

*DEDICATION CEREMONY
FOR
UNITED STATES NAVY

LIMITED DUTY OFFICER
AND
CHIEF WARRANT OFFICER

HISTORIC DISPLAY*



*NAVAL AVIATION SCHOOLS COMMAND
NAVAL AIR STATION PENSACOLA, FL*

SCHEDULE OF EVENTS 28 OCTOBER 1993

OPENING REMARKS CAPTAIN J. J. COONAN JR.
COMMANDING OFFICER
NAVAL AVIATION SCHOOLS COMMAND

GUEST SPEAKERS: COMMANDER I. G. BOYCOURT
LDO/CWO COMMUNITY MANAGER

COMMANDER R. H. JAEH
DIRECTOR OFFICER TRAINING SCHOOLS

SPECIAL GUEST: CAPTAIN JAMES JOHN KENNEDY, USN, RETIRED
FIRST LDO CAPTAIN



SPECIAL THANKS

WE SINCERELY THANK EACH PERSON THAT HAS CONTRIBUTED PERSONAL ARTIFACTS TO OUR HISTORIC DISPLAY. A PARTICULARLY SPECIAL THANKS TO ALL THE PROFESSIONALS LISTED ON THE BACK THAT CONTRIBUTED THEIR TIME, RESOURCES, AND SKILL TO THE CONSTRUCTION AND ORGANIZATION OF THIS PROJECT.

NAVAL AVIATION SCHOOLS COMMAND

COMMANDING OFFICER	CAPTAIN J. J. COONAN JR.
EXECUTIVE OFFICER	CAPTAIN E. D. ULRICH
DIRECTOR OTS	COMMANDER R. H. JAEH



STAFF LDOs/CWOs

CDR R. H. JAEH/6310
CDR P. O. MILLING/6362

LCDR S. J. DANIEL/6320
LCDR W. E. TUTHILL/6380
LCDR R. D. HAWKINS/6190
LCDR C. HAYES/6410
LCDR E. A. SKUBE/6320
LCDR (SEL) C. C. PHIPPS/6360
LCDR (SEL) D. C. ENDRESS/6330
LCDR (SEL) J. D. ATHERTON/6410
LCDR (SEL) D. H. LEPARD/6360
LCDR (SEL) R. D. PINKLEY/6120

LT R. G. PRESLEY/6300
LT B. F. TANT/6410
LT R. K. LOVELL/6290
LT X. M. VARGAS/6120
LT A. L. FRANCIS/6332
LT G. H. MCCORMICK/6381
LT C. L. STONE/6411
LT R. B. HUGHEY/6121

CWO4 P. A. BENNETT/7381
CWO4 W. C. MILLICAN/7241
CWO3 M. C. RHEDIN/7311
CWO3 V. D. QUILLIN/7341

Almighty God:

The term "MUSTANG" is defined in our language as a "Creature of Mixed and Multiple Breeding." When applied as a label to sea service personnel, it is a fitting one, because they have come from every ethnic, religious, and educational walk of life.

The tie that binds them in unity is their love of the Naval Service, their proficiency and dedication to excellence in the performance of their duties, and their genuine concern for the welfare of their shipmates. Each is a professional who has come up through the ranks and "Knows the Ropes!"

May our nation be eternally grateful for these men and women who have served it so well for generations. May you bless their past with an infectious spirit which will continue throughout their ranks today, and long into the generations that follow them in the future.

AMEN

COMMANDER CHARLES L. LAPP
CHAPLAIN U. S. NAVY

The National Ensign on display was flown aboard Recruit Training Command, Great Lakes, Illinois in recognition of the historic display honoring Limited Duty and Chief Warrant Officers.

All Limited Duty Officers and Chief Warrant Officers have participated in the "BOOTCAMP" process hence, the selection of Recruit Training Command for this ceremonial presentation.



