



The Mustang Lariat

MAY 2023
Volume 01

Silver Eagle: CAPT John Popham

Senior Warrant Officer, Navy (SWON) CW05 Brian Baker

Head OCM's Corner:

Greetings from your OCM team! Spring is always an exciting time of year as we ramp up our LDO/CWO recruiting efforts. Fleet and schoolhouse engagements continue to inspire confidence as I witness firsthand the level of expertise, professionalism, and sense of community within our ranks. Those who are getting involved beyond their own lifelines are having a tremendous positive impact on the community, and I'm well aware that a lot of that work seems to go unnoticed, i.e., our senior Mustangs chairing board after board. I can assure you where it does get noticed is in the quality cut at the ISPB and in the fleet as we continue to select the best of the best for our program.

Thank you to CAPT John Popham, our Silver Eagle, who is retiring after a life of remarkable service to the Navy. He is a leader and role model for us all, having prepared the way for Mustangs coming up through the ranks behind him. CAPT Popham passes Silver Eagle duties to CAPT Matt Arnold, who is well in tune with community matters as he is the Aviation CC Board of Directors Chair.

We welcome LCDR Ryan Peter to the OCM team as LCDR Bryan Gill moved on to assume duties as AO on CARL VINSON. Ryan's previous tour was OIC of PSD Rota, and he's a great fit on our team, already reaching our young Sailors where they operate, and will no doubt achieve the same Facebook fame as his predecessor, Bryan.

Community Snapshot: *We remain healthy in the aggregate with overall LDO manning at 96% (3,367 officers), and overall CWO manning at 93% (2,009 officers).*

Congratulations and BZ to our newly selected LDO Captains on this huge achievement:

Surface: Ross Anderson (6180), Philip Gesamen (6110), Chad Hamm (6120), Roger Horne (6180).

Sub/Nuc: Homer Hensy (6200), James Hornef (6200), Kurtis Krug (6230), Gregory Notaro (6200).

Aviation: Curtis Brown (6330), Kyle Caldwell (6310), Shawn Rumbley (6330), Gary Shelley (6330).

Gen Line: Mark Corbliss (6430), Omar Hair (6410), Antoine Thornton (6490).

Head OCM's Corner Cont:

Road Shows: *the daily work of identifying and mentoring our reliefs on the deckplate is what keeps our community thriving, and there's nothing like the OCM Road Show to bolster that effort. CWO5 Cowan and I have had successful trips to Jacksonville, Mayport, King's Bay, Yokosuka, Atsugi and Sasebo where it's evident that Mustangs are engaged and inspiring a lot of interest in our program. If your command has the means to sponsor a visit, make contact and we will support. The following locations are on deck for our LDO/CWO Road Show Recruiting and Community Health briefs:*

Washington DC/Patuxent River: 9-12 May

San Diego: 26-30 June

Hampton Roads: 24-28 July

In-Service Procurement Board: *I expect this year's NAVADMIN to be out in the coming weeks. In the meantime, refer to last year's NAVADMIN 125/22 as a starting point as requested changes to this year's message are minimal.*

Appraisals: *BZ and keep up the great work in diligently screening our candidates! Very few ISPB packages were flagged at NPC for eligibility disqualifiers that could not be resolved. Command Coordinators, use the checklist and find senior in-CC, in-designator appraisal board members to ensure we are putting the best candidates forward for consideration by the board. Contact the OCM team if you need assistance identifying the gatekeepers in your designator and CC.*

Promotion Board Preparation: *two aspects to consider are (1) being ready when **you** are in zone for promotion, and (2) being ready if **you** get the call to sit a promotion board.*

(1) As we approach required years of commissioned service to compete for control grade promotion, the big question is "when will I be in zone?" Since we promote to vacancy at control grades, our in-zone consideration and flow point lie within a range of time. Get an updated Snapshot, and more importantly, contact us, your OCMs, to get a talk-through of the promotion planning process. While we never talk specifics of current year promotion planning, we can show you the process, look at trends, and discuss some variables that can affect when you will be in-zone. For new accession officers, familiarity with these concepts will inspire confidence in knowing that OCM promotion planning duties are driven by Title 10 law, and not some Oz-like process behind the wizard's curtain.

