



Keeping you in the loop

AUGUST 2013

LDO/CWO OFFICER COMMUNITY MANAGERS NEWSLETTER

A quote from our Flag Sponsor:

"The Navy's LDO and CWO communities are critical to the Navy's success. Their technical expertise and seasoned leadership provides an invaluable bridge between the hands-on technical work of the enlisted Sailors and the tactical leadership of the officers in the wardroom. Throughout my career I've benefitted from having many LDO and CWO mentors, and as the flag sponsor for this group of professionals I've been privileged to observe their continued growth."

*Rear Admiral Donald Quinn
Commander, Naval Education and Training Command*

Head OCM's Corner:

A great quote from our Flag Sponsor! It proves that your mentorship does not go unnoticed. Keep up the exceptional work in the wardroom and on the deckplates.

Feels good to be back on the road again. Appreciate your patience as we get caught up with your emails and phone calls. Our trips to San Diego, Jacksonville, Mayport, Pensacola and Kings Bay (GA) were a huge success. The opportunity to provide face-to-face LDO/CWO Officer Community Health and Applicant briefs in those Fleet concentration areas is absolutely critical in ensuring we keep our constituents up to speed on Sustainability Initiative/Community updates and imperative in attracting the requisite amount of qualified Sailors for our program.

NEXT STOP: Guam, Yokosuka and Atsugi Japan. Below in the "2013 Road Show Fleet Engagement Schedule" column, you will find the schedule for that trip. Email Leo directly with any questions: julio.peterson@navy.mil.



USN

**RELEASED
SEPTEMBER 2013**

2013 ROAD SHOW FLEET ENGAGEMENT SCHEDULE

SEPTEMBER

Guam (funded by HSC-25)

5 September: HSC-25

0900 LDO/CWO "Community Health" Brief
(HSC-25 Wardroom)

1400 LDO/CWO "Applicant" Brief
(HSC-25 Wardroom)

6 September: Naval Base Guam

0800 LDO/CWO "Community Health" Brief
(Base Chapel, Big Navy)

Japan

*9 September: onboard USS GEORGE WASHINGTON (CVN 73)

0830 LDO/CWO "Community Health" Brief
(Wardroom III)

10 September: NAF Atsugi

0830 LDO/CWO "Community Health" Brief
(NAF Atsugi AIMD Training/Conference Room)

* All Yokosuka area Mustangs and LDO/CWO applicants invited to attend

BZ to Guam Mustangs:

HSC-25:
LT Neil Halstead
CWO2 Elvis Gonzalez.

USS FRANK CABLE (AS 40):

CWO4 Troy Lowery
CWO4 George Williams

BZ to Japan Mustangs:

CVN 73:
LCDR Kenny Allison
LTJg Bogdan Rimbu

CVW-5:

CWO4 Kevin "KP" Powers

TRIP REPORT

San Diego (NAVSTA, THIRD Fleet Staff HQ, SPECWAR & NASNI): (trip funded by THIRD Fleet N1): totals - 293 OCM Briefs/182 Applicant Briefs

Great support from our hosts, LT Craig Leonard, LT Todd Lombard, LT James Simmons, LT Kimberly Martin, LTJG Alexandra DeGuzman and CWO5 Ken Bowers. A total of 7 briefs conducted and the attendance was exceptional at each one. During our THIRD Fleet HQ visit, we had the chance to discuss our Sustainability Initiatives with the THIRD Fleet Commander (VADM Kenneth Floyd), his Deputy (RADM John Jolliffe) and Chief of Staff (CAPT Tom Halvorson). Thanks again to THIRD Fleet (Craig and Todd) for funding this Road Show!

Kings Bay GA/Mayport/Jacksonville/Pensacola: totals - 213 Mustangs and applicants

Special thanks to CAPT Pierre Fuller, CDR Daryl Pierce, CDR Edgar Twining, CDR Don Kobiec, CDR Ed Callahan, LT Dustin Dooley and CWO5 "Demo" Demontalvo for hosting us. Hats off to Kings Bay and Pensacola Mustangs for hosting luncheons. Our trip wrapped up with an update brief to our sponsor, Admiral Quinn.