PLEDGE OF ALLEGIANCE

*"I pledge allegiance to the Flag
of the United States of America
and to the Republic for which it stands,
One Nation under God
indivisible, with liberty and justice for all."*

"I CAN IMAGINE A NO MORE REWARDING CAREER. AND ANY MAN WHO MAY BE ASKED IN THIS CENTURY WHAT HE DID TO MAKE HIS LIFE WORTH WHILE, I THINK CAN RESPOND WITH A GOOD DEAL OF PRIDE AND SATISFACTION - 'I SERVED IN THE UNITED STATES NAVY.'"

PRESIDENT
JOHN F. KENNEDY



NAVAL OFFICER CREST

MUSTANG

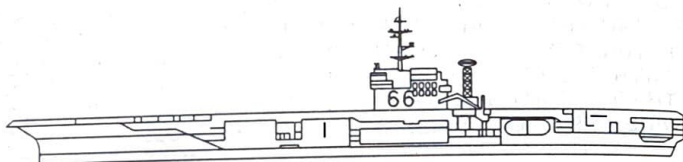
1. A wild and untamed horse of the Southwestern plains of the United States.
2. Men Under Service Temporarily Assigned Navy Gold
3. An officer who was formerly enlisted and was not commissioned directly from college or from the Naval Academy.

THE LIMITED DUTY OFFICER/CHIEF WARRANT OFFICER (LDO/CWO) HISTORIC DISPLAY IS THE INITIATIVE OF COMMANDER ROLAND H. JAEH/6310, DIRECTOR, OFFICER TRAINING SCHOOLS, NAVAL AVIATION SCHOOLS COMMAND, NAS PENSACOLA, FLORIDA. IN FEBRUARY 1992 HE PROCLAIMED HIS GOAL TO ESTABLISH A CONTINUING-EFFORT, "LIVING" TRIBUTE TO THE MUSTANG COMMUNITY. AN INSPIRATIONAL, FAR-SIGHTED LEADER HE WAS THE CATALYST FOR THIS ENORMOUS EFFORT. HE ENVISIONED A COLLECTION THAT WOULD CONTINUE TO GROW UNDER THE GUIDANCE OF FUTURE SCHOOL DIRECTORS.

LIEUTENANT COMMANDER WARREN E. TUTHILL/6380 HAD THE HONOR OF BEING THE FIRST PROJECT OFFICER FOR THIS CHALLENGING ENDEAVOR. HIS PERSISTENT APPROACH, DEDICATION AND POSITIVE COMMITMENT ENSURED RAPID PROGRAM DEVELOPMENT. WITH THE PROFESSIONAL HELP OF MANY FELLOW MUSTANGS THROUGHOUT THE NAVY AND TECHNICAL ASSISTANCE FROM A WIDE ARRAY OF OTHER EXPERTS, THE PROJECT MATURED INTO THIS IMPRESSIVE TRIBUTE TO A MOST DEDICATED COMMUNITY OF NAVAL OFFICERS:
TEAM MUSTANG.

SURSUM AB ORDINE
UP THROUGH THE
RANKS

FLY NAVY



NAVAL AVIATOR

LDO FOR CNO

LDO
LIMITED DUTY OFFICER
LOYAL DEDICATED OUTSTANDING



VICE ADMIRAL

AS EACH OF YOU ACCEPTS YOUR COMMISSION YOU WILL BECOME A PART OF A VERY ELITE GROUP OF OFFICERS KNOWN AS "MUSTANGS". YOUR SELECTION TO THIS COMMUNITY IS THE DIRECT RESULT OF YOUR INDIVIDUAL SACRIFICES AND TOTAL DEDICATION TO YOUR PROFESSION. YOU MUST NOW EMBARK ON YOUR "NEW" CAREER WITH THE SAME AGGRESSIVENESS YOU HAVE DISPLAYED IN THE PAST. THE CHALLENGES AHEAD ARE MANY BUT YOU WILL HAVE LIMITLESS OPPORTUNITY FOR INCREASED RESPONSIBILITIES AND FOR MAXIMUM PERSONAL SATISFACTION YOU SHOULD BE PROUD OF YOUR ACCOMPLISHMENTS, I AM. WELL DONE "MUSTANGS".

