



# ***Recruiting Our Future Leaders***

***CAPT Kenny Allison – LDO/CWO Community Manager***

***CWO4 Tim Secord – CWO Community Manager***

***LT Chuck Edwards – Assistant LDO/CWO Community Manager***

***Mr. Hector Sandoval – Assistant LDO/CWO Community Manager***



# *Topics*

- **LDO and CWO Mission and Definitions**
- **LDO and CWO Designators**
- **FY 27 ISPB Board Statistics**
- **Application Guidance and Preparation**
- **Eligibility Checklist**
- **Air Vehicle Pilot (AVP) Program (7371)**



# ***LDO and CWO Mission***

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**Limited Duty Officers (LDO) and Chief Warrant Officers (CWO) strengthen the Navy by applying enlisted subject matter expertise to officer leadership roles.**

**The LDO and CWO Community support the warfighting capability by leading Sailors, managing programs, and maintain warfighting readiness.**



# *What are LDOs and CWOs?*

- **Limited Duty Officers:**

- Technical leaders who advance within their specialty.
- Serve as DIVOs, DHs, OICs, XOs, and COs.
- Fill leadership and management positions that require technical background and skill not attained by regular URL/RL/SC officers.

- **Chief Warrant Officers:**

- Technical specialist within their specialty.
- Serve in repetitive, specialty focused assignments.
- Serve as DIVOs, DHs, and OICs
- CPO/SCPO → CWO2; MCPO → CWO3



# LDO Designators

## Line (SURFACE)

- 6110 DECK
- 6120 OPERATIONS
- 6130 ENGINEERING/REPAIR
- 6180 ELECTRONICS

## Line (SUB / NUCLEAR)

- 6200 NUCLEAR POWER
- 6230 ENGINEERING/REPAIR
- 6260 ORDNANCE
- 6280 ELECTRONICS
- 6290 COMMUNICATIONS

## Line (AVIATION)

- 6310 DECK
- 6330 MAINTENANCE
- 6360 ORDNANCE
- 6390 AIR TRAFFIC CONTROL

## General Line

- 6410 ADMINISTRATION
- 6430 BANDMASTER
- 6480 EXPLOSIVE ORDNANCE DISPOSAL
- 6490 SECURITY

## Staff

- 6510 SUPPLY CORPS
- 6530 CIVIL ENGINEER CORPS

Applicants for LDO off-ramp designators must comprehend designator specific off-ramp requirements and procedures as defined in NAVADMIN 210/24 (6290) or NAVADMIN 014/18 (6510)

### Requirements for off-ramp

Communications (6290  6280)

- Complete 4 years commissioned service

Communications (6290  1820)

- Complete 4 years commissioned service
- Obtained a Baccalaureate Degree
- Must have appropriate Warfare Device

Supply Corps (6510  3100)

- Complete 4 years commissioned service
- Obtained a Baccalaureate Degree
- Must have appropriate Warfare Device



# CWO Designators

## Line (SURFACE)

- 7111 BOATSWAIN
- 7121 OPERATIONS TECHNICIAN
- 7131 ENGINEERING/REPAIR TECHNICIAN
- 7151 **SPECIAL WARFARE TECHNICIAN**
  - Core
  - Undersea
- 7171 NAVAL SPECIAL WARFARE COMBAT CREWMAN
- 7181 ELECTRONICS TECHNICIAN

## Line (SUB / NUCLEAR)

- 7201 DIVING OFFICER
- 7261 ORDNANCE TECHNICIAN
- 7281 ACOUSTIC TECHNICIAN

## Line (AVIATION)

- 7311 BOATSWAIN
- 7321 OPERATIONS TECHNICIAN
- 7331 MAINTENANCE TECHNICIAN
- 7361 ORDNANCE TECHNICIAN

## Line (AVIATION UNMANNED AIRCRAFT)

- 7371 AIR VEHICLE PILOT (**OCS WO1**)

