



The Mustang Lariat

December 2021
Volume 03

Silver Eagle: CAPT Heather Walton

Senior Warrant Officer, Navy (SWON) CW05 Phillip Gilbert

Head OCM's Corner:

Fellow LDO/CWOs,

Happy Holidays to you and yours from your OCM Shop in Millington!

LDO and CWO Mission: *The Limited Duty Officer and Chief Warrant Officer Community supports 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.*

Thank you!: *I want to thank all of those who funded and participated in our Road Show trips to Great Lakes, San Diego, PACNORWEST, NAS Lemoore and Tinker AFB. It was great to get back on the road and to meet the outstanding Sailors and Chiefs who are interested in our program, and our selects and LDO/CWOs who are out there doing amazing things in support of our Navy mission. Unfortunately, COVID 19 restrictions kept us from visiting other locations, but certainly appreciate the efforts of our leaders in places such as Norfolk and Mayport AORs who exhausted a lot of time and effort in the attempt to get us to their locations.*

Manning Snapshot as of Nov 2021: *Our LDO/CWO Community manning remains in great shape. We remain healthy across most of our designators - our overall inventory/manning is; 3,471 LDOs at 99% manned and 1,966 CWOs at 92% manned. The Surface CC took a good hit in billet reductions due to future decommissioning of ships and implementation of single crew concepts onboard LCS Class Ships. Anticipate some future billet growth when billets start coming online for the FFG 62 Constellation Class and new Light Amphibious Warship (LAW).*

Retire Retained Update: *Retire-retains are broken into two categories: exclusionary and non-exclusionary. The annual quotas refer to any officer (with the exception of medical and dental officers) who have a statutory retirement date or retire-retain ending in FY 22 but are allowed to remain in a retire-retain status into FY 23 or beyond. Members who are currently in an approved retire-retain status cannot request an extension until within 12 months of completing their retire-retain extension. PERS 4 will not issue or approve transfer orders until DCNO N1 has signed a decision memorandum approving the age waiver or retire-retain request.*

Head OCM's Corner Cont:

a. *Exclusionary officers (MC and DC officers not described below, NC, MSC, chaplain corps and defense/service attaches) will only be approved for up to 12 month extensions at the officer's current command. Requests to fill critical billets and operational assignments that require a permanent change of station should be approved for up to 24 months, but may be approved for up to 36 months on a case by case basis. Personnel requesting to fill overseas billets or Department of Defense (DoD)/Joint tours may request up to 36 month extensions to meet DoD guidelines. MC and DC officers possessing or functioning in the capacity of a primary subspecialty code manned at or below 97 percent of their discrete officer programed authorizations are exempt from the age waiver and retire-retain restrictions and limitations contained in this policy memorandum.*

b. *Non-exclusionary officers are all officers not described above. This memorandum sets a cap of 25 CWO2 to O-6 officers who may cross from one fiscal year to the next. There is no limit for the approval of officers who will not cross into the next fiscal year. All non-exclusionary officers will not be authorized to exceed 12 months (per request) in a retire-retain status unless taking 2 year orders to assume command or currently assigned in a command position without a relief identified.*

FY 23 Promotion Zone and Continuation Messages: NAVADMINs 278/21 and 279/21 respectively have been released and are available at <https://www.mynavyhr.navy.mil>.

Don't Pick Me Letters: *With the release of the zone message, it is a great time to reflect on what you want to accomplish in the future, and if you are retirement eligible, do you want to continue your career or is it time to plan for retirement. As a reminder, officers are promoted based on their potential and ability to do the work we promoted you to do – a lot of times that work may not be in a location you are currently at or desire to go to. If retirement eligible, and you and your family have made the decision to retire from the Navy, it is highly encouraged that you submit a “don't pick me letter” so that the board does not select you for a promotion that you intend to turn down. Even if you are below zone (BZ), and you know that you plan to retire, submit your letter. Letters should also be submitted by those receiving an above zone (AZ) look. As you all know, we only hold one promotion board per pay grade, per year, and promotions that are turned down are an opportunity lost, there are no alternates. Samples of the letter is available at: <https://www.mynavyhr.navy.mil>*

