



NOV/DEC 2017



LDO AND CWO  
NEWSLETTER

Silver Eagle - CAPT Bill Bindel

Senior Warrant Officer, Navy (SWON) - CWO5 Anthony Diaz

### *Head OCM*

I hope all had a chance to enjoy the holiday period with loved ones and/or with people you enjoy being around. I also hope your batteries have been recharged and you are ready to continue tackling the challenges we face as a community in addition to the challenges of your assigned billet with renewed enthusiasm.

2017 was a busy year that had some long standing projects come to fruition or close to being completed but also a year of significant changes. We changed sponsors from RADM White to RADM Cozad in August. You got a new OCM in May, a new CWO OCM in August and lost the assistant OCM (LT Holly Taylor). I am still answering the phone from individuals looking for LT Taylor validating the impact she made on the fleet during her tenure. The torch was passed to us from those that continuously fought to improve our community and make it "relevant". It is up to us to live up to the lofty expectations of not only the title but of the responsibility of taking care of all LDO/CWOs.

Projects that we inherited and continue to push are the language to change all LDOs to permanent status from the moment they are commissioned. This initiative has been approved by the Navy and is awaiting legislation approval which is expected in calendar year 2018. The NAVADMIN providing off-ramp instructions for the IWC and Supply community is close to being released after having gone back and forth several times between major stakeholders over the past three months. A long term project that was started seven years ago, the establishment of the new Acoustic Warrant utilizing the old Submarine Electronics Warrant designator (728x) is now going to happen. Expect to see four new Acoustic Warrant accessions from FY19's In-Service Procurement Board. The biggest accomplishment of not only the year but in decades that started as a function of OSI in 2010 was getting NAVADMIN 157/17 released, changing our Officer Summary Group (OSG) for FITREPS starting OCT 1, 2017. This was one of the last major hurdles to clear the way for the Revised Competitive Category (RCC) promotion system that will start FY21/calendar year 2020.

An LDO/CWO BOD was held in October with several agenda items that were identified and posted in the Oct Lariat requiring additional work not only by the BOD but by the entire community. Instead of waiting a year or two to continue working on those identified deficiencies the BOD is now going to meet quarterly via phoncon. One agenda item that has taken on life is the Mentor program especially for new accessions. The LDO/CWO Academy will now send out the roster for the classes two months in advance to senior leadership (CAPT/CWO5s) so they can work with in their competitive category to assign mentors. This was a model that the ADMIN LDO/CWOs developed and have successfully employed. There is much work to do but I am very encouraged by the BOD's involvement, energy and dedication to our community's health and sustainability. Your senior leaders want to leave our community "relevant" and an option for generations to come to get a commission.

We held our first quarterly BOD on 10 Jan and here are the items discussed and their status.

- a. Integrity of the LDO/CWO Application program process/template – The BOD is working on a guidance template. This action item remains open.
- b. Mentor/Sponsorship program for new accessions – CAPT Fuller had pushed this program to senior leadership and OTC is providing senior leadership the names of our new accessions so mentors can be assigned prior to attending OTC. The method for measuring the effectiveness of this effort will be a poll by the OTC staff and OCM at the start of the class by finding out if all have a mentor. This action item remains open to continue to monitor our progress.
- c. Board member responsibility - There is no identified legal way to put out directive in managing board member responsibility. In the interim, discussion was to educate all LDO/CWOs through community briefs and have the detailers work with those assigned to a board on educating them on the career paths of all designators within their competitive category. This will be a long term process that the BOD will continue to monitor its effectiveness.
- d. Build a glossary of terms – This is expected to be completed prior to the next BOD. This action item remains open.
- e. Incorporate recommendations from the critiques into Community/Recruit Briefs – The community and recruit briefs have been edited and the new revision will be presented during our Fleet Engagement Trip to Japan from 16-25 Jan. This action item is closed.
- f. All BOD members brief their Competitive Category on the results of the BOD – This has not been completed for the Oct BOD for various reasons to include the many holidays. There are several forums scheduled this month and next. Best practices for communicating across the spectrum will be compiled by the OCM office with the goal of being presented to the BOD at the next quarterly meeting.

I want to address a concern that came up before the holiday concerning the Strategic Readiness Review (SRR). If you read the report, on page 49 (3.3.1.c) of the document you will have read these words: "Amend Defense Officer Personnel Management Act related statutes and policies to remove Limited Duty Officers from control grade table strengths (O4 to O6) and allow the Navy to build more deep naval expertise." The Navy's control grade numbers (O4-O6) are limited by law to a certain number which includes LDOs. The recommendation of the study in the SRR is to remove the requirement to "count" LDOs against this limit in order to allow additional URL O4-O6s. Bottom line, the study "DOES NOT" recommend getting rid of LDO O4-O6s.

