



## THE MUSTANG LARIAT

MAR/APR 2016



LDO AND CWO  
NEWSLETTER

Silver Eagle - CAPT Dan Henderson

Senior Warrant Officer in The Navy (SWON) - CWO5 Dan Kissel

### **Head OCM's Corner:**

*\*\*\* NEW EAGLES - Please join us in congratulating our newest group of LDO Captains: CDRs – Thomas Gibbons, Ricky Gilbert, Maxine Goodridge, Thomas Gorey, Glen Jackson, Michael McGinn, Alonza Ross, Vincent Smith, and Kurt Stronach. \*\*\**

As we hit the road to begin our recruiting season, we will provide specifics on many of the articles listed in this addition. Every LDO and CWO must realize that your OCM team continues the work of creating and maintaining sustainable designators. In many cases creating a sustainable LDO designator does not leave enough work to maintain a sustainable CWO counterpart. An example of this is the phasing out of the Security CWO to support the increased demand for more senior Security LDOs. On the flip side, the Oceanography LDOs will be phased out as the technical demand for Oceanography CWOs is where the current demand signal is leading us. In all cases, my office will maintain career progression opportunities through funding billets necessary to maintain promotions or through lateral transfer into designators that can provide for continued career progression.

When should I update my record?

This question comes about every year prior to board season. So we've been working on perfect timeline for all to follow. The easy answer is when something changes in your career...FITREP, awards or change of station transfers. I have heard from my mentors to either do it on your birth month or anniversary of joining the Navy. Although this is pretty simple to follow I'm going to let you in on a BIG SECRET. The OCM shop work promotion plans every year in October. So the best advice I can give is based on promotion plans and timing of boards. The bottom-line your record needs to be current. This is just a starting point:

Review and update records every year

- April - CWO2/3/4 which strategically follows March FITREPs and just in time for June boards.
- November – LDOs just in time for statutory boards in Jan/Feb/May.

Note: If you are going before an ADMIN Board (Spot/Department Head/Commander Command/Major Command) your record needs to be updated 30-60 days prior to the board.

RELEASED  
MAY 2016

**CWO Community Manager's Corner:** This is my favorite time of the year as the CAPT and I head on out the road to kick-off the FY-18 Recruiting brief and the latest on LDO and CWO community news. This is our opportunity to meet a great group of professional LDOs and CWOs in the Fleet. More importantly, we want to hear your feedback and let us know if we met your expectations on topics briefed. One feedback received and requested while visiting Rota, Spain, was to elaborate and include lineal numbers in the community brief. I included that topic as part of our training section below. Please continue to engage us and give us your honest feedback as we travel around the Fleet.

### **Permanent Status for LDOs Update:**

A draft NAVADMIN is being routed for release to update policy for processing of temporary to permanent status for LDOs.

Temporary LDOs in the grade of LTJG with a date of rank (DOR) prior to 2 Dec 2015 will be appointed as a permanent officer when they accept their promotion to LT.

Temporary LDOs in the grade of LTJG who were promoted between 3 Dec 2015 and the release of the NAVADMIN will become permanent officers effective 30 days following release of the NAVADMIN message unless member declines.

### **LDO/CWO Community Manager Forum**

The community Facebook page ("LDO/CWO Community Manager Forum") was developed six years ago. It is a place for networking and discussions from within our ranks. However, we tend to receive a lot of questions this time of year from enlisted personnel seeking specific LDO or CWO designators to sit on their interview appraisal boards. What's alarming is that these Sailors should be going through their LDO and CWO command program coordinator for assistance. While we do a great job responding quickly to guide or redirect them to the LDO and CWO mentorship page we need to remember the purpose of why the forum was created. Please continue to engage on this social media site with your questions and concerns and we will continue to post updates and list events that we will be attending as we travel and deliver the road show briefs.

### **FY18 Application Campaign Has Begun!**

The FY-18 LDO and CWO In-service Procurement board will approach us sooner than we think. Now is the time to ensure those you have mentored have prepared, or are preparing their LDO and/or CWO applications. Our draft FY-18 In-Service Procurement LDO and CWO Board NAVADMIN is being routed for approval. We expect the message to be released NLT June 2016. According to our proposed timeline, in the month of May your applicants should be completing their package and turning them in to be reviewed by Admin so that appraisal boards can be set up for June (this is a proposal only, feel free to manage your timeline according to your battle rhythm).