Snapshot Available: *Now that the Zone message is out, it is a great time to request your individual Career Snapshot document. Send your request to our functional email box: ldocwoocm.fct@navy.mil.*

Off-ramp Reminder: *Applicants for LDO off-ramp designators must follow designator specific off-ramp requirements and procedures as defined in NAVADMIN 128/19 (629X) or NAVADMIN 014/18 (651X, 681X and 682X)*

1. *LT at 5 years for IW / Supply to core Restricted Line / Staff designator*
2. *LT at 6 years for Sub Communications to core Restricted Line*
3. *Must have completed a baccalaureate degree*
4. *Must have appropriate Warfare device (IW / Supply)*

Head OCM's Corner Cont:

Career Requirements: We field a lot of questions about promotion payback, initial obligations as an LDO/CWO, and statutory retirement laws – the following is provided and is available on our website:

- **Initial Obligation:**
 - LDO – 10 years (*18 YAS Sanctuary - U.S. Code › Title 10 › Subtitle C › Part II › Chapter 843 › § 8372)
 - CWO – 6 Years
- **Voluntary Promotion Payback:**
 - CWO3/4/5 2 years
 - CAPT/CDR/LCDR 3 years (LCDR changed to 3 yrs effective 1 Jan 21 – NDAA 21)
- **Statutory Retirement:**
 - LDOs - First day of 2nd month after...
LCDR 30 years
CDR 35 years
CAPT 38 years
 - CWOs - First day of 3rd month after...
CWO4 30 years
CWO5 33 years
- **Twice Failure of Selection (2x FOS)**
 - First day of 7th month after release of results

6810 Update: In April 2021, RDML Scheidt (CW Community Lead) released a memo to the CW Community announcing the sundown of the LDO community due to shifting community requirements to meet GPC focused goals and outcomes. The TYCOM is currently staffing the shift of LDO billets with the associated BSO's at OPNAV. This follows the METOC and Intelligence communities, who previously eliminated their LDO programs over the last few years and is similar to a recent IP community effort focused on the same with the 6820 LDO community. For those mentoring junior Sailors desiring a commission, there are still numerous viable commissioning paths at various career waypoints to include USNA, OCS, 7810 (CWO2), and 7840 (W1) programs.

Below is a quick snapshot of the current 6810 CW LDO program, as of NOV21:

- 35 6810 LDO's (8 ENS, 12 LTJG, 14 LT, 1 LCDR) currently on active duty (down from 41 in JUL21)

- 19 current 6810 LDO billets/OPA (11 ENS, 8 LTJG)

Current 6810 officers have the opportunity to WOBA to 1810 and are encouraged to do so at the EARLIEST opportunity to maximize their promotion opportunity to LCDR and to ensure they remain within Navy policy. As a reminder, all LDO's are required (per NAVADMIN 014/18) to WOBA by years of commissioned service. WOBA requirements for 6810 to 1810 are: Information Warfare Officer (IWO) qualification, completed Bachelor's degree (transcript with conferred degree date required for package completion), and 3+ years of service as a 6810. Please contact the CW OCM with any questions at BUPERS-31_IWC_FCT@navy.mil. Please send WOBA packages to the IWC AOCM, Mrs. Jana Rittman, at jana.t.rittman.civ@us.navy.mil for processing.

Head OCM's Corner Cont:

6820 Update: 6820 LDO sundown is not official until a NAVADMIN is released, however, we anticipate FY23 being the last board. Information Warfare Community values enlisted experience, as such, we anticipate an increase in CWO billets and have adjusted the draft OCS PA to allow applicants to apply with up to 10 years prior TIS.

As a reminder, the WOBA requirements for 6820 to 1820 are: Information Warfare Officer (IWO) qualification, completed Bachelor's degree (transcript with conferred degree date required for package completion), and 3+ years of service as a 6820.

