

The Mustang Lariat



LDO / CWO

COMMUNITY MANAGERS NEWSLETTER

...keeping you in the loop

November
2010

Head OCM's CORNER

I would like to take this opportunity to applaud and thank the LDO/CWO Senior Leadership that came in full force to our Symposium this month. A typical symposium attracts around 40 people – this year we reached 117! It was clearly evident that you have all taken this difficult tasking very seriously. Your hard work and passion for our community is apparent and the value gained in having your expertise on-hand for this granular community work will prove to be invaluable as we move ahead and look forward to a clear and bright future. I am very proud to be a part of such a professional cadre. Thanks again!

LEADERSHIP SYMPOSIUM BREAKDOWN

This year's symposium was very well attended (117 total) and the LDO/CWO community was well represented across all enterprises. Thanks to all of you who attended and participated in the various working groups and discussions. Please visit the NKO LDO/CWO or Facebook pages for copies of the published after action report, final symposium agenda, attendee list, and yes, even the group photo.

In addition to the items mentioned in the after action report, we want to give some more insight to the work that lead up to the symposium and the discussions that took place surrounding the sustainability initiative that is ongoing.

As we have briefed to all of the Enterprise Flag Officers, we were mandated by CNP to conduct a full review of the LDO/CWO community and provide a plan for long-term viability and sustainability. This review was not limited by any factor with every billet in every enterprise being scrutinized. It was conducted using the limited information we could pull from the manpower systems and we were not permitted to openly communicate, or seek input, with the various enterprise leaders. Complying with these ground rules, we conducted a review of every designator in every enterprise and were able to make several proposals based on historical discussions, our own experience, and basic billet descriptions (that are often too limited) as we reviewed almost 6,000 billets. Once we had completed this initial review and analysis, we prepared a brief and went back to CNP with our findings to best meet his overall proposal.

As part of the proposal, we identified billets that could be shifted from LDO to CWO based on their technical nature and repetition. Some shore intensive work was identified to be civilianized – this is in keeping with the desire to draw down on officer end-strength. Some work would migrate to the senior enlisted as they have had some severe cuts in their top six review. Part of the proposal was to identify those billets that are leadership in nature without a strong technical basis. This work is best described as URL and it has been identified to be returned to the URL. We also looked at "off-ramps" to paralleled

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communities in the RL. The IDC was a clear and logical choice for this, as was Supply. The benefits for our officers making this transition are clearly outstanding.

Once we had identified the best community for the various billets, it was time to ensure we had balance in each designator. This was best achieved by reverse-engineering our pyramids, for each designator, by starting at the most senior logical billets and developing the supporting billet to pay-grade structure required to meet it. The end product was a pyramid that ensures viable growth and sustainability.

CNP concurred with the overall proposals and has sent it to each of the TYCOMs for review and comment. The devil is in the details, and our community leaders gathered to review the proposal. True to form, they rolled up their sleeves and got to work. Fortunately they identified some errors in our assessments that we can now fix. There were also some wholesale changes we thought were doable but have since reversed our thinking based on their educated review. Their counterpoints will be sent to the TYCOMs for final review and submission to CNP. The remaining timeline is finals review and reclaims submitted to the OCM by early February then submitted to CNP and N12. We expect Admiral Harvey and Admiral Walsh to engage in the closing stages for final concurrence.

In addition to the billet based review, several working groups will continue in early 2011 to finalize proposals for Promotion by Designator, Education initiatives to un-cap TA and open up PG school in Monterey, and how to better mentor and recruit to our community. We also had some great discussions with our Reserve LDO/CWO community. We will be working with them in January to further investigate integration and utilization.

We have already fielded some calls from the Fleet that were initially dripping with a general feeling of doom. I honestly don't think that feeling is justified. Speaking in generalities, this is what can be expected as a result of this proposal (if accepted with appropriate corrections/modification from our leadership):

Promote by designator

- Zone against your own community
- Compare "apples for apples"
- Needs (and has support) to identify 06 billets for those without true opportunity today (Surface Deck, OPS and Ordnance in particular but not necessarily limited to) - billets being investigated include ATG, Watch Commanders and large ordnance magazine commands.

