



# THE MUSTANG LARIAT

JUL/AUG 2016



LDO AND CWO  
NEWSLETTER

Silver Eagle - CAPT Dan Henderson

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

## Head OCM's Corner:

4

### Mentoring and Counseling

Mentoring and Counseling happens 7 days a week and 365 days out of the year. It is imperative that we are honest, sincere and to the point. We will undoubtedly fail our shipmates if we say what they want to hear versus what is realistic.

Throughout my travels this year I have heard some items that are setting folks up for failure. The two statements that I need to address are:

- "My mentor said I will be picked up Below-Zone (BZ)."

  - o The law specifically states that only 10% of the overall selections CAN be BZ...so be careful on formulating this as part of a career plan. The LDO BZ results this year showed 0 CAPTs, 3 CDRs and 0 LCDRs. The CWO BZ results this year showed 0 CWO5s and 0 CWO4s. A 10% chance means "Your saying I still gotta Chance," It's exciting if you're selected but building a career plan on this is problematic.

- "My Mentor said since I am a 1XFOS I should just drop my papers and retire. I have no chance to make it Above Zone (AZ)."

  - o No limitation on Above Zone (AZ) selections. If an individual has time to zone a second time and is on course be careful what you say. The LDO AZ results this year showed 0 CAPTs, 11 CDRs and 12 LCDRs. The CWO AZ results this year showed 4 CWO5s and 15 CWO4s. AZ selections have increased over the years but have always existed. The board guidance is BEST and FULLY QUALIFIED. That's been the rules forever.

Board results out this time of the year are both exciting and disappointing. The advice we provide our officers has to be timely and correct. When we provide Failure of Selection (FOS) counseling keep it simple and find out what they are missing or the commonalities in all the selects. If you have any questions about advising an officer...Call their respective detailers. The detailers are their career counselors and have the most current career paths and milestone information. Congrats to all the selects and hope to see you in the fleet.

RELEASED  
SEP 2016

**CWO Community Manager's Corner:** We have completed the end of our road show for the fiscal year. I would like to personally thank all the LDOs and CWOs that came out to support our efforts especially as we kicked-off the FY-18 Recruiting segment. This is a big deal when applicants see your faces and want to be just like you. Also, remember we are the only group of professionals that travel around the fleet to recruit our own. While visiting San Diego we had a Marine LDO Major that witnessed our attendance and made a comment "We need to do this in the Marines. I don't know why we don't!" The Major was impressed with how the Navy mentors and takes care of their Sailors.

I have solicited numerous times from the Fleet any concerns or issues you may have since taking over this job. One topic a few senior CWOs have discussed with me is the health of their designator and what actions they would like to take to make changes. With that said, I want to give a brief overview of what we do. The LDO and CWO OCM team work diligently to improve the overall health of all 54 LDO and CWO designators. Part of our job is to review Billet Change Requests (BCRs) weekly.

Now, just about everyone has heard the term "BCR" floating around, but do you know what it means and how it relates to you as an LDO or CWO at your command? Billet requirements drive detailing. Billet requirements comprise the minimal skills and qualifications needed to fulfill the position. As a rule, only those military billet requirements that are funded will have service members detailed to them. If you are thinking of creating CWO5 billets or any controlled grade LDO billets there is a lot to consider before you go down that road.

In most cases, if any of the requirements of a billet change, a BCR must be submitted. For example, if the organization requires the addition of an AQD to an officer billet or need to change the NEC on an enlisted billet, an adequate explanation of the change in mission, function, task, and why the change is beneficial to the Navy must be provided to justify the change request.

BCRs are routed via chain of command and are submitted to the Budget Submitting Office (BSO) N1 department for processing. The BSO manpower analyst reviews the request to ensure it is in accordance with Navy policy and supports the command's mission and then submit the request via the online BCR website.

As Community Managers we review every BCR that affect any LDO or CWO billet. We verify if the BCR will have an adverse impact on the health of the community. As an example, below is the ideal breakdown of CWO and LDO percentages for each paygrade in order to sustain career progression via promotions.

CAPT 1%	W5	5%
CDR 6%	W4	25%
LCDR 23%	W3	40%
LT 38%	W2	30%
LTJG 16%		
ENS 16%		

Since CWOs spend 3 years as a W2 and 4 years as a W3, we need a larger percentage of W3 billets. The same applies to LDO; 2 years ENS, 2 years LTJG, requires a higher percentage of LTs for collection. If you have any questions about the BCR process don't hesitate to contact us.