Please contact the IP OCM with any questions at BUPERS-31_IWC_FCT@navy.mil. Please send WOBA packages to the IWC AOCM, Mrs. Jana Rittman, at jana.t.rittman.civ@us.navy.mil for processing.

FY 23 In-Service Procurement Board (ISPB) Update: We received 1,937 applications for the FY 23 ISPB. Of the initial 1,937 applications, the total board eligible will continue to fluctuate until the board convenes due to various reasons (i.e. applied for CWO and did not select for CPO, outside of TIS waiver eligibility, NJP, command removed recommendations, selection to other commissioning programs, etc.). A BOL update will be posted weekly as the PERS 803 Team receives and processes addendums leading up to the board convening date on 10 January 2022.

As we approach the Holiday Season and the convening of the FY 23 ISPB, PERS 803 Team will be transitioning to the selection board spaces full time to prepare for the board. The most reliable method to contact them will be via: npc_ldo-cwo_selbd.fct@navy.mil

Recruit your relief: It is incumbent upon us as LDOs and CWOs to recruit our reliefs. This year we saw a significant drop (approx. 500) in applications from last year. The recruitment process needs to be 12 months long – not April-October; the future of our great community is dependent on us doing the hard work now to ensure success we can fill our 52 CAPT and 88 CWO5 billets in the future.

Our Schoolhouse: As a reminder, starting with the 12 Oct 21 class, the schoolhouse shifted to a three week course. This will afford us the opportunity to add two additional classes each FY, reduce class sizes (which will improve our instructor student ratio), and provide some more flexibility for our detailers when working order timelines and required training tracks.

OCM shop resumed our visits to Newport with myself and CWO5 Sandoval on a Port & STBD rotation. While in Newport, we provided community and accession briefs, participating in a Q&A session, and attend the Class Social. With each visit I come back inspired and confident that the future is bright for our community. Great stuff!

Head OCM's Corner Cont:

*LDO/CWO Academy Sponsorship Program is up and running - sponsorship can be in person or virtual.
Current sponsorship plan:*

<i>Class 22030</i>	<i>29Nov-17Dec</i>	<i>CAPT Terry Patterson (6130)</i>
<i>Class 22040</i>	<i>10-28 Jan</i>	<i>CAPT Nicole Schine (6180)</i>
<i>Class 22050</i>	<i>31Jan-18Feb</i>	<i>CAPT Almond "Bubba" Smith (6410)</i>
<i>Class 22060</i>	<i>28Feb-18Mar</i>	<i>CAPT Dean Gayle (6120)</i>
<i>Class 22070</i>	<i>28Mar-15Apr</i>	
<i>Class 22080</i>	<i>18Apr-6May</i>	
<i>Class 22090</i>	<i>16May-3Jun</i>	
<i>Class 22100</i>	<i>13Jun-1Jul</i>	
<i>Class 22110</i>	<i>8-26 Aug</i>	
<i>Class 22120</i>	<i>12-30 Sep</i>	

We still need volunteers for the remainder of the FY 22 classes. As a reminder if you conduct an in person sponsorship, there is no funding tied to this – you will need to procure your own funding. Schoolhouse POC is CWO4 Paul Adams - email: paul.c.adams.mil@us.navy.mil

Board Member Responsibilities: *As we get ready to kick-off the FY 23 board season with the In-service Procurement and Active O6 Line Boards on 10 & 12 Jan 2022 respectively, it is a great time to talk about preparing to be a board member or recorder if fortunate enough to be called upon to represent OUR community at a statutory or administrative/screen board. Although there is no identified legal way to put out directive in managing board member responsibility, we can certainly be prepared to best represent our community when we are called upon to select the "best and fully qualified" at a board. Some helpful tips:*

** Statutory/Screen Board preps - Community Briefs and designator specific Career Progression Slides are available from the previous board season (FY 22). Although you can anticipate some changes, they will not be that far off – read up on ALL designators within your CC – you are required to be the SME for all designators within your SME – not just yours.*

