



B1119

# REPORT

## Limited Duty Officer and Warrant Officer Status

January 1954

Bureau of Naval Personnel





DEPARTMENT OF THE NAVY  
BUREAU OF NAVAL PERSONNEL  
WASHINGTON 25, D. C.

IN REPLY REFER TO  
EWG/mgm  
Room 2062  
27 Jan 1954

From: Senior Member, LDO and WO Board  
To: Chief of Naval Personnel

Subj: Board to Study and make recommendations on Limited Duty Officer and Warrant Officer titles, Classifications, Technical Fields and Normal Paths of Advancement.

Ref: (a) BuPers ltr Pers-B1118(B11f)-s-jb-2 of 18 Sep 1953 to Captain Elton W. Grenfell, USN, Bureau of Naval Personnel, Navy Department.

Encl: (1) Copy of Reference (a)  
(2) Report of Subject Board

1. Pursuant to reference (a), subject board convened on 28 September 1953 and adjourned on 27 January 1954 to await orders of the convening authority.
2. The Board's final report is submitted herewith as enclosure (2).
3. The Board arrived at its conclusions after listening to the testimony of 94 witnesses; 50 from the Bureau of Naval Personnel, offices of the Chief of Naval Operations, Material Bureaus, U.S. Marine Corps, Waves and others; 21 limited duty officers from all categories and ranks, and 23 warrant officers. In addition, the board received and studied approximately 330 questionnaires which had been sent to limited duty officers and warrant officers. Finally, the views on the subject of both CINCLANTFLT and CINCPACFLT and their respective type commanders were also received. In accomplishing the above, the board feels that it has completed a comprehensive and thorough study of the assigned subject. The board believes that the implementation of the recommendations submitted will help to improve both the limited duty and warrant officer programs.
4. The board also sees a continuing need for similar studies and recommends that another board review the two programs in about two years from now.
5. Finally, the senior member would like to express his appreciation for the cooperative attitude shown him and his board by all personnel in the Bureau who helped the board in its deliberations.

*E. W. Grenfell*  
E. W. GRENFELL  
Captain, U.S. Navy  
Senior Member





DEPARTMENT OF THE NAVY  
BUREAU OF NAVAL PERSONNEL  
WASHINGTON 25, D. C.

IN REPLY REFER TO

60390/1100  
Pers-B1118(B11f)-sjb-2  
18 September 1953

From: Chief of Naval Personnel  
To: Captain Elton W. GRENFELL, USN  
Bureau of Naval Personnel  
Navy Department

Subj: Board to study and make recommendations on Limited Duty Officer and Warrant Officer Titles, Classifications, Technical Fields and Normal Paths of Advancement

1. A board consisting of yourself as senior member and the below named members is hereby ordered to convene at the Bureau of Naval Personnel, Navy Department, at 1000 on 28 September 1953, or as soon thereafter as may be practicable:

MEMBERS

CDR Clinton A. NEYMAN, Jr., USN  
CDR Edward STERNLIEB, USN  
CDR Robert L. MOHLE, USN  
CDR Travers R. HARRINGTON, USNR  
LCDR Robert A. KEIL, USN

RECORDER

LT John M. LYNN, USN

2. The board will study and report upon the subject of Limited Duty Officer and Warrant Officer Titles, Classifications, Technical Fields and Normal Paths of Advancement.

3. The report and recommendations of the board will cover the following features and such other related matters which may become evident during the proceedings:

a. Make recommendations concerning the adequacy of the current limited duty officer and warrant officer category classifications to meet the needs of the Service;

b. Make recommendations concerning the limited duty officer and warrant officer titles considered to appropriately designate the category classifications considered necessary by the board and which will appropriately indicate the qualifications of individuals so titled;

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c. Make recommendations concerning the enlisted ratings (Pay Grade E-6 and E-7) which should be considered eligible for advancement to each of the limited duty officer and warrant officer categories, carrying the path of advancement through the warrant officer category to the limited duty officer category, and providing, if possible, one alternate choice in the limited duty officer and warrant officer categories for each enlisted rating group; and

d. Make recommendations concerning the proportionate representation within each limited duty officer category classification of each of the various warrant officer category classifications and enlisted rating groups proposed by the board as eligible for each limited duty officer category classification.

4. Mr. Franklin J. SCHUYLER is hereby made available as consultant to the board.

5. The board is authorized to request data from the various offices of the Bureau of Naval Personnel and to interview such representatives from the Bureaus and Offices of the Navy Department and Headquarters, Marine Corps, as may be desirable.

6. The report of the board will be submitted to the Chief of Naval Personnel.

7. You will notify the Chief of Naval Personnel, attention Pers-11 and Pers-B11f, upon the completion of the board's mission.

8. The members and recorder have been directed to report to you for this duty.

9. You will convene the board at the time specified.

10. This is in addition to your present duties.

/s/ M. E. ARNOLD  
Deputy Chief of Naval Personnel

Copy to:  
Jacket Copy  
Pers-B111s  
B1118  
B11f  
B1  
B11o  
11 (2)

T-2271



**GRENFELL BOARD**

**CONVENED TO STUDY AND MAKE RECOMMENDATIONS ON  
LIMITED DUTY OFFICER AND WARRANT OFFICER TITLES, CLASSIFICATIONS,  
TECHNICAL FIELDS AND NORMAL PATHS OF ADVANCEMENT  
OF THE NAVY**



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- "D": Recommendations concerning the proportionate representation within each limited duty officer category classification of each of the various warrant officer category classifications and enlisted rating groups proposed by the board as eligible for each limited duty officer category classification.
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PART I  
BRIEF OF SPECIFIC  
RECOMMENDATIONS



## PART I

1. The Board submits hereunder, a brief of its recommendations in answer to the specific assignments given the Board in the precept including pertinent matters relating thereto.
  2. General plans, assumptions and extended comment are covered in detail in Parts II and III. Part IV includes as enclosures copies of all actual correspondence to outside activities interested in the assigned problem and also charts showing paths of advancement, etc.
- A. RECOMMENDATIONS CONCERNING THE ADEQUACY OF THE CURRENT LIMITED DUTY OFFICER AND WARRANT OFFICER CATEGORY CLASSIFICATIONS TO MEET THE NEEDS OF THE SERVICE.

### RECOMMENDATION 1:

The Board considered that the limited duty officer categories were not completely adequate and recommended the addition of one more; namely Limited Duty Officer, Aerology, and the possible addition of a Limited Duty Officer, Operations, if another primary recommendation concerning the operational ratings is not implemented. This will result in the following limited duty officer category classifications:

- (1) Deck/1700
- (2) Ordnance/1710
- (3) Administration/1720
- (4) Engineering/1730
- (5) Hull/1740
- (6) Electronics/1750
- (7) Aviation Operations/1760
- (8) Aviation Ordnance/1770
- (9) Aviation Engineering/1780
- (10) Aviation Electronics/1790
- X (11) Aerology/
- (12) Operations/ (Optional solution - see detailed comment Part III)
- (13) Supply/3700
- (14) Civil Engineer Corps/5700

### RECOMMENDATION 2:

The Board recommended the elimination of all warrant officer categories for which no billets are currently written, with the

exception of 785 - SCLK (Bandmaster) and 818 - WOHC (Warrant Officer Hospital Corps, Dental Clerk); namely:

- (1) (714-BOSN) Ship Controlman
- (2) (763-RELE) Comm Supervisor
- (3) (784-SCLK) Printer
- (4) (788-SCLK) Machine Accountant
- (5) (783-SCLK) Journalist
- (6) (744-MACH) Instrument Technician
- (7) (773-CARP) Foundryman
- (8) (712-BOSN) Flight Controller
- (9) (772-CARP) Aviation Survival Technician
- (10) (762-RELE) Training Devices Technician
- (11) (748-MACH) Utilities Technician
- (12) (778-CARP) Drafting Technician

#### RECOMMENDATION 3:

The Board also recommended the elimination of two warrant officer categories for which billets are written but in which the personnel concerned are being used mainly in other categories; namely, 751 - ELEC (Aviation Electrician) and 771 - CARP (Aviation Structural Technician).

#### RECOMMENDATION 4:

The following warrant officer category classifications were recommended to be retained:

- (1) (713-BOSN) Boatswain
- (2) (723-GUN) Surface Ordnance Technician
- (3) (724-GUN) Control Ordnance Technician
- (4) (733-TORP) Underwater Ordnance Technician
- (5) (782-SCLK) Ship's Clerk
- (6) (764-RELE) Communications Technician
- (7) (743-MACH) Machinist
- (8) (774-CARP) Ship Repair Technician
- (9) (754-ELEC) Electrician
- (10) (766-RELE) Electronics Technician
- (11) (711-BOSN) Aviation Boatswain
- (12) (821-AERO) Aerographer
- (13) (831-PHOT) Photographer
- (14) (721-GUN) Aviation Ordnance Technician
- (15) (741-MACH) Aviation Machinist
- (16) (761-RELE) Aviation Electronics Technician
- (17) (798-PCLK) Supply Clerk
- (18) (759-ELEC) Construction Electrician
- (19) (749-MACH) Equipment Foreman
- (20) (779-CARP) Building Foreman
- (21) (817-WOHC) Warrant Officer Hospital Corps
- (22) (818-WOHC) Warrant Officer Hospital Corps, Dental Clerk
- (23) (785-SCLK) Bandmaster



Note: In connection with 818/WOHC, it was decided to recommend that specific billets be written for those WOHC 818 currently serving in WOHC/817 billets.

RECOMMENDATION 5:

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limited  
member to Topdown

Two new and additional warrant categories are recommended by the Board but both are provisional categories. The Board recommends the establishment of a Mine Warfare Technician category covering all aspects of Mine Warfare and also the establishment of a Warrant Officer, Operations, category if a primary recommendation concerning the operational ratings is not implemented.

B. RECOMMENDATIONS CONCERNING THE LIMITED DUTY OFFICER AND WARRANT OFFICER TITLES CONSIDERED TO APPROPRIATELY DESIGNATE THE CATEGORY CLASSIFICATIONS CONSIDERED NECESSARY BY THE BOARD AND WHICH WILL APPROPRIATELY INDICATE THE QUALIFICATIONS OF INDIVIDUALS SO TITLED.

RECOMMENDATION 1:

The new titles for the limited duty officer categories are given below in the complete listing of the limited duty officer categories:

- ✓
- (1) 1700 - Deck
  - (2) - Operations (Optional plan)\*
  - (3) 1710 - Ordnance
  - (4) 1720 - Administration
  - (5) 1730 - Engineering
  - (6) 1740 - Hull
  - (7) 1750 - Electronics
  - (8) 1760 - Aviation Operations
  - (9) 1770 - Aviation Ordnance
  - (10) 1780 - Aviation Maintenance\*
  - (11) 1790 - Aviation Electronics
  - (12) - Aerology\*
  - (13) 3700 - Supply Corps
  - (14) 5700 - Civil Engineer Corps

\* New categories and new titles

RECOMMENDATION 2:

The complete new list of warrant officer category titles including the new ones recommended by the Board are given below. When S. 2410 is enacted into law, the Board recommends the use of the descriptive titles (outside parenthesis) for administrative purposes:

- omit →
- (1) (711-BOSN) Aviation Operations Technician\*
  - (2) (713-BOSN) Boatswain
  - (3) (714-BOSN) Operations Technician (Optional)\*
  - (4) (721-GUN) Aviation Ordnance Technician
  - (5) (723-GUN) Surface Ordnance Technician
  - (6) (724-GUN) Control Ordnance Technician
  - (7) (733-TORP) Underwater Ordnance Technician
  - (8) (734-TORP) Mine Warfare Technician\*
  - (9) (741-MACH) Aviation Maintenance Technician\*
  - (10) (743-MACH) Machinist
  - (11) (749-MACH) Equipment Foreman
  - (12) (754-ELEC) Electrician
  - (13) (759-ELEC) Construction Electrician
  - (14) (761-RELE) Aviation Electronics Technician
  - (15) (764-RELE) Communications Technician
  - (16) (766-RELE) Electronics Technician
  - (17) (774-CARP) Ship Repair Technician
  - (18) (779-CARP) Building Foreman
  - (19) (782-SCLK) Ship's Clerk
  - (20) (785-SCLK) Bandmaster\*\*
  - (21) (798-PCLK) Supply Clerk
  - (22) (817-WOHC) Medical Service Warrant\*\*
  - (23) (818-WOHC) Dental Service Warrant\*\*
  - (24) (821-AERO) Aerographer
  - (25) (831-PHOT) Photographer

\* New titles.

\*\* Recommends that categories for Dental Service Warrant and Bandmaster currently written in the PAP as 817/WOHC billets and 782/SCLK be changed to 818/WOHC and 785/SCLK and on passage of S. 2410 to Bandmaster and Dental Service Warrant with whatever 4-digit code numbers deemed appropriate.

C. RECOMMENDATIONS CONCERNING THE ENLISTED RATINGS (PAY GRADES E-6 AND E-7) WHICH SHOULD BE CONSIDERED ELIGIBLE FOR ADVANCEMENT TO EACH OF THE LIMITED DUTY OFFICER AND WARRANT OFFICER CATEGORIES, CARRYING THE PATH OF ADVANCEMENT THROUGH THE WARRANT OFFICER CATEGORY TO THE LIMITED DUTY OFFICER CATEGORY, AND PROVIDING, IF POSSIBLE, ONE ALTERNATE CHOICE IN THE LIMITED DUTY OFFICER AND WARRANT OFFICER CATEGORIES FOR EACH ENLISTED RATING GROUP.

Note: Enclosures (5) and (6) are paths of advancement charts which may be referred to when discussing the below recommendations.

RECOMMENDATION 1:

✓  
Strongy

The Board strongly recommends that the so-called operational ratings, radarman, sonarman, radioman and teleman, be required to broaden in the maintenance field during and from the second enlistment on, by

✓ 2nd Class  
E-5



giving these ratings additional schooling, thus allowing their path of advancement to flow to the 766 RLE (Electronics Technician) category and limited duty officer category of Electronics. (See Table I, Enclosure (5))

RECOMMENDATION 2:

*best compromise*  
If Recommendation 1, above, is not implemented, the Board then recommends that a new warrant and limited duty officer category; namely, "Operations Technician" and limited duty officer, "Operations", be established to provide a path of advancement for the radarmen, sonarmen, radiomen and telemen to those categories. (See Table II, Enclosure (6))

RECOMMENDATION 3:

?  
The Board recommends a new path of advancement for the Mineman to a warrant Mine Warfare Technician category.

RECOMMENDATION 4:

✓ The Board recommends the broadening by additional schooling and proper sea-shore rotation of the Aviation Boatswain, Flight Controller, and Parachute Rigger ratings so that they may have a better path of advancement to the new warrant category title Aviation Operations Technician and limited duty officer Aviation Operations.

RECOMMENDATION 5:

✓ The Board recommends that the Photographer ratings path of advancement terminate at the warrant officer category and that that rating no longer qualify for limited duty officer. The Board believes that the warrant officer Photographer fulfills the need for photography in the Service today.

RECOMMENDATION 6:

✓ The recognition of the Guided Missile ratings by the Board introduces the recommendation that the line Guided Missile rating path of advancement to Control Ordnance Technician warrant and the Aviation Guided Missile ratings path of advancement be to Aviation Ordnance Technician.

RECOMMENDATION 7:

✓ The Board recommends that the new Aviation Fire Control rating have a path of advancement to Aviation Ordnance in both the warrant and the limited duty officer categories.

RECOMMENDATION 8:

✓ In view of a previous recommendation eliminating the warrant CARP (Aviation Structural Technician), the Board recommends that the Aviation Metalsmith ratings be given the opportunity for additional training such that the path of advancement will be to warrant Aviation Maintenance Technician.

RECOMMENDATION 9:

✓ In view of the Board's previous recommendation to eliminate the Aviation Electrician warrant category, the Board recommends that the Aviation Electrician rating be broadened in the E-6 and E-7 grades to provide for electronics training and that the path then allow this rating to qualify for warrant Aviation Electronics Technician.

RECOMMENDATION 10:

*Already  
qual*  
✓ The Board recommends that the Training Devices ratings likewise be given the opportunity for additional schooling in the higher pay grades and that this rating have a path to the Aviation Electronics Technician category.

RECOMMENDATION 11:

✓ The Board recommends the path of advancement for warrant Aerographer be to a new limited duty officer Aerology category.

RECOMMENDATION 12:

*CEE concern*  
✓ In the Civil Engineer Corps the Board recommends that the Utilities Technician path of advancement be to warrant 749 MACH (Equipment Foreman) and that the Draftsman and Surveyor ratings go to the warrant 779 CARP (Building Foreman).

RECOMMENDATION 13:

With regard to the alternate paths of advancement, the below listed ratings are recommended to have alternate paths of advancement as indicated:

<u>RATINGS</u>	<u>WARRANT OFFICER</u>	<u>LIMITED DUTY OFFICER</u>
GM	Boatswain	Deck
GS, FC/FT	Electronics Tech	Electronics
TM	Mine Warefare Technician	None
MN	Underwater Ordnance Tech	None
JO	Photographer	None
CT	None	Electronics
EM, IC	Electronics Technician	Engineering



GF,AQ  
AE  
UT

Aviation Electronics Tech  
Aviation Maintenance Tech  
Construction Electrician

Aviation Electronics  
Aviation Maintenance  
None

RECOMMENDATION 14:

If the warrant officer Operations Technician and the limited duty officer Operations categories are implemented, the below alternate paths of advancement are recommended:

<u>RATINGS</u>	<u>WARRANT OFFICER</u>	<u>LIMITED DUTY OFFICER</u>
GM	Boatswain	Deck
QM	Operations Technician	Operations
RD, SO, RM, TE, FC/FT, GS	Electronics Technician	Electronics
TM	Mine Warfare Technician	None
MN	Underwater Ordnance Tech	None
JO	Photographer	None
EM, IC	Electronics Technician	Engineering

RECOMMENDATION 15:

Through the process of qualification examinations and schooling requirements in the higher ratings, the Board strongly recommends the broadening of the Personnelman, Printer/Lithographer, Journalist, Machine Accountant, Instrumentman, and Opticalman be such that these ratings will have a better opportunity to follow the paths of advancement recommended in the Tables of Enclosures (5) and (6).

