

AD-A169 162

THE
LIMITED DUTY/CHIEF WARRANT
OFFICER
PROFESSIONAL GUIDEBOOK



JUN 26 1985
A

U.S. GOVERNMENT PRINTING OFFICE
1985 O 420-1300

DTIC FILE COPY

OPNAV 130-1-85
S/N 0420-LP-400-1300

PREFACE

The Limited Duty Officer and Chief Warrant Officer Professional Guidebook (OPNAV 130-1-85) is for use by personnel in the administration of the Navy's Limited Duty Officer and Chief Warrant Officer Programs. It contains general guidance and information on policies and regulations concerning the programs; e.g., planning by personnel for appointment, training and education, utilization, reversion, redesignation, and retirement. It also contains a definition of each designator series and general and professional occupational standards for each specific designator.

This Guidebook contains answers to frequently asked questions. While not a complete treatment of all the variables associated with a limited duty officers or chief warrant officers career, it provides sufficient information concerning assessment, career planning, educational benefits, reversion, and retirements to enable limited duty officers and chief warrant officers to become involved with their career planning.

This Guidebook will be updated periodically to provide the latest career information for limited duty officers and chief warrant officers. Comments and recommendations for future topics or changes are encouraged and may be made directly to the Director, Military Personnel Policy Division (OP-130E4).

The Limited Duty Officer Manual (NAVPERS 18564B) and The Warrant Officer Manual (NAVPERS 18455B) are cancelled.

Reviewed and approved:



M. P. KALLERES
Commodore, U.S. Navy
Director, Military Personnel
Policy Division

The Limited Duty Officer and Chief Warrant Officer Professional Guidebook.

TABLE OF CONTENTS

	PAGE
Preface	i
A User's Guide	ii
Table of Contents	iii
Chapter I -- In Pursuit of a Naval Career as a Limited Duty Officer or Chief Warrant Officer	I
PAGE	
101 Application and Selection	I-1
102 In-Service Procurement Boards	I-2
103 Appointment Procedures	I-3
104 Initial Appointment to Limited Duty Officer	I-3
105 Initial Appointment to Chief Warrant Officer	I-4
106 Delay in Accepting Appointment	I-4
107 Limited Duty Officer and Chief Warrant Officer Indoctrination Schools	I-4
108 Precedence and Authority	I-4
Figure 1-1 Normal Path of Advancement to Limited Duty Officer and Chief Warrant Officer	I-6
Figure 1-2 In-Service Procurement Instructions	I-7
Chapter II -- Career Planning	II
201 The Assignment Process	II-1
202 Assignment Officer/Placement Officer	II-1
203 Officer Community Manager (OCM)	II-2
204 Assignment Officer Telephone Numbers	II-2
205 Assignment Process	II-3
206 Redesignation	II-5
Chapter III -- Promotions	III

301 Limited Duty Officer and Chief Warrant Officer Promotions	III-1
302 Competitive Categories	III-1
303 DOPMA Guidance	III-1
304 Promotion Cycle	III-3
305 Promotion Selection Boards	III-3
306 Limited Duty Officer Promotion Selection Boards	III-4
307 Chief Warrant Officer Promotion Selection Boards	III-5
308 The Selection Process	III-5
309 Enlisted Advancement of Temporary Limited Duty Officers	III-6
Figure 3-1 Limited Duty Officer Promotion Flow	III-7
Figure 3-2 Chief Warrant Officer Promotion Flow	III-8
Figure 3-3 Obligated Service Requirements	III-9
Chapter IV -- How to Make the System Work for You	IV
401 Reviewing Your Official Record	IV-1
402 The Whole Record and Its Patterns	IV-1
403 The Official Record	IV-2
404 The Officer Service Record	IV-3
405 Record Availability	IV-3
406 Record Corrections	IV-4
407 Recapping Your Record	IV-4
Figure 4-1 Record Recap Form	IV-7
Chapter V -- Education	V
501 Continuing Education	V-1
CHAPTER VI -- Changing Careers	VI
601 Leaving Active Naval Service	VI-1

APPENDIX

A - Laws of Concern to Limited Duty/Chief Warrant Officers..... A-1
(Title 10, United States Code)

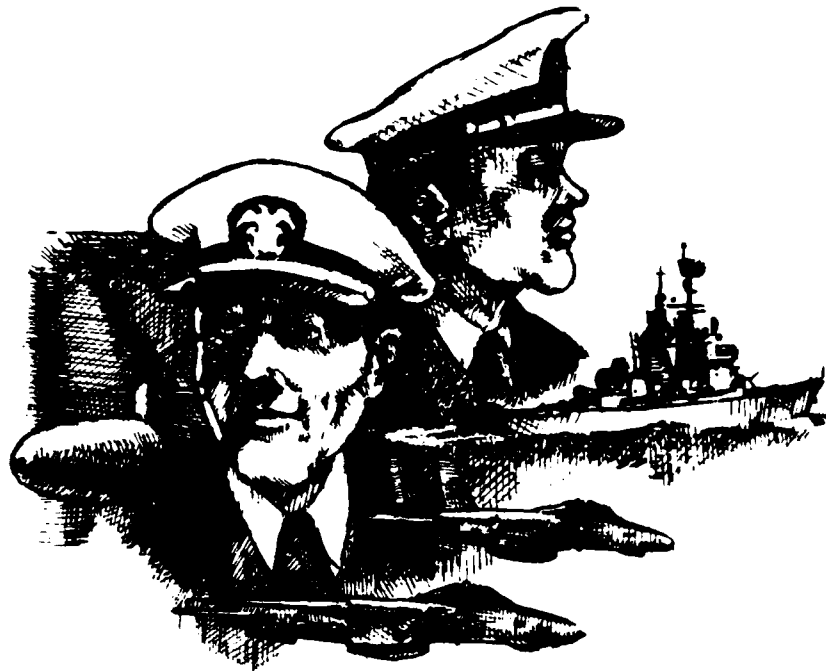
B - Defense Officer Personnel Management Act (DOPMA) B-1

C - Designator Descriptions and Career Planning Guides C-1

D - History of Limited Duty Officers and Chief Warrant Officers D-1

CHAPTER I

IN PURSUIT OF A NAVAL CAREER AS A LIMITED DUTY OFFICER OR CHIEF WARRANT OFFICER



CHAPTER I

IN PURSUIT OF A NAVAL CAREER AS A LIMITED DUTY OFFICER OR CHIEF WARRANT OFFICER

101. APPLICATION AND SELECTION

The limited duty officer and chief warrant officer programs are the principal enlisted to officer programs not requiring a college education.

Competition for the limited duty officer and chief warrant officer programs are keen and personnel should commence preparation early in their careers. Many successful applicants begin as early as PO3. The most important factor for selection is sustained superior performance. Most successful applicants have a blending of superior performance, outside education, correspondence courses and participation in civilian community activities with all these things being well documented in their evaluations.

Since procurement for these programs is directly from the enlisted ranks, division officers and officers performing educational duties should be alert to recognize, counsel and encourage individuals who possess the potential to apply for the limited duty officer and chief warrant officer programs. These programs provide an opportunity for appointment to regular commissioned status for selected chief warrant officers and senior enlisted personnel for the performance of duty in the broad occupational field indicated by their former warrant or enlisted rating groups.

Increased knowledge acquired by on-the-job training and specialized training through schools and correspondence courses should be sought by all potential candidates to better prepare themselves for commissioned officer status. Many candidates have applied repeatedly; however, unless they demonstrate continual growth in experience and training they will not be as competitive as if they routinely complete Navy correspondence courses, off-duty educational courses or qualify for additional responsibilities that would indicate a desire to prepare themselves for exercising commissioned officer duties.

Applicants for the Limited Duty Officer or Chief Warrant Officer Programs should normally request consideration in the category of their normal path of advancement indicated in Figure 1-1 of this manual. Strong competition will be encountered by an applicant for a category not in the normal path of advancement.

Personnel seeking an appointment as a limited duty officer or chief warrant officer should familiarize themselves with the contents of this manual and its associated publications. Eligible candidates must submit a written application for appointment as a limited duty officer or chief warrant officer in accordance with the regulations and instructions applicable to the specific program being applied for, see Figure 1-2.

The limited duty officer, chief warrant officer, limited duty officer aviator (Flying LDO) and chief warrant officer physicians assistant (PA) categories are four separate programs which serve the Navy's requirements for officer technical managers and officer technical specialists. These programs provide the opportunity for outstanding senior enlisted men and women to compete for commissioned officer status based on their service experience and proven professional competence.

The limited duty officer program provides the Navy with officer technical managers who perform in a progressive technical field not attainable by normal development of other officers.

Limited duty officers are technically oriented officers who perform duties:

- a. Limited to specific occupational fields.
- b. That require authority and responsibility greater than that normally expected of a chief warrant officer.
- c. That require strong managerial skills.
- d. Outside a normal development pattern for unrestricted line/restricted line officers (e.g., those duties which would require excessive technical training or extensive on-the-job training).
- e. Normally progress to the department head level with limited opportunity to CO/XO/OIC.

