



# The Mustang Lariat

November 2019  
Volume 04

Silver Eagle: CAPT Bill Bindel

Senior Warrant Officer, Navy (SWON) CWO5 Steven Scrambling

**\*\*New promotion categories Revised Competitive Category (RCC) begin CY 20 for FY 21 Selections, NAVADMIN 157/17 PARA 1\*\***

## Head OCM's Corner:

### Bravo Zulus:

*I want to thank and wish Fair Winds and Following Seas to Mr. Mitch Allen, a legend in our community. No one has contributed more to the health and sustainability of our community than Mitch has. Mitch supported our community as the Assistant OCM and CWO OCM for over a decade. In 2008 CWO4 Allen reported aboard and continued to successfully fulfill his duties through his promotion to CWO5, and retirement in 2014. Mitch transitioned to the federal civilian sector, and returned to support our community for another 5 years, until his most recent transfer in September 2019. During his tenure, he and the OCM team were tasked with the Officer Sustainability Initiative (OSI) of 2010. OSI was aimed at properly aligning the entire community to meet the Navy's mission needs as directed by the Officer Communities that we support. Due to OSI, we made healthy changes within the accession and promotion pyramid structures, while also performing realignment, disestablishment, merging, and off-ramping of several designators. Additionally, our new promotion system, Revised Competitive Categories (RCC) was born out of OSI. After years of hard work, RCC is finally ready for implementation in calendar year 2020. Bottom line: Our community would not be as healthy, or as poised for future sustainability without the efforts of Mr. Mitch Allen. Our entire community owes him a huge debt of gratitude.*

*Mitch's replacement is Ms. Dawn Coleman. Dawn is a retired Senior Chief and an excellent talent that we are very fortunate to have. I welcome her to the team and I know she looks forward to doing all that she can to continue the legacy left behind by her predecessor.*

*Thanks, along with Fair Winds and Following Seas goes out to the director of the LDO/CWO Academy, CDR Zeverick Butts. The director billet is one of the most critical LDO Leadership positions we have in our Community, and one that has an immeasurable impact on our future reliefs. CDR Butts has performed admirably, and has made a significant impact on 800 plus new officers to our LDO/CWO Community. He and his team provide valuable LDO/CWO experience to assist other Officer Corps at OTCN and the Newport Area. When you see him in the fleet, please take a moment to thank him for his tremendous contribution to our community. His positive impact will no doubt, last for decades. CDR Butts is being relieved by CDR Michael Prince. Welcome to the team CDR Prince! We look forward to working with you as you continue to build on the standard of those who have come before you.*

*We are just over a month into a new fiscal year (FY), traditionally an exciting time starting with our first promotions from the past FY boards! This FY is more exciting than most because this is the year that we start our new promotion system. RCC has been a ten-year undertaking that is finally ready for implementation with the first board in January. When the zone NAVADMIN comes out in December, expect to see each category (LDOs: Surface, NUC/SUB, Aviation, General Line, and Staff) (CWOs: Surface, NUC/SUB, Aviation, General Line/Staff and IWC) listed separately for each paygrade. The boards will vote on each category separately.*

## Head OCM's Corner Cont:

Here is your updates on the community:

- a. Declination by Sailors selected for the LDO/CWO program is on the rise. *This data was from last year's accession class and was the first year we have tackled this issue. We continue receiving feedback from all the OTCN classes on possible reasons. The goal is to reverse the trend and this year's new accessions will help us to determine the trend direction.*
- b. 6230 Sub Engineer Designator is struggling due to a lack of billets (49). *This is still a topic of discussion with PERS 42 and OCM. No change to report.*
- c. The proposed merger between the 6160 to 6180 and 7161 to 7181 designators NAVADMIN is at CNP for final approval. *I expect the NAVADMIN release before the end of the calendar year.*

Finally, I want to talk about a reoccurring issue with our new accessions, arriving at LDO/CWO Academy outside of BCA standards. Each new accession is required to have a documented PRT/BCA four months prior to commissioning. I feel confident that commands are administering the tests correctly. The problem has been individuals not maintaining the standard between that final PRT/BCA and reporting to LDO/CWO Academy. Every new accession needs to understand that the LDO/CWO Academy will administer Body Composition Assessments (BCA) to all students upon arrival. BCA failure constitutes course failure, translated means no graduation certificate. This is a community effort to ensure that not just this standard but that all standards are strictly adhered to by us all. Together we can change this recurring issue and help get our reliefs off to a great start.



