



Keeping you in the loop

**NOVEMBER 2013**

## **LDO/CWO OFFICER COMMUNITY MANAGERS NEWSLETTER**

### **Head OCM's Corner:**

*Happy belated Thanksgiving to all! Accession planning for the FY-15 Active Duty In-service Procurement Board is in full swing. Many thanks to the Senior LDO/CWO Leadership Group, Board of Directors, Detailers and community managers across all designators for assisting with the Discrete Requirement updates.*

*This month I would like to highlight "Zones", as in, "Promotion zone", or "in zone", which consists of those officers who have not previously been considered for promotion for the next higher grade and who are eligible for promotion by virtue of their relative seniority within their competitive category, based on lineal number. LDOs are currently grouped in one of two competitive categories, line or staff, independent of specific designator. CWOs compete in one competitive group. The senior officer in the promotion zone is the "senior in zone", and the junior officer in that zone is the "junior in zone". The promotion zone is the foundation of the promotion plan. Individual designator promotion statistics are generated after each board is concluded and these are then posted online; however individual designators are not used for determination of the zone or who will compete for promotion prior to the board. Later this month the NOTICE OF CONVENING FY-15 NAVY ACTIVE DUTY PROMOTION SELECTION BOARDS NAVADMIN will be released. That NAVADMIN will identify which officers are truly "in zone" for promotion. Once that NAVADMIN hits the streets, I highly recommend sitting down with your chain of command and/or mentor(s) for clarification.*

### **CWO Community Manager's Corner:**

*FY-14 began a new era in how we are promoting our CWO4s. CWO4 promotions are now being phased at 8% per month for 10 months and 10% for the final two months of the fiscal year. This is a change from promoting CWO4s based on their anniversary date. Several factors influenced the decision to change the method of phasing but the primary drivers were CWO2 TIG being reduced to 3 years from 4 and the implementation of the CWO5 grade.*

*Due to an administrative error on my part, some CWO3 promotions for the months of October and November were inadvertently phased. I have attempted to contact the officers affected but if you were promoted later than your third commissioning anniversary and have not been contacted please contact me for corrective actions necessary. I extend my sincere apologies to those affected.*



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**RELEASED  
DECEMBER 2013**

## Mustang Roundup Report

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

Bahrain

142

### Community News

**The LDO/CWO Professional Guidebook** (NAVPERS 15627A, rev. Oct 2013). Our guidebook is back online. The changes were minor (pages 2-3 and 2-5), but updated the eligibility requirements for both LDO and CWO to read, "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", which is consistent with OPNAVINST 1420.1B. Cut/paste the link below into your browser to view:

[http://www.public.navy.mil/BUPERS-NPC/OFFICER/COMMUNITYMANAGERS/LDO\\_CWO/Pages/GUIDEBOOK.aspx](http://www.public.navy.mil/BUPERS-NPC/OFFICER/COMMUNITYMANAGERS/LDO_CWO/Pages/GUIDEBOOK.aspx).

### **PENDING UPDATES**

Below is the status of several items that we are working on including updates to various instructions where applicable:

#### 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. **Work continues.**

#### OPNAVINST 1210.5, Lateral Transfer and Redesignation / WOBA Off-Ramps

- **OCM provided answers to N131 questions 10/8/2013.** This will define the Off-Ramp policy and establish the methods for those communities designated for Off-Ramp.

#### OPNAVINST 1420.1B / Enlisted Commissioning Programs

- **The revision (OPNAVINST 1420.1C) is being re-routed for chop as of 10/25/2013. NOTE: Our input routed to N131 Action Officer on 11/18/2013.** These changes will reflect many of the policy issues currently covered by the annual announcing NAVADMINS.

