



AUGUST 2012

LDO/CWO OFFICER COMMUNITY MANAGERS NEWSLETTER

Head OCM's Corner:

August was a busy month and we found ourselves on the road for several days as we continued to provide the road show community and applicant briefs to those commands that requested our presence. We attended the SEAL conference in San Diego to discuss the CWO SEAL community future and we had a great visit. We also traveled all the way to Guam to visit the base and submarine tenders, and received a great showing and support while there. We had to rush back to Millington to prepare and brief the Chief of Naval Personnel, VADM Van Buskirk, on the LDO & CWO Sustainability Initiative on 27 September. The CNP was very receptive to the work being done and has asked for further follow-up by the N13 (RADM Kurta) and NPC (RADM Covell) to the Enterprise Flag Officers and their manpower shops on where we are headed with the correcting of our pyramids and building a more viable and sustainable LDO & CWO community.

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.



2012 ROAD SHOW FLEET ENGAGEMENT SCHEDULE

SEPTEMBER

Hawai/Japan

- 11 Sep: Brief Joint Base Pearl-Hickam
- 12 Sep: Brief Marine Corps Base Kaneohe
- 17 Sep: Brief C7F Yokosuka
- 18 Sep: Brief ATG WESTPAC Yokosuka

(funded by COMPACFLT/C7F)

Thanks Hawaii / Japan Mustangs
CDR Tony Taranto (6410)
LT Leo Nicasio (6410)
LCDR Kelly Ennis (6410)
ENS "Junior" Graciano
LCDR Miles Hicks

COMMUNITY NEWS

NAVADMINS

(Packages not due until 1 Nov 12)

We have pushed the due date back for LDO & CWO applications to 1 November to allow more time for applicants and commands to meet the forthcoming guidance and to facilitate the late release of this year's messages. There will be 3 new NAVADMINS released in addition to the Nuclear LDO option NAVADMINS already on the street. Applicants will need to be familiar with these new requirements and depending on the designator applying for they will have to reference these:

1. NAVADMIN 099/12 States the requirements for Nuclear LDO option.
2. NAVADMIN 238/12 Extends deadlines for Nuclear LDO option 1306 requirements.
3. NAVADMIN xxx/12 (not numbered yet) Will update policy changes to the OPNAVINST 1420.1B.
4. NAVADMIN xxx/12 (not numbered yet) Will announce the AC application season/process.
5. NAVADMIN xxx/12 (not numbered yet) Will announce the RC application season/process.

PROMOTIONS

Congratulations to all of our CWOs selected for promotion to CWO₃ and CWO₄. The following CWOs have reached the pinnacle CWO grade. Congratulation to our CWO₅ selectees:

Dwight Baker	Brian Bekeny	Kenneth Bowers
Kevin Callaway	Craig Eversole	Michael Garza
Roderick Guile	Alicia Lawrence	Robert Levendakes
Eric Macdonald	Michael Miller	Douglas Molloy
Samuel Pino	Reginald Pryor	Rodney Smith
Mark Swarringim	Roddy Wiggins	Kathy Wiseman

If you have a @navy.mil address you have been added to the CWO₅ distribution list. If not, please provide address to Mitch or Shane (contact information is below).

PENDING UPDATES

Several items that we are working on include updates to various instructions where applicable:

OPNAVINST 1210.5, Lateral Transfer and Redesignation / WOBA Off-Ramps

- This will define the Off-Ramp policy and establish the methods for those communities designated for Off-Ramp

OPNAVINST 1420.1B / Enlisted Commissioning Programs

- These changes will reflect many of the policy issues currently covered by the annual announcing NAVADMINS

PENDING UPDATES (Con't)

TEMPORARY Officer Status for LDOs

- We are involved with working group members from many different levels on a possible removal of the temporary status for LDOs upon commissioning.
- Much like we do for CWOs, LDOs would no longer be permanent enlisted and temporary officers for the first four years of their commissioning, rather they would be permanent officers in a probationary status.