*(2) At some point in your career, you may get the call to sit a statutory officer promotion board. Keep in mind that **you** will be the **only** board member representing your LDO or CWO competitive category. While you will receive training in preparation for the board, the "going in" is that you are familiar with and able to brief all designators in your CC. The goal is to pick the best and most fully qualified candidates in the entire competitive category vice just your designator. Get to know the important qualifications and career milestones of all the designators in your competitive category.*

Aspects of promotion board planning mentioned here are simply "nuggets" from multi-layered processes, and meant to get our more junior officers thinking about their time in the batter's box should the time come.

Our Role as LDO/CWOs: *worldwide assignability and deployability are obligations and conditions of employment that we all must maintain throughout our careers. I believe it's a natural challenge some officers in our community may have at times because we're all relatively "senior" when we get commissioned. There's a wide gap between community manning referenced above (96% LDO and 93% CWO) and any LDO/CWO detailer's definition of "distributable inventory" no matter how much the term is sometimes embellished.*

Head OCM's Corner Cont:

There are a couple characteristics that I think are constants in our careers as LDO/CWOs:

(1) We sustain the Navy and our relevance as Mustangs by our ability to answer the bell every day in support of the warfighting enterprises where we own no billets, but thrive because we're the best at what we do.

(2) We all have the same 20 problems. We come to the game with kids in school, spouses with careers, and interests outside the Navy, to name a few. Some of us have real constraints, perhaps an EFM child or dual military family, situations that can impact assignability. The key to being successful in working within our constraints begins with recognizing which ones exist between our ears. When we maintain the ability to move, to answer the bell, we maintain our value to the Navy.

Very Respectfully,

CAPT Pat Sutton



CAPT Sutton delivering the Roadshow Brief in Sasebo.

CWO OCM Corner:

Happy spring to everyone! With the warmer weather and new life blooming on the trees and flowers, it's also a new season of recruiting for our program. CAPT Sutton (Mustang One) and I have had the pleasure to start the season with trips to the Jacksonville, FL Region and Yokosuka/Atsugi/Sasebo, Japan, with a trip to the Capital Region planned for early May. During these fantastic visits, we noticed the dedicated efforts by the local Mustang groups to recruit and mentor future Mustangs. Thank you to all the commands supporting these trips financially and making it possible for us to travel!

I reference the new life that spring brings to everything since this is the season to again prepare ourselves for appraisal boards. Local Mustang Associations begin to regroup and spread the message while the Roadshows travel to share community health briefs. These efforts are all on the shoulders of those playing vital roles within our communities, and I encourage everyone to get involved. It is awesome to see flyers and announcements for engagements in local areas; we appreciate the tireless efforts of those already involved and wish more of you would volunteer. We all need to take these steps to support our programs. Community events are priceless to the attendees, plus they enable many applicants to start a professional mentoring relationship. Never underestimate the effect you have as a Mustang on a daily basis. Our actions are measured by those around us, so we must be the professionals that we were selected to be. Due to statutory years of service, we are losing a lot of O6/O5 and W5s in the next few years; the rising leaders must start assuming those roles. It's even more important now more than ever to get involved. You do not have to be a paying member in a Mustang Association to be part of a community recruiting push to find your relief. Get out and spread the word; seek out those with potential and guide them. Your efforts could change someone's life and career, so be the game changer that others need to find their way to our community.

I'd also like to address what we feel is our first "line of defense" when it comes to appraisals. For the past two years, we have asked O6/O5 and W5 paygrades to chair appraisal boards. That request will continue since we view those paygrades as the "gatekeepers" to our community. We need all O6/O5 and W5 to understand that writing an appraisal does not mean the applicant will be selected. The goal is to facilitate a first quality cut on appraisals to ensure those making it past the appraisal process are the ones moving to the selection boards. If a candidate is not ready, we need these gatekeepers to provide an explanation to the candidate along with guidance on what the candidate needs to work on within the discrete requirements. We need everyone to participate for the entire season; please do not limit the number of boards you are willing to chair. Additionally, use technology to chair boards for candidates in an area without a local gatekeeper. The idea is to have appraisals completed by community leaders as the ones holding the most relevant designator knowledge, plus these leaders can be depended upon to measure a candidate's validity better than out of designator appraisers. We are not asking appraisers to start ranking candidates; that process is completed through evaluations with selection board members sorting the applications as supported by PSRs and CO endorsements. We removed CO's ranking because every evaluation is ranked, and that ranking begins the baseline for the selection board's decisions. If you provide honest marks on appraisals and don't mark every candidate the same, the process will work. Grade your candidates fairly as they perform, and let the work happen in January as it has for many years.