## Officer Training – Understanding Lineal Numbers

- **Lineal Number:** an eight-digit number that determines seniority of an officer on the Active Duty List (ADL).

- CAPT 01                      W5 95
- CDR 02                      W4 96
- LCDR 03                     W3 97                      First two digits is based on rank
- LT 10                        W2 98
- LTJG 20
- ENS NA

ENS LDOs: Assigned a percentile ranking based on rank order of selection by board.

All Other ENSs: Rank-ordered by percentile of class standing among other ensigns appointed from ALL commissioning sources on same date.

- **Rank, Seniority and Placement of Officers**

- Seniority is based on date of rank (DOR)
- If DOR is the same then seniority is based on date of birth
- If date of birth is the same, seniority is based alphabetically

- **Resynching Lineal Numbers**

- PERS 8 will reshuffle numbers to “free up” numbers at the bottom due to the first two digits coming close to another rank

Ex: LT lineal number changes from **19XXXXXX** to **11XXXXXX**

- **Lateral Transfer**

- Lineal numbers stay the same when off-ramping to another community

- **Notice of Convening FY-XX Navy Active-Duty Promotion Selection Boards**

- Senior in-zone LT J. Smith                      107813-00                      Officers with a lineal number that fall between SIZ and JIZ are in zone
- Junior in-zone LT A. Navy                      142154-00

## From Officer Training Command Newport (OTCN) – LDO/CWO Academy:

Reminder that effective 01OCT15, all new accessions reporting to the LDO/CWO Academy are required to make their own reservations directly with Navy Gateway Inns and Suites (NGIS) on board Naval Station Newport by contacting (877) 628-9233, (401) 841-7900, or via [www.dodlodging.net](http://www.dodlodging.net) and DTS as directed. Make reservations as soon as possible as rooms book fast in the Spring and Summer months. Booking early ensures you have a room and are not staying in the barracks.

All incoming students need to ensure they are converted to Officer status in MMPA and NSIPS, this will ease your check-in process in Newport. Your detaching PSD should be able to tell you and you should also confirm your paper work was mailed off. PSD Newport cannot gain you until you are converted which leads to delays in payments. PSD Newport can fix most pay

issues, but only the detaching PSD can fix your detachment/loss date (Have detaching PSD POC information with you). Make sure to bring all copies of your paper work (SGLI, Page 2, Oath of Office, loss paperwork, and original orders) and keep track of your advances.

For all inbound students, review MILPERSMAN 1414-010 for swim requirements, don't wait until arrival at Newport to review.

Congratulations on your upcoming commissioning, and we look forward to your arrival here at the LDO/CWO Academy! Please address any questions to LDO/CWO Academy Director at (401)841-3351 or Class Officers at (401) 841-1715/1716/2187/3358/3830/3838.

## 2016 Road Show Fleet Engagement Schedule

**Japan: 3-11 June 2016**

**Washington D.C. : 15-17 June 2016**

**Great Lakes, IL : 21-24 June 2016**

**Norfolk, VA: 15-17 August 2016**

**San Diego/  
Lemoore, CA: TBD July 2016**

## Report Trip

### ***Pearl Harbor and Kaneohe Bay : 132 total Mustangs and applicants!***

Great support from our primary host, LT "D" DePondicchello (PACFLT Staff) who graciously took time out of his busy schedule to coordinate and ensure our visit was a success. Also, want to thank LT Jamie Race for his support at Kaneohe Bay.

**FY-16 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>
16060	5/11/2016	CAPT Jim Talbert	CWO5 Edward Fox
16070	6/15/2016	CAPT James Jones	CWO5 Alicia Lawrence
16080	7/20/2016	Silver Eagle	SWON
16090	8/24/2016	CAPT Doug Rhoads	CWO5 Lou Rodriguez
16100	9/28/2016	CAPT Hank Roux	CWO5 Errol Mandrell



**Did you know ?** The O4 Line promotion board convenes 16 May and the W3, W4 and W5 board convenes 13 Jun. Are you in zone? Is your record up to date? If not, time is running out. Photos in current grade, last FITREP, qualifications and awards should all be up to date. If not, <http://www.public.navy.mil/bupers-npc/career/recordsmanagement/Pages/default.aspx> provides information on updating records. Also, <http://www.public.navy.mil/bupers-npc/boards/activedutyofficer/Pages/default.aspx> provides information on how to communicate with the board.

#### **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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