



SEPTEMBER – OCTOBER 2015

## LDO AND CWO OFFICER COMMUNITY MANAGERS NEWSLETTER

Silver Eagle - CAPT Dan Henderson      Senior Warrant Officer in The Navy (SWON) - CWO5 Dan Kissel

### Head OCM's Corner:

What are Off Ramp Communities and why do we have them?

In 2010 during the LDO Officer Sustainability Initiative (OSI) it was determined LDOs in the IDC and Supply communities would off-ramp to respective Restricted Line (RL) Communities.

The desired end state was to create stable RL and Staff Corps communities through the accession of LDOs and transition to the RL and Staff designators. This created a more diversified control grade inventory, while simultaneously eliminating inventory to billet mismatches.

What does that mean to you?

The IDC and Supply Corps LDO control grade billets started shifting 1 October 2013 from LDO to the RL Communities. It means that all O<sub>4</sub>, O<sub>5</sub> and O<sub>6</sub> billets have been and will transition to the IDC and Supply restricted line counterparts. This will be completed by 1 October 2016.

LDOs in the IDC and Supply are highly encouraged to off-ramp between permanent appointment to LDO and NLT 8 years via the Lateral Transfer board. All officers in the grade of O<sub>4/5/6</sub> are afforded the opportunity to transfer via the without Board Action (WOBA) process.

For more information about the WOBA process, please contact your respective detailer.

NOTE: NAVADMIN 241/15 was to better align IDC LDO and CWO designator with their respective IDC designators. A supply designator change was not required.

Standby for a special Lariat edition in December pertaining to promotions.

**RELEASED  
NOVEMBER 2015**

**CWO Community Manager's Corner:** The FY-17 LDO and CWO promotion plan was submitted in Oct for routing and approval to CNP via OPNAV N13. I want to open my remarks and talk about selection boards since this is a good time to put in a plug for those who may be interested in sitting on a statutory promotion board or an administrative selection board.

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.

**From the "Old Retired Guy" – Mr. Mitch Allen:** Selection Opportunity, Selection Rate and "your" chances (opportunity) of being selected. Setting selection *opportunity* is a pre-board process and is submitted as part of the annual promotion plan along with senior in zone (SIZ), junior in zone (JIZ), and junior eligible for each competitive category. Selection opportunity is derived from the "In-Zone" population only. The number of Above Zone and Below Zone officers is not used in calculating selection opportunity. Upon SECNAV approval of promotion plans and zone announcement (via NAVADMIN), statutory selection board opportunity is locked for all competitive categories. This means that if an In-Zone size of **10** officers is submitted with a selection opportunity set at **50%**, **5** selections ( $10 * 50\%$ ) are planned. If an In-Zone size of **10** is submitted with selection opportunity set at **50%** but **2** unplanned losses occur before the promotion board convenes, the **In-Zone** size is now **8**, and only **4** selections ( $8 * 50\%$ ) are possible. Finally, for each selection made from the Above or Below Zone population the number of in zone selections is reduced accordingly.

Selection **rates** are calculated post board and provide selection results from within each competitive category for Above, In, and Below Zone selections. LDO and CWO results by designator are also provided. Selection Rate(s) are located at <http://www.public.navy.mil/bupers-npc/boards/activedutyofficer/Pages/default.aspx> select the appropriate board and board statistics. The "statistics archive" has previous year rates.

*Individual (your) opportunity* of being selected is 1/"In-Zone" size. A zone size of 10 provides each individual (you) a 10% **initial opportunity** of being selected (1/10).

Selection opportunity and flow to the next higher grade guidelines are provided in SECNAVINST 1412.8B. Stay tuned as our next edition will link this article to "critical skills" and revision of competitive categories!

**FY-17 LDO and CWO In-service Procurement Board – Discrete Requirements:** Thank you to all who submitted updates/inputs for the FY-17 discrete requirements. Changes will be implemented and submitted with our LDO and CWO quota plan to OPNAV N13 for approval.

**Officer Training – Revert and Retire:** Permanent officers may not revert to a former enlisted status. In some circumstances Temporary Officers may choose or be directed to revert to their former enlisted status and then retire, in cases where punitive or administrative action was determined.

All Temporary LTJG LDOs are considered permanently appointed to LT at their projected date of rank unless they have declined such appointment in writing to PERS-806 prior to the effective date of said promotion.

**From Officer Training Command Newport (OTCN) – LDO and CWO Academy -**

Effective 01OCT15, 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 via [www.dodlodging.net](http://www.dodlodging.net). (Do not use DTS)

- 1) Upon arrival at OTC Newport, and prior to checking into NGIS, report to King Hall (Building 291) Quarter Deck. Have the watch stamp your orders and pick up your check-in paperwork for the course. Civilian attire is authorized at check-in.
- 2) Report to the NGIS Front Desk (Building 1312) located at 1312 Meyerkord Avenue for your room assignment.
- 3) You will be required to settle up your payment with NGIS every 10 days. The NAVSTA Newport NGIS daily rates range from \$58.00 to \$86.00.
- 4) We suggest that you request lodging in advance prior to arriving at OTC Newport. To prevent being overpaid, we recommend your detaching command use the lowest lodging amount (\$58.00). While here at OTC Newport, you will have an opportunity to request any further advances you are entitled to.
- 5) All incoming students need to ensure they are converted to Officer status in MMPA and NSIPS, this will ease your check-in process in Newport. Your detaching PSD should be able to tell you and you should also confirm your paper work was mailed off. PSD Newport cannot gain you until you're converted which leads to delays in payments. PSD Newport can fix most pay issues, but only the detaching PSD can fix your detachment/loss date (Have detaching PSD POC information with you). Make sure to bring all copies of your paper work (SGLI, Page 2, Oath of Office, loss paperwork, and original orders) and keep track of your advances.

Swim Requirements per MILPERSMAN 1414-010:

The Third Class Swim Test is required and administered early in the training program.

Students who are evaluated as being unsafe in the water will be removed from training and given remedial swim training.

Students who are unable to successfully complete the swim test, following extensive remedial instruction, will be held at training until able to pass the swim test. After three weeks of extra instruction administrative action will be taken.

Third Class Swim Test consists of the following:

Abandon Ship Jump: Jump from a 10 foot tower to simulate abandoning ship.

5 minute Prone Float: Remain afloat face down, utilizing survival floating skills, for five minutes.

Shirt and Trouser inflation: Fill a shirt and pair of trousers with air to remain afloat.

50 yd Swim: Using any single following stroke or combination of the crawl, breaststroke, sidestroke, and elementary backstroke.

Reminders to all students, stay proactive in your fitness, report in shape and ready for training.

Congratulations on your upcoming commissioning, and we look forward to your arrival here at the LDO/CWO Academy!

**FY-16 SPONSORS** - MUSTANG ACADEMY MENTORING PROGRAM. 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>
16020	11/2/2015	CAPT Bill Noel	CWO5 Bob Levendakes
16030	1/4/2016	CAPT Gunter Braun	CWO5 Mike Miller
16040	2/8/2016	CAPT Pierre Fuller	CWO5 Steven Scrambling
16050	3/14/2016	CAPT Bill Bindel	CWO5 Miko Felipe
16060	4/18/2016	CAPT Rich Soucie	CWO5 Ed Fox
16070	5/24/2016	CAPT James Jones	CWO5 Alicia Lawrence
16080	6/27/2016	Silver Eagle	SWON
16090	8/1/2016	CAPT Doug Rhoads	CWO5 Lou Rodriguez
16100	9/6/2016	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.*

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

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

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

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

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