

THE MUSTANG LARIAT

Keeping you in the loop



JANUARY - FEBRUARY 2015

LDO AND CWO OFFICER COMMUNITY MANAGERS NEWSLETTER

Silver Eagle - CAPT Rich Verbeke

Senior Warrant Officer in The Navy (SWON) - CWO5 Steve Pelon

Head OCM's Corner:

First and Foremost I would like to congratulate newly selected LDO's (264 total selects) and CWO's (201 total selects). After speaking to the board president, he expressed that the quality of applicants was through the roof. Great news for our community!! I know that the selection process creates a little stress, anxiety and excitement. Welcome to the wardroom and WELL DONE!!!!

If you mentored a Sailor that was not selected let's provide some solid feedback and get them back in the game for this year. In a recent trip to Guam/Hawaii, I was refreshed to see a lot of E-5's at our recruiting briefs. It's not too early to start preparing our reliefs. Unfortunately, many of them did not have active mentors which got resolved before we left both islands. PLEASE... get the word out that spouses are encouraged to attend either the recruiting or Community Retention/Career Management briefs. We had several spouses attend in Hawaii and I'm absolutely positive it was beneficial to their families. If POC's in geographical areas desire a spouse brief after normal work hours let us know. We will accommodate.

Lastly, I would like to welcome CWO5 Liz Rivera as the newest member to the OCM team. Glad she's on our team.

**** Mustang NEWSFLASH! ****

The Time In Service (TIS) Window for FY-17 LDO will be 8 to 14 years of service (TIS waivers will not be considered). Stay tuned for the release of the FY-17 Active Duty LDO and CWO In-service Procurement Board NAVADMIN.

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MARCH 2015

CWO Community Manager's Corner: Greetings from your new CWO Community Manager, CWO5 "Liz" Rivera: Hola Fellow Mustangs! This New Yorican has finally arrived in Millington, TN to fill those big shoes of Mitch Allen who did a superb job during his active duty tenure. I am excited to be here and will make every effort during my tour to represent the best of the best, "YOU" as we continue to move forward in managing and reshaping the future of our mustang community.

I would like to take this opportunity to congratulate all of our new FY-16 CWO and LDO selectees. Competition was fierce and like always we are often disappointed by the absence of some names that did not make the list. However, that is the nature of this business when you have so many superstars and limited quotas. With that said, please continue to mentor your relief and recruit those Sailors that you know will be our future leaders. I look forward to meeting you out in the Fleet as your new CWO OCM. Very Respectfully, CWO5 Liz Rivera

Community News

LDO and CWO Application Season "Kick Off" and OCM Road Shows - The FY-16 Active-duty Navy LDO and CWO In-service Procurement Selection Board results have been released! To see the entire list visit www.npc.navy.mil, go to "NEW MESSAGES" for **NAVADMIN 046/15**. Congrats to all selectees! This officially kicks off LDO and CWO Application Season as well as our OCM Road Shows. We would love to hit every fleet concentration area out there, but due to budget constraints, that is not possible. To date, we have points of contact in San Diego and Naples, Italy who plan to fund road shows. If any of you are willing and your command can fund our team, please let us know. Our OCM Road Show season kicked off last week in Guam and Hawaii. A few takeaways:

- 1) Bring your spouse! Whether you are an LDO, CWO or applicant, your significant other will benefit from our briefs. The feedback has been outstanding from spouses that attended in Hawaii.
- 2) LDO and CWO attendance at our Recruiting Briefs. Your presence at these briefs is critical to the positive mentoring and recruiting of future applicants. Bring the Sailor(s) you mentor with you. Plus, our new brief includes an opportunity for Mustangs to participate. This has been one of the highlights. Imagine the excitement potential applicants in Hawaii experienced when we introduced an FY16 LDO and CWO Board Member and former LDO and CWO Board Sponsor.
- 3) Command TRIAD attendance is highly encouraged. We guarantee that they will benefit from our Recruiting and Community Retention/Career Management Brief. Whether it is your CO, XO and/or CMC, they are all welcomed and we encourage their attendance. So, block some time on their calendars and let us do the rest. Please do not hesitate to contact us with any questions.

2015 Road Show Fleet Engagement Schedule

Pending Road Show Briefs: PACNORWEST, San Diego and Naples, Italy (TBD)

Trip Report

Naval Base Guam: totals – 71 Mustangs and applicants

This was a coordinated trip with the NPC Fleet Engagement Team. Attendance suffered due to the sub tender's FASTCRUISE. I would like to personally thank **CWO3 Gabriel Singletary** (NCTAMS Guam) and **CWO2 Elvis Gonzalez** (HSC 23) for taking the time to attend both the Community Retention/Career Management and Recruiting briefs.

