

FY-20 LIMITED DUTY OFFICER (LDO) CHIEF WARRANT OFFICER (CWO) Commissioning Program Preliminary Community Brief



United States Navy Reserve

Navigate your way...



...to the *bright* side!

LDO and CWO Mission

- **Support the war-fighting capability and readiness of Naval Forces through leadership, technical proficiency, and experience.**
- **Utilizing critical enlisted experience while being committed to the continuous leadership, improvement, training, and mentoring of Sailors.**

Why?

- Increased leadership opportunities
- Increased responsibilities, including taking Command
- More voluntary Mob, ADSW, ADT and training opportunities
- Effect real change in the U.S. Navy
- 'All Fully Qualified' will promote to W3 or 03E (higher percentages for W4/O4 vs SCPO/MCPO)
- Prestige and benefits of being a Naval Officer
- Management training and experience you can apply to your civilian career
- Increase in pay and retirement

Who?

LDO and CWO Eligibility Requirements

Eligibility:

- 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 1 October of year of FY for which applying <u>(All TIS Waivers are encouraged)</u>	Window: TIS 14 - 20 years prior to 1 Oct of FY for which applying <u>(All TIS Waivers are encouraged)</u>
Serving as a PO1 through CWO5 <u>(PO1 must pass E-7 exam in same year)</u>	Serving as CPO through MCPO

Where?

FY-19 LDO (Last Year's) "OPEN" Career Fields and Selections...

Community	Specialty	Designator	Quota	Selected
Sub-Surface	Ordnance (open to SURF ratings)	6265	2	0
Sub-Surface	Communications	6295	1	1
Aviation	Maintenance	6335	9	1
Services	Administration	6415	6	5
Information Warfare	Intelligence	6835	18	2
Expeditionary	Security	6495	20	20
Expeditionary	Civil Engineer	6535	3	2
Total			59	31

FY20 Open Designators Released via NAVADMIN Approx. Jun - 2018

Note: Eligible Sailors are encouraged to apply for the designators for which they are most qualified, regardless of current rating (CIV Skills), but must be documented

Where?

FY-19 CWO (Last Year's) "OPEN" Career Fields and Selections...

Community	Specialty	Designator	Quota	Selected
Surface	Deck	7118	10	0
Surface	Operations	7128	5	2
Surface	Engineering	7138	4	3
Surface	Ordnance	7168	1	1
Information Warfare	Cryptologic Warfare	7818	2	2
Information Warfare	Information Systems	7828	2	2
Information Warfare	Intelligence	7838	15	2
Expeditionary	Combat Craft	7178	1	0
Total			40	12

FY20 Open Designators Released via NAVADMIN Approx. Jun - 2018

Note: Eligible Sailors are encouraged to apply for the designators for which they are most qualified, regardless of current rating (CIV Skills), but must be documented

Who?

Common Selection Characteristics...

- **Sustained superior performers!**
- Consistent break-outs in evaluations (always EP)
- Successful in key leadership and technical positions
- Continued education, personal and professional development
- Equivalent civilian experience and expertise
- Warfare qualified (where possible)
- Challenging and diversified assignments (no homesteading)
- Active component support (IA/Mob, ADSW, ADT)
- Culture of Fitness/Volunteer (MOVSM)/Collateral Duties
- Instructor duty

When?

Optimal Application Timeline

15 May	Special Request Chit to your CO
15 Jun	Application package to Admin
Jun/Jul	NAVADMIN RC LDO/CWO Announcement
01 Jul	Interviewer's Appraisal Board
01 Aug	CO's endorsement prepared
01 Sep	Completed package with CO's draft endorsement submitted to mentor for review
01 Oct	Package submission deadline (Received by)
01 Dec	Addendums (i.e. E-6 Eval) deadline
TBA Jan	Selection Board convenes
Feb/Mar	Results announced by NAVADMIN

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

How?

