



JULY – AUGUST 2015

LDO AND CWO OFFICER COMMUNITY MANAGERS NEWSLETTER

Silver Eagle - CAPT Dan Henderson Senior Warrant Officer in The Navy (SWON) - CWO5 Dan Kissel

Head OCM's Corner:

"How to transition to the wardroom?"

I've been asked several times: "How to transition to the wardroom?" First, and foremost there is no simple answer because no two LDO's or CWO's backgrounds are the same. So I will focus on some simple rules that I've either been taught or have learned over the years.

Four simple rules for transitioning to the wardroom.

- 1) What does the wardroom see when you check-in? CWOs are pretty easy. The outside observer knows they were a CPO/SCPO/MCPO with at least 14 years in the Navy. LDOs not so easy. The outside observer usually doesn't know your commissioning source unless you tell them. You can get commissioned from many sources and they recognize silver pins (ESWS/EAWS/EIDWS) as prior enlisted (PO1/CPO/SCPO/MCPO) but still not definitive unless you're an old guy like me. If asked tell them if not move on to Rule # 2.
- 2) Do you need to tell everyone you are an LDO? No, you do not need to tell everybody you are an LDO, they will know by how you run your division. They will also figure this out by the amount of "sweat equity" you put into your division. The expectation is that an LDO or CWO will be an outstanding division officer. This doesn't mean you have all the answers, but it does mean you will find the answers.
- 3) What do you do when you meet your division? Again, remember Rule# 2, if asked tell them, if not do the only thing you can do for free "LISTEN". You will start off on the right foot by listening to your division. You should try not to fix everything on Day 1. You just need to know you have a problem and set priorities.
- 4) What do I say when I meet the LCPO? You don't need to be too creative so try one of the oldest tricks in the book."HELLO". This always works and again Rule #3 will carry the day. The unique thing about the military is everybody understands rank and you are the Divo and you are in charge. Support the LCPO but not blindly. Always remember you own all the good and the bad on Day 1.

RELEASED
SEPTEMBER 2015

CWO Community Manager's Corner: We are slowly approaching a new fiscal year and as we plan for our FY-16 road show agenda, I am requesting your feedback on topics you would like us to add or revisit in the community brief. We will continue to update you on community health and initiatives in progress and keep you informed and educated on promotion and accession planning.

In the April-May Lariat, I challenged each and every one of you to provide me feedback on just one item you would like to see change that will improve and make our CWO community stronger. CWO2 Maurilio Barraza, (USS JOHN C STENNIS CVN 74) immediately provided me some good feedback on future CWO accessions, an initiative we were already looking into and briefed the Board of Directors back in July. As part of a Talent Management Initiative, we will access CWOs to "platform specific" specialty. The goal is to utilize accessions to meet demand signal and ensure CWO skills match Fleet needs. Execution will be based on the current billet structure and an appropriate percentage of that inventory for implementation in FY-18.

***** NEW CWO5s *****

Please join us in congratulating our newest group of Chief Warrant Officer FIVEs:

CWO ₄ Joseph Bennett	CWO ₄ Tony Cochran	CWO ₄ Gregory Collins
CWO ₄ Clive Dixon	CWO ₄ Phillip Gilbert	CWO ₄ Robert Gonzales
CWO ₄ Michael Graham	CWO ₄ Michael Hart	CWO ₄ Timothy Hartman
CWO ₄ Bryan Holland	CWO ₄ Kevin Jenkins	CWO ₄ James Kay
CWO ₄ Milton Key	CWO ₄ Paul Lawson	CWO ₄ John Linzer
CWO ₄ Theresa Payne	CWO ₄ Wade Reynolds	CWO ₄ John Rodriguez
CWO ₄ Dwight Rogers	CWO ₄ Sean Schweneker	CWO ₄ Glen Spitnale
CWO ₄ Bonnie Turner	CWO ₄ Kirk Wilson	

Congratulations to our newest Lieutenant Commander selects! **ALNAV o66/15 refers.**

Congratulations to our newest CWO₄s and CWO₃s! **ALNAV o69/15 refers.**

From the "Old Retired Guy" – Mr. Mitch Allen: Promotion from CWO₂ to CWO₃ - 10 U.S. Code § 574 - Warrant officer active-duty lists; competitive categories; number to be recommended for promotion; promotion zones paragraph (e) A chief warrant officer may not be considered for promotion to the next higher grade under this chapter until the officer has completed two years of service on active duty in the grade in which the officer is serving.

