



2023 LDO/CWO BOD Conference

WELCOME

Surface

Nuc / Sub

Aviation

Gen Line



LDO / CWO

Staff

IWC

OTC Academy

Detailers

NSA Mid-South, Millington

31 May – 1 June 2023



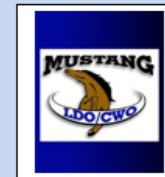
BUPERS-31 HOUSEKEEPING/ADMIN ITEMS

LANDING FEE \$30.00

**NMCI WIFI (only) – ENTERPRISE LAN
(Auto connects)**

HEADS (Down passageway on right)

**Coffee / Water / Snacks
(in Break Room behind conference room)**



LDO/CWO

BOARD OF DIRECTORS

RADM Peter Garvin: LDO/CWO Sponsor
CAPT Cliff Collins: Flag Sponsor COS
LCDR Jermaine "Jay" Jemmott: Flag Sponsor Flag Sec
CAPT Matt Arnold: President - Silver Eagle
CAPT Pat Sutton: Vice President - LDO/CWO OCM
LCDR Ryan Peter: Asst LDO/CWO OCM
CWO5 Brian Baker: SWON
CWO5 John Cowan: CWO OCM
Mr. Parker Dinwiddie: BOD Admin Officer

COMPETITIVE CATEGORY REPRESENTATIVES

SURFACE WARFARE

611X/711X, 612X/712X, 613X/713X,
715X, 717X, 618X/718X

LDO: CAPT Ricardo Enriquez
ricardo.g.enriquez.mil@us.navy.mil

CWO: CWO5 John King
john.f.king31.mil@us.navy.mil

GENERAL LINE/STAFF

641X/741X, 643X, 648X,
649X/749X, 651X, 752X, 753X

LDO: CAPT Cliff Collins
clifford.collins.mil@us.navy.mil

CWO: CWO5 Darrious Burson
darrious.l.burson2.mil@us.navy.mil

SPECWAR

7151, 7171

CWO5 Brian Glenn
brian.glenn@socom.mil

Phasing Out
Off Ramp

NUC/SUB

620X/720X, 623X/723X, 626X/726X,
628X/728X, 629X, 740X

LDO: CAPT Ken Holland
kenneth.l.holland16.mil@us.navy.mil

CWO: CWO5 James Dertilis
james.m.dertilis.mil@us.navy.mil

STAFF

653X

LDO: CAPT Javier Lopez Martinez
javier.lopezmartinez2.mil@us.navy.mil

AVIATION

631X/731X, 632X/732X, 633X/733X,
636X/736X, 737X, 639X

LDO: CAPT Matt Arnold
matthew.e.arnold3.mil@us.navy.mil

CWO: CWO5 Brian Baker
brian.c.baker.mil@us.navy.mil

INFORMATION WARFARE

680X/780X, 681X/781X, 682X/782X,
683X/783X, 784X

LDO: IWC OCMs

CWO: CWO5 Sean North
sean.m.north.mil@us.navy.mil

Revision: 23 MAY 2023



2023 LDO/CWO BOD Schedule Day 1

WEDNESDAY 31-May-23		
Time	Topic	Speaker(s)
0800-0845	BOD Kick-Off/Welcome/Admin Remarks/Introductions/ LDO-CWO Community Initiative Update/Discussion	CAPT Sutton and the OCM TEAM
0845-0900	BREAK	
0900-0940	Surface BOD CC	CAPT Enriquez/CWO5 Wilson, T.
0940-0950	BREAK	
0950-1030	Sub/ <u>Nuc</u> BOD CC	CAPT Holland/CWO5 Graham
1030-1040	BREAK	
1040-1120	Aviation BOD CC	CAPT Arnold/CWO5 Baker
1120-1215	LUNCH	
1215-1300	Gen Line BOD CC	CDR Courtial/CWO5 Burson/CWO5 Brockington
1300-1310	BREAK	
1310-1430	LDO OCM Breakout Session	(Room 116) (all LDOs)
1310-1430	CWO OCM Breakout Session	(Room 215) (all CWOs)
1430-1440	BREAK	
1440-1500	Day 1 Wrap-up/Closing remarks	CAPT Sutton and the OCMs
1700-2000	Social Get Together/Dinner (Uniform: Casual)	



2023 LDO/CWO BOD Schedule Day 2

THURSDAY 1-Jun-23		
Time	Topic	Speaker(s)
0730-0745	Photo (BLDG 453 West Entrance)	Uniform: Type III/Ball caps
0800-0815	Opening Remarks/Day 1 Review	CAPT Sutton and the OCM TEAM
0815-0845	LDO/CWO FY 24 ISPB President and Sponsor Lessons Learned/ONRMP Program Overview	CWO4 Reid
0845-0915	CEC BOD CC	CDR Mobius
0915-0930	BREAK	
0930-1015	PERS-83 Brief	CDR Gates
1015-1030	BREAK	
1030-1100	LDO/CWO Academy Brief/Discussion	CWO5 Adams
1100-1130	IWC BOD CC	CWO5 North
1130-1230	LUNCH	
1245-1315	Lifelong Learning Discussion	CAPT Holland
1315-1345	FY 25 ISPB NAVADMIN and Draft LDO/CWO instruction (1420 replacement)	LCDR Peter/ OCMs
1345-1400	BREAK	
1400-1430	LDO/CWO Program Open Discussion, Closing Comments, Wrap-up & Review Action Items	CAPT Sutton and the OCM TEAM



- **Roadshows –**
 - Engaged over 2,500 Mustangs and Applicants
 - Completed 10 Roadshows in 2022-2023 (Community/Applicant briefs) funded by local commands
 - San Diego, PACNORWEST, Lemoore, Millington, Washington D.C. and Patuxent River, Hawaii, Yokosuka/Atsugi/Sasebo Japan, Hampton Roads, Jacksonville, Mayport, King's Bay
 - 1 Career Development Symposium – Hampton Roads

- **LDO/CWO Academy (Newport RI)**
 - 11 In-person briefs

- **Facebook**
 - 13K + followers
 - Great engagement between Mustangs and Applicants



LDO/CWO OCM SHOP 2023

U.S.C. Title 10 Section 619

6290 SUNDOWN FINALIZATION

CWO5 MERIT REORDER

CWO4 CONTINUATION

06/W5 BILLET OCCUPATION %

LIFE LONG LEARNING – EXPECTATION/STANDARDIZATION OF FITREPS

US NAVAL COMMUNITY COLLEGE

OPNAV 1420.1B - NEW LDO/CWO SPECIFIC INSTRUCTION

HOW TO VOLUNTEER FOR A BOARD?

LAT XFER / WOBA / RETIRE-RETAIN

EXIT STRATEGY



U.S.C. Title 10 Section 619

- **90 DAY TO STAT RETIREMENT DATE- TITLE X ARTICLE 619- WAY FORWARD IN FY25**
- **The future promotion zone messages will address this issue**
- **FY24 – 7 OFFICERS were affected and were not allowed into contention**

- **U.S.C. Title 10 Section 619:**
 - **From the promotion message, officers with an established separation date within 90 calendar days after the convening of their promotion board will not be considered for promotion. This will not apply to those who meet the requirements of the continuation policy.**

- **6290 - SUNDOWNED Oct 2019 –**
- **WHEN WILL LAST GROUP ZONE FOR CONTROL GRADE (O4)**
- **2015 or 2016 group????**

- **NAVADMIN 128/19 –**
 - a. **After two consecutive tours (4-6 years commissioned service), Submarine Communications (6290) LDOs will be eligible for redesignation to IP (1820) without board action.**
 - b. **Beginning fiscal year 2020 (1 October 2019) approximately 38 submarine communications (6290) billets, lieutenant through captain, will be shifted to the IP (1820) designator. Current submarine communications (6290) LDOs may continue to compete for promotion in the nuclear and submarine competitive category, even though there will be zero control grade billets.**



CWO5 MERIT REORDER

- **NDA 2023 APPROVED MERIT REORDER FOR CWO5**

WAY FORWARD

- 1) CWO BODs WILL NEED TO DRAFT MERIT REORDER LANGUAGE FOR EACH CC**
- 2) OCM WILL DEFINE THE REQUIREMENT AND IF MERIT REORDER WILL BE UTILIZED**



- **Reminder for the Mustang population**
- **The continuation of CWO4 after 2X FOS has ended.**
- **Current inventory is sufficient to support decision**
- **Appears the message hasn't reached all parts of the community**



O6 / W5 BILLETS

■ O6 BILLETS by CC

- SURFACE 12 OF 16 10 of 12 in O6 BILLET for 83% billet occupancy
- SUB/NUKE 6 OF 13 2 of 6 in O6 BILLET for 33% billet occupancy
- AVIATION 9 OF 11 9 of 9 in O6 BILLET for 100% billet occupancy
- GEN LINE 9 OF 11 9 of 11 in O6 BILLET for 82% billet occupancy
- STAFF 1 OF 1 0 of 1 in O6 BILLET for 0% billet occupancy

■ W5 BILLETS BY CC

- SURFACE 26 OF 26 5 of 26 in W5 BILLET for 19% billet occupancy
- SUB/NUKE 8 OF 7 4 of 8 in W5 BILLET for 50% billet occupancy
- AVIATION 21 OF 28 12 of 21 in W5 BILLET for 57% billet occupancy
- GEN LINE 13 OF 13 5 of 13 in W5 BILLET for 38% billet occupancy
- IWC 10 OF 14 5 of 10 in W5 BILLET for 50% billet occupancy

*** Data pull is from 10 May 2023



- **LIFE LONG LEARNING – EXPECTATION/STANDARDIZATION OF FITREPS**

Topic will be addressed in forum on 2nd day with CAPT Holland (6200)



US NAVAL COMMUNITY COLLEGE

- **US NAVAL COMMUNITY COLLEGE**
- **The USNCC provides naval-relevant associate's degrees:**
 - **Military Studies**
 - **Nuclear Engineering Technology**
 - **General Studies with Computer Studies Specialization**
 - **Cybersecurity and Information Assurance**
 - **Organizational Leadership**
 - **Aviation Maintenance**
 - **Data Analytics**
 - **Uncrewed Systems**
 - **Logistics with a Maritime Focus.**
- **<https://www.usncc.edu/>**



- **OPNAV 1420.1B - NEW LDO/CWO SPECIFIC INSTRUCTION – CURRENT LOCATION –N13**
- **DRAFT SUBMITTED TO CNP ROUTING AND APPROVAL**
 - BRINGS PROGRAM ACCESSION PROCESS AND STANDARD TO CURRENT STATE
 - REMOVES SELRES/RESERVE CONNECTIONS
 - ENCL 1 – WILL CONTACT COMPREHENSIVE LIST OF SOURCE RATING FOR EACH DESIGNATOR
 - WILL REDUCE THE NEED TO DEPEND ON AN ANNUAL NAVADMIN TO BEGIN EACH YEAR'S EFFORTS
 - PREVENT ANY LOOP HOLES THAT CURRENTLY EXIST ACROSS MULTIPLE NAVADMINS AND INSTRUCTIONS
- Day 2 forum will provide in-depth review of new instruction. – LCDR Peter



HOW TO VOLUNTEER FOR A BOARD?

- **EMAIL DIRECTLY TO YOUR DETAILER**
- **CANNOT VOLUNTEER FOR A SPECIFIC BOARD**
- **CWO4 TAMEKA REID – ISPB BOARD SPONSOR**
- **If selected to sit a board, PERS-8 will provide a training video to watch**



LAT XFER/WOBA/RETIRE/RETAIN

- **LAT XFER**
 - WHEN IS THE RIGHT TIME?
 - WHO ARE THE PARTIES INVOLVED?
 - WHAT HAPPENS IF YOU ARE NOT SELECTED FOR LAT XFER

- **WOBA**
 - AFTER 2X FOS?
 - 36 MONTH PAYBACK ON WOBAs

- **RETIRE/RETAIN**
 - WHY
 - BENEFITS
 - CROSSING FYs



- **Everyone needs to develop an exit strategy**
- **We will all have to go home at some point**
- **Caution needs to be taken if you are IN ZONE and up against STAT RETIREMENT at the same time**
- **2x FOS will go home 1 day of 7th month following release of results**



[Last new slide](#)

**QUESTIONS or
COMMENTS ?**



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<https://www.facebook.com/groups/10150114349755436>



LDO/CWO Surface Competitive Category

SURFACE ENTERPRISE 2023 BOD SLIDES

**Surface LDO/CWO Competitive Category
Representatives**

(CAPT Ricardo “Richie” Enriquez)

(CWO5 Troy Wilson)

Surface LDO/CWO Assignments

PERS 414 Branch Head: CDR Katherine Vester

Deck OPS: LCDR Matthew Blanton

Engineering: LCDR Johnny Stevenson

Electronics: LCDR Rahsan Deavers



Surface LDO/CWO “PERSPECTIVE”

BLUF: Overall Surface LDO/CWO community is doing well.

- We remain a healthy and resilient community across all Surface LDO/CWO Competitive Category (CC) designators.
 - Our overall inventory/manning is: 1,045 LDO's at 96% manned and 769 CWO's at 95% manned.
 - 2b CAPTs/1CDR filling Captain Command Billets.
 - 13 CDRs are filling Commander Command Billets
- Promotion is getting better across the board! We currently have 13 O6s and 27 CWO5s...Full CC health is captured in detail on slide six.
- LDO/CWO Competitive Category, Merit Reorder, and Below Zone Selections are a few items that are being carefully reviewed for overall impact but appears to be working well. The Community Manager team and Detailers are managing it well.
- 2D1 LDO Ashore Command Qualification (Revised). Being technical managers and technical specialists does not “completely” define us in today's Navy! Our CC have early command opportunities at the O3/O4 level; it is critical that we continue to push the importance of the 2D1 qualification in regards to leadership, professional growth and selection board competitiveness.



LDO/CWO Surface Core Commitment

- Staying committed and relevant as LDO/CWO surface technical managers/specialist but also qualified to support and augment the Warfighters and the entire surface Navy enterprise.
- Training/Qualifications. “SWO Qual is off the table per MCCAIN-FITZGERALD “Comprehensive Review”!” Again, the SWO Qual/pin does not define us as Technical Managers/Specialists but it was an added fuel to the “head tank” of our training and knowledge base as Officers and warfighters!
 - We must continue to maximize our broad area leadership and technical training, and qualifications...Officer of the Deck (OOD) Underway, Engineering Officer of the Watch (EOOW), Combat Systems Coordinator (CSC), Combat Systems Officer of the Watch (CSOOW), and Tactical Action Officer (TAO) qualifications, etc.
- Mentorship. Our senior leadership (Silver Eagle) is working to develop a formal “cradle to grave” Career Planner-Mentoring program. Also, capitalize on technology (Zoom/MS Teams) and social media for coordinated and scheduled meetings and sessions within our competitive categories (CC).



Surface CC Designator Interest

- LDO/CWO Non-Surface Warfare Designation (SWO Pin). The “comprehensive review” following the MCCAIN-FITZGERALD collisions at-sea revealed or determined that surface warfare officers should focus more on the fundamental of warfighting, optimal watch strategies-rotations, and shiphandling.
 - One fix by SWO Boss was to remove or prevent all LDO/CWO designators from the SWO pin PQS attainment.
 - Provide better watchbill rotations and shiphandling time for the SWO junior officers.
 - Fleet communications and feedback from the surface LDOs/CWOs is near a 50/50 split with regards to not being allowed to qualify for the SWO pin...From being able to qualify SWO was a huge motivation and prestige factor to not having to worry about the extra burden of qualification allows the new LDO/CWO more time to concentrate on learning and mastering their technical craft and managerial responsibilities!
 - This is an interest item of continuous monitoring for long term effect and/or impact on the overall officer community in general.

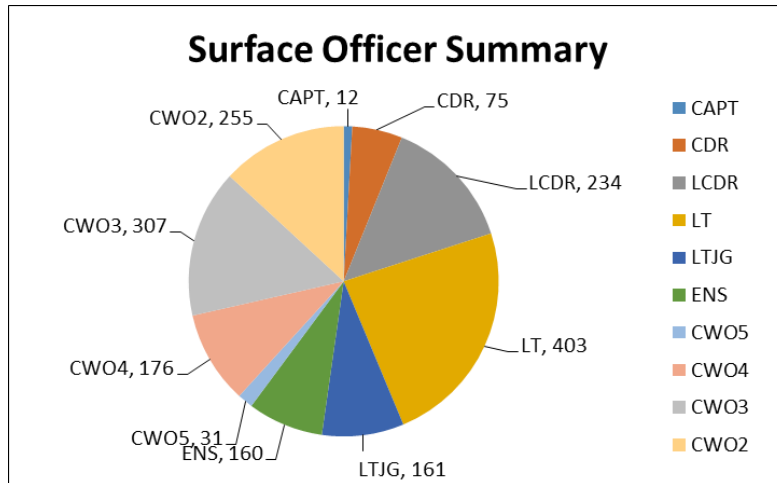


Surface CC Designator Interest (cont.)

- Gaps At-Sea (Fit/Fill):
 - Sea duty gaps (Fit/Fill) is always of special concern for the Surface CC...Rather it be E6 and below or khaki (Chiefs and Officers), as technical managers/specialist it is the nature of the business that we will be called upon to manage the expectation at all levels; it is what we do but it is also an added challenge to the already heavy lifting that we are doing!



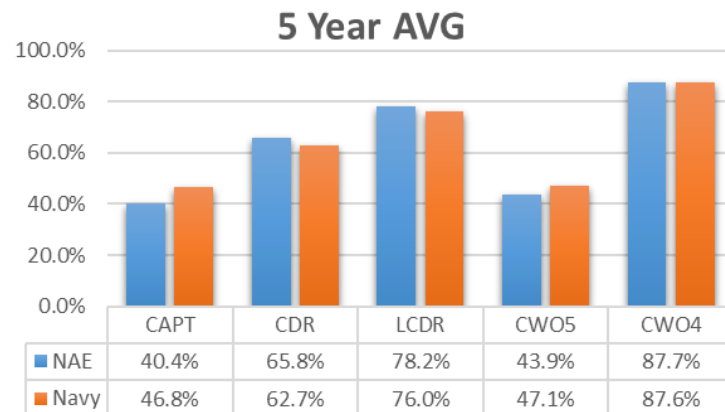
Overall Surface Community Health



61XX	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	128	227	396	253	71	16	1091
INVENTORY	160	161	403	234	75	12	1045
MANNING %	125%	71%	102%	92%	106%	75%	96%
GAINS	4	0	0	0	0	0	4
LOSSES	0	0	0	3	1	0	4

71XX	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	313	321	145	28	807
INVENTORY	255	307	176	31	769
MANNING %	81%	96%	121%	111%	95%
GAINS	0	0	0	0	0
LOSSES	0	0	0	2	2

Promotion



LDO Command Summary

Major Command

- 6 of 6 Major CMD Selects for FY-23
- Zero non-selects over the past 4 years

Commander Command

- 14 of 17 selects
- Average around 80% selection rate for the last 4 years

Command Opportunity

- Currently 0 LDO's serving in Major CMD Jobs
- We've served in 36 Major CMD billets over the past 10 years



Surface LDO/CWO CC SUMMARY

Highlight:

What we bring to the table...I can't say enough about training, experience, and qualifications for our community to remain relevant and supportive throughout all the Navy Enterprises! This is foundational to the credentials we offer in our respective designators both at-sea and ashore!