## Line (GENERAL)

- 7411 ADMINISTRATION TECHNICIAN
- 7491 SECURITY TECHNICIAN

## Line (STAFF)

- 7521 FOOD SERVICE WARRANT

## Line (INFO Warfare Community)

- 7801 OCEANOGRAPHY TECHNICIAN
- 7811 CRYPTOLOGIC WARFARE TECHNICIAN
- 7821 INFORMATION SYSTEMS TECHNICIAN
- 7831 **INTELLIGENCE TECHNICIAN**
  - CI/HUMINT
  - GEOINT/Targeting
  - OPINTEL
- 7841 CYBER WARRANT

- **Special Warfare (7151) and Intelligence (7831) CWO applicants will be considered for selection into Core Competency Areas (CCA)**



# FY 27 ISPB Stats



# ***FY 27 Active Duty Selections***

<u>Active Duty</u>	<u>Quotas</u>	<u>Selected</u>	<u>Announced</u>
Enlisted to LDO	301	301	299**
Enlisted to CWO	258	258	258

- \* Quota(s) returned (0)
- \*\* On hold awaiting adjudication of an issue (2)

**LDO Selection Opportunity: 33% (above 5 and 10 year average)**

**CWO Selection Opportunity: 39% (above 5 and 10 year average)**

**Total applications for LDO and CWO: 1,424**

**Eligible applications: 1,402**

(LDO Apps – 767 / CWO Apps - 657)

*\*Note: Non-NUC applicant data*



# FY 27 Stats (LDO)

Designator/Community	5YR AVG OPP	10YR AVG OPP	5YR AVG SELECTS	10YR AVG SELECTS	APP	SEL	OPP
611X DECK	38.3%	29.3%	10	9	24	15	63%
612X OPERATIONS	47.0%	34.8%	13	13	23	13	57%
613X ENGINEERING	31.2%	27.2%	28	27	74	24	32%
618X ELECTRONICS	49.0%	38.4%	37	31	73	37	51%
623X SUB-ENGINEER	28.2%	25.5%	5	5	24	8	33%
626X SUB-ORDNANCE	32.7%	29.2%	9	9	27	10	37%
628X SUB-ELECTRONICS	20.9%	19.7%	5	5	24	5	21%
629X SUB-COMMS	30.4%	28.1%	4	5	13	5	38%
631X AVIATION-DECK	44.5%	32.4%	7	7	18	9	50%
633X AVIATION-MAINT	28.5%	22.0%	27	27	85	30	35%
636X AVIATION-ORD	32.6%	26.5%	15	14	46	17	37%
639X AIR TRAFFIC CONT	24.5%	24.0%	6	6	22	7	32%
641X ADMINISTRATION	21.4%	17.5%	26	23	112	35	31%
643X BANDMASTER	54.7%	53.0%	2	2	3	2	67%
648X EOD	78.3%	62.7%	3	4	2	2	100%
649X SECURITY	25.7%	23.2%	23	24	92	26	28%
651X SUPPLY	9.3%	7.4%	8	8	90	8	9%
653X CIVIL ENGINEER	31.8%	29.6%	4	5	15	3	20%
<b>LDO Total</b>	<b>28.5%</b>	<b>23.0%</b>	<b>285</b>	<b>279</b>	<b>911</b>	<b>301</b>	<b>33%</b>



