

The Mustang Lariat



LDO / CWO
COMMUNITY MANAGERS NEWSLETTER

...keeping you in the loop

February
2011

Head OCM's CORNER

25 February 2011 is a date that should go into our history book as a day of celebration. It was the day we met with CNP and presented all of your hard work in outlining a new course proposal to manage our community in meeting Navy needs. It was also the date that we received approval to fix some of the long term problems our community has battled with for decades. The work outlined was very complex and included your inputs, your community Flag Officer concerns, and guidance from our sponsor, Admiral Quinn. It included great feedback from RDML Kurta (1110) and RDML Covell (1200) to ensure we could realistically achieve what we were asking for. It was evident that the restructure of our billet base, making it viable and sustainable, was not enough. There are some very necessary elements to ensure that these changes will have a long term lasting effect and that we don't find ourselves doing annual deep dives to make course changes. In a nutshell, we need the supporting inventory to do the job in the long term – I am very happy to tell you that our chain of command supported that view and was accepted by CNP as a requirement.

Enjoy the Lariat – if you participated in the deep dive, take a moment to reflect on the massive impact you will have on your designator and community as the changes begin to take hold. You will soon see the fruits of your labor. Please let us know if there are other issues we need to table to make us even more effective. Bravo Zulu Mustangs.

BIG CHANGES (IMPROVEMENTS) THAT HAVE BEEN NOTIONALLY APPROVED, AND ARE BEING STAFFED FOR IMPLEMENTATION:

*Current TA limitations removed. NPS Monterrey seats will be open to LDO&CWO

*Promotion by Designator is under full revision with a view to FY14 implementation beginning with LCDR/CWO4. We have just finished our second mini symposium looking at this and we are ready to move forward with individual designator analysis.

*Statutory retirement limits are under scrutiny and we have already requested that CWO5 serve to 33 years. We believe that stat retirement dates for LCDR should be removed and we are presently doing cost analysis (both potential stagnation and pay) to show that the cost is well worth the change. This will allow for all LCDRs to compete for CDR and may the best mustang win. We would also like to remove stat retirement dates for CDR but must review the impact on potential stagnation to ensure it isn't too high of a price to carry before we commit to it. We will let you know how this looks after more analysis

*Financial incentives for those designators that continuously go to sea IF behavior warrants it (i.e. if we are losing lots of Engineers and need more to be retained, then we would introduce bonuses to influence their behavior (retention)). This will not apply to most and it will truly be looked at for communities that are struggling because of mustangs leaving.

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*W01 introduction for CWO only communities - we will investigate and get your feedback. This would be designed to identify superstar E6s that we may want to transition prior to 12 years and can put them to the test as W01.

CONGRATULATIONS LDO/CWO IN-SERVICE PROCUREMENT SELECTEES

Another great batch of LDOs and CWOs were selected this year, please check-out NAVADMIN 078/11 and start mentoring your relief. We ask that you take our selectees under your wing - and just as importantly, mentor those that applied and may feel dispirited right now. Help dust them off and assist them in reapplying. Numbers were down this year as reflected by a Navy wide reduction to new officers. I believe it will bounce back some next January and will be designed around our restructure.

EDUCATION AND PROMOTION

Does education play a role in your promotion? Maybe it does. We recently ran a report on our community's education status. We found that the higher the rank the greater the percentage of education; so how should this be interpreted? As with most data, interpretations vary. One take is that after commissioning, officers pursue their degrees and complete their degrees after achieving the next higher grade. A second take is that after commissioning, officers begin working on their education and those completing the education are more competitive for promotion. A third and more likely take is that those officers doing the hard jobs and getting good fitness reports while taking advantage of educational opportunities are earning their degrees and being promoted. One thing to consider is, chances are the 06 or W5 sitting on your selection board took time to advance their education. If you are not making any attempt then they may not be as enthused about your record as the person that has advanced their formal education. All other things being equal, it will be a tie-breaker.

IS YOUR DEGREE IN YOUR RECORD

For those of you who had a degree when you were commissioned, you still have it the problem is officer promotion boards may not know it. When enlisted personnel are commissioned there is no mechanism to transfer data from the enlisted record system to the officer record system. If you have a degree that does not reflect in your officer service record / officer data card (both available on BOL), you need to update your officer record per the following directions:

1) Is the official university transcript in the Official Military Personnel File (OMPF)? Here is a link describing this system and how to access: http://www.navy.mil/search/display.asp?story_id=41809. If yes, save the PDF screen of the OMPF degree and forward to PERS-45E (MILL_PERS-45E@navy.mil) requesting the degree be added to the personnel record post-commissioning.

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2) If the transcript is not posted in the OMPF, have the University send an official sealed transcript for entry into your record. If you picked up a sealed transcript locally, you can also send this to the address below (it must remain sealed). This ensures the highest quality of your permanent file for viewing on the BUPERS CD/WERR/OMPF (for both yourself and any boards). Here is the address:

Naval Personnel Command
PERS-45E
5720 Integrity Drive
Millington, TN 38055-4500

As soon as it arrives, the degree will be entered into the ODC and then sent over to PERS 313 to be scanned into the OMPF. You will be able to see it in about 4 weeks using Web Enabled Record Review.

