



Keeping you in the loop

OCTOBER 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: How do I prepare for my Promotion Board?

The going in premise should be for everybody is "WE'RE ALL IN THE CRUNCH"!!

This seems like a pretty straightforward question but really how do you prepare? Every seasoned O6/O5/O4/W5 will steer you center of the channel BUT some go at 10 KT's, 15 KT's and yes 350KT's. If you're a guy that moves at 350 KT's you might want to start earlier so you don't miss something. Is one approach better than the other? I can tell you that there is NO big secret BUT many common items to look at. While discussing this I will use the FY15 LCDR Line results, but this is applicable to all boards. And a big thing to remember is that we are all really good, but we all end up in the CRUNCH!!!

FITREPs:

- 1) Write your FITREPs for the board. Think of it as a conversation with your board.
- 2) DO NOT panic when you get that "MP" or "P". Board members are smart and have years of experience and will figure out you just got a 3 month FITREP competing with a peer that has been on the CVN/CG/DDG/LHA/VFA/VP/SSN for 2 years. If you think it's confusing then spell it out on the fitrep..."THIS IS A 3 MONTH FITREP COMPETING AGAINST A PEER THAT HAS BEEN ONBOARD MY CVN/CG/DDG/LHA/VFA/VP/SSN TWO YEARS LONGER"
- 3) You need to progress from "P", "MP" toward the "EP" as well as improve in your Reporting Seniors Cumulative Average (RSCA). RSCA not improving is not a killer as long as you are above the average and it makes sense. The main reason RSCA remains the same is due to duration between FITREPs. If you get a competitive FITREP and 2 months later you have a Change of Command it's quite possible no real changes. Lastly, you now have a 2 month FITREP which is where folks tend to be stagnant on their inputs. You should spend equal amount of time on your 2 month FITREP as your 12 month.



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Head OCM's Corner: How do I prepare for my Promotion Board? (Cont.)

Tours of Duty:

- 1) NOTHING REPLACES SEA DUTY!! That really hard shore job that you need to extend in because you are irreplaceable...does not equal a Ship, Staff or Squadron.
- 2) Do not take a job with less responsibility to stay in the same geo-location. As long as you take the next progressing job... location is usually not the issue.
- 3) If it's hard it's probably the right Job. Do well and move on to the next job. Do not stay too long.

Qualifications and AOD's:

- 1) Do them...DO THEM ALL (SWO/SCW/IDWO/TAO/EOOW/PAMO). Remember the qual you just missed out on...is being done by one of your competitors. If you are doing a qual and it requires a Waiver...SUBMIT IT. Do something outside your comfort zone. It's a bad decision to not attempt.
- 2) AOD's are your responsibility so if you earn one you need to get it into your record. Going before a board with minimal to no AOD's makes it difficult for your briefer to try and figure out what you've done or are doing.

Education:

- 1) I'm going to take a different perspective on this...Look who sits your boards? Highly educated Officers that understand Education, Sea Duty and qualification.
- 2) I know of no one that has not promoted because they have too much education. I confidently can say that some of our folks have not been promoted because we have so many great officers it becomes the second, third and fourth tie breaker. REMEMBER WE'RE ALL IN THE CRUNCH.

PHOTO's:

The only requirement is in grade. So get it done early in grade. Remember at the beginning of the brief I mentioned we're all in the crunch. So if I fail to have an updated photo...it gets briefed and again in Crunch#1 and again in Crunch#2 and #3...you get the picture. I just got briefed I cannot update my photo 3 times and you guessed it, can't fix it now.

So here's the SECRET and make sure you keep it to yourself!!!

Slight humor but the NPC Web-site tells you everything you need to know!!

First go to the Boards web-page

<http://www.public.navy.mil/bupers-npc/boards/activedutyofficer/Pages/default.aspx>

Second go to O4 Line which is what we will use as our example

<http://www.public.navy.mil/bupers-npc/boards/activedutyofficer/o4line/Pages/default.aspx>

Head OCM's Corner: How do I prepare for my Promotion Board? (Cont.)

I first look at the board convening order. This is where you will see that the Navy values education and qualifications. Additionally, you can see some valuable items to work on beefing up your record for the future.

I then look at the Precepts. This is the guidance from the Secretary of the Navy. It spells out the rules, values like best and fully qualified and how the board will be conducted.

Lastly, look at who is a voting member for your board. Pay close attention on designators.

President: RDML 1320

Member: CAPT 1110

Member: CAPT 1110

Member: CAPT 1120

Member: CAPT 1310

LDO Membership:

Member: CAPT 61XX Member: CDR 62XX

Member: CAPT 63XX Member: CDR 64XX

NOTE CWO's should review their specific board membership

Remember what I previously mentioned that board members are highly educated and professional Officers:

- They understand diversity of billets
- What a good FITREP/record looks like
- They understand 3M coordinator on a CVN can't be a fun job
- Qualifying EOOW as a non-engineering designator is a big deal
- The LDO Aviator qualified OOD on the AMPHIB...that's really cool.
- Aviation Maintenance Officers are the only designator eligible for PAMO. Eligibility and opportunity are both considered.

