



Keeping you in the loop

**JULY - AUGUST 2014**

## LDO AND CWO OFFICER COMMUNITY MANAGERS NEWSLETTER

Silver Eagle - CAPT Rich Verbeke

Senior Warrant Officer in The Navy (SWON) - CWO5 Steve Pelon

### *Head OCM's Corner:*

*I have been fortunate to visit Norfolk and San Diego in the past couple of months. The turnout to the Community brief has been outstanding and I really appreciate the participation. BUT I do need some help beefing up mustang attendance at the Applicant brief. We had the best numbers I've seen and it would be a major bonus to look into the crowd and help get some applicants direct, local and on station mentorship. At one applicant brief we had 120 plus applicants which included 20+ Second Classes. I loved it. Somebody is getting the word out and I'm confident my relief was in that group. The briefs are new and we're attempting to keep them at one hour because your time is valuable and our time is not something in abundance in today's environment.*

*During my San Diego trip I had the privilege to visit both the USS RONALD REAGAN (CVN 76) and USS CARL VINSON (CVN 70) and both crews were absolutely motivating. I'm confident we'll see great things from both ships throughout their training cycles, maintenance periods and deployments. What was most impressive about both crews were the quals that were being attained. Keep up the great work and both ships had solid programs.*

*Change of Commands and Retirements are probably one of the most memorable parts of our careers. I've been privileged to attend some Change of Commands and Retirement ceremonies since reporting aboard. The one thing that has stood out is that as a community we have and are really delivering the goods at all levels. One guest speaker spoke of how much LDO's were delivering to the fleet as well as training commands at all echelons. If you have a chance to attend an old shipmates retirement or watch him/her assume Command; it's a must see event. What these guest speakers are saying about mustangs as whole is not only positive but rather enlightening. Every day we bust our humps to get our ships underway, through maintenance availability and provide for our Sailors. Let's not forget to support our shipmates at a pinnacle time of their lives and careers.*

*We'll see you in the fleet...*



USN

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# Trip Report

**Newport: totals – 54 Mustangs:** Leo made the trek to Newport and provided our new Community Health Brief to Mustang Academy Class 14080. CWO5 Todd Enders and CWO5 John Salgado were the class officers for this very impressive group of Sailors. We wish Class 14080 all the best as they get out to the Fleet.

**Norfolk: totals – 179 Mustangs and 239 applicants:** We unveiled our new Community Health Brief during this trip and the feedback has been amazing! Excellent communication across the board for all briefs held in Oceana, Little Creek and NAVSTA Norfolk. Huge numbers! OCM was extremely appreciative of the senior LDOs and CWOs that not only attended the Community brief, but made time to sit in on the Applicant briefs. It shows just how important Mentoring and Recruiting our reliefs is to them.

**BZ to Norfolk Mustangs:**  
LT Corey Cheek  
CWO5 Dave Bauer  
CWO2 Jason Cray

**San Diego: totals – 210 Mustangs and 263 applicants:** First and foremost, thanks to LT Craig Leonard (3<sup>rd</sup> Fleet N1) for working the funding. Always a great Road Show in SD, this time was no different. Our highlight was getting the opportunity to visit and brief the Mustangs onboard VINSON prior to her departing for deployment. Shout out to LCDR Jamie Macisaac and LT James Lowe for the first class service and luncheon held at the CNAP HQ. Attendance at the Community and Applicant Briefs held at CNAP were very well attended. Hoping to see more senior Mustangs sitting in on the Applicant Briefs in the future. We must show applicants that mentoring and recruiting is near and dear to our hearts. Thanks to LT Nilbert Ng for coordinating the very well attended Applicant brief at NBSD Base Theater. The Mustang Social at Casa Guadalajara was a great event, thanks to those that were able to attend. We finished up the week onboard CVN76, who were in the beginning stages of their Planned Incremental Availability. Kudos to LCDR Tony Pabon for rounding up as many Mustangs as possible to attend the Community brief. The Applicant brief onboard filled Wardroom III, lots of very motivated applicants and plenty of Mustangs in attendance supporting our recruiting efforts. Lastly, this was our first combined trip with detailers in quite some time. BZ to CDR John Popham (Surface LDO and CWO Branch Head) and his team of detailers for their efforts in coordinating this highly successful Road Show. We hope to get out on the road with the Aviation and Submarine LDO and CWO detailers for future trips. Stay tuned.

