



THE MUSTANG LARIAT

JAN/FEB 2017



LDO AND CWO
NEWSLETTER

Silver Eagle - CAPT Dan Henderson

Senior Warrant Officer in the Navy (SWON) - CWO5 Dan Kissel

Head OCM's Corner: *First of all Congrats to the new LDO (274) and CWO (196) Selects. This is always a special time of the year as we all know the LDO and CWO results are the first of a long board season. The biggest thing you can do is prepare yourselves for the next level and PAY-IT-FORWARD. Share your knowledge and it's never too early to pave the way for your relief. BZ!!!!*

It's also the time of the year when we bid farewell to many great officers that support our community. The LDO/CWO Nuclear OCM CDR Chuck Jones has been an advocate for our program and an absolute solid mentor to me and the fleet. CDR Jones and I worked many projects and I always valued his honesty and ability to put our Sailors in the best position to succeed. He moves on to the Fleet to work his next milestone job and we wish him the best of luck. If you have an opportunity to talk to CDR Jones about the LDO and CWO Program—JUST LISTEN!!!

Questions from the Fleet:

What is the OCM travel schedule? We like all organizations had some reductions in travel this FY. Our locations are pretty solid but dates are in flux. We will update as timeline become clear.

- PACNORWEST
- NORFOLK
- MAYPORT/JAX/KINGS BAY
- NEWPORT

Stay Current, See you on Facebook and look forward to visiting the Fleet!!!

RELEASED
MAR 2017

Assistant Community Manager's Corner:

Fellow Mustang Leaders,

It has been a year now since I reported as the Assistant LDO/CWO Community Manager, and the time has flown by! First I would like to congratulate all of the newly selected LDOs and CWOs, this is a very exciting time for you and we are happy to welcome you to the community!

With that being said, it is now the beginning of a new season and we all need to be thinking about mentoring those Sailors that are interested in filling our shoes. A good place to start is knowing the references and knowing where to find the latest information. Below are some tools that can help you get the correct information out:

References:

OPNAVINST 1420.1B

NAVADMIN 281/12 (Advance Change Notice to OPNAVINST 1420.1B)

NAVADMIN 144/16 (FY 18 In Service Procurement Message, look for FY 19 message to be released NLT June 2017)

Current listing of all LDO/CWO Designators that applicants can apply for:

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

Our recruiting brief is posted on the NPC website, located here:

http://www.public.navy.mil/bupers-npc/officer/communitymanagers/ldo_cwo/Documents/LDO%20and%20CWO%20Recruiting%20Brief%20Jan%202017.pdf

This is a Notational Timeline you can use to ensure your applicants get their applications turned in on time, this is by no means written in stone, just a suggestion for you to utilize as you would like:

- APR: Have Sailors submit Special Request Chit to apply for program**
- MAY: Applications due to Admin**
- JUN: Set up Interview Appraisal Boards**
- JUL: Have packages ready to be reviewed by CO for their endorsement**
- SEP: Mail applications, post marked by 1 Oct**

PERS 8, the board sponsor has a page on the NPC Website that has tons of helpful tools, i.e. Application Form, Appraisal Sheets, Application Instructions, Checklist, Helpful Hints, etc., it can be found here:

http://www.public.navy.mil/bupers-npc/boards/administrative/ldo_cwo/Pages/default.aspx

Be proactive in mentoring those that want to apply for our program, set the example and please don't hesitate to reach out if you need anything from our office!

V/r

LT Holly Taylor

[From Officer Training Command Newport \(OTCN\) – LDO and CWO Academy:](#)

OTC Newport new website: <http://www.netc.navy.mil/nstc/otcn/index.html> **Ensure to review the site in its entirety.**

Reminder: All new accessions reporting to the LDO/CWO Academy are required to make their own reservations directly with Navy Gateway Inns and Suites (NGIS) on board Naval Station Newport by contacting (877) 628-9233, (401) 841-7900, or via www.dodloding.net. Students who are unable to obtain a reservation at NGIS need to contact the LDO/CWO Academy Staff immediately for lodging accommodations. Students are not authorized to reside out in town even with a CNA.

Congratulations on your upcoming commissioning, and we look forward to your arrival here at the LDO and CWO Academy! Please address any questions to the LDO/CWO Academy Staff:

CDR Dave Walker, Director, david.l.walker1@navy.mil
CWO5 John Linzer, Deputy Director, john.linzer@navy.mil, Class 17050
LT Alena Fuller, alena.fuller@navy.mil, Class 17060
CWO4 Tina McAlman, albertine.mcalman@navy.mil, Class 17070
CWO4 Wally Robison, milton.robison@navy.mil, Class 17060
CWO3 Jason Potts, jason.potts1@navy.mil, Class 17050

[Officer Training:](#)

In our last issue of the Lariat the zone message had just been released and we talked about the board schedule. The O6 and O5 Line boards have since convened and adjourned. Looking at last year's messages, you can more than likely expect the O6 results to be released at the end of April and the O5 results at the end of May. The next boards will be:

Active O4 Line - 22 May
Active CWO3/4/5 - 19 June

With the promotion results coming out in April and May, let's talk about how you can find out when you will be promoted and when you will get paid for that new promotion! I will use last year's LCDR Selection messages/phasing plan as a training tool.