# FY 27 Stats (CWO)

Designator/Community	5YR AVG OPP	10YR AVG OPP	5YR AVG SELECTS	10YR AVG SELECTS	APP	SEL	OPP
711X DECK	42.9%	37.9%	10	11	29	9	31%
712X OPERATIONS	43.5%	38.6%	12	13	19	10	53%
713X ENGINEERING	35.0%	30.2%	23	24	68	17	25%
715X SPECIAL WARFARE	64.5%	67.9%	13	12	18	14	78%
717X SWCC	65.3%	59.3%	4	5	5	3	60%
718X ELECTRONICS	41.1%	31.8%	19	14	39	18	46%
720X DIVER	73.0%	67.3%	7	6	11	9	82%
726X SUB-ORDNANCE	21.3%	16.5%	2	2	19	3	16%
728X SUB-ACOUSTIC	50.3%	40.5%	6	6	13	9	69%
731X AVIATION-DECK	23.3%	17.7%	6	6	22	6	27%
732X AVIATION-OPS	85.5%	73.9%	11	10	14	10	71%
733X AVIATION-MAINT	27.3%	21.3%	26	26	87	25	29%
736X AVIATION-ORD	23.9%	24.3%	13	14	53	12	23%
741X ADMINISTRATION	33.4%	25.8%	24	21	64	24	38%
749X SECURITY	17.6%	17.6%	7	7	34	7	21%
752X FOOD SERVICE	25.3%	23.6%	6	7	26	6	23%
780X OCEANOGRAPHY	64.3%	55.1%	3	3	6	5	83%
781X CRYPTO WARFARE	44.4%	38.4%	15	15	41	13	32%
782X INFO SYSTEMS	53.6%	37.3%	22	19	47	25	53%
783X INTELLIGENCE	69.7%	52.7%	17	13	26	22	85%
784X CYBER	72.1%	67.2%	3	3	16	11	69%
<b>CWO Total</b>	<b>37.7%</b>	<b>31.0%</b>	<b>257</b>	<b>236</b>	<b>657</b>	<b>258</b>	<b>39%</b>



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# **FY 28 ISPB Application Guidance, Preparation and Eligibility Checklist**



# FY 28 Accession Windows

- **Time in Service Windows (Computed to 1 OCT 27):**
  - LDO
    - 8-14 years TIS (non-nuke) [OCT 19 – OCT 13]
    - 8-16 years TIS (nuke). [OCT 19 – OCT 11]
  - CWO
    - 14-20 years TIS (E-7/E-8) [OCT 13 – OCT 07]
    - 14-22 years TIS (E-9) [OCT 13 – OCT 05]
- **Waivers:**
  - LDO TIS waiver: **14 years + 180 days**
  - CWO TIS waiver: **20 years + 180 days**
    - CWO3 TIS waiver: (E-9) **22 years + 180 days**
  - Nuclear Power (6200 candidates): **No TIS waivers allowed**
  - **TIS waiver must be included with application as an enclosure**
- **\*\*\*No further exceptions to policies (ETPs) will be entertained. This includes no waivers for less than the minimum TIS!!!\*\*\***



# ***Basic Components***

- **Application should be compiled of the following:**
  - **NAVPERS 1420/5 (Rev. 05-2024)**
  - **Application**
    - Comment section should have maximum of 100 words (if required)
      - Address missing qualifications or service gaps
      - Using “None” is acceptable
  - **CO endorsement**
    - Highlight leadership = technical ability
    - Address gaps or past issues
    - Mention waivers if used
  - **(3) Appraisals**
    - Ensure Panel is compiled of LDO/CWO leaders (CAPT/CDR/CWO5)
      - (1) person in the designator you are applying for
  - **(3) TIS Waiver as enclosure**
- **Supportive documents of application should include:**
  - PSR, ESR, and Evals (last 5)
  - Proof of meeting discrete requirements



# FY 28 Guidance

- **Review the Following:**
  - OPNAV 1420.2A (LDO/CWO instruction) (**1420.2B in route**)
  - NAVADMIN 032/26 (FY-28 ISPB announcement)
- **Web Address for the Latest Templates and Forms:**
  - <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/LDO-CWO/Applicant-Information/>
- **Limit Errors (Common Mistakes from FY-27):**
  - Multiple errors from same applicant, missing security clearance information, missing proof of citizenship (not filled out), missing color vision test (if required)
  - Appraisal Forms – Missing appraisals, missing marks, current form not used, appraisers do not match names on CO's Endorsement, must have eligible interviewers
  - CO's Endorsement – Not included, not signed or missing references requirement (“meets all requirements outlined in references (a) through (c).”)
  - Addendums arriving without CO endorsed cover letter.
  - Submitting applications via BOL
  - Use of outdated forms
  - **Some applicants were not eligible**