VADM R. F. BACON SENDS
COMSUBLANT NORFOLK VA
APRIL 1989





UNITED STATES NAVY
LDO/CWO COMMUNITY



MUSTANGS
WORK HORSES OF THE FLEET



OATH OF OFFICE

*Having been appointed an officer in the Armed Forces of
the United States I do hereby accept such appointment and
do solemnly swear (or affirm) that I will support and defend
the constitution of the United States against all enemies,
foreign and domestic; that I will bear true faith and
allegiance to the same; that I take this obligation
freely, without mental reservation or purpose of evasion;
that I will well and faithfully discharge the duties of the
office on which I am about to enter, so help me God.*

FIDELITY
ZEAL
OBEDIENCE

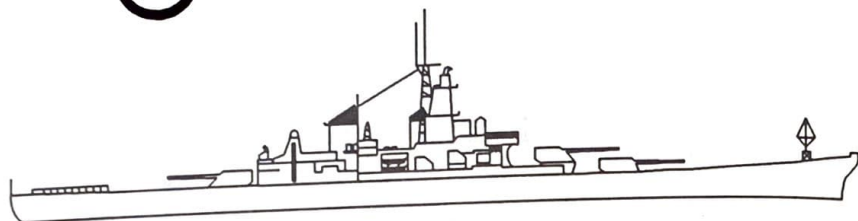
"UNITED STATES NAVY GOOD CONDUCT MEDAL"

The Good Conduct Medal was established by the Secretary of the Navy on 26 April 1869, to recognize the "all-around" good Navy Enlisted person, well qualified in all phases of conduct and performance.

For the Limited Duty Officer and Chief Warrant Officer Corps the Navy Good Conduct medal or "Red Badge of Courage" identifies them as one of the truly elite enlisted members who have risen to commissioned officer status.

Throughout history and throughout the Navy today, all Limited Duty Officers and Chief Warrant Officers wear the Good Conduct Medal with "Special Pride and Significance".

GO NAVY



CWO FOR CNO



	<u>CWO</u>	
CHIEF	WARRANT	OFFICER
CRAFTY	WISE	OUTSTANDING

CWO FOR CNO

FROM PROUD BEGINNINGS

The warrant officer, and in some cases the limited duty officer communities, are as old as Navies themselves. In the distant past, warfare was conducted by the aristocracy whose livelihood depended upon the income from agricultural lands given to them by the king, in exchange for their obligation to provide armed fighting men when called upon. The king or prince might command an entire military expedition while various aristocrats commanded, as Captains, their own "companies" or men-at-arms. There were also junior officers who would command in "lieu" of the captain if the latter was killed or wounded - a Lieutenant.

Actual fights at sea were rare in the late middle ages but if ships were needed, they were drafted into military service from traders and merchants. The ship would then be commissioned and a captain placed in command. The land-bound, part-time soldiers knew nothing of piloting, ship handling or navigation. The ship's master, his principal officers and the sailors or "swabbers" were necessary for the success of the operation. Being commoners, employed for their specific skills, these expert seamen were issued royal warrants which bound them to serve the king in their special capacities. Whether the master could be considered a limited duty officer or a commissioned warrant officer is a moot point, as rank, authority and precedence were less precise in those times.

At the outbreak of the Revolutionary War, the colonies quite logically modeled the nucleus of the naval establishment after the British. Our history records show that on 13 December 1775, Congress agreed to construct thirteen frigates. The grades of officers to lead this force were as follows:

COMMISSIONED

WARRANTS

Captains of Ships	Boatswains	Chaplains
Captains of Marines	Gunners	Surgeons
Lieutenants of Ships	Carpenters	Pursers
Lieutenants of Marines	Mastermates	Secretaries of the Fleet

Contrary to popular belief, most warrant officers of the 1800's were not sailors who had begun at the bottom of the Navy's ladder and worked their way up. Boatswains, gunners, carpenters and sailmakers were often appointed directly into the Navy after learning their trades in merchant vessels or as privateers. In 1859, most warrant officers had as little as six months service as enlisted men. Some had none at all.