Step 1: Once the ALNAV comes out announcing the Selections, find your name and see what number is beside your name (We will use myself as an example, I have "0052" beside my name):

UNCLASSIFIED
ROUTINE
R 061800Z SEP 16
FM SECNAV WASHINGTON DC
TO ALNAV
INFO SECNAV WASHINGTON DC
CNO WASHINGTON DC
CMC WASHINGTON DC
BT
UNCLAS

ALNAV 059/16

MSGID/GENADMIN/SECNAV WASHINGTON DC/--/SEP//

SUBJ/FY-17 ACTIVE-DUTY NAVY LIEUTENANT COMMANDER LINE SELECTIONS//

RMKS/1. I am pleased to announce the following Line Officers on the Active-Duty list for promotion to the permanent grade of Lieutenant Commander.

2. This message is not authority to deliver appointments. Authority to effect promotion will normally be issued by future NAVADMINs requiring NAVPERS 1421/7 preparation and forwarding of document to PERS-806.

3. Frocking is not authorized for any officer listed below until specific authorization is received per SECNAVINST 1420.2A.

4. For proper alphabetical order read from left to right on each line. The numbers following each name to the right indicate the relative seniority among selectees within each competitive category. Members are directed to verify their select status via BUPERS On-Line.

[SCROLL ALL THE WAY TO THE BOTTOM TO FIND LDO RESULTS]

Limited Duty Officer (Line)
Taylor Holly R | 0052

5. Released by Ray Mabus, Secretary of the Navy.//

BT
#0001
NNNN
UNCLASSIFIED//

Step 2: You will have to wait for the phasing plan to be released, which is normally around the beginning of October (b/c they have to wait for all selection messages to be released: CWO_{3/4/5}, O₄, O₅, and O₆). Once the phasing plan has been released, you can find it on the NPC website under the specific board you are waiting on (see below for the FY17 O₄ Line Board):

▸ FY-17

Navy Personnel Command > Boards > Active Duty Officer > O4 Line > FY-17

Boards ▾ Career Info ▾ Officer ▾ Enlisted ▾ Support & Services ▾ Organization ▾ Reference Library ▾

03 Line
03 Staff
04 Line
FY-18
FY-17
04 Staff
05 Line
05 Staff
06 Line
06 Staff
CWO 3
CWO 4
CWO 5
Archive
Community Briefs

FY-17 O4 Line

The active duty officer promotion selection boards for this year are for FY-17. This means that officers selected in this year's boards will be promoted in FY-17 beginning 01 OCT 2016.

The board ID number is #275.

The board results have been released, [ALNAV 059/16](#).

The FY-17 board results have been Senate confirmed, [NAVADMIN 227/16](#).

For eligibility determination, review the links under "Helpful Information" and "Board Preparation", [click here](#). As information pertinent to this year's board becomes available, a link will be activated below.

Board Information

[Board Membership](#)
Matrix of board members by competitive category.


[SecNav Approved Precept](#)
The Precept is the board's convening authority from the Secretary of the Navy.

[Board Convening Order](#)
The Board Convening Order provides additional information to the board members on selection criteria.

[Release Process for Board Results](#)
Tracker that follows the results as they go through the approval process.

[Board Statistics](#)
Board Statistics broken down by zone for each competitive category considered by this board.

[Promotion Phasing Plan](#)
Promotion plan spreadsheet that shows how the promotions of those selected on the current FY boards will be spread out (or phased) throughout the upcoming current fiscal year. It shows the number to be promoted by month. IMPORTANT: this is a projection and is subject to change. The authority to execute the promotion comes solely from the monthly NAVADMIN message.



Step 3: The phasing plan will list all paygrades. Once you open the document, scroll down to the paygrade you are looking for and then find the LDO (L). You can see below that they are promoting 5 in October, 4 in November, so on and so forth. Since I had "0052" beside my name, I can expect to be promoted 1 Sept 2107.