The majority of our LDO/CWO shore duty and command billets are at training commands and Regional Maintenance Centers (RMCs) – SWSC, SWESC, ATGs, SCSTC, NSWC Dahlgren, TACTRAGRU, etc. Those we train in those environments will expect us to have the solid requisite credentials to replenish warfighter and fleet readiness!

OCM/Detailing post discussion:
SWO Qualification
Billet / scrub
Designator Health

Deployed Footprint

*****Surface Ships / CVNs, DESRON, PHIBRON, MINERON, CSG, ESG*****



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Submarine/Nuclear LDO/CWO

SUBMARINE/NUCLEAR ENTERPRISE 2023 BOD SLIDES

Submarine/Nuclear LDO/CWO Competitive Category Representatives

(CAPT Ken Holland)

(CWO5 Kyle Graham)

Submarine/Nuclear LDO/CWO Assignments

(CAPT Ken Holland)



Submarine/Nuclear Opening Comments

- **BLUF:** Overall healthy inventory. Targeted billet and career path restructuring required in some areas.

- **INITIATIVES (& SUCCESS STORIES)**
 - 62XX
 - Major Command screening board – increase number of selections per year.

 - 6230
 - Create additional billets to expand support of the special warfare enterprise.
 - (O-6 position coming for SPECWAR HQ, maintenance officer.)
 - Working with SPECWAR HQ on WARCOM maintenance structure.



Submarine/Nuclear Opening Comments

▪ **INITIATIVES (& SUCCESS STORIES) cont.**

- 6260
 - (Recent addition of O-6 spot-promote billets in senior nuclear weapons inspector positions.)
 - Increasing accessions and mid-grade billets in support of all (Blue and Gold Crew) SSBN weapons officers; and COLUMBIA-Class submarine manning.
 - Acquiring additional mine warfare billets .
 - Looking into retention bonus, targeting O-4 to O-5 range.
- 6290
 - Off-ramp to 1820; maintain remaining billet structure in support of career path and to keep lower ranks competitive for promotion, prior to off-ramp.
- 7201
 - (Established the Diving Chief Warrant Officer Advisory Team (CWO-AT).)
 - (Implemented MILPERSMAN 1210-145, Diving Chief Warrant Officer (7201).)
 - (Established U.S. Fleet Forces Command Fleet Diving Officer CWO5 billet.)
 - Leveraging retire/retain to maintain community end strength.



Submarine/Nuclear Opening Comments

▪ **INITIATIVES (& SUCCESS STORIES) cont.**

- 7261
 - Adding billets to SSBN Gold crews as Assistant Weapons Officer (AWEPS).
 - Assigning members to the new COLUMBIA-Class as the commissioning AWEPS.
- 7281
 - Create additional billets to expand support of the Integrated Undersea Surveillance System (IUSS) enterprise (35 identified).
 - Increasing accessions and mid-grade billets to better support IUSS watchfloor manning.
 - Development of Master Analyst AQD training pipeline.



Overall Submarine/Nuclear Community Health

62XX	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	117	116	303	182	55	13	786
INVENTORY	135	135	264	201	47	8	790
MANNING %	115%	116%	87%	110%	85%	62%	101%
GAINS	4	0	0	0	0	0	4
LOSSES	0	0	2	0	0	1	3

620X	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	76	84	181	123	31	8	503
INVENTORY	91	90	158	143	28	6	516
MANNING %	120%	107%	87%	116%	90%	75%	103%
GAINS	4	0	0	0	0	0	4
LOSSES	0	0	0	0	0	0	0

623X	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	8	8	23	9	5	1	54
INVENTORY	8	8	23	8	4	0	51
MANNING %	100%	100%	100%	89%	80%	0%	94%
GAINS	0	0	0	0	0	0	0
LOSSES	0	0	0	0	0	1	1

626X	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	14	3	59	27	10	3	116
INVENTORY	16	15	39	31	6	2	109
MANNING %	114%	500%	66%	115%	60%	67%	94%
GAINS	0	0	0	0	0	0	0
LOSSES	0	0	0	0	0	0	0

628X	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	7	11	29	22	9	1	79
INVENTORY	10	12	35	11	8	0	76
MANNING %	143%	109%	121%	50%	89%	0%	96%
GAINS	0	0	0	0	0	0	0
LOSSES	0	0	0	0	0	0	0

629X	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	12	10	11	1	0	0	34
INVENTORY	10	10	9	8	1	0	38
MANNING %	83%	100%	82%	800%	1000%	NA	112%
GAINS	0	0	0	0	0	0	0
LOSSES	0	0	2	0	0	0	2

SUMMARY:

Overall manning is good, at 101%.

Working on restructuring and aligning billets to match career paths and increase opportunity for promotion and subsequent filling of senior-level positions.



Overall Submarine/Nuclear Community Health

7401/72XX	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	26	45	21	7	99
INVENTORY	30	33	22	9	94
MANNING %	115%	73%	105%	129%	95%
GAINS	1	0	0	0	1
LOSSES	0	0	0	2	2

720X	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	11	27	11	4	53
INVENTORY	12	18	6	6	42
MANNING %	109%	67%	55%	150%	79%
GAINS	1	0	0	0	1
LOSSES	0	0	0	2	2

728X	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	10	10	5	1	26
INVENTORY	11	7	6	1	25
MANNING %	110%	70%	120%	100%	96%
GAINS	0	0	0	0	0
LOSSES	0	0	0	0	0

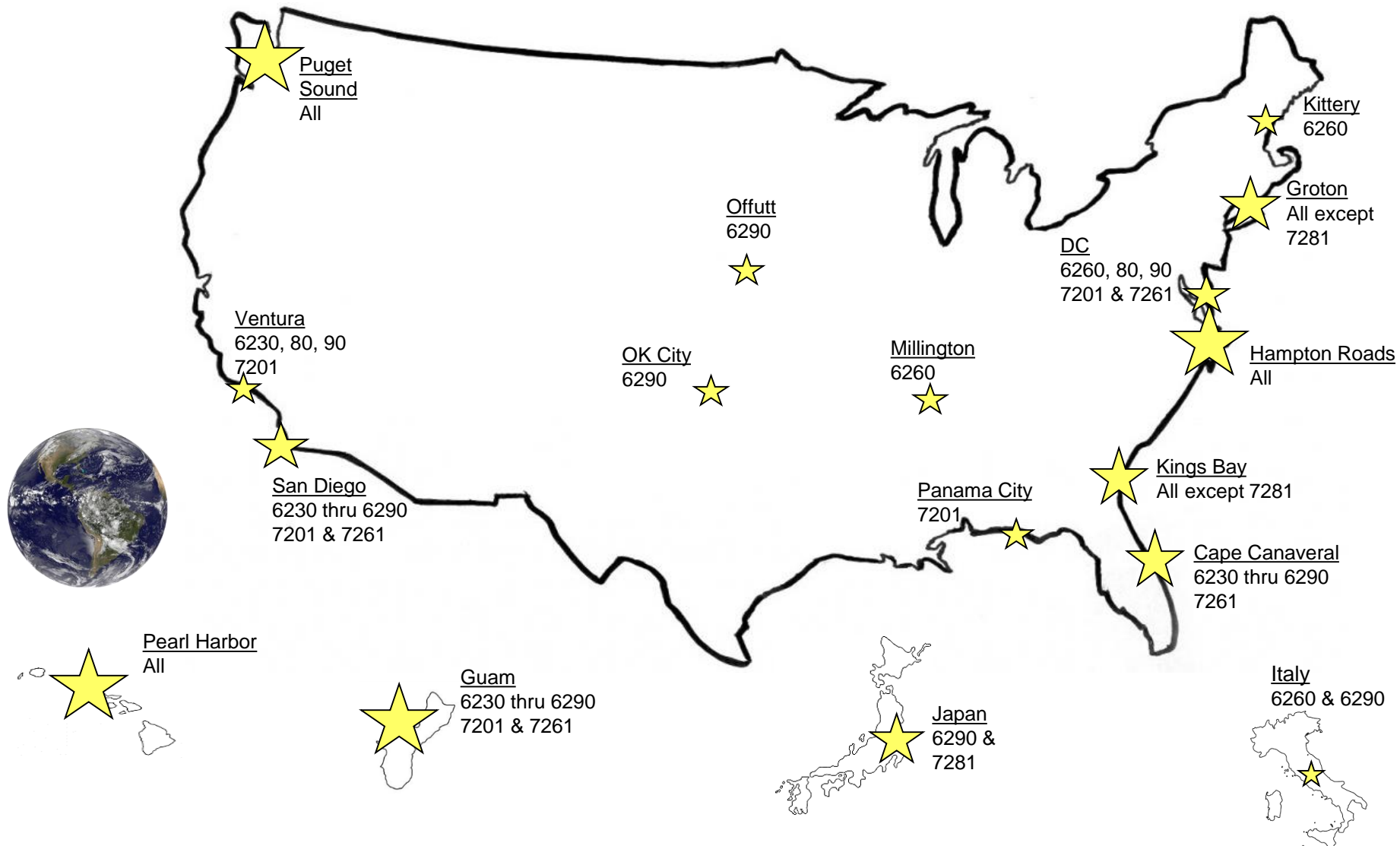
726X	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	5	8	5	2	20
INVENTORY	7	8	4	1	20
MANNING %	140%	100%	80%	50%	100%
GAINS	0	0	0	0	0
LOSSES	0	1	0	0	1

SUMMARY:

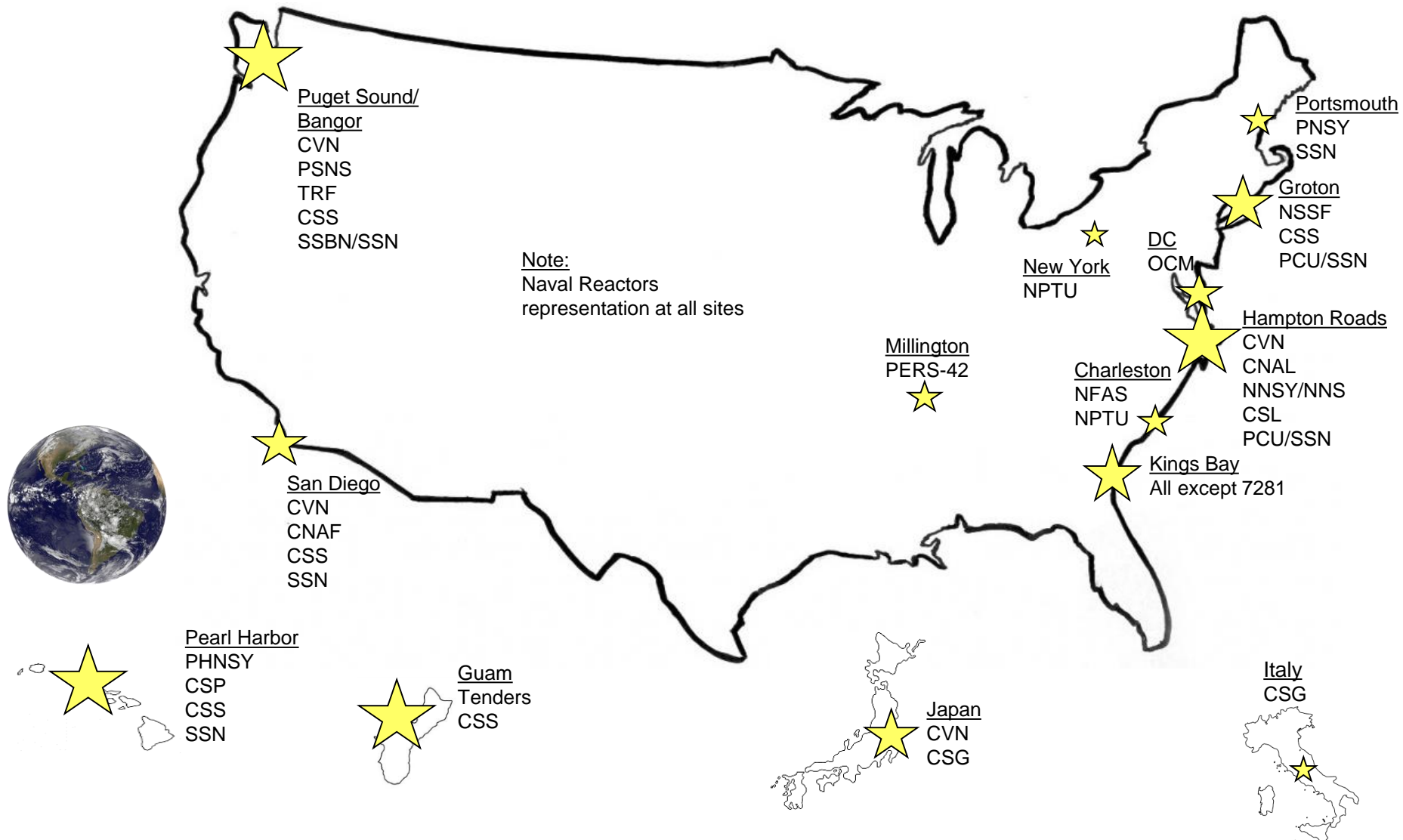
Healthy inventory, except for divers and acoustic warrants at the W-3 level.

7401 (6) nukes and 7231 (1) engineers not included due to phasing out.

Submarine/Nuclear Detailing



Submarine/Nuclear Detailing





Submarine/Nuclear Detailing

- **BLUF: No additional assistance needed/requested.**
- **Detailing friction points**
 - 6200: Although inventory shows healthy, nuclear billets are split between Naval Reactors and Fleet. Fleet distributable inventory for LCDRs is currently strained due to respective years of low accessions and continuation rate. Recovery being observed; will progress over the next few years.
 - 6260: Current dip in inventory to fill CDR/CAPT billets; some due to retention at the LCDR-CDR level.
 - 7201: Diver shortage at CWO3 level; CWO4/CWO5s covering down.
 - Overall: Retention in competition (more than ever) with recent COVID-19 effects, teleworking, other local/world events and outside/civilian job opportunities.



Submarine/Nuclear Closing Comments

- **62XX and 72XX community continues to successfully support the nuclear and submarine enterprise, including across other designators and stakeholders.**
 - Direct support of 1110s, 1120s, 1130s, 1140s, and 1440s.
 - Consistently filling URL billets, including CO/XO-type.
 - Weapons Station Earle CO (major command)
 - RSG Groton CO (major command)
 - TRF Kings Bay CO (major command)
 - PHNSY Deputy Commander



Submarine/Nuclear Closing Comments

- **Overall health is good; billet structure adjustments required in certain areas, which is work-in-progress.**
 - 62XX adjustments include better-matching jobs to career paths across all designators; and creating logical stepping stones to major command.
 - 7201 FY23 OPNAV mandated NAVMAC executed manpower review (regional recompression chamber support (manning, financial)).
 - 7261s looking at current billet structure for adjustments to ensure assignment of limited resources addresses most beneficial application of designator technical skills.



**QUESTIONS or
COMMENTS ?**



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BREAK



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Aviation LDO/CWO

AVIATION ENTERPRISE 2023 BOD SLIDES

Aviation LDO/CWO Competitive Category Representatives

(CAPT Matt Arnold)

(CWO5 Brian Baker)

Aviation LDO/CWO Assignments

(CAPT (Sel) Shawn Rumbley)



OPENING COMMENTS

BLUF: Overall Aviation LDO/CWO community is in relatively good shape.

- Overall designator inventory averages are over 95% with the exception of the Aviation Ordnance and Air Traffic Control LDO designators. AVOPS designator is still in the midst of the transition between LDO sundown and CWO increase.
- Promotion rates are on par with Navy averages – Promote by competitive category has helped Aviation designators fill our requirements.
- BZ selections and Merit Reorder for LDOs/CWOs are negatively impacting flow and leaves very competitive folks in FOS category since our selection numbers are limited due to the small size of the community.
- Early rotation of personnel, especially those serving in their pinnacle billets, which is being driven by the evaluation process is resulting in reduced professional knowledge and experience which is required to support future assignments.

INITIATIVES:

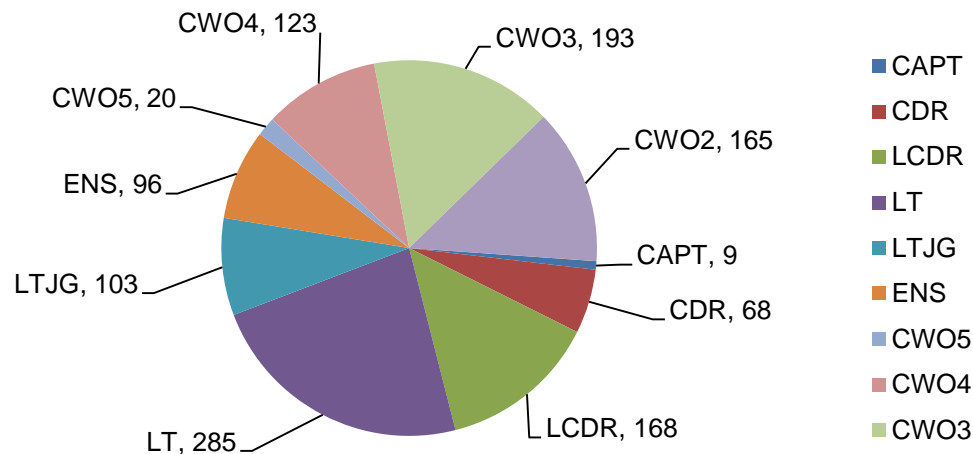
- More acquisition billets
- CWO reshuffle to better use CWO5 experience (possible help needed)
- Improve mentorship/career planning across all designators (some better than others)

The following slides are an overview of the community by designator.