SECNAVINST 1400.1B

- Work continues toward a better solution in dividing up the competitive categories, with possibly a breakdown by Enterprise and establishing a separate LDO & CWO category outside of the Restricted Line Competitive Categories

DECISION POINTS

CWO₅ to 33 YOS

The upcoming National Defense Authorization Act (N DAA) should include the change in law we proposed which will allow CWO₅ the opportunity to continue to server out to 33 YOS. This ULB proposal passed both the House and Senate Armed Services Committees, after clearing the DoN, DoD, and OMB chop process. The proposal is currently awaiting vote by the full Senate. **SEE "DRUM BEAT" NOTE BELOW**

LCDR 2XFOS Continuation

The initiative to change the law and allow all LDO LCDRs the opportunity to compete for CDR regardless of the 30 year statutory retirement was cost prohibitive at this point, \$58 million per year, and they budget across the FYDP (5 years), which is almost \$300 million. Non-starter in DC and we have put this on the back burner for future consideration if the budget landscape changes. We have been briefing this at the various Road-Show venues, but apparently not everyone has gotten the word.

CWO Uniform Devices

The CWO device proposal is with the Uniform Board for consideration and voting. All of the homework and continued effort to push this logical solution forward should soon be decided.

TRIP REPORT

ROAD SHOW BRIEFS

San Diego (NSW SEAL Conf)

Special thanks to our host, CWO5 Glenn Cooper and the SPECWAR OCM CDR Darin Evenson. We had the opportunity to provide the community brief to this exceptional group. 32 CWOs from the Special Warfare Community were in attendance along with their detailer and 5 members of the OPNAV support staff. We also had the opportunity to listen to and observe the processes in building a very sustainable community focusing on the needs of their community.

Guam HAFA ADAI Great turnout at all events!!

Special thanks to our trip coordinator and host CWO4 Troy Lowery.

HSC-25 Applicant brief had 21 potential candidates attend. EXCEPTIONAL turnout!

Community Brief (Guam / USS FRANK CABLE/USS EMORY S.LAND) 34 officers attended. Applicant Brief 47 attended.

CWO4 Lowery added a twist to this visit with a question and answer session with the LDOs and CWOs onboard "FRANK CABLE." We weren't sure if this was time well spent until after we were done. An incredible idea that allowed for a very informative session for everyone in attendance; this forum is recommended as part of future community visits.

TO DO LIST

E7 & E8 CPOEvals are due September.

CWO2 Fitreps are due in September.

LCDR Fitreps are due in October.

Annual Civilian IPMS Awards and Close-outs will be due on 1 October.

THE TRAIL AHEAD

DRUM-BEAT

CWO5 to 33 years legislation has NOT been approved by the full Senate. The proposal was approved by the full House of Representatives and by the Senate Armed Services Committee but not the full Senate. General consensus is that since the language is contained in both the House and Senate versions of the FY-13 National Defense Authorization Act (NDAA), the legislation will be part of NDAA-13 if/when signed. Based on the information we have, I have recommended PERS-8 issue statutory retirement orders through 1 April and will evaluate sending May and June retirement orders the first week of October. The issuing of orders may take a couple of weeks because we are requesting language that informs members being statutorily separated of their options. The options are: executing or cancelling retirement orders. The most important piece of information is that this law is not retroactive for statutory retirements executed prior to the proposal becoming law (assuming that happens). If, however, a member is on terminal leave and retirement has yet to take effect, these members can contact the OCM and PERS-8 and request to remain on active duty or notify PERS-8 of intent to voluntarily retire. This language may also contain a "drop dead" date if member's contact information is not current or member does not respond to attempted contact from PERS-8 or OCM. Additionally, those officers returning may be required to negotiate orders; if you are in this group, speak with your detailer and know your options based on the time you have remaining. If you are a CWO5 considering voluntary retirement or have decided to separate at 30, 31 or 32. Please let me know in the next few weeks. We are entering the promotion planning season and accuracy of vacancies in our only "W" control grade is critical.

Did you know?

THE INTERVIEW BOARD

1. The interview board helps the CO evaluate the candidate's potential as a career officer. The CO's endorsement should be consistent with the board's comments or an explanation should be provided. [OPNAVINST 1420.1B](#) is very specific in addressing the board's purpose and composition -- the senior member, if possible, should be a lieutenant commander or above, and junior members must be at least lieutenants (if not LDO) or LDO lieutenant junior grade/CW02 with 2 years TIG. It is imperative to have an interviewer with the designator for which you are applying for represented.
2. Interviewers are required to mark and annotate the "POTENTIAL" block on the interview form.

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COMMUNITY NEWS AND FORUMS

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

NKO Website: www.nko.navy.mil/portal/ldoandcwo

Facebook: http://www.facebook.com/LDO/CWO_Community_Manager_Forum