** Talk with the head detailers – they can be helpful and are a wealth of community knowledge.*

** If you have been asked to be a board member/SME for the ISPB, make yourself familiar with the Discrete Requirements. Once again you are the SME – you have the very important task to pick our reliefs and the future of our community. Additionally, read the governing guidance: OPNAVINST 1420.1B, Chapter 7 and the current board announcing NAVADMIN 116/21.*

** Additionally, there is some pre-board training requirements that you need to do as well that will help you with selection board processes, tools and regulations:*

Head OCM's Corner Cont:

https://twms.dc3n.navy.mil/selfservice/online_training_NEW/modules/SB_Courseware/overview/start.htm Course ID: TWMS-626199

https://twms.dc3n.navy.mil/selfservice/online_training_NEW/modules/SB_Courseware/confidentiality/start.htm Course ID: TWMS-626198

https://twms.dc3n.navy.mil/selfservice/online_training_NEW/modules/SB_Courseware/decision_processes/start.htm Course ID: TWMS-626202

https://twms.dc3n.navy.mil/selfservice/online_training_NEW/modules/SB_Courseware/emprs/start.htm Course ID: TWMS-626201

https://twms.dc3n.navy.mil/selfservice/online_training_NEW/modules/SB_Courseware/personnel_perf/start.htm Course ID: TWMS-626200

Lastly, OCM Shop will get back on the road starting around Feb-Apr 2022 timeframe. This year El Centro (Blue Angels winter training), Japan, Hawaii, Guam, Bahrain, Washington, DC, Mayport/JAX/Kings Bay and Hampton Roads are on the top of our priority.

Thanks for all that you do! Stay healthy and remain safe!

*Very Respectfully,
//
CAPT Dave Dwyer*



CWO OCM Corner:

7371 Aerial Vehicle Operator (AVO) Warrant Officer (WO) Program Update:

The first AVO accession board was held on 3 August 2021, with a total of 110 applicants (102 Fleet Sailors, 8 civilians). The board selected 10 applicants (9 Fleet, 1 civilian) for the program. Following appointment, officers will be assigned to training as prescribed by Chief of Naval Air Training (CNATRA).

The AVO Program Authorization (PA 106A) has been updated and is being routed for signature. The new PA 106A will give clearer guidance about what requirements may be waived and the additional requirement of taking the ASTB. Once the new Program Authorization is released, it will be available on MyNavy HR.

Appointments held in Abeyance administrative requirements:

Recently we have seen a couple cases where someone's original appointment was held in abeyance awaiting adjudication on an administrative matter, and after being cleared and commissioned they failed to select for promotion to CWO3. This happens because they did not have an observed FITREP prior to the CWO3 promotion board. It is incumbent on the officer to ensure that their records are up to date going into a promotion board. The promotion to CWO3 is "all fully qualified," but not automatic at the 36 month mark if there is an administrative hiccup in the SVM's record. If you find yourself in this situation, do not hesitate to reach out to the OCMs so that we can guide you through this process

CWO Alternates – Above Zone, Not Previously considered:

New CWOs are typically commissioned between October and June annually. CWO2s must have completed 36 months as a W2, day-for-day, to be considered eligible for promotion to CWO3. Commissioning all new CWO accessions by June 1st of the FY they are selected for, ensures that all regularly appointed CWOs are lined up (flow) to promote with their respective year groups. However, if a new appointee is an alternate and commissions after June it will delay their eligibility to the following FY's promotion cycle. They will not be eligible to go into zone with the rest of their year group and their record will be reviewed at the following year's board, we refer to this as being "Above Zone, not previously considered." REF: SECNAVINST 1412.8C

This scenario will look this way:

SVM is an FY-19 CWO alternate, and commissions on 1 Sep 19; SVM will be shy of the 36 month TIG requirement and will not be on the FY-22 promotion message, since that zone will cover Oct 18 – Jun 19. Additionally, when the NOTICE OF CONVENING FY-23 ACTIVE-DUTY NAVY PROMOTION SELECTION BOARDS message is released, the member will not be listed but will be considered by the board and promoted if they are fully qualified.