Overall Aviation Community Health

Aviation Officers



Inventory

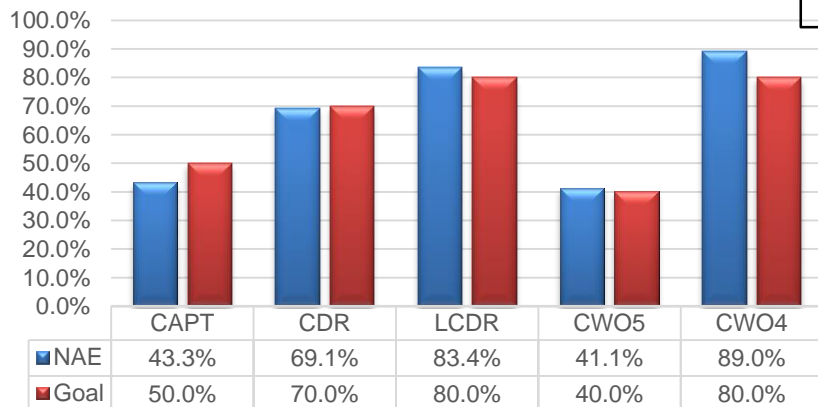
63XX	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	80	116	261	191	85	11	744
INVENTORY	96	103	285	168	68	9	729
MANNING %	120%	89%	109%	88%	80%	82%	98%
GAINS	3	0	0	0	0	0	3
LOSSES	0	0	1	3	2	2	8

73XX	WO1	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	0	214	183	97	28	522
INVENTORY	4	165	193	123	20	505
MANNING %	4000%	77%	105%	127%	71%	97%
GAINS		0	0	0	0	0
LOSSES		0	0	0	0	0

Promotion

5 Year AVG

Goal:
 CAPT 40-60%
 CDR 50-80%
 LCDR 70-90%
 CWO5 33-55%
 CWO4 70-90%



Summary

Nine Designators: LDO (5) CWO (4)

Pinnacles:

- 6310 – Handler
- 6320 – CSG Staff
- 6330 – CAGMO, LHA/D MO, IM1
- 6360 – OHO
- 6390 – Major Approach

ACSB/AMCSB:

ACSB – Six CNATTUs and NAWMU-1 (Guam). Average five opportunities annually.
 AMCSB – NATTC every other year. 2nd look Special Mission (needs of the navy)



Inventory by Designator/Paygrade

DESIG	RANK	BILLETS	PERSONNEL	DIFF	%	PROJ LOSS	FY23/24 GAIN	
631X	CAPT	2	3	1	150%	0		
	CDR	7	13	6	186%	1		
	LCDR	33	18	-15	55%	2		
	LT	17	29	12	171%	0		
	LTJG	14	9	-5	64%	0		
	ENS	14	14	0	100%	0	9	
TOTAL		99%	87	86	-1	99%	3	9

DESIG	RANK	BILLETS	PERSONNEL	DIFF	%	PROJ LOSS	FY23/24 GAIN	
7311	CWO5	3	3	0	100%	0		
	CWO4	7	13	6	186%	0		
	CWO3	25	25	0	100%	1		
	CWO2	20	18	-2	90%	0	8	
						0		
						0		
TOTAL		107%	55	59	4	107%	1	8

DESIG	RANK	BILLETS	PERSONNEL	DIFF	%	PROJ LOSS	FY23/24 GAIN	
632X	CAPT	0	1	1		0		
	CDR	2	3	1	150%	0		
	LCDR	6	7	1	117%	0		
	LT	9	26	17	289%	0		
	LTJG	0	6	6		0		
	ENS	0	0	0		0	0	
TOTAL		253%	17	43	26	253%	0	0

DESIG	RANK	BILLETS	PERSONNEL	DIFF	%	PROJ LOSS	FY23/24 GAIN	
7321	CWO5	4	1	-3	25%	0		
	CWO4	31	8	-23	26%	0		
	CWO3	29	21	-8	72%	1		
	CWO2	44	32	-12	73%	0	16	
						0		
						0		
TOTAL		57%	108	62	-46	57%	1	16

DESIG	RANK	BILLETS	PERSONNEL	DIFF	%	PROJ LOSS	FY23/24 GAIN	
633X	CAPT	6	3	-3	50%	0		
	CDR	48	31	-17	65%	1		
	LCDR	97	95	-2	98%	6		
	LT	157	144	-13	92%	7		
	LTJG	52	54	2	104%	0		
	ENS	26	47	21	181%	0	40	
TOTAL		97%	386	374	-12	97%	14	40

DESIG	RANK	BILLETS	PERSONNEL	DIFF	%	PROJ LOSS	FY23/24 GAIN	
7331	CWO5	17	11	-6	65%	2		
	CWO4	47	67	20	143%	3		
	CWO3	107	103	-4	96%	8		
	CWO2	82	76	-6	93%	2	40	
						0		
						0		
TOTAL		102%	253	257	4	102%	14	40

DESIG	RANK	BILLETS	PERSONNEL	DIFF	%	PROJ LOSS	FY23/24 GAIN	
636X	CAPT	3	1	-2	33%	0		
	CDR	21	16	-5	76%	2		
	LCDR	36	32	-4	89%	3		
	LT	54	64	10	119%	1		
	LTJG	37	22	-15	59%	0		
	ENS	24	24	0	100%	0	21	
TOTAL		91%	175	159	-16	91%	6	21

DESIG	RANK	BILLETS	PERSONNEL	DIFF	%	PROJ LOSS	FY23/24 GAIN	
7361	CWO5	4	6	2	150%	0		
	CWO4	9	29	20	322%	1		
	CWO3	32	52	20	163%	8		
	CWO2	68	44	-24	65%	1	18	
						0		
						0		
TOTAL		116%	113	131	18	116%	10	18

DESIG	RANK	BILLETS	PERSONNEL	DIFF	%	PROJ LOSS	FY23/24 GAIN	
639X	CAPT	1	1	0	100%	0		
	CDR	7	5	-2	71%	0		
	LCDR	21	18	-3	86%	1		
	LT	26	24	-2	92%	1		
	LTJG	17	12	-5	71%	0		
	ENS	3	9	6	300%	0	8	
TOTAL		92%	75	69	-6	92%	2	8



AVDECK/BOSN (6310/7311) Update

CAPT Rodney Moss, NAVAIR PMA-251
CAPT Tommy Edgeworth, Navy Recruiting RW
CAPT Marvin Harris, PEO AC, PMS-378
CAPT (Sel) Kyle Caldwell, CNAF N433



AVDECK/BOSN Community Health

Projection

- **Overall community at 93% manning**
 - 6 FY24 selected for accession to CWO2
 - 7 FY24 selected for accession to ENS
 - FY24 retirements: 4 (3 LDOs/1 CWOs)
 - FY24 Non-selects: 9 (4 LDOs/5 CWOs)

Recruiting

- **FY-24 ISPB**
 - 6310 (16 applicants; 7 selected)
 - 7311 (25 applicants; 6 selected)

Recommend

- Continue to recruit the best and most fully qualified candidates to apply for the LDO/CWO Program. Provide early mentorship to E-5 and below Sailors to develop their leadership and technical skills to support selection.
- Hold honest Appraisal Boards. If the applicant is not ready, provide them with clear direction on how to improve their record so they can be competitive.
- Detail ABE, ABF, and ABH background LDO/CWO's to their area of expertise for their first Officer Tour. This will allow them to grow personally and professionally as a Naval Officer. We want them to be successful and make it to CWO5/O5/O6.



AVDECK/BOSN Promotion

Issues

- Current manning is 52% for 6310 LCDRs, with a deficit of 16 LCDRs. This deficit is having a negative impact on CVN Handler manning.
- If not resolved, the trickle-down affect of our LCDR deficit may require filling the CVN Handler billets with LTs.

Background

- Voluntary LCDR retirements over the past few years have caused a deficit in the 6310 designator.

Recommend

- LCDRs who will stat-retire at 30 years should still be considered for a CVN Handler tours based on their experience and leadership. This pinnacle billet is normally reserved for leaders with legs to O5/O6.
- Voluntary requests for retirements/skill bridge before 30 years of service should be approved only on a case by case basis, until our LCDR #s increase.



Aviation Deck Mentorship Program

- **Regular 1V1 Quarterly Mentorship**
 - 149 mentee's / 52 Mentor's (everyone has a Mentor)
 - Requires Senior Level Management and Oversight (CWO5/O-5/O-6)
 - Designed to build professional relationships that allow for continuous growth
- **Targeted 1V1 Cross-Mentorship**
 - Conducted Quarterly and assigned by Mentorship Coordinator
 - Break into groups by pay-grade (approximately 30 personnel per QTR)
 - Cross-Mentors are CWO5/O-5 and above only
 - Cross-Mentors connect with Officers to provide different perspective/career points of emphasis



Aviation Deck Acquisition Coded Billets

Current Acquisition Coded Billets

- **8 of 150 Aviation Deck LDO/CWO billets are acquisition coded.**
 - 3 at NAVAIR PMA-251
 - 1 at NAVSEA PEO Carriers
 - 1 at CNIC
 - 2 at NAWC Lakehurst
 - 1 at CNATT DET Lakehurst

Current Acquisition Coded Billets

- **7 Additional Aviation Deck LDO/CWO billets are in process of being coded for acquisition.**
 - 3 at COMNAVAIRPAC
 - 3 at COMNAVAIRLANT
 - 1 at NAWC Lakehurst



AVOPS (6320/7321) Update

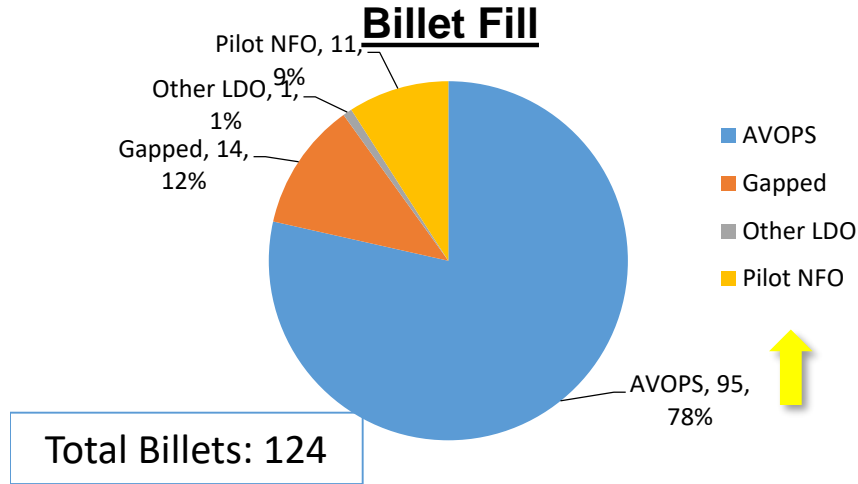
CAPT Matt Beare, NATTC Pensacola

CDR Dean 'Nitro' Schoenrock, NASC Pensacola

CWO5 Ken Wilson, OPNAV N-98



AVOPS Community Health



Recruiting

- FY24 ISPB (9 applicants/9 selected)
 - 25% decrease in applicants (community has FORAC)
 - 234 eligible for CWO
 - Historical trend (~8% eligible)
 - FY24 (9)/FY23 (13)/FY22 (16)/FY 21 (15)
 - **If 6320 still active**
 - **446 eligible (429 PO1/17 CPO)**
- Current AW manning:
 - E-7/E-8 eligible candidates: 105%
 - FY24: 105 CPO quotas vs CWO accessions (~14%)

Projection

- Overall community at **78%** manning (FY22 77%)
 - 9 FY24 selected for accession to CWO2
 - Current CWO OPA shows no path to maintain manning levels
- Retirement/FOS loss rate impacting manning
 - FY23 Promotion FOS: 4 (3 LDO/1 CWO)
- Future billet increase
 - VP P-8 ROC/POE lists 1/squadron (+12) - projected
 - HSC/MQ-8 (+2) - proposed

Recommend

- Continued ISPB accession rates through FY25 (12/yr)
- Code select billets as DIFOPS
 - Recruiting and retention
 - Centers of Excellence/CVN
- Attract/Maintain Future Manpower
 - Reinstate 6320 designator
 - Greater longevity (10-13yrs vs 6-10 for CWO)
 - Currently lacking defined career path ENS through CDR



AVOPS Promotion

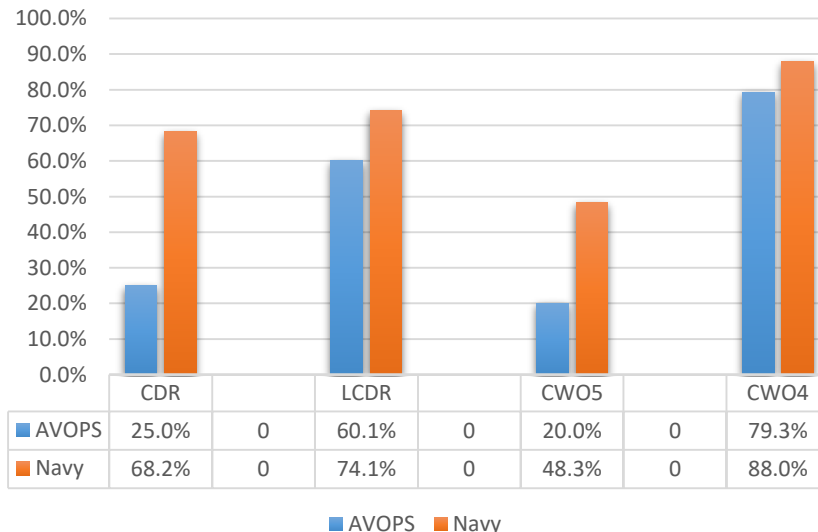
Issue

- FY23 Promotion:
 - CDR and CWO5 continues below Navy avg
 - CWO4 and LCDR above avg for the FY-23 (**historically below avg**)
- Promotion Takeways:
 - CAPT – (FY-24) **0 selected**/FY-23 No In-zone eligible
 - CDR – **0 selected (0%)**/133% manned (+1)
 - 1-3 2D1 AQD/1-3 Pinnacle complete (**not competing**)
 - LCDR – **3 selected (100%)**/100% manned (10)
 - CWO5 – **0 selected (0%)**/25% manned (-3)
 - CWO4 – **4 selected (133%)**/24% manned (-16)
 - Continued undermanning due to sundown (-16)

Background

- LDO (6320) Sundown FY19
 - Last IZ for LCDR approx. 2029
- Resulting billet shift (137 to 124 overall)
 - 8 LCDR to CWO4
 - 44 LT to CWO2/3
 - 6 LT to LCDR (**net loss of 2 LCDR billets**)
- Competition within NAE
 - CV-TSC Weapons System vs TAO Watch Position
 - More competitive at squadron level

5 Year AVG



Recommend

- Hold converting CSG billets (9) fm 6320 until FY29
 - Maintain billets for promotion (LCDR Pinnacle tour)
 - Convert to 1310 (helo) vice 7321 in FY30
- Convert 4 CWO4 billets back to LCDR
 - Overseas TOC OIC (KAD/SIG/BAH)/SRSS JAX
 - Provide growth through LCDR
 - Reduce CWO4 manning issues (-16)
- Convert CSG5 billet from LT to LCDR



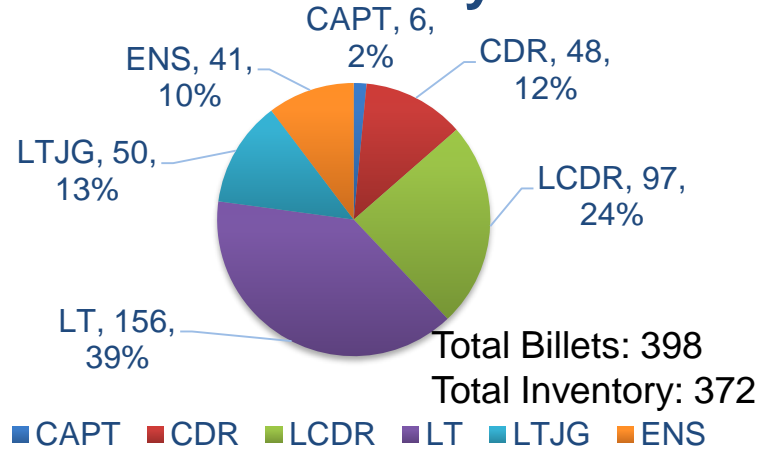
Aviation Maintenance (6330/7331) Update

CAPT Ray Sudduth, BP-32
CWO5 Brian Baker, NSC



Aviation Maintenance (6330)

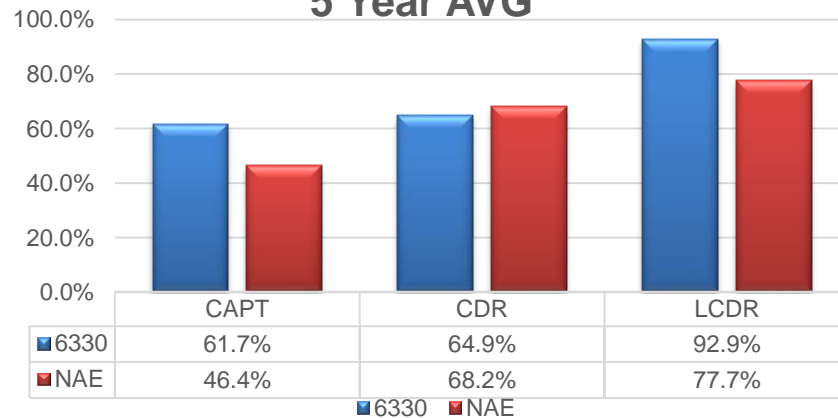
MAINT Billets by Grade



Issues

- Low CDR inventory - roll up effect.
- In FY-22 the DAU OP and Officer Quick Ref guides added exclusionary language reducing LDO/CWO certification support.

Promotion 5 Year AVG



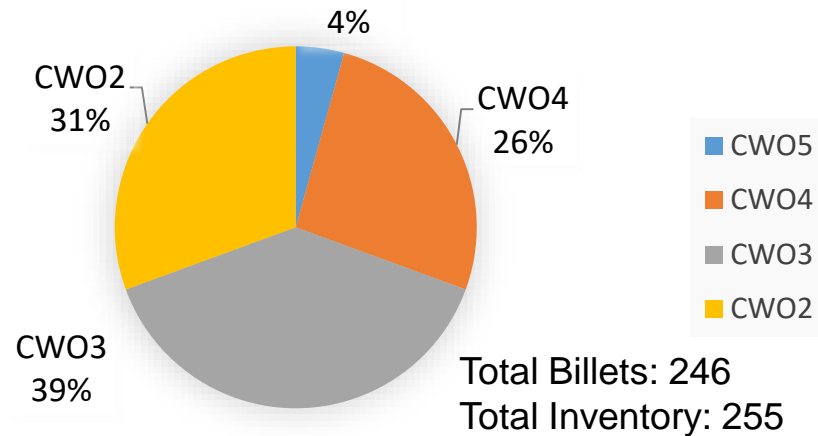
Initiatives

- Engage the Director, Acquisition Talent Management (DATM) on acquisition certs



Aviation Maintenance Technician (7331)

7331 Inventory by Grade



Issues

- Surplus of Aviation Maintenance CWO4s, some CWO5s not serving in billets where experience and knowledge can be maximized
 - Most 7331 CWO5s have majority O-level background, but zero billets at Type Wings
 - CWO5 experience underutilized at FRCs
 - Wings desire to have a senior 7331 CWO5 on staff but not at the cost of losing a 7331 CWO4 from FRS for FRC payback to move 7331 CWO5 to Wing

Designator Health

733X	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	82	102	45	17	246
INVENTORY	78	99	67	11	255
MANNING %	95%	97%	149%	65%	104%
GAINS	3	0	0	0	3
LOSSES	0	1	3	0	4

- Designator healthy for now
 - Overall Aviation promotion opportunity has improved since RCC implementation; advanced four 7331 CWO5s for FY-23

Recommend

- Identify senior CWO billet workload requirements
 - Create 7331 CWO4 Inspection Officer/Quality Assurance Officer billets at Type Wings to better right size our 7331 CWO billet structure pyramid
 - Once funded, realign some regional FRC CWO5s to key Type Wings (i.e. CSFWP, CSFWL, CHSCWL) and backfill the local FRC with the newly funded CWO4s

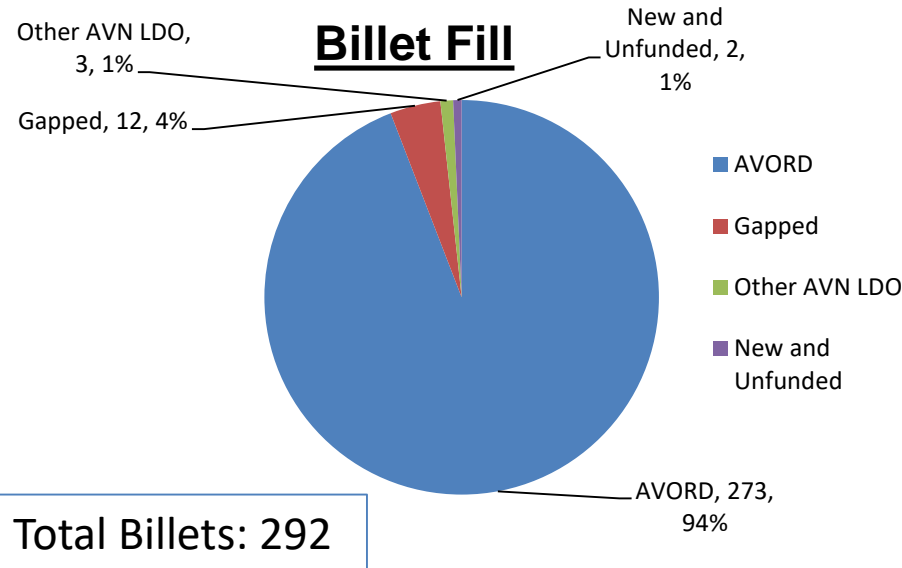


AVORD (6360/7361) Update

CAPT Matt Arnold, CNAP
CAPT (Sel) Stephen Folsom, NAVAIR
CWO5 Scott Lagerquist, VX-31



AVORD Community Health



Procurement

- FY24 ISPB
 - 12 CWO/14 LDO selected
 - 61 applicants/14 selects for CWO (23%)
 - Above both 5YR and 10YR average
 - 50 applicants/12 selects for LDO (24%)
 - Slightly below 5YR average and above 10YR average
- AMEX/NEC reutilization is negatively impacting our Sailor's ability to gain recommended billet diversity

Projection

- Overall community manning 91% (LDO) 116% (CWO)
 - FY23/24 retirements: 16 (6 LDO/10 CWO)
 - FY23 IZ Non-selects: 18 (11 LDO/7 CWO)
 - The failure to promote and the retirement of key O-4/O-5 personnel is negatively impacting the detailer's ability to fill 6360 billets and support adequate sea/shore rotation
- Future billet increase
 - USS BOUGANVILLE (LHA 8) – Pre-Commission Unit
 - 2 billets unfunded

Recommend

- Continued ISPB accession rates
- Add language to board precept addressing AMEX/ NEC reutilization and its impact on detailing opportunities.