Hawaii (JBPHH and Kaneohe Bay): totals – 376 total Mustangs and applicants

Great support from our hosts, **LT Leo Nicasio** (PACFLT Staff) and **LT Malika "MJ" Pettigrew** (ATGMP). You have both "RAISED THE BAR" for future Road Shows. Coordination and participation exceeded expectation. The Recruiting Brief at Hickam Memorial Theater had 171 in attendance! Appreciate all the Mustangs that we were able to meet at the Social. "MJ", who do we turn our \$35 Mongolian BBQ bill over to? "Mahalo nui loa" to each of you. "Mahalo nui loa" means "Thank You Very Much", thank you to CWO2 Moana Looney (our Hawaiian interpreter). Moana, appreciate you bringing your Skipper to our Recruiting Brief. I have no doubt that HSM-37's overall LDO and CWO program will benefit from it.

FY-17 Application Season Helpful Hints - The FY-17 LDO and CWO In-service Procurement board will up on us sooner than we think. Our draft FY-17 In-service Procurement board NAVADMIN is in chop already. Each Lariat, we will feature "facts" to assist in application completion.

Civil/Military Offenses (block 29 of OPNAV 1420/1 (Rev. 01-2008)): In block 29, list **ALL** Civil/Military Offenses. Although the eligibility requirements listed in OPNAVINST 1420.1B, chapter 7, states that both LDO and CWO applicants shall "have no record of conviction by court-martial, non-judicial punishment, or conviction by a civil court for any offense other than minor traffic violations for 3 years as of 1 October of the year in which application is made", the requirement to list ALL Civil/Military Offenses in block 29 of the application remains. Eligibility for program and application requirements are separate.

Did you know? The governing instruction for the Submarine/Nuclear LDO Command Qualification Program for Command Ashore is COMSUBLANT / COMSUBPACINST 1412.1. It applies to LDOs in the following designators: 6230, 6260, 6280, 6290 and 6400. To view the full instruction (cut/paste the link into your browser): <http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/Pages/MustangCorral.aspx>

FY-15 SPONSORS: MUSTANG ACADEMY MENTORING PROGRAM: The intent of this initiative is to provide each class the opportunity to speak with Senior Leadership about current issues, experiences, and to get an overall sense of what it means to join the Wardroom as an LDO or CWO. Below is the list of senior leaders that have agreed to sponsor upcoming classes:

<u>OTC Class #</u>	<u>Conv Date</u>	<u>LDO Sponsor</u>	<u>CWO Sponsor</u>
15050	3/16/2015	CAPT Pierre Fuller	CWO5 Todd Enders
15060	4/20/2015	CAPT John Vliet	CWO5 Robert Trammell
15070	5/26/2015	CAPT Rich Soucie	CWO5 John Salgado
15080	6/29/2015	CAPT Horacio Fernandez	CWO5 Arnel Sto. Domingo
15090	8/3/2015	CDR Carol Schrader	CWO5 Jerry Hillman
15100	9/8/2015	CAPT Doug Holderman	CWO5 Todd Enders

Mission

The Limited Duty Officer and Chief Warrant Officer Community support the war-fighting capability and readiness of Naval Forces through leadership, technical proficiency, and experience. We are the primary manpower source for technically specific billets not best suited for traditional Unrestricted Line, Restricted Line or Staff Corps career path Officers. Using critical enlisted experience, we are committed to the continuous leadership, improvement, training and mentoring of Sailors.

Vision

We will achieve and maintain the highest degree of technical excellence within our specialties in order to ensure we are poised to continuously contribute to the war-fighting capability and readiness of Naval Forces.

Fundamental to this vision is our ability to constantly strive for improvement through training, education, qualifications, and being fully integrated with our fellow wardroom members. We will seek out the toughest challenges in our command and do our utmost to positively influence them.

We will at all times maintain the highest standards of personal integrity, setting the example for those with whom we work and those who we lead. We will always be personally and professionally prepared to support the manning requirements of the Navy and ask for the most challenging assignments commensurate with our rank.

We are a community with great pride and history. We will honor those who paved the way for us by remaining humble through our actions and actively searching for and mentoring those Sailors who possess the technical expertise and leadership traits required in a wardroom in order to groom them to one day relieve us. Our success will be known to those who follow us by the reverence in which our community is held by the Navy.

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Community News and Forums:

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

- "Recruit Your Relief" powerpoint presentation can be found here under "REFERENCES"

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