



The Mustang Lariat

July 2020
Volume 02

Silver Eagle: CAPT Daniel Rossler

Senior Warrant Officer, Navy (SWON) CW05 Steven Scrambling

Head OCM's Corner:

Hello from the Mid-South! I'm CAPT Dave Dwyer the new LDO/CWO OCM. It is great to be back in Millington and I am humbled and honored to be provided this enormous opportunity to be your OCM. I would like to thank CAPT Ed Callahan for his leadership and dedication during his tour as our OCM. Over the last three years, he stood the watch looking over and taking care of us, and the future of our great community. CAPT Callahan and the team accomplished a lot of great community initiatives on his watch. The work he and the team was able to accomplish is impressive, and made us a better and stronger community. Thank you Ed for all that you did for us. Best of luck in Major Command as Commanding Officer at Weapons Station, Earle, NJ.

A quick introduction of myself: I am a 6130 (Surface Engineer) and just left my Major Command tour as Commanding Officer at Training Support Center, Great Lakes, IL. I have had the privilege of serving two previous tours in Millington as a community detailee. My last tour in Millington was in 2012-2014 as the Branch Head, Surface LDO/CWO Assignments (PERS 414).

I want to start out by saying that overall our LDO/CWO Community is in great shape. We are valued and remain relevant to our line communities/enterprises. We remain healthy across most of our designators - our overall manning is 3472 LDOs at 100% manned and 1883 CWOs at 91% manned - we have more billets now than we had three years ago. I consider the numbers pretty solid even with the off-ramps, mergers and sun-downing of designators that are ongoing and have taken place in the recent years. All of this would not have happened without a lot of great work accomplished by our previous OCMs, the supporting team at BUPERS 319, and the LDO/CWO leaders engaged and involved in making us stronger.

Bravo Zulu:

I would like to congratulate all of our newly selected Commanders – well done and deserved!

Limited Duty Officer (Surface) Jerry N. Belmonte (6130), William R. Blackman (6180), Brian J. Blankenship (6120), Burnette T. Cole (6130), Kurt E. Davis (6120), Warren Freeman (6130), Todd M. George (6180), Edward A. Grant (6180), Stephen J. Hartley (6130), Ervin L. Henley (6130), Lenteisa L. Hill (6180), Mark A. Jones (6120), Dennis L. Richardson (6130), Mark C. Rinschler (6180), Jason A. Rinto (6110), Gregory A. Rodriguez (6180), Marc B. Tinaz (6110), Kyle A. Williams (6120), Robert L. Winters (6110), Jeffery B. Yancey (6130), Richard P. Zabawa (6120)

Limited Duty Officer (SUB/NUC) John R. Belcher (6290), Brent E. Dillow (6200), Jason L. Dygert (6200), Michael R. Fasano (6280), Joseph D. Godwin (6200), Sammie D. Green (6260), Robert E. Horton (6200), Michael A. Palmer (6200), Shayne J. Schumacher (6200)

Limited Duty Officer (Aviation) Uries S. Anderson (6360), Roderigus C. Anderson (6330), Jason E. Conyer (6360), Winston A. Cotterell (6310), James C. Fish (6360), Terrance Flournoy (6310), Michelle Higingbotham (6330), Keith W. King (6310), Bryce D. Klaput (6390), Terrance L. McCray (6330), John T. Mosley (6330), Michael J. Novak (6330), James H. Sandifer (6390), Jitindra W. Sirjoo (6310), Dennis D. Smith (6390), Riley E. Swinney (6330)

Head OCM's Corner Cont:

Limited Duty Officer (General Line) Shelley E. Branch (6410), Jerry L. Cannon (6410), Eric K. Conrad (6410), Brian S. Dembicky (6410), Steven J. Green (6410), Mark C. Letourneau (6480), Diane E. Nichols (6430), Nicholas E. Pecci (6490), Julio A. Peterson (6410), Allen W. Richmond (6490), Stephanie A. Rivera (6410), Corey J. Sylve (6410), Jess A. Vaught (6490), Haywood Williams (6490), Troy L. Wright (6410)

Board season has started back-up in Millington. New schedule is on the NPC website;

<https://www.public.navy.mil/bupers-npc/boards/selectionboardsupport/Pages/FY21-Board-Schedule.aspx>

As I type, the O4 and O5 Staff, and Reserve CWO 3/4/5 boards are in session have adjourned, and the O4 Active Line Board is in session.