**\*\*\* NEW CWO5s \*\*\***

Please join us in congratulating our newest group of Chief Warrant Officer FIVEs:

CWO <sub>4</sub> Baker Brian Christopher	CWO <sub>4</sub> Lassiter Ronald C Jr
CWO <sub>4</sub> Barr Richard Daniel	CWO <sub>4</sub> Lamade Seth James
CWO <sub>4</sub> Burson Darrious Lawayne	CWO <sub>4</sub> Mogle Charles Ray Jr
CWO <sub>4</sub> Carpenter Ronald E Jr	CWO <sub>4</sub> Oneal Patrick Michael
CWO <sub>4</sub> Castilleja Robert	CWO <sub>4</sub> Rose Gregory Robert
CWO <sub>4</sub> Chandler Christopher B	CWO <sub>4</sub> Sandoval Hector
CWO <sub>4</sub> Davenport Andrew Lee	CWO <sub>4</sub> Schubert Walter Ray
CWO <sub>4</sub> Fisher Jeffrey Alan	CWO <sub>4</sub> Trammell Wanda Enid
CWO <sub>4</sub> Fleming Bradley Michael	CWO <sub>4</sub> Wallis Joseph Lee
CWO <sub>4</sub> Francis Jerold Dwayne	CWO <sub>4</sub> Williams George Emmanuel
CWO <sub>4</sub> Gerber Anthony William	CWO <sub>4</sub> Wilson Terry Earl
CWO <sub>4</sub> Johnson Thomas Alexander	

Congratulations to our newest Lieutenant Commander selects! **ALNAV 059/16** refers.

Congratulations to our newest CWO<sub>4</sub>s and CWO<sub>3</sub>s! **ALNAV 060/16** refers.

***From Officer Training Command Newport (OTCN) – LDO and CWO Academy:***  
**OTC Newport website will be moving from <http://www.ocs.navy.mil/index.html> to a new address on October 15, 2016. Please save the new address and update your directories as needed <http://www.netc.navy.mil/nstc/otcn/index.html> . Ensure to review the site in its entirety.**

Reminded that as of 01OCT15, all new accessions reporting to the LDO and CWO Academy are required to make their 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).

Additionally all students are authorized PMR.

- 1) Upon arrival at OTC Newport, and prior to checking into NGIS, report to King Hall (Building 291) Quarter Deck and have the watch stamp your orders. Civilian attire is authorized at check-in.
- 2) You will be required to settle up your payment if staying in NGIS every two weeks. The NAVSTA Newport NGIS daily rates range from \$58.00 to \$86.00. PMR is authorized while at OTC Newport.
- 3) We suggest that you request a lodging advance prior to arriving at OTC Newport. To prevent from being overpaid, we recommend that your detaching command use the lowest lodging amount

(\$58.00). While here at OTC Newport, you will have an opportunity to request any further advances that you are entitled to.

4) 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 that your paper work was mailed off. PSD Newport cannot gain you until you're 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. Make sure to bring all copies of your paper work and keep track of your advances.

5) **For those traveling via DTS**, you have to work with your parent command for all pay issues instead of PSD Newport and Student Control as personnel traveling via DTS are still attached to their commands and not gained in Newport. For personnel traveling via regular PCS, there is no change.

Congratulations on your upcoming commissioning, and we look forward to your arrival here at the LDO and CWO Academy! Please address any questions to the LDO/CWO Academy Staff:

CDR Dave Walker, Director, (401) 841-3351

LT Aaron Lamay, (401) 841-1715

LT Alena Fuller, (401) 841- 1716

CWO5 Todd Enders, (401) 841-3830

CWO5 John Linzer, (401) 841- 3838

CWO4 Tony Gerber, (401) 841-2187

CWO4 Tina McCullough, (401) 841-3377

CWO4 Wally Robison, (401) 841-3358

**Oaths for Permanent Appointment and Redesignation:** Every officer should periodically review their record. During this review, we request that LDOs check their designator and ensure it ends in 0, 1, or 2 as appropriate. LDOs that have been offered, and have accepted, permanent appointments that do not end in 0 will need to resubmit or request a replacement oath. If you are a LT or above and have applied for redesignation (or have been selected for redesignation) you cannot and will not be redesignated from a temporary LDO status to permanent U/RL or Staff status. Again, you need to request a permanent oath and then, if necessary, an oath for the new designator.