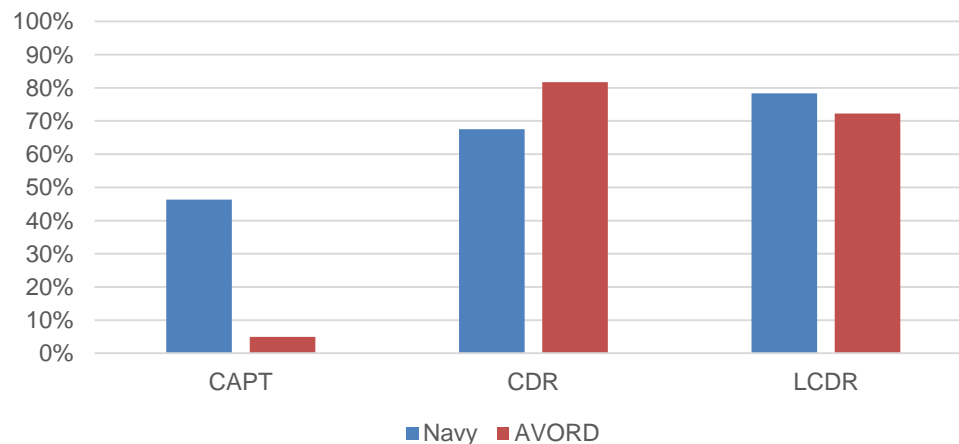


AVORD Promotion

Promotion

- AVORD CWO5 promotion percentages are below overall Aviation percentages. AVORD CAPT and LCDR promotion percentages are below overall Aviation LDO percentages for those paygrades
- FY23 Promotion Rate:
 - CAPT - 1 (4 IZ) 50% manned (-1)
 - CDR - 3 (4 IZ) 76% manned (-5)
 - LCDR - 7 (11 IZ) 89% manned (-4)
 - CWO5 - 0 (6 IZ) 150% manned (+2)
 - CWO4 - 4 (5 IZ) 322% manned (+20)

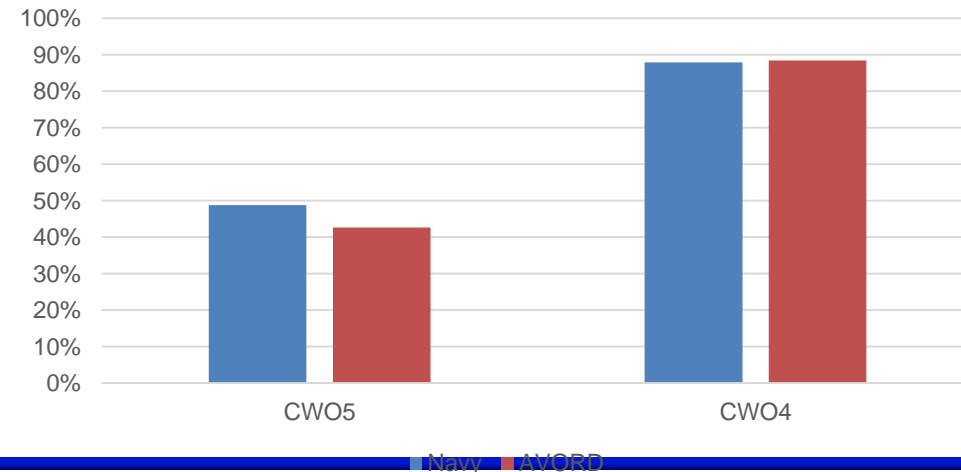
5-YR LDO Average



Initiatives

- Established a mentorship program to ensure AVORD officers are prepared/competitive for promotion and Aviation Command Screening board selection
- Identify AVORD afloat leadership billets with appropriate Defense Acquisition codes
 - This effort will allow AVORD personnel to receive applicable DAU training and capture experience to support future assignment to TYCOM DAU-coded billets

5-YR CWO Average



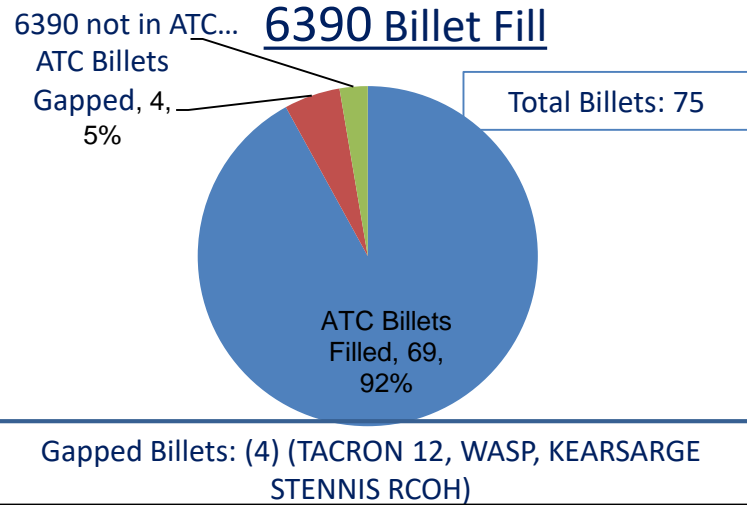


Air Traffic Control (6390) Update

CAPT Jeff “Doogie” Dugard, OPNAV N980A



ATC Community Health



ATC Recruiting

- FY24 ISPB
 - 400 eligible for LDO (E-6, E-7, E-8)
 - 28 applicants (6% eligible) (6 selects = 21% selected)
 - FY23 (28)
 - FY22 (25)
- Current AC manning:
 - E-6/E-7/E-8 eligible candidates: 101%

ATC Projection

- Overall community at 92% manned (69 of 75)
 - FY24 **(6)** selected for accession to LDO
 - FY23 **(5)** selected for accession to LDO
 - FY23/FY24 retirements: **(6)** ((4) LCDR, (2) LT)
 - FY23 Non-selects: **(1)** ((0) CDR, (1) LCDR)
- Possible future billet increase
 - None
- Recruiting projections/Inventory acceptable

Recommend

- None
- Future Manpower
 - (1) LHA-8 fill Dec 2023, move billet from LHD-6 (decom)
 - (1) CVN-79 fill Feb 2025, move billet from CVN-68 (decom)



ATC Promotion

Issue

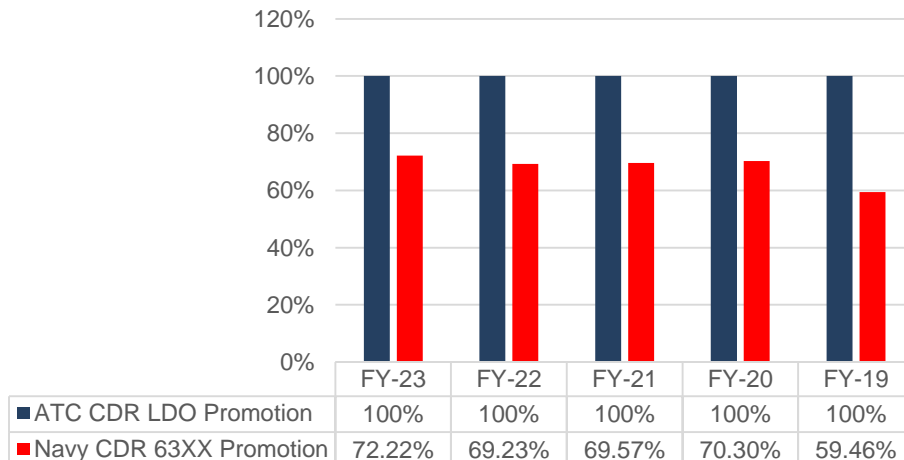
- FY23 promotion for CDR was above Navy percentage and LCDR was below Navy percentage
- FY23 Promotion Rate:
 - CDR (2 of 2) (100%)
 - 85% manned (-1)
 - **1 IZ FY-24 (0 AZ)**
 - LCDR (1 of 3) (33%)
 - 76% manned (-5)
 - **3 IZ FY-24 (1 AZ)**

Initiatives

- Robust mentorship program to ensure ATC Officers are prepared/competitive for promotion and Aviation Command Screening Board
- Align ranks to billets to properly identify/align billet titles with job requirements

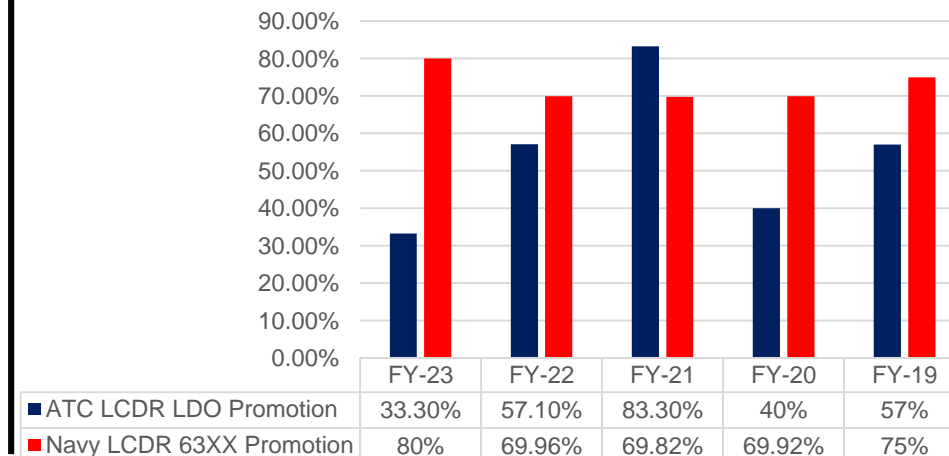
6390 CDR Promotions vs 63XX CDR

Promotions



6390 LCDR Promotions vs 63XX LCDR

Promotions





Questions or Comments?



2023 LDO/CWO BOD Conference

LUNCH



Functional Email: ldocwoocm.fct@navy.mil
<https://www.facebook.com/groups/10150114349755436>



GENLINE & STAFF LDO/CWO

GENLINE & STAFF 2023 BOD SLIDES

GENLINE/STAFF LDO/CWO Competitive Category Representatives
(CWO5 Darrious Burson)

GENLINE/STAFF LDO/CWO Assignments

LCDR Rina Novakovich: Admin/Security

CDR Gregory Fritz: Band

CDR John Damon: EOD

CWO5 Benny Brockington: Supply



6410/7411 Admin Officer Community

- **6410/7411 Board of Directors**
 - Charter signed and published in December 2021
 - Revitalized the 6410/7411 Regional Coordinator program
 - Issue community “Admin Leadership Notes” (circa January 2022)
 - Defined the 6410/7411 three fundamental specialty areas Admin, Pay&Personnel, Manning/Manpower and various assignments
 - Conducted the second annual Hampton Roads Senior Leadership Admin Mustang (training) town hall in 6 April 2023, 70 attended
 - Continue identifying pay/personnel issues, causes, and propose solutions
 - Recommend to the OCM on revision to Surface command qualification instruction for O4 (selects) & above

- **MNCC and Pay/Personnel Transformation**
 - Six Transaction Service Centers (TSC) to function as Centers of Excellence for specific Pers/Pay issues and three Transaction Processing Centers (TPC)
 - 13 Regional Support Centers (RSC) to provide direct support and training to commands
 - Human Resources Service Centers (HRSC) with two locations that provide 24/7 direct support to Sailors

CAPT Clifford Collins, 6410, NETC COS

CWO5 Darrious Burson, 7411, NSA Mid-South



6430 Bandmaster Officer Community

- **Established quarterly wardroom VTC's for improved communication across the community**
 - Conducted additional mentoring VTC's for junior 6430's chaired by pairs of senior 6430's
- **Echelon 2 leadership visits by CAPT Collins and team to all subordinate Navy Music activities included focused LDO recruiting efforts**
- **Continued utilization of additional NPS/CIVINS quotas**
 - 4700Q SubSp Code required for assignment as CO,USNB (senior 6430)
 - Increased throughput ensures larger selection pool for CNO selection
- **Continued early recruitment of potential LDO candidates due to historically slow promotion rates (average Group 2 MU takes ~11 years to make PO1)**
 - Applicant pool is growing after low numbers the prior three years
 - Still very low number as most Group 2 CPOs are ineligible to apply (most CPOs greater than 14yrs TIS)

CAPT Ken Collins, 6430, USNB



6480/7481 EOD Officer Community

- **Established EOD LDO Readiness Council as part of EOD Enterprise Charter to focus on LDO and Community Readiness and Training Issue**
 - Members O4-O6
- **6480 LDOs focused on program management, train, assess and certify**
- **Community Career path to support 1 Captain/O6**
 - 3 XO, 2 O5 CO, and 1 O6 CO billet
 - Manning is currently 65 of 71 LDO's
 - Significant breaks in year groups. Next viable candidate for O6 is FY 29
 - Sharp decrease in LDO candidate packages over the last 5 years coupled with selects turning down commission has created projected gaps in the out years
- **7481 CWO community new accessions suspended in support of LDO/6480**
 - Rationale: Manning was cited as insufficient to support both designators.
 - Only 2 remaining CWO's, both are CWO5's which will stat out in FY23
- **LDO retention efforts has focused on more experienced candidates to support training requirements. This has lead to a revitalized discussion regarding CWO opportunities for the EOD community.**

CAPT Steve Beall , 6480, NAVSCOLEOD N00



6490/6495/7491 NSF Officer Community



This seems to be a problem for all our designators

- **Established NSF designator BOD (Five CAPT's (AC/RC) / one CWO5)**
- **Implemented Tiered NSF qualification program (E4-O5)**
- **DGM separates 6490/7491 billet requirements/functions**

- **6490 (LDOs focused on FP/NSF Operations / Staff) targeted issues:**
 - USFFC transferred NSF Community Sponsorship to NECC
 - Working to improve distributable inventory
 - Staffing the assumption of 87 DDG/CG FP Officer billets from URL/SWOs
 - Progressing towards the assumption of CSG FPO billets from URLs
 - Continued press for more CO/XO opportunities, CMD Quals and Education
 - (+2) O4 Billets coded for XO at SWFs

- **6495 (SELRES LDOs focused on RC Training and Integration w/AC NSF):**
 - Two new billets (O4/O5) added to NSF Community Sponsorship office

- **7491 (CWOs focused on FP/NSF train, assess and certify)**
 - Working to improve inventory - (6) new accessions/year - Currently @ 63% - (+1) W5 billet
 - Coordination w/NCIS to establish new NSF Criminal Investigator career path - four tiers (E5 to CWO4) (Expect four to five supporting CWO billets)
 - NCCs to develop Higher Headquarters Operational Assessment teams required to meet Navy Antiterrorism Program (OPNAV 3300.53D) requirements (Expect 1-2 Additional CWO billets per NCC)
 - SSP to submit requirement for (2) 7491/CWO Training Officer billets @ SWFs (1/per)

CAPT(Sel) John Courtial, 6490, NECC NSF

CWO5 Dave Muehlhauser, 7491, OPNAV N4I



7521 Food Service Officer Community

- **Functioning Food Service Warrant designator BOD (six CWO5s)**
- **Convenes quarterly to meet and discuss 7521 community topics**

- **7521 Increase Communication Community Wide:**
 - Community wide round table. In Person and TEAMS. CS “A” School Forum Fort Gregg Adams, VA. 30APR22 & 4MAY23
 - Community wide cell phone application

- **7521 Retention of Second Operational Tour 7521 CWO:**
 - Top concern of the FSO CWO BOD
 - Incentives for FSOs to go back to Sea/second tour FSO needed on CVNs.
 - Showcase professional development/growth opportunities for FSOs beyond second tour

- **7521 Future Recruiting Efforts:**
 - Forum that is specific to Culinary Specialist and Food Service Warrant Officers
 - Goal is to capture the best and brightest in the community to fill the 7521 CWO Ranks
 - Yearly job fair at the Navy Food Management Teams with a recruitment table for FSOs

- **7521 Proactive Mentorship:**
 - I-Stop at Navy Food Management Team (NFMT) for first and second tour FSOs
 - Spend quality time with Senior CWO before starting operational tour



7521 Food Service Officer Community

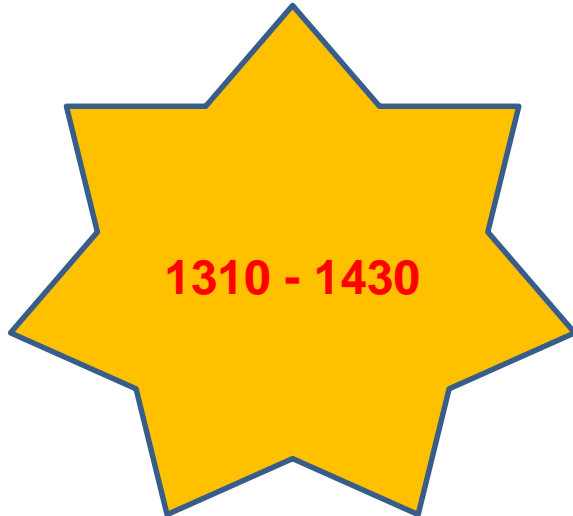
- **7521 Essential Station Messing (ESM):**
 - FSO shore billets at risk. FS leadership clearly defining duties and responsibilities
 - Hybrid Operations versus full ESM operations
 - CNIC Work Group formed to define future roles and expectations for 7521 Ashore