Picking and mentoring our reliefs: Throughout our Navy today, there are thousands of Sailors and Chief Petty Officers conducting appraisal boards with our leadership and making final tweaks to their LDO/CWO applications. The process this year has been challenging during our current COVID 19 Ops – less community and applicant briefs, no road shows, and an inability to conduct some 1v1 interviews to name a few challenges. Nevertheless, it is extremely important that we do what we do best – overcome the challenge, and continue the relentless process of looking for our reliefs. We must hit our marks - our program success depends on a high number of qualified candidates applying for the highly sought-after few open spots. Come January 2021, the In-Service Procurement Board Members need to be faced with their most challenging assignment in their careers – having more “**fully qualified**” candidates than quotas – and picking the “**best of the best**” to join our community.

I ask that all command LDO/CWO program coordinators conduct a thorough review of your candidates application using the NAVPERS 1420/5 LDO/CWO Eligibility Checklist prior to submitting. Do not pass a defective product on to LCDR Randy Beal (PERS 803) and his team of professionals – no one has time for rework. **Some common errors from the FY 21 packages were:**

- Several applicants did not meet requirements for submission.
- Missing appraisals: missing marks, current form not used (Error Code N).
- CO's Endorsement: not included, not signed or missing references requirement (Error code J.)
- High School: missing High School information and/or grad date, or substituted college information (Error code E).
- Citizenship: not filled out or missing documentation proof of citizenship (Error code B).
- Missing color vision tests for designators that require them (Error code O).

As you are aware, **Revised Competitive Category (RCC)** promotion plan is underway this year with the CAPT and CDR boards adjourned and results released, and the LCDR Line and Staff boards are this month. It was 10 years ago when I first heard about this plan – it was Promote by Enterprise then – when CAPT John Jones was our OCM. I have to admit I was very skeptical at first - my designator was strong and had a billet base that supported promotion to CAPT. Today, I view RCC through a different lens... It is not about me or the Surface Warfare community - it is about the betterment of ALL communities. With RCC, it levels the playing field and provides an opportunity to ensure the enterprises that are paying for our billets actually get what they paid for. Like with all changes, it will happen over time – we will continue to monitor the process going forward.

LDO/CWO Academy: July 2020 class is on deck and has commenced their 14 day ROM period. The 45 new accession LDO/CWOs will have about 50 hours of curriculum while in ROM, and will follow up with 10 days of traditional classroom academics once cleared with negative COVID test results. CDR Mike Prince and his team at our schoolhouse has worked hard to get us where we are at today – it has been challenging with numerous work-arounds and sacrifices made by his staff. **BZ to the team in Newport!**

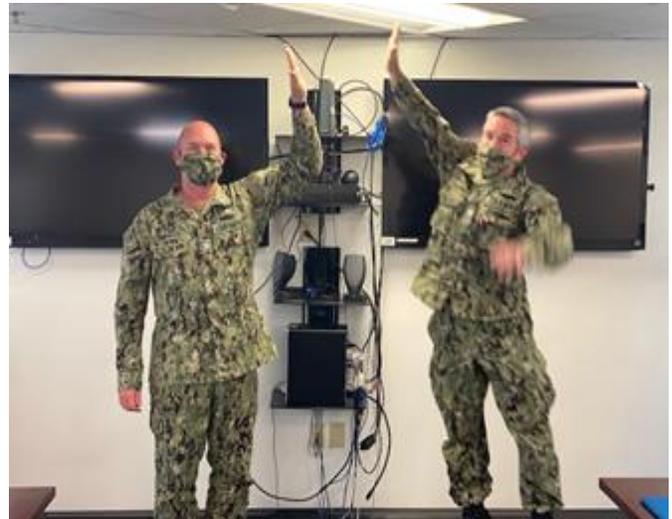


Head OCM's Corner Cont:

Lifelong Learning: A lot of discussion over the last couple of months about lifelong learning since the release of NAVADMIN 137/20. Of course we value Lifelong Learning and should always look for ways to improve – both personally and professionally - just need to document it in your FITREP. Background: NAVADMIN 137/20 was the product of the 2018 Education for Seapower (E4S) report. This report recognized that intellectual capability and a lifelong passion for continuous learning would be the foundation of any credible deterrent to war. We have been life-long learners throughout our careers by doing PQS, certifications and qualifications, professional schools, online professional courses, etc... Nothing has changed - formal education/college degrees are not required to become or promote as an LDO/CWO and there is no current plan to change that. Our community briefs will continue to mention that we value lifelong learning, and promotion board members will, as always, select for promotion the officers who are deemed to be **best and fully qualified**. Of note and to no surprise of many of us, a high number of our new accessions come into our program with at least an Associate's Degree and they continue to build on that as LDO/CWOs. Today, 95% of our CAPTs, and 71% of our CWO5s have documented degrees in their records.

Last week, RADM Cozad turned over the responsibilities as our Flag Sponsor to his relief at NETC – RADM Garvin. I had the pleasure of providing a LDO/CWO community brief to RADM Garvin on 6 July. He is excited to be a part of our team and he is looking forward to supporting us as our Flag Sponsor. I would like to thank RADM Cozad for all of his leadership and his 35 years of service to our country. Not only has he spent the last three years as the 19th Commander of NETC, but he worked alongside us as our Flag Sponsor. I had the pleasure of working directly for him in my last job and I can certainly attest to his passion for our Navy, and the admiration he has for our community. Fair winds and following Seas Admiral – we have the watch!

Lastly, I want to thank you all for your day-to-day leadership – especially NOW during our current and ever changing challenging environment. As with all challenges we have faced during our careers; the Wardroom, Civilians, and the CPO Mess and Sailors we lead - look to us for leadership, solution to problems, and sage and sound advice in the execution of our mission. More so now than ever we must continue to do what we do best - take care of our people, and take an active role alongside our leadership during the current COVID 19 environment. We will be a stronger Navy on the backend of this pandemic. #Masks up!



CWO Community Manager:

Warrant Officer 101-How did we get here?

We often field a myriad of questions about the CWO program from the fleet on designator changes, realignments, disestablishments, mergers, creation as well as how/why policies and laws affect our community as a whole. When Warrants are selected and let loose to do the job they are hired to do, most do not take the time to find out what community they have just entered. They are motivated to go and do the technical work required of them and do not take the time to learn the history of the Warrant Officer. There is an abundance of information on the web if you have some free time to research, but I wanted to highlight a few items that seem to be the usual suspects of who Warrants are and why we are organized and managed the way we are today.

1. The US Navy Warrant Officer community was officially established on December 23, 1775 when the first Warrant Officer was appointed. The rank of Chief Petty Officer was established April 1st, 1893.

- With the return of WO1, some feel that they are not true CWOs since the requirement to be a CPO is not required (even though several were) for this specific program. Warrants existed over a hundred years before CPOs and were hired to be masters of their craft and execute the mission of the Navy. The WO1 program was chosen to target specific skillsets that the Navy needs filled by specifically trained personnel. As real-world threats continue to develop, the Navy must continue to innovate and evolve to meet these threats. The flexibility to attract, employ and retain talent to meet the future needs of the Navy is at the core of the WO1 program and has opened discussion with several communities that are interested in WO1 for their Warrant designators.

2. 1949 Defense Reorganization Act creates four Warrant grades.

3. 1958 Career Compensation Act establishes pay grades E8 & E9.

4. 1959 Williams Board expands Limited Duty Officer (LDO) program; phases out Warrant program using E8/E9 as replacements.

5. 1963 Settle Board revitalizes Warrant program.

6. 1974 CNO Study determines CWO program is necessary for Navy.

7. February 1, 1992 - H.R.36 of the 102nd Congress (1991-1992) also known as the Warrant Officer Management Act of 1991, authorized the appointment of Chief Warrant Officers (CWO) at the grade of W-5 for all services.

8. October 9, 2002 - NAVADMIN 337/02 announced the implementation of CWO5 in the Navy commencing with the FY-04 selection board cycle. The first 17 CWO5s were selected and thus began the gradual five-year phase in of CWO-5 billets that to this day will not exceed five percent of the Navy's total CWO inventory. (Law - Title 10 U.S. Code § 571)

9. January 2, 2013 - Public Law 112-239 of the 112th Congress also known as the National Defense Authorization Act (NDAA) for Fiscal Year 2013, changed the statutory retirement for CWO5 from 30 to 33 years of total active service (TAS). Why 33yrs and not 35yrs?