## Application Stats:

BOL updates weekly, on Thursday, with application “A” for accepted or error codes as applications are processed. Application receipt is not the same as application processed. Once you have received an MNCC received email, it may take several days to get a BOL processed code.

If an application was received by [cscselboard@navy.mil](mailto:cscselboard@navy.mil), the MyNavy Career Center (MNCC) will send an confirmation email. If the applicant did not receive a confirmation email, the applicant must call to confirm (1-833-330-6622) or email [askmncc@navy.mil](mailto:askmncc@navy.mil). \*\*\*Do NOT submit any applications to askmncc@navy.mil\*\*\*

As of 4 November 2019, LT Randy Beal (ISPB Sponsor), Ms. Beth Vaughn, Ms. Melinda Webb and Ms. Valerie Palomo have reviewed and processed 2,178 packages.

Some of the common errors have been:

Error code “E”. Applicants are listing level of education and college attended where high school information should be placed.

Error code “N”. Appraisals missing grades/marks.

Error code “O”. No color vision test or test submitted not approved in accordance with instruction.

Error code “J”. CO’s endorsement with no certification of applicant meeting all requirements of references.

Error code “B”. No proof of citizenship for those born outside the United States.



(Pictured: LT Randy Beal, Ms. Beth Vaughn, Ms. Melinda Webb and Ms. Valerie Palomo)

CWO Community Manager:



The first eight Navy Warrant Officer 1 (WO1) Sailors in decades graduated from the Limited Duty Officer/Chief Warrant Officer (LDO/CWO) Academy at Officer Training Command, Newport (OTCN), November 2019. The new warrant officers are **Benjamin Nichols, Jonathon Wynn, Brent Gray, Ryan Snyder, Devan Sorenson, Nicholas Drenning, Kevin Koller, and Brian Ruzin.**

The new WO1 program opens up more advancement and designator opportunities, said **CDR. Zeverick L. Butts, the Director of the LDO/CWO Academy.** “These new students bring unique skillsets and perspectives, increasing the dynamic interaction in the classroom for problem solving.”

These are more junior personnel, but by bringing them into the officer ranks earlier, we extend the ability to use their skills across their commissioned service, whereas the traditional warrant officer-2s come in a little bit later, a little bit more senior, which limits the amount of time that we can use them in the commissioned ranks, said **CDR. Will Tirrell, the Cryptologic Warfare and Cyber Warfare Engineer Officer Community Manager at the Bureau of Naval Personnel.**

The eight WO1s along with the 45 LDOs and CWOs of class 20010 graduated during a ceremony on Nov. 1, 2019. Graduates of this academy, nicknamed “Mustang University,” will join the LDO/CWO community to support the war-fighting capability and readiness of Naval Forces through leadership, technical proficiency and experience a minimum of 12 years of time in service prior to promotion and commissioning to Chief Warrant Officer 2.

The distinctive insignia worn on the WO1 cover of two cross-fouled anchors makes them easily recognizable in place of the traditional officer badge worn by other Naval Officers.

Congratulations Gentlemen and welcome to the Wardroom!

## Words from the Silver Eagle

*I am truly honored to have relieved CAPT Bill Bindel as the Silver Eagle. This is certainly not the career path I thought I would be taking 37 years ago, but it does make me think about what and who led me to stay Navy and apply for the LDO/CWO program.*

*I had the pleasure of visiting Officer Training Command in October and seeing Class 19100 and 20010 graduate. It is truly incredible to see how much these new Mustangs know about our program including promotion by our respective competitive categories, how better educated they are than many of us were 20 years ago, and how better prepared they are to serve as officers as they return to the fleet after four weeks at the LDO/CWO Academy. The curriculum that the staff covers at the schoolhouse revolves around ethics and leadership and sets the foundation to be successful Naval Officers.*

*As we approach the end of 2019 and this year's LDO/CWO applications are being processed in Millington, take a moment to review the NAVADMIN, the guidance that was put out from the OCM office, and the process you used at your command. Capture the lessons learned now and develop a plan to make next year's season even better at recruiting our reliefs!*