- D. RECOMMENDATIONS CONCERNING THE PROPORTIONATE REPRESENTATION WITHIN EACH LIMITED DUTY OFFICER CATEGORY CLASSIFICATION OF EACH OF THE VARIOUS WARRANT OFFICER CATEGORY CLASSIFICATIONS AND ENLISTED RATING GROUPS PROPOSED BY THE BOARD AS ELIGIBLE FOR EACH LIMITED DUTY OFFICER CATEGORY CLASSIFICATION.

Note: Enclosure (7) shows in detail the Board's method of arriving at the recommended proportionate representation of the various limited duty officer categories. Enclosure (8) is the optional plan provided in case the limited duty officer Operations category is not the one accepted by the Bureau of Naval Personnel.

RECOMMENDATION 1:

Using the estimated requirements for pay grades E-6 and E-7 for 1954, the Board recommends the percentage distribution for the limited duty officer categories as indicated in the table below:

<u>LIMITED DUTY OFFICER CATEGORY CLASSIFICATION</u>	<u>RECOMMENDED PERCENTAGES</u>	<u>MARTIN BOARD PERCENTAGES</u>
	12.0	15.0
1. Deck	10.0	9.0
2. Ordnance	9.0	13.0
3. Administration	19.0	19.0
4. Engineering	6.0	7.0
5. Hull	21.0	13.0
6. Electronics	2.0	4.0
7. Aviation Operations	3.0	2.0
8. Aviation Ordnance	11.0	12.0
9. Aviation Maintenance	6.0	6.0
10. Aviation Electronics	1.0	0.0
11. Aerology	100.0%	100.0%

Note: The Martin Board percentages are given to show the changes resulting.

RECOMMENDATION 2:

If the recommendation broadening the Operational ratings is not implemented, then the Board recommends the following proportionate distribution of limited duty officers:

<u>LIMITED DUTY OFFICER CATEGORY CLASSIFICATION</u>	<u>RECOMMENDED PERCENTAGES</u>	<u>MARTIN BOARD PERCENTAGES</u>
	12.0	15.0
1. Deck	10.0	9.0
2. Ordnance	5.0	0.0
3. Operations (Alternate plan)	9.0	13.0
4. Administration	19.0	19.0
5. Engineering	6.0	7.0
6. Hull	16.0	13.0
7. Electronics	2.0	4.0
8. Aviation Operations	3.0	2.0
9. Aviation Ordnance	11.0	12.0
10. Aviation Maintenance	6.0	6.0
11. Aviation Electronics	1.0	0.0
12. Aerology	100.0%	100.0%

E. RECOMMENDATIONS RELATIVE SUCH OTHER RELATED MATTERS AS MAY HAVE BEEN EVIDENT.

RECOMMENDATIONS AFFECTING BOTH WARRANT OFFICER AND LIMITED DUTY OFFICER PROGRAMS

RECOMMENDATION 1:

Basing this recommendation on a strong appeal from the warrant officers and limited duty officers questioned and interviewed plus evidence of a lack of knowledge of the two programs among other



naval personnel, the Board strongly recommends that both the warrant officer and limited duty officer programs be better publicized within the Bureau and throughout the entire Navy. The Board particularly recommends that the publication, "Pass The Word", edited by the Bureau of Naval Personnel, be brought up to date and sent to all commands with proper directives insuring its use. The general eligibility requirements section of the Bureau of Naval Personnel Manual should be written to fit the current status of the warrant officer procurement program. Generous use of "All Hands" should be made to publicize both the programs and finally, the Bureau of Naval Personnel's Technical Information Branch should keep such private media as "Navy Times" up to date on the status of both programs.

RECOMMENDATION 2:

The Board strongly recommends that a qualification manual for warrant officers be published by the Bureau of Naval Personnel as soon as possible and that a similar manual be originated and published for the limited duty officer as well.

RECOMMENDATIONS FOR LIMITED DUTY OFFICER PROGRAM

RECOMMENDATION 3:

The Board strongly recommends that every consideration be given to establishing an (approximately three to four months) indoctrinational school for limited duty officers upon appointment, using the facilities of the OCS school if possible; this school should be for the purpose of orientation and teaching the new limited duty officer how to be an officer.

RECOMMENDATION 4:

The Board recommends that the number of times, currently two, a candidate may apply for limited duty officer be not limited but modified to permit submission of applications up to the age of 35. In order to reduce the increase of the administrative workload that may result from this recommendation, the Board further recommends that a "chop-line" be established by the Bureau of Naval Personnel for the limited duty officer selection test.

RECOMMENDATION 5:

The Board recommends that with the exception of the limited duty officer Deck and the limited duty officer Aviation Operations, all other limited duty officer categories be indicated by changing the sleeve insignia from the star to that of the specialty most indicative of the limited duty officer category applicable.

RECOMMENDATION 6:

?  
In connection with the above recommendation, the Board further recommends that the line limited duty officers eligible to succeed to command be restricted to the limited duty officer Deck and the limited duty officer Aviation Operations for any limited duty officer who has not had previous experience as an unrestricted line officer; this does not apply to the current majority (75 per cent) of limited duty officers commissioned who have had considerable previous unrestricted experience.

RECOMMENDATION 7:

?  
In view of the fact that there seems to be no designated sponsor to look after the limited duty officer program, the Board strongly recommends that there be established within the Bureau of Naval Personnel, a limited duty officer detailing desk to handle the assignment and distribution of limited duty officers of the line minus aviation categories; the Board also recommends that the same thing be done in Op-05 for aviation limited duty officers. If establishment of additional billets precludes the limited duty officer desk, it is recommended that the warrant (line) detail desk be expanded to include the responsibility for detailing limited duty officers.

Depends on  
1000 allocation

RECOMMENDATION 8:

✓ As long as there continues to be a warrant officer program with the possibility of Waves becoming warrant officers, the Board sees no need for permitting the Waves to become limited duty officers and so recommends that they not be included in the limited duty officer program.

RECOMMENDATION 9:

✓ The Board strongly recommends changing the service requirement of ten years to eight years for limited duty officer appointment.

RECOMMENDATION 10:

?  
The Board recommends that the small group (472) of enlisted aviation pilots under 35 be allowed to apply for limited duty officer Aviation Operations category in a flying status regardless of their enlisted rating path of advancement.

RECOMMENDATION 11:

✓ Inasmuch as all the limited duty officers interviewed and practically all who submitted questionnaires not only indicated no dislike for the limited duty officer title but in many cases indicated a certain amount of pride in the title, the Board recommends no change to the title limited duty officer.



RECOMMENDATION 12:

In view of the pending legislation to increase the percentage of limited duty officers from 6.22 per cent to 10 per cent, the Board recommends no increase beyond 10 per cent in the numbers of limited duty officers at this time.

RECOMMENDATIONS FOR WARRANT OFFICER PROGRAM

RECOMMENDATION 13:

The Board recommends that competitive examinations for appointment to warrant officer be established at such time as qualifications standards for the warrant officers have been written and published.

RECOMMENDATION 14:

In view of the fact that the Army's age limit for warrant officer is 45 and the Marine Corps' 40 and as long as there are an appreciable number of high quality enlisted men who started their career in the Navy fairly old during the war and are thus ineligible for application to warrant because of their being over 35, the Board recommends that the changing of the warrant officer age requirement to 40 be considered.

RECOMMENDATION 15:

The Board recommends that suitable professional examinations for advancement within warrant officer pay grades be established, such examinations to be restricted to specialty, and to be established at such times as all other professional examinations are required.

RECOMMENDATION 16:

The Board recommends that a supplement to "U. S. Naval Training Activities and Courses" (NAVPERS 15795) be changed to specifically indicate those courses available for warrant officers and that the eligibility columns include warrant officers where appropriate in their column titles. The Board further recommends that certain technical training be made mandatory in the case of warrant officers for the purpose of improving them in their specialty as new developments are introduced into the Navy.

RECOMMENDATION 17:

The Board recommends that women warrant officers be selected when selections are held at a rate not to exceed one per cent of the eligible Wave ratings and that the total women warrant officers should not exceed five per cent of the total women officer strength, including staff corps.

RECOMMENDATION 18:

The Board strongly recommends that unless other steps are taken to relieve the unsatisfactory pay situation existing in the W-1 pay grade, that strong consideration be given to appointing new warrant officers into the pay grade W-2 vice W-1 and that provision should be made for this in the warrant officer bill, S.2410. *Concur*

RECOMMENDATION 19:

With regard to pending legislation, S.2410, the Board recommends that consideration be given to changing the title of the commissioned warrant officer to chief warrant officer. The Navy may be forced to do this to conform to the other two Services and the Board believes that this may be more advantageous for our warrant officers.

RECOMMENDATION 20:

The Board recommends that a program be established whereby outstanding Naval Reserve personnel, not on active duty, in pay grades E-6 and E-7, may be appointed to warrant grade in such numbers as the needs of the Service may require.

MISCELLANEOUS RELATED MATTERS

RECOMMENDATION 21:

The Board voted to concur in the recommendation contained in the Chief of Naval Personnel's letter to the Secretary of the Navy recommending that the Navy Regulations be changed to include the warrant officer of the line as eligible for succession to command. This had been referred to the Board for Board action.

RECOMMENDATION 22:

Similarly the Board concurred in recommendations made by Pers-B6 concerning Group IX ratings. In general these recommendations were similar to foregoing recommendations already submitted where appropriate.

RECOMMENDATION 23:

The Board recommends that the Rating Structure Board investigate the abolishment or broadening of the two very restricted specialty ratings of teleman and machine accountant.



PART II  
GENERAL PLANS  
AND  
ASSUMPTIONS

## PART II

### A. GENERAL PLANS

1. The Board's precept assigned five specific problems to investigate. These problems were as follows:

- a. Make recommendations concerning the adequacy of the current limited duty officer and warrant officer category classifications to meet the needs of the service.
- b. Make recommendations concerning the limited duty officer and warrant officer titles considered to appropriately designate the category classifications considered necessary by the board and which will appropriately indicate the qualifications of individuals so titled.
- c. Make recommendations concerning the enlisted ratings (Pay Grade E-6 and E-7) which should be considered eligible for advancement to each of the limited duty officer and warrant officer categories, carrying the path of advancement through the warrant officer category to the limited duty officer category, and providing, if possible, one alternate choice in the limited duty officer and warrant officer categories for each enlisted rating group.
- d. Make recommendations concerning the proportionate representation within each limited duty officer category classification of each of the various warrant officer category classifications and enlisted rating groups proposed by the board as eligible for each limited duty officer category classification.
- e. Make recommendations relative such other related matters as may have been evident.

2. The Board's plan of operations was as follows:

- a. In view of the fact that the first problem assigned the Board had to be solved before the remaining four could be undertaken the Board decided to concentrate on that specific problem first.
- b. It was decided that the Board would meet three times weekly and that the personnel would be called to appear before the Board in the following order:
  - (1) Plans and Policy personnel from Bureau of Naval Personnel and CNO.
  - (2) Procurement and detailing officers from both activities.



- (3) Staff Corps personnel interested in the problem.
  - (4) Outside activities interested in the problem; such as Army, Marine Corps, etc.
  - (5) Personnel from Material Bureaus interested in either program.
  - (6) Limited duty officers from each category and rank.
  - (7) Warrant officers from each category.
- c. The Board decided to use the Martin Board report on the same subject as the background for comparison purposes and guidance. Likewise the VanSwearingen Board would be used where recommendations by that board might be applicable to discussions by the Board.
  - d. The Board also planned to send questionnaires to a limited number of limited duty officers and warrant officers at sea and in the field requesting pertinent comment from these groups.
  - e. Comment would also be requested from the fleet commanders concerning the problem.
  - f. Upon completion of the above, the Board would assemble all of the information received and then meet in executive sessions to decide on its final conclusions and recommendations.
3. The Board followed this plan as given above and with the below action resulting.
- a. The Board had forty sessions and interviewed 94 persons. This included fifty officers and civilians from various interested activities in Washington interested in the problem, 23 warrant officers and 21 limited duty officers.
  - b. The Board sent questionnaires to 95 limited duty officers, receiving a return from 88, 307 warrant officers in the so-called critical categories, receiving 241 in return. This represents an 81 per cent return and is considered unusually high for a voluntary survey.
  - c. In addition CINCLANTFLT and CINCPACFLT submitted their thoughts and recommendations on the subject reflecting the views of all of the type commanders under their commands.
  - d. The senior member received valuable assistance from constant consultation with Mr. Frank Schuyler.
  - e. After analyzing all the information received from oral testimony and questionnaires, the Board arrived at its conclusions and recommendations late in December and early January.

## B. ASSUMPTIONS

1. From the Policy and Plans Control Division of the Bureau of Naval Personnel the Board received statements defining the current "needs of the service" as stated in the first problem assignment. From this testimony the Board arrived at the first assumption that the current "needs of the service" were considered as those required for a Navy being reduced gradually during the next 3 to 4 years.
2. Being unable to find any additional specific or detailed qualification requirements for the limited duty officer other than that given in Public Law 381, Eightieth Congress, the Board assumed that the only known definition of a limited duty officer is that given in Bureau of Naval Personnel Instruction 1120.18, dated 30 June 1953, which is quoted herein.

"Public Law 381, Eightieth Congress, as amended by Public Law 210, Eighty-first Congress, authorized the President to appoint permanently to the commissioned grade of ensign for limited duty only in the line, the Supply Corps, and the Civil Engineer Corps of the Regular Navy, a new classification of commissioned officers. Officers appointed pursuant to these laws will perform limited duty only in the technical fields indicated by their previous warrants or ratings and will be referred to as limited-duty officers."

3. The Board received information from the Legislation Division of the Bureau of Naval Personnel from which it based the assumption that the size of the limited duty officer program would be eventually increased from 6.22 per cent to 10 per cent of the total number of officers holding a permanent appointment on the active list of the line.
4. The Board assumed that the recommendation made by the Smoot Board concerning the elimination of the warrant officer program by attrition was no longer to be implemented and that the warrant officer program would remain active.
5. Again based on information received from the Legislation Division the Board assumed that the current pending warrant officer legislation S.2410 would have a good chance of passage during this current session of Congress and that in general the bill would be passed as it now is written.

## C. OPINIONS AND CONCLUSIONS

1. Limited Duty Officer Program.
  - a. The Board is of the opinion that the limited duty officer program is a well-conceived one and that there is a continued need for such a program in our Navy. In general, the limited duty officer



program seems to be extremely well-liked by all familiar with it. However, the Board notes with some concern that there is considerable misunderstanding as to the status of the limited duty officer. Reasons for this misunderstanding will be elaborated on herein.

- b. The Board found that actually there are two types of limited duty officers within the current limited duty officer program. These two types are described as follows:

- (1) Upon the initiation of the limited duty officer program all of the limited duty officers appointed were Ex-U.S. Navy (Temporary) officers. Most of these had had considerable experience during or since the war in the capacity of an unrestricted line officer. Many had enjoyed the full responsibilities and authority of command of small ships. As of today, this group now represents 75 per cent of the limited duty officer program, all of the rank of lieutenant or above. Thus, we find that this particular group have not only been of great value to the detailing personnel because they have been easy to assign but they have also been of great value to their commanding officers who can and have used them in different assignments, in some cases other than their specialty. For those reasons the commands and the officer detailers in Bureau of Naval Personnel who have been responsible for their assignments have begun to consider the limited duty officer assignable as any unrestricted line officer. It also follows that many of the limited duty officers in this group have likewise been pleased with their assignments; for although they have been treated as any other 1100 or 1300 officer; they have also enjoyed the protection of the limited duty officer title in that they do not have to compete with the large number of unrestricted line officers in their respective ranks.
- (2) The other group of limited duty officers is that one of the Lieutenant, j.g. and Ensigns. This group of officers has had no experience whatsoever as an unrestricted line officer prior to becoming a limited duty officer; each was appointed as an Ensign, limited duty officer from his own narrow specialty without any broadening. Within this group the only categories that approach the qualifications of an unrestricted line officer to some degree are those of the limited duty officer, Deck, and to a lesser degree the limited duty officer, Aviation Operations. With the exception of the last two categories, this group of limited duty officers is extremely anxious to retain the protection of the limited duty officer status as defined by Public Law 381. They feel that if they are supposed to broaden into the unrestricted type officer, they should be given the opportunity for schooling which will allow them to



compete on an even standard with the other unrestricted type officers who have had the advantage of the Naval Academy, ROTC, or other university training. Most of these people, of course, have had no formal education beyond high school and little, if any, practical experience in any of the fields required for qualification to the broad responsibilities of watch standing or command. Finally, it follows that broadening of this type would be done only at the expense of their specialty with a resultant loss in efficiency to the Navy.

- c. (1) This condition of the two types of limited duty officers has resulted in establishing two separate schools of thought as to the actual status of the limited duty officers. This is reflected in the administration of the limited duty officer program in the Bureau of Naval Personnel. There are some in both the Plans Division and the Personnel Control Division who believe that the limited duty officer should be treated as an unrestricted officer in his assignments and that assignments should, in general, be made such that the limited duty officer will have the opportunity to broaden to some degree into the unrestricted unlimited type of officer. The other school of thought believes that the limited duty officer should be assigned as Public Law 381 specifies.

