



THE MUSTANG LARIAT



LDO AND CWO
NEWSLETTER

Silver Eagle - CAPT Dan Henderson

Senior Warrant Officer in The Navy (SWON) - CWO5 Dan Kissel

Head OCM's Corner: How do I prepare for my Promotion Board?

The going in premise for everybody should be "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 KTs, 15 KTs and yes 350KTs. If you're a guy or gal that moves at 350 KTs 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 FY16 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 that 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. You now have a 2 month FITREP, this is where folks tend to be stagnant on their inputs. You should spend an equal amount of time on your 2 month FITREP as you would on your periodic FITREP. Lastly, you may have to stay longer at your command to roll from the "MP" to "EP". JUST DO IT!!! You need to manage your timing and don't short yourself on a FITREP. Remember everybody's timing is different so understand how your timing works towards FITREPS.

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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 AODs:

- 1) Do them...DO THEM ALL (SWO/SCW/IDWO/TAO/EOW/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) AODs are your responsibility so if you earn one you need to get it into your record. Going before a board with minimal to no AODs 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 and professional officers that understand education, sea duty and qualifications.
- 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.

Photos:

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 1120

Member: CAPT 1310

Member: CAPT 1110

Member: CAPT 1310

Member: CDR 1110

LDO Membership:

Member: CAPT 61XX Member: CDR 62XX

Member: CAPT 63XX Member: CDR 64XX

NOTE CWOs should review their specific board membership

Remember what I previously mentioned that board members are highly educated and professional Officers. They understand the following:

- Diversity of billets
- What a good FITREP/record looks like
- A 3-M 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.

Promotion Board Season has kicked off!

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 1412.8B refers.

LATERAL TRANSFER BOARDS - Held in June and November each year, the purpose of this board is to screen applicants and select the best qualified officers to transfer from their current community to a community they requested. In a perfect world, all requests to lateral out of the LDO community would be approved, but individual designator health weighs heavily. Each LDO re-designation request is reviewed on a case-by-case basis. Nuclear LDO submissions will not be considered. All other designators must have completed four years commissioned service and accepted permanent LDO appointment to lieutenant prior to lateral transfer/re-designation. LDO out-quotas are extremely limited. Special consideration will be given to officers projected to be statutorily separated for years of service prior to attaining the rank of commander. In accordance with the LDO off-ramp initiative, Supply Corps and Information Dominance Corps LT LDOs should have at least six (6) years commissioned service.

CWO₂ PROMOTIONS TO CWO₃ AND TIMING - First and foremost every CWO needs a lineal number to go before the promotion board. If you have been commissioned longer than 1 year and do not have a lineal number submit your OFFICER APPOINTMENT AND OATH OF OFFICE NAVPERS 1000/4 REV (8/10) to PERS-8 officer appointments branch. This can be done electronically. Now for the timing. USC Title 10 requires that CWO₂s have two years, time-in-grade when the promotion board convenes to be eligible for promotion. CWOs commissioned in July, August or September will not meet this legal requirement. In these cases members are pushed to the next FY selection board and promoted in October. Every effort is made to appoint all CWOs NLT 1 June but in some cases, such as alternate appointments, it is not possible.

CHANGE IN POLICY FOR APPOINTMENTS FOR LIMITED DUTY OFFICERS - NAVADMIN 275/15-

NAVADMIN 275/15 changes how permanent LDO appointments are delivered. First, if an LDO selectee has **LESS** than 10 years of service (YOS) when commissioned, he or she will be commissioned as a temporary LDO. If an LDO selectee has 10 YOS or **MORE** when commissioned, he or she will be commissioned as a permanent LDO. For those commissioned as temporary LDOs, when promoted to LTJG (after 2 years) will be offered a permanent appointment. If they refuse the permanent appointment they will revert to their permanent enlisted rate. Another significant change is that temporary LDOs will no longer promote in their permanent enlisted rates. For example, if you are a temporary LDO, and a permanent YN1 and you decline a permanent appointment, you will be reverted back to your permanent enlisted status as a YN1. This change in doing away with temporary LDOs puts us more in line with all officer communities. More importantly, it allows LDOs to be treated like all other officers when it comes to the few LDOs that get in trouble. In the past, many times our LDOs would not be entitled to the same processing because of their temporary status. Lastly, these cases were often made more complicated because of the temporary officer status (which translates to longer timelines to adjudicate).

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.

CAPT Bill Johnson
Head LDO and CWO Community Manager
william.r.johnson11@navy.mil

LCDR Julio "Leo" Peterson Jr.
Asst LDO and CWO Community Manager
julio.peterson@navy.mil

CW05 Liz Rivera
CWO Community Manager
elizabeth.riveral@navy.mil

Community News and Forums:

NPC Website: http://www.npc.navy.mil/officer/communitymanagers/lldo_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**)