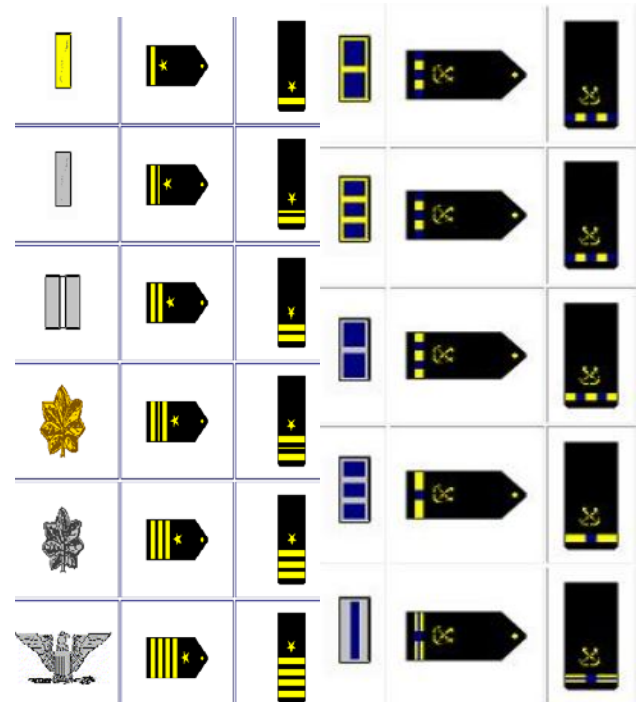
*Take the time to learn not only what is going on in your designator, but also what is going on in the LDO/CWO community. Make an effort this year to not only attend your detailing shops briefs but get out to the OCM applicant and community briefs.*

*You never know how or when you may make a positive impact and influence on a Sailor's career!*



## Are you Promotion Board Ready?

AC/RC LDO/CWO ISPB	9 Jan 20
Active O6 Line	15 Jan 20
Reserve O6 Line	27 Jan 20
Active O5 Line	11 Feb 20
Reserve O5 Line	3 Mar 20
Reserve O4 Line	13 Apr 20
Active O4 Line	18 May 20
Reserve CWO 3/4/5	11 Jun 20
Active CWO 3/4/5	15 Jun 20



*The FY21 Submarine LDO Dry Dock Command, LDO Command Ashore, and LDO Major Command boards scheduled for next week (boards 145/147) will be delayed until the spring, date TBD. The Submarine Major Command and Major Program Manager boards will occur as scheduled on 5-7 November.*

*If you have further questions, please contact the Submarine LDO/CWO Detailer (PERS-422A) at (901) 874-3945.*

### Reserve OCM Corner

Greetings Mustangs! As of now, promotion planning season is wrapping up here in Millington and now the focus shifts to getting prepared to execute next year's Promotion Boards. I want to take the opportunity in this issue to point out a few items you may want to focus on to ensure you are ready. Expect a NAVADMIN in mid-December that will list names, reserve precedence numbers, and dates of rank of the Senior in-zone and Junior in-zone eligible for consideration for promotion for the FY21 boards. The dates for next year's boards are posted to the Navy Personnel Command website. A link to the FY21 board calendar is included here:

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

NAVADMIN 265/18 reinstated the requirement to display the Official Photograph for all Officer Selection Boards. In the event you do not have an Officer Photo in your OMPF in your current paygrade, please consider making this a priority in the near future.

Reminder regarding Letters to the Board. Letters to the Board must arrive not later than 10 calendar days before the convening date of the board (NAVADMIN 296/17)

Lastly, now is the time to look closely at your record and check it for completeness and accuracy. Most updates can be accomplished very easily by working with PERS-9's Ms. Jeanitta Edwards ([jeanitta.edwards@navy.mil](mailto:jeanitta.edwards@navy.mil)). Review your record early and often and never hesitate to reach out if I can assist!

With Respect,  
LCDR Chris Webster  
[chris.m.webster@navy.mil](mailto:chris.m.webster@navy.mil)

### Officer Training: NAVADMIN 193/19

NAVADMIN 193/19 reflects guidance of the recently signed SECNAVINST 1400.1C which separates the Civil Engineer LDO designator (653X) from the General Line/Staff Summary Groups.

As of 1 October 2019, reporting seniors must rank LDOs, Ensigns through Captains, by Officer Summary Groups (OSG) as follows: Surface (61XX), Submarine/Nuclear (62XX), Aviation (63XX), General Line (64XX), Civil Engineer (653X), Supply (651X) and Information Warfare (68XX).

Rank CWO2s through CWO5s by OSG as follows: Surface (71XX), Submarine/Nuclear (72XX)/740X), Aviation (73XX), Information Warfare (78XX) and General Line/Staff (74XX/75XX).

This means that all 64XX will be ranked together. All 62XX will be ranked together, all 68XX will be ranked together, all 74XX and 75XX together, all 78XX together... and so on.