The chief warrant officer provides the Navy with a vital and invaluable form of leadership. Chief warrant officers are officer technical specialists, qualified by performance and experience, who possess the expertise and authority to direct the most difficult and exacting technical operations in a given occupational area.

Chief warrant officers are technical officer specialists who perform duties:

- a. Limited in scope (in relation to other officers).
- b. Technically orientated.
- c. Repetitive in nature.
- d. Not significantly affected by advancement in rank and therefore amenable to successive tours.
- e. Normally progress to the division officer level.

Questions concerning application for any Limited Duty Officer or Chief Warrant Officer Program should be directed to the Naval Military Personnel Command, (NMPC-211):comm 202-694-2166/1193 AV: 224-XXXX

102.

IN-SERVICE PROCUREMENT BOARDS

Limited duty officers and chief warrant officers are selected for appointment by In-Service Procurement Boards. These boards, whether to select limited duty officers, chief warrant officers, limited duty officer (Flying LDOs) or chief warrant officer physician's assistants (PA), are convened by the authority of the Secretary of the Navy to recommend applicants for such appointments. A new board for each program is normally appointed in each fiscal year, but special boards may be convened as necessary to meet the needs of the Navy. These boards normally include officers in the line and various staff corps to allow the senior member of the board to establish internal panels with a good knowledge of the requirements of each occupational specialty.

These boards consider applicants for appointment in the designator(s) they have requested. If a candidate requests consideration in more than one designator, the board recommends the individual for appointment only in the designator for which he or she is best qualified. Each member of the board is sworn to select the best qualified candidates without prejudice or partiality.

The boards recommend candidates for appointment in numbers not to exceed the quota furnished by the Chief of Naval Operations. However, it is not obligated to select to the numbers provided if, in their opinion, sufficient numbers of applicants are not qualified for appointment.

The senior member of each board submits one or more written reports signed by all members. Each report certifies that at least a majority of the members recommend the selectees listed as qualified for appointment as limited duty officers, chief warrant officers, limited duty officers (Flying LDO) or chief warrant officer physician's assistant (PA) and are the best qualified for appointment of all the candidates under consideration. Each report is submitted to the Secretary of the Navy for approval or disapproval, in whole or in part, via (in order) the Chief of Naval Personnel, the Judge Advocate General of the Navy (for legal review), and the Chief of Naval Operations.

The proceedings, and prior to their approval, the recommendations, of any board cannot be divulged by any member of the board or by the recorders unless authorized by the Secretary of the Navy.

103.

APPOINTMENT PROCEDURES.

Selectees for appointment to limited duty officer or chief warrant officer are assigned an effective date of appointment by the Commander, Naval Military Personnel Command. Appointments are tendered in increments throughout the fiscal year.

Prior to the effective date of appointment, the selectee receives a package containing the Certificate of Appointment and Letter of Acceptance/Oath of Office from the Commander, Navy Recruiting Command (Code 13). The package also contains specific instructions for acceptance or declination of the appointment.

DECLINATION OF THE APPOINTMENT BY THE SELECTEE IS IRREVOCABLE

Selectees who decline appointment must resubmit for consideration by a later In-Service Procurement Board should they desire to compete for appointment again. Selectees appointed from enlisted status may not be frocked prior to commissioning. Prior to acceptance of the appointment, the selectee must meet the physical standards prescribed by Chapter 15, Manual of the Medical Department. Weight control standards specified in OPNAVINST 6110.1B must also be met prior to commissioning.

The selectee's officer service record, if appointed from enlisted status, is opened by the commanding officer or Personnel Support Detachment maintaining his or her enlisted record. Limited duty officer selectees retain their permanent enlisted status and are not discharged (e.g., they do not receive a DD214, Certificate of Release or Discharge from Active Duty) and continue to maintain an enlisted service record along with the officer service record.

104.

INITIAL APPOINTMENT TO LIMITED DUTY OFFICER

All enlisted personnel selected for limited duty officer are given temporary appointments to the grade of ensign in the Regular Navy. Appointments are tendered under the authority of 10 USC 5596. Individuals holding temporary appointments retain their permanent enlisted status and continue to advance in their enlisted rating through procedures contained in the Manual of Advancement. BUPERS Instruction 1430.16.

Chief warrant officers who successfully compete for limited duty officer appointment are promoted to the temporary grade of lieutenant (junior grade). Permanent chief warrant officers appointed to lieutenant (junior grade) continue to hold their permanent chief warrant officer grade while serving as a temporary limited duty officer.

Temporary chief warrant officers holding a permanent enlisted grade, who are selected for limited duty officer, have the option of retaining their permanent enlisted status, and vacating all chief warrant officer status; or concurrently accepting a permanent appointment to the chief warrant officer grade held at the time, and temporary appointment to lieutenant (junior grade)

All officers receiving temporary appointments must agree to remain on active duty for three years after accepting the appointment. Date of rank in the temporary grade is assigned by the Commander, Naval Military Personnel Command.

105. INITIAL APPOINTMENT TO CHIEF WARRANT OFFICER

Chief warrant officer selectees serving as a chief or senior chief petty officer are given permanent chief warrant officer (W2) appointments in the Regular Navy. Master chief petty officer selectees with at least two years in paygrade E9 are tendered permanent chief warrant officer (W3) appointments in the Regular Navy.

All chief warrant officer appointees are discharged from their enlisted status upon acceptance of commission. Authority for permanent appointments to chief warrant officer (W2) and (W3) is 10 USC 555. Each appointee is assigned a date of rank determined by Commander, Naval Military Personnel Command.

106. DELAY IN ACCEPTING APPOINTMENT

Selectees may delay accepting their appointments for short periods of time with approval of the Commander, Naval Military Personnel Command. In the event circumstances make it more advantageous to delay accepting a commission the following action should be taken:

- a. Inform the commanding officer of the situation and seek his or her support.
- b. Prepare a request for a delay to the Commander, Naval Military Personnel Command (NMPC-211). The request should fully discuss the circumstances and specify the desired date of acceptance of the commission.

Upon receipt of the request it will be reviewed and acted upon promptly. Requests for delays will not be approved for dates beyond the fiscal year for which selection is authorized.

**107. LIMITED DUTY OFFICER AND CHIEF WARRANT OFFICER
INDOCTRINATION SCHOOLS**

After commissioning, limited duty officers and chief warrant officers will attend a Limited Duty Officer and Chief Warrant Officer Indoctrination School. Supply designators (651X, 751X, 752X) attend the Supply Officers Basic School at Athens, Georgia. Civil Engineers (653X, 753X) attend the Civil Engineers Basic Indoctrination Course at Port Hueneme, California, all other designators attended a course at Naval Air Station Pensacola Florida

The purpose of these courses is to indoctrinate the newly commissioned limited duty officer and chief warrant officer by providing fundamental military, leadership, and the administrative tools necessary to function in a division officer role and to instill the pride of professionalism and motivation to excel that will enhance overall performance (See SECNAVINST 1920.6).

Failure to satisfactorily complete this, or any other course is grounds for revocation of your commission.

PRECEDENCE AND AUTHORITY

Generally, limited duty officers and chief warrant officers enjoy the same precedence and exercise the same authority as officers not restricted in the performance of duty (see chapter 8, U.S. Navy Regulations, 1973).

Normally, limited duty officers and chief warrant officers are only utilized in valid organizational requirements indicated by their designators, unless the immediate mission of the unit cannot otherwise be accomplished.

Limited duty officers and chief warrant officers may be assigned to various types of familiarization watches and collateral duties provided that undue interference with the performance of their specialty does not result.

While limited duty officers are not required to be as broadly qualified as unrestricted line officers, they are permitted to do so and to apply for redesignation to the unrestricted line if they desire. Limited duty officers may also apply for redesignation to the restricted line or staff corps. Information concerning redesignation is contained in MILPERSMAN 1020170. Educational background is one of the most important criterion in the selection process for redesignation. Normally the minimum of a Baccalaureate Degree is required. See Chapter II for more information.

Eligibility for command at sea, succession to command in ships and at other activities by limited duty officers and chief warrant officers are:

a. Any limited duty officer or chief warrant officer who is ordered as commanding officer or executive officer of a ship by the Chief of Naval Personnel is determined to be fully qualified and eligible to succeed to command at sea under the provisions of Navy Regulations.

b. Other than those ordered as commanding officer or executive officer of a ship by the Chief of Naval Personnel, a line limited duty officer or chief warrant officer attached to and serving in a ship shall be designated as eligible to succeed to command at sea by the first commanding officer who authorizes him or her to perform all deck duties afloat (Navy Regulations, Articles 0865 and 0866). This designation shall be by an official letter to the officer concerned with a copy to the Chief of Naval Personnel. Further designation by a subsequent commanding officer is not necessary. Limited duty officers and chief warrant officers designated as eligible to succeed to command at sea are also eligible for command at sea within the provisions of Navy Regulations, article 0902.

c. Articles 0865, 0866 of Navy Regulations, state, respectively, that a limited duty officer or chief warrant officer is eligible to succeed to command in other than ships when the officer's designator is appropriate to the function of the activity to which attached. A letter of designation is not required.

