

The Mustang Lariat



LDO / CWO
COMMUNITY MANAGERS NEWSLETTER

...keeping you in the loop

December
2010 -
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Head OCM's CORNER

I trust that everyone had a great Christmas and New Year Holiday break and are probably in the process of catching up. We are very busy and have really never stopped with the billet reviews and gathering your inputs from the symposium as we look forward to meeting CNP's February deadline on this initiative. Again, your hard work and passion for our community is apparent and the value gained in having your expertise on-hand has proven invaluable as we move ahead and look forward to a clear and bright future. We will do our best in the coming year to provide frequent communications via the NPC and NKO websites, as well as our Facebook page (Shane has done an awesome job of keeping it updated and generating discussions) and e-mail distribution messages to keep you up to date on any and all changes affecting our community.

A MESSAGE FROM OUR SPONSOR

Greetings Mustang Warriors,

I hope you all had a great holiday season and were able to enjoy time with your families. To say this past year was busy would be a major understatement. In fact, I don't think it is an exaggeration to say it was probably the most critical year in the history of the LDO/CWO community since its inception. A simple look at the symposium attendance (double any previous year) reflected your concern and your desire to get involved to ensure your Navy gets the right blend of technical talent to meet any mission we are given. I was greatly encouraged to see how your leadership came to town, rolled up their sleeves, and produced a comprehensive, rational plan that meets the needs of both the Navy and those in the community. They were non-parochial in their decisions and provided superb calculations/assessments and visionary recommendations. I could not have asked for more and awareness of that reality has spread throughout the Flag community. You are greatly valued and appreciated.

As we approach the end of this journey the hardest part is nearing completion. We are ready to submit your collective product for review, reclamation, and implementation. We will then dive into the supporting elements, including promotion by designator, statutory retirement rules, and formal career guidance. I need you to remain engaged to ensure we get it right.

I have had to clip the travel wings of all our folks due to TAD shortfalls caused by the Continuing Resolution. Should Congress get us past that, we will have the OCMs visiting all Fleet concentrations this spring to share our findings, the results, and how they will shape our future. It's a good news story. Keep the faith as we move forward, evolving and adapting to meet the fiscal challenges while ensuring the

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Navy fully leverages your leadership and technical prowess. All the Best, DQ.

RADM Don Quinn
Commander, Navy Personnel Command

NO PROMOTIONS IN FY-12 (if you don't have a lineal number)

I want to stress **again** that if you do not have a lineal number your record will not go before promotion boards (exception is for ensigns who are not assigned a lineal number). Please ensure this information is distributed to all LDOs and CWOs. Log into BOL, ODC, check block 7. If it is blank, you do not have a lineal number. Most likely cause is that PERS-8 did not receive your oath of office and acceptance paperwork. If you have this document, send it to Mr. Milton Ware (Milton.ware@navy.mil). If not, contact Mr. Ware and the paperwork can be sent to you, completed, sent back electronically and you will have a lineal number assigned within a few days.

DESIGNATOR AND BILLET REVIEWS CONTINUE

As the New Year kicked off we are still gathering the various billet level reviews from several of the designators and enterprises that required more time and depth to analyze. We have been given 2 distinctive deadlines for submission and approval of this work and will be able to provide some "quick wins" in our proposal to CNP based on the work that has already been vetted for certain designators. Here is a quick summary of the work that has been approved and passed up:

- EOD (648X/748X) community will transition all CWO billets to LDO
- SpecWar (615X/715X/717X) will transition all LDO billets to CWO
- Supply (651X/751X/752X) will off-ramp to the Supply Corps (31XX) at the O4/LCDR paygrade and the 751X CWO will transition to LDO or 752Xs
- InfoSys (642X/742X) will off-ramp to RL 1820 at O4/LCDR paygrade
- Cryptology (644X/744X) will off-ramp to RL 1810 at O4/LCDR paygrade
- Intel (645X/745X) will off-ramp to RL 1830 at O4/LCDR paygrade and will grow more 7450s
- Oceano (646X) will off-ramp to RL 1800 at O4/LCDR paygrade
- Law (655X); Photo (647X/747X); already phasing to RL communities

WORKING GROUPS

In addition to the billet based review, several working groups will continue to develop and finalize proposals to Admiral Quinn and CNP including:

- Phased Promotion by Designator
- Removal of Statutory retirement caps for Length of Service (04/05)
- Extension of CWO TAS to 33 years
- Uncapping Tuition Assistance and open up PG school
- Recruiting (including MCPON engagement)
- Formalize an effective mentoring program for incumbents and applicants

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We also had some great discussions with our Reserve LDO/CWO community and will be working with them in late Spring to further investigate integration and utilization.

UPDATE ON ROAD TRIP TRAVEL SCHEDULE

Our possibility of obtaining Bupers funding for travel has been further impacted as our collective budget is further constrained. Travel dollars are almost non-existent for everyone in Bupers. The Bureau is down to bare bones and I personally believe that if you cannot fund us for travel then we will not be able to visit and share this incredibly important news about your way ahead and the direction our community is going. If you can help with funding and/or coordination, please let LT Shane Walker know. We are still asking CNP for funding but do not expect to be successful. Shane is also investigating the possibility of providing the brief with slides on our website - more to follow next month on this initiative. The following dates and locations are now locked in (funding dependent):

South East US

(Jacksonville/Kings Bay area funded by SSP Kings Bay, coordinated by CDR Tom Armstrong)

(Guantanamo area funded by NAS GTMO, coordinated by CDR Bill Rabchenia and ENS Karl Rosenkranz)

(Need funding/coordinator for Pensacola and Gulfport)

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)

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

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

Hawaii

(Funded by PACFLT, coordinated by CDR Cliff Collins)

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

****TBD** California (Thanks to LT Garcia for engagement)**

(Need funding/coordinator)

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

Europe and Bahrain

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

(Bahrain - need funding/coordinator)

2 MAY - SOUDA BAY; 4 - SIGONELLA; 6 - NAPLES; 9 - ROTA

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11 - BAHRAIN (CVN visit?)