**Missing Oaths:** There are still some Officers that are missing signed official copies from their record of their oath of office when they were commissioned. This is a huge problem for PERS-8 and it affects all officer designators across our Navy, so please do not take this as an LDO/CWO problem. The oath is a one page document and at the top it reads, "OFFICER APPOINTMENT ACCEPTANCE AND OATH OF OFFICE." Typically your command would have mailed a copy of this document back to PERS-8, but in some cases items get lost in the mail and or it somehow fails to make it into your official record. Look through that box or file of important papers you have at home, see if you can find this document, and if so scan and email it to Mr. Ware (Milton.ware@navy.mil) and it will be placed in your official record. If you cannot find it, contact Mr. Ware and a replacement document can be provided. Oaths will still need signatures. **Promotion boards pull records by lineal number. You must** return your oath to get a lineal number. If you are concerned that you may fall into this category, please see the list provided at the end of this newsletter.

## Officer Training: Promotion Fundamentals:

As we come to the end of the promotion year, we find that there is still a lot of confusion about how we promote (i.e. zones, year groups, etc). Below is a quick refresher for everyone. There are laws and policies we must follow when planning promotions. I will not list them all here but if you would like a list please contact us and we will be glad to provide. Law states that there must be a vacancy in order for statutory boards to convene. Policy dictates flow and opportunity or timing when one is in-zone for promotion. For example, flow for a Captain is between 21-23 years commissioned service and opportunity is 40-60%. (The scenario below is for a Captain, however it is the same for all control grade LDOs and CWO5)

### Five Step Promotion Planning Scenario:

Step 1: Determine known/projected losses (known losses are officers that will statutory retire before the board convenes, voluntary retirements and 2 X FOS. Projected losses are 1 X FOS).

Step 2: Determine inventory. We subtract all known and projected losses from current inventory. For example, if we had 38 in inventory and 8 were known and projected losses our remaining inventory is 30)

Step 3: Determine Vacancies. If we have 40 Captain billets with an inventory of 30 Captains, there are 10 vacancies (40-30 = 10).

Step 4: Determine Opportunity. Policy states opportunity for a Captain is between 40-60%. We must divide the opportunity percentage by the vacancies to give us a zone size.

However, another legal requirement we must maintain is relatively similar opportunity for promotion in each of the next five years. This is a key reason why we build a five year promotion plan. So opportunity can be 40%, 40%, 41%, 41%, 40% in a five year plan. Below demonstrates how taking the low, middle and high end opportunity percentages effects zone size. Higher opportunity results in smaller zones and lower opportunity results in larger zones.

$$40\%/10 = 25$$

$$50\%/10 = 20$$

$$60\%/10 = 17$$

Step 5: Calculate Flowpoint. This is where the zone size and opportunity percentage determined in step 4 is entered into a promotion model calculator that calculates the average years of commissioned service for those in the zone group. For example:

$$*25 \text{ in zone} = 22 \text{ years } 3 \text{ months}$$

$$20 \text{ in zone} = 23 \text{ years } 1 \text{ month}$$

$$17 \text{ in zone} = 23 \text{ years } 11 \text{ months}$$

\*Since policy states flow for a Captain is 21-23 ycs then we have to select the zone size of 25 with 40% opportunity to meet flow and opportunity guidance.

**Bottom line: Promotions are a function of community strength, by grade, based on requirements, vacancies, and the legal limit.**

## Need To Do:

W2 FITREPS and E7-E8 Evals. Mid-term counseling for W3, W4 and W5.

