

The Mustang Lariat



LDO / CWO

COMMUNITY MANAGERS NEWSLETTER

...keeping you in the loop

October
2010

CAPT's CORNER

As I wrap up my first year in the job, I look back and realize what a wild ride it has been – probably my toughest year professionally. I thank my lucky stars I had Mitch here on the journey, and that Shane is now on board helping in so many ways (this newsletter lay out is one small example). It has been a year of unexpected events and direction, probably the most critical year since our inception. It is a mixture of good and bad, but mostly good. I think in the out years it will be looked at as a time that we got back to basics. These are tough days that we are living in, tough for our Nation, our Navy, and our community. We have survived similar events in the past and they have made us stronger. We will survive this, accentuate the positives, and be poised for future opportunities because you are a vital part of the Navy. It's time to close ranks, roll up our sleeves, and get this Mustang train back on its track.

CALL OUT SUMMARY WITH CNP

This is a broad subject with numerous twists and angles. It is still in the proposal stage and the enterprise leaders (LDO and CWO) are now analyzing it. As I write this, we are preparing to see the big four TYCOMs to brief them and see if we get push back. Because it is still a proposal, I will outline why it was done, what is being proposed (generally speaking), timelines, and what comes next:

CNP Guidance

- Review every designator to ensure they are viable and sustainable
- Ensure the work is either LDO or CWO. If it's not truly technical/specialized then transfer it to URL
- Delete designators that are not viable
- Focus on getting the technical to task

(Interpretation: 1. Get us back to our technical roots and out of the work that is URL. 2. Take our 59 out of balance designators and fix them)

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- N12 Guidance included off-ramping those designators with like RL or Staff designators. (Evidence of cross detailing and general billet descriptions similarities supported this proposal).
 - o Off ramp at LT to ensure milestones are met
 - o Support with education initiatives

CNP Proposal to TYCOMs

- Right size pyramids to make viable and sustainable
 - o Reverse engineer from senior billets to smooth flow from Ensign to CDR or Captain, W2 to W5
 - o Move excess division officer work from LDO to CWO
- Reduction in overall LDO numbers while CWO increases
- Remove TA limitations for LDOs and CWOs
- PG school quotas at Monterrey that supports technical basis
- Off ramp LDOs that have a parallel RL or Staff community
 - o Transfer at LT through board action
 - o Precept board guidance for LDOs transferring to not disadvantage them for "missed milestones" including education
- Promotion by designator to phase-in starting FY 13
- If the URL wants an LDO/CWO to fill one of their billets, then they must compensate with a billet. (Translates to more promotions!)

Timeline

- Billet shifts begin in FY 13
- Changes are phased in through FY 17
- RIF not being viewed as an option

What happens next?

- Enterprise buy in
 - o Review modifications. Possible pushback through CNP
- Symposium will look at
 - o Implementation
 - o Excess inventory phasing plan
 - o Promotion by designator
 - o Pyramid review of each designator

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So looking over this list you will no doubt be shocked at the depth and breadth of this proposal. It has a lot of good and truthfully when the dust settles we will be better off as a community. This is a big business approach to get the right guys, at the right pay grades, doing the right work. I will add that we are hard at work to ensure all LDOs will have opportunity to Captain. As planned right now, all CWOs have opportunity to W5.

Initial feedback has been fair. The pushback (reclama) for some of the proposed billet changes has been logical and valid and we will take it on board and make the necessary changes. Particular mention goes to some great work from Surface Enterprise (CAPT Soucie). I am sure the other Enterprises are finishing up some equally valid points to help fine tune this initiative. The brief and TYCOM response is the next critical step.

ROAD TRIP TRAVEL SCHEDULE FOR 2011

Mitch and I have lots to talk about regarding our way ahead outlined above so our plan is to hit the street as soon as the results come out from the January board. This is to allow us to not only address your concerns but to also continue with our recruiting drive. Obviously the big ticket this coming year is defining how the proposal will affect you and your career. The following dates and locations are proposed in a sequence we think will work best to optimize our time and limit costs:

SE US

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

PACIFIC

MARCH 28 - KANEHOE; 29 - PEARL; 30 PACFLT COMPOUND
APRIL 1 - GUAM; 4 - YOKOSUKA (CVN); 5 - ATSUGI; 7 - SASEBO

CALIFORNIA

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

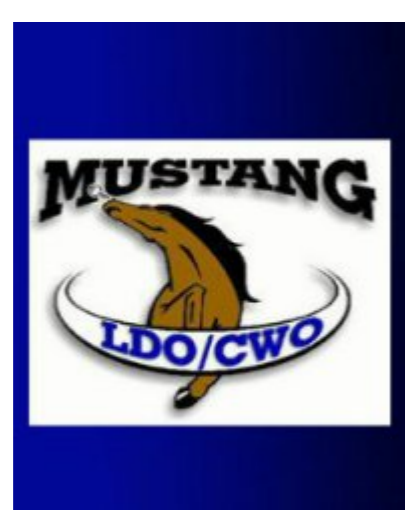
EUROPE AND BAHRAIN

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

PACNW

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

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GREAT LAKES

JUNE 6 AND 7 (allows for schedule difficulty of NTC/RTC instructors to attend)