Road Show trip to Hawaii (JBPHH/KBay) - Approved

Pending Road Show trip - PACNORWEST

From the May 2012 Lariat:

INTERVIEW SHEET AND SERVICE RECORD REVIEW DISCONNECT

A big part of the road show brief is talking about how to conduct a good interview board with applicants. This critical step ensures we are getting our best and brightest, and that they understand what they are getting into. Unfortunately feedback from the boards is indicating a big disconnect between interview marks and what the service record reflects. Initially I thought the issue was a great record but tough grading due to poor boarding. It turns out it's just the opposite – mediocre records are getting all 10's and therefore losing their effectiveness/value to the board.

The first order of business before the interview is to review the package (and I would strongly recommend having the last five evaluations too). If you are reviewing a mediocre package, or evaluations that never break out in traffic, then you shouldn't be awarding 10's. The right course of action is to tell them what they did well on but also address deficiencies. You should also offer corrective measures to overcome them and follow up with mentorship to get them there.

Leadership is often times doing what is not necessarily popular, but is the right thing to do. You set the tone of how the message will be received but we cannot give up our leadership just to do the nice thing – you need to do the right thing! I have heard from a few of the board members that they would like to send back some of these "10s" with a poor package right back to the person that endorsed them as their new division officer – if you ask me, that is a pretty good rule of thumb. Are they ready to be your division officer? If not then mark accordingly, i.e. less than a 10. The bottom line is you must do the right thing for our community and for the Sailor being interviewed.

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

- **In staffing.** This will define the Off-Ramp policy and establish the methods for those communities designated for Off-Ramp.

OPNAVINST 1420.1B / Enlisted Commissioning Programs

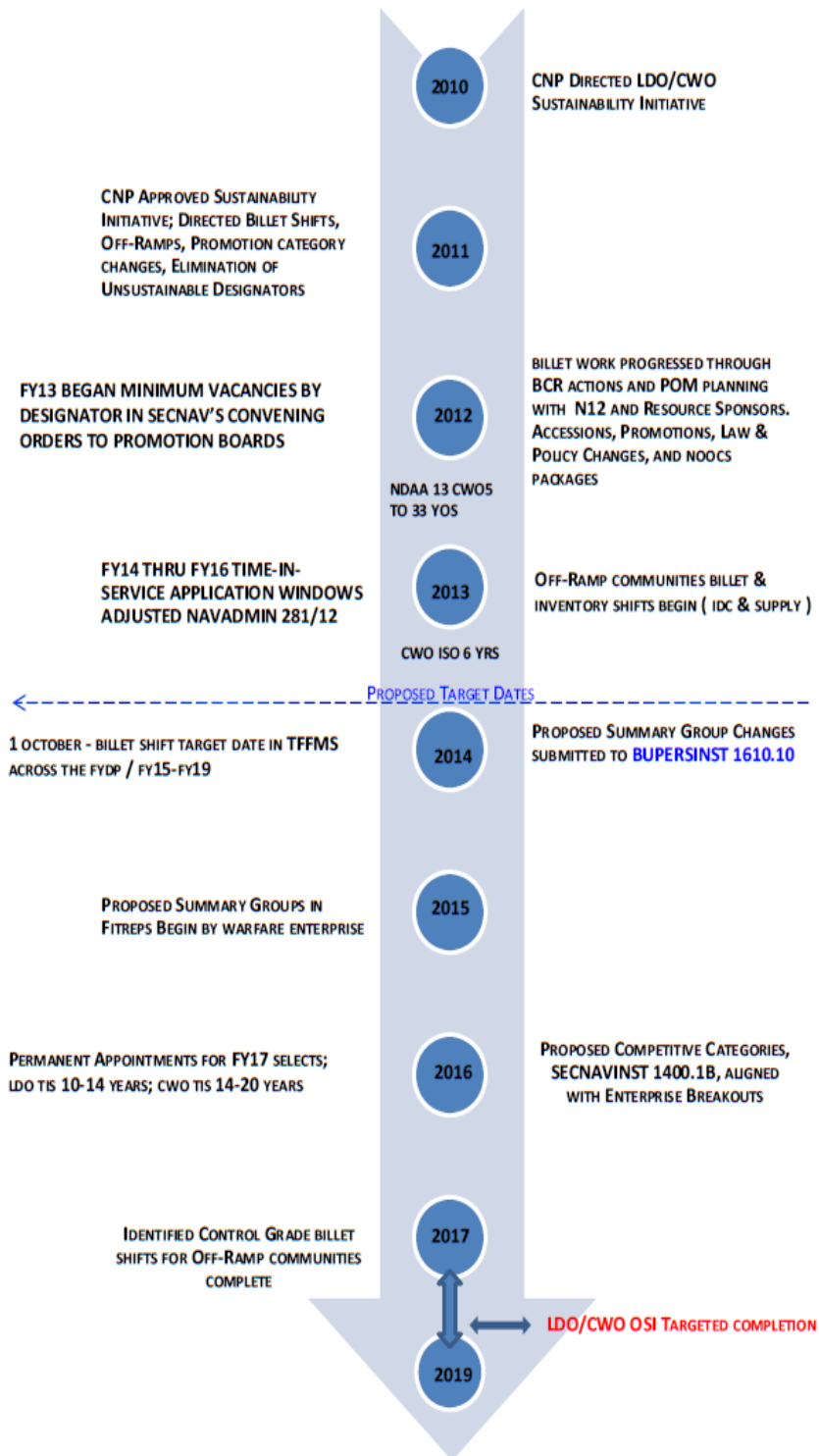
- **In staffing.** These changes will reflect many of the policy issues currently covered by the annual announcing NAVADMINS.