Vectoring LDO billets to CWO (usually 03 and below)

- Zone faster (for both communities)
- Higher selection rate (for both)
- More opportunity for CWO (selection and assignment)

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- Better quality cut for LDO Education
- Unlimited TA without restrictions (only LDO and CWO for entire Navy)
- NPS (Monterey) quotas for designators that need it

ROAD TRIP TRAVEL SCHEDULE FOR 2011

Due to a severely restricted travel budget we are still looking for sponsorship for a few trips. Many thanks to those of you that have been able to provide support so far. If you can help with funding and/or coordination, please let LT Shane Walker know. We will ask CNP for funding to those locations unable to fund us as the briefs are incredibly important this year and we want to reach the widest audience possible. The following dates and locations are proposed in a sequence we think will work best to optimize time and limit costs:

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

Japan/Guam

(Need funding/coordinator for Japan)

(Need funding/coordinator for Guam)

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

California

(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
11 - BAHRAIN (CVN visit?)

Pacific Northwest

(PACNW funded NSSC Bangor, coordinated by LCDR Kevin Chisom)

24 MAY - WHIDBEY ISLAND; 25 - BANGOR; 26 - EVERETT (CVN?)

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Great Lakes

(Need funding/coordinator)

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)

Date TBD (June or July?)

Charleston SC

(Need funding/coordinator)

Date TBD (June or July?)

ZONES

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 the old lineal list (which was current at time of submission). 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.

YOUR LATEST QUESTION AND OUR ANSWER

A substantial portion of the questions we have received in the last couple of months are those concerning the LDO/CWO Sustainability Initiative that we have been working on since July, and the rumors abound.

CHANGES AFFECTING ME - Specifically you wanted to know when these changes "will" or "may" take affect if approved by CNP? Will they affect your next assignment, promotion timelines, or retirement plans?

Currently all of the proposals that have been discussed are just that, "proposals," nothing has been finalized or officially directed to happen. That said, some of the proposals are already

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in place and we will see them taking place across the FYDP from FY13-FY17, such as the Law (655X) and Photo (6470) Designators going away. Other proposals require policy review and change, manpower claimant drill-down, and changes in current law which all take time before execution can begin. We will articulate and communicate these types of changes as they become more tangible and certainty can be expressed.

NEED TO DO

- **Get your eligible E6's who are interested in applying for next year's (FY13) LDO/CWO accession board signed up for this coming January's CPO Exam (2011).** They can take the exam for LDO purposes only, even if early and not yet eligible for E7. It is important to let those hot running E6s that will have 1 year TIG and 8 years total service as of 1 Oct 2012 (earliest commissioning date for the FY13 board) take the exam. This issue has come up several times where ESOs did not want to order exams due to members not meeting the 1 year TIR requirement as of January, but they are not looking at the proper TIR requirement for these members to have TIR as of "1 Oct 2012." If they wait until Jan 2012 to take exam, they will not be eligible until the FY-14 board which puts them a year behind schedule. Have them take the January 2011 exam, they will be TIR eligible based on the 1 October 2012 TIR requirement and even if they are unsure as of today if they are going to apply, they will at least have met this requirement as part of their application package come next October 2011; there is no makeup or waiver of this requirement.
- Start working LT Fitreps for January.

IN CLOSING

I came to this job with expectations and hopes of making our community more viable - I was not expecting the curve ball we were hit with. But now we have had time to reflect on what we have done and I can now say, with all sincerity, there are benefits here that will actually outweigh the initial set-backs we experience as we implement this. Knowing what we know right now, I would be encouraged in that the future is actually getting brighter. The feedback from the TYCOM Flags has been overwhelmingly positive - they love their LDO/CWOs and recognize what you bring to the fight. It is that, more than any other factor, which will keep us safe - you are an essential cog in this war machine. Your evolution will ensure that it will be always be so. Your engagement with our people will best help them understand this message.

We wish you all a Merry Christmas, a happy Hanukah, and seasonal greetings. We look forward to continuing our work with you as we develop a successful New Year.

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Community News and Forums

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