## 2016 Road Show Fleet Engagement Schedule

**Bahrain:** **TBD**

### Report Trip

**Kings Bay, GA:** **26 Mustangs, 17 Applicants**

**Mayport, FL:** **48 Mustangs, 55 Applicants**

**JAX, FL:** **22 Mustangs, 27 Applicants**

**Oceana, VA:** **23 Mustangs, 32 Applicants**

**Little Creek, VA:** **54 Mustangs, 49 Applicants**

**Norfolk, VA:** **85 Mustangs, 123 applicants**

**Lemoore, CA:** **66 Mustangs, 108 applicants**

**Point Mugu, CA:** **26 Mustangs, 30 applicants**

**San Diego, CA:** **74 Mustangs, 102 applicants**

**Bremerton, WA:** **29 Mustangs, 22 applicants**

**Whidbey Is, WA:** **33 Mustangs, 36 applicants**

Overall attendance was not as high as we would like to have seen considering we have many LDOs and CWOs in some of the fleet concentrated areas we visited. However, I would like to personally thank all those that attended, especially the key POCs for their support and assistance with venues, to include CAPT Pierre Fuller, CDR Rodney Brown, CDR Carvin Brown, CDR Thomas Decker, CDR Tommy Edgeworth, CDR David Moore, LCDR Brent Benlien, LT Cory Cheek, LT Leo Nicasio, LT Eric Truemper, LT Steve Griffith, LT Mark Hodio, LTJG Ifiok Ekong, ENS Mary Beth Bradshaw, CWO<sub>4</sub> Beko Rivera and CWO<sub>3</sub> Mike Breedlove. Special thanks to LT Garrett Rucker who sponsored our most recent trip to Washington.

**FY-17 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>Sponsor Brief Date</u>	<u>LDO Sponsor</u>	<u>CWO Sponsor</u>
16100	9/28/2016	CAPT Hank Roux	CWO <sub>5</sub> Errol Mandrell
17010	11/02/2016	CAPT Bill Noel	CWO <sub>5</sub> Douglas Molloy
17020	11/30/2016	CDR Tom Gibbons	CWO <sub>5</sub> Dan Kissel

## OFFICERS MISSING OATHS:

AGAH MANUEL	FARNSWORTH DANIEL	MOBLEY DENARIUS
BARNES BRYAN	FERNANDEZ JOSE	MUSTAIN JASON
BEASON ERIK	FIELDS DEVIN	NAVALTA MELVIN
BENTLEY JESSICA	FIKES SAMUEL	NEFF NEAL
BOX CHRISTOPHER	GANT ROBERT	NICHOLS JAMES
BRIMBERRY ROBERT	GERLING GABRIEL	PERRYMAN RENO
BRITT MICHAEL	GUSTAFSON JEFFERY	RAMOS JORDAN
BUCHANAN KENNETH	HALL STEPHEN	SANCHEZ GABRIEL
BUTTS STEVEN	HODGE DORMAIN	SCHEIER CHRISTOPHER
CALATA JASON	HOLLKAMP BRIAN	SCHWEICH NICHOLAS
CANLAS CHRISTINEMAE	HOLZEN KEITH	SHELLENBERGER BRANDON
CHASE THOMAS	JONES THOMAS	SHREVES WILLIAM
COOLEY BENNIE	KERN ANDREW	SIMMONS JEFFERY
COX JASON	KUHANECK MICHAEL	SIMPSON BENJAMIN
DAVIS JONATHAN	LAY CHRISTOPHER	SMITH BRIAN
DOMINGUEZ MIGUELINA	LONG BRANDON	VIDAS TYLER
DYER ALEXANDRIA	MALERK CHRISTOPHER	WIEBER JOSHUA
ELLIOTT MATTHEW	MEDINA ADRIAN	WILLIAMS MARSHALL
ESPINOSAGONZALEZ LUIS	MILLER BRIAN	WOLCOTT DUSTIN
ESPINOZA JASON	MITCHELL MENERIE	



***Did you know ?*** Pers-3 provides record management and support services. Procedures for submitting various documents for inclusion in records are outlined at the Pers-31 (Records Support Division) website.

<http://www.npc.navy.mil/CareerInfo/RecordsManagement/AboutYourRecord/DocSubmiss.htm>.

Additional Quality Designators (AQDs), in most cases, can be updated by your detailer. Every officer should periodically review their record.

### **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.*

CAPT Bill Johnson  
Head LDO and CWO Community Manager  
[william.r.johnson11@navy.mil](mailto:william.r.johnson11@navy.mil)

LT Holly Taylor  
Asst LDO and CWO Community Manager  
[holly.r.taylor@navy.mil](mailto:holly.r.taylor@navy.mil)

CWO5 Liz Rivera  
CWO Community Manager  
[elizabeth.rivera1@navy.mil](mailto:elizabeth.rivera1@navy.mil)

**RELEASED  
SEPT 2016**