Application - References

- **NPC LDO/CWO Website:**
<http://go.usa.gov/x9EPZ> (Lowercase “x”, Uppercase “EPZ”)
“LDO/CWO Community Page” (link under “Related Information”)
- **OPNAVINST 1420.1B** (Enlisted to Officer Commissioning Prog App Admin Manual)
 - Chapters: 2, 7 Appendices: F, H
 - Follow instruction unless otherwise directed by annual NAVADMIN LDO/CWO Announcement
- **OPNAVINST 1120.12A** (LDO/CWO Programs Checklist: Commands Appointment of LDO/CWOs for inactive duty in the Navy Reserve) ****UPDATED: 12APR16**
- **RC LDO/CWO Procurement NAVADMIN! (JUN/JUL)**
- **<https://www.facebook.com/groups/10150114349755436/>**

<http://go.usa.gov/x9EPZ> (Lowercase “x”, Uppercase “EPZ”)

› LDO CWO Inservice Procurement Board

Search

Navy Personnel Command > Boards > Administrative > LDO/CWO

Boards ▾ Career Info ▾ Officer ▾ Enlisted ▾ Support & Services ▾ Organization ▾ Reference Library ▾

LDO/CWO

Current and Past LDO
CWO Boards

Test Pilot

Transfer/Redesignatio
n

NASA Astronaut
Candidate

The LDO/CWO In-service Procurement Board is conducted once a year by PERS-803, in January. Applications must be postmarked no later than 1 October 2018.

FY-19 LDO/CWO Board results have been released: NAVADMIN [050/18](#) (Active Duty)

NAVADMIN [049/18](#) (Active Duty - NUCs)

NAVADMIN [051/18](#) (Reserves)

Command FY-19 LDO/CWO Checklist is available in the "Application Help" box to assist with package preparation. Commands and applicants are highly encouraged to use this checklist to ensure all eligibility criteria is met and the application is complete prior to submission. There is a column for commands to annotate the review. It may be stapled to the inside of the folder (left side).

NOTE: Interviewer's Appraisal Sheet- NAVCRUIT 1131/5 (Rev 02-2014) or (Rev 02-2017) **will be the only forms accepted** for the LDO/CWO board. All blocks must be completed and signed by the interviewer. Digital signatures using a CAC certificate are acceptable.

There are specific guidelines for application. Please consult OPNAVINST 1420.1B (Chapters 7 and 2, Appendix F) concerning general application procedures for the programs.

Reservists interested in the Reserve LDO/CWO program should contact PERS-92 (901) 874-3209/DSN: 882.

Application Help

[OPNAVINST 1420.1B](#)

[Application Form](#)

[Interviewer's Appraisal Sheet](#)

[FY-19 Application Instructions and Helpful Hints](#)

[FY-19 LDO/CWO Checklist](#)

[Sample Addendum Letter](#)

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

Related Information

[LDO/CWO Community Page](#)

[Previous LDO/CWO Boards](#)

[LDO/CWO BOARD PUBLIC BRIEF](#)

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**
- **Use the samples found on NPC website**
- **Contact your Enterprise Lead and connect with a mentor in the designator(s). Mentors will review your record, application, and provide specific career guidance**
- **Check your Official Military Personnel File (OMPF) and ESR/PSR in BUPERS Online (BOL) (Note: Not NSIPS) for completeness. Look for missing/misfiled evaluations, qualifications, awards, etc. Make corrections ASAP. Any evaluation gaps must be explained in your application.**
 - **Review the "Career Toolbox" on NPC Website for step-by-step instructions**
<http://go.usa.gov/x9EPB> (Lowercase "x", Uppercase "EPB")
- **3 Critical Elements: Interview Appraisal Boards, CO's Endorsement, and Personal Statement.**

