



# The Mustang Lariat

March 2021  
Volume 01

Silver Eagle: CAPT Heather Walton

Senior Warrant Officer, Navy (SWON) CW05 Philip Gilbert

## Head OCM's Corner:

*Fellow Mustangs,*

*Hello from your OCM Shop in Millington!*

**Bravo Zulu's:** *Congratulations and welcome aboard to all of our FY 22 new accession officers (NAO) selects. We selected 459 conventional NAOs (225 LDOs/234 CWOs), and 48 Nuclear LDOs. The community is excited to have you as part of our wardroom. We are standing by to answer any questions and provide mentorship throughout the process. You are joining a community of strong, proud and dedicated officers. Each one of you will add value to our community, and will make us even stronger and more relevant.*

*I wanted to publically thank our FY 22 In-Service Procurement Board (ISPB) President CAPT Rich Grove and the entire board membership made-up of community leadership of LDOs and CWOs - representing our Competitive Categories (CC) and all of our designators. I appreciate the sacrifice you made being away from your day jobs and families, while working 12 hour days/6 days a week selecting our reliefs and the future of our community. Thank you for your dedicated service and well done!*

**Manning:** *Our LDO/CWO Community manning remains in great shape. We remain healthy across most of our designators - our overall manning is; 3490 LDOs at 99% manned and; 1926 CWOs at 93% manned, and we continue to see strong billet growth predictions over the next five years. After one year promoting within our CCs, we have seen some increase in overall promotion opportunities in a handful of our designators.*

**Mentorship:** *As we welcome aboard our FY 22 NAOs, and prepare our applicants for the FY 23 ISPB, mentoring and 100% ownership of our process is vital to ensure success of our community. We need to be more than just a mentor...we must all strive to be a well-informed mentor. The Sailors and Chiefs we lead on the deckplates depend on us to be the source of knowledge when they come across a problem they cannot solve. The same reliance applies when we are helping them manage their careers, especially if they are interested in our program. Discrete Requirements, Career Pattern Sheets, OPNAVINST 1420.1B (remains under review), and MyNAVYHR website, etc. are all great examples of tools available when mentoring our Sailors and Chiefs.*

*We have ALREADY started receiving commissioning declinations from FY 22 NAO selects. Worldwide assignable is a must - should not be new to our selects and their mentors... The detailers cannot please everyone as they manage the needs of the Navy, and their constituent's individual and career milestone requirements. As you all know, we fill specific jobs that our URL/RL counterparts cannot fill in support of our Enterprises, but are absolutely critical to mission success. I need everyone in the community to continue to mentor our NAOs and future applicants - need to help set realistic expectations for them and their families.*

### Head OCM's Corner Cont:

As a reminder:

- Take ownership today... this is OUR program!
- Get Sailors excited about our program through actions vice words
- Identify and recruit our reliefs throughout the year
- Volunteer to be the LDO/CWO Command Coordinator. If not the coordinator, be actively involved
- Stay CURRENT... must be up to speed with the current FY 22 discrete requirements, read all LDO/CWO NAVADMINS, Lariat and governing instructions (you never know who will ask you for help)
- Understand the career path (career pattern sheets) of all designators in your competitive category (you may be asked to set an appraisal board or be a voting member at the ISPB)
- We need to be the gatekeepers of our community! Be the filter not the pump – do not push non-qualified candidates to your Commanding Officer, and then to the In-Service Procurement Board... Our community leaders serving as board members need to be focusing on the best and brightest Sailors and Chiefs that are true rockstars, and have done the work to join our team. They should not be wasting time wondering how an applicant made it through the command and to the board with an average record, minimal qualifications, lack of discrete requirements, or technical knowledge.
- Maintain the "INTEGRITY" of our program!

