jul-18	3-Aug-18	LT Fuller CWO3 Potts	26-Jul-18	1-Aug-18		2-Aug-18	2-Aug-18
18090	6-Aug-18	31-Aug-18	CWO4 Robison CWO3 Potts	23-Aug-18	29-Aug-18		30-Aug-18	30-Aug-18
18100	10-Sep-18	5-Oct-18	CWO5 Linzer CWO4 McAlman	27-Sep-18	3-Oct-18		4-Oct-18	4-Oct-18

### **FY19 Application Campaign Continues!**

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 for applicant submission:

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

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

[http://www.public.navy.mil/bupers-npc/officer/communitymanagers/lido\\_cwo/Documents/LDO%20and%20CWO%20Recruiting%20Brief%20Jan%202017.pdf](http://www.public.navy.mil/bupers-npc/officer/communitymanagers/lido_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 submitted on time, this is by no means written in stone, just a suggestion:

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 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/lido\\_cwo/Pages/default.aspx](http://www.public.navy.mil/bupers-npc/boards/administrative/lido_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/lido\\_cwo/Documents/FY-18%20180-181%20QUOTA%20LETTER.pdf](http://www.public.navy.mil/bupers-npc/boards/administrative/lido_cwo/Documents/FY-18%20180-181%20QUOTA%20LETTER.pdf)

## 2017 Road Show Fleet Engagement Schedule

The FY-17 remaining schedule is booked. We have our scheduled trips to Newport (July, August and September) with additional trips to San Diego and Naples, Italy for specific tasks in September. We will attempt to provide briefs in these areas if time / funding permits.

**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>
17080	7/26/2017	CAPT Doug Rhoads	CWO5 Alicia Lawrence
17090	8/30/2017	CAPT Pierre Fuller	CWO5 Clive Dixon
17100	10/04/2017	CAPT Gary Martin	CWO5 Frank Sabella



***Did you know? SECNAVINST 1401.3A provides guidance on LDO and CWO selection board membership. With the release of NAVADMIN 157/17 our communities move closer to managing talent through Revised Competitive Categories (RCC); only small adjustments in board membership will be required.***



### **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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**RELEASED  
JULY 2017**