As a matter of interest, this dual concept was also reflected in the letters received from CINCPACFLT and CINCLANTFLT. CINCLANTFLT reflects the limited duty officer idea that conforms to Public Law 381 in making a recommendation similar to one of this board; i.e. that limited duty officers wear a distinctive insignia indicating their particular specialty in order to show that they are a restricted type of officer. On the other hand CINCPACFLT recommended the consolidations of all of the Deck categories for the line officers into one category and the Engineering categories into another. A similar type of recommendation was made for the Aviation limited duty categories; however, it is also of note that in the CINCPACFLT letter the recommendation was made with the reservation that the individual be given the opportunity to broaden to those categories inferring that this broadening should be through additional training or education.

- (2) As a matter of interest, two members of this Board, Commander E. Sternlieb and Lieutenant Commander R. A. Keil, differ from the majority of the Board's view in this matter and believe that any of the limited duty officers regardless of category, should not be limited to his specialty but should be allowed to broaden into the unrestricted type of officer. Thus,



these two officers do not concur in the Board's Recommendations E (5) which limits the wearing of the star insignia to the limited duty officer, Deck, and the limited duty officer, Aviation Operations, only; and E (6) which likewise limits the authority for succession of command to those two categories also. Their views as to the concept of a limited duty officer are submitted in the form of a minority report as Enclosure 9 in Part IV.

- (3) Another reason for this dual thinking apparently results from the fact that too little information and knowledge exists concerning the whys and wherefores of the limited duty officer program. From the testimony given before the Board a definite lack of knowledge concerning the LDO program was indicated; also, over 30 per cent of the questionnaire returns showed a lack of knowledge of the program to some degree. This problem will be gone into in more detail under the discussion of Recommendation E (1) in Part 4.
  - (4) Still another reason for the concept that a limited duty officer should be allowed to broaden to the unrestricted type may be due to the fact that Bureau of Naval Personnel Instruction 1120.18 states that line limited duty officers are eligible to succeed to command when fully qualified and specifically designated as such. Testimony indicated that some officers believe that this statement should be considered as a requirement for the limited duty officer rather than a privilege for those few who might qualify because of past experience.
  - (5) A final reason for the unrestricted concept may be due to the fact that there are no billets written for the limited duty officer and because he is used in either a 1100 or 1300 billet, this tends to make him appear, to some degree, as an unrestricted line officer.
- d. (1) The Board, however, found that, in general, no apparent harm has as yet resulted to any personnel in the limited duty officer program because of this dual thinking. However, there has been some indication of misassignment in a few cases. There is also indication that because of this misassignment, fitness reports of other than high standards were received which may have resulted in the 'passing over' of the individual concerned. The Board feels, however, that unless this dual concept of the limited duty officer is changed, some of the younger and newer limited duty officers may suffer from it with a resultant bad effect on the whole limited duty officer program.
- (2) The Board concludes, therefore, that if all limited duty officers regardless of category are in effect supposed to



broaden to such an extent that they can be assigned as a commanding officer desires, then the Board feels that the limited duty officer should be required to participate in an extensive schooling program in order to properly prepare him for this broadening; the Board believes, however, that if this is done the original concept of the limited duty officer program will be defeated. If on the other hand the limited duty officer is to "perform limited duty only in the technical field indicated by his previous warrants or ratings" as Public Law 381 specifies, then the Board's recommendations concerning the limited duty officer reflect that type of thinking, particularly Recommendations E (5), E (6), and E (7).

## 2. Warrant Officer Program.

- a. Whereas the Board believes that in general the limited duty officer program is a very popular one among the enlisted ratings and warrant officers, quite the opposite is true of the warrant officer program. The Board believes that this program is not a very healthy one at this time and that drastic steps should be taken to correct it. Basically, the following critical conditions exist in the warrant officer program today:
  - (1) The unsatisfactory pay status; the higher take-home pay of the E-7 rating over that of the warrant officer grades is the major critical condition now existing. This particular ill will be explained in detail under the pertinent recommendation in Part III.
  - (2) The temporary status of 86 per cent of the warrant officers in the program today. This condition may be corrected after the impact of ALNAV 1-54 is known and the question as to whether more permanent warrants can be made is ascertained.
  - (3) The slow promotion for the warrant officer from grades W-2 to W-3 and W-4 seems to be another strong criticism of the program. The Board, however, feels that this is just another reflection on the existing unequal pay status.
  - (4) The fact that to many the warrant officer program seems to be one of stagnation. In effect this is so for once one becomes a warrant he continues to do the same type of work without any increase in responsibility or authority; promotion to pay grades W-2, W-3 and W-4 are purely a monetary promotion; indeed, in some instances as he gets older his assignments are apt to be those of less authority and responsibility because the younger warrant can better perform the duties and is in greater demand. The Board's recommendations reflect this condition; also the passage of S.2410, it is believed, will help correct this defect.



- (5) There have been some indications of misassignment of warrant officers in some of the minority categories where the normal paths of advancement have been to a category other than the one in which the warrant spent his earlier days. The Board's recommendations, if implemented, will correct this situation it believes.
  - (6) The recommendation of the Smoot Board to eliminate the warrant officer program resulted in a slow-down or a complete stop on any possible remedies for the ills of the warrant officer program during the last two years. This was a natural reaction but nevertheless caused a lot of harm to the program.
- b. The Board believes that because of the above, poor pay status, indifference to the warrant officer program, and uncertain existence of the large number of temporaries, the warrant officer program is in a rather poor state of affairs and needs remedial action as soon as possible if the Navy is to retain a good warrant officer structure.

PART III  
DETAILED COMMENT  
AND  
OPINIONS



TAB "A"

ASSIGNMENT:

RECOMMENDATIONS CONCERNING THE ADEQUACY OF THE CURRENT LIMITED DUTY OFFICER AND WARRANT OFFICER CATEGORY CLASSIFICATIONS TO MEET THE NEEDS OF THE SERVICE.

RECOMMENDATION A-1:

The Board considered that the limited duty officer categories were not completely adequate and recommended the addition of one more; namely, Limited Duty Officer, Aerology, and the possible addition of a Limited Duty Officer, Operations, if another primary recommendation concerning the operational ratings is not implemented. This will result in the following limited duty officer category classifications:

- (1) Deck/1700
- (2) Ordnance/1710
- (3) Administration/1720
- (4) Engineering/1730
- (5) Hull/1740
- (6) Electronics/1750
- (7) Aviation Operations/1760
- (8) Aviation Ordnance/1770
- (9) Aviation Engineering/1780
- (10) Aviation Electronics/1790
- (11) Aerology/
- (12) Operations/ (Optional solution)
- (13) Supply/3700
- (14) Civil Engineer Corps/5700

*Can we except  
for operations*

COMMENTS:

1. The Board recommended the introduction of a new limited duty officer, Aerology. This resulted from the fact that currently the Aerographer when selected for limited duty officer goes into the limited duty officer, Aviation Operation category; however, testimony indicated that he simply continues to work as an Aerographer and actually does not perform duties involving the operational control of aircraft. The Board, therefore, felt that it would be far better to call him by his actual specialty. This recommendation was concurred in by the detail personnel interested from OP-05 and also the Head of the Aviation Liaison Section in the Bureau of Naval Personnel.
2. The Board also recommended the addition of another category as an optional recommendation; this new category is to be called limited

duty officer, Operations, and is to be introduced into the program only in the event that a primary recommendation concerning the operational ratings (Recommendation C-1) is not implemented. This category will provide for a path of advancement for these operational ratings if Recommendation C-2 is not approved by the Bureau.

RECOMMENDATION A-2: *Concur*

The Board recommended the elimination of all warrant officer categories for which no billets are currently written, with the exception of 785 - SCLK (Bandmaster) and 818 - WOHC (Warrant Officer Hospital Corps, Dental Clerk); namely:

- (1) (714-BOSN) Ship Controlman → *Qm, 80, Rdm →*
- (2) (763-RELE) Comm Supervisor →
- (3) (784-SCLK) Printer -
- (4) (788-SCLK) Machine Accountant -
- (5) (783-SCLK) Journalist -
- (6) (744-MACH) Instrument Technician →
- (7) (773-CARP) Foundryman
- (8) (712-BOSN) Flight Controller
- (9) (772-CARP) Aviation Survival Technician
- (10) (762-RELE) Training Devices Technician
- (11) (748-MACH) Utilities Technician
- (12) (778-CARP) Drafting Technician

COMMENTS:

1. This recommendation was based on the rather logical fact that since the original recommendations of the Martin Board in 1948 there have been at least twelve warrant categories for which no billets have been written. The Board, therefore, felt because of this the Navy has shown no demand for billets in these particular categories. The Board thus recommended that they be eliminated. Two exceptions to the above statement are pointed out -- the categories of SCLK (Bandmaster and WOHC (Warrant Officer Hospital Corps, Dental Clerk). Actually, there are warrant officers performing duties in both of these categories and thus the Board realistically believes that specific billets should be written for these two categories as such.

RECOMMENDATION A-3: *Concur*

*Concur*  
The Board also recommended the elimination of two warrant officer categories for which billets are written but in which the personnel concerned are being used mainly in other categories; namely, 751 - ELEC (Aviation Electrician) and 771 - CARP (Aviation Structural Technician).



#### COMMENTS:

1. The recommendation concerning the elimination of the Aviation Electrician category was made after considerable investigation and discussion. The Board found that there were only requirements for 19 in the naval service at present; but that in almost every case, each of the 19 were serving as Electronics officers. All had received Electronics training. The Board also found that the Aviation Electronics officers who were interviewed stated that they were able to fulfill the duties of an Aviation Electrician warrant in addition to those of Aviation Electronics without any difficulty. Apparently, the training for Aviation Electronics covers the field of Aviation Electricity fairly well. Also, testimony from the warrant officer detail people in OP-05 and also from the Head of Liaison Section in Bureau of Naval Personnel indicated that there was no current need for this particular category in the warrant officer structure. One witness from the Bureau of Aeronautics felt there was a need for the Aviation Electrician warrant but could not justify it very well. One member of the Board, Commander E. Sternlieb, did not concur in this recommendation. However, the Board felt justified in recommending the elimination of this category in the effort to meet the "needs of the service."
2. In the case of the 771 - CARP (Aviation Structural Technician), this is another minority group for which billets are currently written. The Board found that here, also, the detail people from OP-05 and the Head of Liaison Section in Bureau of Naval Personnel recommended the abolishing of this warrant category. From testimony given before the Board and also from returns of the questionnaires, the Board found that almost all of these warrants were not being used in their particular specialty. From 24 warrants in this category questioned, 18 were being assigned duties other than in their specialty; such as, Housing Officer, Transportation Officer, Barracks Officer, and Public Works Officer, etc. The main reason for this appears to be due to the fact that any needs for such a category on the warrant level were taken care of by civilian foremen in the maintenance units of the Naval Air Stations. The Board, therefore, concurred in the recommendations of OP-05 personnel in making their recommendation. Again, Commander E. Sternlieb did not concur in the recommendation.

RECOMMENDATION A-4:

*Concern*

The following warrant officer category classifications were recommended to be retained:

- Concern*
- (1) (713-BOSN) Boatswain
  - (2) (723-GUN) Surface Ordnance Technician
  - (3) (724-GUN) Control Ordnance Technician
  - (4) (733-TORP) Underwater Ordnance Technician
  - (5) (782-SCLK) Ship's Clerk
  - (6) (764-RELE) Communications Technician
  - (7) (743-MACH) Machinist
  - (8) (774-CARP) Ship Repair Technician
  - (9) (754-ELEC) Electrician
  - (10) (766-RELE) Electronics Technician
  - (11) (711-BOSN) Aviation Boatswain
  - (12) (821-AERO) Aerographer
  - (13) (831-PHOT) Photographer
  - (14) (721-GUN) Aviation Ordnance Technician
  - (15) (741-MACH) Aviation Machinist
  - (16) (761-RELE) Aviation Electronics Technician
  - (17) (798-PCLK) Supply Clerk
  - (18) (759-ELEC) Construction Electrician
  - (19) (749-MACH) Equipment Foreman
  - (20) (779-CARP) Building Foreman
  - (21) (817-WOHC) Warrant Officer Hospital Corps
  - (22) (818-WOHC) Warrant Officer Hospital Corps, Dental Clerk
  - (23) (785-SCLK) Bandmaster

COMMENTS:

1. The Board in making this recommendation believed that there is a need currently for each of the categories listed above and that no further reduction should be made at this time.

RECOMMENDATION A-5:

*Do Not Concern*

Two new warrant categories are recommended by the Board but both are provisional categories. The Board recommends the establishment of a Mine Warfare Technician category covering all aspects of Mine Warfare and also the establishment of a Warrant Officer, Operations, category if a primary recommendation concerning the operational ratings is not implemented.

COMMENTS:

1. The recommendation to establish a new Mine Warfare Technician category covering all aspects of mine warfare was discussed at great length. The Mine Warfare Officer from the office of ACNO Undersea Warfare, OP-21, Captain Archer was interviewed twice on the subject. This officer testified that there was a definite



requirement for a warrant in the Mine Warfare category and gave as his reasons that the Mine Warfare field was now a very complex one involving not only the introduction of many highly technical mines but also complicated mine sweeping equipment and mine countermeasures. The Board also took cognizance of the fact that a request for a Mine Warfare Warrant was made over a year ago and had been rejected by the Bureau of Naval Personnel but the only reason given for rejection was that the Smoot Board had recommended the abolishment of the warrant officer program and, therefore, no new warraht categories were to be made.

The Board, therefore, felt that because of the high priority given Mine Warfare by the Chief of Naval Operations and the gradually increasing size of the separate mine forces, there was justification for establishing a new Mine Warfare Technician category in the warrant structure provided the qualifications were broad enough to cover all concepts of mine warfare.

2. The addition of the warrant officer, Operations category, is an optional recommendation made by the Board and like the limited duty officer, Operations, is only to be considered in the event that Recommendation C-1 is not implemented.

ASSIGNMENT:

*Cancel except for operations*

RECOMMENDATIONS CONCERNING THE LIMITED DUTY OFFICER AND WARRANT OFFICER TITLES CONSIDERED TO APPROPRIATELY DESIGNATE THE CATEGORY CLASSIFICATIONS CONSIDERED NECESSARY BY THE BOARD AND WHICH WILL APPROPRIATELY INDICATE THE QUALIFICATIONS OF INDIVIDUALS SO TITLED.

RECOMMENDATION B-1:

The new titles for the limited duty officer categories are given below in the complete listing of the limited duty officer categories:

- (1) 1700 - Deck
- (2) - Operations (Optional plan)\*
- (3) 1710 - Ordnance
- (4) 1720 - Administration
- (5) 1730 - Engineering
- (6) 1740 - Hull
- (7) 1750 - Electronics
- (8) 1760 - Aviation Operations
- (9) 1770 - Aviation Ordnance
- (10) 1780 - Aviation Maintenance\*
- (11) 1790 - Aviation Electronics
- (12) - Aerology\*
- (13) 3700 - Supply Corps
- (14) 5700 - Civil Engineer Corps

\*New categories and new titles

COMMENTS:

1. The Board recommended the new titles fitting the new categories previously discussed under Recommendation A-1; namely, limited duty officer, Aerology, and limited duty officer, Operations. In addition, the Board recommends that the title for the limited duty officer 1780 - Aviation Engineering, be changed to limited duty officer, Aviation Maintenance. This title seemed to be desired by Aviation personnel interviewed. Also, the Board feels that it describes more effectively the actual status of the personnel in this limited duty officer category. The Board also believes that this is a better title because it is not so apt to become mixed up with that of Aeronautical Engineering Duty Officer.



RECOMMENDATION B-2:

*Concern except minimum & operational*

The complete new list of warrant officer category titles including the new ones recommended by the Board are given below. When S.2410 is enacted into law, the Board recommends the use of the descriptive titles (outside parentheses) for administrative purposes:

- (1) (711-BOSN) Aviation Operations Technician\*
- (2) (713-BOSN) Boatswain
- (3) (714-BOSN) Operations Technician (Optional)\*
- (4) (721-GUN) Aviation Ordnance Technician
- (5) (723-GUN) Surface Ordnance Technician
- (6) (724-GUN) Control Ordnance Technician
- (7) (733-TORP) Underwater Ordnance Technician
- (8) ( -TORP) Mine Warfare Technician\*
- (9) (741-MACH) Aviation Maintenance Technician\*
- (10) (743-MACH) Machinist
- (11) (749-MACH) Equipment Foreman
- (12) (754-ELEC) Electrician
- (13) (759-ELEC) Construction Electrician
- (14) (761-RELE) Aviation Electronics Technician
- (15) (764-RELE) Communications Technician
- (16) (766-RELE) Electronics Technician
- (17) (774-CARP) Ship Repair Technician
- (18) (779-CARP) Building Foreman
- (19) (782-SCLK) Ship's Clerk
- (20) (785-SCLK) Bandmaster\*\*
- (21) (798-PCLK) Supply Clerk
- (22) (817-WOHC) Medical Service Warrant\*\*
- (23) (818-WOHC) Dental Service Warrant\*\*
- (24) (821-AERO) Aerographer
- (25) (831-PHOT) Photographer

\* New titles.

\*\* Recommends that categories for Dental Service Warrant and Bandmaster currently written in the PAP as 817/WOHC billets and 782/SCLK be changed to 818/WOHC and 785/SCLK and on passage of S.2410 to Bandmaster and Dental Service Warrant with whatever 4-digit code numbers deemed appropriate.

