



Keeping you in the loop

SEPTEMBER 2014

## LDO AND CWO OFFICER COMMUNITY MANAGERS NEWSLETTER

Silver Eagle - CAPT Rich Verbeke

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

### *Farewell from CWO Community Manager, CWO5 Mitch Allen:*

*Fellow Mustangs, it is with mixed emotions that I write my final article as an active duty member of our Navy. I will be retiring on Friday October 24<sup>th</sup>. Any of you in the Millington area please stop by. My job will be vacant until the arrival of CWO5 "Liz" Rivera. Liz was the ideal candidate for this job and will represent our community at the highest level.*

*As I depart I need to say thanks to many people but based on my words per minute (typing speed), I can't thank everyone and still meet the posting date. I do need to thank my family for their years of support. I also need to thank our community leadership beginning with RADM Quinn and RADM White.*

*During my tour, we have needed and certainly have received outstanding Flag representation in the management and shaping of our communities. As the CWO OCM, I would be negligent not to thank ADM Ferguson, who provided a much needed vote to the law and policy changes that will provide more equitable retirement packages to all Navy CWOs. I want to thank my bosses, Captain Scot Abel who brought me into this position and allowed me this unique opportunity; to have input on our communities. To Captain John Jones who inherited me and allowed me the opportunity to fully engage my passion of manpower / manning as we began the implementation of the "sustainability initiative." To Captain Len Friddle who continued to provide me latitude in the management of the community. To CDR Bill Johnson for his continued support of the community as our mission of building viable careers for all LDOs and CWOs continues. Finally to the rest of the team (during my tenure), LCDR Shane Walker, LT "Leo" Peterson, and Mr. (LTJG) Dondre Rittman, I am indebted to each of you for your leadership, support and candor. Each of us has been fortunate to have such a dedicated group of professionals representing our team. To the entire Mustang community thanks to you and your families for all you do each and every day.*

*Very Respectfully,  
Mitch*



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OCTOBER 2014

## Trip Report

### **Norfolk: totals – 142 Mustangs and applicants:**

Special thanks to COMOPTEVFOR Staff for funding this trip. Although quick and short notice, we were able to hold a few briefs. We were also able to attend the Change of Command ceremony of CAPT Jeff Sheets as he was relieved by CDR Terry Walton. Congrats on Command! Lastly, thank you goes out to CDR Maxine Goodridge, CDR Bruce Bronk, LCDR Sue Beckman and LT Corey Cheek for participating in our Applicant Roundtable on NOB. Your experience and insight was well received by those applicants in attendance and much appreciated. Thank you for taking the time out of your day to assist in our Mentoring and Recruiting efforts.

**BZ to Norfolk Mustangs:**  
LT Corey "CC" Cheek  
CWO4 Tony Cochran  
CWO3 Lisa Reynolds

## Community News

**FY-16 LDO and CWO In-service Procurement Board – Discrete Requirements:** Request for updates/inputs for the FY-16 discrete requirements have been tasked out to the LDO and CWO Board of Directors and detailers. Discrete requirements provide COs, OICs and applicants with the baseline selection guidance utilized during the In-service Procurement Board. NOTE: not all LDO and CWO designators have discrete requirements. To view discrete requirements for last year's board, please cut/paste the hyperlink into your browser:

[http://www.public.navy.mil/bupers-npc/boards/administrative/ldo\\_cwo/Pages/PreviousLDOCWOBoard.aspx](http://www.public.navy.mil/bupers-npc/boards/administrative/ldo_cwo/Pages/PreviousLDOCWOBoard.aspx)  
(click on the "Board Quotas" hyperlink for FY 15 Board)