Resources can be found on the Community Managers MYNAVYHR web page. If you are missing any information, please reach out to the OCM office or the Board sponsor based on the subject matter of your question. Please ensure your candidates are eligible all the way through the process. If a candidate has a negative event between submission and board convening, inform your chain of command regarding the process of withdrawing the candidate's eligibility. The PERS 8 Board Sponsor can also assist with this process.

CWO OCM Corner (Cont):

If your candidate does not meet criteria (for example: TIS, security clearance, citizenship, NJP in past 36 months, etc.) established in the application, then they are not eligible. Please do not submit the package just to see what will happen or push the decision off on the selection board. That decision must be made at the command level. If a TIS waiver was required but was not granted, the package will be rejected by PERS 8. Additionally, review all the common errors from this past year's eligibility checklist. This list can be found on the recruiting brief post to MYNAVY HR. We need to do our part to help PERS 8 process the correct packages to the board and remove any doubt on the candidate's behalf.

Finally, I'd like to encourage you that our community is strong as ever. With continued efforts, we can maintain that strength and grow even stronger. Our roadshows give us firsthand knowledge of each location's capable and caring leadership. We appreciate everything you do daily and want to reinforce the message of our relevancy. We are making a difference as we support our war-fighting enterprises. Make no mistake - we are doing hard jobs, but one that can be taken away if we stop putting in the extra effort to make this work seamlessly. Keep doing your part and remember, "As iron sharpens iron, so one person sharpens another." We all make each other better; continue to do that and we will have amazing results. I look forward to meeting everyone while on travel this summer, and if you are able, please participate and attend the social engagements. These are great networking events that can assist you professionally in your future. As always, contact the OCM office if you have questions, comments or concerns. Cheers to a great summer; please stay safe and engaged.

Very respectfully,

CWO5 John Cowan



CWO5 Cowan Presenting the Recruiting Brief to Mayport.



San Diego area Mustangs holding a recruiting brief for applicants

ADMIN TOOL BOX

Enlisted to officer conversions for active duty LDOs and CWOs are processed by TSC Great Lakes. Great Lakes begins working with the prospective officer's CPPA four to six weeks prior to the commissioning date. The Great Lakes team will provide guidance, process the DD-214, open an officer pay record, start initial officer pay and entitlements, and electronically forward the signed Oath to PERS-8 to be included in the OMPF. TSC Great Lakes encourages prospective officers to sign and provide all commissioning documentation prior to the actual commissioning date to ensure officer pay is received at the end of the first pay period following commissioning (the Oath of Office should be signed using the actual commissioning date).

TSC Great Lakes now will forward Oaths for future LDOs/CWOs onboard carriers and certain SPECWAR units, but these units process their own commissioning.

*All prospective LDOs/CWOs (including those on carriers and SPECWAR units) MUST contact TSC Great Lakes 60 days prior to the commissioning date at: M-GRLK-TSCEOPP@navy.mil. Provide your name, your commissioning date, the name of your command, your contact information, the name of your CPPA, and your CPPA's contact information.

Selection NAVADMINS

NAVADMIN 035/23, LDO/CWO ISPB RESULTS
NAVADMIN 036/23, RESERVE LDO/CWO ISPB RESULTS
NAVADMIN 073/23, NUCLEAR LDO ISPB RESULTS
ALNAV 031/23, NAVY CAPT SELECTIONS
ALNAV 034/23, RESERVE NAVY CAPT SELECTIONS
CONGRATULATIONS to all the selectees!

SNAPSHOT

Now is a good time to request your updated snapshot. Keep in mind, the low, mid, and high zone blocks are based off your flowpoint from when you were commissioned. When you actually go into zone will be based on vacancies and determined from year to year and announced in the zone message.

To request your snapshot, please send an email to the OCM functional email: ldocwoocm.fct@navy.mil.