In 1862, the rank of Ensign was introduced. By 1865, the Navy had Vice Admirals, Rear Admirals and Commodores. Master ranked between Ensign and Lieutenant until 1881 when the rank was changed to Lieutenant Junior Grade.

From the end of the Civil War, until the year 1900, warrant officers were boatswains, gunners, carpenters, sailmakers and mates. The duties of the mate were simple, "He will perform duties as assigned by the commanding officer." The mate was junior to all officers and warrant officers but senior to all enlisted men and to naval cadets, as graduates of Annapolis were then known.

Commissioned warrant grades (the chief warrant officer to "rank with but after ensign") were introduced to the Navy at the turn of the nineteenth century.

By the beginning of World War I, we see the warrant ranks being used to meet the demands of the rapidly developing technology of the time. There remained on active duty only one chief sailmaker, but here were added to the register 84 chief pay clerks, 101 pay clerks, and 52 acting pay clerks. In the past, pay clerks had received an appointment after having been selected by a commissioned paymaster to work for that officer only. Very often they came directly from civilian life. Warrant pay clerks, on the other hand, had to be Chief Petty Officer before they could apply for promotion.

It was during this period that the responsibilities of the gunner began to change, which eventually led to the creation of several new warrants. The gunner was also assigned the duty of supervising the electrical systems of ships. The original answer for this new specialty requirement was to split the gunner warrant into gunner and gunner(E) who was, despite his insignia, the electrical officer. With the introduction of wireless, gunner(E) was further divided to include gunner(W) which was later changed to gunner(R).

In 1910, Congress authorized the annual promotion of ten warrant officers to the rank of ensign. After World War I, almost all warrant officers and chief warrant officers were former enlisted men. The warrant officers mess was the abode of long service enlisted men who had achieved first Class Petty Officer or Chief Petty Officer status before becoming warrants.

On the eve of World War II, a Chief Petty Officer or First Class Petty Officer could be advanced to warrant if:

- a. He was under 35 years of age on the date appointed.
- b. He had no proficiency mark lower than 3.4.



c. He was able to read and write English with facility, understand the four rules of arithmetic and proportion, was able to keep accounts of stores and was thoroughly conversant with all instructions and regulations pertaining to the grade for which examined.

d. Could pass a professional examination.

e. Had five years of sea duty, at least one of which was in the rate of Chief Petty Officer or First Class Petty Officer.

The demands of World War II forced the creation of several new warrant specialties, and by 1950, there were 12: boatswain, gunner, torpedoman, electrician, radio electrician, machinist, carpenter, ships clerk, aerographer, photographer, hospital corps (formerly pharmacist) and pay clerk. By the end of the war, Lieutenants and one third of the Lieutenants (Junior Grade) were either permanent chief warrant officers or permanent enlisted.

By 1948, the limited duty officer category was established under the Officer Personnel Act of 1947. The community was envisioned as a relatively small, elite group of officers who would retain their specialties acquired as enlisted men and warrant officers and support the unrestricted line community during periods of personnel shortages or when technological advances required. They were not to compete with the unrestricted line officers. Limited duty officers commissioned after inception of the Limited Duty Officer program through 1956 were given permanent appointments under Title 10 USC, Section 5589. As these permanent limited duty officers progressed through the grade structure, they were given promotion opportunity equivalent to that experienced by unrestricted line officers.

The Defense Reorganization Act of 1949 created four warrant officer grade levels: W1, CWO2, CWO3 AND CWO4.