CWO Community Manager Cont:

Historically, the average applicant is selected to serve as a Warrant Officer between the 17th and 18th year of total active service, with selection to CWO5 occurring at 29 to 30 years total active service. Until the change, continuation policy only allowed a CWO5 with greater than 28 years of service at time of promotion to W-5 to serve two years in grade before retirement. Allowing a CWO5 to continue to 33yrs TAS ensured they would be able to retire with High Three retirement benefits. The legislation change was made to the sole benefit of the member. A 35yr TAS plan was considered and was rejected when it was determined that it would negatively impact promotion opportunity to W5, stagnate W4 inventory and ultimately suppress accessions which would impact the ability to man the fleet in future years.

Warrant Officers continue to be the leaders and technical experts the Navy needs. Laws and Policy may change in the future if the needs of the Navy demand it and we must continue evolve and remain relevant to meet those future requirements.

LDO CWO In-Service Procurement Board

The FY-22 LDO/CWO In-Service Procurement (ISP) board NAVADMIN has been released (NAVADMIN 161/20).

Due to the phased schedule outlined in NAVADMIN 144/20 for CPO selection, First Class Petty Officers awaiting CPO results in order to apply for CWO are encouraged to apply and submit their application by the 1 October 2020 deadline with the following guidelines:

- Commands are directed to proceed with the application process for these applicants as outlined in the forthcoming FY-22 ISP NAVADMIN.

*- **First Class Petty Officers awaiting CPO selection results must add the following statement at the top of the Commanding Officer's endorsement: "Member is awaiting CPO results."** PERS-803 will set aside these applications until CPO results are announced. Once the CPO results are out, PERS-803 will integrate or remove those records/applications accordingly.*

***LDO/CWO Discrete Requirements-** Applicants and commands must review the LDO/CWO Discrete Requirements prior to applying for the program.*

***LDO/CWO Eligibility Checklist -**Applicants must include the Eligibility Checklist filled out by the command as enclosure (1) of the application. Applications submitted without the Eligibility Checklist will not be accepted.*

***Interviewer's Appraisal Sheet-** NAVCRUIT 1131/5 (Rev 05-2017) **will be the only form accepted** for the LDO/CWO board. All blocks must be completed and the form must be signed by the interviewer. Applications and addendums must be submitted via encrypted e-mail to cscselboard@navy.mil or via DOD SAFE.*

Package are due on 1 October 2020.

Routine addendums to applications, including evaluations and awards, must be received no later than 15 December 2020.

Words from the Silver Eagle

For those that were not selected for promotion, do not despair or give up! Procedures for promotion selection is a competitive system that requires the selection of the best qualified from a group of fully qualified officers. This will result in a certain number of individuals that fail to select and as you get higher on the pyramid, the percentage of those promoted become lower, the competition becomes harder, and not everyone is selected. All we can ask for is the opportunity to be promoted. Everything our community has done over the past 10 years has gotten us to our competitive categories but we can still not tell the board who to select.

Promotion: *If you follow your career path, do your milestone tours, and perform well, you will have that opportunity. What sets one record apart from another when you have all the right tours and done them well? Maybe it is what you have not done compared to someone else or how well is it documented in your record. Are you above the Reporting Senior average not only for the current Summary Group but the Reporting Senior Cumulative Average? Timing of assignments, FITREPs and when the board meets to allow you to move to the right in your hard breakouts? Was there an opportunity for a “soft breakout” and did you get one? Did your FITREP send a mixed signal to the board, do the grades and comments align? Was someone in a designator that was listed as a “Critical Skill” or did others have documented education and professional development that you did not? If you stayed in the same geographical location, did you progress in billet complexity and leadership responsibility? You will never know what the deciding factor was, just worry about the things that you can control and be proud of what you have accomplished!*