### Community updates:

#### **6290/1820 Off-ramp update**

6290 Submarine Communications to 1820 Information Professional (IP) billet swaps IAW NAVADMIN 128/19 are in progress with over 90% of the billets recoded to 1820. To date, we have had seven 6290s who have executed without board action (WOBA) packages over to 1820. The IP community has recently been provided LCDR continuation - approved to 24 years of commissioned service (regardless of prior enlisted time). As a reminder, the WOBA requirements for 6290s to 1820 are: Information Warfare Officer (IWO) qualification, completed Bachelor's degree (transcript with conferred degree date required for package completion), and 4+ years of service as a 6290. Please contact the IP OCM with any questions at [BUPERS-31\\_IWC\\_FCT@navy.mil](mailto:BUPERS-31_IWC_FCT@navy.mil)  
Please send WOBA packages to the IWC AOCM, Mrs. Jana Rittman, at [jana.rittman@navy.mil](mailto:jana.rittman@navy.mil) for processing.

#### **OPNAVINST 1420.1B Update**

OPNAVINST 1420.1B (guidance for commissioning programs to include LDO/CWO/WO1): Unfortunately, we had to pull back our 1C submission to add languages about the new 7371 (AVO) WO1 and the reestablishment of the 749X programs. It is back at OPNAV N13 working through the chop chain.

#### **2011 LDO and CWO Professional Guidebook (Blue Book) update**

Over the last few months, the team has worked hard in an attempt to get our community "blue book" updated. We are now in the final review stages and will have it available online prior to releasing our next Lariat.

#### **Career Pattern Sheets**

All designators Career Pattern Sheets have been reviewed, updated and approved by detailers and the most senior LDO and CWO in each community. They will be uploaded to our MyNavy HR website no later than Monday, 29 Mar 2022.  
<https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/LDO-CWO/>

**Head OCM's Corner Cont:**

**Promotion Phasing Plan within Competitive Categories (CC)**

*Shortly after promotion board results are released, there is a promotion plan spreadsheet posted on the MyNavy HR website that shows/predicts how the promotions of those selected on the current FY boards will be spread/phased out throughout the upcoming current FY – number per month. The authority to execute the promotion comes exclusively from the monthly NAVADMIN message. As a reminder, since you promote within your CC, your promotion plan phasing is within your CC, regardless of your seniority compared to others not in your CC.*

**FY 22 In-Service Procurement Board (ISPB) applicant lesson learned**

*54 applicants were found not eligible for the board: 39 were E6's that were over 14 yrs TIS that were not selected for CPO, one had CO's recommendation removed, one member requested to pull package, two members had NJP within 3 yrs, nine packages were not within TIS with no approved Exception to Policy, and two applicants used the wrong application. In addition to these errors, three selects had no security clearance, but indicated a clearance in their package, and was signed-off on their check sheet and certified by the command. All three commissions are now on hold and awaiting adjudication of their clearance as you cannot be an officer without a clearance.*

*30 applicants required my adjudication of their eligibility within two weeks of the ISPB: 23 did not meet TIS eligibility (i.e. did not do the math correctly and was not check by Command Coordinator), and 7 used an outdated checklist.*

*Reinforcing the obvious, our Command Coordinators play a vital role - some of these errors could have been avoided. We should never push non-qualified candidate to our Commanding Officers – they rely on us to do our work. Lastly, passing this defect on to the board severely impacts PERS 803 and the time required to process 2,500 packages every year.*

**FY 23 In-Service Procurement Board (ISPB) Preps**

*The preparation for the FY 23 ISPB is underway. The notional application no later than timeline is below. The sooner commands can complete this process and applicants can submit their application packages to MNCC, the better chance they will have to resolve any issues that may arise prior to the board:*

*Mar: Submit Special Request to CO via Command Coordinator*

*May: Submit application to Admin*

*Jun: Execute Interview Appraisal Boards*

*Jul: CO's endorsement complete*

*Sep: Email applications*

*1 Oct: Deadline for receipt of applications*

*15 Dec: Deadline for receipt of Addendums*

*As a reminder, correspondence to the board should come from the applicant. If the Command Coordinator or Admin submits an application package on the applicant's behalf, those individuals shall provide a copy of the entire completed/signed application with all enclosures to the applicant after it has been submitted.*

