

FY-26 Reserve Limited Duty Officer (LDO)/Chief Warrant Officer (CWO)

Commissioning Program

Preliminary Community Brief

Goal: 112 NRCs



United States Navy Reserve

Navigate your way...



...to the *bright* side!

LDO and CWO Mission

The Limited Duty Officer and Chief Warrant Officer Community support the war-fighting capability and readiness of Naval Forces through leadership, technical proficiency, and experience.

They 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.

Why?

- **Increased leadership opportunities**
- **Increased responsibilities, including taking Command**
- **Mob, ADOS, ADT and training opportunities**
- **Effect real change**
- **Prestige of being a Naval Officer**
- **Leadership, management, training, and experience can apply to your civilian career**
- **Increase in drill and retirement pay**
- **'All Fully Qualified' will promote up to CWO3 and O3E (without board or testing)**

Who?

LDO and CWO Eligibility Requirements

- U.S. citizen
- No age restrictions
- High school graduate or GED (College degree not required)
- Meet physical fitness standards
- No court martial, civilian conviction (other than minor offenses), or NJP within 3 years of the year applying.
- Must be recommended by commanding officer

LDO	CWO
Window: TIS 8 – 14 years prior to October 1 st of FY for which applying (TIS Waivers are considered)	Window: TIS 14 - 20 years prior to Oct 1 st of FY for which applying (TIS Waivers are considered)
Open to PO1 through CW05	Open to CPO through MCPO

PO1's

Additional Requirements

- **PO1s must serve at least 1 year time in rate prior to October 1st of the FY the LDO application is submitted**
- **Example from the LDO/CWO page**
 - “YN2 Smith is a selectee for YN1 from the February 2023 advancement cycle. Her TIR for E6 is 1 July 2023. She will complete 1 year as an E6 on 1 July 2024, and is eligible to participate in the January 2024 CPO advancement cycle for LDO purposes, if she is submitting an LDO application for 1 October 2024.”
- **Submit a Special Request Chit to take the CPO exam for LDO purposes early enough to order an exam.**
- **Must pass E-7 exam and be board eligible in same calendar year of applying for LDO.**

Reference: LDO Eligibility: <https://go.usa.gov/xuCSY>

Time In Service (TIS) Waivers

- **Typical waivers**
 - LDO applicant with more than 14 years of qualifying service
 - CWO applicant with more than 20 years of qualifying service
- **Waivers are considered on a case-by-case basis for applicants who do not meet all of the program requirements**
 - Follow the FY26 NAVADMIN guidance for all waiver requests
 - All waiver requests must also be addressed/endorsed by their Commanding Officer in the endorsement portion of the application

Limited Duty Officer (LDO)

- **Leadership and Management Positions**
 - ENS through CAPT level that require technical background and skills not attainable through normal development within other officer designators
- **Technical Managers**
 - LDOs are Naval Line or Staff Corps Officers that progressively advance within broad technical fields related to their former enlisted ratings
- **LDOs serve as, but are not limited to, DIVOs, DEPT Heads, OICs, XOs and COs**
- **The Rank of CAPT is the pinnacle goal!**

Where?

FY-25 LDO “OPEN” Career Fields and Selections...

Community	Specialty	Designator	Quota	Selected
Submarine	Eng/Repair (open to SURF ratings)	6235	4	4
Submarine	Ordnance	6265	1	1
Submarine	Electronics	6285	1	1
Aviation	Maintenance	6335	5	5
Services	Administration	6415	2	1
Expeditionary	Security	6495	16	9
Expeditionary	Civil Engineer	6535	2	2
Total			31	23

FY26 Open Designators Released via NAVADMIN XXX/24

Note: Eligible Sailors are encouraged to apply for the designators for which they are most qualified, regardless of current rating. Civilian skill will be considered, but **must** be documented

Chief Warrant Officer (CWO)

- **Technical Specialist**
 - CWOs are Naval Officers that possess extensive experience and knowledge to direct the most difficult and exacting operations within a given occupational specialty
- **Although intended primarily as technical specialists, CWOs can also serve as DIVOs, DEPT Heads or OICs**
- **Chiefs, Senior Chiefs, and “Frocked” Master Chiefs will commission to CWO2**
- **Master Chiefs will commission to CWO3**

Where?