Education: *Continuing education is now going to be reflected more heavily on FITREPs which will allow officers the opportunity to be rewarded for their commitment to learning. Many things qualify as “education” and “learning” and we should always be striving to make ourselves better professionally and personally throughout our career. We have always considered life-long learning to be important, now we need to document the civilian education coursework, participation in discussion groups, involvement in personal reading programs and more as discussed in NAVADMIN 137/20. Although we did not require an education to be commissioned, do not think that education is not important. Review the policy changes have been announced, the SECNAV Education for Seapower Strategy 2020, and the CNO’s FRAGO 01/2019. We need to continue to learn to remain the technical experts on the new classes of ships, submarines, and aircraft that have entered the fleet well after we left the enlisted ranks. These continuous learning behaviors apply to us as LDOs/CWOs and are extremely important to our flag sponsor; Commander, Naval Education and Training Command.*

Diversity and Inclusion: *I think we are all extremely proud of the friendships that we have developed and enjoyed during our time in the Navy. We have embraced diversity and inclusion but must continue to keep working to do better. Be responsible for your behavior and attitude, provide meaningful feedback to uplift and improve, and work to overcome the unconscious bias that influence our behaviors.*

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



School House News!

Here at OTCN, we strive to leverage a dynamic approach in training, educating and mentoring our nation's next generation of Naval Officers. Accordingly, we welcome any feedback you might have. Please speak with your wardrooms and contact us at the addresses listed below to let us know how we can best apply our resources to ensure the officers we're sending your way are ready to excel on day one!

The COVID 19 pandemic has altered a course of unknown territory. Instructing, mentoring and cultivating future war-fighters begins at a higher precedence than ever before. Fleet readiness is crucial and remains our number one priority. As we all know, classes 20060 and 20070 had to be cancelled. That leaves around 110 newly appointed officers who need your mentoring and guidance. We are in the testing phases of our online academics program, and continue to make improvements. Best practice strategies have been put in place to mitigate and control spreading of the virus for students, staff and families. Contingencies for attending the LDO/CWO Academy are discussed below.

Future students must have DOD lodging reservations at Naval Station Newport to attend the LDO/CWO Academy. Initial testing of students will be conducted at arrival/check-in. Students are required to quarantine with a ROM, and are not permitted to leave their rooms for the first two weeks. Our staff will deliver meals daily while students are in quarantine. We will maximize social distancing in accordance with approved guidelines. Our sponsor briefs and social activities have been cancelled until further notice. Additionally, class physical fitness training is not authorized; so it is imperative that each student meets physical fitness standards and has completed their most recent PFA prior to arriving. If we are to meet the demands of our profession, we must continue to remain flexible.

Although significant strides have been made, administrative steps omitted during the process of commissioning and converting our new accessions at their detaching commands continue to yield major quality of life and readiness issues for many of our students. Accordingly, the value of everyone's efforts in mentoring and assisting our selectees during this transition cannot be overstated. As always, our staff is standing by to advise and assist in any way possible.

*CDR Mike Prince, Director, michael.a.prince1@navy.mil
CWO4 Paul Adams, Deputy Director, paul.c.adams@navy.mil
LTJG Rob Duarte, roberto.l.duartesant@navy.mil
CWO4 Bruce Hendrix, bruce.r.hendrix1@navy.mil
CWO4 Radcliffe Samuels, radcliffe.j.samuels@navy.mil
CWO4 Jeremy Paplior, jeremy.m.paplior1@navy.mil
CWO3 Millie Woodward, millie.woodward@navy.mil
CWO3 Aaron May, aaron.may@navy.mil*

Prior to reporting, new accessions are highly encouraged to reach out with questions once they've had a chance to visit the "Required Paperwork/Items" link at <https://www.public.navy.mil/netc/NSTC/otcn/lido.aspx>

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



Nuclear OCM Corner

This has certainly been an interesting year with plenty of challenges along the way. Thank you to all of you who are working to find ways to keep things going as smoothly as possible. Travel restrictions, which we are all abundantly aware, have impacted the Officer Community Manager and Detailer fleet visits. Typically during these visits, the LDO/CWO applicant briefs are given. Those briefs are still available at the Navy Personnel Command website via 1) [Officer > Officer Detailing > Pers-42 Submarine > Mustang Corral > 2020 Applicant Brief](#) or 2) [Officer > Community Managers > Active OCM > LDO/CWO OCM > Applicant Information > Current LDO/CWO Recruiting Brief](#).