**QUESTIONS or
COMMENTS ?**



2023 LDO/CWO BOD Conference



LDO Captains remain in Conference Room 116

CWO5's meet in Conference Room 215



2023 LDO/CWO BOD Schedule Day 2

**PHOTO
tomorrow at
0730**

THURSDAY 1-Jun-23		
Time	Topic	Speaker(s)
0730-0745	Photo (BLDG 453 West Entrance)	Uniform: Type III/Ball caps
0800-0815	Opening Remarks/Day 1 Review	CAPT Sutton and the OCM TEAM
0815-0845	LDO/CWO FY 24 ISPB President and Sponsor Lessons Learned/ONRMP Program Overview	CWO4 Reid
0845-0915	CEC BOD CC	CDR Mobius
0915-0930	BREAK	
0930-1015	PERS-83 Brief	CDR Gates
1015-1030	BREAK	
1030-1100	LDO/CWO Academy Brief/Discussion	CWO5 Adams
1100-1130	IWC BOD CC	CWO5 North
1130-1230	LUNCH	
1245-1315	Lifelong Learning Discussion	CAPT Holland
1315-1345	FY 25 ISPB NAVADMIN and Draft LDO/CWO instruction (1420 replacement)	LCDR Peter/ OCMs
1345-1400	BREAK	
1400-1430	LDO/CWO Program Open Discussion, Closing Comments, Wrap-up & Review Action Items	CAPT Sutton and the OCM TEAM



2023 LDO/CWO BOD Conference

DAY 1



REVIEW & TAKEAWAYS



2023 LDO/CWO BOD DAY 1

■ Highlights and Follow-up Items

- Pursue Title X 90-day rule exception for LDOs (OCM)
- Draft CWO Merit Reorder (each CWO5 CC)
- Consider CWO4 Continuation (for 2xFOS) for specific designators (OCM)
- Provide WOBA/LATXFR Inst./MPM to BOD Leadership (OCM)
- SWO Quals for LDOs/CWOs (OCM Monitor)
- Encourage Board Members to be knowledgeable of all CC Designators (OCM & CC BODs)
- Provide MPM “Needs of the Navy” Detailer Letter (OCM)
- Research 6260 LTJG Billets dropping to 3 (OCM)
- Add 7321 to Color Test list (OCM)
- Better advertise for needed designators (OCM & CC BODs)
- O4/O5 retention bonus for 6360 (Aviation BOD)
- Aviation cannot get 2D1 until completion of O4 pinnacle tour – need specific designators identified in Convening Order for O4 (Research what designators are impacted – AV put in Community Value (Aviation BOD & OCM)
- Discuss 15 or 16 years for Bandmaster ISPB (OCM & Bandmaster)



2023 LDO/CWO BOD DAY 1

■ Highlights and Follow-up Items

- Surface Command Qual recommended for O4 Select and above 6410
- Work to improve distributable inventory for 7491s (Admin Detailer)
- Is there a policy for 6510 Off-ramp (6510 Detailer)
- What is the impact of 7521 billets at risk with galley conversions (7521 Detailer & OCM)
- Research URL Application numbers to compare with LDO/CWO ISPB numbers (OCM)
- Provide CC Leaders with modified CC LOS Snapshot data on a regular basis (OCM)
- LDO/CWO Historical Losses by Designators.



2023 LDO/CWO BOD Conference DAY 2

WELCOME

Surface

Nuc / Sub

Aviation

Gen Line



LDO / CWO

Staff

IWC

OTC Academy

Detailers

NSA Mid-South, Millington

31 May – 1 June 2023



2023 LDO/CWO BOD Schedule Day 2

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FY-24 In-Service Procurement Board

PERS-803 (Enlisted Promotion Boards and Advancements)

PERS-803 Branch Head

CWO4 Tameka J. Reid

(FY-24 LDO/CWO ISPB President - CAPT Tom Edgeworth)



FY-24 In-Service Procurement Board

- **Prep:** 3-6 Jan 23 **Convene:** 10 Jan 23 **Adjourn:** 18 Jan 23
- **Command coordinators:** Critical in the application process and provide the first line of defense to ensure that applicants meet minimum eligibility requirements.
- **Applicants:** 1582 (Active/TAR/Reserve); however no shortage of quality. Board selected to 99.9 allotted quotas.
- **Board precept and convening order combined with approved discrete requirements guided all board deliberations.** Sustained superior performance (SSP) is a baseline expectation. An applicant can have SSP and not be best and fully qualified for selection. The importance of the discrete requirements cannot be overstated for any applicant pursuing selection for the LDO/CWO program.
- **Comprehensive “Tank Training”:** Provided to all board members prior to deliberations. Especially beneficial to first-time board members.
- **Lessons learned:** Incorporated into forthcoming FY-25 program guidance and subsequent pre-board actions.



FY-24 In-Service Procurement Board

▪ Board President's Feedback

- The board was professional, efficient and procedurally compliant in all aspects.
- Members felt that the precept and enclosed board guidance was adequate, however, need community leaders to better define the discrete requirements.
- The quota letter provided clear, unambiguous, specific guidance for the number of FY24 designator selections.
- Suggestions for process improvement:
 - Training to help members better understand all designators beyond just the discrete requirement brief, in particular reserve designators.
 - In addition to current training provided board members could benefit from training specifically designed to prepare them to adequately brief records in the tank. Perhaps a prerecorded video of an experienced briefing of a mock record.
 - Inexperienced members become more comfortable with time.
 - Better understanding of “good briefing practices” would likely also help improve record review and mark-up.
 - Members focused on Discrete Requirements and whole record need to be the focus.



Official Navy Record Markup Program (ONRMP)

AS OF DATE: 01/06/23 PERFORMANCE SUMMARY REPORT PAGE: 1
 NAME: [REDACTED] DESIG/RATE: [REDACTED] SSN: [REDACTED]

PG	STATION	DUTY	DATES	MOS	REPORTING SENIOR			TRAITS					AVERAGES		PROMOTION REC					PHYS READ	RPT TYPE	
					NAME	PG	TITLE	1	2	3	4	5	IND SUM	R/S CUM	SP	PR	P	MP	EP			
E5	USS	TACSUP	070420	11	O4	XO		0	0	1	3	3	4.29	168	0	0	3	13	X	P/WS	RG	
			080315										3.91	3.88					5			
E5	USS	TACSUP	080316	12	O5	XO		0	0	0	5	2	4.29	83	0	0	1	9	X	P/WS	RG	
			090315										4.03	3.93					3			
E5	NSA	ASST MS N CDR	090316	14	O5	XO		0	0	1	5	1	4.00	82	0	0	28	23	X	P/WS	RG	
			100507										3.47	3.56					8			
E5	NSA	ASSISTA NT LPO	100508	8	O5	CO		0	0	0	7	0	4.00	2	0	0	0	0	X	P	RG	
			101228										4.00	3.36					1			
E5	USS 2	PATROLM AN	101229	3	O5	XO							--	--	--	--	--	--	--	N	RG	
			110315										--	--								
E5	USS 2	INVESTI GATOR	110316	12	O5	XO		0	0	0	5	2	4.29	199	0	0	23	24	X	PP	RG	
			120315										3.83	3.80					12			
E6	USS 2	INVESTI GATOR	120316	8	O6	CO		0	0	0	2	5	4.71	133	0	0	3	3	X	PP	RG	
			121115										4.14	4.15					2			
E6	USS 2	INVESTI GATOR	121116	12	O6	CO		0	0	0	1	6	4.86	201	0	0	15	15	X	PP	RG	
			131115										4.16	4.15					8			
E6	USS 2	DEPARTM ENT LPO	131116	8	O6	CO		0	0	0	1	6	4.86	213	0	0	0	0	X	P	RG	
			140725										4.86	4.17					1			
E6	SHORE	PRSO	140726	4	O6	CO		0	0	4	3	0	3.43	305	0	0	X	28	28	15	N	RG
			141115										4.05	4.05								
E6	SHORE	WEAPONS LPO	141116	13	O6	CO		0	0	0	1	6	4.86	177	0	0	28	28	X	PP	RG	
			151201										3.99	3.99					14			
E6	CVN	LEGAL D EPT LPO	151202	10	O5	XO		0	0	0	5	2	4.29	75	0	0	X	2	1	1	PPP	RG
			160915										4.54	4.07								
E7	CVN	DEPT LC PO/CMAA	160916	12	O6	CO		0	0	0	6	1	4.14	92	0	0	X	8	5	4	P	RG
			170915										4.01	4.06								

**QUESTIONS or
COMMENTS ?**



CEC LDO STAFF 2023 BOD SLIDES

CEC LDO STAFF Competitive Category Representatives
(CAPT Javier Lopez-Martinez)
(CDR John Mobius)

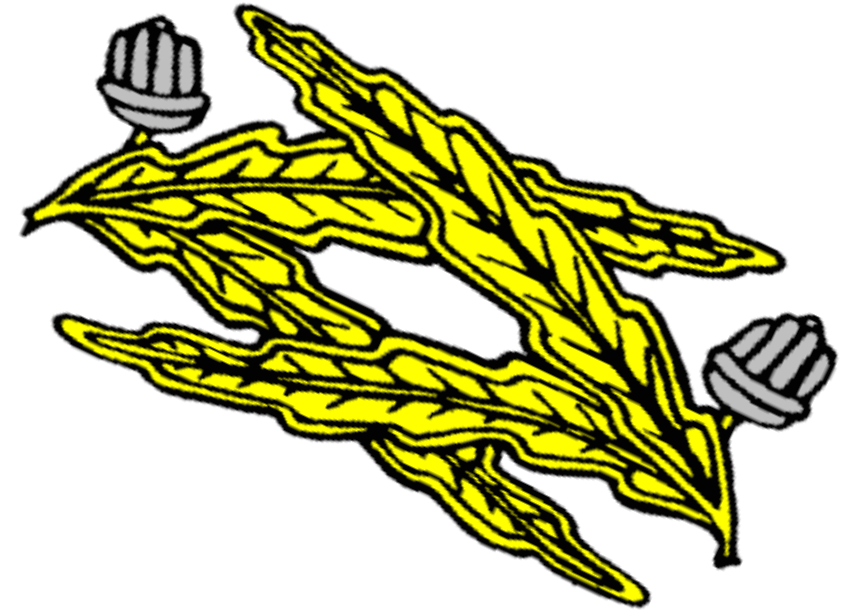
CEC LDO Assignments
(LCDR Jeremiah Smith)

▪ Initiatives

- Community Health
- Detailing
- Operational Support
- Community Growth
- Mentorship
- Accessions
- Marketing
- Social Media

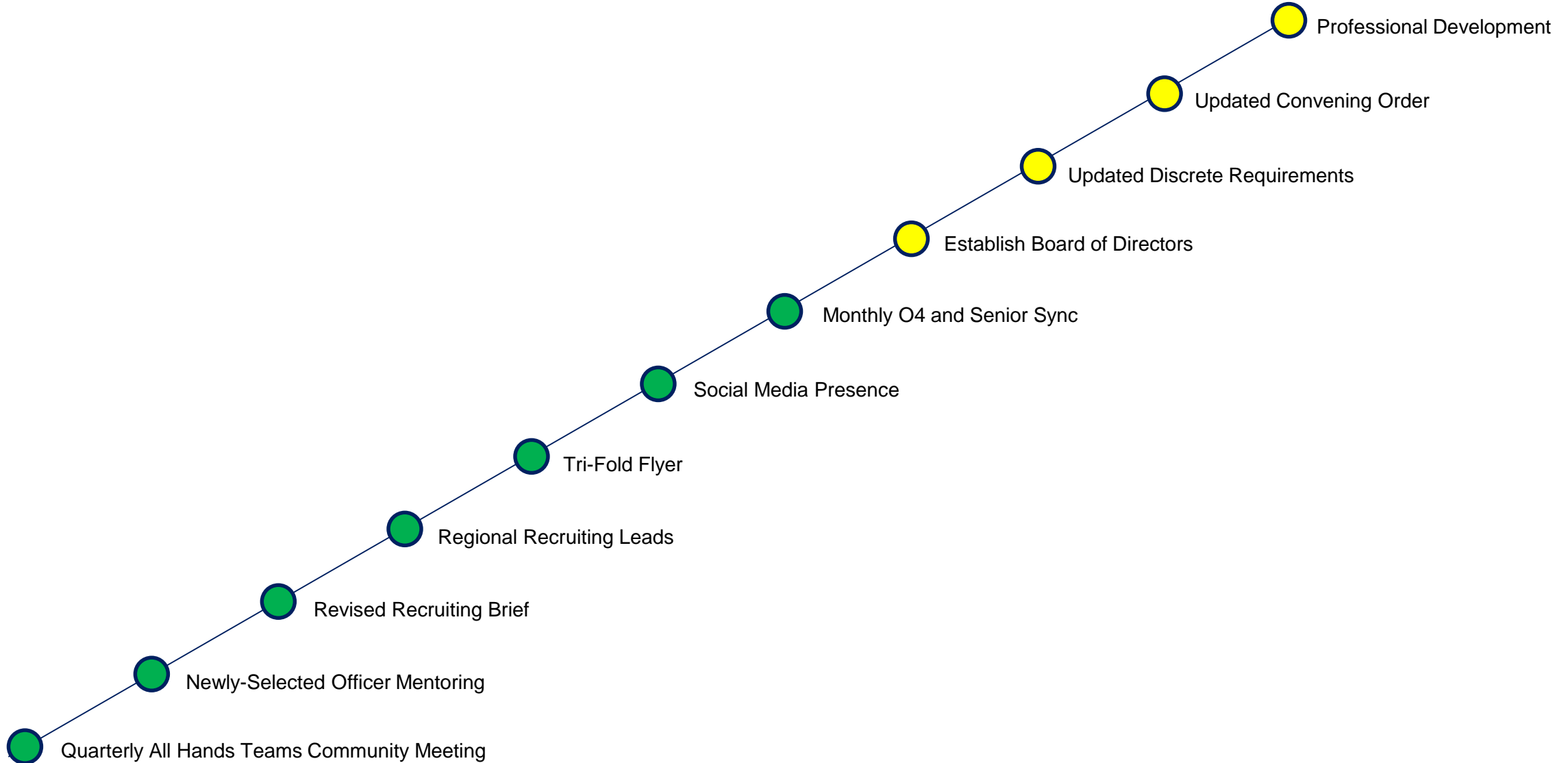
▪ Billet Structure

▪ Community Laydown



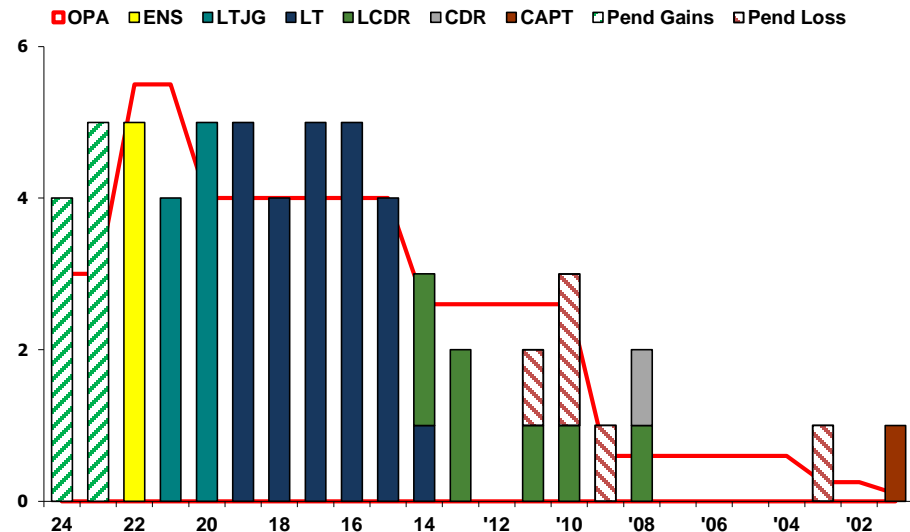
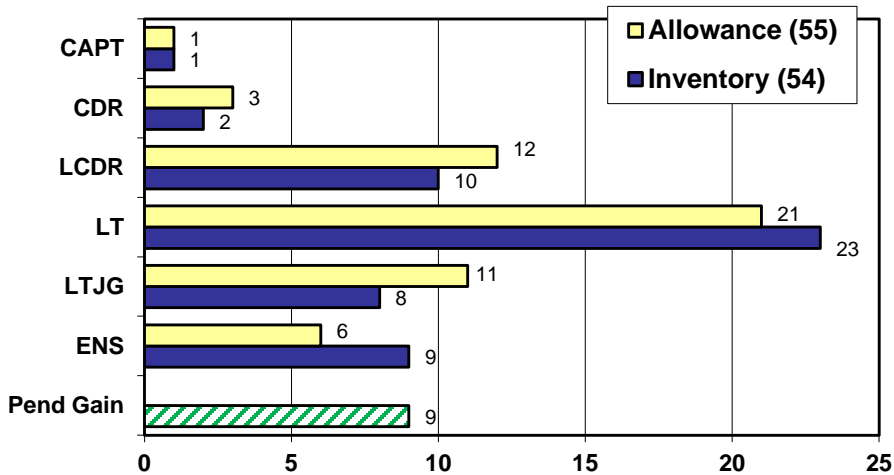


Initiatives





6530 Community Health



Detailing

- Fill valid 6530 billets
- 2023 74% Fit/Fill
- 2024 79% Fit/Fill

Operational Support

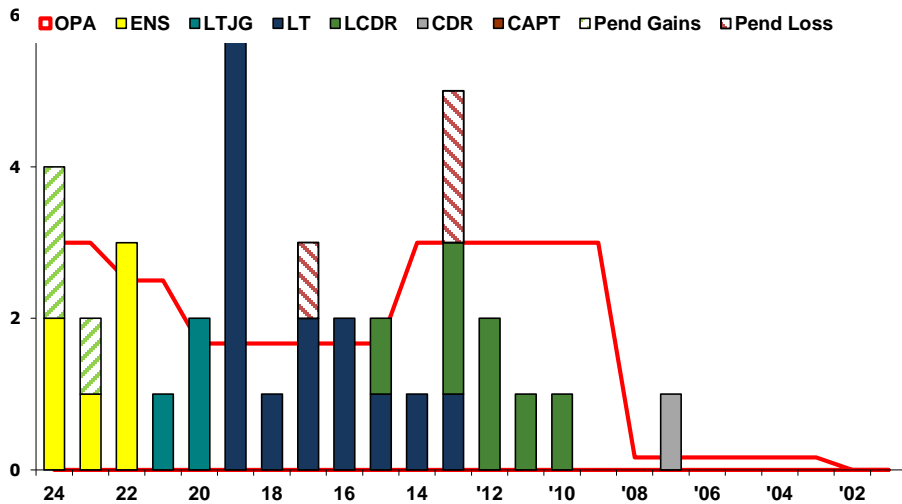
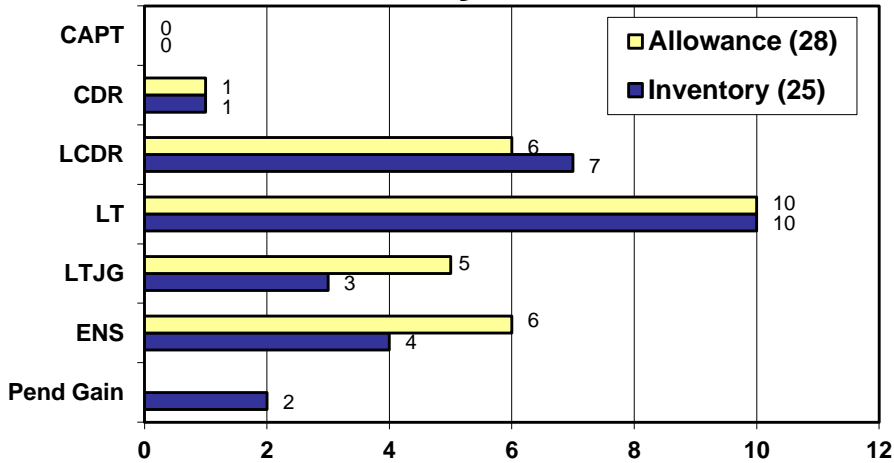
- By 2025 LTs in every Naval Mobile Construction Battalion (NMCB)
- Over allowance of ENS in NMCB – 18mo tours

Community Growth

- 2022-2025 increase 5 billets
 - EXWDC STF REDI OFF LCDR FY23
 - CTF 75 Maint OFF LT FY24
 - NCG 1 STF PLNS OFF LT FY24
 - 1st NAVLR TRANS FAC LTJG FY25
 - C6F ENG PLANNER LCDR TBD



6535 Community Health



Detailing

- Fill valid 6535 billets
- 2023 4% Fit/Fill
- 2024 8% Fit/Fill

Operational Support

- ENS's & LTJG's in every NMCB
- 48 month tours

Community Growth

- Proposing 2024-2025 increase 3 billets
 - NAVFAC TBD
 - NCG 1 TBD
 - NCG 2 TBD



▪ New-Select Mentorship

- **Objective:** Ensure a successful transition to Wardroom
- Accessions pipeline training
- AC/RC Integration
- Assigned mentors
- 12-month, SME led training topics
 - Admin
 - Training
 - Equipment
 - Operations
 - Doctrine
 - Leadership

▪ Accessions

- **Objective:** Educate Sailors IOT increase future 653X applications
- Recruiting Efforts
 - Update our recruiting approach
 - Update our Recruiting Community Brief
 - Designate an overall Community Lead
 - Designate Regional Recruitment Leads
 - Provide them with tools/support to succeed
 - Leverage Social Media
 - Facebook
 - Use Google Analytics
 - Instagram

Community Marketing

WHO TO CONTACT!

