



SEP/OCT 2016



LDO AND CWO
NEWSLETTER

Silver Eagle - CAPT Dan Henderson

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

Head OCM's Corner:

In our travels, questions about mentorship come up quite often. We are seeing a very large population at our briefs of Third and Second Class Petty Officers. That is where mentorship is exceling right now. The difficulties we are seeing on the road have more to do with the mentorship of the senior First Class and Chief Petty Officers. We have to be consistent on our mentorship across all pay grades.

I would submit that mentoring a Third Class on the "way ahead" is way different than mentoring an 11+ year First Class. Obviously one has years to formulate their path and the other has already formed a culture of success, or not, in their path. Be sure you know the difference. Understand if you have a 12 year First Class or 18 year Senior Chief you really have 2 years at best to guide them through the process.

We have and always will continue to look at leadership and TECHNICAL EXPERTISE. This has not changed over time and will be our cornerstone of what we do. Our experience we bring to the wardroom on day one is not only desired but required. We have to be cognizant of what we're looking at for the future of our community. We also have to be honest when somebody is not ready for a commission. The recommendation is ultimately from the Commanding Officer but your appraisals are what help both the CO and the Boards. If you are fortunate enough to sit an appraisal board and all you write is "GOOD CANDIDATE". Who are you helping? This is not an assessment of a candidate. Always take the whole person...whole record concept. We normally do not pick a candidate that has a good year. Our candidates have shown sustain superior performance in leadership and technical expertise. THAT IS WHO WE ARE.

Lastly, pick a mentor. You need to be current of your career path and your first stop is always your detailer. They are the most current on what is changing and what the NORM looks like. They see billets changing and see the future better than anybody. Remember, what was a normal path to make Captain five years ago is not the same path today. You have to be nimble enough and be open to numerous mentors. I have had great mentors over my career and most of them have retired. That is why it is imperative I stay current. Because, my mentor may recommend the USS Saratoga and I need to know he really means I need to go to sea.

STAY CURRENT...

RELEASED
NOV 2016

CWO Community Manager's Corner: Greetings to all my fellow Mustang Warrants. I just wrapped up the FY-18 CWO promotion plan and I want to share with you what my projections are looking like for W5 promotion opportunity in the next five years. Keep in mind this is just **projections** and can change depending on vacancies or W5 billet changes in the out years. Historically, before W5s could stay in past 30 years the typical promotion opportunity was 40% with a flow point of 12 years. When law changed in 2012 for W5s to stay up to 33 years, promotion opportunity dropped down as low as 33% for those in- zone. Obviously, many of us W5s stuck around a little longer not creating as many "vacancies" for others to promote. The good news is most of us W5s that stuck around since the law changed are approaching the finish line and will retire soon. My proposed promotion plan, based on known and projected losses, will gradually increase promotion opportunity back to 40% within the next five years. Keep in mind the in-zone group size will gradually decrease and the average flow point will eventually go back to 12 years (W2-3yrs; W3-4yrs and W4- 5 yrs).

Projected FY-18 plan for the next five years:

FY-18 37%
FY-19 37%
FY-20 38%
FY-21 38%
FY-22 40%

For those curious what the FY-17 W5 board stats looked like, the breakdown is as follows:

Above Zone	4
In - Zone	19
<u>Early Zone</u>	<u>0</u>
Total:	23 of 68 selected with a 34% selection rate

The W4 projected promotion opportunity is still looking very good for the next five years. We had 90% selected in the FY-17 board. My projections still show 90% for the FY-18 board, if approved. So what does this mean? If you are doing the hard jobs, breaking out in FITREPS, to include at or above the senior rater's accumulative average, have your warfare pin, complete required qualifications, pass PFAs, work on education and don't do anything stupid then you have an excellent chance of not being in the 10% that do not make the cut.

On a final note, I want to wish everyone a Happy Thanksgiving, Merry Christmas, Happy Hanukah and seasonal greetings. The OCM Team looks forward to continuing our work with you as we develop a successful New Year.

FY-18 LDO and CWO In-service Procurement Board – Discrete Requirements:

Thank you to all who submitted updates/inputs for the FY-18 discrete requirements. Changes will be implemented and submitted with our LDO and CWO quota plan to OPNAV N13 for approval.

Selection Boards:

The FY-18 LDO and CWO promotion plan was submitted in Oct for routing and approval to CNP via N13. Last year we briefly explained the process and steps to take to sit on a statutory or admin board for those interested.