FY-25 CWO “OPEN” Career Fields and Selections...

Community	Specialty	Designator	Quota	Selected
Surface	Deck	7118	9	2
Surface	Operations	7128	6	0
Surface	Engineering	7138	4	1
Surface	Special Warfare	7158	1	0
Surface	SW Combatant Craft	7178	1	0
Surface	Electronics	7188	4	2
Information Warfare	Cryptologic Warfare	7818	3	1
Information Warfare	Info Systems	7828	2	2
Information Warfare	Intelligence	7838	4	4
Total			25	10

FY26 Open Designators Released via NAVADMIN XXX/24

Note: Eligible Sailors are encouraged to apply for the designators for which they are most qualified, regardless of current rating. Civilian skill will be considered, but **must** be documented

Critically Undermanned Designators

- **Surface**
 - 711X – Surface Deck Warrant Officer
- **Special Warfare**
 - 717X – Combat Craft Warrant Officer

Who?

Common Selection Characteristics...

- **Sustained superior performers!**
- Meet the Community's Discrete Requirements
- Consistent break-outs in evaluations (Goal: always EP)
- Key leadership (leading Sailors) and technical positions
- Equivalent civilian experience and expertise
- Warfare qualified (where possible)
- Navy Enlisted Classification (NEC)
- Challenging and diversified assignments (no homesteading)
- ADT, Mob, and ADOS
- Culture of Fitness, Volunteer (MOVSM), Collateral Duties
- Instructor duty
- Continued education, personal and professional development

When?

Step One	Designate a LDO/CWO Mentor
Feb Exam	E6 submitted special request chit to take E7 exam for LDO purposes. Pass exam and are E7 board eligible.
30 May	Draft CO's endorsement and route to your CO
Jun/Jul	NAVADMIN RC LDO/CWO Announcement (read)
01 Jul	Interviewer's Appraisal Board completed, appraisal sheets delivered to CO
01 Aug	Completed package with CO's endorsement submitted to mentor for review
01 Aug	All waiver request received by PERS 92/Officer Community Manager (OCM)
01 Oct	Package submission deadline (received by)
01 Dec	Addendums Deadline (i.e. E-6 eval)
TBA Jan	Selection Board convenes
Feb/Mar	Results announced by NAVADMIN

(This represents the optimum timeline for a smooth application process)

How?

Application References in Priority Order

1. RC LDO/CWO Procurement NAVADMIN xxx/24
2. OPNAVINST 1120.12A (Appointment of LDO and CWO in the Navy Reserve) ****ALL CANDIDATES SHALL READ IN ITS ENTIRETY** <https://go.usa.gov/xsp6f>
3. Administrative In-Service LDO/CWO Procurement Board Webpage: <https://go.usa.gov/xuCSW> (*case sensitive*)
4. Reserve LDO/CWO OCM webpage: <https://go.usa.gov/xuCS8> (*case sensitive*)
5. OPNAVINST 1420.1B (Enlisted to Officer Commissioning Program App Admin Manual)
 - a. Chapters: 2, 7 Appendices: F, H
6. [Discreet Requirements](#)
7. [LDO CWO Community Facebook Page](#)

If you have questions regarding the Reserve Limited Duty Officer / Warrant Officer (LDO/CWO) programs, please contact the [Reserve LDO/CWO Officer Community Manager](#).

READ THIS!!: ALL Prospective FY25 Reserve LDO/CWOs 

Within the RC LDO/CWO community, the below designators are open for assignment.


LDO

SUBMARINE ENGINEERING/REPAIR (623X)
SUBMARINE ORDNANCE (626X)
SUBMARINE ELECTRONICS (628X)
SUBMARINE COMMUNICATIONS (6290)
AVIATION MAINTENANCE (633X)
ADMINISTRATION (641X)
SECURITY (649X)
CIVIL ENGINEER (653X)

CWO

SURFACE BOATSWAIN (711X)
SURFACE OPERATIONS TECHNICIAN (712X)
SURFACE ENGINEERING TECHNICIAN (713X)
SPECIAL WARFARE TECH (715X)
SPECIAL WARFARE COMBATANT CRAFT-CREWMAN (717X)
SURFACE ELECTRONICS TECHNICIAN (718X)
CRYPTO WARFARE (781X)
INFORMATION SYSTEMS TECH (782X)
INTELLIGENCE TECH (783X)