CEC LDO REGIONAL REPRESENTATIVES:

LDOCECPacificRegionRecruiting@flankspeed.navy.mil

LDOCECMidRegionRecruiting@flankspeed.navy.mil

LDOCECGulfRegionRecruiting@flankspeed.navy.mil

LDOCECAtlanticRegionRecruiting@flankspeed.navy.mil

LDOCECSouthRegionRecruiting@flankspeed.navy.mil



- PACIFIC REGION
- MID REGION
- GULF REGION
- ATLANTIC REGION
- SOUTH REGION

U.S. NAVY

LIMITED DUTY OFFICER



653X CIVIL ENGINEERING CORPS PROGRAM

SCAN FOR MORE INFO



653X Trifold

ARE YOU READY... TO RISE TO THE HELM?





The LDO community is looking for the best and most fully qualified technical experts within their field.

LIMITED DUTY OFFICER

Navy LDOs advance within broad technical fields related to their former enlisted ratings. They fill leadership and management positions (Ensigns through Captains) that require a technical background and skills not attainable through normal development within other officer designators.

BASIC REQUIREMENTS

- E-6 (ELIGIBLE FOR CHIEF) OR ABOVE
- 8-14 YEARS OF SERVICE

*First Class Petty Officers who wish to apply for the LDO must have taken the CPO exam in January of the year the application is due to NPC and be selection eligible.

WHERE TO START!

1.  Become familiar with the OPNAVINST 1420.1B and BUPERSINST 1430.16G
2.  Check your official military personnel file (OMPF) for completeness
3.  Reach out to your regional LDO representative

All information can be found on the LDO/ CWO OCM page on MyNavy HR



653X Trifold

- Community Marketing



U.S. NAVY
LIMITED DUTY OFFICER PROGRAM

ARE YOU READY... TO RISE TO THE HELM?

653X

WHERE TO START!

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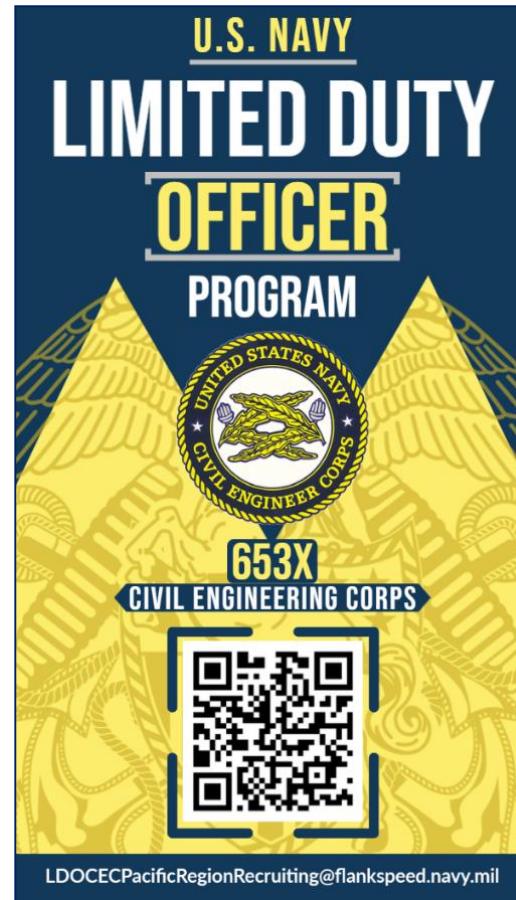
8-14 YEARS OF SERVICE



*First Class Petty Officers who wish to apply for the LDO must have taken the CPO exam in January of the year the application is due to NPC and be selection eligible.


All information on this flyer is for informational purposes only. For more information, visit the LDO page on the Navy's website.

Updated Flyer



U.S. NAVY
LIMITED DUTY OFFICER PROGRAM

653X
CIVIL ENGINEERING CORPS



LDOCECPacificRegionRecruiting@flankspeed.navy.mil

Business Card



FY25 ACTIVE/RESERVE LIMITED DUTY OFFICER & CHIEF WARRANT OFFICER RECRUITMENT BRIEF

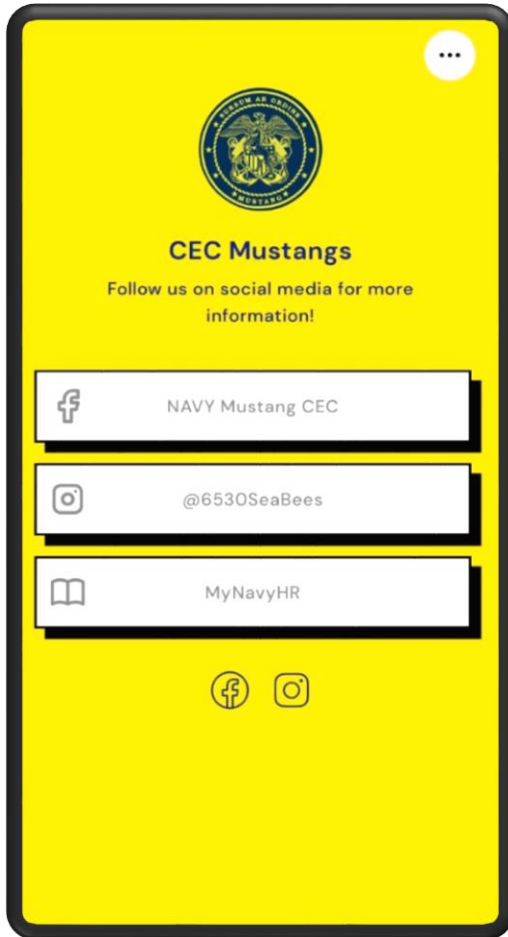


MUSTANGS

Presented By
Regional Recruiting Programs Lead

April 12, 2023

Updated 653X Community Brief

CEC Mustangs
Follow us on social media for more information!

f NAVY Mustang CEC


@6530SeaBees

MyNavyHR

f **@**



NAVY Mustang CEC



NAVY Mustang CEC
Recruiter

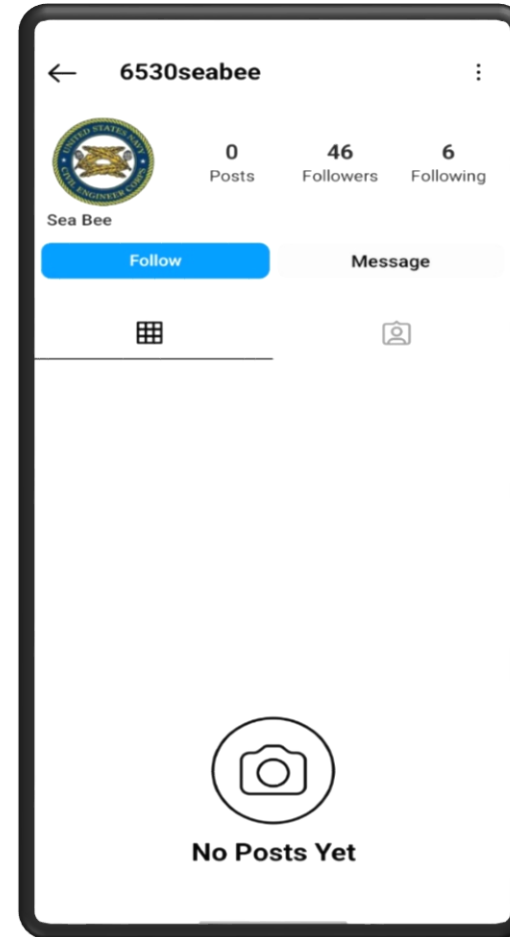
Send message

Home Reviews Photos Posts Com


Write something on the Page

Want your own Page? **Create Page**

About
Send a message
Recruiter



6530seabee

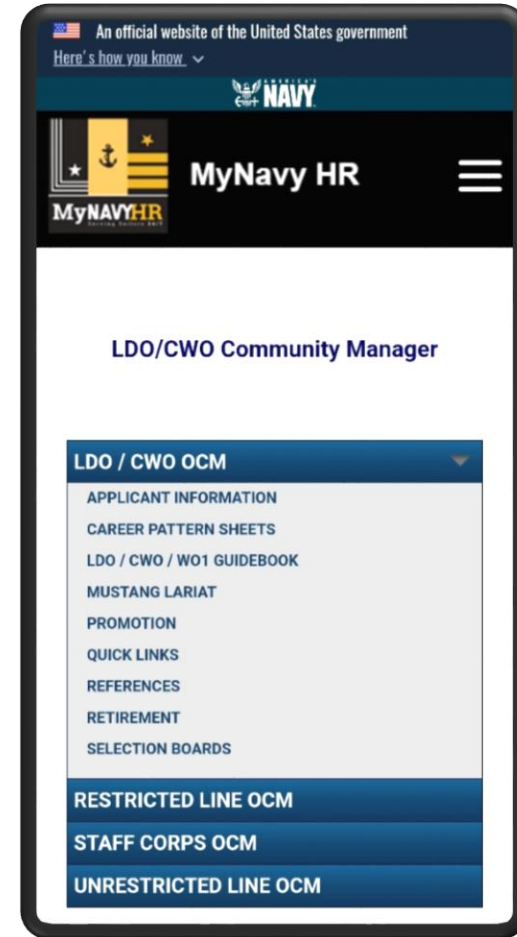


Sea Bee

Follow **Message**

0 Posts 46 Followers 6 Following

No Posts Yet



An official website of the United States government
Here's how you know

NAVY

MyNavy HR

LDO/CWO Community Manager

LDO / CWO OCM

- APPLICANT INFORMATION
- CAREER PATTERN SHEETS
- LDO / CWO / WO1 GUIDEBOOK
- MUSTANG LARIAT
- PROMOTION
- QUICK LINKS
- REFERENCES
- RETIREMENT
- SELECTION BOARDS