Command opportunity is extremely limited, and those officers selected are selected by a command screening board. In most cases, an assignment to command at sea is a follow-on sea tour.

As you can see from this discussion on precedence and authority a thorough understanding of Navy Regulations is a must.

U.S. Navy Regulations are issued in accordance with the provisions of 10 USC, section 6011, for the governing of all persons in the Department of the Navy. Areas of particular concern to limited duty officers and chief warrant officers are chapters 7 through 12.

Laws that affect and govern policies concerning limited duty officers and chief warrant officers are taken from Title 10, United States Code. See Appendix A for a specific listing of articles from 10 USC which are of concern to limited duty officers and chief warrant officers.

NORMAL PATH OF ADVANCEMENT TO CHIEF WARRANT OFFICER AND LIMITD DUTY OFFICER

ENLISTED RATING	CWO CATEGORY AND OFFICER DESIGNATOR		LDO CATEGORY AND OFFICER DESIGNATOR	
		Surf / Sub		Surf / Sub
BM, QM, SM	BOATSWAIN	(711X 721X)	DECK	(611X 621X)
OS, EW, OT*	OPERATION TECH	(712X)	OPERATIONS	(612X)
BT, IC, EN, MM, GS, EM	ENGINEERING TECH	(713X 723X)	ENGINEERING REPAIR	(613X 623X)
ML, PM, HT, DC, OM, IM, MR, PICM	REPAIR TECH	(714X 724X)		
GMG, GMM, GM, FTB*, WT*, FC*, MT, FTG*, TM*, FT*	ORDNANCE TECH	(716X 726X)	ORDNANCE	(616X 626X)
MN, TM*§	UNDERWATER ORDNANCE TECH	(717X 727X)		
ST, DS*, FTG*, FTB*, FC*, OT*, ET, FT*	ELECTRONICS TECH	(718X 728X)	ELETRONICS	(618X 628X)
RM	COMMUNICATION TECH	(719X 729X)	COMMUNICATIONS	(619X 629X)
	AVIATION		AVIATION	
ALL RATINGS c§		N A	LDO AVIATOR	(630X)
ABE, ABE, ABH, AB	AVIATION BOATSWAIN	(731X)	AVIATION DECK	(631X)
AW	AVIATION OPERATIONS TECH	(732X)	AVIATION OPERATIONS	(632X)
AD, AME, AMH, AMS, AM, PR, AS, AZ, AFCM	AVIATION MAINTENANCE TECH	(734X)	AVIATION MAINTENANCE	(633X)
AO, WT*	AVIATION ORDNANCE TECH	(736X)	AVIATION ORDNANCE	(636X)
AT, AX, AQ, AE, TD, AVCM	AVIATION ELECTRONICS TECH	(738X)	AVIATION ELECTRONICS	(638X)
AC	AIR TRAFFIC CONTROL TECH	(739X)	AIR TRAFFIC CONTROL	(639X)
	GENERAL SERIES		GENERAL SERIES	
*MM, EM, ET, IC	NUCLEAR POWER TECH	(740X)	NUCLEAR POWER	(640X)
LI, JO*, PC, PN, YN, LN*, RP	SHIP'S CLERK	(741X)	ADMINISTRATION	(641X)
DP, DS*	DATA PROCESSING TECH	(742X)	DATA PROCESSING	(642X)
MU		NA	BANDMASTER	(643X)
CT@	CRYPTOLOGIC TECH	(744X)	CRYPTOLOGY	(644X)
IS*	INTELLIGENCE TECH	(745X)	INTELLIGENCE	(645X)
AG	AEROGRAPHER	(746X)	METEOROLOGY OCEANOGRAPHY	(646X)
PH, IS*, JO*, DM*	PHOTOGRAPHER	(747X)	PHOTOGRAPHY	(647X)
ANY RATING QUALIFIED IN FOD	EXPLOSIVE ORDNANCE DISPOSAL TECH	(748X)	EXPLOSIVE ORDNANCE DISPOSAL	(648X)
MA	SECURITY TECH	(749X)	SECURITY	(649X)
	STAFF CORPS		STAFF CORPS	
DK, SK, SH, AK, MS*	SUPPLY CORPS WARRANT (SC)	(751X)	SUPPLY (SC)	(651X)
MS*	FOOD SERVICE WARRANT (SC)	(752X)		
DM*, BU, CE, CM, UT, EA, EO, SW, CUCM, EQCM, UCCM	CIVIL ENGINEER CORPS WARRANT (CEC)	(753X)	CIVIL ENGINEER (CEC)	(653X)
HMS§	PHYSICIAN'S ASSISTANT (PA)	(754X)	N A	
LN*	N A		LAW	(655X)

NOTES

- * Normal path is more than one category.
- @ Only CT personnel may apply.
- Exclusive path of advancement for personnel in these rating who hold a valid nuclear power program NEC.
- † Less personnel holding valid nuclear power program NEC.
- § Application procedures published separately.
- ¶ 717X MN Path of Advancement, 727 TM Path of Advancement.
- NC may apply under previous rating or any designator for which qualified.

FIGURE 1-1

IN-SERVICE PROCUREMENT INSTRUCTIONS

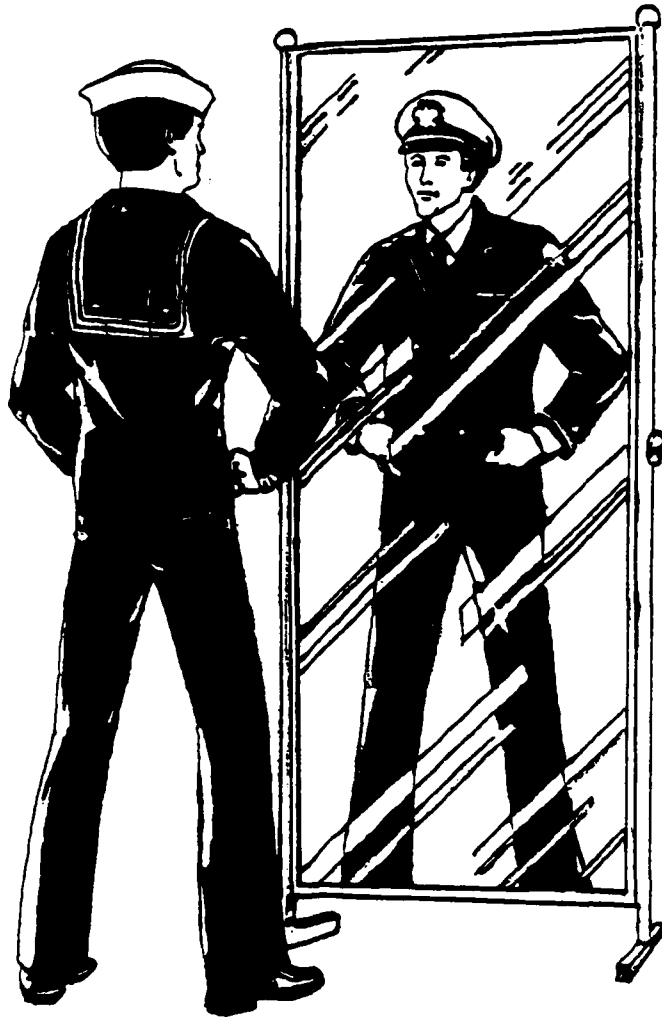
In-Service Procurement for Appointment to the Limited Duty Officer and Chief Warrant Officer programs.

1. In-Service Procurement for Appointment Under the Active and Inactive Limited Duty Officer and Chief Warrant Officer Programs. NAVMILPERSCOMINST 1131.1
 2. In-Service Procurement for Appointment Under the Active Limited Duty Officer (Flying LDO) Program. NAVMILPERSCOMINST 1131.2.
 3. In-Service Procurement for Appointment Under the Chief Warrant Officer Physician's Assistant Program. MILPERSMAN Article 1020315
-

FIGURE 1-2

CHAPTER II

CAREER PLANNING



CHAPTER II

CAREER PLANNING

201.

THE ASSIGNMENT PROCESS

The process of assigning a limited duty officer or chief warrant officer is complicated, and there are many factors—often conflicting—which must be considered. As an officer, the sea/shore rotation will begin again. The first tour will most likely be a sea tour. This designed to make new limited duty officers and chief warrant officers, more competitive when they reach their first promotion selection board and to develop leadership and management skills. Sea/shore rotation will vary by designator, and by grade in that designator, based on the billet and inventory levels. The assignment officers at Naval Military Personnel Command (NMPC) can provide current sea/shore rotation policies for each designator, based on the billet and inventory levels. The assignment officers at Naval Military Personnel Command (NMPC) can provide current sea/shore rotation policies for each designator when needed.