# Applicant Information Page

<https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/LDO-CWO/Applicant-Information/>

An official website of the United States government [Here's how you know](#)



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[Career Management](#) ▸ [Community Management](#) ▸ [Officer](#) ▸ [Active OCM](#) ▸ [LDO CWO](#) ▸ [Applicant Information](#)

## Applicant Information

### CURRENT LDO/CWO RECRUITING BRIEF

[SAMPLE FY-XX COMMAND NOTE 1420 - SAMPLE LDO AND CWO APPLICATION PROCESS](#)

#### ABOUT THE LIMITED DUTY OFFICER & CHIEF WARRANT OFFICER PROGRAMS

The Limited Duty Officer (LDO) and Chief Warrant Officer (CWO) enlisted commissioning program offers two unique paths for senior enlisted personnel to transition into officer roles, offering the Navy highly skilled technical leaders and specialists. These officers take on crucial leadership positions across the naval service. The program allows exceptional senior enlisted members to compete for a commission without needing a college degree. However, as the Navy evolves and education becomes increasingly valued, a college degree will likely be essential for future advancement. Together, LDOs and CWOs make up over 11% of the Navy's officer corps.

#### Limited Duty Officers (LDOs)

As officer technical leaders of the line or staff corps, LDOs progressively advance within broad technical fields related to their former enlisted ratings. They fill leadership and management positions at the Ensign through Captain level that require technical background and skills not attainable through normal development within other officer designators. LDOs serve as, but are not limited to serving as, division officers, department heads, OICs, XO and COs.

#### Chief Warrant Officers (CWOs)

Today, as commissioned officers of the line or staff corps, Navy CWOs possess the authority and are qualified by extensive experience and knowledge to direct the most difficult and exacting operations within a given occupational specialty. Although intended primarily as technical specialists, CWOs may also serve as division officers, department heads, and OICs.

#### ACTIVE DUTY LDO/CWO APPLICANT INFORMATION

[TSC GREAT LAKES LDO/CWO/WO1 ENLISTED TO OFFICER CONVERSION PROCESS](#) (Upon selection, share this with your CCPA to ensure a smooth transition)

**\*\*\*NOTE\*\*\*** NEW REVISION as of APRIL 2025: [OPNAVINST 1420.2A](#) (ACTIVE DUTY LIMITED DUTY OFFICER, CHIEF WARRANT OFFICER AND WARRANT OFFICER PROGRAMS) **supersedes Chapter 7 of the previous OPNAVINST 1420.1B**

Read [OPNAVINST 1420.2A](#) and the annual NAVADMIN ([FY-28 NAVADMIN 032/26](#)). Go over them carefully during your application process, making note of sections applicable to you as an individual candidate. These are your source documents for submitting an application, only language or policy promulgated by a more current NAVADMIN message for the current application cycle will override what is written in this directive. The application is your resume to the board demonstrating your potential for selection as a Naval Officer. The format is standardized as selection

#### PROGRAM INFORMATION

[Active LDO & CWO Designators](#)  
[Discrete Requirements](#)  
[CPO Exam for LDO Purposes Eligibility Info](#)

#### ISPB Information

[LDO & CWO In-Service Procurement Board Page](#)

#### TEMPLATES

[LDO-CWO Application Template](#)  
[Interviewer's Appraisal Sheet](#)  
[LDO-CWO TIS Waiver Template](#)  
[LDO/CWO/WO1 Eligibility Check List \(NAVPERs 1420/5\)](#)  
[LDO-CWO Addendum Template](#)  
[Declination Letter Template](#)  
[Letter of Abeyance/Removal of Recommendation Template](#)  
[How to ENCRYPT EMAILS for Application Submission](#)