RC OCM Corner:

Greetings Reserve Community Mustangs! 2023 began with a successful FY23 LDO/CWO In-Service Procurement Board, which resulted in 16 RC LDO and 19 CWOs that will begin commissioning in October and November respectively. Congratulations to our new selects and welcome to the LDO/CWO community! As you prepare to commission, I encourage you to think about how you will begin your career as an officer and the leader that you desire to be. This path will not come easy and can only be achieved through hard work, determination, mentorship, accountability, humility, engagement, and humbleness. Recommend finding a mentor (s) who will invest in you and assist you in finding the best way to achieve this!

Thank you to RC LDO/CWO Engagement Team and all community leaders who helped to mentor and invest in the future growth of the community. I cannot overstate the importance of your involvement when it comes to the In-service Procurement Board process!

As everyone is aware, the FY24 Promotion cycle is well underway with the Reserve O6 and O5 Line Boards already concluded. Good luck to those who may have already been looked at! For those with upcoming boards, the Reserve O-4 Staff Board will occur in late May with the Reserve O4 Line and CWO Boards following in June. The FY24 board schedule can be found here:

<https://www.mynavyhr.navy.mil/Portals/55/Boards/Selection/FY24%20WEB.pdf?ver=sEAPC131en5s9vdxNCothg%3d%3d>

Please ensure you have a plan in place to update your records! Do not wait until the last minute! If you have questions regarding the process of updating your records, the My Navy HR website links below are good to start.

- 1. NOBC/AQDs - <https://www.mynavyhr.navy.mil/Career-Management/Reserve-Personnel-Mgmt/Officers/NOBC-AOD/>*
- 2. Education & SSP - <https://www.mynavyhr.navy.mil/Career-Management/Education/Subspecialty/>*
- 3. NOOCS - <https://www.mynavyhr.navy.mil/References/NOOCS-Manual/NOOCS-VOL-1>*

If you are looking for mentorship or need help preparing for your promotion board, please reach out to your enterprise leads. If you need help connecting with them, please contact me at dustin.a.hoskins.mil@us.navy.mil. Thank you all for the hard work thus far!

*Very Respectfully,
LCDR Dustin Hoskins*

Words from the Silver Eagle!

We live and serve in interesting times. History repeats itself and those who ignore that will be forever surprised. Now is not the time to let our guard down. The failed empires of the 20th century—Nazi Germany, Imperial Japan, the Soviet Union—have been replaced by those of the 21st century: Communist China and an expansionist Russia, in particular. Our Nation requires a Navy capable of protecting its interests at all points of the compass. As experienced leaders and technical experts, the Navy's 5,000-plus LDOs and CWOs play a critical role in sustaining the Navy's capabilities. Our best efforts are required now more than ever.

Get Real, Get Better is a key approach to getting the maximum return on each individual's time and effort. GRGB is a great fit for our culture—LDOs and CWOs are typically not afraid of hearing, and telling, the hard but necessary truths. If you look around, there are many opportunities to embrace GRGB, from daily operations to the application season. For the latter, this does not mean setting impossibly high-standards for applicants: We should all be graded on a curve relative to our peers. It does mean we ask the hard technical questions of applicants to see if they truly have both the fire in the belly and the expertise that our designators require. You will find the latest GRGB guidance here: <https://www.mynavyhr.navy.mil/Support-Services/Culture-Resilience/Leaders-Toolkit/GRGB-Leadership/>.

Our command LDO/CWO FY25 application seasons should be well underway by now. It is vital that we work harder than ever this year to encourage qualified Sailors to apply for the program. Though it's not clear exactly why, applications for the FY24 program were down significantly from recent years. That is concerning because, as a rule, more applicants equals a higher quality cut at the in-service procurement board. Let's each ensure that all of the top tier potential candidates within our spheres of influence understand just how personally and professionally rewarding the program is.

Many of us will be moving on PCS or retirement orders this summer, as will many of our Sailors. While the pay/personnel system has had a few challenges lately, for a variety of reasons, performance is improving markedly and steady progress is being made at both the command and the Transaction Support Center levels. Each of us can contribute to improving Sailor Pay by ensuring that paperwork is submitted properly and on time for all reporting and detaching Sailors. I encourage you to give your command pay and personnel administrators (CPPAs) some attention (and love).

