



Keeping you in the loop

MAY 2013

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

We are headed into the dog days of summer throughout the Fleet as June is upon us and the PCS season is in full swing. After a very successful Mustang Roundup recruiting kickoff in late April and throughout May, we need to maintain focus and ensure that those applying for our program remain fully on track. For those potential applicants that will be PCSing this summer, it is imperative that the command forward a letter of recommendation from the losing Commanding Officer to the gaining Commanding Officer for inclusion in the member's package to the board. This simple networking provides both Commanding Officers an opportunity and a fair assessment of the individual's potential to serve as an LDO or CWO. OPNAVINST 1420.1B, chapter 7, page 7-18, paragraph 13.f. provides this full policy guidance on application packages.

Most of the Sustainability Initiative work is in the marathon phase, with various packages being routed, processed, chopped, and reviewed by multiple layers of Action Officers, Navy Lawyers, Staffs, and Senior Leadership. This level of Law and Policy typically take several months and even years to get changed or modified, so please be patient and understand that just because it isn't happening tomorrow, doesn't mean that it isn't happening, things like this take time. Just know that we are working through the systems and processes in place to meet all of the approved and promised changes to our community as outlined in our Sustainability Initiative community briefs over the last couple of years.

CWO OCM:

In an effort to make sure everyone received the message, this is a restatement of 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.



RELEASED
JUNE 2013

COMMUNITY NEWS

PENDING UPDATES

Below is the status of several items that we are working on including updates to various instructions where applicable (marathon, not a sprint):

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

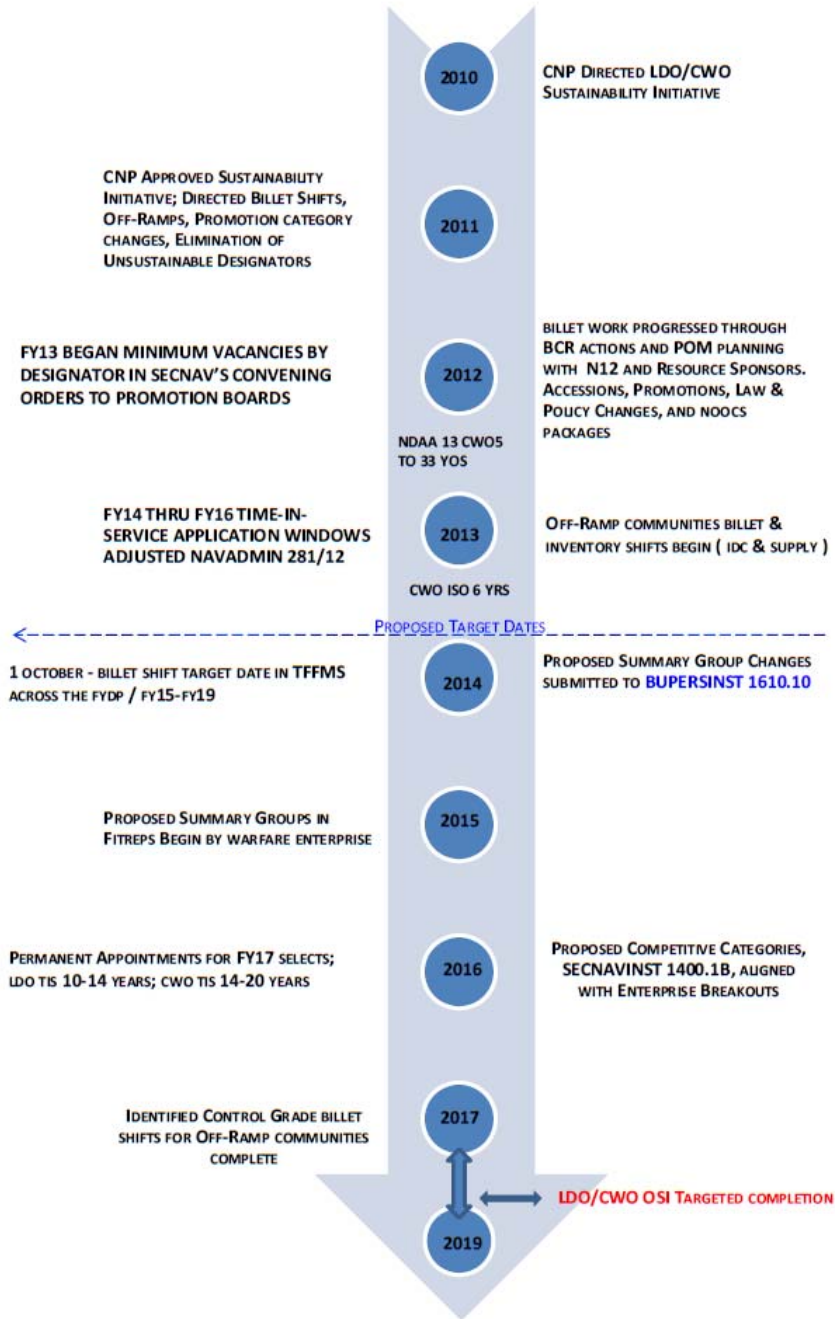
Still no travel scheduled this FY due to lack of TDY funding across the board.

2013 Mustang Roundup Numbers (updated events/#'s)

San Diego, CA:	860
CVN 70 / CARL VINSON	77
Norfolk/Hampton Roads, VA:	713
CVN 75 / H.S. TRUMAN	109
Pearl Harbor, HI:	210
Great Lakes, IL:	120
Jacksonville, FL:	116
Kings Bay, GA:	101
Millington, TN:	90
Naples, Italy:	85
Pensacola, FL:	65
Patuxent River, MD	61
Mayport, FL:	57
USS GONZALEZ (DDG 66):	18
Alice Springs, Australia:	3

LDO/CWO Sustainability Timeline (future proposed)

This is the basic completed and proposed timeline of events for our community initiative:



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: Sent to voting Uniform Board panel members as of 6/3/13**
- Promote by Enterprise/Designator: Targeted for FY17 Promotion Boards
- Off-Ramp Initiative: Targeted to start in FY13, still pending policy decision

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
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

- 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?

- The Officer Personnel Information System (OPINS) is a corporate system that generates and maintains the official automated personnel records of all the United States Navy/United States Naval Reserve (USN/USNR) active duty officers and officer candidates for both current and historical purposes.

- OPINS is primarily used to calculate officer staffing strength, authorize the establishment of a pay record at the Defense Finance and Accounting Service (DFAS), prepare Officer Data Cards (ODC) for dissemination to officers, and prepare Officer Distribution Control Reports (ODCR) for dispersal to field activities. The ODC and ODCR can be accessed via [BUPERS Online \(BOL\)](#). Additionally, the officer distribution and promotion processes are dependent upon the quality of OPINS information, as are numerous managerial and congressional groups seeking aggregated information about the Active Officer populations. OPINS provides critical, historical, and current data for decision support systems as well as selection boards.

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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