The **FY25 RESERVE LDO/CWO IN-SERVICE PROCUREMENT BOARD NAVADMIN 115/23** link is posted to the right on this page.
For general NAVY LDO/CWO information visit the [Active LDO/CWO MyNavyHR pages](#)



Application Help

- [OPNAVINST 1120.12](#)
- [OPNAVINST 1420.1B](#)
- [FY24 RC LDO/CWO Discrete Requirements](#)
- [FY-25 Reserve ISPB NAVADMIN 115/23](#)
- [FY-25 LDO/CWO Checklist \(NAVPERS-1420/5 Rev 05-2023\)](#)

Checklist PDF may not open online
Save PDF to your computer
Right click on the PDF
Open with Acrobat to view, fill out, print

- [FY-25 LDO/CWO Application Template](#)
- [FY-25 Reserve Time In Service \(TIS\) Waiver Template](#)
- [Interviewer's Appraisal Sheet Rev 2-2022](#)
- [Sample Addendum Letter](#)
- [Sample Letter of Abeyance or Removal of Recommendation](#)
- [Current and Past LDO/CWO Boards](#)

Remember to seek a mentor! This has a lot of information, but your mentor will have more!

LDO CWO In-Service Procurement Board

- ACTIVE DUTY ENLISTED
- ACTIVE DUTY OFFICER
- ADMINISTRATIVE
 - LDO/CWO **
 - CURRENT & PAST LDO CWO BOARDS
 - TEST PILOT
 - TRANSFER / REDESIGNATION
 - POCR BOARD
- ENLISTED CONTINUATION
- FLAG
- GENERAL BOARD INFO
- OFFICER CONTINUATION/SERB
- RESERVE ENLISTED
- RESERVE OFFICER
- SCREEN BOARDS
- SELECTION BOARD SUPPORT
- SPECIAL BOARDS
- SPOT PROMOTIONS

LDO/CWO Eligibility Checklist - Applicants must include the Eligibility Checklist filled out by the command as enclosure (1) of the application. Applications submitted without the Eligibility Checklist will not be accepted.

Applications and addendums must be submitted via encrypted e-mail to cscselboard@navy.mil. For problems with encryption, follow the instructions under the "Letters to the Board (LTB)" section on the [MNCC](#) page.

Applicants' BOL will reflect "A" for Accepted or "NE" for Not Eligible once the application has been received from MNCC and processed by PERS-803 for the board. Applicants without an application status in BOL after at least 30 days will be considered for the next board.

Active Duty LDO/CWO program Sponsor (901) 874-3170 / DSN: 882; npc_ido-cwo_selbd.fct@navy.mil

Reservists interested in the Reserve LDO/CWO program should contact PERS-92 (901) 874-4456/DSN: 882.

FY-25

[NAVADMIN \(Active Duty\) 111/23](#)

[NAVADMIN \(Reserve\) 115/23](#)

APPLICATION HELP

[LDO/CWO Eligibility Check List \(NAVPERS-1420/5 Rev 05-2023\)](#)

(Checklist PDF will not open online for most viewers. Save the PDF to your computer, then right click on the PDF and 'open with' Acrobat to view, fill out, and/or print.)

[FY-25 LDO CWO Application Template May 2023 - UPDATED](#)

[Interviewer's Appraisal Sheet Rev 2-2022](#)

[OPNAVINST 1420.1](#)

[Sample Addendum Letter](#)

[Sample Declination Letter](#)

[Sample Letter of Abeyance or Removal of Recommendation](#)

RELATED INFORMATION

[LDO/CWO Community Page](#)

[Previous LDO/CWO Boards](#)

[LDO/CWO Board Public Brief updated June 2022](#)

Remember to seek a mentor! This has a lot of information, but your mentor will have more!

