



Keeping you in the loop

APRIL 2014

LDO/CWO OFFICER COMMUNITY MANAGERS NEWSLETTER

Head OCM's Corner:

Our Sustainability Initiative brief to CNP (VADM Moran) a couple weeks ago was a huge success. CNP is onboard and we continue to move ahead. Keep track of our progress via the timeline on page 4.

LDOs that wish to lateral transfer out must have at least 6 years of commissioned service, regardless of how your current designator is manned. Please understand that we take not just the current health of the community into account, but we must look out to the projected future health as well.

**** NEW EAGLES - Please join us in congratulating our newest group of LDO Captains: CDRs – Nonito Blas, Roger Brouillet, Bill Johnson, Scott Lyons, Gary Martin, Mark Meskimen, Jeffrey Pafford and David Warner. Remember to shoot us an email with your updated contact info. We will then add you to the CAPT/CWO5 email distro list.****

Now that the Captain list is out, I can officially announce that Capt(s) Bill Johnson (6180) will report later this month to relieve me as Head, LDO/CWO Community Manager. Bill is an absolute superstar and Sailors' Sailor! He is coming to us from USS DWIGHT D. EISENHOWER (CVN 69) as the Combat Systems Officer and has served as Head, Surface LDO/CWO Assignments.

FY-15 In-service Procurement Board statistics:

LDO – 1,392 applications, 286 selections = 21%

CWO – 1,018 applications, 188 selections = 18%



USN

RELEASED
MAY 2014

2014 Road Show Fleet Engagement Schedule

MAY

Hawaii

7 May:

- 0830 LDO/CWO "Community Health" Brief
(Kaneohe Bay Theater)
- 1300 LDO/CWO "Applicant" Brief
(Kaneohe Bay Theater)

8 May:

- 0830 LDO/CWO "Community Health" Brief
(Memorial Hickam Theater)
- 1300 LDO/CWO "Applicant" Brief
(Memorial Hickam Theater)

Guam

12 May:

- 0830 LDO/CWO "Community Health" Brief
(HSC-25 Wardroom)
- 1300 LDO/CWO "Applicant" Brief
(HSC-25 Wardroom)

13 May:

- 0830 LDO/CWO "Community Health" Brief
(NBG Chapel – all purpose room)
- 1300 LDO/CWO "Applicant" Brief
(NBG Chapel – all purpose room)

BZ to Bahrain Mustangs:
LCDR "Roz" Morrison,
LCDR Antoine Thornton,
LT Jermaine Jemmott
and LT Chris McHenry

BZ to Naples Mustangs:
LCDR Rob Davis and
LT Will Snider

Trip Report

Bahrain: totals – 34 Mustangs and 110 applicants: BZ to the 5th Fleet and NAVSUPACT Bahrain Mustangs. Great job putting the word out to the masses. Briefs were packed and the feedback was exceptional. Office call with the 5th Fleet Commander (VADM Miller) went exceptionally well. Missed the CVN by one day, but will do our best to plan better next time around.

Naples: totals – 20 Mustangs and 74 applicants: Shout out to LCDR Rob Davis and LT Will Snider for the hospitality provided throughout our stay. Office calls with RDML Scorby and RDML Nowell were well received. They are both supporters of our Sustainability Initiative.

PENDING ROADSHOW BRIEFS – San Diego, Pensacola

FY-16 Application Season Facts

The FY-16 LDO/CWO In-service Procurement board is approaching. With that said, we will begin posting facts to ensure we are all on the same page for application season.

Interview Appraisal Boards: Interview appraisal boards shall be constructed and approved by the Commanding Officer (CO)/Officer in Charge and consist of a minimum of three naval officers (LDO/CWO if available). Every effort shall be used to ensure at least one board member is from the designator for which the applicant is applying (including but not limited to teleconference, VTC, DCO, etc.). Minimum grade requirements for board members are LTJG, or CWO2 with two years time-in-grade. A minimum of three (maximum of five) interview appraisals must be submitted for each applicant. Only the current version of the Interviewer's Appraisal Sheet (NAVCRUIT 1131/5 Rev 02-2014) will be accepted.

Community News

PENDING UPDATES

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

FY-16 Active Duty LDO/CWO In-service Procurement Board NAVADMIN: Draft NAVADMIN continues through the chop chain. Stay tuned for the release of this NAVADMIN.

Proposed Summary Group Changes: Formal package submitted to change BUPERSINST 1610.10C (via NAVADMIN). New FITREP summary groups for LDOs and CWOs to compete by Warfare Enterprise will be established. NOTE: LDOs and CWOs will continue to compete for statutory promotion within their current competitive categories and retain their current designators. Formal package routed.