**Merger of Civil Engineer Corps Chief Warrant Officers into the Civil Engineer Corps Limited Duty Officer Community:** IAW NAVADMIN 230/14 "announces the suspension of 753X accessions and merger of the civil engineer corps (CEC) chief warrant officer (CWO) designator 753X into the CEC limited duty officer (LDO) designator 653X. This message only applies to active-duty CEC CWOs; the current policy that merges reserve CEC CWOs into the reserve LDO community remains in effect." To read this NAVADMIN in its entirety, please cut/paste the hyperlink into your browser:

<http://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMIN/NAV2014/NAV14230.txt>

**Officer Training - UNDERSTANDING STATUTORY RETIREMENTS:** Each LDO and CWO category has its own retirement laws; MILPERSMAN 1800-1899 provides details. The following general guidelines, based on your active duty service date can be used to compute statutory retirement dates for almost all LDOs and CWOs:

LDO - First day of 2 <sup>nd</sup> month after...	
CAPT	38 years of total active service
CDR	35 years of total active service
LCDR / LT	30 years of total active service
CWO - First day of 3 <sup>rd</sup> month after...	
CWO5	33 years of total active service
CWO4 / 3	30 years of total active service

Twice Failure of Selection (2 X FOS) – applies to both LDO and CWO  
First day of 7<sup>th</sup> month after release of results

## Community News (cont.)

***Extension of 75 Day Leave Carryover Policy:*** A friendly reminder about the 75 Day Leave Carryover Policy. IAW NAVADMIN 026/13, the 75 day leave carryover was extended through 30 September 2015. This leave carryover authorization will cease on 30 September 2015 and leave carryover will be reset to 60 days. Any leave balance in excess of 60 days on 30 September 2015 will be lost unless subject to special leave accrual described in paragraph 2 of NAVADMIN 026/13. To read this NAVADMIN in its entirety, please cut/paste the hyperlink into your browser:

<http://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMINS/NAV2013/NAV13026.txt>

***From Officer Training Command Newport (OTCN) – LDO and CWO Academy:*** GOOD NEWS for all new accessions reporting to the LDO and CWO Academy! All LDO and CWO students are now residing in the Navy Gateway Inns and Suites (NGIS) on board Naval Station Newport. During your stay in NGIS you will have a private room with bath, free Wi-Fi, cable TV, refrigerator, microwave, coffee maker, and more. Below is some important information that you need to know prior to reporting:

- 1) Do not call NGIS to reserve a room. The LDO and CWO Academy staff will reserve your room with NGIS prior to your arrival. NGIS check-in is at 1500 on Sunday, the day before your class convening date. There are two classes in FY-15 that will begin on a Tuesday due to a holiday (Memorial Day & Labor Day). Your NGIS check-in will be on Monday at 1500.
- 2) If you are reporting to OTC Newport on Saturday, we need your help. This also applies to the two classes starting on a Tuesday after a holiday. Please call the NGIS front desk at (401) 841-7900 as soon as possible and request to check-in a day early. You will need to inform them that you are attending the LDO and CWO Academy Course.
- 3) Upon arrival at OTC Newport, and prior to checking into NGIS, report to King Hall (Building 291) Quarter Deck and have the watch stamp your orders. Civilian attire is authorized at check-in.
- 4) Report to the NGIS Front Desk (Building 1312) located at 1312 Meyerkord Avenue for your room assignment.
- 5) You will be required to settle up your payment with NGIS every two weeks. The NAVSTA Newport NGIS daily rates range from \$58.00 to \$86.00.
- 6) We suggest that you request a lodging advance prior to arriving at OTC Newport. To prevent from being overpaid, we recommend that 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 that you are entitled to.

Congratulations on your upcoming commissioning, and we look forward to your arrival here at the LDO and CWO Academy! Please address any questions to 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>
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.*

CDR Bill Johnson  
 Head LDO and CWO Community Manager  
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 (901) 874-3042 (DSN Prefix 882)

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 Asst LDO and CWO Community Manager  
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CWO5 Mitch Allen  
 CWO Community Manager  
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 (901) 874-3044 /Fax: (901) 874-2063

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

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