Finally, I will be passing the Silver Eagle statue to the highly capable Captain Matt Arnold next month. It has been an honor to serve for the past 36 years, and as Silver Eagle for the past 9 months. I transition to civilian life confident that our community is strong and getting stronger thanks to what you all do for the Navy, every day. Our jobs are demanding and therefore rewarding. We would not have it any other way. Keep up the amazing work!

Very Respectfully,
CAPT John Popham



Words from the SWON!

Fellow Mustangs,

Good day to you all! I'll try and keep my personal perspective short in this edition of the Lariat, but I do want to share the high-lights from our Naval Safety Command's semi-annual report that the Chief of Naval Operations was briefed on prior to FY-24 Budget hearings. The report confirms the mustangs in the operational units are dealing with a great deal of risks, but that we are not that great at identifying those risks and communicating their severity up the chain of command to the appropriate level. When I refer to appropriate level, I refer to the level in the chain of command who has the authority and resource ownership to assume and properly mitigate or eliminate those risks. Due to prior enlisted experience and expertise in our areas, this is where Navy leaders above us should be able to capitalize on our experience and wisdom to identify those risks and either eliminate or mitigate those risks at our level, or the need to push the issue/s further up the chain of command. Some of the "More Specific Common Risk Areas" below are out of our control to fix. Issues like "lack of distributable manning inventory" is one of those areas where we have to clearly communicate personnel and/or experience shortages and communicate to the chain of command that our team can only perform to the capacity of our current team. Team, department, division, and/or work center capacity sometimes means we must slow down, or ask for help from outside of our command. When that team capacity is limited, we most certainly MUST be engaged every day ensuring that ALL evolutions have the correct level of experience, knowledge, and maturity oversight. Our team must feel that we desire and support them to complete every task correctly even if that means some delays.

For those of us with more time and experience under our belt, please continue to reach out to, meet and mentor to the more junior Mustangs not only in your designator field, but also in your warfare enterprise. For the newer Mustangs, please seek out some good local mentors, as well as stay in touch with the mentors who helped you earn your commission. Don't hesitate to reach out to your mentors when there are things you are struggling with, have questions about, or would like a second opinion on. To all of you, as my brothers and sisters, remember, we should be setting the high standard, we should be the example, and we should all have the integrity to call stuff (equipment issues, building issues, instructions...) and people out, when that stuff isn't correct or those people are doing incorrect things. Recently a Navy unit was shut down for 30 days because neither the Mustangs nor the Chiefs were doing the basic things they were supposed to be doing to uphold the standards and execute the mission correctly. We are commissioned to uphold the Navy's Core Values of honor, courage, and commitment, and that means ensuring our subordinates, peers, and leaders uphold those same core values as well.

With that, I will close my comments and share some key information from our Naval Safety Command's first semi-annual report to the CNO, after starting our new Tier I, Tier II, and Tier III little to no notice safety assessments in June of last year. I emailed the full report out to all CWO5s, and the report was released to all Admirals throughout the Navy. If you'd like to read the full report, please reach out to one of the CWO5s in your warfare enterprise or to me at brian.c.baker.mil@us.navy.mil.

One last oh-by-the-way, LDO/CWO Board of Directors (BOD) is coming up in June. With that said, if there are general community issues that you think need to be covered at the BOD, please email them to your appropriate OCM. For specific warfare enterprise LDO/CWO issues, please email them to the senior LDO or CWO, as appropriate, who will be representing your warfare enterprise and associated designators at the BOD.

Words from the SWON cont:

Excerpts from Naval Safety Command's Semi-Annual Safety Report signed 1 March 2023

MAJOR RISK AREAS ACROSS ALL NAVY WARFARE ENTERPRISES

Risk Identification. *Commands are marginally effective at identifying risk. Because commands have operated with resourcing shortfalls (i.e., lack of distributable manning and spare parts) for such an extended period, induced risks have been accepted into day-to-day operations causing desensitization.*

Risk Communication. *Commands are marginally effective at communicating risk. Risk often gets stove-piped and not looked at holistically in a sense to how they affect each other or combine to create a much greater risk to force.*

Risk Accountability. *Commands are marginally effective at adjudicating/accounting for risk at the appropriate level.*