#### Contact Us

AC Head LDO and CWO Community Manager  
(901) 874-3042 (DSN 882)

AC CWO Community Manager  
(901) 874-2464 (DSN 882)

AC Assistant LDO and CWO Community Manager  
(901) 874-2236 (DSN 882)

AC Civilian HR OCM Assistant  
(901) 874-3044 (DSN 882)

RC LDO and CWO Community Manager  
(901) 874-3291

Functional Email: [ldocwoocm.fct@navy.mil](mailto:ldocwoocm.fct@navy.mil)

**INFORMATION WARFARE OCM**

**LDO / CWO OCM**

- AIR VEHICLE PILOT
- 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**





# *Applicant Preparation*

- **Never too early to start preparing – even as an E4**
- **Make your chain of command aware of your goals**
- **Develop a strong resume with a variety of jobs (Discrete Requirements)**
- **Excel in your Rating Specialty (**Master your craft**)**
  - **Evaluations – Breakouts / Superior performance aligned with discrete requirements**
- **Sea duty, Shore duty, Overseas, Special Programs, Warfare Qual(s), Watch Station Qual(s)/Certifications**
- **Successful LPO or LCPO tours**
- **Work with an LDO/CWO Mentor to help you through the process**
- **Maximize your opportunities!**

**DOES YOUR RECORD STACK UP?**



# *Notional Application Timeline*

- ❑ FEB: Special Request to CO via Command Coordinator
- ❑ APR/MAY: Submit application to Admin
- ❑ **NLT 15 JUL 26:** TIS waivers due to OCM
- ❑ CO's endorsement prepared (Prior to Appraisal Board)
- ❑ Interview Appraisal Board (When Ready!)
- ❑ Submit applications (Once Completed)
- ❑ **NLT 01 OCT 26:** Applications due to NPC
- ❑ **NLT 15 DEC 26:** Addendums (Evals, Awards etc.) due to NPC
- ❑ JAN 2027: Board convenes
- ❑ FEB/MAR: Results announced via NAVADMIN

\* Command Coordinator/Admin will provide a copy of the entire **completed/signed** application with **ALL** enclosures to the applicant. This can be accomplished via paper copy or by carbon copy (cc) during submission.



# *LDO/CWO Academy*

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- **Mandatory per OPNAVINST 1420.2A**
- **Must be in PRT/BCA standards**
- **Must have a minimum **SECRET** clearance**
- **Must be medically qualified – pass physical and meet any requirements specific to a designator**

**NO EXCEPTIONS!!!**

- **OTC Web address:**
  - <https://www.netc.navy.mil/Commands/Naval-Service-Training-Command/OTCN/Programs/LDO/>

# *Air Vehicle Pilot OCS Program*



## **FY-26 AVP Board Results**

**Eligible at Board: 45**

**Street: 7**

**Fleet: 37**

**Total Selected: 26**

**Street: 4**

**Fleet: 22**

***\*FY 27 OCS AVP Board set for 2 SEP 26  
– packages due NLT 18 JUL 26***



# *AVP Warrant Officer*

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- **Program Authorization (PA) 106A (March 2025 )**
- **Start as WO1**
- **Maximum of 12 years TIS, **not waiverable****
- **Maximum age of 32, waiverable, must be submitted with package**
- **Minimum of 2 year Associates Degree**
- **Score of 96 or higher on SUPer Battery Test**
- **18 – 24 month initial training pipeline**
- **Shall serve a minimum of 7 years on Active-Duty from the date of winging**



# *Mentor Introductions*

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- **Name**
- **Designator**
- **Where you are stationed**
- **How to contact you**