*The link to the PERS 8 LDO/CWO In-Service Procurement Board page is:*

[https://mynavyhr.navy.afpims.mil/Career-Management/Boards/Administrative/LDO-CWO/fbclid/IwAR050IliCEJwwYFihIEj9UTdcmIDtzsoF5xa70\\_g8-VqwgYyP9bkvsYM6jA/](https://mynavyhr.navy.afpims.mil/Career-Management/Boards/Administrative/LDO-CWO/fbclid/IwAR050IliCEJwwYFihIEj9UTdcmIDtzsoF5xa70_g8-VqwgYyP9bkvsYM6jA/)

### Head OCM's Corner Cont:

*FY 23 applicants, Command Coordinators, and appraisal board members should use FY 22 Discrete Requirements – the FY 23 Discrete Requirements are not available until after the FY 23 ISPB board convenes.*

*The FY 23 NAVADMINs for both Active and Reserve ISPB has left the OCM shop and working through the chop chain. We are asking for a release nlt 1 June 2021.*

*There are changes to the FY 23 LDO/CWO Eligibility Checklist that will be posted on the MY Navy HR website after the ISPB NAVADMIN is released.*

*There were numerous changes to the application for FY 23. They will posted no later than Monday, 29 Mar 2021 at: [https://www.mynavyhr.navy.mil/Portals/55/Boards/Administrative/LDOCWO/FY23/FY-23%20LDO\\_CWO%20Application%20Template%20\(Mar%202021\).docx](https://www.mynavyhr.navy.mil/Portals/55/Boards/Administrative/LDOCWO/FY23/FY-23%20LDO_CWO%20Application%20Template%20(Mar%202021).docx)*

*Interviewer's Appraisal Sheet NAVCRUIT 1131/5 (Rev 3-2021): We have added a Technical Knowledge block in the Potential section (LDO/CWO applicants only). They are now available at: <https://mpte.navy.deps.mil/sites/nrc/NRC%20Directives/NRC%20Forms/Navy%20Recruiting%20Forms/Officer%20Recruiting%20Forms/Interviewer's%20Appraisal%20Sheet.pdf>*

*As always, the FY 23 ISPB Time in Service (TIS) wavier requirements will be address in the FY 23 Active LDO/CWO ISPB NAVADMIN when released.*

### Social media updates

*To improve the quality of our customer service, we have established a Functional Mailbox Email: [ldocwoocm.fct@navy.mil](mailto:ldocwoocm.fct@navy.mil)*

*If you have a Facebook account, you can request access to our account LDO/CWO OCM Facebook: <http://www.facebook.com/groups/10150114349755436> - we currently have close to 12K followers, and frequently conduct Facebook Live Q&A – next scheduled for 31 Mar 2021.*

*Some questions need to be asked and answered the old fashion way – via email or phone call. Do not suffer in silence, or keep asking open end questions on social media– hit us up on our functional email account or via phone.*



**Head OCM's Corner Cont:**

**Farewell & Welcome Aboard**

*It is time to bid a farewell to LCDR Shanique Howard. Since August 2018, she has served our community as the Assistant LDO OCM and has done an amazing job. In addition to her role as the Assistant OCM, she was the coordinator for our Lateral Transfer/Redesignation Boards that consist of two boards annually, and provided support to Flag Matters as a Board Recorder during Flag Officer Promotion Boards. During her tour, she was actively involved and numerous community achievements – none more important than getting our Competitive Categories initiative across the finish line. Additionally, she led the team in three years of promotion and accession planning - both vital to the overall health of our community. Lastly, she was extremely active in the local Millington Mustang Association, and did a great job of increasing our social media footprint to our community. Shanique has been selected to be the OPNAV N9 Flag Sec for VADM Kilby in Washington, DC. Thanks for all of your hard work and dedication to the OCM team, local Mustang Association, and to our community! Well done and best of luck!*

*Welcome aboard LT Bryan Gill (6410)! Bryan is coming to us from SPECRECCON TWO in Little Creek, Va. He comes with a great service representation and will continue doing the great work that we are accustom to from our Assistant OCM position, Turnover in progress - fire hose is inserted, 200 PSIG with reducing station in bypass...*

*Lastly, thank you all for what you do every day. I ask that you forward the Lariat out to the LDO and CWOs that you mentor and lead each day. Stay safe, have fun, and keep leading!*