UPDATE ON ROAD TRIP TRAVEL SCHEDULE

We have started the 2011 Road Show and would again like to thank those listed below that were able to help provide travel funds and coordination support. I can confirm that if we do not receive funding for Japan then we will not be able to make the visit - we have zero travel dollars this year.

I have to thank LT Shane Walker for the great idea of going electronic for those that cannot attend the brief. Early this summer we will offer opportunities to hear the community brief and ask questions through live DCO (Defense Connect Online) conferences. We will also investigate having the brief on line. More information will be disseminated and calendars will be published with the dates and times of these events.

South East US

(Kings Bays SSP-CDR Tom Armstrong/SWFLANT-LCDR George Porter)

(Mayport C4F-LT Karl Vaughn/LT Rasheed Rambaran)

(Jacksonville VP30-LCDR Andrew Morrison/LT Bruce Hamilton)

(Guantanamo NAS GTMO-CDR Bill Rabchenia/ENS Karl Rosenkranz)

(Pensacola NETC-LCDR Don Frandsen; NFDS-CWO4 Clive A. Dixon)

(Gulfport 20th SRG-CWO3 Tony Gerber/CWO3 Blake Meadows)

7 MARCH - KINGS BAY; 8 - MAYPORT; 9 - NAS JAX; 10 - GUANTANAMO;
14 - PENSACOLA; 15 - GULFPORT

TBD (Japan/Guam)

(Need funding for Japan - coordination by LCDR Kelly Ennis and LT Lance Lindley - Tentative Funding from C7F-YN1 Gumbs)

(Guam area funded by COMSUBRON FIFTEEN, coordinated by LT Mike Baldwin)

29 MARCH - YOKOSUKA (CVN); 30 - ATSUGI; 1 APRIL - SASEBO

4 APRIL - GUAM

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Hawaii

(Funded by PACFLT, coordinated by CDR Cliff Collins)

11 APRIL - PACFLT COMPOUND; 12 - KANEHOE; 13 - PEARL

Charleston SC (performed by LT Shane Walker)

(Need coordinator, funding provided through CAPT Easler and the Air Traffic Controller symposium in Myrtle Beach SC)

14 APRIL - CHASN

California

(CSFWP - Coord/funding LT Jose Garcia)

18 APRIL-LEMOORE; 19 APRIL-PORT HUENEME; 20 APRIL-32ND ST; 21 APRIL-NORTH ISLAND (CVN?)

Europe and Bahrain

(Europe funded by CNE, coordinated by LCDR Mark Pabon)

(Bahrain funded by USS ENTERPRISE, coordinated by LCDR Michael Topping)

2 MAY - SOUDA BAY; 4 - SIGONELLA; 6 - NAPLES; 9 - ROTA
11 - BAHRAIN (CVN 65)

Pacific Northwest

(PACNW funded by COMSUBDEVRON FIVE Bangor, coordinated by LT Robb Knapp)

24 MAY - WHIDBEY ISLAND; 25 - BANGOR; 26 - EVERETT (CVN?)

Great Lakes

(Need coordinator, funding provided CDR Robert Sullivan NSGL XO)

6 and 7 JUNE (allows for schedule difficulty of NSGL instructors)

Norfolk

(Investigating funding by CFFC, coordination through LCDR Todd Oakes)

13 JUNE - NAVSTA; 14 - CVN or LHD; 15 - JEB LITTLE CREEK; 16 - OCEANA

(Washington DC)

(Funded by CNO, coordinated by CDR Vince Smith)

28 and 29 June

FY13 APPLICATION CAMPAIGN BEGINS NOW

Captain Jones and I will be hitting the road in March and Shane will be joining the effort with select appearances throughout the year. As many of you know our current application instruction needs attention. We and CWO2 Clay Summers (our board sponsor) have been working with the OPNAV staff to get this instruction revised and pushed through as quickly as possible. That being said, I think that this year's applications will be based on the current instruction. Expect the FY13 announcing NAVADMIN to have more detail and as much guidance as we can

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incorporate. Also, every applicant and sponsor should read the OCM and board web pages for the most up to date application instructions as they are developed. We will begin posting FY13 specific, line by line, instructions for the FY13 application immediately following the release of the NAVADMIN.

RTC Great Lakes has a very large population of candidates who would benefit from interviews by LDOs/CWOs from the designator for which they are applying. If you are an LDO (LTJg or senior) or CWO2 with 2 years TIG or senior and will be in the Great Lakes area, please contact the RTC LDO/CWO program coordinators and make yourself available to interview your relief.

LCDR(Sel) Jason Juergens @ jason.juergens@navy.mil

LTJG John Ingersoll @ john-paul.ingersoll@navy.mil

SOCIAL MEDIA - FACEBOOK, NKO AND NPC WEBPAGES

We are having great success in keeping the social media links alive. Communication is the key to everything that is going on with the Mustang Community right now. If you want to have more visibility of LDO/CWO Community news and would like to be part of the discussions, please visit the links listed at the bottom of this newsletter and get engaged; we VALUE your insights, feedback, and ideas.