### The Trail Ahead

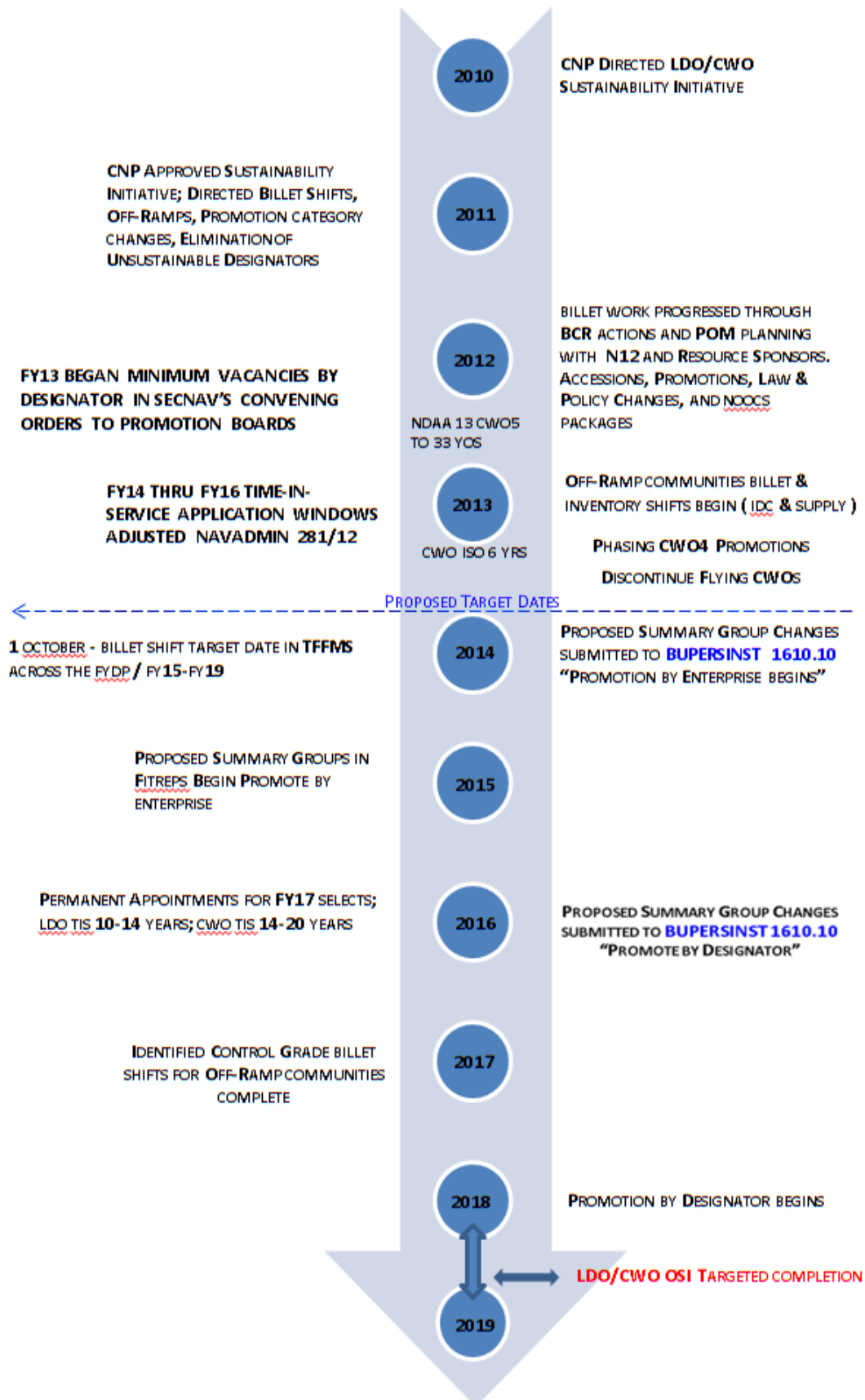
#### **OCM BIG TICKET ITEMS (as explained in detail in the March 2013 Mustang Lariat)**

- Sustainability Initiative: Billet shifts targeted for 1 Oct 2015
- 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: Started in FY13 with supply and IDC designators

**Did you know? - Officer Photos.** Photographs are required for all officers of the Navy and the Navy Reserve, regardless of status, within 3 months after acceptance of each promotion. MPM 1070-180 refers.

## LDO/CWO Sustainability Timeline (Updated)

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



## 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
14030	1/6/2014	CAPT Richard Jones	CWO5 Dan Kissel
14040	2/10/2014	CAPT Rick Valentine	CWO5 Ron Herb
14050	3/17/2014	CAPT Mike Singleton	CWO5 "Miko" Felipe
14060	4/21/2014	CAPT Bill Bindel	CWO5 Ray Lemque
14070	5/27/2014	CAPT John Jones	CWO5 "Demo" Demontalvo
14080	6/30/2014	CAPT Bruce Deshotel	CWO5 Bill Gregor
14090	8/4/2014	CAPT Lawrence Hill	CWO5 Mike Guertin
14100	9/8/2014	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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### Community News and Forums (cut/paste the link into your browser):

NPC Website: [http://www.npc.navy.mil/officer/communitymanagers/lldo\\_cwo](http://www.npc.navy.mil/officer/communitymanagers/lldo_cwo)

NKO Website: [www.nko.navy.mil/portal/lldoandcwo](http://www.nko.navy.mil/portal/lldoandcwo)

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