# **Return on Investment (ROI)**

**What about today?**

**What about now?!**



# Your return on investment...

<u>E-6</u>	<u>E-7</u>	<u>E-8</u>	<u>O-1E (ENS)</u>
<ul style="list-style-type: none"> <li>• Over 8yrs – \$4,612.80</li> </ul>	<ul style="list-style-type: none"> <li>• Over 8yrs – \$5,135.70</li> </ul>	<ul style="list-style-type: none"> <li>• Over 8yrs – \$5,656.50</li> </ul>	<ul style="list-style-type: none"> <li>▪ Over 8yrs • \$5,783.10</li> </ul>
<ul style="list-style-type: none"> <li>• Over 10yrs – \$4,759.50</li> </ul>	<ul style="list-style-type: none"> <li>• Over 10yrs – \$5,300.40</li> </ul>	<ul style="list-style-type: none"> <li>• Over 10yrs – \$5,907.00</li> </ul>	<ul style="list-style-type: none"> <li>▪ Over 10yrs • \$5,993.70</li> </ul>
<ul style="list-style-type: none"> <li>• Over 12yrs – \$5,043.30</li> </ul>	<ul style="list-style-type: none"> <li>• Over 12yrs – \$5,591.70</li> </ul>	<ul style="list-style-type: none"> <li>• Over 12yrs – \$6,061.80</li> </ul>	<ul style="list-style-type: none"> <li>▪ Over 12yrs • \$6,200.70</li> </ul>
<ul style="list-style-type: none"> <li>• Over 14yrs – \$5,130.30</li> </ul>	<ul style="list-style-type: none"> <li>• Over 14yrs – \$5,835.00</li> </ul>	<ul style="list-style-type: none"> <li>• Over 14yrs – \$6,247.20</li> </ul>	<ul style="list-style-type: none"> <li>▪ Over 14yrs • \$6,484.50</li> </ul>



# Your return on investment...

<u>E-7</u>	<u>E-8</u>	<u>O-1E (ENS)</u>	<u>O-2E (LTJG)</u>	<u>O-3E (LT)</u>
<ul style="list-style-type: none"> <li>Over 10yrs – \$5,300.40</li> </ul>	<ul style="list-style-type: none"> <li>Over 10yrs – \$5,907.00</li> </ul>	<ul style="list-style-type: none"> <li>Over 10yrs – \$5,993.70</li> </ul>	<ul style="list-style-type: none"> <li>Over 10yrs – \$7,183.80</li> </ul>	<ul style="list-style-type: none"> <li>N/A – \$X</li> </ul>
<ul style="list-style-type: none"> <li>Over 12yrs – \$5,591.70</li> </ul>	<ul style="list-style-type: none"> <li>Over 12yrs – \$6,061.80</li> </ul>	<ul style="list-style-type: none"> <li>Over 12yrs – \$6,200.70</li> </ul>	<ul style="list-style-type: none"> <li>Over 12yrs – \$7,458.90</li> </ul>	<ul style="list-style-type: none"> <li>Over 12yrs – \$8,788.20</li> </ul>
<ul style="list-style-type: none"> <li>Over 14yrs – \$5,835.00</li> </ul>	<ul style="list-style-type: none"> <li>Over 14yrs – \$6,247.20</li> </ul>	<ul style="list-style-type: none"> <li>Over 14yrs – \$6,484.50</li> </ul>	<ul style="list-style-type: none"> <li>Over 14yrs – \$7,663.50</li> </ul>	<ul style="list-style-type: none"> <li>Over 14yrs – \$9,137.10</li> </ul>
<ul style="list-style-type: none"> <li>Over 16yrs – \$6,000.90</li> </ul>	<ul style="list-style-type: none"> <li>Over 16yrs – \$6,448.20</li> </ul>		<ul style="list-style-type: none"> <li>Over 16yrs – \$7,663.50</li> </ul>	<ul style="list-style-type: none"> <li>Over 16yrs – \$9,336.90</li> </ul>
<ul style="list-style-type: none"> <li>Over 18yrs – \$6,000.90</li> </ul>	<ul style="list-style-type: none"> <li>Over 18yrs – \$6,811.20</li> </ul>			<ul style="list-style-type: none"> <li>Over 18yrs – \$9,609.60</li> </ul>