MORE SPECIFIC COMMON RISK AREAS

- A. **FIRE PREVENTION AND SAFETY,** *a lot of issues and people still don't take requirements seriously or just "accepts/normalizes" the risk at the wrong levels.*
- B. **ASSESSMENT PROCESSES.** *Commanders do not routinely execute Level 1 Self-Assessments of their internal processes and/or policies to improve performance.*
- C. **DISTRIBUTABLE MANNING INVENTORY LEVELS.** *Units were unable to organize and train cohesive watchstanding teams early enough in the training cycle to generate the requisite training opportunities needed to ensure/enhance warfighting readiness. Both the late arrival of personnel and the re-allocation of personnel from units in the earlier phases of the OFRP cycle increased risk-to-force, increased stress on Sailors and families, and reduced the force's overall resiliency.*
- D. **MAINTENANCE/MODERNIZATION AVAILABILITY EXECUTION.** *Over 60% of ships not completing maintenance and modernization avails on time. Assurance Assessments found Maintenance and Modernization planning and schedule execution delays limited force generation and increased the risk-to-force.*
- E. **RISK COMMUNICATION AND COLLECTIVE RISK MANAGEMENT.** *four of five Tier I Assurance Assessments identified a lack of formal processes to ensure risks were identified, communicated, and understood holistically across the staff. "Stove-piping" of risks inhibits the ability to effectively articulate risks and identify solutions for senior leadership.*

As the Navy implements the Navy and Fleet SMSs, it must ensure the implementation of effective processes that ensure risks are properly identified, communicated, and accounted for at the appropriate level (i.e. where they are funded and fixed). This is the most effective way for the Navy to elevate risks and required mitigation strategies to the appropriate level and ensure units have the support needed in order to be safe-to-operate and operate safely.

Best regards,

CWO5 Brian Baker

Schoolhouse News!



Greetings from your team at the Mustang Academy! We'd like to start off with congratulations to CWO5 Paul Adams on his promotion to Unicorn! CWO5 Adams promoted at the historic Fort Adams. In addition, we'd like to congratulate CWO5 Adams on his selection as our Navy's Top Military Officer Instructor. In February, he was recognized as NETC'S Officer Instructor of the Year! Bravo Zulu, Paul!



Hail and Farwell

CWO5 Jody Olson has relieved CWO4 Nick Nemeth as our Deputy Director. Nick is our community's leading historian and we wish him well in his new billet at Strategic Systems Programs. Also, we'd like to welcome aboard CWO4 Raffy Azcona!



Chief Warrant Officer Van Watts

Did you know that a member of our community created the Sailor of the Week/Month/Year program? On 06APR53, Chief Warrant Officer Watts created this program at his local command in Norfolk, VA. His program proved to be wildly successful and it quickly spread. Other commands started adopting similar programs and it wasn't long before the Navy adopted this program into official policy. Chief Warrant Officer Watts eventually retired as a CWO4, the highest warrant rank of that time.

Schoolhouse has Shifted to Four Weeks

Our four-week curriculum has kicked off! Much thanks to CWO3 Rachael Pope for spearheading the incorporation of Warrior Toughness into the curriculum. NOTE: Unless you have a follow-on school, all future students are expected to have orders for the entire four-week course. If you have orders for a three-week course and do not have a follow-on school that convenes immediately afterwards, please contact your detailer or the schoolhouse. Thank you!

OUTSTANDING STUDENTS

Please join us in congratulating ENS Ezra Payton (Class 23020), CWO2 Phillip Baker (23030), ENS Carson Best Jr. (23040), and CWO2 Ryan Blair (23050) on their achievement as Outstanding Student. Each class votes on the Sailor who consistently set the example for their peers. Bravo Zulu!

**** LODGING ****

There is no funding for off-base lodging. We've blocked off rooms at Navy Gateway Inn & Suites (NGIS) for each class; however, reservations need to be made at least two weeks prior to convening. Please inform your selectees to book rooms early. If on-base lodging is not available, academy staff will make arrangements for lodging at King Hall.

FUTURE STUDENTS

The OTCN website is the definitive source of information:

<https://www.netc.navy.mil/Commands/Naval-Service-Training-Command/OTCN/LDO/>

Please review all information including our Director's Letter. We're consistently updating the website as conditions change. Feel free to network with other selectees on the FY-23 & FY24 LDO/CWO Selectees Facebook Group.