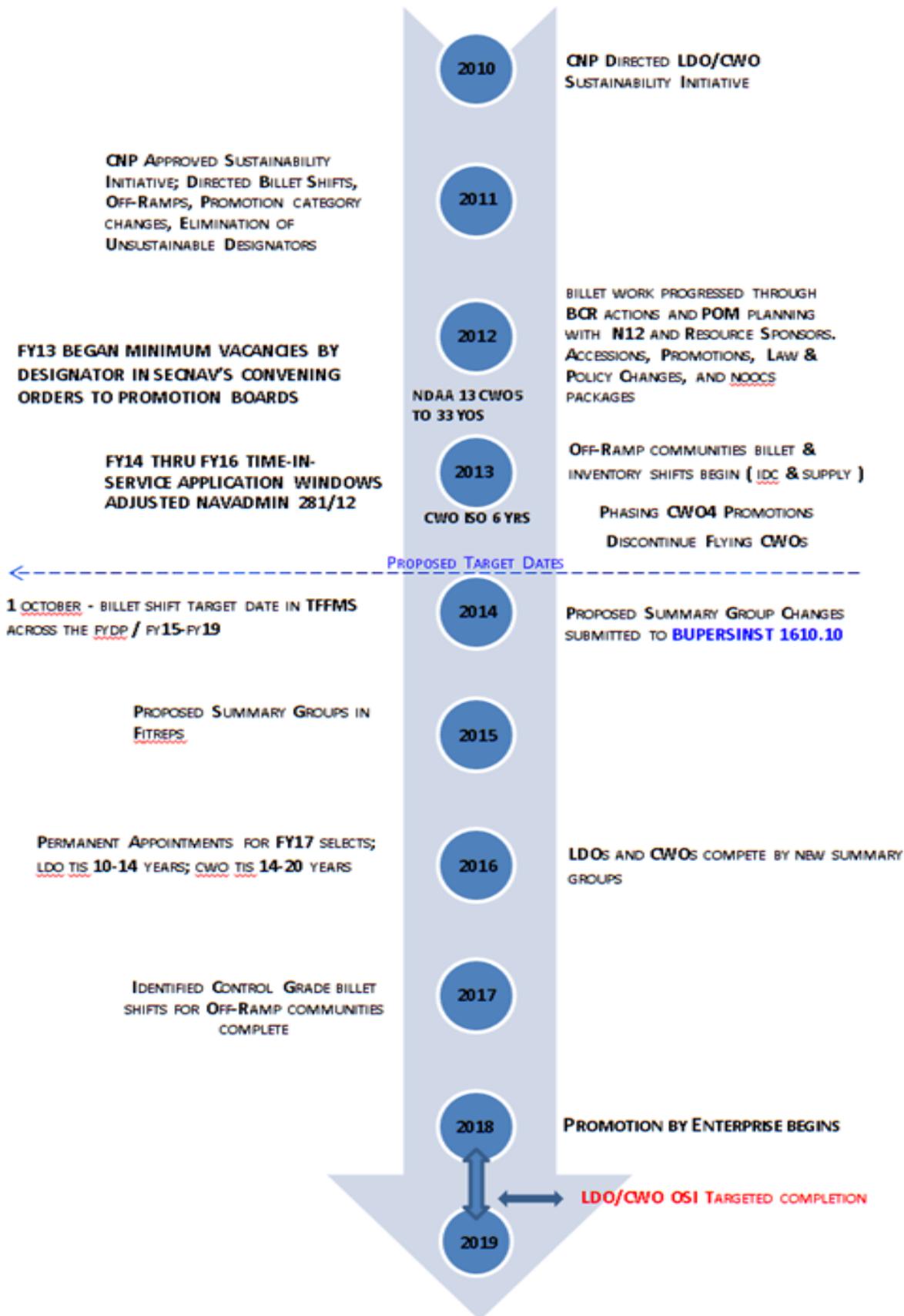
OPNAVINST 1210.5, Lateral Transfer and Redesignation / WOBA Off-Ramps: No new update at this time.

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. No new update at this time.

OPNAVINST 1420.1B / Enlisted Commissioning Programs: The revision (OPNAVINST 1420.1C) is being re-routed for chop. These changes will reflect many of the policy issues currently covered by the annual announcing NAVADMINS. No new update at this time.

LDO/CWO Sustainability Timeline

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



Social Media Feedback (Q&A):

LCDR Joe Hammond asked a question via the LDO/CWO Community Manager Forum on FaceBook. Here is his question and the response from the Navy Pay and Allowances Policy Staff in DC:

Q: If we knew CNO was working on a revision to the Sea Pay table, why did we not use this opportunity to get O-1E to O-3E's added to the pay chart? As it stands, E-6 to E-9 putting on bars loses about half their sea pay, but Warrants get to keep theirs.

A: "There is no need to add O-1E and O-3E because Career Sea Pay (CSP) is based on actual sea time while stationed onboard a ship; moreover, a service member's sea duty counter does not reset when he/she transitions from Enlisted to Officer. Some ratings are more sea intensive than others and Sailors should be rewarded via promotions and sea pay for continuous, arduous sea duty over an extended timeframe. Adding an O-1E - O-3E is not an option in the future because there is no distinction between and O-1 and an O-1E when it comes to time served on arduous sea duty. An O-1E who has never been stationed or served onboard a ship is no more qualified than an O-1 with no prior Enlisted experience; therefore, he/she should not be compensated more just because he/she has been on active duty in the Navy longer. With respect to the disparity in CSP between Warrant Officers and senior Enlisted, Warrant Officers make an informed decision to become Officers rather than remaining in the senior Enlisted ranks. The average base pay difference between a Warrant Officer (CWO2) and a Chief is about \$700 per month. CSP is a relatively small amount of compensation (especially for junior Enlisted and young Officers) for the rigors of arduous sea duty."

To answer the first part of Joe's question, we (LDO/CWO Community Manager) were unaware that the Sea Pay table was being revised and are not privy to the periodicity of updates. This is probably not the answer that we wanted to hear, but it is directly from the folks that work that issue. Appreciate the questions, keep them coming and we will do our best to find the right folks to answer.

Brief Your Relief:

The "Brief Your Relief" powerpoint presentation is now posted to the LDO/CWO Community Manager webpage. This short slide deck will assist greatly when discussing our program with applicant's one on one or via command wide brief. Let us know if there are any questions concerning the content.

Cut/paste the link into your browser to view: http://www.public.navy.mil/BUPERS-NPC/OFFICER/COMMUNITYMANAGERS/LDO_CWO/Pages/References.aspx.

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:

<u>OTC Class #</u>	<u>Conv Date</u>	<u>LDO Sponsor</u>	<u>CWO Sponsor</u>
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/ldo_cwo

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