2x FOS CWO4 Continuation:

Starting in FY 23 CWO5 Promotion Board, we have removed the language to allow 2x FOS CWO4s to be continued until mandatory statutory retirement of 30 years. The CWO4s who have been continued in the past based on this policy will not be impacted.



(Pictured: LT Gill and CWO5 Sandoval delivering a recruiting brief on board Naval Station Everett)

FY 23 Promotion Board Schedule

- 10 Jan 22 - Active & Reserve LDO/CWO ISPB
- 12 Jan 22 - Active O-6 Line
- 31 Jan 22 - Reserve O-6 Line
- 8 Feb 22 - Active O-6 Staff
- 15 Feb 22 - Active O-5 Line
- 15 Feb 22 - Active Nuke LDO ISPB
- 1 Mar 22 - Reserve O-6 Staff
- 8 Mar 22 - Reserve O-5 Line
- 2 May 22 - Active O-5 Staff
- 2 May 22 - Active O-4 Staff
- 9 May 22 - Active O-4 Line
- 31 May 22 - Reserve O-4 Line
- 1 Jun 22 - Reserve CWO3/4/5
- 13 Jun 22 - Active CWO3/4/5

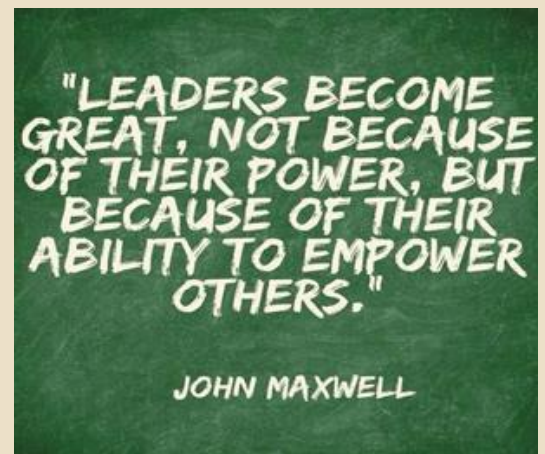
ADMIN TOOL BOX

Letters to the Board:

Per the National Defense Authorization Act for 2018, LTBs submitted to statutory officer promotion boards must be received by Navy Personnel Command not later than 2359 (central time) 10 calendar days prior to the convening date of the respective board.

Electronic Submission of Selection Board Documents (ESSBD) is the preferred method of submitting a Letter to the Board (LTB).

If ESSBD is unavailable, LTBs for officer promotion selection boards may be submitted to MNCC via postal mail or encrypted e-mail to cscselboard@navy.mil.



Words from the Silver Eagle

As we close out 2021, I hope you all have a chance to enjoy the holiday period with loved ones and/or with people you enjoy being around, and I hope you get some time to recharge as we sprint into 2022. We always have plenty of work and the next year will be more challenging than ever as we compete as a global power in the defense of our nation. THANKS to each of you in what you do every day in leading our Sailors and leading in our commands.

As we kick off the New Year, we go right into the FY23 LDO and CWO procurement board. As I have previously mentioned, continue mentoring and keep recruiting our superstars. Let's find our reliefs!

Going into FY22, we need to reenergize our focus on building a Culture of Excellence consistent with our CNO's vision. A Culture of Excellence (COE), as a foundation, sets the tone for leadership and toughness. It highlights values, ethics, morals, and supports our Core Values, Signature Behaviors, and the core attributes of integrity, accountability, initiative, and toughness. It's not "just another program", rather it builds upon foundational leadership and refocuses our efforts on developing ourselves and our Sailors. COE is a movement that brings together many existing programs to develop and instill toughness, trust and connectedness in every Sailor. I have experienced numerous levels of feedback relative to the latest roll out of training on COE and Warrior Toughness, and can attest that our new Sailors are coming from boot camp with a new way of thinking, ready to hit the deck plates running. At each of our commands, we need to continue this development in order to build a COE and to reduce destructive behaviors. As the old saying goes, we need to talk the talk and walk the walk and actively live, communicate, and act to instill this culture.