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.

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: Uniform Board panel vote on 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 LDO/CWO OCM has confirmed and reiterates the waiver limitations as stated in the NAVADMIN 281/12.

Updated FY-14 Sponsors - 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 CAPT and CWO₅ volunteers that have agreed to sponsor upcoming classes:

OTC Class #	Conv Date	LDO Sponsor	CWO Sponsor
130100	9/9/2013	CAPT (s) Jeff Sheets	CWO ₅ Mike Miller
14010	10/7/2013	CAPT Tom Armstrong	CWO ₅ Terrance Stoneking
14020	11/4/2013	CAPT Len Friddle	CWO ₅ Mitch Allen
14030	1/6/2014	CAPT Richard Jones	CWO ₅ Dan Kissel
14040	2/10/2014	CAPT Rick Valentine	CWO ₅ Ron Herb
14050	3/17/2014	CAPT Mike Singleton	CWO ₅ "Miko" Felipe
14060	4/21/2014	CAPT Bill Bindel	CWO ₅ Ray Lemque
14070	5/27/2014	CAPT John Jones	CWO ₅ "Demo" Demontalvo
14080	6/30/2014	CAPT Bruce Deshotel	CWO ₅ Bill Gregor
14090	8/4/2014	CAPT Lawrence Hill	CWO ₅ Mike Guertin
14100	9/8/2014	CAPT Hank Roux	CWO ₅ Errol Mandrell

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? - Heritage: By 1948, the Navy realized that it often lost critical skills and knowledge that was learned as enlisted men or warrant officers when these individuals were promoted to commissioned status in the unrestricted line community because, all too often, this "Mustang" officer was not competitive for promotion with other commissioned officers. To retain these skills and to provide a fair competitive position for officers promoted from the ranks, the LDO program was established. In 1948, the LDO category was established under the Officer Personnel Act of 1947.

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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/ldoandcwo

Facebook: [http://www.facebook.com/LDO/CWO Community Manager Forum](http://www.facebook.com/LDO/CWO%20Community%20Manager%20Forum)