

Limited Duty Officer (LDO) and Chief Warrant Officer (CWO) Recruit Your Relief Brief



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Topics

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LDO and CWO 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.



Limited Duty Officer (LDO)

- **Technical managers of the Line or Staff Corps that progressively advance within broad technical fields related to their former enlisted ratings**
- **LDOs fill leadership and management positions at the ENS through CAPT level that require technical background and skills not attainable through normal development within other officer designators**
- **LDOs serve as, but are not limited to, DIVOs, DEPT Heads, OICs, XOs and COs**
- **Major Command is the pinnacle goal!**



LDO designators

Line (SURFACE)

611X DECK
612X OPERATIONS
613X ENGINEERING/REPAIR
616X ORDNANCE
618X ELECTRONICS

Line (SUBMARINE)

623X ENGINEERING/REPAIR
626X ORDNANCE
628X ELECTRONICS
629X COMMUNICATIONS

Line (GENERAL)

640X NUCLEAR POWER
641X ADMINISTRATION
643X BANDMASTER
648X EXPLOSIVE ORDNANCE DISPOSAL
649X SECURITY

Line (AVIATION)

631X DECK
632X OPERATIONS
633X MAINTENANCE
636X ORDNANCE
639X AIR TRAFFIC CONTROL

INFO DOMINANCE CORPS

642X INFORMATION SYSTEMS
644X INFORMATION WARFARE
645X INTELLIGENCE
646X METOC/OCEANO

STAFF

651X SUPPLY
653X CIVIL ENGINEER

**** No applications accepted for 615X (SEAL), 621X (SUB DECK), 647X (PHOTO) and 655X (LAW) ****



Chief Warrant Officer (CWO)

- **CWOs possess the authority and are qualified by extensive experience and knowledge to direct the most difficult and exacting operations within a given occupational specialty**
- **Although intended primarily as technical specialists/DIVOs, CWOs also serve as DEPT Heads or OICs**
- **CWO assignments are repetitive in nature**
- **Chiefs / Senior Chiefs selected promote to CWO2
If selected from Master Chief, appointment is to CWO3
(regardless of time-in-grade)**



CWO designators

Line (SURFACE)

711X BOATSWAIN
712X OPERATIONS TECHNICIAN
713X ENGINEER/REPAIR TECHNICIAN
715X SPECIAL WARFARE TECHNICIAN
716X ORDNANCE TECHNICIAN
717X SW COMBATANT-CRAFT
718X ELECTRONICS TECHNICIAN

Line (SUBMARINE)

720X DIVING OFFICER
726X ORDNANCE TECHNICIAN

Line (AVIATION)

731X BOATSWAIN
732X OPERATIONS TECHNICIAN
733X MAINTENANCE TECHNICIAN
736X ORDNANCE TECHNICIAN

INFO DOMINANCE CORPS

742X INFORMATION SYSTEMS TECHNICIAN
743X CYBER
744X INFORMATION WARFARE TECHNICIAN
745X INTELLIGENCE TECHNICIAN

Line (GENERAL)

741X SHIP'S CLERK
749X SECURITY TECHNICIAN

Staff

752X FOOD SERVICE

**** No applications accepted for 721X (SUB DECK), 723X (SUB ENG), 728X (SUB ELEC), 740X (NUCLEAR), 748X (EOD), 7511 (SUPPLY) and 753X (CEC) ****



LDO and CWO Eligibility Checklist

- U.S. citizen**
- No age restriction**
- High School Diploma or equivalent**
- Serving as a MCPO, SCPO, CPO or PO1**
- TIS for LDO: 8 to 14 years of active service by 1 Oct of FY applying**
- PO1s must be “CPO Board Eligible”**
- Meet physical standards**
- No courts martial or civilian conviction for other than minor offenses or NJP for 3 years prior to 1 Oct of FY applying**
- Recommended by CO**

- For CWO, same requirements for LDO except:**
 - CPO-select minimum**
 - TIS for CWO: 14 to 20 years of active service by 1 Oct of FY applying (waivers up to 22 years for MCPO only)**

**** For FY-17, no LDO time in service waivers will be considered for non-nuclear qualified applicants ****



“The Guidance”