Primary assignment factors considered are:

- a. Service requirements—a total of all billets at all activities which need to be filled at any given time (often listed by definite priority).
- b. Professional needs of the officer—the need to develop increased managerial or technical skills and to assume increased responsibility.
- c. Fiscal constraints—travel, transportation of personal effects, and training costs of each move.
- d. Personal desires—type ship, station, homeport, or locality desired by the individual.

202.

ASSIGNMENT OFFICER/PLACEMENT OFFICER

Two individuals at Naval Military Personnel Command (NMPC) are primarily responsible for limited duty officer and/or chief warrant officer assignments—the assignment officer (commonly known as the detailer) and the placement officer. The assignment officer represents the individual officer and is responsible for insuring that the officer's personal desires are considered. The assignment officer compares the individual with his or her contemporaries and is cognizant of overall billet requirements. He attempts to place each officer in the very best possible job, considering the "needs of the Navy", their professional development, and their personal desires.

The placement officer represents the activity and is responsible for ensuring the proper manning and orderly rotation of officers to the activity. He ensures that the correct number of officers of the proper rank with the requisite qualifications are assigned to the command. He reviews the experience level, performance record, and training background to ensure that each officer who is proposed by an assignment officer for a specific billet is qualified for the assignment.

When communicating with NMPC, always refer to the assignment officer with respect to job assignments. Individual officers never talk to placement officers, assignment officers will represent your best interests to him.

203.

OFFICER COMMUNITY MANAGER (OCM)

The Chief of Naval Operations (OP-130E4) is responsible for management of the limited duty officer and chief warrant officer communities. With the advice of warfare sponsors and designator advisors, the Limited Duty Officer and Chief Warrant Officer Community Manager in OP-130 is tasked with:

- a. Providing policy to ensure sound management of the limited duty officer and chief warrant officer communities.
- b. Monitoring and making recommendations concerning limited duty officer and chief warrant officer billet structures.
- c. Developing strength plans for each limited duty officer and chief warrant officer competitive category.
- d. Developing annual limited duty officer and chief warrant officer accession plans by designator.
- e. Developing annual limited duty officer and chief warrant officer promotion plans.
- f. Providing career information for selection boards, commanders, managers, limited duty officers and chief warrant officers.
- g. Serving as technical advisor to limited duty officer and chief warrant officer statutory and administrative boards.
- h. Developing necessary congressional legislation to improve both programs.
- i. Recommending approval/disapproval for establishing, combining, or discontinuing limited duty officer and/or chief warrant officer designators.
- j. Conducting recruiting/career information visits to sea and shore stations.

The Limited Duty Officer and Chief Warrant Officer Community Manager has no role in the actual selection of individuals for commissioning or in the assignment of individual officers. Those responsibilities rest with other offices which are in the Naval Military Personnel Command (NMPC). The Community Manager does, however, work closely with those offices in the overall management of the limited duty officer and chief warrant officer communities, and deals with issues which affect the whole or a substantial part of the community.

204.

ASSIGNMENT OFFICER TELEPHONE NUMBERS

The following Officer Distribution and Control Divisions at Naval Military Personnel Command make assignments of limited duty officers and chief warrant officers:

SURFACE LDO/CWO ASSIGNMENT SECTION

NMPC-412J, 202-694-3746/7/8/9 AV: 224-XXXX
202-694-8553/4 AV: 224-XXXX

SUBMARINE LDO/CWO ASSIGNMENT SECTION

NMPC-422 202-695-1206/7 AV: 225-XXXX

AVIATION LDO/CWO ASSIGNMENT SECTION

NMPC-432L 202-694-4596/4178 AV: 224-XXXX

CRYPTOLOGY/CRYPTOLOGIC TECH LDO/CWO ASSIGNMENT SECTION

NMPC-4410 202-694-3403/4/5 AV: 224-XXXX

INTELLIGENCE/INTELLIGENCE TECH LDO/CWO ASSIGNMENT SECTION

NMPC-4411 202-694-3072/3/4 AV: 224-XXXX

METEOROLOGY/OCEANOGRAPHY/AEROGRAPHER LDO/CWO ASSIGNMENT SECTION

NMPC-449 202-694-0520/1/2 AV: 224-XXXX

PHOTOGRAPHY LDO/CWO ASSIGNMENT SECTION

NMPC-448 202-694-2709 AV: 224-XXXX

SUPPLY CORPS LDO/CWO ASSIGNMENT SECTION

NMPC-4412 202-694-2862 AV: 224-XXXX

CIVIL ENGINEER LDO/CWO ASSIGNMENT SECTION

NMPC-4413D 202-694-3635/6 AV: 224-XXXX

CWO PHYSICIAN'S ASSISTANT ASSIGNMENT SECTION

NMPC-4415R 202-695-7960 AV: 225-XXXX

LDO LAW ASSIGNMENT SECTION

NMPC-4416 703-325-9830 AV: 221-XXXX

LDO/CWO OFFICER COMMUNITY MANAGER (POLICY DEVELOPMENT/LONG RANGE COMMUNITY PLANNING)

OP-130E4 202-694-5593/4 AV: 224-XXXX

205.

ASSIGNMENT PROCESS

The assignment process begins when the placement officer sends an "availability notice" to the assignment officer informing him that an officer will soon be relieved and is eligible for reassignment. The assignment officer then studies the officer's current Officer Preference and Personal Information Card, (NAVPERS 1301/1 (REV 10-83)) to analyze his or her personal desires for reassignment and his own estimation of their professional capabilities and needs. This includes a review of the officer's fitness report record for an evaluation of his or her performance and qualifications. The assignment officer then makes a tentative decision as to the next assignment that will ensure proper sea/shore rotation and professional growth. The officer is then nominated by the assignment officer to the appropriate placement officer to fill a specific billet which is open at the time. The placement officer reviews the officer's record and accepts or rejects the nomination. In cases of disagreement a panel of senior officers will review and resolve the problem. An attempt is always made to reach the most equitable solution while giving consideration both to the Navy's and individual's needs.

Personal Mobility. Every effort is made to rotate limited duty officers and chief warrant officers with a minimum disruption of personal affairs; however, not all rotations can meet this goal and the needs of the Navy may dictate a type of assignment not meeting with the officer's personal desires or one that may cause some disruption of personal affairs. Most assignments involve a chain of reliefs consisting of three or more officers tied to the ultimate relief of a single officer. It is not unusual for such a transition to cover a period of six months or longer.

Personal Consideration. Each limited duty officer and chief warrant officer is strongly encouraged to ensure that his or her Officer Preference and Personal Information Card is current. Information contained on this form and in the officer's personal correspondence file is reviewed prior to an assignment. Statements regarding family; e.g. "wife studied in France", "son allergic to cold climate, etc." are carefully considered before an assignment is made. It is emphasized that it is clearly in every officers best interest to keep their Officer Preference and Personal Information Card current.

Communication. The primary vehicle for communicating with the assignment officer is the Officer Preference and Personal Information Card. However, there are often questions regarding current policies or other subjects which can best be answered by informal correspondence or telephone calls. Each officer is encouraged to contact their assignment officer at any time to discuss these questions. Letters and communications with the assignment officer are considered private and this information is not made available to any type of selection board nor does it become a part of an officer's official record. The assignment officer can also provide valuable information to assist the officer in filling out the Officer Preference and Personal Information Card.

Split-tour. In the interest of stability, officers are normally not rotated earlier than their established Projected Rotation Date (PRD). It is recognized that circumstances may develop which could justify a split sea tour for the benefit of some officers and their families. However, these special circumstances are weighed against the availability of a relief; financial considerations incurred by a Permanent Change of Station (PCS) move; operational status of the commands concerned; and the comments contained in the commanding officer's endorsement to a request for a split sea tour. Guidelines are as follows:

- a. Reassignment on a split-tour basis is not assured nor guaranteed to occur at a specified point in time.
- b. Sea tours will not be split prior to completion of eighteen months in the first command.
- c. Requests for a split-tour must be submitted by official letter.

Valid, documented, hardship cases are an exception to the split-tour program and are afforded special consideration to meet the needs of the situation.

Overseas Assignment. Overseas service, where dependents may accompany the member, may be considered the same as shore duty for rotation purposes. This is necessary to keep sea tour lengths stable and to provide fair and equitable rotation for all officers in the community.