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 funding)

6 and 7 JUNE (allows for schedule difficulty of NTC/RTC 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

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

ZONES

We wanted to leave this note on zones from November in this newsletter as a reminder. The zone message is out - and it should bring a smile to many faces out there. The lineal numbers in the message are based on what was in the system as of October 2010, many lineal numbers were changed so if you want to know your current lineal number log into BOL, look at your ODC Block 7. This may be different from the naval register as the register is updated from OAIS. If you want to find out if you are in zone you have to look at the junior in zone - if you are senior to that person then you will be in zone. If still in doubt then please call your detailer. Obviously you want to pull your OSR and ensure everything is up to date including photos. What will the following year do for zones? We don't know yet because they are affected by retention behavior. We are not yet approved to implement a LCDR by designator board yet so I think that, if approved, it will be two years away. Obviously lots to do before we can entertain implementing this - including finding a way to not disadvantage anyone.

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FY12 LDO/CWO ACCESSION QUOTAS

Our FY12 accession numbers have been posted on the NPC website at <http://www.npc.navy.mil/Boards/Administrative/LDOCWO>. Accession numbers this year took a cut, just like we are taking cuts across the board in the Navy due the economic situation. Each designator was given a fair share of the OPA (Officer Program Authorization) received. Every designator has a primary and an alternate quota which allows us to pickup additional accessions if we need them later in the year. Alternates are not announced and are only utilized on an as-needed basis if someone declines a commission or other situations warrant bringing alternates into the community.

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 CW02 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 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 CW02 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. This type of seemingly leisure activity goes against our work-ethic-nature, as most of us would be opposed to our Sailors spending time on the internet and not doing "real" work. That said, times are constantly changing and we have found some good constructive reasons to use this particular forum of social media for community support. 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.

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

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

CWO BEYOND 30

A unified legislation and budgeting proposal (ULB) was submitted for FY13 to allow CWOs to go to 33 years of total active service. The ULB was rejected due to associated costs. No costs related initiatives will be submitted this cycle. We have the ULB ready to go for FY-14 submissions which are due in July of this year.

YOUR LATEST QUESTION AND OUR ANSWER

Collar Insignia for LDOs has been raised as a question again. What if LDOs wore collar devices just as warrant officers wear them on the left collar point of shirts? We would still be considered "Line Officers" just as the CWOs are, but this would help us be identified as LDOs, just as the Staff Corps are identified by their collar devices. Log onto our Facebook page, LDO/CWO COMMUNITY MANAGER FORUM, and engage in the discussion or send me your feedback via e-mail.

NEED TO DO

- Finish up those LT Fitreps for January if not already done.
- LTJG Fitreps due in February
- W3, W4, W5, and E5 due in March

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WELCOME ABOARD

It is our distinct pleasure to welcome Mr. Dondre' Rittman to the LDO/CWO Community Management Team. A Chief in the Navy Reserves and having just completed a tour in Afghanistan after a one year mobilization, we are pleased he has joined our team and we are confident he will be an asset to the LDO/CWO community. We are already working on Dondre's CWO package for next year.

Prior to reporting to LDO/CWO community management, Dondre was the Assistant Human Resources (HR) community manager, and was a Navy civilian community manager where he provided community health assessments to Navy leadership. As a mobilized Reservist to Afghanistan, he was assigned as the Administrative Officer for Provincial Reconstruction Team (PRT) Nuristan where he led and managed an efficient team that provided vital administrative duties to a small, effective unit that focused on civil engineering, humanitarian aid, education and other essentials for the people of Afghanistan.

As we continue to grow our team to provide you with the access to the tools and services needed to help manage your career, we ask that you welcome Dondre aboard. He can be reached at dondre.rittman@navy.mil or 901-874-6484, DSN 882-6484.

IN CLOSING, we have just closed a critical year in our development and evolution as a community. I did have some misgivings initially when given the direction CNP wanted us to move to. But I now see that the review was loaded with so many benefits and opportunities – some of which are just being realized. We have been able to scrub our designators, propose better balances, ensure better quality accession by moving more opportunity to our CWOs, educational doors opened – and most importantly, I predict that you will zone faster and with higher opportunity of selection. Incredibly we have been able to gain some 06 work that is purely LDO from the URL (at this writing every LDO designator will have opportunity for 06), the off ramp communities will enjoy numerous benefits, and with the proposals we have in the works to address stat retirements and ensuring we promote the right people for the right jobs...you have to feel very optimistic for the future. It has required four very critical elements for all of this to happen. First, I have been blessed with a talented team here in Millington (Mitch, Shane and now Dondre) – yes, we have grown, but the workload has gone through the roof. Second, we have a Flag sponsor in Admiral Quinn that will do the right thing for the Navy – and he has supported what you do every step of the way because he recognizes your value. Third, the senior leadership in the LDO and CWO ranks came to Millington without parochial views or agendas and did the right thing for the Navy – their work was instrumental to future success. And finally, Flag

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leadership throughout the Navy has publicly endorsed what you do – there is no longer an unanswered question of what they think of us. They love what you do, they support you, and they want you to keep on doing the great things you do for our Navy. So I ask you “how does your future look?” I would say it looks pretty darn good!

VR

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Community News and Forums

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