



Keeping you in the loop

APRIL 2013

LDO/CWO OFFICER COMMUNITY MANAGERS NEWSLETTER Head OCM's Corner:

Congrats O5/CDR Selects!

As we wrap-up another month I must tell you about the excitement we have about the LDO & CWO programs. The efforts that you have put forth as Leaders in our various Fleet concentration areas to conduct a kickoff event in supporting the 2013 Mustang Roundup and OCM briefs is already paying huge dividends and I believe we will realize how successful it has been once we receive the packages for next year's board. I want to personally thank everyone involved as the numbers were reflective of the hard work you put in to setup such events. Please stay in touch with those interested in the programs and ensure continued mentorship is provided! Thanks!!

Because of the travel restrictions, as we have previously shared with you, our friends at Navy Recruiting have produced an introductory video that will be helpful as a reference when speaking with potential candidates. This video will talk about the hottest issues we're working that over time will affect the entire community. If after watching the video you have any questions please give us a call so we can explain.

The video can be accessed at: <http://extensis.cnrc.navy.mil/video/mustangroundup.wmv>

The video takes about a minute to download in .wmv file format and it is the most compatible format for NMCI and other government systems.

CWO OCM:

I have received several questions recently on CWO promotions and zone determinations. CWO promotion guidance is outlined in SECNAVINST 1412.8B as follows CWO2 to CWO3 36 months TIG, CWO3 to CWO4 48 months TIG (this will vary slightly beginning in FY-14 as CWO4 promotions will be phased as a percentage vice "day for day)." CWO4 to CWO5 is as announced. Flow point to CWO5 has shifted right and will continue to be near the 13 year commissioned service point for the foreseeable future. The reason for this shift is the collective impacts of changing W2 to W3 flow from 48 to 36 months, implementation of the W5 grade and implementation of W5 to 33 years. Proposed implementation of the sustainability initiative may provide some relief in the form of larger W5 zones beginning in FY-15.



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MAY 2013

COMMUNITY NEWS

PENDING UPDATES

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

TEMPORARY Officer Status for LDOs

- Starting with the 1 February 2013 LT Promotion message, the removal of temporary status for LDO LT's is being implemented. We're currently working the timeline to eliminate all temporary appointments resulting in permanent appointments at initial commissioning to Ensign. More to follow on this in the coming months.

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

- Currently with OJAG/DNS. This will define the Off-Ramp policy and establish the methods for those communities designated for Off-Ramp.

OPNAVINST 1420.1B / Enlisted Commissioning Programs

- Currently with OJAG/DNS. These changes will reflect many of the policy issues currently covered by the annual announcing NAVADMINs.

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.

TRIP REPORT

2013 ROAD SHOW BRIEFS

No travel scheduled this year due to lack of TDY funding across the board.

Additionally, public versions of the Applicant Brief and the FY14 Call-Out statistics are located on our NPC webpage at:

http://www.public.navy.mil/bupers-npc/officer/communitymanagers/ldo_cwo/Pages/SelectionBoard.aspx

2013 Mustang Roundup Numbers (to date)

San Diego, CA:	860
Norfolk/Hampton Roads, VA:	713
Pearl Harbor, HI:	210
Jacksonville, FL:	116
Kings Bay, GA:	101
Millington, TN:	90
Mayport, FL:	57
USS GONZALEZ (DDG 66):	18
Alice Springs, Australia:	3

THE TRAIL AHEAD

OCM BIG TICKET ITEMS (as explained in detail in the March 2013 Mustang Lariat)

- Sustainability Initiative: Billet shifts targeted for 1 Oct 2014
- Permanent Appointments for LDOs: Targeted for FY17 accessions; 1 Oct 2016
- CWO Uniform Change: Proposal under review with Uniform Board as of 4/1/13
- Promote by Enterprise/Designator: Targeted for FY17 Promotion Boards
- Off-Ramp Initiative: Targeted to start in FY13, but still pending policy approval