COMMENTS:

1. The change in title recommended for the Aviation BOSN to Aviation Operations Technician is considered to be sound for several reasons; first, it is separated from the BOSN title and the possible conflict with the line BOSN category; secondly, it is believed to be more descriptive of the over-all duties of the personnel in this category; and thirdly, because the other

enlisted ratings such as the Air Controlman and Parachute Rigger paths of advancement are to this category the Board feels that the new title embraces their duties more effectively.

2. The Operations Technician (optional) title is recommended by the Board only in the event that this category is established if Recommendation C-1 is not implemented.
3. The new title Aviation Maintenance Technician title is recommended by the Board mainly because with the elimination of the Aviation Structural Technician category, it is felt that this new title would be more descriptive of what was expected of the warrant officer in this category; it also provides a better title for the Aviation Metalsmith who now has a path into this Aviation Maintenance Technician category. This title was also approved by all Aviation personnel interviewed.
4. The Board recommends the Changing of the title Warrant Officer Hospital Corps and Warrant Officer Hospital Corps, Dental Clerk, to the shorter titles Medical Service Warrant and Dental Service Warrant respectively because the Board feels that these titles are not only more descriptive but are less unwieldy; furthermore, the path of advancement from these warrant officer categories is into the Medical Service Corps which title is somewhat similar to those proposed.
5. The Board also felt that upon the passage of S.2410 that the descriptive titles given above, not in parentheses, should be the ones to be used for all future administrative purposes. S.2410, of course, will simply identify warrants as warrant officers or commissioned warrant officers.



ASSIGNMENT:

RECOMMENDATIONS CONCERNING THE ENLISTED RATINGS (PAY GRADES E-6 and E-7) WHICH SHOULD BE CONSIDERED ELIGIBLE FOR ADVANCEMENT TO EACH OF THE LIMITED DUTY OFFICER AND WARRANT OFFICER CATEGORIES, CARRYING THE PATH OF ADVANCEMENT THROUGH THE WARRANT OFFICER CATEGORY TO THE LIMITED DUTY OFFICER CATEGORY, AND PROVIDING, IF POSSIBLE, ONE ALTERNATE CHOICE IN THE LIMITED DUTY OFFICER AND WARRANT OFFICER CATEGORIES FOR EACH ENLISTED RATING GROUP.

Note: Enclosures (5) and (6) are paths of advancement charts which may be referred to when discussing the below recommendations.

COMMENT:

Concerning the paths of advancement for enlisted ratings, it is well to note here that the Board found that the major source of trouble with the warrant officer structure today was due to the fact that for some the paths of advancement were unsatisfactory while for others the paths led into a dead-end street; i.e., no suitable path of advancement for some ratings. In studying the problem the Board found the reason for this to be due to the fact that the Martin Board in making its recommended paths for advancement used a warrant officer structure which had been established by the Bureau of Naval Personnel Circular Letter 40-47. The Martin Board was justified in so doing at the time as they did not know that this warrant officer structure, which provided for paths of advancement to approximately 37 warrant categories, was actually never to be accomplished. Instead of the 37 warrant categories available, during the last seven years there have been billets written for only 23 of these warrant categories. This has resulted in having to change the paths of 18 ratings to ones other than of their specialty and in some cases completely unrelated to their specialty. For example, the operational ratings of Radarman and Sonarman who were unable to go into the BOSN (Ship Controlman) were required to become BOSN (Boatswain). The Printer, Radioman, Teleman, Machine Accountant, and the Journalist all had to become SCLK (Ships Clerk) if they desired to become a warrant officer, the Instrumentman and the Foundryman were forced into paths of advancement to Machinists and Ship Repairmen Technicians respectively. In the Aviation ratings the situation was probably a little bit worse for here the Air Controlman had to go to the Aviation BOSN category. There seemed to be no place for the Training Devices ratings so in this case they made Training Devices Technicians and used them as such even though no billets were written for them. This also applied to the Parachute Rigger who was made a Carpenter, Aviation Survival



Technician and was used as such. Thus, the Board realized these defects and the recommendations given herein should help correct this defect.

RECOMMENDATION C-1:

*Concern*  
The Board strongly recommends that the so-called operational ratings, Radarman, Sonarman, Radioman and Teleman, be required to broaden in the maintenance field during and from the second enlistment on, by giving these ratings additional schooling, thus allowing their path of advancement to flow to the 766 RELE (Electronics Technician) category and limited duty officer category of Electronics. (See Table I, Enclosure (5)). *2nd class E-5*

COMMENTS:

1. With the possible exception of the subject of what a limited duty officer is supposed to do, this recommendation probably received more attention than any others. Personnel from OP-09E, OP-31, the Fleets, Fleet Readiness Division of CNO, and others were interviewed concerning this recommendation. The Board strongly feels that the time has come when the Navy must give up its relatively narrow specialization in having the purely operational ratings of Radarman, Sonarman, Radioman, and Teleman. The Board noted that in the case of the Sonarman, there is already a movement in the fleet schools to increase the maintenance experience for this particular rating. The Board also took cognizance of the fact that before World War II the Radioman was a maintenance man as well as an operator. Apparently one of the major stumbling blocks to this idea of making the operational ratings qualified in maintenance has been a CNO policy that only the Electronics Technicians in the Navy could be the repair personnel for most of the electronics equipment. The Board appreciates this policy but also feels that in looking at the program realistically it will be some time, if ever, before sufficient Electronics Technicians are available to maintain all electronics equipment in the Navy today. This statement was verified several times during the Board's meetings. Testimony indicated that other material technicians such as the Surface and Control Ordnance Technician, the Underwater Ordnance Technician, the Electrician, and even the Photographer were obtaining or attempting to obtain Electronics instruction in order to provide better maintenance for the equipment under their cognizance. The Board also found out that at present the warrant categories to which the Radarman, Sonarman, Radioman, and Teleman can now go are completely unsatisfactory and ones to which these ratings are totally unqualified to go. For example, the Board found that seven Ex-sonarmen who were selected for warrant BOSN had to go to the warrant officer BOSN (Boatswain) category because there were no billets written for the warrant



BOSN (Ship Controlman). In six out of seven of these cases the individual concerned had had anywhere from 9 to 13 years valuable experience not only in the operations field but also in the maintenance field. All six desire to remain in the electronics field and felt that they could have carried out the duties of a RELE (Electronics Technician) fairly well; all felt sure they could carry out the duties completely if given the course in electronics at Great Lakes. However, because of the current laws and policy the seven Ex-sonarmen were sent to sea in tankers or transports or similar vessels, placed under the supervision of a bona fide BOSN (Boatswain) in order to attempt to learn how to be a BOSN (Boatswain).

2. The Board also received evidence which shows that because of this unsatisfactory condition for these operational ratings lower percentages of the group are applying for warrant rank. Therefore, the Board believed that if these operational ratings were required to obtain maintenance training and education after their first cruise and if they be required to have the electronics course at Great Lakes prior to making Chief Petty Officer or while in that grade they would be well qualified to become RELE (Electronics Technician) and would thus help correct the deficiency that currently exists in this particular category. There has been no evidence presented to the Board that this could not be done if properly administered. Thus, the Board reiterates that this recommendation is an important one and strongly feels that it should be implemented in the best interests of our Navy today.

RECOMMENDATION C-2:

*Do not concern* *C-1 is answer*  
If Recommendation 1, above, is not implemented, the Board then recommends that a new warrant and limited duty officer category; namely, "Operations Technician" and limited duty officer, "Operations," be established to provide a path of advancement for the Radarman, Sonarman, Radioman, and Teleman to those categories. (See Table II, Enclosure (6))

COMMENTS:

1. As pointed out in the recommendation, the Board felt that if Recommendation C-1 is not implemented something still had to be done for these operational ratings. The Board believes that this is a secondary recommendation and thus has labelled it optional. It is of note that this recommendation is not exactly original in the Board's workings. Apparently a group of CIC officers meeting last September at Great Lakes proposed a similar recommendation after recognizing the dilemma that the Radarman and Sonarman ratings are in. Also, one of the witnesses from the



Readiness Section of the Office of the Chief of Naval Operations suggested a similar recommendation in that he felt these ratings should go to Operations category so that they could be used in an Operations Department aboard ship and finally personnel from OP-09E likewise proposed a similar recommendation. However, the Board points out that if such a recommendation is implemented it will provide a better path for the operational ratings but it also will require little, if any, broadening for the rating as they are promoted; furthermore, they will be something of a problem when assignment to shore duty is necessary. It is for the above reasons that the Board is not too enthusiastic over this recommendation.

RECOMMENDATION C-3:

*limited group*

The Board recommends a new path of advancement for the Mineman to a warrant Mine Warfare Technician category.

COMMENTS:

*Not 5-1*

- Do not convert*
1. The Board has already discussed the reasons for recommending a new warrant category called Mine Warfare Technician. This recommendation, therefore, is simply to establish a path of advancement for the Mineman to that particular category. The Board believes that if the Mineman rating is required to broaden in the E-5, E-6, and E-7 pay grades that he can well qualify for the broad concept of the Mine Warfare Technician as a warrant officer.

RECOMMENDATION C-4:

*Concern*

*Concern*

The Board recommends the broadening by additional schooling and proper sea-shore rotation of the Aviation Boatswain, Flight Controller, and Parachute Rigger ratings so that they may have a better path of advancement to the new warrant category title Aviation Operations Technician and limited duty officer Aviation Operations.

COMMENTS:

*OK 6-0*

1. This recommendation was made by the Board principally to provide a suitable path for the Air Controlman and Parachute ratings. Concerning the Air Controlman, the Board found out that this rating performed practically all of its duties at air stations. However, in studying the qualification requirements for the Air Controlman in his various rates, the Board noted that provision was made for obtaining a considerable amount of training at sea and that this training was compatible to training in Aviation Operations. Concerning the Parachute Rigger rating, the



Board found out that actually this rating is a misnomer for the individual in this rate spends about 10 per cent of his time in parachute rigging and the remainder of the time is spent with air survival equipment. Here, again, if this rating were more gainfully employed at sea as well as at shore, a considerable amount of training could be obtained in the Aviation Operations field. As for the Aviation BOSN rating, the Board felt that this rating was a pretty well-rounded out rating already and by virtue of the duties mostly at sea and his daily contacts with operations the Board felt that with a small amount of additional orientation training in the Air Controlman and Aviation Survival field that this rating could likewise broaden into the new warrant category, Aviation Operations Technician. It was for this reason the Board strongly recommends that these three ratings be required to broaden as they go from second class to first class to chief such that they will be far better qualified and able to assume the duties of the warrant Aviation Operations Technician if and when selected. This recommendation is also in line with the concept of a limited duty officer, Aviation Operations category which would be the final goal for these three ratings in the limited duty officer program; it is of note that the original concept of the limited duty officer, Aviation Operation category is one of "Operation Control of Aircraft."

2. This particular recommendation was not enthusiastically received by the detail personnel in CNO (OP-05) at first because they felt that a better solution would be to establish separate categories for each of the three ratings which was the original intent some years ago. However, when it was pointed out that the feelings of the Board, when advised that the Navy was to be gradually reduced for the next few years, was that specialization would have to be curtailed in favor of broadening, then the detailing personnel of CNO (OP-05) agreed the Board's recommendation was better than what is now currently in practice. Captain Konrad, Head of Aviation Liaison Section in the Bureau of Naval Personnel, concurred in the Board's recommendation whole-heartedly.

RECOMMENDATION C-5:

*Concur*  
The Board recommends that the Photographer ratings path of advancement terminate at the warrant officer category and that that rating no longer qualify for limited duty officer. The Board believes that the warrant officer Photographer fulfills the need for photography in the Service today.

*Concur*  
COMMENTS:

1. The Board also spent a considerable amount of time discussing the Photographer rank and ratings, interviewing quite a few limited duty officer and warrant officer Photographers. The basic reason for the above recommendation is the fact that several witnesses testified that the warrant Photographer and the limited duty officer



Photographer in practically all cases were interchangeable as far as duty assignment was concerned. In one instance testimony revealed on one carrier a Lieutenant Commander, limited duty officer Photographer, was in charge of a Photographic Laboratory while an adjacent carrier a warrant Photographer was in charge. Even the detail people admitted that, in general, there was no broadening of the Photographer in his specialty as he went from warrant to the limited duty officer category. The only significant requirement for rank in the Photography classification appears to be one that it is more satisfactory to have an officer on a staff than a warrant officer. The Board could not justify, therefore, any need for a Photographer classification in the limited duty officer program, believing that all the requirements for Photographers in the fleet could be fulfilled by using warrant officers, special duty officers, or 1350 officers. This recommendation was concurred in by many aviators including the Head of Liaison Section in Bureau of Naval Personnel. One member, Commander Sternlieb, did not concur in the recommendation.

RECOMMENDATION C-6:

*Concur - 6-0*

The recognition of the Guided Missile ratings by the Board introduces the recommendation that the line Guided Missile rating path of advancement to Control Ordnance Technician warrant and the Aviation Guided Missile ratings path of advancement be to Aviation Ordnance Technician.

*both under one outfit (line or aviation)*

COMMENTS:

1. This recommendation was made by the Board simply to provide a suitable path for the new Guided Missileman ratings, in both the line and aviation categories.

RECOMMENDATION C-7:

*Concur*

The Board recommends that the new Aviation Fire Control rating have a path of advancement to Aviation Ordnance in both the warrant and the limited duty officer categories.

COMMENTS:

1. Likewise this recommendation was made in order to provide a suitable path for the new Aviation Fire Control rating.

RECOMMENDATION C-8:

*Concur*

In view of a previous recommendation eliminating the warrant CARP (Aviation Structural Technician), the Board recommends that the Aviation Metalsmith ratings be given the opportunity for additional training such that the path of advancement will be to warrant Aviation Maintenance Technician.



COMMENTS:

1. In order to provide a suitable path for the Aviation Metalsmith the Board made the above recommendation. In interviewing many Aviation officers on this particular problem, all testified that with a reasonable small amount of additional training and broadening in the higher ratings the Aviation Metalsmith could well qualify for the new warrant category Aviation Maintenance Technician. Likewise, the Aviation Machinist Mate with a reasonable amount of additional training could broaden in his senior rates to also qualify as an Aviation Maintenance Technician. This recommendation was concurred in by the OP-05 detail people and also by the Aviation Liaison Deck of Bureau of Naval Personnel.

RECOMMENDATION C-9:

*Concur* (60)  
*Concur*  
In view of the Board's previous recommendation to eliminate the Aviation Electrician warrant category, the Board recommends that the Aviation Electrician rating be broadened in the E-6 and E-7 grades to provide for electronics training and that the path then allow this rating to qualify for warrant Aviation Electronics Technician.

COMMENTS:

1. Here again this recommendation is made in order to provide a suitable path for the Aviation Electrician rating into the Aviation Electronics category. The Board recommended this because of the previous recommendation to abolish the warrant Aviation Electrician category. This recommendation, of course, will require electronics schooling for the Aviation Electrician when in the First Class rate or as a Chief Petty Officer. Again, this recommendation had the approval of the Aviation Detail people in both Bureau of Naval Personnel and CNO. Commander E. Sternlieb on the Board, however, did not concur.

RECOMMENDATION C-10:

*Concur - already training in Electronics*  
The Board recommends that the Training Devices ratings likewise be given the opportunity for additional schooling in the higher pay grades and that this rating have a path to the Aviation Electronics Technician category.

*Change to - Rule a Rule*

COMMENTS:

1. This recommendation was made by the Board because this particular rate has had no place to go in the warrant category thus far. As a matter of interest, seven of these individuals have been made warrant RELE (Training Devices Technician), even though no billets have been written for that particular category; thus

they have been a detailing problem and it is of note that several of them have been used as Assistant Electronics or Electronics officers. The Board's recommendation is based on this fact to some degree but feels that they would be better qualified to assume the duties of a RELE (Aviation Electronics Technician) if given broadening training in the First Class or Chief Petty Officer ratings.

RECOMMENDATION C-11:

*Concur* The Board recommends the path of advancement for warrant Aerographer be to a new limited duty officer aerology category. *OK 620*

COMMENTS:

1. This recommendation is simply one to provide a path of advancement to the new recommended limited duty officer Aerology category if that recommendation is implemented.

RECOMMENDATION C-12:

*Concur - CEC concurs*  
In the Civil Engineer Corps the Board recommends that the Utilities Technician path of advancement be to warrant 749 MACH (Equipment Foreman) and that the Draftsman and Surveyor ratings go to the warrant 779 CARP (Building Foreman). *(6-5)*

COMMENTS:

1. This recommendation was made on the advice of the Civil Engineer detail personnel and indicates actually what they are doing with these particular ratings now in view of the fact that there are no billets written for the MACH (Utilities Technician) and the CARP (Drafting Technician).

RECOMMENDATION C-13:

*Concur except minor changes*  
With regard to the alternate paths of advancement, the below listed ratings are recommended to have alternate paths of advancement as indicated:

RATINGS

WARRANT OFFICER

LIMITED DUTY OFFICER

GM	Boatswain	Deck
GS, FC/FT	Electronics Tech	Electronics
TM	Mine Warfare Technician	None
MN	Underwater Ordnance Tech	None
JO	Photographer	None
CT	None	Electronics
EM, IC	Electronics Technician	Engineering
GF, AQ	Aviation Electronics Tech	Aviation Electronics
AE	Aviation Maintenance Tech	Aviation Maintenance
UT	Construction Electrician	None



### COMMENTS:

1. It is of note that up until now there have been no designated alternate paths of advancement for enlisted ratings although in several instances, ratings in one group have been promoted to ranks of another category in a different group. However, the Board believes that this recommendation will help the administration of the warrant officer program considerably and strongly recommends that it be approved. The Board points out that only a limited number of ratings have broad enough experience to be considered qualified for alternate paths.