Statutory promotion selection boards are composed of senior officers of experience, maturity and varied backgrounds from each competitive category being considered by that particular promotion selection board. Their task is to recommend for promotion the best qualified from among all eligible officers, above, below, and in-zone. There is also an administrative selection board one can request to be a board member such as the Active Duty LDO and CWO In-Service Procurement board. Recorders are also needed. These individuals are responsible for ensuring only correspondence, which is in consonance with the provision of MILPERSMAN 1420-010 article, is presented to selection boards.

If interested in being a board member or recorder please submit your request to your Detailer. Your name will be placed in a bank for ANY board. PERS 8 will contact the Detailers for board membership requirements. Detailers will then submit board volunteers to PERS 8 for approval. If not selected, keep volunteering. This is a great opportunity for those who have never sat on a board to gain experience on the meticulous process.

Officer Training:

We just wrapped up the FY-18 Promotion Planning here in Millington. If you remember, we went over the Five-Step Promotion Planning Process in the last Lariat and we stated that we must abide by Law to determine vacancies and follow Policy which dictates Flow and Opportunity or timing when one is in-zone for promotion.

"Am I in Zone?" "How do I know if I'm in zone?"

The answer is simple: Each December CNO releases a NAVADMIN titled: NOTICE OF CONVENING FY-XX NAVY ACTIVE-DUTY PROMOTION SELECTION BOARDS (Last year's message can be found at: <http://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMINS/NAV2015/NAV15281.txt>). This message will provide you with the following information:

- The Selection Board Schedule, which can also be found at

<http://www.public.navy.mil/bupers-npc/boards/selectionboardsupport/Pages/FY17%20Board%20Schedule.aspx>

AND

- A list indicating the names, lineal numbers and dates of rank of the Senior in-zone, Junior in-zone and Junior officer eligible for consideration for promotion in their specific category. In addition, those officers on the Active-Duty List and in the same competitive category who are senior to the Senior in-zone officer listed in their category are considered above-zone and are also eligible for consideration.

LT Taylor (Lineal #107588-00) wanted to know if she would be in zone last year, so she pulled up NAVADMIN 281/15, which was released 10 Dec 2015, and scrolled down to the LCDR Line section and looked under the Limited Duty Officer competitive category to find the following:

Limited Duty Officer (Line) (61XX/62XX/63XX/64XX/68XX)

Senior in-zone - LT S. P. Lennon 106924-00 01 NOV 2010
Junior in-zone - LT M. A. Hatlevig 112154-00 01 OCT 2011
Junior eligible - LT K. S. Scales 124498-00 01 OCT 2013

Her Lineal # falls in between 106924(senior in zone) and 112154 (junior in zone), therefore she was IN ZONE.

Everyone between 112154 (Junior in-zone) and 124498 (Junior eligible) is Below Zone.

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.

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.

Students who are unable to obtain a reservation at NGIS need to contact the LDO/CWO Academy Staff immediately for lodging accommodations in King Hall. 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:

Director, (401) 841-3351
Deputy Director, (401) 841- 3838
LT, (401) 841- 1716
CWO5, (401) 841-3830
CWO4, (401) 841-3377/3358

Need To Do:

- E-6 Evals.
- Get your eligible E6s who are interested in applying for next year's (FY19) LDO/CWO accession board signed up for this coming January's CPO Exam (2017). 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 2018 (earliest commissioning date for the FY19 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. However, they are not looking at the proper TIR requirement for these members to have TIR as of "1 Oct 2018." If E6s waits until Jan 2018 to take CPO exam, they will not be eligible until the FY-20 board which puts them a year behind schedule! Have them take the January 2017 exam, 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 2018. There is no makeup or waiver of this requirement.
- Start working LT Fitreps for January.

Report Trip

Bahrain: 64 Mustangs and Applicants

We normally do not travel during the first Quarter of the FY as we are busy with our promotion and accession planning. However, this was a great opportunity to visit and speak to our LDO and CWO Leaders assigned in the AOR for one year. I would like to personally thank all those that attended the briefs and social afterwards, especially LT Willie Jordan, a great host who went out of his way to support and sponsor us.

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>
17010	11/02/2016	CAPT Bill Noel	CWO5 Douglas Molloy
17030	02/01/2017	CAPT Jeffrey Sheets	TBD
17040	03/08/2017	CAPT Whitt	CWO5 Carl Lindee



Did you know ? If you retire due to a 2X FOS you will receive an SPD code of "SGB" on your DD-214. This code is not in any way adverse or will impact job opportunity. All it means is you failed to select for promotion.

If you are selected for promotion but submitted your retirement paperwork before results were released AND you want to accept promotion you must notify PERS 835.

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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