*Very Respectfully,  
CAPT Dave Dwyer*



## CWO OCM's Corner:

### 7371 Aerial Vehicle Operator (AVO) Warrant Officer (WO) Program

NAVADMIN 315/20 was released on 9 Dec 2020 establishing 7371 Aerial Vehicle Operator (AVO) Warrant Officer (WO) Program in FY 22. Additionally, Program Authorization 106A has been released as well and provides all of the program requirements. This is a WO1 program, not an ISPB select program, and managed by Commander Navy Recruiting Command (CNRC). All selectees will attend Officer Candidate School (OCS) in Newport, RI. Following appointment, officers will be assigned to training as prescribed by Chief of Naval Air Training (CNATRA). Both the NAVADMIN and Program Authorization are available at the MyNavyHR website: <https://www.mynavyhr.navy.mil>

### 749X Security CWO Program

We are on a solid path to reestablish our 749X Security CWOs in time for FY 23 ISPB. Required Navy leadership has been briefed, the NAVADMIN reestablishing this program is heading towards CNPs office via OPNAV N13. Background: we sundowned this program in 2016 to support the required growth of the 649X LDO community. Reestablishing the 749X designator affords the Naval Security Force (NSF) the ability to retain and further develop their best and brightest Senior Enlisted Master-at-Arms (MAs), and to help further develop and sustain enhance NSF fleet readiness. A career path has been developed to support a community of (38) CWO/7491 billets: (2) CWO5, (10) CWO4, (16) CWO3 and (10) CWO2 billets. We are looking to access 4-5 NAO CWO/749X candidates per FY ISPB. We have a Career Pattern Sheet and Discrete Requirement developed for the FY 23 ISPB. The NSF LDO/CWO leadership, led by CAPT Chris Cowart and CWO5 Dave Muehlhauser, have done a remarkable job of getting us to the point of where we are at. Well done and thanks for the team work!

### WO1 Clothing Allowance

DoDFMR Vol 7A, Chapter 29, which for Navy included adding W1 to allowance table 29-2 and article 290304, has been updated to allow for clothing allowance for our WO1's.

### High 3 Retirement and Retire/Retain

Officers, to include Warrant Officers, are subject to statutory law based on years of active service (YAS) not HYT. Dependent on the needs of the Navy, members may submit a Retire/Retain for consideration and if approved will remain on active duty in a retired status. Member receives full pay and benefits while in retire/retain status.

LCDR and Below – 30 YAS / 75%

CDR – 35 YAS / 87.5%

CAPT – 38 YAS / 95%

CWO4 and Below – 30 YAS / 75%

CWO5 – 33 YAS / 82.5%

An extra year on Retire/Retain will add an extra 2.5% to the retirement percentage but not the TIG. Instead of 75% at 30 yrs, member would receive 77.5% of High 3 retirement plus COLA increase. Retirement pay would be calculated as follows:

Examples:

CWO4 with retire/retain (31 yrs, 77.5%) with only 1 year at W4.

12 months x W4

24 months x W3

LCDR retire retain (31 yrs, 77.5%) with only 2 years at 04.

12 months x 03

24 months x 04

The plus is on the extra year of full pay, with little benefit coming from the 2.5% increase at retirement.



(Pictured: CWO5 Sandoval presenting the Community Management Brief to our New Accessions)

### 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. 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**

### Are you Promotion Board Ready?

Active O5 Staff	3May21
Active O4 Staff	3May21
Active O4 Line	10May21
CWO3/4/5	24May21

[https://www.mynavyhr.navy.mil/Portals/55/Board/Selection/FY22%20WEB\\_CH10\\_17%20FEB%202021.pdf?ver=eL9DIgW78fmp9RVsDwH1hQ%3d%3d](https://www.mynavyhr.navy.mil/Portals/55/Board/Selection/FY22%20WEB_CH10_17%20FEB%202021.pdf?ver=eL9DIgW78fmp9RVsDwH1hQ%3d%3d)

