



“So You Wanna Be A Mustang?”



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Topics

- **LDO and CWO Mission**
- **Introduction to LDO and CWO**
 - **Designators**
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- **Guidance and “Gouge”**
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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)

620X NUCLEAR POWER
623X ENGINEERING/REPAIR
626X ORDNANCE
628X ELECTRONICS
629X COMMUNICATIONS

Line (GENERAL)

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 WARFARE COMMUNITY

680X OCEANOGRAPHY
681X INFORMATION WARFARE
682X INFORMATION SYSTEMS
683X INTELLIGENCE

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 WARFARE COMMUNITY

781X INFORMATION WARFARE TECHNICIAN
782X INFORMATION SYSTEMS TECHNICIAN
783X INTELLIGENCE TECHNICIAN
784X CYBER

Line (GENERAL)

741X SHIP'S CLERK

Staff

752X FOOD SERVICE

**** No applications accepted for 721X (SUB DECK), 723X (SUB ENG), 728X (SUB ELEC), 740X (NUCLEAR), 748X (EOD), 749X (SECURITY), 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-18, no LDO time in service waivers will be considered for non-nuclear qualified applicants ****



Guidance and “Gouge”



“The Guidance”

- **Review Enlisted to Officer Commissioning Programs Application Administrative Manual OPNAVINST 1420.1B, Ch 7 and Appendix F**
 - **OPNAVINST 1420.1C – revision “in chop”**
- **Applicable NAVADMINs supersede instruction**
 - **NAVADMIN 281/12 (Advanced Change Notice to OPNAVINST 1420.1B Ch 7) and current LDO and CWO ISP Board announcing NAVADMIN**
- **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 if not in OMPF**
 - **Joint Services Transcript (formerly SMART) no longer required**
 - **Must contain mandatory CO/OIC endorsement statement**
- **Applying for additional designators**
 - **Must have documented technical and leadership experience**
 - **A degree is not a substitute for technical experience**
 - **OPNAVINST 1420.1B (Ch 7, para 18) outlines normal path**



“The Gouge – Helpful hints”

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

- **The below link provides “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)**
- **Submit the ORIGINAL application with folder/label. Only time sensitive material should be sent electronically.**
- **Use the checklist!!**

http://www.public.navy.mil/bupers-npc/boards/administrative/ldo_cwo/Pages/default.aspx



“The Gouge – Helpful hints” cont.

- **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 from this block. In “Disposition” block, include punishment awarded, fine received, etc vice “GUILTY”
 - **Page 8 of 14** – TIS computation to 1 October 2017, waiver requests (if required), and list of enclosures
 - **Page 9/10 of 14 (CO’s Recommendation)** – include mandatory statement listed in NAVADMIN, any waiver requests must be endorsed
- **Attention to detail** is critical to avoid errors



Applicant preparation

- **Never too early to start preparing – even as an E4**
- **Make your chain of command aware of your goals**
 - **Evaluation/CHIEFEVAL recommendations**
- **Successful LPO/LCPO tours – LEAD SAILORS!**
- **Develop a strong resume with diversity of jobs**
 - **Sea duty, overseas and shore special programs**
 - **Warfare qualification(s)**
 - **Detailer, Recruit Division Commander, Recruiter, Instructor**
- **Command COLL: Career Counselor, Training PO, etc.**
- **Off Duty: Community Involvement / Education**

DOES YOUR RECORD STACK UP?



Notional 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!



FY-17 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: 11%**



FY-17 Selectee Profile (CWO)

- **Average Age: 36**
- **Total Years of Active Service: 17 Years**
- **Average Years of Total Education Completed: 14 Years**
- **Warfare Qualified: 100%**
- **Average Number of Duty Stations: 6**
- **IA/GSA Tours: 15%**



FY-17 Active Duty Selections

<u>Active Duty</u>	<u>Quotas</u>	<u>Selected</u>
Enlisted to ENS (LDO)	268	268
Enlisted to CWO	208	205
CWO to LTJG	1	1

Selection Opportunity FY-17 LDO: 19%

Selection Opportunity FY-17 CWO: 18%

Total applications for FY-17 LDO and CWO: **2,359**



FY-17 Stats (LDO)