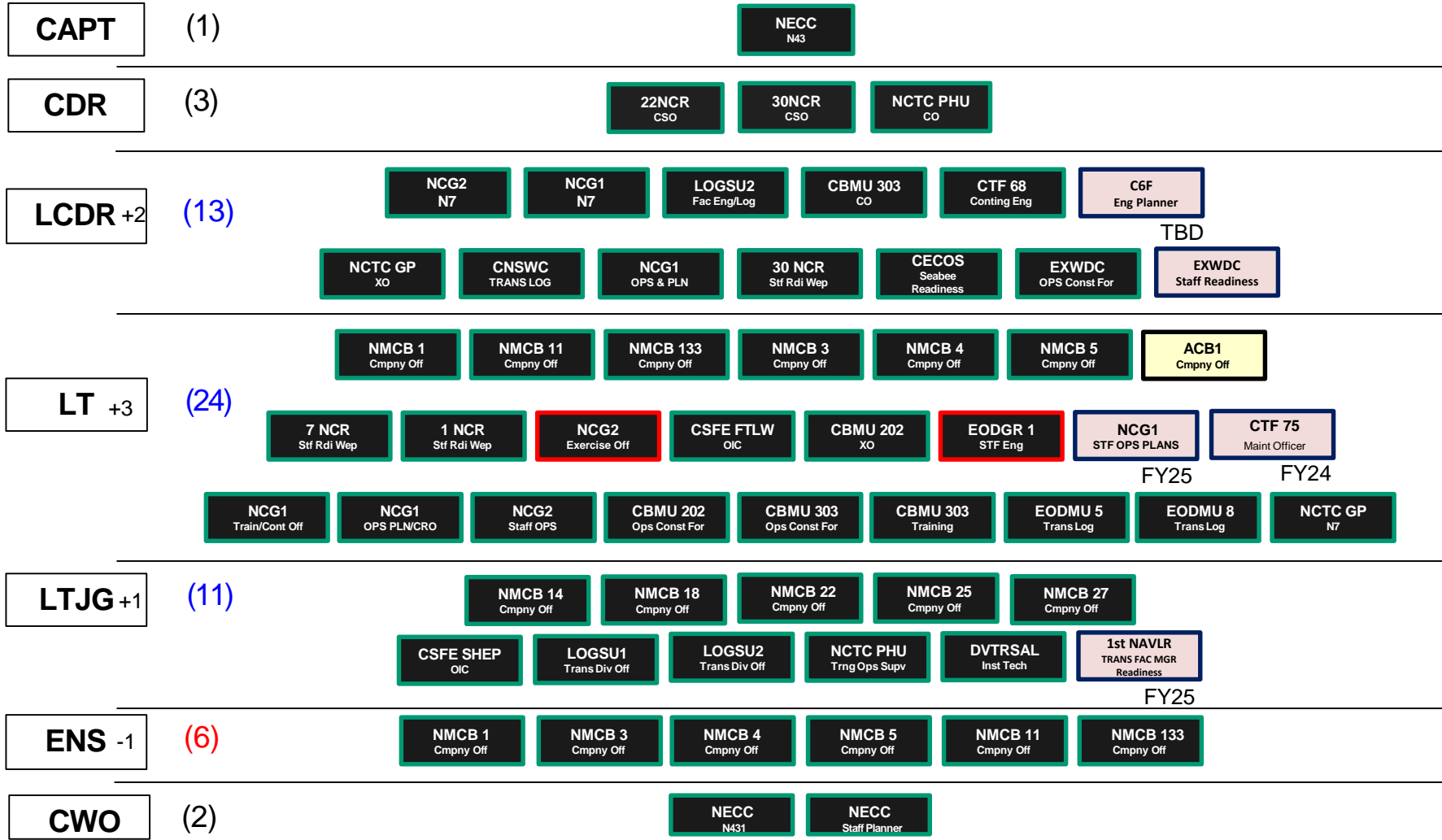
RESTRICTED LINE OCM

STAFF CORPS OCM

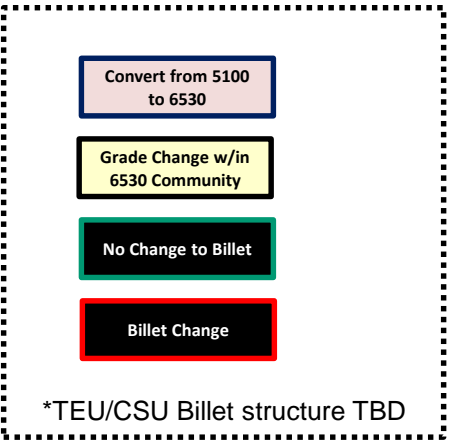
UNRESTRICTED LINE OCM



Current NOV 2022 6530/7531 Billets (58)⁺⁵

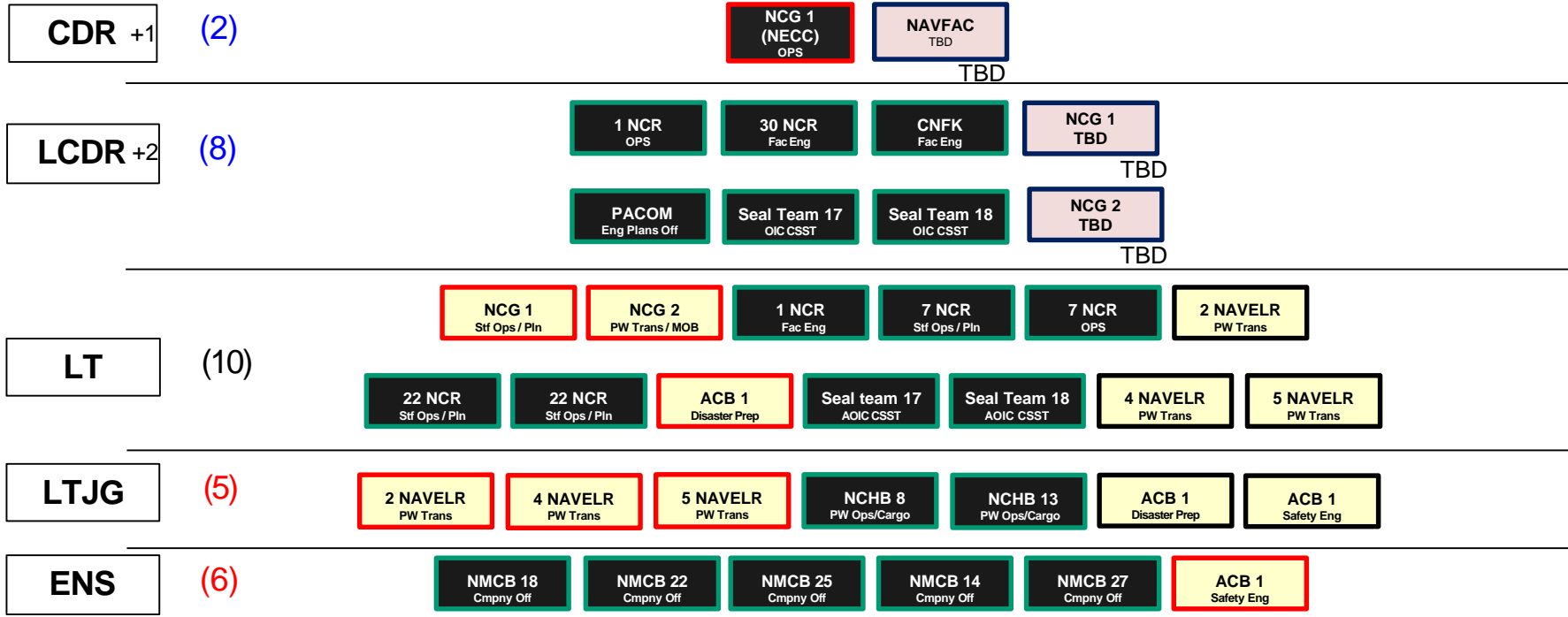


Billet Legend

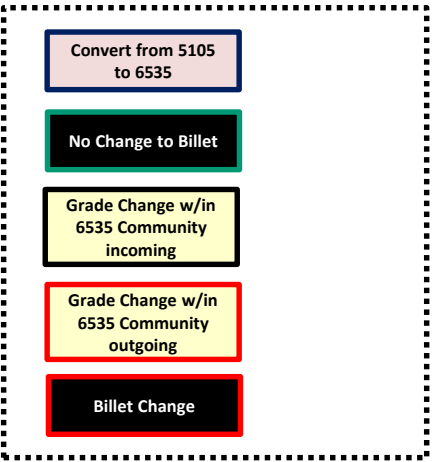




Current NOV 2022 6535 Billets (28)⁺²



Billet Legend





AC CEC LDO Funded Billet Laydown

Port Hueneme, CA

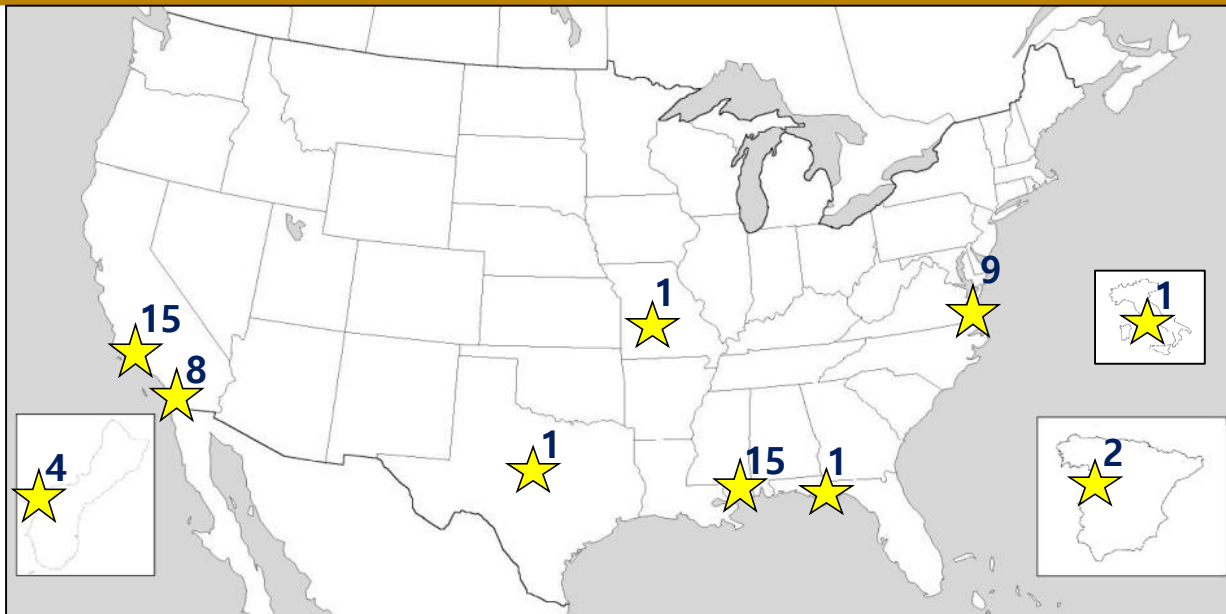
NMCB 3 **NMCB 18**
 LT / ENS LTJG
NMCB 4 **NMCB 22**
 LT / ENS LTJG
NMCB 5 **NMCB 25**
 LT / ENS LTJG
CECOS **1 NCR**
 LCDR LT
NCTC PH
 CDR / LTJG
NGC 1
 LCDR / LCDR / LT / LT

San Diego, CA

CBMU 303 **CNSWC**
 LCDR / LT / LT LCDR
EODGRU 1 **ACB 1**
 LT LT
LOGSU 1
 LTJG

Santa Rita, GU

30 NCR **EODMU 5**
 CDR / LCDR LT
CTF 75*
 LT



Gulfport, MS

NMCB 1 **NMCB 14**
 LT / ENS LTJG
NMCB 11 **NMCB 27**
 LT / ENS LTJG
NMCB 133 **7 NCR**
 LT / ENS LT
NGC 2 **22 NCR**
 LCDR / LT / LT CDR
NCTC GP
 LCDR / LT

Little Creek, VA

NECC **EXWDC**
 CAPT LCDR / LCDR
LOGSU 2 **CBMU 202**
 LCDR / LTJG LT / LT

Wichita Falls, TX

CSFE DET
 LTJG

Fort Leonard Wood, MO

CSFE DET
 LT



Panama City, FL

NDSTC
 LTJG

Rota, SP

CTF 68 **EODMU 8**
 LCDR LT

Naples, IT

C6F*
 LCDR

*Pending



RC CEC LDO Funded Billet Laydown

Port Hueneme, CA

1 NCG 1 **NMCB 18**
 CDR / LT ENS
1 NCR **NMCB 22**
 LCDR / LT ENS
5 NAVALR **NMCB 25**
 LTJG ENS

San Diego, CA

SEAL TEAM 17 **ACB 1**
 LCDR / LT LT / ENS



Gulfport, MS

NCG 2 **NMCB 14**
 LT ENS
22 NCR **NMCB 27**
 LT / LT ENS
NCHB 13 **7 NCR**
 LTJG LT / LT

Little Creek, VA

SEAL TEAM 18
 LCDR / LT

Santa Rita, GU

30 NCR
 LCDR

Chinhae, ROK

CNFK
 LCDR

PEARL HARBOR, HI

US INDO PACOM
 LCDR

Jacksonville, FL

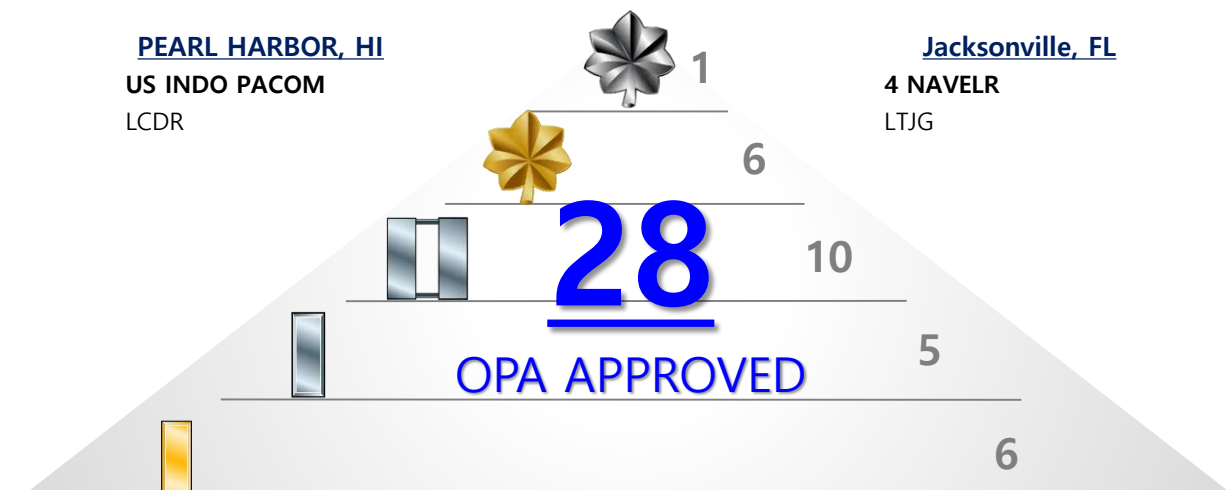
4 NAVALR
 LTJG

Williamsburg, VA

2 NAVALR
 LTJG

Lakehurst, NJ

NCHB 8
 LTJG



*Pending

- Standing by for questions.....





2023 LDO/CWO BOD Conference

BREAK



Functional Email: ldocwoocm.fct@navy.mil
<https://www.facebook.com/groups/10150114349755436>



LDO/CWO Mid-Year BOD 2022

PERS-83 (Career Performance and Transition)

PERS-83 Division Director

(Surface LDO/CWO Senior Representative)

CAPT Cassius Farrell



AGENDA

- **Officer Performance & Promotions**
 - Performance. PERS 834 (Officer Performance & Separations)
 - Promotions. PERS-833 (Post Selection Board Matters)
- **Post Selection Board Matters (Policy and Instructions)**
 - Adverse Matters (Withholds and Delays)
- **Volume of Work**
 - Current Case Data/Numbers
- **LDO/CWO Withholds / Delays**
- **Timelines and Adjudication Process**
- **Questions**



Officer Performance

- **Adverse Actions and Processing.**
 - Very lengthy process. **Full length case; average 469 days**
(Show Cause, BOI, and separated)
 - * **Currently tracking: 40 LDO and 31 CWO cases. (PERS-8 Flags)**
- **What causes ADSEP processing?**
 - Substandard performance of duty
 - Misconduct or moral/professional dereliction
- **What are we deciding?**
 - Retention
 - Firing. Command/ISIC can remove but CNPC is DFC authority
 - Characterization of service / Retirement Eligible; paygrade?



■ Overview

- Incident notification and adjudication (Fleet/Command)
- Phase 1. Show Cause / DFC Decision (NPC)
- Notification and Board of Inquiry (BOI; not everyone entitled)
- Phase 2. Separation Determination (ASN)
- Orders and out processing (NPC)

Bottom line: All of this takes time!



- **PERS-834 Performance “Hand-Off” to PERS-833 Promotions**

- **PERS-833. Post Selection Board Matters**
 - **Withholds.** Full length case can take up to 530 days average.
 - **Delays.** Full length case can take up to 365 days average.

 - PERS-833 sends out promotion withhold/delay notification letter to member via the command triad.

 - COs are responsible for delivering notification letter to member. Member indicate their desire to make a statement via letter of Intent.



POLICY AND INSTRUCTIONS

Title 10 U.S.C. Section 624

When reviewing officers for promotion, the Secretary of each branch of service must determine if the officer is mentally, physically, morally, or professionally qualified for promotion based on their record and if there exists any adverse or potentially adverse information in their record.

DoD Instruction 1320.4

The Secretary of the Navy is required to review and consider any adverse or reportable information concerning officers selected for promotion.

- **Adverse Information - Any substantiated adverse finding or conclusion from an officially documented investigation/inquiry or any other credible information of an adverse nature which is derogatory, unfavorable, or of a nature that reflects clearly unacceptable conduct, integrity, or judgment.**
- **Reportable Information - Information related to alleged misconduct or impropriety, which is subject to an ongoing investigation, administrative, or judicial process.**

SECNAVINST 1420.3

Adverse or Reportable Information. As a general matter, if there is a legal basis to execute a withhold or a delay action with respect to an officer's promotion, then there exists adverse or reportable information concerning that officer as defined by the DoDI. The mere existence of adverse or reportable information, however, does not mean that the officer will ultimately not be promoted. The withhold and delay actions exist to ensure that SECNAV recommends for promotion only those officers who are fully qualified for promotion to the next higher grade and meet the exemplary conduct requirement outlined in Title 10 U.S.C. Section 8167.



FY-2022 Volume of Work

- **54,601 Active-Duty and Reserve Officers screened for promotion or service continuation**
 - 287 Officer promotions withheld
 - 167 Officer promotions delayed
 - 17 Flag-eligible officer pre-screen packages

- **8,126 Active-Duty and Reserve Enlisted Sailors screened for advancements or service continuation**
 - 90 Enlisted advancements withheld
 - 87 Enlisted cases resolved



LDO/CWO Promotion Withhold/Delays

2019

28 LDO CASES
8 CWO CASES

16 APPROVALS
5 REMOVALS
10 NON-PURSUE
1 CONTINUATION APPROVAL
3 ONGOING CASES

2021

35 LDO CASES
9 CWO CASES

13 APPROVALS
2 REMOVALS
1 NON-PURSUE
28 ONGOING CASES

2020

14 LDO CASES
7 CWO CASES

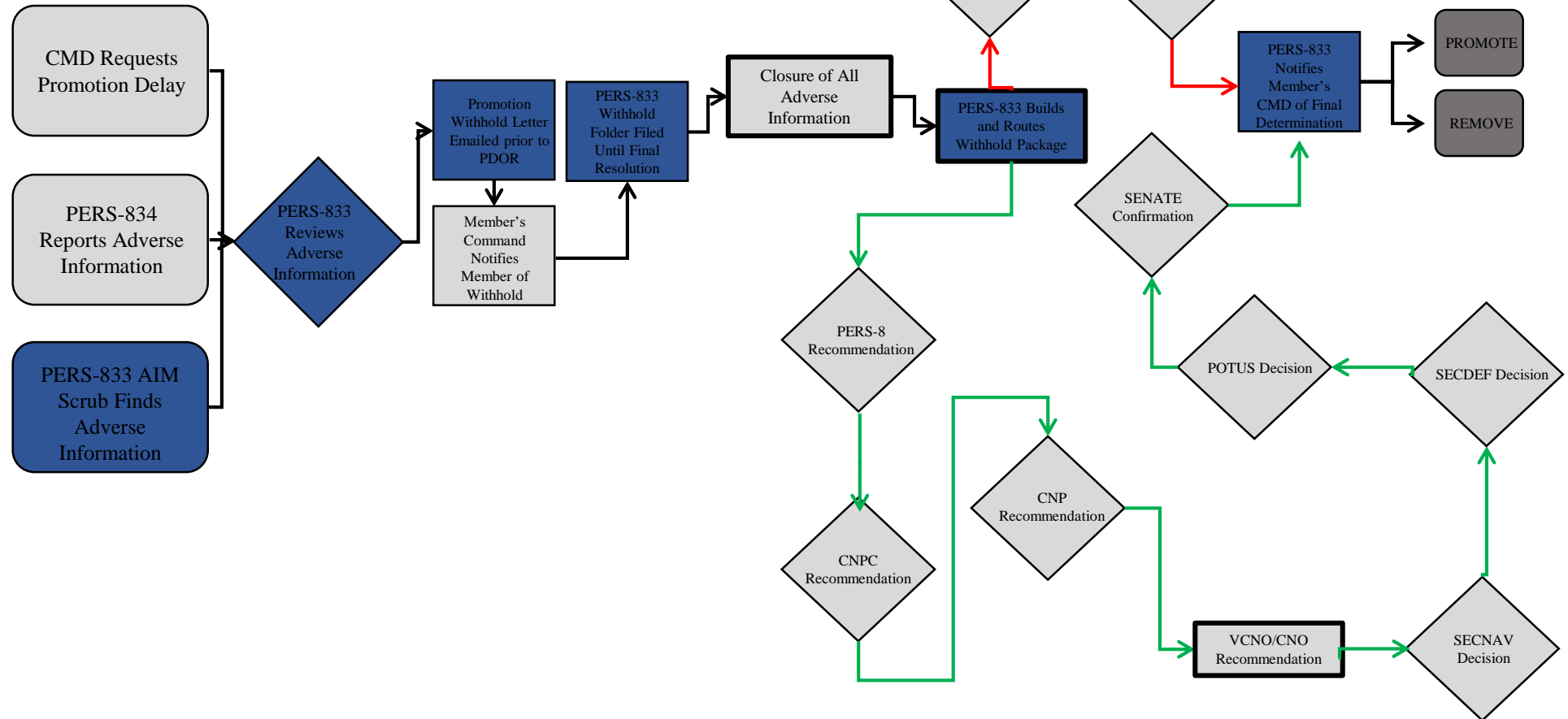
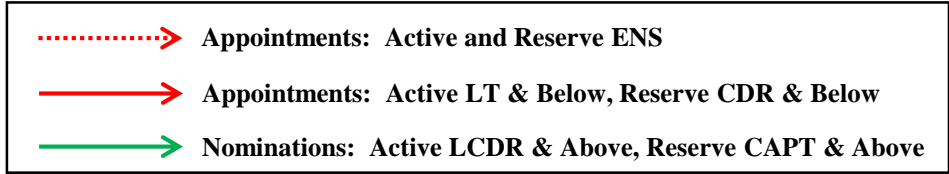
13 APPROVALS
0 REMOVALS
4 NON-PURSUE
1 CONTINUATION APPROVAL
3 ONGOING CASES

2022/2023

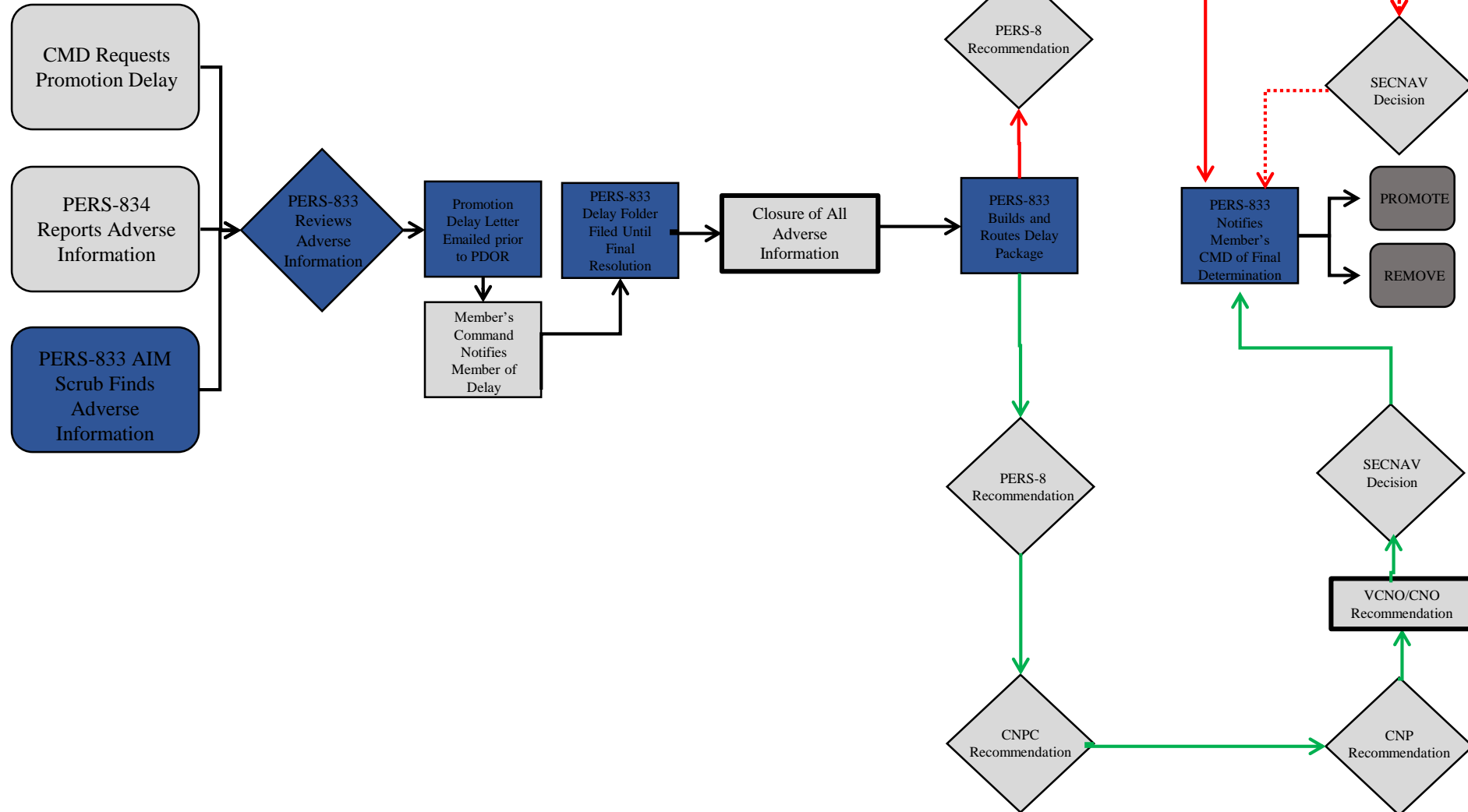
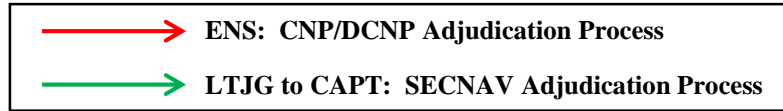
33 LDO CASES
17 CWO CASES