AFQ (All Fully Qualified, O-1 to O-3)



# Your return on investment...

<u><b>E-7</b></u>	• <u><b>E-8</b></u>	▪ <u><b>CWO2</b></u>
• Over 14yrs – \$5,835.00	– Over 14yrs • \$6,247.20	• Over 14yrs ➤ \$6,787.50
• Over 16yrs – \$6,000.90	– Over 16yrs • \$6,448.20	• Over 16yrs ➤ \$7,005.00
• Over 18yrs – \$6,177.30	– Over 18yrs • \$6,811.20	• Over 18yrs ➤ \$7,201.50
• Over 20yrs – \$6,245.70	– Over 20yrs • \$6,995.40	• Over 20yrs ➤ \$7,437.00



# Your return on investment...

<ul style="list-style-type: none"> <li>▪ <b>E-9</b> <ul style="list-style-type: none"> <li>• Over 14yrs               <ul style="list-style-type: none"> <li>➤ \$7,263.60</li> </ul> </li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>CWO3</b> <ul style="list-style-type: none"> <li>• Over 14yrs               <ul style="list-style-type: none"> <li>➤ <b>\$7,397.70</b></li> </ul> </li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>CWO4</b> <ul style="list-style-type: none"> <li>– Over 14yrs               <ul style="list-style-type: none"> <li>• X</li> </ul> </li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• Over 16yrs           <ul style="list-style-type: none"> <li>➤ \$7,496.10</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Over 16yrs           <ul style="list-style-type: none"> <li>➤ <b>\$7,665.90</b></li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>– Over 16yrs           <ul style="list-style-type: none"> <li>• \$7,554.00</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• Over 18yrs           <ul style="list-style-type: none"> <li>➤ \$7,730.70</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Over 18yrs           <ul style="list-style-type: none"> <li>➤ <b>\$8,150.40</b></li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>– Over 18yrs           <ul style="list-style-type: none"> <li>• \$7,824.30</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• Over 20yrs           <ul style="list-style-type: none"> <li>➤ \$8,105.10</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Over 20yrs           <ul style="list-style-type: none"> <li>➤ <b>\$8,476.50</b></li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>– Over 20yrs           <ul style="list-style-type: none"> <li>• <b>\$9,228.90</b></li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• Over 22yrs           <ul style="list-style-type: none"> <li>➤ \$8,423.10</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Over 22yrs           <ul style="list-style-type: none"> <li>➤ <b>\$8,671.80</b></li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>– Over 22yrs           <ul style="list-style-type: none"> <li>• <b>\$9,669.60</b></li> </ul> </li> </ul>



# Return on Investment (ROI)



# Your return on investment...

## Retirement after 20 Years of Service:

CPO	CWO3	LT
<ul style="list-style-type: none"><li>• \$3,122 / month</li><li>• \$37,474 / year</li></ul>	<ul style="list-style-type: none"><li>• \$4,238 / month</li><li>• \$50,859 / year</li></ul>	<ul style="list-style-type: none"><li>• \$4,502 / month</li><li>• \$54,025 / year</li></ul>

50% (40%)

## Retirement after 26 Years of Service

SCPO	CWO4	LCDR
<ul style="list-style-type: none"><li>• \$5,140 / month</li><li>• \$61,689 / year</li></ul>	<ul style="list-style-type: none"><li>• \$6,789 / month</li><li>• \$81,474 / year</li></ul>	<ul style="list-style-type: none"><li>• \$6,831 / month</li><li>• \$81,977 / year</li></ul>

65% (52%)