Twilight Assignment. A twilight tour ashore is normally afforded those officers who are in a sea assignment when completing their 28th year of service. Assignment to a twilight tour is made as near as possible to the area where the officer plans to retire providing a valid billet exists. If an officer is completing his or her 28th year ashore, he or she may be required to return to sea duty. Every effort will be made to make this sea duty assignment near the area where the officer plans to retire. For more information concerning this subject see the Officer Transfer Manual (NAVPERS 15559) and be aware of the suggested sea/shore rotation pattern for your designator (see Appendix "C").

REDESIGNATION

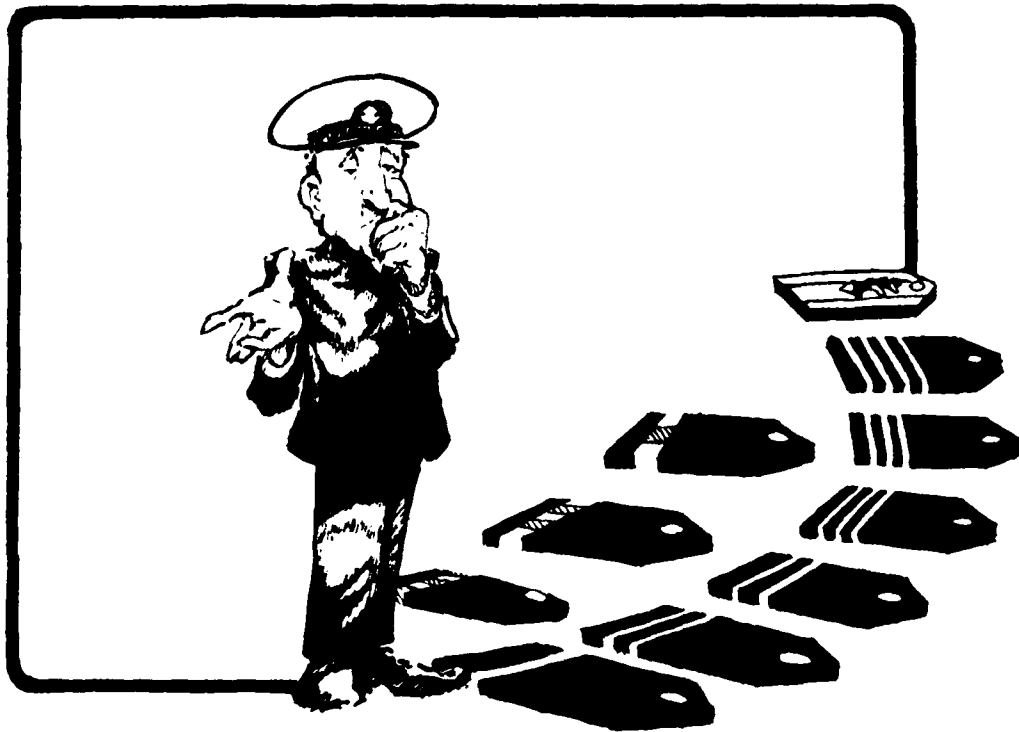
Limited duty officers may apply for redesignation in the unrestricted line (URL), restricted line (RL), or staff corps after completing three years obligated service incurred by accepting their initial appointment. Applicants for redesignation to URL must generally meet the warfare qualifications for the designator requested, and all applicants for redesignation must meet the educational requirements for the designator requested. Educational background is one of the most important criterion in the selection process. Limited duty officers approved for redesignation must agree to remain on active duty for two years upon redesignation. MILPERSMAN 1020150 and 1020170 provide specific URL, RL, and Staff Corps eligibility criteria and application procedures.

Once a limited duty officer is redesignated into the URL, General URL or Staff Corps, his or her limited duty officer status is terminated. What this means is, they can't come back.

Limited duty officers and chief warrant officers may also apply for redesignation within their respective community (e.g., from one LDO or CWO designator to another). Limited duty officers and chief warrant officers desiring a change in designator must submit a letter request in the format prescribed in MILPERSMAN 1020165.

CHAPTER III

PROMOTIONS



CHAPTER III PROMOTIONS

301. LIMITED DUTY OFFICER AND CHIEF WARRANT OFFICER PROMOTIONS

PERFORMANCE IS THE KEY TO PROMOTION

There is no, clearly definable, career enhancing billet which is more important than another when being considered for promotion. Performance is the only answer. The key to a successful career is the desire to excel in any duty assigned. Competition for promotion within the limited duty officer and chief warrant officer competitive categories is extremely keen. A mediocre performer is just not competitive.

The Navy's selection process for promotion has always recognized the outstanding performer. The officer who continually strives for outstanding performance, in all assignments, is providing insurance for a successful and rewarding career.

This very important career concern is not understood by many officers and this chapter is intended to provide some insight into the "not so magic" realm of promotions.

302. COMPETITIVE CATEGORIES

Each year the Limited Duty Officer and Chief Warrant Officer Community Manager prepares the five-year promotion plan for each limited duty officer and chief warrant officer competitive category. All limited duty officers and chief warrant officers are assigned to a competitive category based on their designator. The assignments are:

DESIGNATOR	COMPETITIVE CATEGORY
61XX, 62XX, 63XX, 64XX, 655X	LINE
651X	SUPPLY
653X	CEC
ALL 7XXX	CWO

303. DOPMA GUIDANCE

The Defense Officer Personnel Management Act (DOPMA) (see Appendix "B") provides the services some flexibility in determining promotion opportunity as well as flow points (average years of commissioned service when promoted to the next higher officer grade) for each grade. Promotion plans prepared annually are based on the guidance contained in title 10, U.S.C. and Navy policy shown below:

TO GRADE	MINIMUM PROMOTION OPPORTUNITY TO GRADE (%)	FLOW POINT (YEARS COMMISSIONED SERVICE FROM ENS DATE OF RANK)
06	50	21-23
05	70	15-17
04	80	9-11
03	95	(four years is Navy policy)
CWO4	80	3 yrs temp (6 yrs perm)
CWO3	80	3 yrs temp (6 yrs perm)

For limited duty officers who did not serve in the grade of ensign (chief warrant officers selected for limited duty officer are appointed to the grade of lieutenant (junior grade)) a constructive ensign date of rank is manually computed to determine where the flow point should be computed.

Basic requirements and information considered when developing a promotion plan are:

Controlled Grades. Officers 04 and above are in controlled grades. Congress establishes officer inventory ceilings for the 06, 05, 04 grades. This means the total number in any one controlled grade cannot exceed the number authorized. The Secretary of the Navy approves the apportionment of officers among the many competitive categories in the Navy.

Eligibility Identifiers. Eligibility identifiers are used to determine the officers who are eligible to be placed in-zone. Lieutenant commanders and above are considered for promotion zone eligibility based on their active-duty list numbers (precedence numbers). Lieutenants and below are considered for promotion zone eligibility based on their dates of rank. An individual's year group has no direct bearing on when an officer will be considered for promotion.

Designator. Individuals' designators are only used to place officers into the appropriate competitive category (Line/Supply/CEC/CWO). Designators are used as separate categories by the In-Service Procurement Boards when selecting applicants for commissions (Limited Duty Officer and Chief Warrant Officer Programs) but are not used in promotion planning.

Promotion Zone. The term "Above-Zone" refers to those officers who have been considered for promotion by a previous board and not selected. "Below-Zone" refers to those officers who are junior to the junior officer listed in-zone. An officer listed as below-zone could have the same date of rank and be in the same year group as the junior officer in-zone; it is important to remember that year groups do not determine the size of a promotion zone. Above-zone selection opportunity is not limited by policy or law, however, below-zone selection opportunity is.

Limited Duty Officer Competitive Categories. Below-zone selection opportunity is limited to not more than 10 percent of the maximum number of officers that are authorized to be selected from in-zone. Every above and below-zone selection is included as part of the total selections authorized by a promotion board. This means for every officer selected above or below-zone, one less officer in-zone can be selected.

Chief Warrant Officer Competitive Category. Below-zone selection opportunity is not authorized for permanent promotions. Temporary promotions, however, may include not more than five percent from below the zone. These below-zone selections are in addition to those officers selected from above and in-zone.

PROMOTION CYCLE

The legal and administrative steps in officer promotions, beginning with the establishment of an officer's eligibility for consideration and ending when a promotion to the next higher grade actually is effected, may be described as a cycle. Within this cycle are three major elements: eligibility, selection and promotion. Each is controlled by various laws, regulations and administrative procedures.