I end this editorial with my consistent pitch to get off the sidelines and into the game. Stop looking around for others to take care of our needs but rather look into the mirror and get that individual motivated and energized to get involved. Our community is all LDO/CWOs responsibility to promote, mentor and stay involved. Be seen and involved where it matters; daily role model, community/recruiting briefs, Mustang Association, wardroom functions and any other opportunity to highlight why our community is necessary to the success of the Navy. I look forward to another successful year spent working on ongoing initiatives and finding new ways to remain "relevant" as the sought after officer community for those challenging assignments that fully support/enhance our URL, RL, and Staff communities.

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

Fellow Mustangs,

It is with great joy and sadness that I write this parting farewell. I have been extremely blessed to be allowed the honor to represent the Mustang Community as your Silver Eagle. With this privilege, I have had the opportunity to have been a part of an awesome inspirational group of Leaders, an experience that has been edifying and motivating to me. Most of all, I have seen the Mustang Community work so much closer than in years past. We have and are becoming a more tightly knit

community with a unified vision of Teamwork and Selflessness. Our OCM team has been fully engaged in continuing to make our community as relevant as possible. We could not ask for a better or more dedicated sponsor than we have in RADM Cozad. Our Mustang University through the leadership of Commander Dave Walker and Commander Z Butts has been the cornerstone for new accessions, giving them the tools they need to head out to the Fleet to do the Navy's mission. Sitting in as the President to this year's Board of Directors (BOD) in Pensacola, provided me with more inspiration, passion, and determination to give back to a Community that has blessed me so much.

For those designators that did not have a formal process for mentorship, one has been provided through a push process from the Mustang University. The BOD members can then distribute these spread sheets to Regional Commanders and then out to their Mentors. Discussions like this and other issues that are brought before the Quarterly BOD phone-conns will be made available to the community through the Mustang Lariat.

My relief will be CAPT Bill Bindle (6360). We will conduct our turnover at Mustang University during the graduation of the January 2018 class. If you are wondering if I am retiring, not yet, once again I have been blessed to be able to stay an additional 2 1/2 years but I have to do so as an 1110 and I am honored to do so. Even though I may now be on paper designated an 1110, I will always remain an LDO ready to assist as needed in keeping us relevant. Thank you for allowing me to serve as your Silver Eagle, and God Bless you!

### ***CWO Community Manager: The Application Process***

Most of the enlisted men and women "WE" recommend for a commission, immediately go to their first officer assignment with little to no training. Why? The individuals selected have already demonstrated the technical and managerial skills needed to be successful upon arrival to their first assignment. What these applicants have done as enlisted personnel (accomplishments, tours of duty, evaluations, and so forth) is the reason they got selected for a commission. They must be ready "Day One" to work as technical managers and specialists, as well as leaders. LDO/CWOs are commissioned to support the URL, RL, and Staff Corps communities and should not expect to fill their billets.

This year's FY-19 In-Service Procurement Board (ISPB) will screen 2,215 applications and recommend for selection the "best and fully qualified" Sailors that will one day fill our shoes. Hard work over long hours these past three months, performed by the dedicated staff of PERS-803, ensured applications were reviewed and if necessary corrected before being uploaded for consideration. Below is some info provided by PERS-803 for dissemination:

- Average is 7% of packages have errors or require waivers, 93% accepted. (Some applications had more than one error and eleven applicants did not meet requirements for submission)
- Block 29 - Most common error again this year was military/civilian convictions (Error code F). In those, most common is that the block was left blank. Since it is an eligibility criterion it cannot be blank. We had fewer errors this year in the "disposition"; our helpful hints seem to have provided better info on what we want there.
- Page 10 - CO's endorsement (Error code J). In most of these errors the required statement ("applicant meets all requirements of .....") was wrong or missing.
- New for this year were several errors with the Interviewers Appraisal Sheets (NAVCRUIT 1131/5). Errors here varied from missing interviewer's signature; interviewers forgetting to check all the required grades; and some applications arrived with no appraisals (Error code K). We took several phone calls about applications with no appraisals and the common theme was that the command mailed them and the applicants didn't realize they were missing the appraisals (or other enclosures).
- Also new this year were several applicants not including color vision tests when required (Error code L).