1 APPROVALS
0 REMOVALS
3 NON-PURSUE
50 ONGOING CASES

PERS-833 PROMOTION WITHHOLD ADJUDICATION PROCESS



PERS-833 PROMOTION DELAY ADJUDICATION PROCESS



**QUESTIONS or
COMMENTS ?**



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LDO/CWO Academy Update

LDO/CWO Academy, OTC Newport 2023 BOD SLIDES

Academy Staff

CDR Chad Hamm, Director

CWO5 Jody Olson, Deputy Director

CWO5 Paul Adams

CWO4 Nick Nemeth

CWO4 Rafael Azconasanchez

CWO4 Herman Fuentes

CWO3 Raechel Pope



- **Complete course rewrite. Finalized and approved OCT 23**

LDO/WO/CWO Academy Curriculum Breakdown	
4 Week Course	
10 offerings per year	
Up to 550 students per year	
Topic Category	Schedule Hours
Intro/Orientation/Testing/Graduation	12
General Topics	17
History	11
Administration	10
Legal	6
Military Operations	12
Professionalism	12
Communications	10
Leadership & Ethics	25
Physical Training	20
Personality Test	2
Warrior Toughness	16
Get Real, Get Better	2
Total	155

Adjustments made to maximize Leadership, Ethics, History, Warrior Toughness and Physical Training



- **Current**
 - **7 Personnel**
 - **6 Instructors**
 - **2 x 7411 Administration**
 - **2 x 7331 Aviation Maintenance**
 - **7201 Diving Officer**
 - **7261 Submarine Ordnance (xfer 7/23 no relief identified)**
 - **1 Director**
 - **6120 Surface Operations (billeted for 6110)**

- **Have not made the transition and have a hard time letting go (Chiefs Mess, prior billets, prior accomplishments, etc.)**
- **Tribal thinking (Active vs Reserve, Chief vs non-Chief, LDO vs CWO)**
- **Negative perceptions of the course from their mentors**





- **Other school house support**
 - **Provide senior level mentoring to OCS/ODS/NSI**
 - **Case study and scenario feedback**
 - **Expectations of LDO/WO/CWO (what we are, what we do, how we help)**
 - **1 on 1 or small groups as requested**
 - **Identity Transformation “Our History”**
 - **Q & A Mentoring**



Topic Listing

Anti-Terrorism Force Protection
Life-Long Learning
Pay & Benefits
Personal Financial Management
UCMJ Articles
U.S. Constitution & Navy Values
LOAC & Code of Conduct
Military Justice & JO Responsibilities
Assignments & Promotions
[OCM Brief](#)
CMEO
Service Records & Evaluations
Warrior Toughness (8 topics)
Manpower Management (Reserve & Active Duty)
[Reserve Orientation](#)
[Naval Reserve Lab](#)
Security, OPSEC & PII
Naval Correspondence
Healthy Lifestyles
Get Real Get Better
[MBTI Personality Test & Discussion](#)

Security, OPSEC & PII
Naval Correspondence
Healthy Lifestyles
Get Real Get Better
Officer Etiquette
Wardroom Etiquette
Ceremonies, Customs & Traditions
Officer Uniforms
SORM & Navy Organization
Maritime Strategy
Major Military Component
Organizations & Missions
[LDO/WO/CWO History \(Part 1\)](#)
[LDO/WO/CWO History \(Part 2\)](#)
Navy History - 1815-1865
Navy History - 1865-1918
Navy History - 1918-1945
Navy History - 1941-1945
Navy History - 1945-1991
[Guest Speakers](#)

Role of a Commissioned Officer
Officer Turnover
Fostering Future Leaders
Effective Oral Communications
Introduction to Ethical Theory
Bathsheba Syndrome
Counseling
Leadership Styles and Group Dynamics
[Tolerance](#)
Power & Influence
Ethical Behavior for Leaders
Elements of Effective Naval Leadership
Virtue Ethics
Junior Officer & Chief Relationships
[CMC Panel](#)
Tough Calls
[Stoicism & VADM Stockdale](#)
Leading Your Division
Introduction to Case Studies
EP-3E Aries II
Farsi Island (Part A)
Farsi Island (Part B)



Requested Assistance from BOD

- Investigate the possibility of opening the Naval War College to Chief Warrant Officers and increasing access for our Limited Duty Officers.
- Stop negative talk about the academy to applicants and selectees.
- Incorporate all WO-1s, including street-to-fleet, into our messaging (documentation/websites/social media/mentoring programs, etc.)
IF WE DO NOT MENTOR THEM, THEN WHO?
- From a senior mustang/fleet prospective what are our new officers lacking that the Academy can teach?



Questions or Comments?

Director CDR Chad Hamm, chad.m.hamm.mil@us.navy.mil

Deputy Director CWO5 Jody Olson, jody.a.olson4.mil@us.navy.mil



Information Warfare Community 2022 BOD SLIDES

**Information Warfare LDO/CWO Competitive Category Representatives
(CWO5 Sean North)**

Information Warfare LDO/CWO Assignments

Oceanography: CDR Jennifer Landry/LCDR Andrew Sweeney

Crypto Warfare: LT Dean Porter

Information Professional: LT Jeffrey “JB” Brown

Intelligence: LCDR Ryan Clark/CWO4 Carlos Ramirez



OCEANOGRAPHY – 7801

- Most senior is CWO3 with first IZ CWO4 FY24
- In the process of building billet base in a phased rollout (complete FY28)



CRYPTOLOGIC WARFARE – 6810/7811

- 6810 sundown FY23. Remaining inventory 20
- 7811 overall healthy at 84%. W4 and W5 accession paths under community review
 - W4's to #Fleets, W5's moved based on mission focus
- 7811 W5 3/6 FY23 (2 early retirements)
- 7811 3 losses on FY23 IPSB. (2 medical, 1 Security)

CYBER WARRANT – 7841

- Struggling to recruit and maintain inventory. Current Manning is 42% (down from 48%)
- ION requirement tied to CMF billets. Non-ION will likely retire/redesig once 1880 comes online



INFORMATION SYSTEMS– 6820/7821

- FY23 was the last year for accessions for 6820 via ISP
- 6820 billet analysis has been conducted
 - 47 billets were converted to 7821
 - 24 billets were converted to 1820
 - This aligns with the IT CWO Community Pyramid
 - Consisting of the following: CWO5 – 5%; CWO4 – 22 %; CWO3 – 32 %; CWO2 – 40%.
- Warrant Working Group areas of focus
 - Updating 7821 training pipeline
 - Updating 7821 billet framework



INTELLIGENCE TECHNICIAN – 7831

- Continued investment from NAVINTEL leadership, converted **7** billets over last FY
 - priority = #’d Fleet billets (*“consistency” of CWOs*).
- Intel Community Leader (O-8) officially requested 21 783X CWO Accessions via letter to COMNAVPERSCOM for FYs 24-27 (*84 CWOs*).
 - Demand signal evident, but 783X applicant #s continue to decline
 - **FY20 → 40 / FY21 → 27 / FY-22 → 21 / FY-23 → 19 Applicants**
- Grow inventory: **75** commissioned CWOs / **107** CWO billets
 - **Recruiting is our #1 Priority for CY-23**
 - 783X CWO Recruiting brief
- First time in history of designator, we have 2x CWO5s
 - CWO5 Matthews retires 01 Oct 23 / CWO5 Stinkeoway takes over
- TIS Reduction to 12yrs? It was 12yrs for us. ;-)



**QUESTIONS or
COMMENTS ?**



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CONTINUOUS LEARNING FOR THE LDO/CWO COMMUNITY

CAPTAIN KEN HOLLAND

REQUIREMENT

SECNAV MEMO: Continuous Learning for Naval Officers dtd 26 August 21 (Key Elements)

- The Department of the Navy remains committed to continuous learning as a key warfighting enabler. I expect officers of all ranks to develop themselves personally and professionally through continuous learning, and I expect the Navy and Marine Corps to provide appropriate education pathways to build competencies that advance our warfighting advantage.
- It is imperative that our senior officers complete graduate-level education that enhances their naval warfare competencies and prepares them to lead and think strategically. Professional Military Education, advanced degree programs, professional certifications, experiential learning, and other opportunities provide a rich portfolio for developing future leaders
- The Assistant Secretary of the Navy (Manpower and Reserve Affairs) will further establish or clarify policies, procedures, and responsibilities for education in a Secretary of the Navy instruction.
- Educating our current and future leaders is a necessary investment in the Department's readiness and competitive advantage to succeed in Great Power Competition. Therefore, our commitment to education must also be reflected in our assignment processes and promotion systems.
- Education is a key factor when determining best and fully qualified officers for promotion, command, and other milestone assignments. I expect both the Navy and Marine Corps to demonstrate a commitment to educating its officers by nominating and selecting for promotion those officers who embrace the opportunity and professional responsibility to learn the art and science of war.



WHAT IS THE ISSUE?



THREE KEY ELEMENTS TO THE PROMOTION OF THE BEST AND FULLY QUALIFIED:

1. SUSTAINED SUPERIOR PERFORMANCE IN INCREASINGLY CHALLENGING TECHNICAL LEADERSHIP AND MANAGEMENT ASSIGNMENTS IN BILLETS IDENTIFIED IN THE COMMUNITY VALUE SLIDES
2. COMMAND QUALIFIED
3. **LIFE-LONG LEARNING (TECHNICAL CERTIFICATIONS AND/OR DEGREE COMPLETION).**

LIFE-LONG/CONTINUOUS LEARNING

1. CURRENT BOARD WORDING HOLDS THE LDO/CWO_s TO THE SAME STANDARD AS URL_s.
2. CURRENT GUIDANCE IS OBTAIN BACHELOR AND MASTER DEGREE.
3. NO GUIDANCE ON MAJOR AND DOES NOT HAVE TO INCREASE KNOWLEDGE IN DESIGNATOR.
4. PROGRAM FOR CONTINUED LEARNING IS CREATED BY EACH INDIVIDUAL.
5. CONTINUED LEARNING DOES NOT SUPPORT A WORK LIFE BALANCE.
6. NO GUIDANCE ON HOW CERTIFICATIONS APPLY TO PROMOTION.

WAY AHEAD?



SECNAVINST 1524.2D POLICIES CONCERNING THE NAVAL POSTGRADUATE SCHOOL

1. The primary function of NPS is the instruction and education of Naval officers.
2. Navy and Marine Corps organizations will work with NPS to ensure that NPS's educational offerings satisfy their requirements.
3. NPS may conduct education pilot programs to establish new naval curricula to meet emerging naval requirements. Pilot programs will have a well-defined purpose, targeted population, and identified sources of funding.

ONE OPTION

1. Each enterprise identify non-degree programs in technical, non-technical, and interdisciplinary fields that NPS offers or the enterprise desires NPS to offer via distance learning.
2. Petition NPS to identify the minimum prerequisites for LDO/CWOs to attend NPS.
3. See if minimum prerequisites can be incorporated into LDO/CWO Academy.

OTHER OPTIONS?



LDO/CWO OCM SHOP 2023

▪ TOPICS

- ISPB CHANGES
- NAVADMIN 111/23
- APPLICATION
- CHECKLIST
- REVIEW OPNAVINST 1420



FY-25 ISPB Updates

- **FY-25 ISPB NAVADMIN 111/23 was released 15 MAY 2023**
 - Added Warrant Officer to subject line
 - Changed CWO3 wording
 - Further emphasized WO1 eligibility
 - Listed designators for color perception
- **Checklist has been updated and posted on MYNAVYHR and FB**
 - Added WO1 to who is eligible to use the checklist
 - Deleted \$ amount for minor traffic violations
- **Application Update**
 - Color Vision Results
 - Time in Service
- **Appraisal Boards – Desire is to have Senior LDO/CWOs involvement**
 - For LDO, it is highly recommended the boards be chaired by an in-designator CAPT or CDR
 - For CWO, it is highly recommended the boards be chaired by an in-designator CWO5 or CDR or above



FY-25 ISPB Updates

- **Appraisal Forms must contain the names of all board members**
 - Must use the latest version of the form (NAVCRUIT 1131/5 (Rev. 2-22))
- **TIS Waivers – waivers up to 180 days over MAX TIS will be considered, no other exceptions will be entertained, due to OCM by NLT 15 July –**
 - For FY24 ISPB, 84 waivers submitted – 73 waivers approved – 18 were selected
 - 11 waivers not considered: 3 past the deadline; 3 less than minimum TIS; 5 were 200+ days over MAX TIS
- **Reminder: NO TIS Waivers for 6200 / 6290 / 6510 /7841**
- **Packages are due 1 October, addendums due 15 December**
 - Nuclear applicants have the same deadlines, but submit to PERS-422B
- **We provided a sample command program notice and timelines for command coordinators and applicants on our OCM MYNAVYHR website and FB**



- **OPNAV 1420.1B - NEW LDO/CWO SPECIFIC INSTRUCTION – CURRENT LOCATION –N13**
- **DRAFT SUBMITTED TO CNP ROUTING AND APPROVAL**
 - BRINGS PROGRAM ACCESSION PROCESS AND STANDARD TO CURRENT STATE
 - REMOVES SELRES/RESERVE
 - ENCL 1 – CHECKLIST FOR THE APPLICATION
 - ENCL 2 – CONNECTS ENLISTED RATINGS TO APPROPRIATE DESIGNATOR
 - WILL REDUCE THE NEED TO DEPEND ON AN ANNUAL NAVADMIN TO BEGIN EACH YEARS EFFORTS



■ Wealth of information online



LDO/CWO Community Manager

LDO / CWO OCM
APPLICANT INFORMATION
CAREER PATTERN SHEETS
LDO / CWO / WO1 GUIDEBOOK
MUSTANG LARIAT
PROMOTION
QUICK LINKS
REFERENCES
RETIREMENT
SELECTION BOARDS
RESTRICTED LINE OCM
STAFF CORPS OCM
UNRESTRICTED LINE OCM

Purpose

The LDO and CWO webpage is provided as a centralized, easy to use source of professional information to assist active duty LDOs, CWOs and those who are considering applying for these programs with the ability to quickly research pertinent subjects and keep abreast of the latest news. There are links to numerous related sites and contact information for the Community Manager and Detailers.

Mission

The Limited Duty Officer and Chief Warrant Officer Community supports 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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2023 LDO/CWO WRAP UP

▪ DAY 1 Highlights and Follow-up Items

- Pursue Title X 90-day rule exception for LDOs (OCM)
- Draft CWO Merit Reorder (each CWO5 CC)
- Consider CWO4 Continuation (for 2xFOS) for specific designators (OCM)
- Provide WOBA/LATXFR Inst./MPM to BOD Leadership (OCM)
- SWO Quals for LDOs/CWOs (OCM Monitor)
- Encourage Board Members to be knowledgeable of all CC Designators (OCM & CC BODs)
- Provide MPM “Needs of the Navy” Detailer Letter (OCM)
- Research 6260 LTJG Billets dropping to 3 (OCM)
- Add 7321 to Color Test list (OCM)
- Better advertise for needed designators (OCM & CC BODs)
- O4/O5 retention bonus for 6260 (Aviation BOD)
- Aviation cannot get 2D1 until completion of O4 pinnacle tour – need specific designators identified in Community Value Slide (Aviation BOD & OCM)
- Discuss 15 or 16 years for Bandmaster ISPB (OCM & Bandmaster)



2023 LDO/CWO BOD WRAP UP

▪ Day 1 Highlights and Follow-up Items

- Surface Command Qual recommended for O4 Select and above 6410
- Work to improve distributable inventory for 7491s (Admin Detailer)
- Is there a policy for 6510 Off-ramp (6510 Detailer)
- What is the impact of 7521 billets at risk with galley conversions (7521 Detailer & OCM)
- Research URL Application numbers to compare with LDO/CWO ISPB numbers (OCM)
- Provide CC Leaders with modified CC LOS Snapshot data on a regular basis (OCM)



2023 LDO/CWO BOD WRAP UP

▪ Day 2 Highlights and Follow-up Items

- Stress to Applicants and Command Coordinators to use and complete the CHECKLIST
- Discrete requirements need a comment on which requirements are 'must have' or 'could have'
- Encourage Mentors, Command Coordinators, Interviewers to have applicant print out PSR and give them an ONRMP review
- Look at developing a LDO/CWO Tri-Fold Flyer and a QR Code Menu similar CEC model
 - Request CEC provide SME contact info for development
- Get the instruction/guidance from PERS-833 on withheld selectee losing promotion selection after 2-years without PERS-8 flag resolution.
- Support the LDOCwo Academy as a Sponsor for a Class and by disseminating positive talk about Mustang U.
- Determination if ION is required for ALL 7841 (IWC CC and OCM)
- Determine how many IS E7 - E9 currently in the Navy
- Discuss minimum TIS for IWC (12)
- LDO/CWO leaders and CC BODs need to learn Blended Retirement details as it impacts future accessions.



2023 LDO/CWO BOD WRAP UP

▪ Day 2 Highlights and Follow-up Items (cont.)

- Each CC go out to NPS and review eligible certification courses and provide input to OCMs
- OCM Shop to discuss Continuous Education memorandum during Deep Dive Brief with N13 and how it applies to LDOs/CWOs
- CC BODs review draft instruction (including ENCL (2) Source Ratings) and provide recommended changes



2023 LDO/CWO BOD Conference

Final Wrap-up



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Thank you for attending. Safe Travels.



2023 LDO/CWO BOD Conference Day 2

WELCOME

Surface

Nuc / Sub

Aviation

Gen Line



LDO / CWO

Staff

IWC

OTC Academy

Detailers

NSA Mid-South, Millington

31 May – 1 June 2023