- **Enlisted to Officer Commissioning Programs Application Administrative Manual (OPNAVINST 1420.1B) – revision “in chop”**
- **NAVADMINs supersede instruction**
- **Highlights from previous NAVADMINs:**
 - **Min of 3 (max of 5) appraisals, use “NAVCRUIT 1131/5 (Rev 02-2014)”**
 - **PO1s must submit 15 Nov evaluation as addendum**
 - **Joint Services Transcript (formerly SMART) no longer required**
 - **Mandatory CO/OIC endorsement statement**
- **FY-17 LDO and CWO Board NAVADMIN released (NAVADMIN 156/15)**
- **Applying for additional designators**
 - **Must have documented technical and leadership experience**
 - **A degree is not a substitute for technical experience**
 - **OPNAVINST 1420.1B (chap 7, paragraph 18) outlines normal path**



“The Gouge – Helpful hints”

Helpful hints from the LDO and CWO In-service Procurement Board Sponsor (PERS-803):

- **http://www.public.navy.mil/bupers-npc/boards/administrative/ldo_cwo/Pages/default.aspx**
- **“One stop shopping” – includes: Block-by-block, Application checklist, helpful hints, error code “decoder”, sample letters, etc.**
- **If your application contains errors, it will not go before the board. Check BOL for errors beginning in September (updated each Wednesday)**
- **Application highlights include:**
 - **Block 6 (Citizenship) – if naturalized and unable to copy certificate, have CO verify and sign page 13**
 - **Block 29 (Civil/Military Offenses) – list ALL incidents, even if prior to service. Eligibility for program and application requirements are separate.**
 - **Page 8 of 14 – TIS computation, waiver requests (if required) and list of enclosures**
 - **Page 9/10 of 14 (COs Recommendation) – include mandatory statement, any waiver requests must be endorsed**



FY-16 Stats (LDO)

Designator/Community					FY16		
	LAST 5YR AVG	LAST 10YR AVG	LAST 5YR AVG # SELECTS	LAST 10YR AVG # SELECTS	APP	SEL	OPP
611X DECK	26.8%	31.6%	8	10	28	6	21%
612X OPERATIONS	20.6%	22.2%	12	14	53	12	23%
613X ENGINEERING	17.4%	14.1%	21	18	125	26	21%
616X ORDNANCE	21.0%	25.0%	13	15	69	8	12%
618X ELECTRONICS	24.7%	22.2%	17	19	80	18	23%
623X SUB-ENGINEER	25.1%	24.2%	2	3	20	3	15%
626X SUB-ORDNANCE	25.7%	28.3%	6	7	21	6	29%
628X SUB-ELECTRONICS	23.1%	20.7%	5	5	36	6	17%
629X SUB-COMMS	21.7%	26.2%	3	4	24	4	17%
631X AVIATION-DECK	10.8%	10.6%	4	5	40	4	10%
632X AVIATION-OPS	14.9%	20.2%	3	5	25	5	20%
633X AVIATION-MAINT	14.9%	13.7%	29	27	163	24	15%
636X AVIATION-ORD	14.1%	15.0%	10	10	74	9	12%
639X AIR TRAFFIC CONT	17.6%	19.4%	4	5	27	4	15%
640X NUCLEAR POWER	36.5%	37.3%	38	35	116	37	32%
641X ADMINISTRATION	10.5%	12.8%	19	25	156	18	12%
642X INFO SYSTEMS	13.3%	14.9%	14	17	115	15	13%
643X BANDMASTER	29.7%	24.3%	1	2	7	2	29%
644X INFO WARFARE	14.7%	15.6%	11	12	78	12	15%
645X INTELLIGENCE	18.9%	21.8%	3	3	33	5	15%
646X OCEANOGRAPHY	35.6%	29.0%	3	3	6	3	50%
648X EOD	46.4%	47.7%	6	5	13	7	54%
649X SECURITY	16.4%	14.5%	13	16	91	15	16%
651X SUPPLY	6.8%	6.9%	8	8	116	10	9%
653X CIVIL ENGINEER	15.9%	22.0%	3	4	15	5	33%
LDO Total	17.1%	15.6%	266	276	1531	264	17%



FY-16 Stats (CWO)