The Application

- **Officer Recruiters are not involved**
- **You are responsible for your portion of the application, but not your CO's endorsement (though it is prudent to provide a draft to your CO)**
- **Seek out a community mentor (see slide 30) who will review your record, application, and provide designator specific guidance**
- **Check your Official Military Personnel File (OMPF) and ESR/PSR in BUPERS Online (BOL). Look for missing/misfiled evaluations, qualifications, awards, etc. Make corrections ASAP. Any evaluation gaps must be explained in your application.**
- **3 Critical Elements: Interview Appraisal Boards, CO's Endorsement, and Personal Statement.**

Interview Appraisal Boards

- **Interview Appraisal Board (IAB) requirements**
 - Electronically signed IAB appraisal sheets will be provided directly to the Commanding Officer and the candidate
 - Board members can be Reserve or Active Duty Officers
 - CO's endorsement must include board members' names
 - Appraisal sheets must include board members' names
- **Only 3 board members**
 - Every effort will be made to ensure at least one board member is from the designator for which the applicant is applying
 - Senior board member shall be LCDR or above
 - Members should not be in Chain of Command if possible
 - Minimum grade for board member is LTJG, or CWO2 with two years time-in-grade (TIG)
 - Appraisals may be conducted separately, if not possible to assemble a single panel with all 3 officers

Interview Appraisal Boards (cont.)

- **Prepare for the IAB!**
 - Be prepared to answer varied questions about what it means to be an officer and a LDO/CWO, assignments you can expect, goals, contributions, and requirements for your designator
- **Assemble a small package of only pertinent documents for interviewers to review prior to board**
 - Recommended: last 5 evals, awards, ESR/PSR from BOL, and draft application form
 - Remember to remove all **PII**
- **Use only the latest Interview Appraisal form from the NPC website**

CO's Endorsement

- **CO's Endorsement - provide a well written draft to your CO**
 - If you've ever felt like you could fill more than just the space allotted in your eval, now's your chance!
- **CO can highlight your victories in precept language and using the discrete requirements**
- **CO can explain and address past negatives, if needed**
- **CO's endorsement MUST include the following statement and include how the applicant supports Navy Ethos**
 - "Applicant meets all requirements outlined in OPNAVINST 1420.1B, OPNAVINST 1120.12A, and the physical fitness standards of OPNAVINST 6110.1J." Must also clearly state the CO/OIC's name and rank.
- **CO must address all waivers in their endorsement of the candidate**

Additional Comments

(Formerly Personal Statement)

- **Provide amplifying information the applicant feels is important and is not addressed elsewhere in the application**
- **Provide amplifying information regarding breaks in service**
- **Provide clarity to situations in your record that may be confusing**
- **Address waivers here (submitted separately)**
- **Address negative issues in the OMPF, for example**
 - **PFA Failures**
 - **DUIs**
 - **Captain's Mast**
 - **Eval issues**

Selection and Commissioning

- **The board meets for 2-3 weeks in January; results are usually released late February or early March**
- **Commissioned Oct 25 or Nov 25 next fiscal year (FY-26)**
- **All RC LDO/CWOs will attend LDO/CWO Academy course at Newport, RI for first AT (mandatory)**
- **After commissioning, be prepared to be assigned to a new unit. You may be cross-assigned or be required to travel to drill assignment.**

Annual Retirement Pay

- **3600 Retirement Points**
 - O5 = \$33,276
 - CWO4 = \$25,524
 - Senior Chief = \$19,344