## Retirement pay for life!

DISCLAIMER: HIGH THREE PAY BEFORE TAXES / BRS CALCULATED +2% PER YEAR OVER 20  
(DOES NOT CONSIDER MEMBERS/GOVT CONTRIBUTIONS TO BRS/TSP)

<http://militarypay.defense.gov/Calculators/High-3-Calculator/>



# Your return on investment...

## Retirement after 30 Years of Service:

### MCPO

- \$7,297 / month
- \$87,571 / year

### CWO4

- \$7,990 / month
- \$95,882 / year

### LCDR

- \$7,882 / month
- \$94,589 / year

75% (60%)

### 33 Years

### CWO5

- \$9,958 / month
- \$119,500 / year

82.5% (66%)

### 35 Years

### CDR

- \$10,845 / month
- \$130,145 / year

87.5% (70%)

### 38 Years

### CAPT

- \$14,637 / month
- \$175,654 / year

95% (76%)

**Retirement pay for life!**

**DISCLAIMER: HIGH THREE PAY BEFORE TAXES / BRS CALCULATED +2% PER YEAR OVER 20 (DOES NOT CONSIDER MEMBERS/GOVT CONTRIBUTIONS TO BRS/TSP)**



# LDO/CWO OCM Websites

<https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/LDO-CWO/>

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



MyNavy HR

About MyNavy HR Career Management Support & Services References Media Center Contact Us

Career Management Community Management Officer Active OCM LDO CWO

## LDO/CWO Community Manager

LDO/CWO Head Community Manager Philosophy (April 2025)



- INFORMATION WARFARE OCM
- LDO / CWO OCM**
- AIR VEHICLE PILOT
- 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.

### Contact Us

AC Head LDO and CWO Community Manager

(901) 874-3042 (DSN 882)

AC CWO Community Manager

(901) 874-2464 (DSN 882)

AC Assistant LDO and CWO Community Manager

(901) 874-2236 (DSN 882)

AC Civillian HR OCM Assistant

(901) 874-3044 (DSN 882)

RC LDO and CWO Community Manager

(901) 874-3291

Functional Email: [ldocwoocm.fct@navy.mil](mailto:ldocwoocm.fct@navy.mil)

Facebook: [LDO/CWO Community Managers Forum](#)

### Mailing Information

LDO and CWO Community Managers

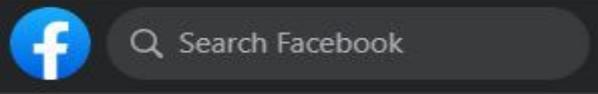
Bureau of Naval Personnel THREE ONE

(BUPERS-31)

5720 Integrity Drive

Millington, TN 38055-0003

# LDOCWOOCM.FCT@navy.mil



## US Navy LDO/CWO Community Managers Forum

Private group · 12.4K members



# Contact Us

- **CAPT Kenny Allison, Head LDO/CWO Community Manager**  
email: [kenneth.o.allison.mil@us.navy.mil](mailto:kenneth.o.allison.mil@us.navy.mil)
- **CWO4 Tim Secord, CWO Community Manager**  
email: [timothy.w.secord.mil@us.navy.mil](mailto:timothy.w.secord.mil@us.navy.mil)
- **LT Chuck Edwards, Assistant LDO/CWO Community Manager**  
email: [charles.a.edwards114.mil@us.navy.mil](mailto:charles.a.edwards114.mil@us.navy.mil)
- **Mr. Hector Sandoval, Assistant LDO/CWO Community Manager**  
email: [hector.sandoval.civ@us.navy.mil](mailto:hector.sandoval.civ@us.navy.mil)

\* LDO/CWO OCM Mailbox: [ldocwoocm.fct@navy.mil](mailto:ldocwoocm.fct@navy.mil)

## Community News and Forums:

### MyNavyHR Website:

- <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/LDO-CWO>
- Facebook: Search, “US Navy LDO/CWO Community Managers Forum”



# *End of Recruiting/Applicant Brief*

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**Questions?**