### RECOMMENDATION C-14:

*Negat*  
If the warrant officer Operations Technician and the limited duty officer Operations categories are implemented, the below alternate paths of advancement are recommended:

<u>RATINGS</u>	<u>WARRANT OFFICER</u>	<u>LIMITED DUTY OFFICER</u>
GM	Boatswain	Deck
QM	Operations Technician	Operations
RD, SO, RM, TE		
FC/FT, GS	Electronics Technician	Electronics
TM	Mine Warfare Technician	None
MN	Underwater Ordnance Tech	None
JO	Photographer	None
EM, IC	Electronics Technician	Engineering

### COMMENTS:

1. This recommendation is made again only if Recommendation C-1 concerning the operational ratings is not implemented.

### RECOMMENDATION C-15:

*Concern* (2-4)  
Through the process of qualification examinations and schooling requirements in the higher ratings; the Board strongly recommends the broadening of the Personnelman, Printer/Lithographer, Journalist, Machine Accountant, Instrumentman, and Opticalman be such that these ratings will have a better opportunity to follow the paths of advancement recommended in the Tables of Enclosures (5) and (6).

### COMMENTS:

1. The Board considered this to be the 'general prudential' rule to apply to the minority groups of narrow specialty ratings. Individuals in these groups are not completely qualified to proceed to the warrant or limited duty officer category in their path without

a reasonable amount of additional training or schooling. The Board believes that it is far better to provide the required schooling in the higher enlisted ratings than to attempt to do it after one has been selected for the warrant category. The Board found out several cases where such practice was being followed; Ex-sonarmen, whose path of advancement is to BOSN (Boatswain) category and the Ex-machine Accountant who requires a year or more training as an understudy to an Assistant Personnel Officer on a carrier and who even after a year could not be considered a fully qualified all-around SCLK (Ships Clerk). This policy is a rather extravagant one while at the same time such individuals continue to remain as detailing problems. It is for that reason that the Board strongly recommends a definite broadening of these ratings in the higher enlisted pay grades.



ASSIGNMENT:

RECOMMENDATIONS CONCERNING THE PROPORTIONATE REPRESENTATION WITHIN EACH LIMITED DUTY OFFICER CATEGORY CLASSIFICATION OF EACH OF THE VARIOUS WARRANT OFFICER CATEGORY CLASSIFICATIONS AND ENLISTED RATING GROUPS PROPOSED BY THE BOARD AS ELIGIBLE FOR EACH LIMITED DUTY OFFICER CATEGORY CLASSIFICATION.

Note: Enclosure (7) shows in detail the Board's method of arriving at the recommended proportionate representation of the various limited duty officer categories. Enclosure (8) is the optional plan provided in case the limited duty officer Operations category is not the one accepted by the Bureau of Naval Personnel

COMMENTS:

1. The Board attempted to obtain recommendations as to requirements for the various types of limited duty officers from the detail personnel in the Bureau of Naval Personnel and in CNO (OP-05) but was not too successful in this respect mainly because of the dual thinking as to the assignments of the limited duty officer previously discussed. In general, however, a strong desire was indicated that more limited duty officers could well be used throughout the Navy. The Board supports this opinion but does not believe that too large an increase should be made at this time pending further study of the limited duty officer program and until specific qualifications are established as to what the various types of limited duty officers should do. One thing the Board believes, however, is that many more limited duty officers Electronics could be used. Also, in view of the rather large number of limited duty officer Administrators in the program plus the fact that there are a large number of warrant SCLK (Ship's Clerks) available to the forces afloat, this limited duty officer category could be reduced accordingly. The Board used the Martin Board percentages as a basis for recommending changes for those percentages are still being used for administrative reasons in the Bureau of Naval Personnel. The Board also used, as can be seen in Tables of Enclosures (7) and (8), the estimated requirements of pay grades E-6 and E-7 for 1954 on which to base their final limited duty officer percentages.

RECOMMENDATION D-1:

Using the estimated requirements for pay grades E-6 and E-7 for 1954, the Board recommends the percentage distribution for the limited duty officer categories as indicated in the table below:

LIMITED DUTY OFFICER CATEGORY CLASSIFICATION		RECOMMENDED PERCENTAGES	MARTIN BOARD PERCENTAGES
18.5	1. Deck	12.0	15.0
13.1	2. Ordnance	10.0	9.0
10.8	3. Administration	9.0	13.0
20.8	4. Engineering	19.0	19.0
5.2	5. Hull	6.0	7.0
8.5	6. Electronics	21.0	13.0
	7. Aviation Operations	2.0	4.0
	8. Aviation Ordnance	3.0	2.0
	9. Aviation Maintenance	11.0	12.0
	10. Aviation Electronics	6.0	6.0
	11. Aerology	1.0	0.0
		100.0%	100.0%

Note: The Martin Board percentages are given to show the changes resulting.

COMMENTS:

1. As can be seen in the above Table the Board's recommendations result in a reduction of the limited duty officer, Deck, because the Radarman and Sonarman ratings path of advancement had been shifted to Electronics. Thus, this latter category has had a rather sizable increase because, again, in addition to the Radarman and Sonarman, the Teleman and Radioman have also been added to this path of advancement. The Limited Duty Officer Administration category has been reduced by 4 per cent. Limited duty officer, Aviation Operations, likewise, was reduced from 4 per cent to 2 per cent because the Aerographer and the Photographer ratings were removed from this category. A new Aerology category is indicated with a 1 per cent assignment to that particular classification.



RECOMMENDATION D-2:

*negat No operation*

If the recommendation broadening the Operational ratings is not implemented, then the Board recommends the following proportionate distribution of limited duty officers:

<u>LIMITED DUTY OFFICER CATEGORY CLASSIFICATION</u>	<u>RECOMMENDED PERCENTAGES</u>	<u>MARTIN BOARD PERCENTAGES</u>
1. Deck	12.0	15.0
2. Ordnance	10.0	9.0
3. Operations (Alternate plan) →	5.0	0.0
4. Administration	9.0	13.0
5. Engineering	19.0	19.0
6. Hull	6.0	7.0
7. Electronics	16.0	13.0
8. Aviation Operations	2.0	4.0
9. Aviation Ordnance	3.0	2.0
10. Aviation Maintenance	11.0	12.0
11. Aviation Electronics	6.0	6.0
12. Aerology	1.0	0.0
	<u>100.0%</u>	<u>100.0%</u>

COMMENTS:

1. This table simply indicates the percentages providing Recommendation C-1 is not implemented and the Operations Categories in both the warrant officer and limited duty officer structure is adopted. It is noted that the increase in Electronics percentages will not be as great as the limited duty officer, Operations category is the one to be established.

ASSIGNMENT:

RECOMMENDATIONS RELATIVE SUCH OTHER RELATED MATTERS AS MAY HAVE BEEN EVIDENT.

COMMENTS:

1. The major source of the following recommendations come from the return of questionnaires and also from testimony given by the warrant officers and limited duty officers interviewed. The Board feels that they have a specific bearing on the problems of the two programs and are, therefore, presented as recommendations which, if implemented, can be considered to be very helpful to both programs.

RECOMMENDATIONS AFFECTING BOTH WARRANT OFFICER AND LIMITED DUTY OFFICER PROGRAMS

RECOMMENDATION E-1:

(Cover - 60)

*Concurrence*

Basing this recommendation on a strong appeal from the warrant officers and limited duty officers questioned and interviewed plus evidence of a lack of knowledge of the two programs among other naval personnel, the Board strongly recommends that both the warrant officer and limited duty officer programs be better publicized within the Bureau and throughout the entire Navy. The Board particularly recommends that the publication, "Pass The Word," edited by the Bureau of Naval Personnel, be brought up to date and sent to all commands with proper directives insuring its use. The general eligibility requirements section of the Bureau of Naval Personnel Manual should be written to fit the current status of the warrant officer procurement program. Generous use of "All Hands" should be made to publicize both the programs and finally, the Bureau of Naval Personnel's Technical Information Branch should keep such private media as "Navy Times" up to date on the status of both programs.

COMMENTS:

1. From the very start of the Board's investigations, it was found that a considerable lack of knowledge of both the programs existed. In the case of the limited duty officer program, there were many warrants interviewed who knew little, if anything, about the program and there were limited duty officers who also showed a misunderstanding of many of the features of the program.

*4/21 - 10 April*



2. On investigating the reasons why this was so, the Board found out that very little information had ever been published about the limited duty officer program. The Bureau of Naval Personnel Manual has a paragraph about procurement of limited duty officers and also quotes the promotion laws concerning the limited duty officer from the Officer Personnel Act of 1947. However, there is nothing in the Manual about the requirements or qualifications for the various categories of limited duty officers, their types of duty, or any other pertinent information concerning the program. The only letter that the Board could find which gave in some detail instructions as to how to become a limited duty officer was BuPers Instruction 1120.18, dated 30 June 1953. The Board did find that a fine detailed description of the limited duty officer and warrant officer programs was given in the publication, "Pass The Word," but that this publication was currently in need of revision; also, it appears that very few persons who should get to see it have ever heard about the publication.
3. In the case of the warrant officer program, the Board realizes that there hasn't been too many good points to publicize about the warrant officer program in the past few years. The Board did find out, however, that the recommendation of the Smoot Board to eliminate the warrant officer program had become fairly well-known outside of the Bureau of Naval Personnel even though no publicity had been given this particular recommendation previously. The Board believes that the time has come when some information could be given out as to what the Bureau's plans are concerning the warrant officer structure.
4. The Board, therefore, believes that as much information as possible concerning both the limited duty officer and warrant officer programs should be given out to the personnel in the field and in the fleet. This recommendation the Board considers to be one of the most important presented. Incidentally, practically all of the limited duty officers and warrant officers who testified before the Board in person made a recommendation similar to this.

RECOMMENDATION E-2:

The Board strongly recommends that a qualification manual for warrant officers be published by the Bureau of Naval Personnel as soon as possible and that a similar manual be originated and published for the limited duty officer as well.

COMMENTS:

1. Practically all of the limited duty officers and warrant officers testifying before the Board indicated a desire to know what was expected of them in their particular category or rank. They wanted to know what they were supposed to do or what they would have to do if and when selected to a higher rank or grade. In looking into the problem, the Board found a rough draft of a qualification manual for warrant officers was in existence in the Research Section of the Bureau of Naval Personnel and had been for a couple of years. However, work had been stopped on the editing of this qualification manual because of the Smoot Board recommendation to eliminate the warrant officer program. It is for this reason that the Board strongly recommends that the qualification manual be edited and published as soon as possible in order to let the warrant officers and the enlisted ratings who desire to become warrant officers know what is expected of them in each of the various categories.
2. The Board feels the same way about the limited duty officer program and believes if a set of qualifications is made up for these officers the misunderstanding as to what a limited duty officer should do will be cleared up within a short time.

RECOMMENDATION 3-3:

*Concur*  
The Board strongly recommends that every consideration be given to establishing an (approximately three to four months) indoctrinational school for limited duty officers upon appointment, using the facilities of the OCS school if possible; this school should be for the purpose of orientation and teaching the new limited duty officer how to be an officer. *Concur*

COMMENTS:

- Strongly concur*
1. Almost every limited duty officer appearing before the Board recommended or concurred in the idea of a short orientation course for limited duty officers upon commissioning. They indicated that they would welcome the opportunity to have an indoctrinational course teaching them how to become an officer and felt that it was essential and necessary. This thinking was also reflected in the return of the questionnaire when 93 per cent of the limited duty officers strongly concurred in the idea of orientation schooling.
  2. It was also ascertained that the relative few limited duty officers that are selected each year could be taken care of in a short orientation course by the Training Division of Naval Personnel.



- 11.5 yrs  
average
3. The Board, therefore, strongly believes that such an orientation course would be a good investment for all hands with particular benefit to the First Class Petty Officer who finds himself an Ensign limited duty officer and would like to know some of the finer points on how to be an officer before he actually goes out into the fleet to be one.


RECOMMENDATION E-4:

No as written - notify certain ones they can re-apply *Cancel*

The Board recommends that the number of times, currently two, a candidate may apply for limited duty officer be not limited but modified to permit submission of applications up to the age of 35. In order to reduce the increase of the administrative workload that may result from this recommendation, the Board further recommends that a "chop-line" be established by the Bureau of Naval Personnel for the limited duty officer selection test.

*maybe consider 3 times max. 4*

COMMENTS:

- 
1. Criticism was received from many warrant officers as to the fact that they felt that they should have more than two times to try to apply for the limited duty officer program. To the Board it seemed that the Navy might be losing the services of some awfully good young men because of this limitation. The outstanding young enlisted man who tries once at the age of 28 and once at the age of 29 and who may have stood within 1 or 2 numbers of making it at this latter age could undoubtedly make it one of the following three or four years before reaching the age of 35 if he had been allowed to try. From the Bernet Board report and from testimony given from the Procurement personnel, it appeared that the major problem was one of administering the assumed number of large requests if the limitation was changed. However, when the Board investigated this problem further testimony revealed that the resultant work load would not be anywhere near as great as assumed several years ago. In addition, the Board suggested the establishment of a "chop line" on the evaluation examinations as a means of reducing the administrative work load. This idea seemed to be agreeable to the procurement personnel and the Board sees no harm in establishing such a system. If this were done, then the administrative work load would not be beyond the capabilities of the present organization. The Board, therefore, feels that strong consideration should be given to the implementation to this recommendation.

RECOMMENDATION E-5:

*Dependent upon utilization of LDO's*

The Board recommends that with the exception of the limited duty officer Deck and the limited duty officer Aviation Operations, all other limited duty officer categories be indicated by changing the sleeve insignia from the star to that of the specialty most indicative of the limited duty officer category applicable.

*if pure restricted usage concern*



COMMENTS:

1. The report has already gone into considerable discussion in Part II, C. 1. as to the status of the limited duty officer. If the policy of the Bureau of Naval Personnel concerning the limited duty officer is to conform to Public Law 381 concerning the limited duties of such officers, the Board feels that this policy will be abetted and probably better understood if the recommendation given above is implemented. The Board sees no harm in adopting this recommendation.
2. It is of note that this recommendation is supported by CINCLANTFLT in his letter on the subject.
3. It is possible that the 75 per cent of the limited duty officers of the rank of Lieutenant and above who originated from the U.S. Navy (Temporary) group may not be too enthusiastic about this recommendation but on the other hand they knew what they were doing when they applied for the program and became limited duty officers to protect themselves from competing with the unrestricted officers of the line. On the other hand, those new limited duty officers in the Lieutenant, j.g. and Ensign ranks, plus a reasonable number of older limited duty officers who prefer to remain in their specialty, will undoubtedly welcome the implementation of such a recommendation as another means of indicating to any command they are ordered to that they are specialists and, therefore, are limited duty officers.

RECOMMENDATION E-6:

*Dependent upon Utilization of LDO's*

In connection with the above recommendation, the Board further recommends that the line limited duty officers eligible to succeed to command be restricted to the limited duty officer Deck and the limited duty officer Aviation Operations for any limited duty officer who has not had previous experience as an unrestricted line officer; this need not apply to the current majority (75 per cent) of limited duty officers commissioned who have had considerable previous unrestricted experience.

COMMENTS:

*if pure restricted usage concern*

1. The Board considered this recommendation necessary in order to help clear up the growing tendency to consider that the limited duty officer should be required or given ample opportunity to qualify as a deck watch-stander and ultimate succession to command. The report has covered the Board's thinking on this subject rather adequately in Part II, C. 1. The Board feels that the limited duty officer, Deck, category has considerable practical background and experience in those characteristics and capabilities necessary to assume the



responsibilities of proper Deck watch-standing and ultimate command but under no circumstances can see where the Ex-First Class, Chief, or Warrant Officer in the Ordnance, Administration, Engineering, Hull, or Electronics narrow specialties would have any of the qualities necessary for watch-standing or command. These specialists would have to have a considerable amount of schooling and outside training if they were to attempt to qualify. The same thinking applies to the Aviation categories. Here to a lesser degree the limited duty officer Aviation Operations may qualify as a watch-stander by virtue of some of his previous training as an enlisted man or warrant officer. The other highly technical categories such as Aviation Ordnance, Aviation Engineering, Aviation Electronics all have had no training in the outside broad categories required for watch-standing or command responsibility.

2. It is for those reasons and the ones given in Part II, C. 1. that the Board strongly recommends that if the limited duty officer is to continue to perform limited duty only in the technical fields indicated by their previous warrants or ratings as Public Law 381 specifies, the Board feels that Recommendation E-6 should be implemented and the right to stand deck watches or succeed to command clearly delineated by the Bureau of Naval Personnel.

RECOMMENDATION E-7:

*Dependent upon usage - restricted concern*

In view of the fact that there seems to be no designated sponsor to look after the limited duty officer program, the Board strongly recommends that there be established within the Bureau of Naval Personnel, a limited duty officer detailing desk to handle the assignment and distribution of limited duty officers of the line minus aviation categories; the Board also recommends that the same thing be done in OP-05 for aviation limited duty officers. If establishment of additional billets precludes the limited duty officer desk, it is recommended that the warrant (line) detail desk be expanded to include the responsibility for detailing limited duty officers.

COMMENTS:

1. Again, this recommendation is one designed to help clarify the rather obscure status of the limited duty officer that exists at this time. The Board felt that another way of helping this situation would be to establish billets for the limited duty officer. However, to have done this, it would have been necessary to establish dual billets; i.e. billets which read either for 1100 or limited duty officer or a 1300 or limited duty officer. The Board was advised by the Complements and Allowance Branch of the Plans and Policy Control Division in the Bureau of Naval Personnel that although this could be done it would create

an administrative complexity which would be undesirable. The Board felt, therefore, that another way of solving this problem and to assure that the limited duty officer would be detailed in the best interests of the service would be to establish a limited duty officer detail desk or at least someone in the Bureau of Naval Personnel and OP-05 responsible for the detailing of the limited duty officers. It is of note that as of this time the limited duty officers have had no specific sponsor. The limited duty officers are administered by the various rank desks along with the other 1100 or 1300 officers. Thus, the ground rules for assigning limited duty officers at present depends on the ground rules established by the particular rank desk. This can result in non-parallel policies concerning the employment of limited duty officers.