FY-17 LCDR PHASING PLAN

Competitive Category		1 Oct 16	1 Nov 16	1 Dec 16	1 Jan 17	1 Feb 17	1 Mar 17	1 Apr 17	1 May 17	1 Jun 17	1 Jul 17	1 Aug 17	1 Sep 17	Total	Selects	Comp Cat
URL	Monthly	27	27	27	28	27	27	27	27	27	28	27	900	905	905	URL
	TO DATE	27	54	81	109	136	163	190	217	244	272	299	905			
HR	Monthly	1	0	1	0	1	0	1	0	1	0	1	11	17	17	HR
	TO DATE	1	1	2	2	3	3	4	4	5	5	6	17			
PMP	Monthly	0	0	0	0	0	0	0	0	0	0	0	0	0	0	PMP
	TO DATE	0	0	0	0	0	0	0	0	0	0	0	0			
EDO	Monthly	1	2	1	1	1	2	1	1	1	2	1	28	42	42	EDO
	TO DATE	1	3	4	5	6	8	9	10	11	13	14	42			
AED	Monthly	1	0	0	0	0	0	0	0	0	0	0	3	4	4	AED
	TO DATE	1	1	1	1	1	1	1	1	1	1	1	4			
AMD	Monthly	1	1	0	1	1	1	1	0	1	1	1	18	27	27	AMD
	TO DATE	1	2	2	3	4	5	6	6	7	8	9	27			
IP	Monthly	1	1	2	1	1	1	1	2	1	1	1	27	40	40	IP
	TO DATE	1	2	4	5	6	7	8	10	11	12	13	40			
IW	Monthly	2	2	1	2	2	2	2	1	2	2	2	40	60	60	IW
	TO DATE	2	4	5	7	9	11	13	14	16	18	20	60			
INT	Monthly	2	2	2	2	2	2	2	2	2	2	1	44	65	65	INT
	TO DATE	2	4	6	8	10	12	14	16	18	20	21	65			
PAO	Monthly	1	0	0	1	0	1	0	0	1	0	1	9	14	14	PAO
	TO DATE	1	1	1	2	2	3	3	3	4	4	5	14			
FAO	Monthly	1	0	0	1	0	0	1	0	1	0	0	9	13	13	FAO
	TO DATE	1	1	1	2	2	2	3	3	4	4	4	13			
OCN	Monthly	1	0	1	1	0	1	1	1	0	1	1	15	23	23	OCN
	TO DATE	1	1	2	3	3	4	5	6	6	7	8	23			
LDO(L)	Monthly	5	4	5	5	4	5	5	4	5	5	4	104	155	155	LDO (L)
	TO DATE	5	9	14	19	23	28	33	37	42	47	51	155			
MC	Monthly	7	8	7	8	7	7	8	7	7	8	7	165	246	246	MC
	TO DATE	7	15	22	30	37	44	52	59	66	74	81	246			
DC	Monthly	2	3	2	3	2	3	2	3	2	3	2	55	82	82	DC
	TO DATE	2	5	7	10	12	15	17	20	22	25	27	82			
MSC	Monthly	4	3	4	3	4	3	4	4	3	4	3	80	119	119	MSC
	TO DATE	4	7	11	14	18	21	25	29	32	36	39	119			
JAG	Monthly	2	1	2	1	2	2	1	2	1	2	1	36	53	53	JAG
	TO DATE	2	3	5	6	8	10	11	13	14	16	17	53			
NC	Monthly	4	5	4	5	4	4	5	4	4	5	4	98	146	146	NC
	TO DATE	4	9	13	18	22	26	31	35	39	44	48	146			
SC	Monthly	3	2	3	2	3	2	3	3	2	3	2	58	86	86	SC
	TO DATE	3	5	8	10	13	15	18	21	23	26	28	86			
CHC	Monthly	1	1	1	1	1	1	1	1	1	2	1	23	35	35	CHC
	TO DATE	1	2	3	4	5	6	7	8	9	11	12	35			
CEC	Monthly	2	1	2	2	1	2	2	1	2	2	1	37	55	55	CEC
	TO DATE	2	3	5	7	8	10	12	13	15	17	18	55			
LDO(S)	Monthly	1	0	0	0	0	0	0	0	0	0	0	2	3	3	LDO(S)
	TO DATE	1	1	1	1	1	1	1	1	1	1	1	3			
TOTAL	MONTH	70	63	65	68	63	66	68	63	64	71	61	1468	2190	2190	ALL
TOTAL	TO DATE	70	133	198	266	329	395	463	526	590	661	722	2190			
Monthly % TO DATE		3.2%	6.1%	9.0%	12.1%	15.0%	18.0%	21.1%	24.0%	26.9%	30.2%	33.0%	100.0%			
														Checksum		
Programmed Increment		3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	67.00%	100.00%		
Cumulative		3.0%	6.0%	9.0%	12.0%	15.0%	18.0%	21.0%	24.0%	27.0%	30.0%	33.0%	100.0%			