Designator/Community					FY16		
	LAST 5YR AVG	LAST 10YR AVG	LAST 5YR AVG # SELECTS	LAST 10YR AVG # SELECTS	APP	SEL	OPP
711X DECK	26.1%	19.7%	8	7	32	11	34%
712X OPERATIONS	30.2%	32.4%	12	12	50	15	30%
713X ENGINEERING	18.0%	19.3%	21	24	123	19	15%
715X SPECIAL WARFARE	47.6%	39.3%	10	9	15	11	73%
716X ORDNANCE	22.6%	20.4%	10	8	56	16	29%
717X SWCC	45.0%	51.6%	3	4	8	4	50%
718X ELECTRONICS	13.0%	11.9%	5	5	68	7	10%
720X DIVER	52.3%	44.7%	3	4	6	4	67%
726X SUB-ORDNANCE	13.0%	14.0%	2	2	23	4	17%
731X AVIATION-DECK	10.8%	9.6%	4	5	47	6	13%
732X AVIATION-OPS	40.0%	34.2%	3	3	8	4	50%
733X AVIATION-MAINT	12.5%	13.1%	24	22	222	29	13%
736X AVIATION-ORD	23.8%	20.7%	13	12	68	10	15%
741X ADMINISTRATION	14.4%	10.1%	15	10	110	16	15%
742X INFO SYSTEMS	16.9%	17.6%	12	12	112	15	13%
7430 CYBER	34.5%	34.5%	2	2	14	3	21%
744X INFO WARFARE	23.6%	30.8%	12	14	53	11	21%
745X INTELLIGENCE	39.1%	39.0%	4	4	13	3	23%
749X SECURITY	8.8%	7.8%	4	5	50	5	10%
752X FOOD SERVICES	17.4%	14.2%	5	5	22	8	36%
CWO Total	18.2%	17.4%	180	168	1100	201	18%



FY-16 Selectee Profile (LDO)

- **Average Age: 32**
- **Total Years of Active Service: 12 Years**
- **Average Years of Total Education Completed: 14 Years**
- **Warfare Qualified: 99%**
- **Average Number of Duty Stations: 4**
- **IA/GSA Tours: 10%**



FY-16 Selectee Profile (CWO)

- **Average Age: 35**
- **Total Years of Active Service: 17 Years**
- **Average Years of Total Education Completed: 13 Years**
- **Warfare Qualified: 100%**
- **Average Number of Duty Stations: 5**
- **IA/GSA Tours: 15%**



Application Timeline

- APRIL: Submit Special Request Chit to CO**
- MAY: Submit application package to Admin**
- JUNE: Interviewer Appraisal Board**
- JULY: CO's endorsement prepared**
- 1 SEPTEMBER: Mail applications**
- 1 OCTOBER: Postmarked**
- Early JANUARY: Board convenes**
- MARCH: Results announced via NAVADMIN**

Appraisal Sheets belong to the CO not the applicant!



Return on Investment...

Retirement after **20** Years of Service as:

CPO

- **\$1,992 / month**
- **\$23,901 / year**

CWO3

- **\$2,574 / month**
- **\$30,882 / year**

LT

- **\$3,099 / month**
- **\$37,187 / year**

http://militarypay.defense.gov/retirement/calc/02_highthree.html

Default setting other than years of service and pay grade retiring in 2015



Return on Investment...

Retirement after **26** Years of Service as:

SCPO

- **\$3,147 / month**
- **\$37,769 / year**

CWO4

- **\$4,184 / month**
- **\$50,206 / year**

LCDR

- **\$4,490 / month**
- **\$53,880 / year**

http://militarypay.defense.gov/retirement/calc/02_highthree.html

Default setting other than years of service and pay grade retiring in 2015



Return on Investment...

Retirement after:

30 Years

MCPO

- \$4,568 / month
- \$54,822 / year

33 Years

CWO5

- \$6,444 / month
- \$77,330 / year

38 Years

CAPT

- \$9,674 / month
- \$116,088 / year

http://militarypay.defense.gov/retirement/calc/02_highthree.html

Default setting other than years of service and pay grade retiring in 2015



*Mentorship Opportunity**

***All LDO and CWO introductions**



Contact Us

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Community News and Forums:

NPC Website:

http://www.npc.navy.mil/officer/communitymanagers/ldo_cwo

Facebook: Search, “LDO/CWO Community Manager Forum”