This section of law will result in CWOs originally appointed in the months of July, August and September to wait until the next fiscal year's board to be eligible for promotion. The goal is to appoint all CWO₂s to prior to 1 June except for alternates who will be appointed 1 September. Keep in mind that the W₄ zone will be based on the original year group and will include those CWOs appointed in later months as well as alternates.

FY-17 LDO and CWO In-service Procurement Board – Discrete Requirements: Request for updates/inputs for the FY-17 discrete requirements will be tasked out to LDO and CWO leadership soon. Discrete requirements provide COs, OICs and applicants with the baseline selection guidance utilized during the In-service Procurement Board. NOTE: not all LDO and CWO designators have discrete requirements. To view discrete requirements for last year's board, please cut/paste the hyperlink into your browser:

http://www.public.navy.mil/bupers-npc/boards/administrative/ldo_cwo/Pages/PreviousLDOCWOBoard.aspx
(click on the "Board Quotas" hyperlink for FY 16 Board)

Extension of 75 Day Leave Carryover Policy - A friendly reminder about the 75 Day Leave Carryover Policy. IAW NAVADMIN 026/13, the 75 day leave carryover was extended through 30 September 2015. This leave carryover authorization will cease on 30 September 2015 and leave carryover will be reset to 60 days. Any leave balance in excess of 60 days on 30 September 2015 will be lost unless subject to special leave accrual described in paragraph 2 of NAVADMIN 026/13. To read this NAVADMIN in its entirety, please cut/paste the hyperlink into your browser:

<http://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMINS/NAV2013/NAV13026.txt>

Officer Training - UNDERSTANDING STATUTORY RETIREMENTS - Each LDO and CWO category has its own retirement laws; MILPERSMAN 1800-1899 provides details. The following general guidelines, based on your active duty service date can be used to compute statutory retirement dates for almost all LDOs and CWOs:

LDO - First day of 2nd month after...

CAPT	38 years of total active service
CDR	35 years of total active service
LCDR / LT	30 years of total active service

CWO - First day of 3rd month after...

CWO5	33 years of total active service
CWO4 / 3	30 years of total active service

Twice Failure of Selection (2 X FOS) – applies to both LDO and CWO

First day of 7th month after release of results (regardless of whether or not an LDO or CWO has reached the statutory limits described above)

Navy and Marine Association (NMA) Leadership Award Winners - The NMA Leadership Award is an award recognizing the most outstanding leaders within Commander, Naval Air Forces operational aviation commands and onboard aircraft carriers. COMNAVAIRPAC SAN DIEGO CA MSG DTG 270830ZJUL15 refers. Congratulations to the following LDOs for their selection:

CDR Mark W. Yates /6400
CDR Jeffery R. Shipman /6400
CDR Donald Hocutt /1820 (prior 6420)
LCDR Christopher A. May /6180
LCDR Kyle A. Caldwell /6310
LCDR Todd D. Nelson /6330
LCDR Marcus A. Creighton /6360
LT Scott F. Sally /6400
LT Kevin G. Duncan /6330

CDR Jack D. Knick /6160
CDR Christopher T. Nichols /6400
LCDR Mark D. Stanley /6400
LCDR Mark A. Pabon /6410
LCDR Blaine C. Pitkin /6110
LCDR Kent L. Davis /6310
LCDR Zeverick L. Butts /6110
LT Michael S. Whitehead /6490
LT Mark E. Demaree /6330

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

Effective 01OCT15, 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.dodlodging.net. (Do not use DTS)