ACADEMY STAFF

CDR Chad Hamm, Director
chad.m.hamm.mil@us.navy.mil

CWO5 Jody Olson,
Deputy Director
jody.a.olson4.mil@us.navy.mil

CWO5 Paul Adams
paul.c.adams.mil@us.navy.mil

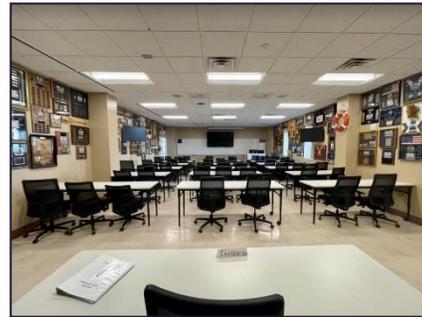
CWO4 Herman Fuentez
herman.fuentez.mil@us.navy.mil

CWO4 Raffy Azcona
rafael.a.azconasanchez.mil@us.navy.mil

CWO3 Raechel Pope
raechel.n.pope.mil@us.navy.mil

Mustang Alley Museum

Our restoration project is complete. Here are some pictures.



A rededication ceremony will be held in the near future. During this ceremony, we will dedicate the museum to CAPT (ret) Roland H. Jaeh. In 1993, the original museum was created in Pensacola, FL by then Director, CDR Jaeh, and his talented staff. Mr. Jaeh felt the need to properly document the history of our community and challenged his staff to come up with a plan that eventually became the creation of the Mustang Museum.



Captain Roland Jaeh, US Navy, Retired

During his 39 years of active Navy duty, he advanced to Senior Chief, promoted to Chief Warrant Officer Four, and ultimately to Captain through the Navy's Limited Duty Officer Program. He served in country Vietnam, on ships, squadrons, and training commands. He qualified as a CIC Watch Officer and Air Boss on Amphibious Assault ships and on USS Saratoga.

He served as LDO/CWO Officer Community Manager in the Bureau of Naval Personnel and traveled all over the world as a member of the Chief of Naval Operations' retention team where he briefed all enlisted to officer programs.

Captain Jaeh was the Navy's first Limited Duty Officer to promote to Captain in his specialty of Aviation Deck and the first Aviation Limited Duty Officer Captain to select for Aviation Major Shore command. He was ultimately assigned as Commanding Officer of Naval Air Technical Training Center, Pensacola, FL, a position previously only held by Aviators.

Captain Jaeh received 11 personal awards including 2 Legions of Merit, 3 Meritorious Service Medals, 5 Navy Commendation Medals, one for life saving heroic conditions, and various personal and campaign awards.



LCDR Bryan Gill and Lcdr Ryan Peter AOCM turnover

U.S.C. Title 10 Section 619:

From the promotion message, officers with an established separation date within 90 calendar days after the convening of their promotion board will not be considered for promotion. This will not apply to those who meet the requirements of the continuation policy.

CAPT Pat Sutton
Head LDO and CWO Community Manager

CWO5 John Cowan
CWO Community Manager

LCDR Ryan Peter
Asst LDO and CWO Community Manager

Mr. Parker Dinwiddie
Asst LDO and CWO Community Manager

Our Group Email address: 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>





COMMANDER NAVAL EDUCATION AND TRAINING COMMAND

LDO/CWO Warriors,

Let me start off by saying it has been an absolute pleasure to serve as your community resource sponsor. Not only has this been one of the most personally rewarding experiences I've had during my time at NETC, but we were able to accomplish tangible goals that positively impacted our Sailors serving across the fleet.

Together, we were able to re-establish the security warrant officer and to create a warfare insignia for them. We also created an increased quota for promotion at the O-4, O-5, and O-6 levels while also increasing the opportunity for LDOs/CWOs to take command.

As LDOs/CWOs, I commend you for the pride you take in technical excellence. Your vast array of knowledge allows you to support Naval Forces in a way very few other communities can. Your ability to seek improvement through training, education, qualifications, and integration across the wardroom is second to none. Put simply, the Navy is a stronger, more capable organization because of the LDO and CWO communities.

While I am saying farewell as a sponsor, mentorship is a lifelong endeavor. Please do not hesitate to reach out to me if you need **anything**. You should be extremely proud of what you have done and will continue to do while you are a part of America's Navy.

With greatest respect,



Peter A. Garvin

Rear Admiral, U.S. Navy