Step 4: Now that I know per the phasing plan that I will more than likely be promoted in September, the next step is to wait for the official promotion message to come out with my name and the effective date of promotion. At the end of every month a NAVADMIN will come out with the promotions effective for the first day of the next month. I have inserted the latest promotion message for you to see an example:

UNCLASSIFIED
 ROUTINE
 R 231941Z FEB 17
 FM CNO WASHINGTON DC
 TO NAVADMIN
 INFO CNO WASHINGTON DC
 BT
 UNCLAS

NAVADMIN 045/17

MSGID/GENADMIN/CNO WASHINGTON DC/N1/FEB//

SUBJ/ACTIVE-DUTY PROMOTIONS TO THE PERMANENT GRADES OF CAPTAIN, COMMANDER, LIEUTENANT COMMANDER, LIEUTENANT, AND CHIEF WARRANT OFFICERS IN THE LINE AND STAFF CORPS//

REF/A/DOC/OPNAV/11JUL11//
 REF/B/DOC/OPNAV/28FEB12//
 REF/C/DOC/SECNAV/15DEC05//
 REF/D/DOC/COMNAVPERSCOM/23JUL07//
 REF/E/MSG/CNO WASHINGTON DC/ 031159Z AUG 15//
 NARR/REF A IS OPNAVINST 6110.1J, PHYSICAL READINESS PROGRAM.
 REF B IS OPNAVINST 1811.3A, VOLUNTARY RETIREMENT AND TRANSFER TO THE FLEET RESERVE OF MEMBERS OF THE NAVY SERVING ON ACTIVE-DUTY.
 REF C IS SECNAVINST 1920.6C, ADMINISTRATIVE SEPARATION OF OFFICERS.
 REF D IS MILPERSMAN ARTICLE 1070-180, OFFICER PHOTOGRAPHS.
 REF E IS NAVADMIN 178/15, PHYSICAL READINESS PROGRAM POLICY CHANGES.//

RMKS/1. Congratulations to the following officers on their promotions to the ranks indicated in this message. This NAVADMIN is the authority for effecting permanent officer promotions on the dates indicated. Columns read name and designator.

PERMANENT PROMOTION TO CAPTAIN

CAPTAIN LINE AND STAFF SENATE CONFIRMATION DATE
 LINE 29 JUNE 2016 STAFF 29 JUNE 2016

DOR/EFF DATE 1 MARCH 2017

<u>Altamar</u> Hernan Orlando	2100	<u>Angel</u> Albert	1830
<u>Back</u> David N	1110	<u>Bailey</u> Christopher Garry	1310
<u>George</u> Danielle N	1440	<u>Harris</u> Benjamin Wade	1510
<u>Hunter</u> Julie M	3100	<u>Koprowski</u> Neil Andrew	1110
<u>Lantier</u> Lance Chad	1110	<u>Luken</u> Michael John	2500
<u>Mirisola</u> Peter T	1110	<u>Penta</u> Joseph F	2100
<u>Stephens</u> Douglas Eugene	2300	<u>Stronach</u> Kurt Edward	6260
<u>Urban</u> Timothy Thomas	1310	<u>Via</u> Christopher R	5100
<u>Walker</u> Gary Jude	2200		

Report Trip

We recently had the opportunity to travel to Norfolk and completed briefs onboard the USS GEORGE WASHINGTON, Naval Station Norfolk and COMOPTEVFOR. I would like to personally thank all those that attended, especially the key POCs for their support and assistance with venues, to include CDR Don Wilson, CDR Cassius Farrell, LT Bryan Gill and CWO3 Demiko Kippers. Special thanks to LT Bryan Gill who sponsored our trip and made it possible for us to come out!

Need To Do:

W5, W4, W3 FITREPS	Mar
E5 Evals	Mar
O5 FITREPS	Apr
E9 Evals	Apr
O1 FITREPS	May

FY-17 Sponsors : MUSTANG ACADEMY MENTORING PROGRAM: The intent of this initiative is to provide each class the opportunity to speak with Senior Leadership about current issues, experiences, and to get an overall sense of what it means to join the Wardroom as an LDO or CWO. Below is the list of senior leaders that have agreed to sponsor upcoming classes:

<u>OTC Class #</u>	<u>Sponsor Brief Date</u>	<u>LDO Sponsor</u>	<u>CWO Sponsor</u>
17050	04/12/2017	CAPT Bindel	CWO5 Lavoie
17060	05/17/2017	CAPT Connell	CWO5 Molloy

CAPT Bill Johnson
Head LDO and CWO Community Manager
william.r.johnson11@navy.mil

CWO5 Liz Rivera
CWO Community Manager
elizabeth.rivera1@navy.mil

LT Holly Taylor
Asst LDO and CWO Community Manager
holly.r.taylor@navy.mil

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.