NORFOLK

JUNE 13 - NAVSTA; 14 - CVN; 15 - JEB; 16 - OCEANA

As always, any funding that you can provide will be greatly appreciated as our travel budget is always a struggle. Thank you to PACFLT, Europe and Bahrain for already stepping up with a verbal obligation for funding. We should have LT Shane Walker in the office to hold down the fort during our travels. I plan to work in a DC brief on one of our trips to see CNP - TBD at a later date. We will also look for an opportunity in Charleston SC around July.

LDO/CWO-06/W5 LEADERSHIP SYMPOSIUM

E-invites with an e-RSVP were sent out to all of our CAPT and CW05 Leadership along with an attached copy of the Agenda. All designators without W5 or CAPT representation are also invited. NAVADMIN (361/10) has been released and includes more details. Again, this will be a 3 day symposium, from 16-18 November, with an optional selection board training day on the 19th for those interested. Please RSVP for both the Symposium and training on the e-RSVP form by 5 November. Two costs are associated with this year's symposium; \$20 for the no-host BBQ at RADM Quinn's quarters, as prepared by CAPT Falardeau, and \$20 for beverages and snacks throughout the symposium. Money will be taken-up on the first morning. Training on the 19th will be a half day.

YOUR LATEST QUESTION AND OUR ANSWER

One way we try to keep in tune with you is by visiting websites (particularly our facebook page) and looking at the chatter. It is always refreshing to see positive comments because it confirms that you are informed - you may not like some of the stuff we have to do - but you at least understand why we are doing it. Looking at "Sailor Bob" (SWOs) it is apparent that one item must be addressed again:

PROMOTION BY DESIGNATOR - some of you think this is bad (normally the groups that have been having a lion's share of the promotions) so let me reiterate why it is not only necessary, but actually a good thing for everyone. The simplest example of why it's necessary is if I need an Air Traffic Controller Commander

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to do a job, then I should promote a 6390 to do it - it won't answer the need if I promote an Admin or Nuke instead because I can't send them to the tower to do the job. Think of this as big business - they only promote the people they need to do the specialized job at the next level as it won't help them promoting anyone else - it just runs up the bill. Here is the very big plus side to this - when you go up for promotion you will be competing with your own designator only. No more muddying of waters going across designators - we compare apples for apples. Zones are based on pure vacancy in your designator. As an aside, we will have to investigate how we do fitrep breakouts as this directly relates to promoting by designator.

We are broken and we have to get fixed. Do I believe our seniors are great leaders that can do any job thrown their way? Absolutely yes, but Navy leadership doesn't want us doing general leadership - they want us staying technical/specialized. The admirals are the CEOs - they call the shots and I have been tasked with getting us back to what we are designed to do. I for one love leadership tours, but I know my future will be 6410 only billets. If you don't like it then you may want to request lateral transfer to the URL. That is the harsh reality of what the future is if the proposal goes through. No one is saying that we aren't capable of leadership tours - quite the contrary, we do extremely well. But Flag leadership wants us to stay technical and not cross into the URL lane of general leadership billets.

ACE REVIEW

In September we hosted the American Council on Education (ACE) consisting of academic representatives from each of our designators. The team spent 3 days conducting interviews and evaluating our career paths. This was a very effective review as it combined our enterprise initiative to the review for credits. The review focused on removing duplicated credit recommendations and allows for a more accurate prediction of credits to be awarded based on each designator. The new recommendations can be reviewed at the following website <http://www.militaryguides.acenet.edu/>, search occupations and enter the desired designator. Thanks to all who participated in the evaluation.

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DEADLINE EXTENSION FOR APPLICANTS

We are taking packages up to 10 November for active and 1 December for the reserves. The reason for extension was to allow more time for Intel applicants to get packages in.

NEED TO DO

E6 Evaluations; ENS Midterm Counseling

IN CLOSING

I know some people are already running around saying the sky is falling. It's not. We are reorganizing, getting back to basics, giving the Navy what they are asking for. I think we are in deep in the valley but we are already starting to make our way out with a clearer vision of what we need to do. I also believe this will awaken new opportunities and this time we will be compensated for the growth that will surely come. So for Chicken Little, don't despair, there is still a future full of opportunities for you and our Mustang brethren.

VR

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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