Best wishes for a wonderful Holiday and a Happy New Year!

*Very Respectfully,
CAPT Heather Walton*



Nuclear OCM Corner

As we near the end of CY 2021 we have begun commissioning our FY22 selects and are returning to the Navy highly skilled and motivated Ensigns, eager to become valued and trusted members of their Wardrooms. Regardless of how senior we get, it isn't hard to recall how we felt showing up to our first command with a level of expectation of us that we may or may not have been prepared for. Whatever our level of seniority may be, we all have valued mentorship we can provide to the new members of our community. It is vital to their individual growth, as well as the growth and reputation of our community, that we be the mentors they need as they make this significant career transition.

With the FY23 In-Service Procurement Board coming up in February, it is time to start preparing for the FY24 LDO application season. By this point, many of our Sailors are already eager to apply and it is incumbent on us to fuel that desire with as much information as we can give them to help them along that process. I encourage each and every member of our community to find at least one person that we work with now or have in the past that we think has what it takes to be our relief and guide them through the process of applying for FY24. As in every year, there will be more info to follow soon via NAVADMIN regarding specific due dates. Until then, the process doesn't change much year to year so we should all be able to help interested personnel start the process.

*LCDR Jerod Cole
Nuclear LDO and CWO Community Manager
jerod.cole@navy.mil*



(L to R: LCDR Jerod Cole, CAPT Dave Dwyer, CDR Steve Dwyer)

School House News!

Greetings! We'd like to start this lariat with welcoming our new Director, CDR Chad Hamm, 6120, and saying farewell to our previous Director, CDR Michael Prince, 6110. The school house has been, and continues to be, in great shape with such capable and professional leaders behind the helm!

Also, we'd like to congratulate our staff, LT Markus Howard for his promotion to LT, CWO4 Jody Olson for his selection to CWO5, and CWO3 Nicholas Nemeth for his selection to CWO4. Bravo Zulu, Shipmates!



This lariat, we'd like to share the story of CAPT (ret) Donald K. Ross. In 1941, Warrant Officer Ross was the first Medal of Honor recipient of World War II. During the attack on Pearl Harbor, Warrant Officer Ross ordered his men to leave the forward dynamo room on USS NEVADA and performed all securing duties himself until blinded and unconscious. After regaining consciousness, he continued to secure the forward dynamo room until directed to abandon it.

Warrant Officer Ross continued service and promoted through the ranks to LDO CDR, the highest LDO rank of that time. At his retirement, in 1956, he was ceremoniously promoted to CAPT, the first LDO to achieve this honor. After the Navy, CAPT (ret) Ross wrote a book titled, "Men of Valor." In 1997, an Arleigh Burke-class destroyer was named after him, USS ROSS (DDG-71).

Thank you for your service, CAPT (ret) Ross!

MUSTANG ALLEY

We are proud to announce that we are conducting a complete renovation and modernization of our Mustang Alley Museum. This project will renovate our spaces and re-organize our collections, as well as add items, in order to share our complete story from 1775 to present day and beyond. We will be hosting a rededication ceremony next year, more to follow. We hope to see you there!



OUTSTANDING STUDENTS

Please join us in congratulating ENS Murray Baker (Class 21080), CWO2 Frank Tam (Class 21090), CWO2 John Kelly, III (Class 21100), ENS Lawrence Brown (Class 22010), and ENS James Geronimo Jr (Class 22020) on their achievement as Honor Graduate. Each class votes on the Sailor who consistently sets the example for their peers. Thank you for your hard work and inspiration!



FUTURE STUDENTS

The Officer Training Command, Newport website is the definitive source of information: <https://www.netc.navy.mil/Commands/Naval-Service-Training-Command/OTCN/LDO/> Please review all information on the website including our Director's Letter. We're consistently updating the website as conditions change.