Interview Appraisal Boards

- **Interview Appraisal Board (IAB) – a board will be convened to determine the applicants suitability for a commission. The IAB provides recommendations to the applicants CO, which become part of the candidates application.**
- **Board set-up by CO or Appointed Command Coordinator**
 - Enterprise Leads/Mentors will assist finding interviewers
- **Minimum of 3 board members required (can have up to 5)**
 - At least one board member should be from the designator or career field the applicant is applying for (an AC LDO/CWO can be substituted)
 - The senior member of the interview panel should be LCDR or above
 - Should not be in Chain of Command, and not in unit when possible
 - Minimum grade for Interview Panel Member is LTJG, or CWO2 with two years time-in-grade (TIG)

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**
 - Last 5 evals, awards, ESR/PSR from BOL, DD-214's, negative docs, and application form, personal statement
 - Remember to remove all **PII**
- **Use only the latest Interview Appraisal form from the NPC website**
- **Appraisal sheets belong to the CO not the applicant**

CO's Endorsement

- **CO's Endorsement - acknowledges your performance, is unconstrained so provide a well written draft to your CO**
- **CO can highlight your victories and precept language**
- **CO can explain and address past negatives, if needed**
- **CO should address any waivers**
- **Review references for required statements that must be in CO's endorsement**

Personal Statement

- **Personal Statements - your opportunity to speak directly to the board**
- **Explain why this program personally appeals to you – don't just talk about wanting a commission**
- **Use your own words - be genuine and heartfelt**
- **DO NOT provide the definition of an LDO/CWO**
- **Speak to the designator you are applying**
- **Remember, the board members are LDOs and CWOs - they know what you should have done in terms of training, assignments, qualifications, and performance for the designator you are applying**

Selection and Commissioning

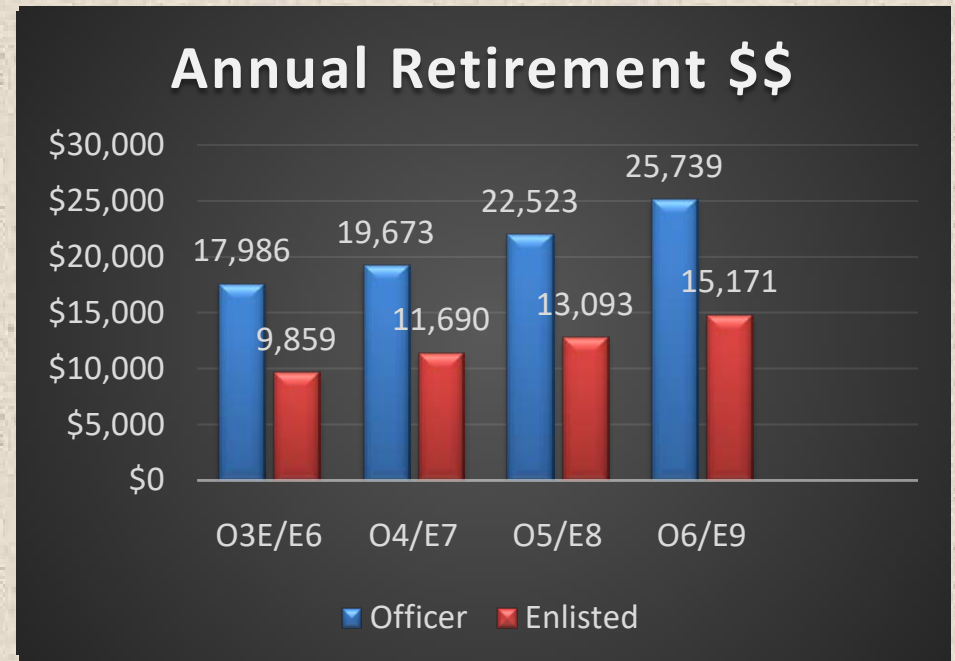
- The board meets for 2-3 weeks in January/results are usually released late February/early March
- Commissioned OCT or NOV next fiscal year (FY-20)
- All RC LDO/CWOs attend the two week Direct Commission Officer (DCO) course at Newport, RI for first AT/ADT
 - 4-week LDO/CWO Academy is NOT available to reservists
- After commissioning, be prepared to be assigned to a new unit. You may be cross-assigned or be required to travel to drill assignment