Trip Report

Newport: totals – 58 Mustangs: Leo got up to Newport to provide Mustang Academy Class 15010 with our Community Retention/Career Management Brief. We wish you the best of luck as you get back out to the fleet as naval officers. Thanks to CWO5 John Salgado for the assistance. Our Instructors in Newport are doing excellent work. You will begin seeing a trend in our Road Show briefs where we highlight duty assignments in Newport at Officer Training Command – LDO/CWO Academy. We must continue to send our best and brightest there to lead, mentor and train our newest LDOs and CWOs. Mustang up!

Community News

Navy Times Article – An article in the 11 November 2014 edition of the Navy Times entitled, "Go Mustang!! LDO and Warrant Careers Offer More Authority, A Pay Hike and Big Retirement Payout" referenced time in service (TIS) windows of:

- LDO: A Sailor who has spent at least a year as an E-6 and has at least eight, but no more than 16, years of active naval service.
- CWO: Must have at least 12, but not more than 22, years of active naval service in the year of application.

The TIS windows used in the article were IAW OPNAVINST 1420.1B, but were updated via NAVADMIN 281/12 and NAVADMIN 140/14. In order to clarify TIS windows, they are:

- LDO: At least 8, but not more than 14 years of active service prior to 1 Oct of FY for which applying (waivers up to 14 years and 6 months)
- CWO: CPO select minimum. Between 14 and 20 years of active service prior to 1 Oct of FY for which applying (waivers up to 22 years for MCPO only)

Officer Training – PROMOTION OPPORTUNITY: PROMOTION GUIDELINES - One purpose of the Defense Officer Personnel Management Act (DOPMA) of 1981 was to establish a uniform promotion system within the Department of Defense (DoD). To comply, DoD developed certain guidelines regarding promotion "flow points." This guidance, combined with Navy policy regarding promotion opportunity (percent opportunity for selection), form the basis for annual promotion plans. Actual selection opportunity and flow points may vary in the annual promotion plan. The following guidelines will normally be applied to active duty LDO and CWO promotion plans for each competitive category:

<u>To Grade</u>	<u>Flow Point</u>	<u>Promotion Opportunity</u>
CAPT	21-23 YCS	40-60 percent
CDR	15-17 YCS	60-80 percent
LCDR	9-11 YCS	70-90 percent
LT	4 YCS	AFQ
CWO ₅	AA	AA
CWO ₄	7 YCS	AA
CWO ₃	3 YCS	AFQ

Notes:

- YCS = years commissioned service
- AFQ= all fully qualified
- AA = as announced. Annually as the NAVADMIN is announced the zone is set and sends the signal to the field as to who is in the zone. Therefore, opportunity percentage and flow point are not applicable to this group. CWO₄ promotion opportunity typically 70-80 percent and CWO₅ promotion opportunity typically 33-40 percent.
- CWO₅ law is that inventory may not exceed 5% of overall inventory.
- SECNAVINST 1420.1B refers.

From Officer Training Command Newport (OTCN) – LDO and CWO Academy: The uniform requirements for LDO and CWO students at OTC Newport have changed. Effective immediately, Service Dress Blue or Summer White uniform is required while at the Academy.

Summer uniform shift will take effect at time 0001 the second Monday of the month of April. Winter uniform shift will take effect at time 0001 the first Monday of the month of October. Should your class cover both periods, you must bring both winter and summer uniforms.

The following uniform Items are required for training while at LDO and CWO Academy:

- Navy Working Uniform (NWU Type I and III) – daily wear
- Summer White and/or Service Dress Blue uniform
- Service Khaki uniform with ribbons and all required components
- Combination cover
- Khaki garrison cap
- Navy black shoes; brown uniform shoes authorized
- Navy issue PT gear shorts (See Note 1)
- Navy issue yellow PT short sleeve or long sleeve shirt(s) (See Note 1)
- Navy issue PT blue sweat pants (October – May)
- Navy issue PT blue hooded sweat shirt (October – May)
- Running shoes
- Conservative swimwear (PT shorts for males; one-piece black or blue swim suit for females)



Recommended Items:

- NWU Parka (w/Fleece Liner from October-May)
- Navy black (Eisenhower) jacket from October – May (Liner recommended)
- Navy issue watch cap and gloves (October – May)
- Civilian clothes for liberty
- Casual slacks and casual shirt with collar for class dinner, Officers' club, etc.
- Civilian winter jacket, gloves, etc. (October – May)

Note 1: Physical Training begins immediately upon arrival and you can expect to wear the Navy PT uniform 4-5 days a week. We highly recommend that you bring several sets of Navy PT gear.

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 and CWO Academy Director, at (401)841-3344.

FY-15 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>
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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Community News and Forums:

NPC Website: http://www.npc.navy.mil/officer/communitymanagers/lido_cwo

- "Brief Your Relief" powerpoint presentation (updated 10/1/2014) can be found here under "REFERENCES"

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