



Keeping you in the loop

JUNE 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:

Captain Friddle's leadership has guided our community through a myriad of initiatives and he leaves our community in the best shape it's been in many years. I personally would like to wish Len and his family the best of luck and they deserve everything they want in retirement. We all look forward to seeing you on the ranch.

Well I've been in the job for a couple of weeks and I'm pretty fired up about the future. The Officer Sustainability Initiative (OSI) is in the execution phase. The stir OSI created had more to do about the thought of change and less to do with what changed. The bottom-line, our billet structure was out of "WHACK" (Whack – Technical term for broke) and viability of sustaining our community and many designators was at stake. The decision to shift some billets and add others ended with the community breaking even. By breaking even we have provided solid community health and the ability to promote. That's a WIN and a WIN!!

So what's next? My desire is to get back to basics. Over the next several months via the lariat and road-show briefs I would like to clarify how billets and bodies work towards promotions. It's really just a math problem but a lot can be gained by understanding the math. My hope is that we can arm our leaders with the information that will provide positive counsel to our reliefs.

The first fleet question posed to the New Guy:

In my short period of time I've received numerous emails and phone calls why we need to do some qualifications? It's pretty simple it's so your shipmates are not in 3 section duty for a 6, 7, 8, 9... month deployments. It's a team thing and that's what we do. Do not leave your command without getting every Qual you should and or are allowed to attain. It will get noticed.

If you have any particular questions please email or call. I look forward to seeing you in the fleet.



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**RELEASED
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Community News

Without Board Action (WOBA) for Information Dominance (IDC) and Supply Corps LDOs:

WOBA redesignation of Information Dominance (IDC) and Supply Corps LDOs is highly encouraged. WOBA is authorized for IDC and Supply Corps LDO lieutenant commanders, commanders and captains on a case-by-case basis. The "case-by-case" basis just guarantees a quality cut.

Benefits of WOBA include:

- Increased selection opportunities
- Can serve longer (30 years commissioned service possible)
- Flag rank is possible
- Greater education benefits

IDC and Supply Corps LDOs that desire to redesignate via WOBA must meet all eligibility requirements in OPNAVINST 1210.5, MILPERSMAN 1212-010 and MILPERSMAN 1212-030, or request waiver(s) for any eligibility requirements. IAW OPNAVINST 1210.5 paragraph 12, CNP "may grant requests for waivers of any eligibility requirements..." A sample WOBA request can be provided by your detailer.

The IDC and Supply Corps LDO control grade billets will begin to shift October 2014 from LDO to the Restricted Line of their respective communities. What does that mean to you? It means that all O4, O5 and O6 billets will transition and your enterprises desire your skills. The expectation is as billets transition and the bodies will follow. This will provide better career progression and promotions for these respective enterprises. For more information about the WOBA process, please contact your respective detailer/community manager.

Lieutenant Commander Selects: BZ to our newest LDO LCDRs! Cut/paste the following link into your browser to view ALNAV 055/14:

<http://www.public.navy.mil/bupers-npc/reference/messages/Documents/ALNAVS/ALN2014/ALN14055.txt>

**** FY-16 LDO and CWO In-service Procurement Board ****

NAVADMIN 140/14 has been released! 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."

Military Bearing/Character

Protocol and Tradition in Communication: This is a topic that came up during our LDO and CWO Board of Directors Leadership Off-site in May. Below you will find a Lariat article from January 2012 that we dusted off to share again.

We seem to have forgotten or lost some of our protocol and tradition in today's electronic media and social networking age. We use slang and text versions of words in our e-mail and personal correspondence and even in our spoken language at times, and I'm certain many of you have watched a TV program or read a magazine article recently that has commented on this phenomena. The bff, lol, idk world may be more familiar to those of you that have children or friends that text, while others may not have a clue to what I am speaking of? Our colleges and universities are incorporating this language into their information literacy courses, so we at least need to be aware of the situation to remain relevant.