If you have any questions or concerns, please don't hesitate to give us a call!



## Nuclear OCM Corner

Greetings from the Nation's Capital! First, I would like to welcome aboard our new detailers. LCDR Brian Purvis is the Submarine LDO/CWO Detailer (brian.purvis@navy.mil) and LT Willie Ruthart is the Nuclear LDO/CWO Detailer (william.s.ruthart@navy.mil). Please make sure to introduce yourselves and provide up-to-date contact information. This ensures a better opportunity to meet your desires and meet your career milestones. Promotions have been an energetic topic this year based on low community inventory and lower than desirable promotion selections. The detailers just finished updating FITREP 201 to provide clearer guidance on documenting FITREP information. Many of us have unrestricted line (URL) reporting seniors that clearly understand their community's promotion requirements. However, URL reporting seniors may not understand some nuances of LDO/CWO FITREPs and your designator. When reviewing your FITREPs, you need to be compare your Trait Average to the Summary Group Average and the Reporting Senior's Cumulative Average (RSCA). The FITREP form provides the Summary Group Average. The RSCA is not readily apparent but is available on your Performance Summary Record (PSR). RSCA references how your trait average compares to the trait averages of everyone your reporting senior has ever rated in your paygrade. We are working to develop some FITREP training products to bring the fleet up to speed rapidly. If you have questions in the meantime, print out your PSR from BUPERS Online and we can review it over the phone.

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

## School House News

Please join us in welcoming our newest additions, *CWO4 Radcliffe Samuels, CWO4 Jeremy Paplrior and CWO3 Millie Woodward*, aboard for what's sure to be a challenging and rewarding assignment! Also, congratulations are in order for Chief Warrant Officers Woodward and May in lieu of their selections for promotion to CWO4! Here at OTCN, we strive to leverage a dynamic approach in training, educating and mentoring our nation's next generation of commissioned leaders. 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! Your efforts in divesting our enterprise from destructive behaviors and tired monikers the likes of 'I did it the hard way' and 'it's hard to be humble' are making an impact, but room for improvement remains. You may be surprised to learn that we continue to receive newly commissioned officers who've been trained to believe they aren't required to salute all officers of higher rank, but there are some throughout the fleet that continue to inculcate this and similar mental frameworks into our reliefs. Little things like instilling a renewed sense of pride in rendering proper military courtesies set these new accessions up for initial success and operational excellence for years to come. 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 Zeverick Butts, Director, zeverick.l.butts@navy.mil  
CWO5 Tina McAlman, Deputy Director, albertine.mcalman@navy.mil  
CWO4 Bruce Hendrix, bruce.r.hendrix1@navy.mil  
CWO4 Radcliffe Samuels, radcliffe.j.samuels@navy.mil  
CWO4 Jeremy Paplrior, jeremy.m.paplrior1@navy.mil  
CWO3 Aaron May, aaron.may@navy.mil  
CWO3 Millie Woodward, millie.woodward@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/ldo.aspx>

The FY20 Selections Facebook Page is online at <https://www.facebook.com/groups/294443921240186/>

CDR Zeverick Butts, Director, zeverick.l.butts@navy.mil

## Community Managers Road Shows:

### Upcoming Road Shows:

- \*\*18 November 2019-Mayport, FL, ATG Auditorium, 1315-1600  
(Special thanks to CWO4 Willie McCullen for coordinating)
- \*\*19 November 2019-Jacksonville, FL, CNATTU-Blue Room, 1315-1600  
(Special thanks to LT Keith Marino for coordinating)
- \*\*20 November 2019-Kings Bay, GA, TTF Auditorium, 1315-1600  
(Special thanks to LT Matthew Long for coordinating)

## DID YOU KNOW????

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

*Captain Ed Callahan*  
Head LDO and CWO Community Manager  
[Edward.L.Callahan@navy.mil](mailto:Edward.L.Callahan@navy.mil)

*CWO5 Hector Sandoval*  
CWO Community Manager  
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*LT Shanique Howard*  
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*Ms. Dawn Coleman*  
Asst LDO and CWO Community Manager  
[Dawn.E.Coleman@navy.mil](mailto:Dawn.E.Coleman@navy.mil)

## Community News and Forums: Stay Connected!

NPC Website: [http://www.npc.navy.mil/officer/communitymanagers/ldo\\_cwo](http://www.npc.navy.mil/officer/communitymanagers/ldo_cwo)

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