**Words from the Silver Eagle**

*CONGRATULATIONS to our newly selected LDO's and CWO's!*

*Welcome to the community! This is a huge milestone in your career and you are joining a community of highly talented Limited Duty and Chief Warrant Officers! You will be supporting our Navy's war-fighting capability and readiness in a far more demanding environment.*

*As our new selects are announced, this is a great time to talk about mentoring. Our LDO/CWO Community requires a growing inventory of talented officers to support the Navy's mission. We are all tasked to seek and ensure future selects are up to the expectations of their selected designators and our Mustang Community. Mentoring is key to this. Mentoring is a reciprocal and collaborative relationship and usually occurs for the purpose of the mentee's growth, learning, and career development – simply put, it's an opportunity to train and advise someone and set expectations and pass on experiences. A mentor should be an experienced and trusted advisor who can shape expectations, offer advice, and help someone through long term professional growth.*

*There are numerous tools and resources about career and community standards and expectations, but nothing beats face to face feedback. We all owe it to someone to pay it forward and to help others seek and excel in our paths and to build our future. Of note, it is imperative that as a mentor, one provides honest feedback and advice that a mentee "needs" to hear, which may not always be what a mentee "wants" to hear.*

*I've had many mentors throughout my career and always value the opportunity to seek guidance and advice, especially regarding things I didn't know anything about. I also recommend finding more than one mentor, and a mentor (or mentors) in AND out of your community.*

*Finally, we are expected to lead and mentor – it's our responsibility! Along the same thread as our Navy's warfighting capability and readiness, if you haven't already, I recommend that each of you take some time to read the CNO's January 2021 Navigation Plan which outlines how the U.S. Navy will grow its naval power to control the seas and project power across all domains, both now and in the future. Tying into mentorship is one of the CNO's key focus areas in developing a seasoned team of Naval Warriors. We are key to this LOE in building warfighting leaders in the best Navy in the world!*

*Very Respectfully,  
CAPT Heather Walton*





## Nuclear OCM Corner

*Greetings from the District of Columbia! With our new year comes a new round of LDO and CWO selectees. When we were enlisted Petty Officers, many of us were congratulated when we made rank. Typically with a very short delay, we were told to report to a certain place at a specified time for a ceremony where we received a letter immediately authorizing us to assume the title and rank frocking us to the next paygrade, our rank insignia was updated and we had all of the authority while awaiting a future pay increase. Our seniors and peers congratulated us and we continued to do great things. Observing other more senior Petty Officers gave us ideas of how to utilize our increased authority.*

*For the ones selected as Chief Petty Officers, we received a phone call or an announcement was made about our selection to Chief. We were brought into the Chiefs' Mess and welcomed (until the training season began). We were provided a sponsor to help us along the way. We started using the term "Chief Select" instead of "Petty Officer." At the end of the training season, many felt a purpose to something greater than their own individual interests. Again, we were told to be at a place at a certain time for a prearranged ceremony. Our uniforms changed and we were known as "The Chief." We had other Chiefs to mentor us through the transition and to provide support when needed. We had ideas of what a Chief should be and how we were going to conduct ourselves.*

*For many Sailors selected as LDOs and CWOs, they do not receive such congratulations or any immediate recognition earning a United States Naval Commission. Unfortunately, there are some that receive negative recognition as "quitters or traitors." No one actually goes to that Sailor and says much more than a couple words of praise. The Sailor must continue to work for up to 19 months with no real recognition of the accomplishment until commissioning. Most of us had to arrange our own commissioning ceremony and when we asked questions no one really knew the instruction name let alone the contents. Some Sailors receive advice based on OCS, NROTC and USNA requirements.*

*We can do better! When we see the LDO and CWO selectee list, I request two calls to action. First, find the Sailors selected for your designator, use your resources to find out where they are stationed. Plenty of us use FLTMS, Facebook and LinkedIn to learn about people with orders to our command. Find out which Sailors are stationed near you and reach out to congratulate them and offer to support them with the transition. Secondly, scour the rest of the list for Sailors you have previously served alongside, and if you are impressed, send them a quick note congratulating them and maybe offer to help them find a mentor to help them with the transition.*