2. The Board, therefore, believes that if one responsible officer is assigned the duty of clearing the final assignments for limited duty officers all limited duty officers will be subjected to similar thinking and similar policies; thus, Recommendation E-7 was incorporated by the Board.

RECOMMENDATION E-8:

*Concur*

As long as there continues to be a warrant officer program with the possibility of Waves becoming warrant officers, the Board sees no need for permitting the Waves to become limited duty officers and so recommends that they not be included in the limited duty officer program.

COMMENTS:

1. The Board interviewed Captain L. K. Wilde, Assistant Chief for Women about the Wave program and this recommendation is based on her testimony.

RECOMMENDATION E-9:

*do not concur*

The Board strongly recommends changing the service requirement of ten years to eight years for limited duty officer appointment.

COMMENTS:

*split*

1. This recommendation received considerable thought and attention from the Board. All persons interviewed were asked as to their thinking on the subject. Also unsolicited recommendations on the questionnaires indicated a reasonable number of persons desired to see the time service minimum reduced from 10 to 8 years.



2. Particularly those officers interested in the Electronics categories of the Navy and other highly specialized fields such as Fire Control and Guided Missile fields felt that if the service requirements were reduced to 8 years that many outstanding young technicians finishing up their second cruise would be enticed to apply at that time whereas when they had to wait two more years under the 10-year law they were more apt to accept attractive offers given them by outside interests.
3. The Board investigated the effects that such a recommendation would have on the length of time in the Commander rank. At present the average years of service for limited duty officers entering the program for the last two years has been 11.6; this means that these persons, if normally promoted, will not be considered for selection to Commander until they have had 29 years total service in the Navy; thus, they will have but one chance for selection to Commander anyhow. If the years service requirement is reduced to eight and the average years of service entering the limited duty officer program were  $9\frac{1}{2}$  these limited duty officers would have two attempts to make Commander but still have a very short cruise in the Commander rank.
4. The above reasoning also has the support of CINCLANTFLT for a recommendation submitted by him recommends the reducing of the requirement of 10 years service to 7 or possibly 6 years.
5. The Board believes that this recommendation will be of assistance in retaining some of these younger outstanding enlisted personnel.

RECOMMENDATION E-10:

No Comment

The Board recommends that the small group (472) of enlisted aviation pilots under 35 be allowed to apply for limited duty officer Aviation Operations category in a flying status regardless of their enlisted rating path of advancement.

COMMENTS:

1. Attention of the Board was invited several times by Aviation personnel appearing before the Board to the group of Ex-Aviation Pilots who are still under 35 but who have little, if any, chance of being promoted to the limited duty officer program and who have no desire to go to the warrant officer program because of the large loss in pay resulting. At present there are 472 such Ex-enlisted pilots who have been shifted to other ratings because of the abolishment of the Aviation Pilot rating. In most instances these ex-aviation pilots were not too well-qualified

for their new specialty assignment. Their paths of advancement, however, are from the new rating given them but it is seldom they are selected for they have to compete in a specialty with those who have been working in that specialty for years. A survey made by the Board shows that of the 37 limited duty officers assigned duty involving flying only two are Lieutenant, (j.g.'s) all others being of the rank of Lieutenant and above. This means that very few of the current group of Ex-Aviation Pilots have been able to be selected to limited duty officer under the present rules.

2. Testimony was received by the Board from the Head of the Aviation Liaison Section of the Bureau of Naval Personnel that he believed such personnel could be used in the limited duty officer, Aviation Operations category, as pilots in the VR squadrons and that they could be broadened out to assume collateral duties in the squadrons both ashore and afloat. He felt the selection of some of these people into the program would be worthwhile and would help replace some of the career Aviation officers who should not be kept in the VR squadrons too long but should be used in other Aviation categories in order to broaden them.
3. The Board felt that this small minority group of able-enlisted personnel should be provided a suitable path to the limited duty officer category where they could remain in a flying capacity and yet at the same time broaden in order to perform Aviation Operations duties as a limited duty officer. It is for those reasons that the Board submits this recommendation.

RECOMMENDATION E-11:

*Concur - DO recommend*

Inasmuch as all the limited duty officers interviewed and practically all who submitted questionnaires not only indicated no dislike for the limited duty officer title but in many cases indicated a certain amount of pride in the title, the Board recommends no change to the title limited duty officer.

COMMENTS:

1. Of all people interviewed, the ones least concerned about the title, Limited Duty Officer, seemed to be the limited duty officers, themselves. Practically all interviewed expressed no dislike for the title and quite a few felt that the title is now becoming one of prestige and, therefore, liked it very much.
2. CINCPACFLT stated that some of their type commanders submitted proposed changes to the title but they had been considered and rejected because they felt that the title was still the most descriptive of this category of officers. CINCLANTFLT, however, believed that the title was a misnomer connoting physical



limitation. They further felt that the special duty officer category should be expanded to include the 1700 limited duty officer and that they all be called special duty officers. However, the Board does not concur in this thinking in view of the fact that the special duty officer is supposed to be one selected from a highly specialized group of officers who are qualified theorists rather than practical specialists. These individuals are all college graduates, many with masters and doctors degrees. The limited duty officer on the other hand, is purely a practical specialist.

3. In view of the fact that the limited duty officer himself seems to like the title and that there were no better ones suggested, the Board submits the recommendation that no change be made at this time.

RECOMMENDATION E-12:

*(NO) if based on reg. unrestricted*  
In view of the pending legislation to increase the percentage of limited duty officers from 6.22 per cent to 10 per cent, the Board recommends no increase beyond 10 per cent in the numbers of limited duty officers at this time.  
*increase at expense of line*

COMMENTS:

1. The popularity of the limited duty officer program was indicated in the testimony received by many requests for an increase in the numbers in the program. Questionnaire returns from the limited duty officers themselves and also from the warrant officers showed many who wanted to increase the size of the program to a large degree. Many warrant officers even recommended the abolishment of the warrant officer program, replacing it with a limited duty officer program of some size. In addition, there were recommendations from certain detailers that larger groups of certain categories of limited duty officers could be used. Also, the Board was advised that the representatives from COMAIRPAC stated that they could use a much larger number of aviation limited duty officers in the material and maintenance categories.
2. On the other hand, when the Board endeavored to obtain actual additional requirements from the distribution personnel, the Board found out that in some cases the requirements could not be estimated in view of the fact that the specific status of the limited duty officer was not clear. As a result, the Board must generalize on this subject and feels that until the actual duty status of the limited duty officer is clarified and more experience is obtained with the limited duty officer program, no further increase than that already contemplated by the Bureau of Naval Personnel be made at this time. The Board has been advised that there is tentative legislation, which if passed, will ultimately allow for appointments of limited duty officers to the extent of 10 per cent of the permanent officers of the line.



## RECOMMENDATIONS FOR WARRANT OFFICER PROGRAM

### RECOMMENDATION E-13:

*Concur*

The Board recommends that competitive examinations for appointment to warrant officer be established at such time as qualifications standards for the warrant officers have been written and published.

### COMMENTS:

1. Many questionnaire returns from the warrant officers themselves indicated a desire to renew the competitive examination system for appointment to warrant officer. This seemed to be a recommendation based on the fact many warrant officers did not feel the evaluation report system was a complete success and felt that the competitive examinations should be renewed and the selections made based on both the evaluation card system and the competitive examination results. The Board concurs in this thinking and for that reason made the recommendation to become effective as soon as qualification standards for warrant officers are written and published.

### RECOMMENDATION E-14:

*No - too old*

In view of the fact that the Army's age limit for warrant officer is 45 and the Marine Corps' 40 and as long as there are an appreciable number of high quality enlisted men who started their career in the Navy fairly old during the war and are thus ineligible for application to warrant because of their being over 35, the Board recommends that the changing of the warrant officer age requirement to 40 be considered.

### COMMENTS:

- OK if limited to only those who entered during the war*
1. Again, returns from the questionnaires indicated a desire to up the age requirement for qualification to the warrant officer program. The Board found out that the Army's age requirement is 45 which is that established by law; the Marines use an age limit of 40. The Board was advised that there is a group of Chief Petty Officers who entered the Navy during the war in the middle in their late 20's. These men liked the Navy very much and have become outstanding Chief Petty Officers. By virtue of their late entrance into the Navy and by the time they became a First Class or Chief they found themselves too old for either the warrant officer or limited duty officer programs. It is for this reason that the Board submits the recommendation for consideration that the age limit be raised to 40; however, the Board also feels that if such is done the related limitation should be added that any such individuals selected must also be able to complete his total 30 years service prior to the age of 62 or in other words must have entered the Navy before the age of 32.



RECOMMENDATION E-15:

*Concur* *if WO Bill is passed selected in pay grades*

The Board recommends that suitable professional examinations for advancement within warrant officer pay grades be established, such examinations to be restricted to specialty, and to be established at such times as all other professional examinations are required. *Concur*

COMMENTS:

1. The Board submitted this recommendation because it felt that if professional examinations were required of warrant officers in going from one pay grade to another it would make the warrant officer keep up with the improvements and new developments of his specialty. The Board also feels that this is in conformance to the overall thinking of the Navy today that provisional examinations should again be reinstituted for all officers.

RECOMMENDATION E-16:

*Concur*

The Board recommends that a supplement to "U.S. Naval Training Activities and Courses" (NAVPERS 15795) be changed to specifically indicate those courses available for warrant officers and that the eligibility columns include warrant officers where appropriate in their column titles. The Board further recommends that certain technical training be made mandatory in the case of warrant officers for the purpose of improving them in their specialty as new developments are introduced into the Navy.

COMMENTS:

1. This recommendation was submitted because it was found that over 98 per cent of the warrant officers submitting questionnaire returns indicated a desire for schooling of some sort; the vast majority indicated a desire to obtain additional schooling in their specialties. At present it appears that few warrant officers attend any schools at all except the electronics schools. The Board believes that some of the reasons for this may be due to the fact that the NAVPERS Training Supplement "U. S. Naval Training Activities and Courses" does not specifically show what courses are available for warrant officers. The eligibility columns indicate courses for "Officers and Enl." Many interpret this to exclude the warrant officer. The Board feels that there is a need for additional training and schooling of the warrant officer in the various specialties in view of the changing Navy with its rapid advancement, new equipment and new developments. Also, there should be an opportunity for these warrants to go to school in order to improve themselves and broaden themselves within their own category. In many instances when an individual becomes a warrant officer, he is entering a new category much broader than the specialty from which he came.

RECOMMENDATION E-17:

*Concur*

The Board recommends that women warrant officers be selected when selections are held at a rate not to exceed 1 per cent of the eligible Wave ratings and that the total women warrant officers should not exceed 5 per cent of the total women officer strength, including staff corps.

COMMENTS:

1. This recommendation was agreed to by the Board as a result of interviewing the Assistant Chief for Women. Also, commanding officers of two of the Wave warrants were contacted to see if they had been satisfactorily fulfilling their duties and if they considered them to be as well-qualified as a male warrant of the same category. In each case, the answer was strongly in the affirmative. The Board, therefore, felt to improve the incentive of the enlisted Waves and give them some goal to attain, a token number of Wave warrants should be considered for selection by each Warrant Officer Selection Board.

RECOMMENDATION E-18:

*Concur*

The Board strongly recommends that unless other steps are taken to relieve the unsatisfactory pay situation existing in the W-1 pay grade, that strong consideration be given to appointing new warrant officers into the pay grade W-2 vice W-1 and that provision should be made for this in the warrant officer bill, S.2410.

COMMENTS:

1. As previously stated in Part II, C. 2, the most unfavorable condition considered to exist in the warrant officer program today is that of the pay inequality now existing in the Navy between the Chief Petty Officer grade and the Warrant rank.
2. The Board made a comprehensive study of this situation and had it checked by the Finance and Property Management Division of the Bureau of Naval Personnel. The Board asked that Division to submit its findings for what they considered an average Chief Petty Officer being selected to warrant and to give the resultant pay differential. The composition of the average Chief Petty Officer was defined as follows:

50 per cent BAQ - 1 or 2 dependents	50%
BAQ over 2 dependents	50%
Clothing Allowance	100%
Reenlistment	100%
Sea and Foreign Duty	100%
Hazardous & Diving Duty	20%



The study revealed that although the base pay of the warrant officer including the W-1 is higher, this average Chief Petty Officer will lose at the beginning \$820 per year upon being appointed to the warrant rank. It will take approximately 11 years in the warrant and commissioned warrant ranks before he will actually take home a net profit increase in pay. Remembering that this is an average Chief, the situation is far worse for the Chief Petty Officer receiving inhazardous duty. In his case at the end of 30 years he is still \$10,000 behind. Also, the Chief Petty Officer with more than two dependents suffers a larger loss and would not enjoy a net increase in pay until in the W-4 pay grade.

3. Over 48 per cent of the warrant officers returning questionnaires commented critically on this inequal pay situation; likewise, over 31 per cent of the limited duty officers commenting on the warrant officer program considered this a critical condition.
4. In talking with the Army and the Marine Corps personnel they both stated that it was recognized as an unsatisfactory condition in their programs but admitted to the best of their knowledge nothing was being done as yet to correct it. The Army representative stated that from testimony he had heard given in relation to the warrant officer bill, S.2410, the idea of entering the pay problem into this bill was discarded in fear of jeopardizing the passage of the bill inasmuch as the bill as it is now written will not cost the taxpayers anything.
5. The Board in discussing the problem with the Legislation Division was advised that there is nothing in the bill which would keep any of the services from appointing warrants directly into the W-2 pay grade; at the same time there is nothing in the bill which provided for it specifically either. It is for this reason that the Board feels that such an authorization should be included in the bill in order to give the services the opportunity of promoting warrants directly to a specific pay grade other than a W-1. If this were done and the services actually did appoint their warrant officers in the W-2 grade, it would help solve partially the inequal pay status that now exists.
6. The Board found out that although warrants have been appointed in the last two years, many of them did not realize they were going to suffer such a pay loss over so many years. The Board also feels that many other capable Chiefs and First Class rates turn down the appointment because of their knowledge of the pay situation. Testimony before the Board indicated that many warrant officers and limited duty officers responsible for marking the evaluation sheets of Chiefs and First Class rates had been requested repeatedly not to recommend them for warrant rank as they didn't want to become warrants on account of the loss of pay they would have to suffer.



7. Thus for the above reasons and because the Board feels that something is done to alleviate the unequal pay status, the major ill of the warrant officer program will be cured.

RECOMMENDATION E-19:

*Concern if forced to give*

With regard to pending legislation S.2410, the Board recommends that consideration be given to changing the title of the commissioned warrant officer to chief warrant officer. The Navy may be forced to do this to conform to the other two services and the Board believes that this may be more advantageous for our warrant officers.

COMMENTS:

1. As is known, S.2410 is a bill to improve the warrant officer programs of services. However, as is also known, the Army and the Air Force do not have commissioned warrant officers. Their titles are Warrants and Chief Warrant Officers while the Navy, Marine Corps, and Coast Guard have Warrant and Commissioned Warrant Officers. Personnel in the Legislation Division feel that the Navy may be challenged by the Armed Forces Committee as to why the Navy (Marine Corps and Coast Guard) desire to retain the commissioned warrant category while the Army and the Air Force consider such a status unnecessary. About the only specific reasoning for this appears to be the fact that the title 'commissioned' warrant officer seems to carry a certain amount of prestige to it and in the case of the Boatswain warrant category, this latter commissioned warrant can command small vessels and can qualify for succession to command; it is true, however, there are only 18 small vessels in the Navy today that are suited for command by commissioned warrant officers. However, a disadvantage to the commissioned warrant officer rank is the fact that the chief warrant officer of the Army and the Air Force can upon retirement take another government position and receive the pay for that position in addition to their retired pay with no limitation. The commissioned warrant officer, however, is limited to a maximum of \$3,000 which means that if he desires to take another government position he must give up his retired pay while so doing. In addition, there are other benefits which can be enjoyed by the chief warrant non-commissioned officer which are not available to the commissioned warrant officer.
2. The Board, therefore, felt that this should be brought to the attention in a form of a recommendation and has so included it in their report.

RECOMMENDATION E-20:

*Negat*

The Board recommends that a program be established whereby outstanding Naval Reserve personnel, not on active duty, in pay grades E-6 and E-7, may be appointed to warrant grade in such numbers as the needs of the Service may require.



COMMENTS:

1. At present the warrant category in the Naval Reserve program is the only one to which no appointments are made for those on inactive status. It is believed that a reasonable number, depending upon the needs of the service, of warrant officers should be selected from the Chief and First Class inactive ratings periodically as an incentive to the program.

MISCELLANEOUS RELATED MATTERS

RECOMMENDATION E-21:

The Board voted to concur in the recommendation contained in the Chief of Naval Personnel's letter to the Secretary of the Navy recommending that the Navy Regulations be changed to include the warrant officer of the line as eligible for succession to command. This had been referred to the Board for Board action.

COMMENTS:

1. As the recommendation indicates the Board simply concurred in a previous recommendation made by the Bureau of Naval Personnel and considered it a sound one.

RECOMMENDATION E-22:

Similarly the Board concurred in recommendations made by Pers-B6 concerning Group IX ratings. In general, these recommendations were similar to foregoing recommendations already submitted where appropriate.