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CWO4 Jody Olson
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CWO3 Nicholas Nemeth
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Reserve OCM Corner

Greetings Mustangs and Happy Holidays!

I hope everyone is staying safe and finding some much needed time to spend with family and friends. As we enjoy this time of year, I ask that you do not forget those who have the watch over the holiday period. Remember, this time is not so pleasant for some and it is our duty to stay vigilant and offer support where it is needed.

This time of year is also important as we screen packages for the upcoming in-service procurement board on January 10, 2022. FSA, the procurement plan was approved by N13 on December 2, 2021, the time-in-service waivers have been reviewed (letters/emails to follow soon via PERS-92), and those eligible packages remaining have moved to the PERS-8 spaces. That said, I ask that you please give a shout-out to CAPT Dell Griffith, LT Jesse Dilbeck and the entire engagement team for their exhaustive efforts and continuous outreach to guide our future aspiring Reserve LDO and CWOs. The engagement team is responsible for reaching out to the force and directly working with these Sailors to motivate, mentor, and grease the skids with the appraisal and application process. This is a huge collateral that does not receive a lot of attention, but it is more than deserving and it keeps your communities healthy! I encourage you to reach out to them, offer your assistance, find ways to help, reach out to your commands to see if they will help fund travel for outreach purposes, and be a conduit.

I have had a number of LDO/CWO officers that are interested in Canvasser Recruiter positions or extending their time with Navy Recruiting Command. Although these positions can be rewarding and are critical to the future of our Navy, I encourage you to engage your enterprise leads prior to applying to better understand the impact that CANREC tours cans have on those who remain there for lengthy periods. The LDO/CWO force is founded on deck plate technical expertise applied directly to an operational environment within your enterprise. Consequently, holding billets outside your designator can significantly impact the perception of a selection board.

Finally and on that same note, selection boards are right around the corner! Do not wait to update your records at the last minute! As a heads-up, if you were not aware, the NES and OPINS systems have merged with NSIPS and have impacted many personnel records. It is your responsibility to ensure your record is accurate. PERS-911 and the My Navy Career Center (MNCC) can help assist you with these items or direct you to who can. I encourage everyone to review the PERS-911 and MNCC webpages on the My Navy HR website to better understand how you can submit requests for updates.

As always, thank you for the hard work you do and don't hesitate to reach out if needed.

*LCDR Dustin Hoskins
Reserve LDO and CWO Officer Community Manager
dustin.a.hoskins.mil@us.navy.mil*

In-Zone Determination

If your active-duty lineal number (or precedence number for reserve officers) is lesser or lower than the number for the junior in-zone officer on the NAVADMIN message, you will be considered “in-zone” by the promotion board. If your lineal/precedence number is lesser or lower than the senior in-zone officer, then you will be considered “above-zone” by the promotion board.

If not selected for promotion, above-zone officers continue to be considered for promotion by subsequent boards until discharged or retired.

For active-duty officers, if your number is greater or higher than the junior in-zone but lower than the junior eligible you will be viewed as “below-zone” by the upcoming board. Active-duty boards are allowed to select up to ten percent of the officers selected for promotion from below-zone eligible officers. A below-zone consideration for promotion is a “free” look since non-selection will not incur a failure of selection (or FOS). Depending on varying officer community needs, officers may receive one, two, or occasionally three below zone looks.

FLOWPOINT:

A flow point is the point at which an officer is promoted (wearing and getting paid) to the next higher grade and is calculated from ENS date of rank for LDOs, and for CWO2 date of rank

Captain Dave Dwyer
Head LDO and CWO Community Manager

CWO5 Hector Sandoval
CWO Community Manager

LT Bryan Gill
Asst LDO and CWO Community Manager

Mr. Parker Dinwiddie
Asst LDO and CWO Community Manager

Our Group Email address: ldocwoocm.fct@navy.mil

Community News and Forums: Stay Connected!

MyNavy HR Website: <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/LDO->



Facebook: <https://www.facebook.com/groups/10150114349755436>