Drill/Retirement Pay Officer vs. Enlisted

**Drill Pay per weekend with over 20 years
of service (1 January, 2018)**



**Estimated 2018 Annual Retirement Salary
(3000 Points, 20 YOS)**



Reservist Drill Weekend Pay with over 16 YOS 2018 Pay Chart

<u>E9/MCPO</u>	<u>CWO3</u>	<u>O3E/Lieutenant</u>
\$748.34 per DWE	\$765.35 per DWE	\$932.09 per DWE
\$8,980.08 Annually	\$9184.20 Annually	\$11,185.08 Annually

RC LDO/CWO

Enterprise Application Leads

Enterprise	Includes:	Lead	Assistant
LDO/CWO Community Procurement Lead		CDR Dell Griffith 702-375-8811 dell.griffith@navy.mil frogcl136@aol.com	
Expeditionary Enterprise (EXP)	Navy Security Forces, Seabee, Special Warfare, Combat Craft	LCDR Kelly Cruz 610-496-1656 kelly.cruz@navy.mil	LCDR John Mobuis 502-377-1570 john.mobius@usdoj.gov
Aviation Enterprise (AV)	Aviation Maintenance	LTJG Robin Anton 904-955-5168 rcanton1030@gmail.com	
Under Sea Enterprise (SUB)	Engineer, Ordnance, Electronics, Communications	LTJG Chuck Daly 860-830-9460 cdalyjr75@yahoo.com	LTJG Jesse Dilbeck 540-413-6365 jesse.dilbeck@gmail.com
Services Enterprise (SVS)	Administration	LTJG Noel Peralta 619-847-2229 noelperalta17@gmail.com	
Surface Enterprise (Surf)	Deck, Operations, Engineering and Ordnance	CDR Todd Geyer 813-431-1860 nvymustang@aol.com	CWO2 Aldo D'Ottavio 202-302-8261 aldo.dottavio@gmail.com
Information Warfare Community (IWC)	Information Systems, Cryptologic Warfare, Intelligence	ENS Richard Todd Hewlett 972-523-0748 Richard.Hewlett@dodiis.mil	CWO3 CWO3 Joe Meekins 919-332-8298 joe.meekins@navy.mil

FY19 Mustang Selects

Jedinak, Bryan J
Buller, Tanner J
Betancourt, Yhonnier S
Blevins, Shane Layton
Henson, Scott
Jordan, Badyre
Whitaker, Sean Jamaal
Bonanno, Jonduke Carl
Blackwell, Collin Kyle
Breakall, Steven James
Calnan, Danny James
Cruz, Kevin Brandon
Dunn, Michael Edward
Ericsson, Con W
Farmer, Robert Elijah
Fech, Joseph Allen
Goldinger, Robert Lee
Hurley, Jaymes William
Ofori, Brittany A
Otto, John W
Pierce, Richard Frank
Pittman, Amanda Kathleen
Rucker, Ronald Jerrod

Saenz, Jesus
Sanchez, Jorge Alberto
Serrano, Frankie
Silli, Kevin Michael
Cook, John Terrell
Odonnell, Kenneth Ray
Allmond, Michelle K
Elmblad, Scott M
Mcloy, Mackie Caesar
Nichols, Christopher J
Ward, Devon Jermel
Greene, Brian D
Jones, Lisa Marie
Miner, Benjamin Ross
Paskwietz, Daniel M
Witter, Kyle Timothy
Bixler, Robert Lyall
Bayley, Brent Allen
Hollingsworth, Tyler W
Ichikawa, Glenn Y
Perry, Brittany M
Landers, Michael Patrick
Stayte, Gary A

Questions?