COMMENTS:

1. A letter from OP-05 to the Bureau of Naval Personnel which had been commented on by people in Pers-B6 had likewise been referred to the Board. The Board concurred, in general, with Pers-B6 and also stated that the solutions to many of the problems brought up in the original OP-05 letter would be in the form of recommendations in the Board's report which would be available at a later date.

RECOMMENDATION E-23:

The Board recommends that the Rating Structure Board investigate the abolishment or broadening of the two very restricted specialty ratings of Teleman and Machine Accountant.

COMMENTS:

1. The Board was advised that it was not necessary to revise the enlisted structure and refrained from so doing; however, the Board feels that after much discussion, the ratings of Machine Accountant and Teleman are two no longer considered necessary in the Navy today because they are over-specialized ratings. The Board feels that these are definite war-time specialty ratings. In the case of the Machine Accountant, this is a shore-duty-only rating and can be performed by civilians. In the case of the Teleman, his duties can likewise be performed by several different ratings. It is for those reasons that the Board feels it important enough to make Recommendation E-23.



**PART IV**  
**ENCLOSURES**



DEPARTMENT OF THE NAVY  
BUREAU OF NAVAL PERSONNEL  
WASHINGTON 25. D. C.

IN REPLY REFER TO

Pers-15a-adb  
29 October 1953

From: Senior Member, LDO and WO Board  
To: Commanding Officer

Subj: Completion of special questionnaire by

Encl: (1) LDO/WO Board Questionnaire with self-addressed envelope

1. The LDO and WO Board was recently convened in the Bureau of Naval Personnel to study the Limited Duty Officer and Warrant Officer classifications, titles, technical fields, and normal paths of advancement. In order to obtain comprehensive information for accomplishing this study, the Board desires information on enclosure (1) from personnel afloat and ashore.
2. It is requested that enclosure (1) be completed by the subject named man and mailed as soon as practicable using the enclosed self-addressed envelope. Replies mailed after 10 December 1953 can not be considered due to the temporary nature of this Board.
3. If subject named man is not now on board, it is requested that the uncompleted questionnaire be returned.

*E. W. Grenfell*  
E. W. GRENFELL  
Captain, USN



BUREAU OF NAVAL PERSONNEL  
LIMITED DUTY OFFICER AND WARRANT OFFICER QUESTIONNAIRE  
OCTOBER 1953

INTRODUCTION

This questionnaire has been prepared to assist a Board recently convened in the Bureau of Naval Personnel to study the Limited Duty Officer and Warrant Officer classifications, titles, technical fields, and normal paths of advancement. In order to obtain comprehensive information for this study, the Board considers it desirable to obtain information directly from personnel afloat and ashore.

You are requested to complete the questions in this booklet frankly and carefully on the basis of your own background and experience. The only answers desired are those which are true for you in your personal judgment and opinion.

No part of the information you furnish will become part of your record or affect you in any way. Do not place your name or file number anywhere on this booklet.

ANSWER EVERY QUESTION directly on the booklet. If more space is required, use the back of the page. If at any time the choice of answers does not exactly express your thoughts, mark the answer which comes nearest to expressing them and add anything further you wish to say.

It is requested that you complete and mail the questionnaire prior to 10 December 1953. Before you turn in the booklet, make certain that every question has been answered.

SENIOR MEMBER LDO AND WO BOARD  
BUREAU OF NAVAL PERSONNEL  
ARLINGTON ANNEX, ROOM 2062  
WASHINGTON 25, D.C.

LIMITED DUTY OFFICER AND WARRANT OFFICER BOARD QUESTIONNAIRE

1. What are your primary technical duties? (write in)

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2. What is your current rank? (x one answer)

- 1 \_\_\_\_\_ Warrant  
2 \_\_\_\_\_ Commissioned Warrant  
3 \_\_\_\_\_ Ensign  
4 \_\_\_\_\_ LTJG  
5 \_\_\_\_\_ LT  
6 \_\_\_\_\_ LCDR  
7 \_\_\_\_\_ CDR

3. What is your current designator? (write in Number and Title)

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4. What other designators have you held? (write in Number and Title)

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5. What is your age?

\_\_\_\_\_ years

6. How many years did you serve as an enlisted man? (write in)

\_\_\_\_\_ years

7. What was your enlisted rating at time of appointment? (write in)

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8. In what enlisted rating have you had the most experience? (write in)

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9. What enlisted ratings that you had in the past are applicable to the work you are doing now? (write in)

\_\_\_\_\_  
\_\_\_\_\_

10. How many years have you been a Limited Duty Officer or Warrant Officer? (write in)

\_\_\_\_\_ years

11. List your assignments since appointment as a Limited Duty Officer or Warrant Officer.

Technical Duties

Approximate Dates

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

12. Indicate which LDO and WO titles and classifications you believe personnel in your last enlisted rating should have the opportunity to advance to and what other enlisted ratings would be appropriate for advancement for these titles and classification?

Numeric Designator

Title and Classification

Other appropriate  
enlisted ratings

_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

13. Do you think that LDO and WO personnel should attend a special indoctrination school? (x one answer)

1 \_\_\_\_\_ Greatly in favor of a school

2 \_\_\_\_\_ In favor of a school

3 \_\_\_\_\_ Makes no difference to me

4 \_\_\_\_\_ Opposed to a school

14. When do you think LDO and WO personnel should attend a special indoctrination school? (x one answer)

1 ☐ Upon appointment

2 ☐ Sometime after appointment

3 ☐ Never

15. If a school is established, which of the following should be included in the curriculum? (x as many as apply)

1 ☐ General officer orientation, including leadership and naval administration

2 ☐ Technical aspects of specialty

3 ☐ Other. Specify \_\_\_\_\_

IN ANSWERING THE FOLLOWING QUESTIONS, FEEL FREE TO MAKE ANY COMMENTS YOU WISH ABOUT THE LDO OR WO/CWO PROGRAMS. (Please write clearly)

16. What do you like about the WO/CWO program? \_\_\_\_\_

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17. What do you like about the LDO program? \_\_\_\_\_

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18. What do you dislike about the WO/CWO program? \_\_\_\_\_

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19. What do you dislike about the LDO program? \_\_\_\_\_

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20. Other comments and recommendations (if any) \_\_\_\_\_

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DEPARTMENT OF THE NAVY  
BUREAU OF NAVAL PERSONNEL  
WASHINGTON 25, D. C.

IN REPLY REFER TO

Pers-A-mg  
19 Oct 1953

From: Chief of Naval Personnel  
To: Commander in Chief, U. S. Pacific Fleet  
Commander in Chief, U. S. Atlantic Fleet

Subj: Comment and recommendations concerning Limited Duty Officer  
and Warrant Officer titles and classifications; request for

1. A board recently convened in the Bureau of Naval Personnel to study the Limited Duty Officer and Warrant Officer classifications, titles, technical fields, and normal fields of advancement.
2. Although there are many sources of information in the Bureau of Naval Personnel from which the board may obtain facts and statistics, additional timely information is available in the Fleets. Comment in the premises by the Fleet Commanders will be extremely valuable in assisting the board to arrive at solutions based both on the broadest experience and the most current information available.
3. Specifically, it is requested that Fleet Commanders comment on the following:
  - a. Keeping in mind that at the present time there are twelve Limited Duty Officer and thirty-seven Warrant Officer category classifications, are these classifications adequate, inadequate, or more than adequate to meet the needs of the service, wherein "needs of the Service" is interpreted to encompass the needs of a Navy whose numbers will be only slightly reduced during the next few years? Recommendations for change in both Limited Duty Officer and Warrant Officer category classifications and the reasons therefor are desired. Before recommendation for combination or elimination of category classifications, however, opportunity for promotion to Limited Duty Officer from Warrant Officer or enlisted ratings (pay grades E-6 and E-7) should be considered.
  - b. Are the various Limited Duty Officer titles appropriate? If not, recommended improvements are requested.
  - c. Are the various Warrant Officer titles appropriate? If not, recommended improvements are requested.
  - d. There appear to be objections to the word "limited" in the title "Limited Duty Officer". Recommendations for a more appropriate title are desired.



Pers-A-mg

Subj: Comment and recommendations concerning Limited Duty Officer  
and Warrant Officer titles and classifications; request for

4. Submission of replies to the Chief of Naval Personnel not later than  
15 December 1953 is requested.

/s/ M. E. ARNOLD  
Acting Chief of Naval Personnel

Copy to:  
ComServPac  
ComAirPac  
ComWesSeaFron  
ComServLant  
ComAirLant

UNITED STATES PACIFIC FLEET  
HEADQUARTERS OF THE COMMANDER IN CHIEF

Pl7  
Ser 8382  
24 Dec 1953

From: Commander in Chief U. S. Pacific Fleet  
To: Chief of Naval Personnel

Subj: Comment and recommendations concerning Limited Duty Officer  
and Warrant Officer titles and classifications

Ref: (a) BUPERS ltr Pers-A-mg of 19 Oct 53  
(b) BUPERS Instruction 1120.18

Encl: (1) Chart of Proposed Limited Duty Officer Titles, Classifications, Technical Fields, and Normal Path of Advancement

1. In reference (a) the Chief of Naval Personnel requested that the Commander in Chief U. S. Pacific Fleet comment on the limited duty officer and warrant officer programs and make recommendations concerning certain specific elements of those programs.
2. After a study of the problem as presented by BUPERS, and after consideration of the comments and recommendations submitted by PACFLT Type and Force Commanders, CINCPACFLT submits the following comments:

a. General Comment. The basic concept of the warrant officer and limited duty officer programs is believed to be sound. It provides a means of advancement from any enlisted rating to warrant rank and/or to higher commissioned grades. Further, the best utilization of manpower dictates that outstanding enlisted personnel be channeled into supervisory billets where their qualities of leadership and their specialized backgrounds can contribute in a greater measure to the needs of the Navy. The warrant officer program in support of this concept appears to be generally satisfactory in its present form. However, CINCPACFLT considers that the Line limited duty officer programs should be modified. Line limited duty officers (other than air) are divided into six (6) comparatively narrow specialties. CINCPACFLT considers that the foregoing results in an unnecessary and undesirable degree of line officer specialization, that the Line limited duty officer program is unwieldy, and that it fails to take full advantage of the capabilities of the individual line officer (limited duty officer) to learn, to broaden his field, and successfully to assume added responsibilities with higher rank. In this connection it appears that Medical Service Officers and



Supply and Civil Engineer limited duty officers are less specialized than their line counterparts as these categories are expected to be fully qualified in all aspects of their profession, appropriate to their rank. In conclusion, CINCPACFLT considers that less specialization and broadening of responsibility for Line Limited duty officers would ultimately contribute to their prestige as Line officers, result in greater personal satisfaction, and be to the advantage of both the individual and the Navy.

b. Limited Duty Officer Program (Line-General)

(1) In addition to avoiding the faults and obtaining the advantages outlined in general comment (paragraph 2.a.) it is considered that a consolidation of certain limited duty officer categories within the Line-General structure would place needed emphasis on a Line Officer's primary duty - to serve at sea; and that it would also result in an improved flexibility in detailing. (Presently limited duty officers "Ordnance", "Administration", and "Hull" appear to be unduly restricted as to ship types and billets to which they may logically be detailed for sea duty.) One serious objection to consolidation is recognized - some of the present limited duty officers may be doubtful of their personal ability to broaden their field of knowledge and to assume added responsibilities. In this connection it is freely admitted that the selection of a career is perhaps the most serious step which an individual takes in his lifetime; and that any administrative action which will thereafter "change the rules" should be most carefully examined for equity, and ultimate effect, prior to its adoption. In this particular case it appears that the individual officer's rights would be fully protected if he were either granted an appropriate period of time in which to qualify for his new broader classification or, as an alternate, frozen in his present specialty.

c. Limited Duty Officer Program (Aviation)

(1) The Aviation limited duty officer program appears to fit the needs of naval aviation. It avoids the basic disadvantage of the other-than-air program, in that aviation limited duty officers may be conveniently assigned to sea billets which are comparable to their normal shore billets. Thus there does not appear to be any compelling need for consolidation. However, if it were desired to effect a merger (in consonance with the proposed other-than-air limited duty officer consolidation, it is considered that "Aviation Operations" and "Aviation Ordnance" could appropriately be combined into "Aviation Operations", and that "Aviation Engineering" and "Aviation Electronics" could be combined into "Aviation Engineering".

3. The following specific recommendations concerning changes in the limited duty officer and warrant officer programs are submitted, together with pertinent reasons:

a. Limited Duty Officer Program

(1) Consolidate present limited duty officer categories, "Deck", "Ordnance", and "Administration" into one titled "Deck". Consolidate present categories "Engineering", "Hull", and "Electronics" into one titled "Engineering", as indicated in enclosure (1).

Reason: This would substantially overcome objections to the present limited duty officer program, as discussed in paragraph 2 above.

b. Warrant Officer Program

(1) Category Classifications

(a) Eliminate RELE (Communications technician) and change path of advancement for CT to RELE (Communications supervisor) or to ELM (Electronicsman), dependent on the desires and qualifications of the individual and the needs of the service.

Reason: A separate warrant officer title for continuation of the CT rating is not considered to be justified. CT ratings have a logical path to warrant in either the communications field or the electronics field, as indicated above.

(b) Eliminate CARP (Foundryman), and change path of advancement for ML and PM to CARP (Ship Repair Technician).

Reason: It is considered that the CARP (Foundryman) has too narrow a field to justify a separate warrant title, and that ML and PM ratings should be able to advance to CARP (Ship Repair Technician).

(2) Warrant Officer Titles

(a) Change RELE (Electronics Technician) to ELM (Electronicsman) and RELE Aviation Electronics Technician to ELM (Aviation Electronicsman).

Reason: The title "Radio Electrician" does not adequately describe the capabilities of these warrant officers and may be confused with "Radio Electrician" (Communications Supervisor) or "Radio Electrician" (Communications Technician), should the latter be retained.



(b) Change PCLK to SPCK (Supply Clerk).

Reason: The title "Pay Clerk" is misleading, in that a "Pay Clerk" may never be designated as a disbursing officer, and that he is customarily employed in supply work rather than as deputy to a disbursing officer.

c. "Limited Duty Officer" - Change in Title

Various proposed substitutes have been considered and rejected. The fact remains that these officers are limited in the performance of duty, even though their responsibilities should be appreciably broadened as recommended in paragraph 2.b. The present title formalizes this limitation and proposed substitute titles appear either to be inaccurate or to be equally objectionable to those who may dislike the present title.

4. Summary of recommendations:

All recommendations are summarized in enclosure (1) - Chart of Proposed Limited Duty Officer Titles, Classifications, Technical Fields, and Normal Path of Advancement.

H. G. HOPWOOD  
Chief of Staff

THE ATLANTIC COMMAND

and

UNITED STATES ATLANTIC FLEET  
HEADQUARTERS OF THE COMMANDER IN CHIEF  
Norfolk 11, Virginia

FF1-2/Pl7-1  
5967 /19  
18 Dec 1953

From: Commander in Chief U. S. Atlantic Fleet  
To: Chief of Naval Personnel

Subj: Comment and recommendations concerning Limited Duty Officer  
and Warrant Officer titles and classifications; request for

Ref: (a) BUPERS ltr Pers-A-mg of 19 Oct 53

Encl: (1) COMAIRLANT ser 20064 of 23 Nov 53  
(2) COMPHIBLANT ser 9697 of 24 Nov 53  
(3) COMBATCRULANT ser 2570 of 23 Nov 53  
(4) COMDESLANT ser 25822 of 27 Nov 53  
(5) COMSUBLANT ser 8129 of 25 Nov 53  
(6) COMSERVLANT ser 14164 of 28 Nov 53  
(7) COMINLANT ser 9884 of 28 Nov 53  
(8) COMTRALANT ser 3997 of 12 Nov 53

1. Enclosures (1) through (8), containing the opinions of the LANTFLT Type Commanders on the subject proposals concerning the Warrant and Limited Duty Officer structure, are forwarded herewith for consideration.

2. CINCLANTFLT comment follows:

a. CINCLANTFLT concludes that the Limited Duty Officer title should be changed to Special Duty Officer. It is considered that the title "Limited Duty Officer" is a misnomer. The LDO title as such should be restored to its original connotation, namely to designate an officer who is not qualified for duty at sea by reason of physical limitation and whose billet assignments are limited. In effect the present Special Duty Officer (Code 1600) category should be expanded to include both the existing Code 1600 and the existing code 1700 officers, all to be known as Special Duty Officers. Although outside the scope of the BuPers letter, it is considered that Waves and all Special Duty Officers (Legal, Hydro, PIO, etc. as well as the present code 1700) should have appropriate sleeve devices substituted for the star worn at present.

b. The uniform regulations should be changed to provide for the wearing by all Special Duty Officers of appropriate sleeve devices. In the case of the present Code 1700 Officers the device now used to identify the various branches of Warrant rank would be appropriate.



c. Since a definite career pattern exists for the advancement of Radarmen and Sonarmen into an electronics field these personnel should be channeled into a new Warrant Officer title and classification possibly "Locator Devices Technician". It is considered that in these two particular specialties the knowledge acquired over the years and in many cases with extensive formal schooling must not be lost in the broad Deck Warrant and Deck LDO category. Further, the Commander in Chief considers it imperative that Radiomen, Telemen and Communications Technician and the 763 (Communications Supervisor) and 764 (Communications Technician) Radio Electrician Warrant grades to which these ratings are advanced should be removed from the Administrative LDO structure and assigned to the Electronics LDO structure. The background and training of enlisted personnel in these three rates, and the Warrant Officers who have been appointed from the three rates, lies more in the field of Electronics than in Administration. It is considered inappropriate and wasteful of talent to appoint RM, TE and CT personnel to an administrative title with which they have had only a minor association.

d. It is recommended that the Board convened by the Chief of Naval Personnel give study to the matter of reducing the requirement of 10 years service prior to application for appointment to LDO. It may well be that by a reduction of this requirement to 7 or possibly 6 years the Navy will retain the services of many outstanding young enlisted men of drive and competence now returning to civilian life.

e. Except for the recommendation in (c) above, the Commander in Chief, U. S. Atlantic Fleet does not recommend that any more Warrant designations be established. On the contrary the number of Warrant designations should be reduced in order to require that each warrant officer have a broader knowledge of the various component fields of his specialty. Decreasing the limitations of the specialty will assist BUPERS in distribution and assignment of warrant officers. Cogent comments on these consolidations are made in several of the enclosures.