- High school graduation and citizenship errors were down this year but still pretty high (Error codes B and E). We expounded on them in the helpful hints which may have contributed to the decrease.

Most of these errors should be caught prior to their arrival at NPC. A well versed command LDO/CWO coordinator can provide assistance to both the command and the candidate during the application process. The product (application) leaving the organization reflects the confidence of the entire chain of command in the candidate they are submitting for consideration.

To err is human.

To err on the application can easily hurt a candidate's chance for selection and/or completely sideline them for consideration that FY.

- Missing periods are easy to forgive, but frankly an application, just like a job resume, should be error free. The applicant/command has sufficient time to make it perfect.

- Interviewers should screen the application, provide additional feedback to the applicant and complete the appraisal form. An engaged command LDO/CWO coordinator is invaluable to ensure that application is pristine, complete and ready for submission.

Board members know how to read between the lines and see the errors as someone who is not detail-oriented or careful with their work. Is your candidate ready to make it at the next level?

The FY-20 ISPB NAVADMIN is currently being drafted, but do not wait until its release to search out and motivate those future superstars that would make a substantial contribution to our ranks. I encourage you to show them this Lariat and guide them towards the references that will help them prepare for the next application round.

Catch us during the Road Shows and Happy New Year from the OCM Shop!

### ***Nuclear LDO/CWO OCM:***

I'm CDR David Etheridge, the Nuclear LDO/CWO Community Manager. I'd like to thank CAPT (sel) Callahan for offering up space in the Lariat to publish information specific to Nuclear LDO/ CWOs. Many ask: "why is there a Nuclear LDO/CWO OCM?" In 2010, Nuclear LDO/CWO community management was shifted from BUPERS-3 to place it under the direct supervision of the Nuclear Propulsion Program Management Office (OPNAV-N133), aligning community management responsibilities with the office which has the best understanding of the unique requirements, policies, and special needs of the Naval Nuclear Propulsion Program.

There is a lot of work going on behind the scenes in support of the Naval Nuclear Propulsion Program and to improve our Nuclear LDO/CWO program. The latest news and information about our community can always be found at <http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/Pages/MustangCorral.aspx> . Current topics include:

Fleet Nuclear LDO Career Path – The Fleet Nuclear LDO pinnacle job is CVN Chief Engineer. All Fleet Nuclear LDOs will be detailed to assignments which prepare officers to be successful in this milestone position. The 1st or 2nd tour will be as a CVN Technical Assistant and the 3rd or 4th tour will be as a CVN Principal Assistant. If you have not completed these assignments, contact the Nuclear LDO Detailer to get back on track!

Nuclear Detailer - To provide quality service to our constituency, LT Mike Dahlgren has been assigned as the Nuclear LDO/CWO detailer. LCDR Sammie Green will continue to detail non-nuclear submarine LDO/CWOs.

Nuclear LDO Inventory Challenge – We are working through inventory challenges after a number of years of under-accessions. Over the next several years, our biggest strain will be filling CVN PA billets. To mitigate this issue, we will continue to look for strong performing LTs to continue to step up and fill spot-promote LCDR assignments. Keep your career on track and stay competitive!

CVN CRA Billets - These are now LCDR spot-promote eligible billets (with the exception of CVN-70 which will be added in FY19). Eligible personnel serving in or under orders to these billets should review the requirements at <http://www.public.navy.mil/bupers-npc/boards/spotpromotions/Pages/default.aspx> and coordinate with the Nuclear LDO Detailer to ensure packages are ready for the first available spot promote board. FY-19 Nuclear LDO In-Service Procurement Board (ISPB) – The new Nuclear LDO ISPB held in November 2017 was a success and results are being routed for release via NAVADMIN. Lessons learned are being evaluated and will be incorporated into the FY20 Nuclear LDO ISPB. More information on this board and future plans for our selection board will be provided after the results of the board are released.

Thank you for your hard work and dedication at sea and on the waterfront. It does not go unnoticed and we are working hard to support your efforts and improve our program. I am always available for feedback, ideas, or just to vent, so please pick up the phone or shoot me an email, I am listed in the NMCI Global.

### **Reserve LDO/CWO OCM:** Introduction

My name is LCDR Jason Grose and I am happy to introduce myself as the new Reserve Component LDO/CWO Officer Community Manager. While not an LDO, I am a proud “Mustang” and I am looking forward to interacting with you all and helping to shape the future and direction of the RC LDO/CWO Community. I am a former Fire Controlman turned Naval Aviator and now a FTS Human Resource Officer.