Commencing with 1957, all initial appointments to limited duty officer were temporary appointments under Title 10 USC, Section 5596. The input to the program was increased markedly beginning in 1957 so that, by 1959, of the 2,502 officers comprising the total strength of the Limited Duty Officer program, 1,148 were temporary officers.

In 1958, the Career compensation Act was amended to establish pay grades E-8 and E-9. In 1959, the



"Williams Board" was convened to study the warrant officer and limited duty officer programs in relation to the new E-8/E-9 pay grades. The board recommended that the Limited Duty Officer Program be expanded to meet the shortage of experienced junior officers and that the warrant officer program be concurrently phased out, utilizing senior and master Chief Petty Officers to assume some of their duties. As a result, input to the limited duty officer community was increased,

including the selection of warrant officers to limited duty officer status. By the mid-1960's the limited duty officer (Temporary) structure reached a peak population of about 7,500 officers.

Four years later, in October 1963, the "Settle Board" was convened to restudy the issue and concluded that the expected functional overlapping of the duties of warrant officers and the new senior enlisted grades had not been demonstrated. The phase-out of warrants had created a void not effectively filled by LDOs and Master Chiefs - a void incompatible with the Navy's needs for more, not fewer, officer-technical specialist. Accordingly, the warrant officer program was revitalized with a corresponding reduction in the limited duty officer program. There were no new limited duty officer accessions in FY-66, 67 and 68.

In 1974, a study directed by the Chief of Naval Operations was conducted under the sponsorship of the Bureau of Naval Personnel Career Planning Board; the Limited Duty Officer/Chief Warrant Officer Program Manager was assigned as a member of the group. Recommendations designed to improve the limited duty officer and chief warrant officer programs and to improve stability in those communities were approved by the Secretary of the Navy on 5 December 1974:

a. Retention of both the limited duty officer and chief warrant officer programs but with functional role definitions developed separately for each

b. Separate billet structures for the limited duty officer and chief warrant officer communities, based on the criteria expressed in the new functional role definitions.

c. Realignment of the limited duty officer and chief warrant officer designators and categories to provide warfare community identification and to facilitate centralized management of these two officer groups.

d. New procurement and appointment procedures to provide

separate paths to either limited duty officer or chief warrant officer directly from enlisted status, as well as the retention of a path to limited duty officer, Lieutenant (Junior Grade) from Chief Warrant Officer. The new program created a younger LDO, capable of promoting to LCDR/CDR well before statutory retirement (30 years total active naval service) and a more seasoned, experienced and capable warrant officer.

In 1975, the warrant (W1) was abandoned and qualified enlisted personnel were promoted directly to chief warrant officer, receiving commissions as chief warrant officers, CW02. In 1980, the requirement that applicants for limited duty officer and chief warrant officer be under 35 years of age was abandoned and shortly after, Master Chief Petty Officers with up to 24 years of service became eligible for promotion to chief warrant officer, CW03.

In 1985, Congress lifted the "O-5 Cap", authorizing LDO promotions to captain. The first, Captain James J. Kennedy (6330), was promoted in 1986. By 1991 there were 24 LDO captains on active duty.



Over the years, the duties responsibilities, authority and status of limited duty and chief warrant officers have grown from that of common seafarers, reluctantly admitted to officer status by aristocrats, to today's highly respected officers, essential to the operation of modern naval forces.



LCDR (USN)
(Gold)



CAP - CDR/CAPT

***EVERY JOB IS A SELF PORTRAIT
OF THOSE WHO DID IT.
YOU AUTOGRAPHED YOUR WORK WITH QUALITY.***

**PROJECT OFFICER
LCDR WARREN E. TUTHILL JR.**

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MARGIE TUTHILL**

***THANK-YOU VERY MUCH FOR YOUR MOST PROFESSIONAL SUPPORT.
WE TRULY APPRECIATE YOUR DEDICATION AND ALL YOUR HARD WORK.
WE ARE EXTREMELY PROUD OF YOUR PRODUCT.***