S. H. INGERSOLL  
Chief of Staff

Copy to: (less encls)  
COMAIRLANT  
COMPHIBLANT  
COMBATCRULANT  
COMDESLANT  
COMSUBLANT  
COMSERVLANT  
COMINLANT  
COMTRALANT  
CINCPACFLT  
Authenticated:  
/s/ J. E. BENNETT  
Flag Secretary

PREFERRED PLAN

PRIMARY PATH OF ADVANCEMENT

LINE - GENERAL

RATING	NO/C/O CATEGORY	LIMITED DUTY OFFICER CLASSIFICATION
BM CM	Boatswain	Deck
CM	Surface Ordnance Technician	
FC/FT GS*	Control Ordnance Technician	Ordnance
TM	Underwater Ordnance Technician	
AN*	Mine Warfare Technician	
PN TN MA	Ship's Clerk	Administration
PL/LI JO		
CT	Communications Technician	
ML BT MR	Machinist	Engineering
EN OM TL		
DC FP ME	Ship Repair Technician	Hull
ML PM		
RD* SO*	Electronics Technician	Electronics
RL* TS* ET		
EM IC	Electrician	

\* Denotes changes or additions

ALTERNATE PATH OF ADVANCEMENT

LINE - GENERAL

CM	Boatswain	Deck
FC/FT GS	Electronics Technician	Electronics
TM	Mine Warfare Technician	None
AN	Underwater Ordnance Technician	None
JO	Photographer	None
CT	None	Electronics
EM IC	Electronics Technician	Engineering

PREFERRED PLAN

PRIMARY PATH OF ADVANCEMENT

LINE - AVIATION

RATING	NO/C/O CATEGORY	LIMITED DUTY OFFICER CLASSIFICATION
AB AC PR	Aviation Operations Technician	Aviation Operations
AF/PH*	Photographer	None
AO GF* AQ*	Aviation Ordnance Technician	Aviation Ordnance
AD AM*	Aviation Maintenance Technician	Aviation Maintenance
AE* AL/AT TD*	Aviation Electronics Technician	Aviation Electronics
AG*	Aerographer	Aerology*
<u>SUPPLY CORPS</u>		
DK SK AK	Supply Clerk	Supply
CS SH SD		
<u>CIVIL ENGINEER CORPS</u>		
CL CD UP*	Equipment Foreman	Civil Engineer
CE	Construction Electrician	
DM* SV*	Building Foreman	
BU SW		

\*Denotes changes or additions

ALTERNATE PATH OF ADVANCEMENT

LINE - AVIATION

GF AQ	Aviation Electronics Technician	Aviation Electronics
AE	Aviation Maintenance Technician	Aviation Maintenance
<u>CIVIL ENGINEER CORPS</u>		
UT	Construction Electrician	None



OPTIONAL PLAN  
PRIMARY PATH OF ADVANCEMENT

LINE - GENERAL

RATING	WO/CWO CATEGORY	LIMITED DUTY OFFICER CLASSIFICATION
BM QM	Boatswain	Deck
GM	Surface Ordnance Technician	Ordnance
FC/FT GS	Control Ordnance Technician	
TM	Underwater Ordnance Technician	
MN	Mine Warfare Technician	
RD SO	Operations Technician	Operations
RM TE		
PN YN MA	Ship's Clerk	Administration
PI/LI JO		
CT	Communications Technician ✓	
MM BT MR	Machinist	Engineering
EN IM OM		
DC FP ME	Ship Repair Technician	Hull
ML PM		
ET	Electronics Technician	Electronics
EM IC		

ALTERNATE PATH OF ADVANCEMENT

LINE - GENERAL

QM	Operations Technician	Operations
GM	Boatswain	Deck
TM	Mine Warfare Technician	None
MN	Underwater Ordnance Technician	None
FC/FT GS	Electronics Technician	Electronics
RD SO		
RM TE		
JO	Photographer	None
EM IC	Electronics Technician	Engineering

Enclosure (6)

# ENLISTED PATHS OF ADVANCEMENT -- PREFERRED PLAN

<u>RATE</u>	<u>Adj. Req. E6 &amp; 7</u>	<u>% of Total</u>	<u>Enlisted Base %</u>	<u>Warrant Category</u>	<u>Enlisted Base %</u>	<u>LDO Category</u>	<u>Recom- mended %</u>
BM	7470	7.68	11.73	BOATSWAIN	11.73	DECK	12
QM	3943	4.05					
GM	4715	4.85	4.85	SURFACE ORDNANCE TECHNICIAN			
FT/FC	2645	2.72	3.54	CONTROL ORDNANCE TECHNICIAN	10.90	ORDNANCE	10
GS	800*	.82					
TM	1505	1.55	1.55	UNDERWATER ORDNANCE TECHNICIAN			
MN	352	.36	.36	MINESWARFARE TECHNICIAN			
YN	4630	4.76					
PN	1521	1.56	6.98	SHIPS CLERK			
MA	263	.27					
JO	178	.18					
LI/PI	208	.21		COMMUNICATIONS TECHNICIAN	8.68	ADMINISTRATION	9
CT	1657	1.70	1.70				
MM	7165	7.36					
EN	5502	5.66	18.82	MACHINIST	18.82	ENGINEERING	19
MR	961	.99					
BT	4384	4.51					
IM	141	.14					
OM	159	.16					
ME	2198	2.26					
FP	1620	1.67	5.87	SHIP REPAIR TECHNICIAN	5.87	HULL	6
DC	1709	1.76					
PM	66	.07					
ML	103	.11					

\*Estimated Requirements

Data on estimated enlisted requirements obtained from Pers A13 des Memo of 21 Sept 1953 Addenda to Complements and Allowances Branch Memorandum No. 3-53



# ENLISTED PATHS OF ADVANCEMENT - PREFERRED PLAN (CON'T)

RATE	Adj. Req. E6 & 7	% of Total	Enlisted Base %	Warrant Category	Enlisted Base %	LDO Category	Recom- mended %
EM	5401	5.55	7.02	ELECTRICIAN			
IC	1428	1.47					
ET	3457	3.55		{ ELECTRONICS TECHNICIAN	21.59	ELECTRONICS	21
SO	1375	1.41					
RD	2878	2.96	14.57				
RM	4642	4.77					
TE	1823	1.88					
AC	583	.60	1.87	AVIATION OPERATIONS TECHNICIAN	1.87	AVIATION OPERATIONS	2
AB	869	.89					
PR	371	.38					
AG	650	.67	.67	AEROGRAPHER	.67	AEROLOGY	1
PH/AF	880	.90	.90	PHOTOGRAPHER			
AO	1996	2.05	3.07	AVIATION ORDNANCE TECHNICIAN	3.07	AVIATION ORDNANCE	3
AQ	500*	.51					
GF	500*	.51					
AD	7430	7.64	10.67	AVIATION MAINTENANCE TECHNICIAN	10.67	AVIATION MAINTENANCE	11
AM	2952	3.03					
TD	421	.43	5.81	AVIATION ELECTRONICS TECHNICIAN	5.81	AVIATION ELECTRONICS	6
AT/AL	3664	3.77					
AE	1567	1.61					
	97282	99.98	99.98				100

\*Estimated Requirements

# ENLISTED PATHS OF ADVANCEMENT - OPTIONAL PLAN

<u>Rate</u>	<u>Adj. Req. E6 &amp; 7</u>	<u>% of Total</u>	<u>Enl. Base %</u>	<u>WARRENT CATEGORY</u>	<u>Enl. Base %</u>	<u>LDO CATEGORY</u>	<u>Recom- mended %</u>
EM	7470	7.68	11.73	BOATSWAIN	11.73	DECK	12
QM	3943	4.05					
SO	1375	1.41					
RD	2878	2.96	11.02	OPERATIONS TECHNICIAN #	11.02	OPERATIONS	5
RM	4642	4.77					
TE	1823	1.88					
GM	4715	4.85	4.85	SURFACE ORDNANCE TECHNICIAN			
FT/FC	2645	2.72					
GS	800*	.82	3.54	CONTROL ORDNANCE TECHNICIAN			
TM	1505	1.55	1.55	UNDERWATER ORDNANCE TECHNICIAN	10.30	ORDNANCE	10
MN	352	.36	.36	MINERWARFARE TECHNICIAN			
YN	4630	4.76					
PN	1521	1.56					
MA	263	.27	6.98	SHIPS CLERK	8.68	ADMINISTRATION	9
JO	178	.18					
LI/PI	208	.21					
CT	1657	1.70	1.70	COMMUNICATIONS TECHNICIAN			
MM	7165	7.36					
EN	5502	5.66					
MR	961	.99	18.82	MACHINIST	18.82	ENGINEERING	19
BT	4384	4.51					
IM	141	.14					
OM	159	.16					
ME	2198	2.26					
FP	1620	1.67					
DC	1709	1.76	5.87	SHIP REPAIR TECHNICIAN	5.27	HULL	6
PM	66	.07					
ML	103	.11					



# ENLISTED PATHS OF ADVANCEMENT - OPTIONAL PLAN (CON'T)

Rate	Adj. Req. E6 & 7	% of Total	Enl. Base %	WARRENT CATEGORY	Enl. Base %	LDO CATEGORY	Recom- mended %
EM IC	5401 1428	5.55 1.47	7.02	ELECTRICIAN	10.57	ELECTRONICS	16
ET	3457	3.55	3.55	ELECTRONICS TECHNICIAN			
AC AB PR	583 869 371	.60 .89 .38	1.87	AVIATION OPERATIONS TECHNICIAN	1.87	AVIATION OPERATIONS	2
AG	650	.67	.67	AEROGRAPHER	.67	AEROLOGY	1
PH/AF	880	.90	.90	PHOTOGRAPHER			
AO AQ GF	1996 500* 500*	2.05 .51 .51	3.07	AVIATION ORDNANCE TECHNICIAN	3.07	AVIATION ORDNANCE	3
AD AM	7430 2952	7.64 3.03	10.67	AVIATION MAINTENANCE TECHNICIAN	10.67	AVIATION MAINTENANCE	11
TD AT/AL	421 3664	.43 3.77	5.81	AVIATION ELECTRONICS TECHNICIAN	5.81	AVIATION ELECTRONICS	6
	97282	99.98	99.98				100

\*Estimated Requirements  
#Alternate Path of Advancement to LDO Electronics

21 January 1954

From: Commander Edward Sternlieb, USN  
Lieutenant Commander Robert A. Keil, USN

To: Senior Member, LDO and WO Board.

Subj: Minority Report

1. The undersigned members are in disagreement with the majority of the members of the board on the concept of a Limited Duty Officer and consider that implementation of the board's recommendations based thereon (Recommendations E5 and E6) will result in the weakening of the Limited Duty Officer program.

2. The undersigned members believe that:

a. The purpose of the law in establishing LDOs was to provide an opportunity for the outstanding enlisted man, with limited formal education, to attain commissioned officer status. The LDO category was not established because the Navy had a requirement for such, although LDOs in limited numbers can be used profitably in billets which are normally filled by unrestricted line officers.

b. The law protects the LDO by providing:

- (1) That the LDO be assigned to duty in specialty
- (2) Selection for promotion not in competition with officers with higher formal education.

c. Since the Officer Personnel Act of 1947 permits LDOs to transfer to unrestricted duty, it follows that Congress did not intend to restrict LDOs to their specialty.

3. It is further considered that:

- a. The necessity for economy of the Nation's manpower requires utilization of military personnel to the individual's maximum capability.
- b. The current policy of detailing LDOs to duty is sound, flexible, practicable, and in accordance with law in that the LDO is permitted to, but not required to, round out as an unrestricted officer. LDOs are currently assigned to ships and stations where their specialties are required. In critical categories such as electronics, LDOs seldom are able to leave their specialty in order to round out.
- c. The current LDO appointee is more highly selected and has more potential for rounding out than the wartime USN(T) officer.

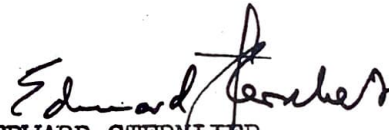


- d. Rounding out of an LDO enables him to assume responsibility commensurate with his advancement and does not require transfer to unrestricted duty. Broadening increases an LDO's detailability and should, therefore, improve his chances for promotion.
  - e. The LDO program as currently implemented with respect to detailing provides a better officer potential for mobilization.
  - f. Military duties such as shipboard watches, department head duties and shore patrol are an inherent responsibility of all officers, including LDOs.
  - g. Manpower and budgetary limitations require the maximum practicable versatility in naval officers. This is particularly true on board ship where space limitations demand that personnel fulfill more than one function.
4. It is further considered that restricting the LDO to his specialty is unnecessary, undesirable, and would:
- a. Discourage the ambitious and qualified enlisted man who achieves commissioned officer status. Such restriction would limit the performance of LDOs to that of the least adaptable in their ranks.
  - b. Weaken the line officer corps, particularly in command structure, and produce a sub-standard officer, who in effect would be a "super" warrant officer.
  - c. Burden the Navy with additional specialization which is particularly undesirable with the current downward trend in personnel ceilings.
  - d. Infringe on the Commanding Officer's authority and responsibilities in utilizing his officers. Eventually many Commanding Officers would request that LDOs not be assigned to their commands because of the restrictions imposed.
5. If the LDO is required to remain in specialty it is recommended that there be no increase in the number of LDOs above 6.22% of the unrestricted line. It is believed that the SMOOT BOARD (1951) recommended an increase of LDOs to 10% of the unrestricted line based on the elimination of the warrant category and more general utilization of the LDO.
6. In summary, it is the opinion of the undersigned members of the Board that the LDO program as currently implemented in respect to detailing is effective, universally popular, and so healthy that it needs no cure; and it is therefore recommended that the present policy regarding Limited Duty Officers be continued

so that LDOs would be permitted to, but not required to, round out as line officers. In support of the above, paragraph 26(b) of the F.B.C.MARTIN BOARD REPORT (1948) is quoted herewith:

"The basic reason for establishing the Limited Duty Officer category was the Navy's realization of the value of the temporary officers during the war. These officers were utilized in the technical fields indicated by their previous warrant officer classification or enlisted rating, but their full utilization came from not being restricted in their military duties and availability for command when it was desirable. It is believed that the full utilization of the Limited Duty Officers will not be realized unless this same relationship is maintained."

Very respectfully,

  
EDWARD STERNLIEB  
Commander, USN

  
ROBERT A. KEIL  
Lieutnant Commander, USN



FIRST ENDORSEMENT

From: Senior Member, LDO and WO Board  
To: Chief of Naval Personnel

Subj: Minority Report

1. The senior member considers it necessary to submit comments concerning statements made in the Minority Report submitted in basic correspondence:

- a. With regard to paragraph 1, the senior member wishes to point out that the only concept as to the status of a limited duty officer that the board used as a basis for its deliberations is that concept which is found in Public Law 381-80th Congress and in BuPers Instruction 1120.18, dated 30 June 1953, quoted herein:

"Officers appointed pursuant to these laws will perform limited duty only in the technical fields indicated by their previous warrants or ratings and will be referred to as limited-duty officer."

To the board's knowledge this is the only known definition of a limited duty officer in existence.

- b. The senior member concurs in subparagraph 2. c. of the Minority Report only if it applies to the categories of limited duty officer, Deck, and limited duty officer, Aviation Operations; for any other limited duty officer category the board believes that the individual in that highly specialized category should be given the opportunity for comprehensive schooling and training if he is to be required to fulfill the broad duties and responsibilities of a watch-stander or commanding officer.
- c. With regard to the statements made in paragraph 3, the board recognizes all of the points referred to but believes that as long as the limited duty officer should be considered as that defined in Public Law 381-80th Congress, he is as limited in his duties as any of the staff officers are and as such should be so treated; the only exceptions to this statement are those in the limited duty, Deck, and limited duty, Aviation Operations categories.
- d. Concerning paragraph 4 and particularly paragraph 4.d., the senior member does not believe that the limited duty officer loses his importance if restricted to his specialty. It is believed that there will always be a need for practical specialists of the limited duty officer ranks in the highly technical fields of engineering, gunnery, electronics, etc.; just as there has been a need for the warrant officer in these specialties in the years gone by.

- e. Concerning the comments and quotation in paragraph 6, the board was unable to find any official record as to why the limited duty officer program was started or as to what type of duty a limited duty officer is supposed to perform other than that obtained from the definition of a limited duty officer given in Public Law 381-80th Congress quoted above and the testimony given before Congress on the subject in 1947. It is of note that this testimony specifically supports the concept as spelled out in the law. The Board also believes that the duties of a limited duty officer should not be compared to those performed by U.S. Navy (Temporary) officers of World War II, for this latter officer was not restricted to performing duties in his past specialty, but quite to the contrary, was expected to perform duties of an unrestricted type.

*E. W. Grenfell*  
E. W. GRANFELL  
Captain, U.S. Navy  
Senior Member