MEDICAL WAIVERS

BUMED is the authority for reviewing and recommending all medical waivers for officer commissioning. Command Medical Staff and Medical Treatment Facilities, must work with BUMED to resolve any or all medical waiver issues. This will require a formal request to BUMED on behalf of the examinee. If an examinee is found to have a condition or a history of a condition that does not meet the standards for commission; only the Chief, BUMED, has the medical authority to recommend a waiver of the physical standards to the Commander charged with commissioning the applicant which is CNPC. See MANMED Chapter 15, 15-4 and 15-30 para (3). Below in the link to the MANMED;

<http://www.med.navy.mil/bumed/comms/Documents/MANMED%20CHANGE%20126%20with%20changes%20128%20130%20135%20136%20and%20137%20incorporated.pdf>

Commanders/Commanding Officers/OICs must keep NPC (PERS-803) informed of any medical waiver information that may render a selectee no longer qualified for an officer appointment per OPNAVINST 1420.1B, chapter 7 including physical standards, standards for commission, and LIMDU. Such information will be forwarded to:

Navy Personnel Command (PERS-803)
5720 Integrity Drive
Millington, TN 38055-8010

Each year's announcing NAVADMIN also clearly states "that members must maintain eligibility requirements throughout the selection and promotion process."

TIME-IN-SERVICE WAIVERS

Time-in-Service (TIS) adjustment and waiver limits were announced last year in NAVADMIN 281/12 as signed by CNP. These TIS windows and waivers will be strictly adhered to as we make adjustments to meet community health sustainability initiatives:

FY-15: Eligibility will be 8-14 years for LDO and 14-21 years for CWO. LDO TIS waivers greater than 15 years will not be considered. CWO TIS waivers of less than 13 years will not be considered. CWO TIS waivers up to 22 years will be considered for all CWO applicants.

FY-16: Eligibility will be 8-14 years for LDO and 14-20 years for CWO. LDO TIS waivers greater than 14.5 years will not be considered. CWO TIS waivers less than 14 years will not be considered. CWO TIS waivers up to 22 years will be considered for Master Chief Petty Officers only."

The Head LDO/CWO OCM has confirmed and reiterates the waiver limitations as stated in the NAVADMIN.

MUSTANG ACADEMY MENTORING PROGRAM

The intention of this VTC time is for the class to have an opportunity to talk with our Senior Leadership, CAPT/CWO5, about current issues, experiences (sea stories), and to get an overall sense of what it means to join the Officer Corps/Wardroom as an LDO or CWO. Below is the list of Captain and Chief Warrant Officer 5 volunteers that have agreed to sponsor this year's classes:

OTC Class #	Conv Date	LDO Sponsor	CWO Sponsor
13070	5/28/2013	CAPT Mike Singleton	CWO5 Adolfo DeMontalvo
13080	7/1/2013	CAPT Richard Jones	CWO5 Dan Kissel
13090	8/5/2013	CAPT Rob DeSantis	CWO5 Chris Spann
130100	9/9/2013	CAPT (s) Jeff Sheets	CWO5 Mike Miller

TO DO LIST

- O1 Fitreps are due in May.
- E6 Mid-Term Counseling due in May
- E4 Evals are due in June.
- O6 Fitreps are due in July
- E1-3 Evals are due in July

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?

Studies of the need for LDO & CWO Communities:

- 1959: The Williams Board study validated the need and increase of LDOs and CWOs in the Fleet in addition to the new E8/E9 paygrades.
- 1963: The Settle Board re-studied and validated the continued need in the Fleet for LDOs and CWOs. E8s and E9s alone could not fill the void in technical leadership.
- 1974: CNO Study by Bureau of Naval Personnel Career Planning, validated the continued need for both LDOs and CWOs, but also led to a new and separate billet structure and new Designator structure.
- 1991: The Warrant Officer Management Act gave service secretaries the discretion to implement CWO5s.
- 2010: CNP directed the LDO/CWO Sustainability Initiative which validated the need for LDOs and needed growth for CWOs.

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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/lidoandcwo

Facebook: <http://www.facebook.com/LDO/CWO Community Manager Forum>