**BZ to SD Mustangs:**  
LCDR Omar Martinez  
LCDR Tony Pabon  
LCDR Jamie Macisaac  
LT Nilbert Ng  
LT Gregory Royal  
LT James Lowe

**Newport: totals – 33 Mustangs:** Our newest Mustang Academy Class 14090 were briefed last week by Mitch. Overall, it was a great trip. Another BZ to the entire OTCN Mustang Academy Team and welcome to the Fleet Class 14090!

## Community News

**Flying CWOs Update:** Congratulations to our first three cohorts from the Flying CWO program that have been approved by the Secretary of Defense (SECDEF) for appointment to Lieutenant in the unrestricted line. NAVADMIN 192/13 provides particulars on transition options. Lessons learned include:

Follow-up, it is the member's responsibility to make sure we have your paperwork. You can contact the Aviation OCM POC in NAVADMIN 192/13 to make sure your paperwork is here. Best way is to email paperwork as outlined in NAVADMIN 192/13. Date of rank (DOR) and appointment dates can differ. Again, DOR dates are being used based on NAVADMIN 192/13. Appointment dates will be the 1st day of the month following SECDEF approval of scrolls. Pay will be based on appointment dates, future promotions and placement on the active duty list (ADL) of officers will be based on DOR. Placement on the ADL is by lineal number and this number / date will be used for future promotions.

**FY-16 LDO and CWO In-service Procurement Board:** Per the LDO and CWO In-service Procurement Board Sponsor (PERS-803), "digitally signed Interview Appraisals will be accepted." IAW NAVADMIN 140/14, only the current version of the interviewer's appraisal sheet (NAVCRUIT 1131/5 Rev 02-2014) will be accepted.

A few notes from the message:

- For FY-16 LDO will be 8 to 14 years of service. NOTE: paragraph 11 applies to nuclear-trained personnel only. NAVADMIN 281/12 still applies with reference to Time in Service limitations and waivers.
- A minimum of three (maximum of five) interview appraisals must be submitted for each applicant.
- Beginning FY-16, applicants may submit their joint services transcript, formerly Sailor-Marine American Council on Education Registry transcripts (SMART), but submission is no longer required or encouraged.
- CO/OICs endorsement, located on page 10 of OPNAV 1420/1 (Rev 01-08), must contain the following statement: "Applicant meets all requirements outlined in OPNAVINST 1420.1B, NAVADMIN 140/14 and the physical fitness standards of OPNAVINST 6110.1J."

**Officer Training - UNDERSTANDING PROMOTION ZONES:** "Promotion zone", or "in zone", 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 seniority within their competitive category, based on lineal number. All LDOs and CWOs receive one "in zone" look for promotion. 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" eligible. Each December the "NOTICE OF CONVENING FY-\_\_ NAVY ACTIVE-DUTY PROMOTION SELECTION BOARDS", also referred to as the "Zone message" is released. It is imperative that each LDO and CWO review to find out if you are in fact "in zone".

### **Community News and Forums:**

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

- "Brief Your Relief" powerpoint presentation can be found here under "REFERENCES"

Facebook: <http://www.facebook.com>

(Search: LDO and CWO Community Manager Forum)

**FY-14 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>Conv Date</u>	<u>LDO Sponsor</u>	<u>CWO Sponsor</u>
14100	9/8/2014	CAPT Hank Roux	CWO5 Errol Mandrell

**FY-15 Sponsors:**

<u>OTC Class #</u>	<u>Conv Date</u>	<u>LDO Sponsor</u>	<u>CWO Sponsor</u>
15010	10/6/2014	CAPT Jeff Sheets	CWO5 Michael Sill
15020	11/4/2014	CAPT Bill Noel	CWO5 Dwight Baker
15030	1/5/2015	CAPT John Jones	CWO5 Daryl Hagemann
15040	2/9/2015	CAPT Dan Henderson	CWO5 Lou Rodriguez
15050	3/16/2015	CAPT Pierre Fuller	CWO5 Todd Enders
15060	4/20/2015	CDR Carol Schrader	CWO5 Jerry Hillman
15070	5/26/2015	CAPT Rich Soucie	CWO5 John Salgado
15080	6/29/2015	CAPT Horacio Fernandez	CWO5 Arnel Sto. Domingo
15090	8/3/2015	CDR Bill Johnson	CWO5 Liz Rivera
15100	9/8/2015	CAPT Doug Holderman	CWO5 Todd Enders

**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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