Three principal factors which combine to determine the number of in-zone candidates are . . . the maximum number of officers authorized for that grade and competitive category, projected vacancies and promotion opportunity.

a. Consider the determination of the lieutenant commander promotion zone for the limited duty officer (Line) competitive category. Let's say that the total programmed authorizations in FY-86 for lieutenant commanders in the limited duty officer (Line) competitive category is 200 and at the start of FY-86 there is projected to be a total of 200 limited duty officer (Line) lieutenant commanders on active duty. During FY-86 it is projected that 33 lieutenant commanders will be lost due to statutory retirements, voluntary retirements/reversions and lateral conversions to other communities. This total of 33 is compared against the ten gains the limited duty officer (Line) competitive category is expected to pick up in FY-86 from lieutenant commanders being continued beyond statutory retirement dates.

b. Projected losses compared against projected gains yield a net loss of 23 lieutenant commanders over FY-86. This total of 23 is subtracted from the 200 lieutenant commanders on active duty at the start of FY-86 yielding 177 lieutenant commanders by the end of FY-86. Since the authorization for lieutenant commanders in the limited duty officer (Line) competitive category for FY-86 will be 200, and there is projected to be only 177 lieutenant commanders on active duty, 23 promotions will be necessary.

c. If promotion opportunity has been determined to be 80 percent and 23 new lieutenant commanders are needed to meet authorizations for FY-86. Only the next 29 officers, in active duty list order, can be placed in-zone to meet both requirements (29 in-zone officers X 80 percent selection opportunity = 23 officers promoted to lieutenant commander).

Many factors affect the promotion plan for a specific grade in a specific fiscal year. . . some of these factors have a direct impact on accession planning as well: the better the retention, the fewer vacancies are created, which in turn decreases both promotion numbers and accession opportunity.

Promotion planning covers all grades. Five-year projections are made to ensure adequate officer accession and promotion over the long term. Proper management of both is vital to community health.

PROMOTION SELECTION BOARDS

Promotion selection boards are composed of senior officers of experience, maturity, varied backgrounds and are representative of each competitive category being considered by that particular promotion selection board. Each member is placed under oath to consider all officers without partiality. Their task is to prepare a list of officers, from those being considered, for promotion to the next higher grade. The number of officers recommended for promotion may not exceed the number approved by the Secretary of the Navy in the annual promotion plan. The instructions, guidance and maximum numbers to be recommended for promotion are given to the senior member (president) of each promotion selection board in a letter called a precept. In the precept, the Secretary of the Navy also includes a requirement that the proceedings shall not be disclosed except as authorized by him. This statement prevents external pressures of any sort. The promotion selection board is like a jury, being required only to submit its findings and recommendations and not the reasons for its decisions. The Secretary of the Navy directs that promotion selection board members will not be assigned to counsel those officers who fail-of-selection before the board of which they were members.

Notice of a promotion selection board is issued by the Secretary of the Navy at least 30 days before the board is convened. The ALNAV includes; (1) names, dates of rank, and; active duty numbers for limited duty officers, and for chief warrant officers names and date of rank of the junior and senior officers in the promotion zone; (2) name, date of rank, and active duty precedence number and names and date of the rank junior officer eligible; and (3) date the board will convene.

MILPERSMAN 2220110 provides guidance in communicating with promotion selection boards. Individuals may not appear before a promotion selection board in person, but may communicate, in writing, with the president of the board. Third-party communication is not permitted. Endorsements should be included as enclosures or attachments with the eligible's letter to ensure that only those officers eligible may communicate with the board.

A temporary limited duty officer, whose permanent status is chief warrant officer, is considered by both; (1) a chief warrant officer promotion board for promotion to the next higher warrant grade and; (2) a limited duty officer promotion board for promotion to the next higher temporary grade (above CWO4).

Limited duty officer/chief warrant officer promotion selection boards consist of at least five, but usually nine voting members. Each member is normally on the active duty list of the Navy and must be serving in a grade higher than the officers being considered for promotion. No officer may serve on two successive boards to consider the same grade or competitive category. Limited duty officer promotion selection boards include at least one member from each competitive category.

306. LIMITED DUTY OFFICER PROMOTION SELECTION BOARDS

Limited duty officer promotion selection boards are convened under the authority of 10 U.S.C. 611(a), for permanent limited duty officers, and 10 U.S.C. 5596(d), for temporary limited duty officers, to recommend those individuals for promotion. The Secretary of the Navy prescribes the promotion percentages and zones for limited duty officer promotion selection boards in the annual grade promotion plan. Permanent and temporary limited duty officers serving in the same grade and competitive category who have the required service-in-grade are considered for promotion by the same selection board. For a description of obligated service for promotion to each grade refer to Figure 3-3.

307. CHIEF WARRANT OFFICER PROMOTION SELECTION BOARDS

Two promotion selection boards are convened for each chief warrant officer grade. Permanent chief warrant officer promotion selection boards are convened under authority of 10 U.S.C. 558-560. Chief warrant officers in grades W2 and W3 must serve six years in grade before permanent promotion to W3 and W4 respectively. To meet the needs of the Navy, promotion selection boards to promote permanent and temporary chief warrant officers, to higher temporary chief warrant officer grades, are convened under regulations prescribed by the Secretary of the Navy as authorized by 10 U.S.C. 602. Therefore, permanent chief warrant officers are considered for promotion by both temporary and permanent promotion selection boards. Temporary chief warrant officers are only considered by the temporary selection board.

To be considered, each chief warrant officer should be placed in the promotion zone in time to permit his or her promotion, if selected, on the day after the date he or she completes the required service-in-grade. Service-in-grade for temporary promotion to W3 and W4 is prescribed by the Secretary of Navy. For a description of obligated service for promotion to each grade refer to Figure 3-3.

The Secretary of the Navy establishes promotion percentages in the annual grade promotion plan and prescribes the number of chief warrant officers who may be selected for temporary or permanent promotion in the precept for each board. By law, the number who may be selected cannot be less than 80 percent of the chief warrant officers who are being considered for promotion to that grade for the first time.

The temporary promotion selection board precept also includes the number of chief warrant officers who may be selected from below the promotion zone or "deep selected." Below-zone selections are in addition to, but may not be more than five percent of the total number of officers authorized for selection. The required service-in-grade for consideration for below-zone selection is specified in the annual grade promotion plan. Below-zone selection applies only to temporary promotions since there are no provision in law for below-zone selection to permanent W3 and W4.

Chief warrant officer's service-in-grade for temporary promotion is computed from the date of eligibility for temporary promotion to the present temporary grade. Likewise, permanent service-in-grade is computed from the date of eligibility for permanent promotion to the present permanent grade. By law, chief warrant officers selected for promotion to the next higher grade are required to serve at least 31 days in the higher grade to be able to retire in that grade.

308.

SELECTION PROCESS

Consider now a typical promotion selection board. Suppose that the promotion plan, as constructed, calls for considering a zone of the 29 most senior lieutenants who have not been previously considered for promotion to lieutenant commander. Of this total, it has been determined that only 23 selectees are needed to fill vacancies in the next higher grade. The names and records of all eligibles are submitted to the promotion selection board. The promotion selection board proceeds to evaluate each officer's record, considering the breadth of professional background, the responsibilities carried and the fitness report grades received for the performance of varied duties.

The names and records of all in-zone, above-zone and below-zone officers (within the same competitive category) being considered are submitted to the board. In addition, each officer is identified by his or her social security number. This eliminates any chance of confusing two or more officers who may have the same or similar names. The board evaluates each officer's record and then recommends those "best qualified" for promotion in numbers not to exceed the number contained in the precept. The key to understanding the promotion selection process is the term "best qualified" as distinguished from "fully qualified". The Navy's standards for the original commissioning of limited duty officers and chief warrant officers are high. Most of the eligible candidates in our example would probably have "good" to "outstanding" records, and would be qualified for promotion; however, there are simply not enough authorized numbers to permit all "fully qualified" officers to be selected. Many fine officers who are well suited for promotion are not selected due to promotion quota constraints. Many officers who have not been selected for promotion to the next higher grade are excellent officers possessing technical backgrounds qualifying them for important and demanding jobs throughout the spectrum of sea, shore and overseas billets. The Navy cannot afford to relegate these officers to jobs which do not tax their capabilities. Non-selection alone cannot and must not be considered a reason for disqualification for assignment of tasks which require ingenuity, ability, and experience. Failure to exploit to the fullest the talents of these officers will adversely affect the naval service and erode it's ability to carry out assigned missions.

Limited duty officer and chief warrant officer promotion selection boards have a significant responsibility in addition to recommending the best qualified officers for promotion. In the course of reviewing official records, promotion selection boards are to be alert for documented, substandard performance of duty, misconduct, moral or professional dereliction, or circumstances which indicate the officer's retention on active duty is not consistent with the interests of national security. In these cases, the selection board is charged by the board precept with reporting the names of those officers who a majority of the board believes should be required to show cause for retention on active duty. The Secretary of the Navy then takes appropriate action prescribed under SECNAVINST 1920.6A.

Upon completion of the tasks prescribed in the precept, each promotion selection board prepares a final report of its findings and recommendations. Each report must be signed by all board members and recorders certifying that the board complied with all instructions contained in the precept, and as appropriate, other letters of guidance or instruction provided by the Secretary of the Navy.

While no record of the board's deliberations is retained, thorough records of the eligibility lists are retained. These lists are scrupulously checked and rechecked in every possible way to avoid factual errors. The fact that records of deliberations are not retained is also in the interest of those individuals not selected in that nothing enters their records indicating why they were not recommended for promotion.