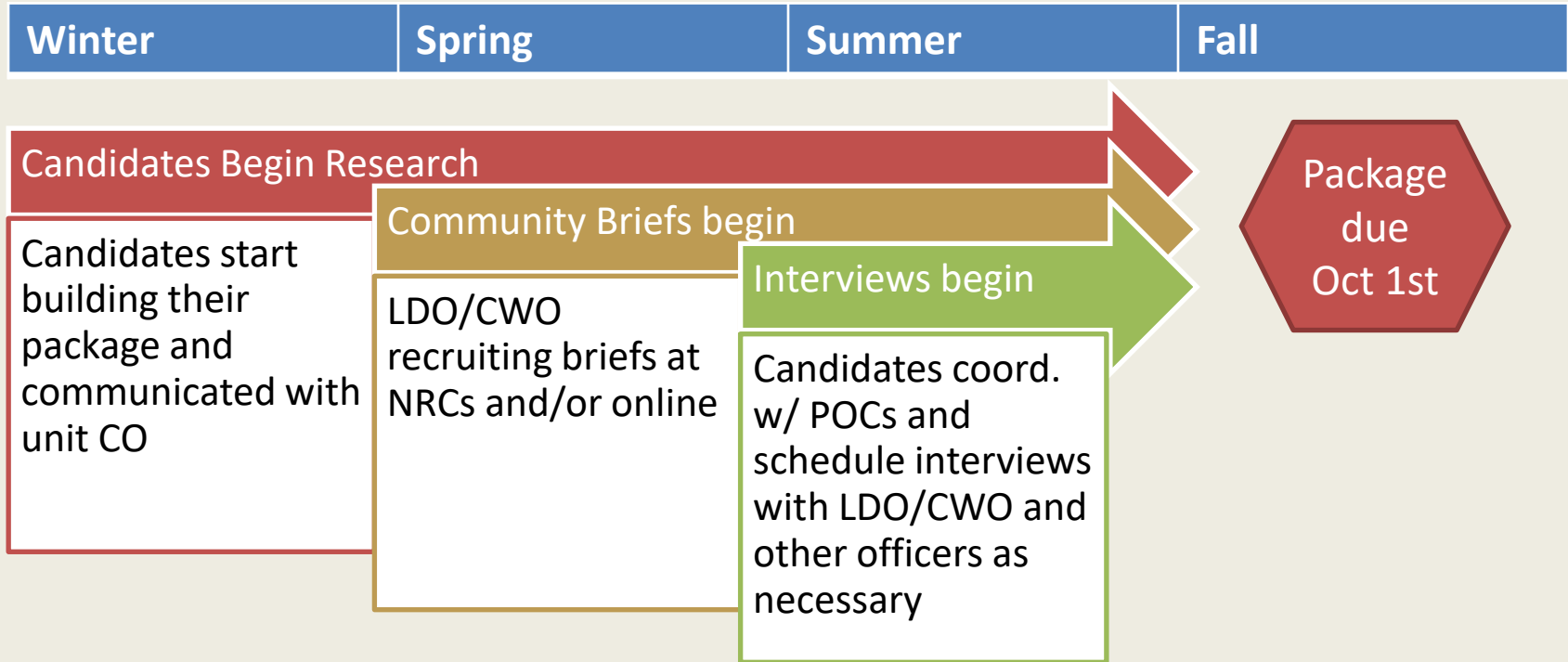
- **7200 Retirement Points**
 - O5 = \$66,552
 - CWO4 = \$51,048
 - Senior Chief = \$38,688

Drill Weekend Pay

- **4 IDT Drill Periods**
 - O5 = \$1,479
 - CWO4 = \$1,134
 - Senior Chief = \$860

* Ref: FY24 Military.Com Pay Table

Engagement Team Overall Process



- Direct candidates to application references
- Offer guidance based on experience in the application process
- Connect candidates with a designator POC (see next slide)

FY25 Mustang Selects

Limited Duty Officer

Brown, Kimberly (6235)
Gladhill, Michael (6235)
Helm, Robert (6235)
Kelsey, Edward (6235)
Kunes, Jason (6265)
Whittekiend, Glen (6285)
Gonzalez, Verena (6335)
Hall, Sarah (6335)
Rodes, Phillip (6335)
Stahl, Allison (6335)
Tejada, Javier (6335)
Nolan, Matthew (6415)
Arnett, Steven (6495)
Auguste, Wilgienson (6495)
Kazemi, Natiyamonir (6495)
Kettering, Derrick (6495)
Machon, Zachary (6495)
Mann, Rynn (6495)
Santos, Jesus (6495)
Tavarez, Michael (6495)
Young, Allen (6495)

Limited Duty Officer (cont.)

Hawk, Austin (6535)
Parker, Jeremy (6535)

Chief Warrant Officer

Asato, Hiroshi (7118)
Gonsalves, Eon (7118)
Zaworski, Joshua (7138)
Jarvis, Brett (7188)
Nelson, Joshua (7188)
Luyten, Peter (7818)
Teson, Joseph (7828)
Tromburg, Brian (7828)
Lam, Terry (7838)
Lovett, Jolene (7838)
Prelip, Jace (7838)
Ward, Joseph (7838)

Questions?