Designator/Community					FY17		
	LAST 5YR AVG	LAST 10YR AVG	LAST 5YR AVG # SELECT S	LAST 10YR AVG # SELECT S	APP	SEL	OPP
611X DECK	26.2%	30.6%	8	10	32	8	25%
612X OPERATIONS	22.5%	22.3%	13	14	54	13	24%
613X ENGINEERING	19.9%	14.9%	23	19	123	25	20%
616X ORDNANCE	20.0%	23.5%	12	14	64	8	13%
618X ELECTRONICS	25.9%	23.2%	17	19	76	21	28%
620X NUCLEAR POWER	34.8%	37.1%	37	35	102	36	35%
623X SUB-ENGINEER	28.2%	25.0%	3	3	14	3	21%
626X SUB-ORDNANCE	27.0%	28.0%	6	7	23	7	30%
628X SUB-ELECTRONICS	24.4%	21.0%	5	5	34	6	18%
629X SUB-COMMS	20.7%	25.7%	3	4	15	3	20%
631X AVIATION-DECK	11.3%	10.2%	4	5	57	5	9%
632X AVIATION-OPS	21.3%	21.9%	4	5	18	7	39%
633X AVIATION-MAINT	15.5%	13.7%	28	27	164	23	14%
636X AVIATION-ORD	15.1%	14.9%	11	10	67	11	16%
639X AIR TRAFFIC CONT	18.3%	19.5%	4	5	29	5	17%
641X ADMINISTRATION	11.6%	13.0%	19	24	139	19	14%
643X BANDMASTER	29.2%	26.5%	1	2	9	2	22%
648X EOD	42.8%	47.9%	6	5	23	5	22%
649X SECURITY	20.3%	15.7%	16	15	77	22	29%
651X SUPPLY	7.9%	6.9%	9	8	98	9	9%
653X CIVIL ENGINEER	19.9%	24.2%	3	4	16	5	31%
680X OCEANOGRAPHY	34.7%	30.5%	2	3	3	1	33%
681X INFO WARFARE	14.1%	15.6%	11	12	77	8	10%
682X INFO SYSTEMS	13.2%	14.6%	14	16	100	12	12%
683X INTELLIGENCE	16.6%	21.6%	3	3	29	4	14%
LDO Total	16.3%	16.4%	273	273	1443	268	19%



FY-17 Stats (CWO)

	LAST 5YR AVG	LAST 10YR AVG	LAST 5YR AVG # SELECT S	LAST 10YR AVG # SELECT S	APP	SEL	OPP
711X DECK	28.0%	22.2%	8	7	27	10	37%
712X OPERATIONS	31.0%	31.8%	13	12	55	14	25%
713X ENGINEERING	19.2%	18.6%	23	23	129	25	19%
715X SPECIAL WARFARE	53.2%	40.6%	11	10	18	10	56%
716X ORDNANCE	21.1%	20.2%	10	8	65	14	22%
717X SWCC	52.6%	54.6%	3	4	6	4	67%
718X ELECTRONICS	11.9%	11.6%	5	5	71	6	8%
720X DIVER	52.3%	46.1%	3	4	9	4	44%
726X SUB-ORDNANCE	14.3%	14.1%	2	2	20	3	15%
731X AVIATION-DECK	12.1%	10.3%	5	5	39	6	15%
732X AVIATION-OPS	43.3%	34.7%	4	3	18	6	33%
733X AVIATION-MAINT	12.5%	13.4%	25	23	203	27	13%
736X AVIATION-ORD	23.8%	21.9%	14	13	72	14	19%
741X ADMINISTRATION	13.1%	10.7%	14	11	121	16	13%
749X SECURITY	8.9%	7.4%	5	4	68	5	7%
752X FOOD SERVICES	20.1%	15.4%	5	5	26	6	23%
781X INFO WARFARE	22.8%	29.0%	12	14	68	12	18%
782X INFO SYSTEMS	16.5%	18.9%	13	13	93	15	16%
783X INTELLIGENCE	35.1%	37.4%	4	5	23	5	22%
784X CYBER	31.0%	31.0%	2	2	18	3	17%
CWO Total	14.8%	15.9%	192	179	1149	205	18%



Your return on investment...

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

CPO	CWO3	LT
<ul style="list-style-type: none">• \$2,141 / month• \$25,692 / year	<ul style="list-style-type: none">• \$2,796 / month• \$33,552 / year	<ul style="list-style-type: none">• \$3,331 / month• \$39,972 / year

50%

Retirement pay for life!

<http://www.dfas.mil/militarymembers/payentitlements/military-pay-charts.html>

DISCLAIMER: DATA BASED ON HIGH THREE PAY



Your return on investment...

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

SCPO	CWO4	LCDR
<ul style="list-style-type: none">• \$3,377 / month• \$40,524 / year	<ul style="list-style-type: none">• \$4,509 / month• \$54,108 / year	<ul style="list-style-type: none">• \$4,781 / month• \$57,372 / year

65%

Retirement pay for life!

<http://www.dfas.mil/militarymembers/payentitlements/military-pay-charts.html>

DISCLAIMER: DATA BASED ON HIGH THREE PAY



Your return on investment...

Retirement after:

30 Years

MCPO

- **\$4,865 / month**
- **\$58,380 / year**

33 Years

CWO5

- **\$6,970 / month**
- **\$83,640 / year**

38 Years

CAPT

- **\$10,302 / month**
- **\$123,624 / year**

75%

82.5%

95%

Retirement pay for life!

<http://www.dfas.mil/militarymembers/payentitlements/military-pay-charts.html>

DISCLAIMER: DATA BASED ON HIGH THREE PAY



Mentorship

*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”