Many of us applied because another LDO or CWO saw potential in us. That officer took the time to explain why he or she thought we would make a good officer. This call to action motivated us to make time to apply. When asked why they applied, most LDOs/CWOs reply with some version of "(an officer) said I would be a good applicant." So far, no one I have asked said, "A stranger visiting my command with a Power Point drove me to apply.

We know which Chiefs truly lead their watchteams and duty sections. We know the names of the Sailors that cause us to breathe easier when we hear those Sailors are involved with a project or repair. If we want quality applicants and reliefs in OUR community, the proven best practice is personally and repetitively encouraging the Sailors to apply. So I invite all of you to make the extra effort in our busy schedules to get out there on the deckplates and recruit our future leaders. Some commands are already hosting commissioning fairs or recruiting drives and thank you for that.

I am open to more ideas. If you have a new or modified version of a proven idea, please share. Our strength is in our expertise and our network. LDOs/CWOs, we know a few things because we have seen a few things.

As reminder from the last Lariat, the Statutory and Administrative Boards are restarting very soon. Contact your detailer and arrange to support or sit a board. It is a very short time investment for knowledge that benefits you and those you serve.

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

Reserve OCM Corner

Greetings Mustangs! First and foremost, thank you all for your continuous support of our incredible Navy Reserve force. As has been mentioned by upper echelons of our chains of command, it is curious the extent to which I have heard people speak about starting back to work or 'getting to the new normal' after the COVID-19 pandemic. The reality from my viewpoint is that we, as an organization, merely are doing what we always do when we encounter a major obstacle: We leverage our affinity propensity for classic flexibility to overcome obstacles and continue forward with the mission.

In these trying times, I am reminded of a short story commonly found in military libraries. A Message to Garcia tells the story of a man summoned by the President to find the guerilla leader, Garcia, during the Spanish-American War in 1898. The messenger simply accepts the letter on behalf of the sender, ventures into the mountain jungles of Cuba, and emerges after completing the task he was assigned. The details of Garcia's journey are irrelevant. The underlying theme is that the messenger demonstrated ingenuity and fortitude to overcome the immense challenge of finding one man in a vast jungle and successfully executed the task he was assigned.

The COVID-19 pandemic seems like a challenge found in a modern day Message to Garcia. We are challenged to cast aside the ways we have done things and innovate new ones. It goes without saying that our Navy Reserve team of Mustangs is more than fit for to that challenge. LDO/CWOs exist to be the deeply experienced leader corps that can take on a complex challenge, innovate a solution, and lead to execute a course of action given the obstacles in front of them.

We will continue to be challenged, sometimes immensely, in the years to come as a result of this pandemic. Our adversaries may seek to leverage this crisis to expand their influence and seek to discredit our own. Our team will be counted on to work around the challenges we are faced with and deliver a global message that the United States Navy will definitively make good on its promise to be ready to conduct swift and sustained operations at sea.

Thank you all for the great work you do and please do not hesitate to reach out if I can assist.

*LCDR Chris Webster
chris.m.webster@navy.mil*

The Mustang Lariat

Released
July 2020

						NAVADMIN 144/20:
						Active O4 Line 13 Jul 20
						Reserve O4 Line 20 Jul 20
						Reserve CWO 3/4/5 1 Jul 20
						Active CWO 3/4/5 1 Sep 20
						

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!**

On July 6 we held our 1st Facebook Live Q & A event. We had over 200 participating and viewing. Since then that live has received over 5,200 views! With all of the positive feedback we decided to hold them monthly! Our next event will be August 5 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

Captain Dave Dwyer
Head LDO and CWO Community Manager
David.Dwyer2@navy.mil

LT Shanique Howard
Asst LDO and CWO Community Manager
Shanique.D.Howard@navy.mil

CWO5 Hector Sandoval
CWO Community Manager
Hector.Sandoval@navy.mil

Mr. Parker Dinwiddie
Asst LDO and CWO Community Manager
Parker.H.Dinwiddie@navy.mil

Community News and Forums: Stay Connected!

NPC Website: http://www.npc.navy.mil/officer/communitymanagers/ldo_cwo

Facebook: <http://www.facebook.com> (Search: LDO and CWO Community Manager Forum)