Recommendations of the board are then forwarded, in order, to:

- (1) Chief of Naval Personnel
- (2) Judge Advocate General of the Navy (For Legal Review)
- (3) Chief of Naval Operations
- (4) Secretary of the Navy

Promotion selection board recommendations for the promotion of officers to temporary limited duty officer grades are approved or disapproved by the Secretary of the Navy and announced by ALNAV. Recommendations for promotion of limited duty officers and chief warrant officers to permanent grades are approved and announced by the Secretary of the Navy, then forwarded to the Secretary of Defense for transmittal to the President. The President nominates the approved list to the Senate for confirmation.

After a selection board reports out, promotions normally occur during the next fiscal year. Promotions to lieutenant (junior grade) and lieutenant are on the second and fourth years of commissioned service, respectively. Promotion within the "controlled grades" are made as vacancies occur.

Obligated service requirements begin the month of actual promotion (not on the date of frocking). Obligations are three years for captain and commander, and two years for lieutenant commander, lieutenant, chief warrant officer W4 and chief warrant officer W3.

Lieutenants and lieutenants (junior grade) selected for promotion to the next higher grade in their 28th or 29th year of service may find themselves unable to complete the required obligated service, for promotion, before reaching statutory retirement at 30 years active naval service. In these instances they must serve until their 30-year involuntary retirement date, and at least six months must be served in the new grade to be able to retire in that grade. If unable to complete six months in the new grade, before reaching involuntary retirement, they will be retired in the next lower grade.

309. ENLISTED ADVANCEMENT OF TEMPORARY LIMITED DUTY OFFICERS

Temporary limited duty officers with permanent enlisted status may continue to advance in the enlisted grades while serving in a temporary commissioned status. Service in Pay Grade (SIPG) is the only requirement for advancement; all training courses, PARS, selection board action and other prerequisites are waived. The individual must be serving in the temporary status on the date the advancement is effected (e.g., selectees for appointment to temporary officer status may not be advanced until actually commissioned).

The Manual of Advancement, BUPERSINST 1430.16B section 822, contains authority and administrative procedures for effecting enlisted advancement of temporary limited duty officers. Advancements made under these procedures are not charged against enlisted advancement quotas imposed on individual ratings.

Selectees for appointment to temporary limited duty officer status are not eligible to compete for further enlisted advancement through the E7, E8 and E9 selection boards. Limited duty officer and chief war-

rant officer selectees will not be considered by enlisted selection boards unless formal, written declination of appointment is received by the Chief of Naval Personnel prior to the convening date of the appropriate selection board. It is emphasized that declination of appointment to limited duty officer or chief warrant officer status is irrevocable. If you decline your appointment the Secretary of the Navy will remove your name from the list of selectees. You may reapply to another In-Service Procurement Board for which you may be eligible.

SAMPLE LDO PROMOTION FLOW

ENS	THREE YEAR OBLIGATION FOR LDO INCURRED.
	-1-
LTJG	-2-ALL QUALIFIED PROMOTION, NO SELECTION BOARD
	-3-LT SELECTION BOARD
LT	-4-APPOINTMENT TO LT PERM
	-2YR OBLIGATION INCURRED
	-5-
	-6-2YR OBLIGATION FOR LT EXPIRES
	-7-BZ LCDR (10% BELOW-ZONE OPPORTUNITY)
	-8-BZ LCDR (10% BELOW-ZONE OPPORTUNITY)
	-9-IZ LCDR
LCDR	-10-APPOINTMENT TO LCDR WHEN VACANCY OCCURS
	-2YR OBLIGATION INCURRED
	-11-
	-12-2YR OBLIGATION FOR LCDR EXPIRES
	-13-BZ CDR (10% BELOW-ZONE OPPORTUNITY)
	-14-BZ CDR (10% BELOW-ZONE OPPORTUNITY)
	-15-IZ CDR
CDR	-16-APPOINTMENT TO CDR WHEN VACANCY OCCURS
	-17-3YR OBLIGATION INCURRED
	-18-
	-19-BY CAPT (10% BELOW-ZONE OPPORTUNITY)
	3YR OBLIGATION FOR CDR EXPIRES
	-20-BZ CAPT (10% BELOW-ZONE OPPORTUNITY)
	-21-IZ CAPT
CAPT	-22-APPOINTMENT TO CAPT WHEN VACANCY OCCURS
	3YR OBLIGATION INCURRED
	-23-
	-24-
	-25-3YR OBLIGATION FOR CAPT EXPIRES

NOTE: FLOW POINTS ARE SET BY THE SECRETARY OF THE NAVY IN THE ANNUAL GRADE PROMOTION PLAN. FLOW POINTS MAY VARY BASED ON THE NEEDS OF THE NAVY.

FIGURE 3-1

SAMPLE CWO PROMOTION FLOW

CW02(P)	- PERM CWO APPOINTMENT THREE YEAR OBLIGATION INCURRED FOR CWO
	-1 BZ CW03(T)
	-2 IZ CW03(T)
CW03(T)	-3 CW03(T) APPOINTMENT ON 3RD ANNIVERSARY OF CW02(P) DOR -2YR OBLIGATION FOR CW03(T) INCURRED
	-4 BZ CW04(T)
	-5 IZ CW04(T)
	IZ CW03(P)
	-2YR OBLIGATION FOR CW03(T) EXPIRES
CW04(T)	-6 CW04(T) APPOINTMENT ON 3RD ANNIVERSARY OF CW03(T) DOR
CW03(P)	CW03(P) APPOINTMENT ON 6TH ANNIVERSARY OF CW02(P) DOR -2 YR OBLIGATION FOR CW04(T) INCURRED
	-7
	-8 -2 YR OBLIGATION FOR CW04(T) EXPIRES
	-9
	-10
	-11 IZ CW04(P)
CW04(P)	-12 CW04(P) APPOINTMENT ON 6TH ANNIVERSARY OF CW03(P)

- NOTE: (1) TEMPORARY PROMOTION FLOW POINTS ARE SET BY THE SECRETARY OF THE NAVY IN THE ANNUAL PROMOTION PLAN. THE TEMPORARY FLOW POINT MAY VARY BASED ON NAVY NEEDS.
- (2) PROMOTION OPPORTUNITY TO W3 AND W4 IS DETERMINED BY THE SECRETARY OF THE NAVY IN ANNUAL PROMOTION PLAN AND MUST REMAIN BETWEEN 80 AND 100%.

FIGURE 3-2

OBLIGATED SERVICE REQUIREMENTS

These figures present the minimum service obligation requirements prescribed by law and policy an LDO or CWO incurs by grade.

Minimum Requirements

Policy	Grade From	Law
Three years	ENS	six months
Two years & one month	LT(JG)	six months
Two years	LT	six months
Two years	LCDR	six month
Three years	CDR	Three years
Three years	CAPT	Three years
Three years	COMO	Three years

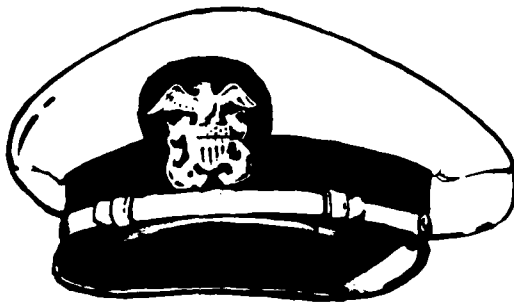
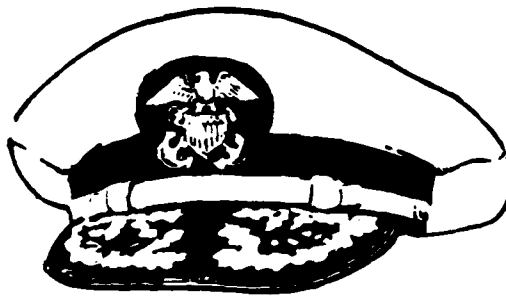
Chief Warrant Officer Minimum Requirements

Policy	Grade From	LAW
Three years	W-2	31 days
Two years	W-3	31 days
Two years	W-4	31 days

FIGURE 3-3

CHAPTER IV

HOW TO MAKE THE SYSTEM WORK FOR YOU



CHAPTER IV

HOW TO MAKE THE SYSTEM WORK FOR YOU

401. REVIEWING YOUR OFFICIAL RECORD

All of us are advised throughout our careers to review our official records. We are counseled on performance and given copies of our fitness reports. We all know that our assignments and promotions are based upon the record, e.g., upon the potential demonstrated by past performance and qualifications as set forth in our official records. Careers are established by simultaneously progressing through varied and demanding assignments and attaining qualifications while satisfying the needs of the Navy and, of course, personal desires. All too many officers do not review their personal official records or, if they do, they do not fully understand what they see. This chapter is intended to dispel some common misconceptions and to cover some of the important things that should be looked for. In addition, this chapter may be of value to those who provide material, especially officer fitness reports, for inclusion in officers' records. Those who must review large numbers of records in the performance of their duties, such as members of selection boards or Naval Military Personnel Command (NMPC) assignment officers, quickly learn to separate rhetoric from substance and to discount extraneous material. Fitness reports which are not clearly and candidly written or which do not contain the kind of information that the reviewing officer is looking for, do not serve the Navy or the individual well. The record reviewer may receive an incomplete or misleading picture of the individual or, in extreme cases, discount the credibility of the report. In many cases, those who can effectively review their own record, are also the best qualified to write fitness reports on their subordinates.