I've noticed and was recently asked to address this in an article to our community. If you are like me, you would like the basis for any guidance to come from the proper resource document signed by a competent authority. I'm sorry to say we do not refer to the source documents as references as much as we need to and the shortcuts we take today become common practice for JO's of tomorrow. We have to adhere to proper guidance in our daily written communication or we allow or the product we produce tomorrow will be of no value.

The primary concern and discussion point of this article is using the proper "Complimentary Close" in your daily correspondence. A very traditional, yet simple rule to follow is to defer to the subordinate position in your complimentary close, unless clearly making a point with a junior. This reflects forethought, genuine care, and allows you a connection with the person being addressed.

- V/r or Very respectfully: Should "always" be used when addressing someone senior to you in paygrade or positional authority, (eg., command billet OIC, CSO, XO), or even if you are unsure...use the V/r to ensure proper military protocol and military bearing.
- Capitalize the "V" in Very respectfully, some old school rules of thumb would dictate that a lower case "v" was a clear message that respect was not intended at all; maybe just the opposite.
- R/ or r/: Used when addressing Juniors
- WR/ or Wr/ (with respect): Again, used most often between peers or to Juniors, a lot of Flag Officers have adopted the W/r in their signature lines on e-mails and personal correspondence.

If you would prefer to ignore tradition then it is acceptable per the Correspondence Manual to use the word "Sincerely" as a complementary close on most personal correspondence.

Please feel free to peruse the following directives and determine your own methods, but I would encourage keeping hold of this tradition and models of closure on your e-mail and personal correspondence.

- "SECNAV Manual M-5216.5, Correspondence Manual"
- "Service Etiquette, Naval Institute Press"
- "Naval Ceremonies, Customs, and Traditions, Naval Institute Press"
- "OPNAVINST 1710.7A, Social Usage and Protocol"
- "U.S. Navy Regulations"

The Exchange of the Hand Salute, by the Silver Eagle and SWON

One required act of military courtesy is the hand salute. The hand salute is not simply an honor exchanged. It is a privileged gesture of respect and trust among Sailors. Remember, the salute is not only prescribed by regulation, but it is also recognition of each other's commitment, abilities, and professionalism.



You salute to show your respect toward an officer, flag, or our country. The fact that the junior extends the greeting first is merely a point of etiquette. A salute extended or returned makes the same statement. The way you salute says a lot about you as a Sailor. A proud, smart salute shows pride in yourself and your unit and that you are confident in your abilities as a Sailor. A sloppy or no salute might indicate that you're ashamed of your unit, shows disrespect towards the more senior officer, lack of self-confidence, or at the very least, that you haven't learned how to salute correctly.



All Sailors in uniform are required to salute the more senior officer/Sailor when they meet and recognize persons entitled (by grade) to a salute, except when it is inappropriate or impractical (in public conveyances such as planes and buses, in public places such as inside theaters, or when driving a vehicle). For example, the Master Chief will salute the Warrant Officer. The Warrant Officer will salute the Ensign.

For additional information on the hand salute, please refer to the Navy Regulations. Cut and paste this link into your browser: <http://doni.documentservices.dla.mil/US%20Navy%20Regulations/Chapter%2012%20-%20Flags,%20Pennants,%20Honors,%20Ceremonies%20and%20Customs.pdf>

Community News and Forums:

NPC Website: http://www.npc.navy.mil/officer/communitymanagers/lido_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 intention of this VTC time is for the class to have an opportunity to talk with our Senior Leadership, CAPT/CWO5, about current issues, experiences (sea stories), and to get an overall sense of what it means to join the Officer Corps/Wardroom as an LDO or CWO. Below is the list of CAPT and CWO5 volunteers that have agreed to sponsor upcoming classes:

<u>OTC Class #</u>	<u>Conv Date</u>	<u>LDO Sponsor</u>	<u>CWO Sponsor</u>
14080	6/30/2014	CAPT Bruce Deshotel	CWO5 Bill Gregor
14090	8/4/2014	CAPT Lawrence Hill	CWO5 Mike Guertin
14100	9/8/2014	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.

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Pending Road Show Briefs

21 – 25 July Norfolk & 18 – 22 August San Diego