



NOVEMBER - DECEMBER 2014

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: How much pride is too much?

Since becoming the OCM, I have had the opportunity to visit many ships, regions, and installations. During those visits I have had similar conversations over and over with senior leaders, both within and outside our community. The main topic of discussion is Mustang Pride?

The professionalism on display by LDOs and CWOs around the Navy would make anyone proud to be a Mustang. That's the good, but let me share the bad. Have you heard or ever said, "I did it the hard way, I earned it"? Over the years I have come to appreciate how shortsighted it is to make this statement or include it in commissioning, promotion, or retirement programs.

Here's why: The odds are that the senior officers you pay your respects to every day with a "Yes, Sir" or "Yes, Ma'am" kind of thinks they earned it as well. Your pride may be well-deserved, but if it places you above others it's probably something you should revisit. I would like to share a very simple conversation between an LDO LT and his CO:

CO: "You know, you are the best LT on the ship."

LDO LT: "Thank you, sir...but I should be, for I'm the only LT on the ship with 20 years in the Navy."

CO: "You're right."

It's pretty simple: You should be proud that you started out as an E-1 and have promoted up through the ranks. As an LDO or CWO the single most important character trait we bring to the wardroom is not pride, it is humility. Never forget that the Naval Academy Grad that is your counterpart on that DDG/Squadron could someday be a Flag Officer. Is the lasting impression you want to leave with this future Flag Officer the thought that you think you earned it and they didn't? Or would it be better that they appreciate that you got your commission based on proven performance, documented technical expertise, and years of experience? The mere fact that you are a Mustang implies that you "earned it." Saying so doesn't make it any more true.



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Promotion Board Season has kicked off!

PROMOTION OPPORTUNITY: PROMOTION GUIDELINES - One purpose of the Defense Officer Personnel Management Act (DOPMA) of 1981 was to establish a uniform promotion system within the Department of Defense (DoD). To comply, DoD developed certain guidelines regarding promotion "flow points." This guidance, combined with Navy policy regarding promotion opportunity (percent opportunity for selection), form the basis for annual promotion plans. Actual selection opportunity and flow points may vary in the annual promotion plan. The following guidelines will normally be applied to active duty LDO and CWO promotion plans for each competitive category:

| <u>To Grade</u> | <u>Flow Point</u> | <u>Promotion Opportunity</u> |
|-----------------|-------------------|------------------------------|
| CAPT | 21-23 YCS | 40-60 percent |
| CDR | 15-17 YCS | 60-80 percent |
| LCDR | 9-11 YCS | 70-90 percent |
| LT | 4 YCS | AFQ |
| CWO5 | AA | AA |
| CWO4 | 7 YCS | AA |
| CWO3 | 3 YCS | AFQ |

Notes:

- YCS = years commissioned service
- AFQ= all fully qualified
- AA = as announced. Annually as the NAVADMIN is announced the zone is set and sends the signal to the field as to who is in the zone. Therefore, opportunity percentage and flow point are not applicable to this group. CWO4 promotion opportunity typically 70-80 percent and CWO5 promotion opportunity typically 33-40 percent.
- CWO5 law is that inventory may not exceed 5% of overall inventory.
- SECNAVINST 1420.1B refers.

Community News

OFFICER TRAINING – LATERAL TRANSFER BOARDS - Held in June and November 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 redesignation 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/redesignation. 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 and Information Dominance Corps LT LDOs should have at least six (6) years commissioned service.

CWO2 PROMOTIONS TO CWO3 AND TIMING - First and foremost every CWO needs a lineal number to go before the promotion board. If you have been commissioned longer than 1 year and do not have a lineal number submit your OFFICER APPOINTMENT AND OATH OF OFFICE NAVPERS 1000/4 REV (8/10) to PERS-8 officer appointments branch. This can be done electronically. Now for the timing. USC Title 10 requires that CWO2s have two years, time-in-grade when the promotion board convenes to be eligible for promotion. CWOs commissioned in July, August or September you will not meet this legal requirement. In these cases members are pushed to the next FY selection board and promoted in October. Every effort is made to appoint all CWOs prior to June but in some cases, such as alternate appointments, it is not possible.

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> |
|--------------------|------------------|------------------------|-------------------------|
| 15040 | 2/9/2015 | CAPT Dan Henderson | CWO5 Lou Rodriguez |
| 15050 | 3/16/2015 | CAPT Pierre Fuller | CWO5 Todd Enders |
| 15060 | 4/20/2015 | CDR Carol Schrader | CWO5 Jerry Hillman |
| 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 Bill Johnson | CWO5 Liz Rivera |
| 15100 | 9/8/2015 | CAPT Doug Holderman | CWO5 Todd Enders |

**** UPDATE ** From OTC Newport – LDO and CWO Academy:** The uniform requirements for LDO and CWO students at OTC Newport have changed. Beginning with Class 15040, **Full Dress Blue** or **Full Dress White uniform** will be required while at the Academy. Summer uniform shift will take effect at time 0001 the second Monday of the month of April. Winter uniform shift will take effect at time 0001 the first Monday of the month of October. Should your class cover both periods, you must bring both winter and summer uniforms. The following uniform items are required for training while at LDO and CWO Academy:

- Navy Working Uniform (NWU Type I or III) – daily wear
- **Full Dress Blue and/or Full Dress White uniform**
- Service Khaki uniform with ribbons and all required components
- Combination cover
- Khaki garrison cap
- Navy black shoes;
brown uniform shoes authorized
- Navy issue PT gear shorts (See Note 1)
- Navy issue yellow PT short sleeve or long sleeve shirt(s) (See Note 1)
- Navy issue PT blue sweat pants (October – May)
- Navy issue PT blue hooded sweat shirt (October – May)
- Running shoes
- Conservative swimwear (PT shorts for males;
one-piece black or blue swim suit for females)



Recommended Items:

- NWU Parka (w/Fleece Liner from October-May)
- Navy black (Eisenhower) jacket from October – May (Liner recommended)
- Navy issue watch cap and gloves (October – May)
- Civilian clothes for liberty
- Casual slacks and casual shirt with collar for class dinner, Officers’ club, etc.
- Civilian winter jacket, gloves, etc. (October – May)

Note 1: Physical Training begins immediately upon arrival and you can expect to wear the Navy PT uniform 4-5 days a week. We highly recommend that you bring several sets of Navy PT gear.

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 and CWO Academy Director at (401)841-3344.

Pending Road Show Briefs: Guam (17 – 20 Feb), Japan (TBD)

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.

Did you know: OFFICER PHOTOS.
IAW MILPERSMAN 1070-180, "photographs are required for all officers of the Navy and Navy Reserve, regardless of status, within 3 months after acceptance of each promotion."

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Community News and Forums:

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

- "Brief Your Relief" powerpoint presentation (updated 10/1/2014) can be found here under "REFERENCES"

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