- 1) Upon arrival at OTC Newport, and prior to checking into NGIS, report to King Hall (Building 291) Quarter Deck. Have the watch stamp your orders and pick up your check-in paperwork for the course. Civilian attire is authorized at check-in.
- 2) Report to the NGIS Front Desk (Building 1312) located at 1312 Meyerkord Avenue for your room assignment.
- 3) You will be required to settle up your payment with NGIS every 10 days. The NAVSTA Newport NGIS daily rates range from \$58.00 to \$86.00.
- 4) We suggest that you request a lodging advance prior to arriving at OTC Newport. To prevent being overpaid, we recommend your detaching command use the lowest lodging amount (\$58.00). While here at OTC Newport, you will have an opportunity to request any further advances you are entitled to.
- 5) All incoming students need to ensure they are converted to Officer status in MMPA and NSIPS, this will ease your check-in process in Newport. Your detaching PSD should be able to tell you and you should also confirm your paper work was mailed off. PSD Newport cannot gain you until you're converted which leads to delays in payments. PSD Newport can fix most pay issues, but only the detaching PSD can fix your detachment/loss date (Have detaching PSD POC information with you). Make sure to bring all copies of your paper work (SGLI, Page 2, Oath of Office, loss paperwork, and original orders) and keep track of your advances.

Congratulations on your upcoming commissioning, and we look forward to your arrival here at the LDO/CWO Academy! Please address any questions to LDO/CWO Academy Director at (401)841-3351 or Class Officers at (401) 841-1715/1716/2187/3358/3830/3838.

[FY-17 Application Season Helpful Hints](#) - The FY-17 LDO and CWO In-service Procurement board is a few months away. This issue we highlight:

Civil/Military Offenses (block 29 of OPNAV 1420/1 (Rev. 01-2008)): In block 29, list **ALL** Civil/Military Offenses. Although the eligibility requirements listed in OPNAVINST 1420.1B, chapter 7, states that both LDO and CWO applicants shall "have no record of conviction by court-martial, non-judicial punishment, or conviction by a civil court for any offense other than minor traffic violations for 3 years as of 1 October of the year in which application is made", the requirement to list **ALL** Civil/Military Offenses in block 29 of the application remains. Eligibility for program and application requirements are **separate**.

[FY-15 SPONSORS](#) - **MUSTANG ACADEMY MENTORING PROGRAM.** Below is the list of senior leaders that have agreed to sponsor upcoming classes:

<u>OTC Class #</u>	<u>Conv Date</u>	<u>LDO Sponsor</u>	<u>CWO Sponsor</u>
15100	9/8/2015	CAPT Doug Holderman	CWO5 Todd Enders

FY-16 SPONSORS:

<u>OTC Class #</u>	<u>Conv Date</u>	<u>LDO Sponsor</u>	<u>CWO Sponsor</u>
16010	10/5/2015	CAPT Mike Whitt	CWO5 Zane Guile
16020	11/2/2015	CAPT Bill Noel	CWO5 Bob Levendakes
16030	1/4/2016	CAPT Gunter Braun	CWO5 Mike Miller
16040	2/8/2016	CAPT Pierre Fuller	CWO5 Steven Scrambling
16050	3/14/2016	CAPT Bill Bindel	CWO5 Miko Felipe
16060	4/18/2016	CAPT Rich Soucie	CWO5 Ed Fox
16070	5/24/2016	CAPT James Jones	CWO5 Alicia Lawrence
16080	6/27/2016	Silver Eagle	SWON
16090	8/1/2016	CAPT Doug Rhoads	CWO5 Lou Rodriguez
16100	9/6/2016	CAPT Hank Roux	CWO5 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.

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LCDR Julio "Leo" Peterson Jr.
Asst LDO and CWO Community Manager
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(901) 874-4714

CWO5 Liz Rivera
CWO Community Manager
elizabeth.riveral@navy.mil
(901) 874-2464 /Fax: (901) 874-2063

Community News and Forums:

NPC Website: http://www.npc.navy.mil/officer/communitymanagers/ldo_cwo

- The "Recruit Your Relief" powerpoint presentation can be found here under "REFERENCES"

Facebook: <http://www.facebook.com> (Search: LDO and CWO Community Manager Forum)