As others can view what we are talking about in this forum, please keep your postings professional and properly toned. I've attached the Navy's Social Media Guidance link below from NKO:

https://www.nko.navy.mil/gear/library/download?document_id=v4doc138700029

LIMITED DUTY OFFICER AND CHIEF WARRANT OFFICER PROFESSIONAL GUIDEBOOK (BLUEBOOK) REVISION (work continues)

As the Civilian Assistant LDO/CWO Community Manager, Dondre is in the process of updating the LDO and CWO Professional Guidebook, NAVPERS 15627 (LDO Bluebook). The last edition was published in 1994, so we are anticipating an extensive overhaul. With your assistance, we hope to have the revised product completed mid to late spring 2011. We ask for your input. What changes would you like to see incorporated in the new edition? We are trying to make this a "one-stop" shop to provide LDOs and CWOs an excellent source for career management. We also want to reach those senior enlisted supervisors and those young enlisted Sailors aspiring to be LDOs/CWOs. Provide any and all inputs to dondre.rittman@navy.mil. He can also be reached on 901-874-6484 or DSN 882-6484.

Dondre will take your inputs and will incorporate your changes, as appropriate. Let us know how we can serve you better in providing you

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with the information needed in planning your professional development and managing your career as a Mustang.

PROMOTION BY DESIGNATOR WORKING GROUP

The promotion by designator working group panel met in Millington as advertised and we continued the work from the November Leadership Symposium. Key issues were raised and discussed, current law and policy were reviewed, and the proper language was crafted to affect the necessary changes. Upon adjournment, the working group accomplished the requisite work needed to shape all future promotions to the desired "by designator" competitive categories. The next steps to be taken are getting these changes into the ULB/NDAA language and updating our policy directives. Once we have the law and policy in place we will be able to modify the promotion board process and take a phased "by designator" approach across several years (5 yrs), starting with CW04 and LCDR (04).

MENTORSHIP WORKING GROUP

Further brainstorming on how we can develop a more robust LDO/CWO mentorship program across the Navy was also discussed during working group panel time in Millington this month. Several great ideas and key points were made, including the lack of a "charter/chapter" in every major Fleet concentration area to help sustain our mentoring efforts. Here are a few of the key highlights:

- Establish formal Enterprise/Designator Leads as Board of Directors/Executive Steering Committee
- Encourage National Mustang Association charter affiliation and
- Ensure "new Mustangs" check-in with local chapter
- Reward those at boards who take time to lead thru documentation in fitreps/awards
- Mentorship is two fold
- Junior LDOs/CWOs
- Enlisted Applicants
- Mentorship chapter/guidelines in new "Blue Book"
- Continue annual Road Show program; valuable part of mentoring

YOUR LATEST QUESTION AND OUR ANSWER

Question: Are our overall LDO/CWO selection numbers low this year?

Answer: Yes, overall we did take a reduction in our accessions numbers this year and that was felt across the entire Navy and DoD, not just in the LDO/CWO community. With current budget issues and trying to find savings across the entire DoD, our accessions numbers were reduced by 10%.

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NEED TO DO

- Finish up those LTJG Fitreps that were due in February
- W3, W4, W5, and E5 due in March

IN CLOSING, I try to keep a finger on our collective pulse by looking at the chatter on facebook, the tone of emails received, and feedback from our constituents both junior and senior. I know that there is a feeling of doom among some of our officers – but let me say this, it’s only because they haven’t seen the full story that they feel this way. I believe that when you see the roadshow brief this year, you will understand what has been achieved. I predict shorter time to get in zone, selection at higher percentages, and selection boards picking the best of the designator rather than the current system of all designators competing against each other. The board will compare deck guys only against other deck guys – it will be much easier to identify the superstars. We will have to implement this in a phased approach beginning with 04 and introducing 05 five years later once we have built capacity (enough inventory) in each of the designators to support the CDR board. It won’t all be easy and there will be some difficulties in implementation ahead –but things are looking great for LTs and below – I do not see any disadvantages. For the 04 and above – it depends on the designator. If you are disadvantaged then we will find a way to address it –before it happens.

VR

CAPT John R. Jones
Head LDO/CWO OCM
john.r.jones@navy.mil
(901) 874-3042

LT Shane Walker
Asst LDO/CWO OCM
shane.walker@navy.mil
(901) 874-4714

(DSN 882)
Fax (901) 874-2063

CWO4 Mitch Allen
CWO OCM
mitchell.allen@navy.mil
(901) 874-3044

Mr. Dondre’ S. Rittman
Civ Asst LDO/CWO OCM
dondre.rittman@navy.mil
(901)874-6484

Community News and Forums

NPC Website:
www.npc.navy.mil/Officer/CommunityManagers/LDOCWOOCM
NKO Website:
wwwa.nko.navy.mil/portal/ldoandcwo
Facebook:
www.facebook.com/LDO/CWOCommunityManagerForum