My goal as OCM is to help ensure our community’s long term viability and sustainability. Some of the challenges the community faces is under-manning, managing the effects of OSI (both intended and unintended), continuing to shape career pyramids, and lower than desired applications to the annual LDO/CWO In-service Procurement Board. Since assuming RC LDO/CWO OCM duties I have been fully engaged in discussions with Senior Leadership at all levels regarding these challenges and a way forward. In the coming months I look forward to further discussing these challenges and the plan to combat them in this forum.



***Did you know?*** . In addition to having your college transcript mailed to NPC PERS 450 you can now have your transcript emailed by your institution to [mill\\_per450@navy.mil](mailto:mill_per450@navy.mil) or [mill\\_pers45e@navy.mil](mailto:mill_pers45e@navy.mil). These addresses are linked and this is a group inbox in which documents are downloaded daily. Some institutions may notify you via email when the document has been downloaded. If your transcript is from Texas A&M or Stanford, you have to have them sent via standard mail.





## LDO/CWO Academy Captain and CWO5 FY18 Class Sponsors.

LDO / CWO ACADEMY FY18 SCHEDULE OF EVENTS

22 JAN 2018

CLASS #	CONVENE	GRADUATE	CLASS OFFICERS	OCM BRIEF	SPONSOR BRIEF	SPONSORS	SILVER EAGLE BRIEF	CLASS SOCIAL EVENT
18030	8-Jan-18	2-Feb-18	LT Fuller	25-Jan-18	31-Jan-18	CAPT Whitt CWO5 Carpenter	1-Feb-18	1-Feb-18
18040	12-Feb-18	9-Mar-18	CWO5 Linzer	1-Mar-18	7-Mar-18	CAPT Stronach CWO5 Molloy	8-Mar-18	8-Mar-18
18050	19-Mar-18	13-Apr-18	LT Fuller	5-Apr-18	11-Apr-18	CAPT(SEL) Sandin CWO5 Diaz	12-Apr-18	12-Apr-18
18060	23-Apr-18	18-May-18	CWO5 McAlman	10-May-18	16-May-18	CAPT Lepine CWO5 Fleming	17-May-18	17-May-18
18070	29-May-18*	22-Jun-18	CWO3 Potts	14-Jun-18	20-Jun-18	CAPT Connell CWO5 Barr	21-Jun-18	21-Jun-18
18080	9-Jul-18	3-Aug-18	CWO4 Robison	26-Jul-18	1-Aug-18	CAPT Taranto CWO5 Lawrence	2-Aug-18	2-Aug-18
18090	6-Aug-18	31-Aug-18	LT Fuller	23-Aug-18	29-Aug-18	CAPT Ross CWO5 Collins	30-Aug-18	30-Aug-18
18100	10-Sep-18	5-Oct-18	CWO4 Hendrix	27-Sep-18	3-Oct-18	CAPT Gibbons CWO5 Baker	4-Oct-18	4-Oct-18

Sponsor Standbys: CAPT Katz (Except Class 18040)/CWO5 Gilbert/CWO5 Reynolds

- Holidays:
  - Class 18010 convenes on Tuesday – Columbus Day
  - Class 18070 convenes on Tuesday – Memorial Day
- Newport RI Uniform Shift Dates:
  - BLUES: First Monday in October (2nd)
  - WHITES: Last Monday in April (23rd)
- 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
- ❖ Times: PT: 0700-0800 / Graduation: 0800-0900 / OCM Brief: 0900-1130 / Sponsor Brief: 0900-1130 / Silver Eagle Brief: 1230-1500 / Social: 1800-2030

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/active/lido\\_cwo/Documents/LDO%20and%20CWO%20Recruiting%20Brief.pptx](http://www.public.navy.mil/bupers-npc/officer/communitymanagers/active/lido_cwo/Documents/LDO%20and%20CWO%20Recruiting%20Brief.pptx)

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 FY-18 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)

## Career Development Symposium (CDS)/Fleet Engagement Team (FET) Schedule Pending Road Show Briefs:

Yokosuka, Japan (CDS/FET)	16-17 January
Sasebo, Japan (CD/FET)	18-19 January
Guam (RS)	15-16 February
Bahrain / Sigonella (FET/RS)	TBD March
Tinker AFB, OK (RS)	25-26 April
Hampton Roads, VA (CDS/FET/RS)	TBD June
San Diego, CA (FET/RS)	TBD August
Joint Base Pearl Harbor, Hawaii (FET/RS)	TBD September

(TBDs are awaiting funding)

### 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.*

CDR Ed Callahan  
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