*Lastly, my relief is onboard – LCDR Jerod Cole, and we are in the process of the turnover. LCDR Cole has just successfully completed his PMA tour at NNSY and will be a great addition to the team.*

*As I head out to CVN 73, I would like to thank everyone who supported me in the job as the Nuc LDO/CWO OCM. I have learned a lot over the last two years, and it was an honor and pleasure to serve our community.*

*LCDR Phil Davis  
Nuclear LDO and CWO Community Manager  
nukeldo@navy.mil*

### 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](mailto:michael.a.prince1@navy.mil)  
LTJG Rob Duarte, [roberto.l.duartesant@navy.mil](mailto:roberto.l.duartesant@navy.mil)  
CWO4 Paul Adams, Deputy Director, [paul.c.adams@navy.mil](mailto:paul.c.adams@navy.mil)  
CWO4 Bruce Hendrix, [bruce.r.hendrix1@navy.mil](mailto:bruce.r.hendrix1@navy.mil)  
CWO4 Radcliffe Samuels, [radcliffe.j.samuels@navy.mil](mailto:radcliffe.j.samuels@navy.mil)  
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CWO4 Millie Woodward, [millie.woodward@navy.mil](mailto:millie.woodward@navy.mil)  
CWO3 Nicholas Nemeth, [nicholas.j.nemeth@navy.mil](mailto:nicholas.j.nemeth@navy.mil)



## Reserve OCM Corner

Greetings Mustangs!

2021 is off and running and along with it a renewed focus on preparing for promotion! As you are all aware, the SELRES FY22 CWO Zone Message has been released. Last year, travel restrictions and limitations on promotion boards affected the ability to compile a single zone message as is the norm. As a result, the FY22 zone message will be published in two parts with the second expected in mid to late March. We appreciate your flexibility while awaiting the message! The zone message has been released for LDOs and can be found at the following link:

<https://www.mynavyhr.navy.mil/References/Messages/NAVADMIN-2021/>

If you are looking for mentorship or need help preparing for your promotion board, please reach out to your designator/enterprise leads. If you need help finding mentorship, please contact me at [chris.m.webster@navy.mil](mailto:chris.m.webster@navy.mil) and I would be more than happy to help connect you with an expert in your enterprise.

The FY22 LDO/CWO In-Service Procurement Board was a resounding success this year! Thank you to all those who mentored applicants and took the time to ensure the future growth of the community. I cannot overstate the importance of your involvement when it comes to the commissioning of new LDO and CWO Officers.

The mission to educate the Navy Reserve about our community was much more challenging in a COVID environment last year. You responded to that challenge and, as a result, 47 briefs to reserve sites around the country were given to over 250 Sailors despite travel and social distancing restrictions. If you have not had the opportunity to give a brief to educate Sailors about LDO/CWO community work and lifestyle, please contact LTJG Noah Furgerson at [noah.furgerson@navy.mil](mailto:noah.furgerson@navy.mil) or CAPT Dell Griffith at [dell.griffith@navy.mil](mailto:dell.griffith@navy.mil) to help out. While simple in nature, the impact of those opportunities to speak to our Sailors is profound. Your experience and leadership shows when advising Sailors how to prepare and apply setting an example to follow! Join us in ensuring that our community has a bright future and growing presence! If each member of the community mentored 1 applicant this year, we would have more than enough to fill every designator to 100% in one year!

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](mailto: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  
**31 March 1100 CST**

May's Live Event will be announced via our Facebook  
Page

#TryingToKeepYouWell-Informed #AskTheOCMs  
#LariatPodcast

Captain Dave Dwyer  
Head LDO and CWO Community Manager

CWO5 Hector Sandoval  
CWO Community Manager

LCDR Shanique Howard  
Asst LDO and CWO Community Manager

Mr. Parker Dinwiddie  
Asst LDO and CWO Community Manager

LT Bryan Gill  
Asst LDO and CWO Community Manager

Our Group Email address: [ldocwoocm.fct@navy.mil](mailto:ldocwoocm.fct@navy.mil)

### Community News and Forums: Stay Connected!

MyNavy HR Website: <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/LDO->



CWO/

Facebook: <https://www.facebook.com/groups/10150114349755436>