402. THE WHOLE RECORD AND ITS PATTERNS

Before starting this review, it is important to understand that the whole record is important from the very first day of service. This is because a reviewer, whether a member of a board or an assignment officer, is attempting to determine each officer's qualifications and potential for future service on the basis of what is documented and reflected in the record. What an officer is today and their potential for tomorrow are the result of past performance and experience. This can best be judged based on the whole record and the patterns within it. It is important to "cross reference" educational data or qualifications (Fiche 2) and orders (Fiche 4). While an individual fitness report, whether good or bad, may be important in itself, it can best be evaluated by considering other factors such as billet assignment or competitive position comparison with contemporaries. For example, a single low fitness report may not be worthy of much weight in a record of superlative fitness reports if it is clearly "out of pattern". However, the billet for which evaluated may temper the judgement. Certainly a single low fitness report as executive officer or department head could have a significant impact. The same is true of any given remark or grade on a fitness report, whether negative or positive. Each evaluation gains weight if the same weaknesses or strengths are noted by other reporting seniors in subsequent evaluations. Repetitive mention of the same traits indicates a trend in certain qualities, and might indicate decreased or increased potential. Trends within the overall pattern are important. This is especially true of trends under a single reporting senior developed over several reporting periods. Does the officer tend to show an increased level of performance or do the grades decline?

THE OFFICIAL RECORD

Official records for all active duty naval personnel are held by Commander, Naval Military Personnel Command (NMPC-312). Officer records within NAVMILPERSCOM (NMPC) are maintained on microfiche in the following format:

Fiche No. 1 - FITNESS AND AWARDS

- (1) Latest Photograph
- (2) Fitness Reports and Attachments
- (3) Medals/Awards/Citations; Commendatory Data (received prior to 30 Sep 73)

Fiche No. 2 - PROFESSIONAL HISTORY

- (1) Education Data
- (2) Qualifications/Classifications/Designator/Data
- (3) Appointments/Promotions/Commissions
- (4) Reserve Status
- (5) Service Determination/Separation/Retirement
- (6) Miscellaneous Professional History

Fiche No. 3 - PERSONAL DATA

- (1) Security Investigations, Clearances, Personal History Statement
- (2) Record of Emergency Data
- (3) Record Changes
- (4) Personal Background Data (Citizenship/Casualty/Death/Biography)
- (5) Miscellaneous Personal Data

Fiche No. 4 - ORDERS

Fiche No. 5 - PRIVILEGED INFORMATION

- (1) Adverse information. Article 1110, U.S. Navy Regulations, was modified on 01 Mar 84 to read as follows:

1110. Adverse matter in the record of a person in the Naval service. Except for medical entries referred to in the following article, adverse matter shall not be placed in fitness reports or correspondence relating thereto of officers of the Navy or in enlisted performance evaluation reports, fitness reports or correspondence relating thereto, of enlisted personnel, E-5 and above, of the Navy, without such adverse matter first being referred to the member for such statement as he or she may choose to make. If the member reported upon does not desire to make a statement, he or she shall so state in writing.

- (2) Statements of the officer, in reply, to adverse matter.
- (3) Extracts from the findings and recommendations of courts and boards concerning the officer. These include statements of disciplinary action and courts-martial orders or promulgating letters of general courts-martial where there has been a finding of guilty. When a trial results in an acquittal of all charges and specifications, or in cases in which the final review of a conviction results in action tantamount to an acquittal of all charges and specifications, courts-martial orders or the promulgating letters of a courts-martial shall not be included in the officer's official record. No entry whatsoever regarding the acquittal shall appear in the officer's official record, neither the fact of having been tried or any mention of the offense. Complete records of proceedings of courts-martial inquiries, investigations, etc., are filed in the office of the Judge Advocate General.

- (4) Other information of a highly personal nature.
- (5) This microfiche is prepared on individual officers only if there is correspondence which is derogatory in nature, or correspondence reflecting various boards decisions, including medical boards, which become a matter of official record.

Fiche No. 6 ENLISTED RECORD

- (1) Prepared only for officers who have served as enlisted members for two or more years and whose officer microfiche record was established during the initial conversion process from flat paper to microfiche format.
- (2) A fiche number six was not prepared during the conversion process for temporary officers who held concurrent enlisted status. In these cases, an enlisted microfiche record was prepared and filed with the officer microfiche record. This same practice is to be followed for each officer with prior enlisted service whose microfiche record is established subsequent to the conversion process.

The official officer record, which is presented to selection boards, is comprised of fiche numbers 1, 2, and if it exists, 5 for active duty officers, fiche numbers 1, 2, 4 and, if it exists, 5 for USNR (TAR) officers. Fiche numbers 3 and 6 are normally maintained for administrative purposes only; however fiche number 3 may be provided to boards, upon their request, for determination of medical status.

404. THE OFFICER SERVICE RECORD

The officer service record (NAVPERS 1070/66) is opened by the activity which administers the acceptance and oath of office, and is thereafter maintained by the activity to which the officer is attached. The officer service record provides a file of documents for local assignments and administration of officers and is in addition to the official record kept in the Naval Military Personnel Command.

Each officer and his or her commanding officer is responsible for ensuring that the service record is complete and contains all data required by the current tour of active duty and any other correspondence.

Documents are filed in the officer service record in a manner prescribed by the Chief of Naval Personnel. Refer to MILPERSMAN 5030160 for a complete description of the contents of the officer service record.

405. RECORD AVAILABILITY

All officers may personally review their record in the Officer Record Review Room, room 3036 of the Navy Annex, or they may specifically authorize another person in writing to review their record for them. It normally takes about 45 minutes for the receptionist to provide the record for review. To save time call ahead (202) 694-2858 or AUTOVON 224-2858 prior to arriving and request that the record be drawn. Finally, any officer may request that a copy of his or her microfiche record be mailed to them by sending a request in writing to:

Commander, Naval Military Personnel Command
NMPC-312
Washington, D.C. 20370-5312

There is no charge for the service and the microfiche record can be read on any of the various microfiche readers in service both afloat and ashore (MILPERSMAN 5030150 refers).

RECORD CORRECTIONS

As a last general item before proceeding to review procedures it is useful to know that there are ways to correct a record if you find information in it that you feel is inaccurate or unfair. It is always tragic to find officers who have reviewed their record and fail-of-selection after they had found damaging material which could have been corrected in time had they availed themselves of the avenues for relief available to them. When viewing your microfiche record should you notice a misfiled document or one that is not yours, try to have your record corrected administratively by doing the following:

a. Write a letter to NMPC-312 (address shown in paragraph 405) with the following information:

(1) Your name, social security number, whether your record is before a selection board and if so, which one (name and convening date). Be sure to describe the discrepancy fully e.g. fiche number, page number and line number. Identify the name of the document to be changed or removed and why.

b. A second alternative is to call NMPC-312 directly, A/V 224-2697 or commercial (202) 694-2697.

c. As a last resort, send a message to Commander, Naval Military Personnel Command.

Reorder your microfiche record about eight weeks after you have asked for the corrections, to ensure the proper action was taken.

MILPERSMAN 5040220 sets forth the purpose and scope of the Board for Correction of Naval Records (BCNR). No application will be considered by the BCNR until all effective administrative remedies afforded by existing law or regulations have been exhausted and such legal remedies as the BCNR shall determine are practical and available to the applicant. All actions are accomplished by approval of the Secretary of the Navy. An informational booklet and applications are available from the BCNR in room 2432 of the Arlington Annex (Autovon 224-1402 or commercial 202-694-1402), or you may write to:

Department of the Navy
Board for Corrections of Records
Washington, D.C. 20370-5312

It is vital that each officer review their record as dispassionately and realistically as possible so that they can determine its strengths and weaknesses.

407.**RECAPPING YOUR RECORD**

Personnel who review numerous records, develop techniques for extracting pertinent information. It is common among assignment officers to informally outline the key parts of each fitness report so as to better see the patterns in the record. Selection boards often use an outline system for the same purpose. A number of systems are in use. Whatever system is used to outline a record, the following steps are suggested to ensure nothing is missed:

a. Start from the earliest report and work forward, annotating findings on a lined sheet, using a separate line for each report. This will make it easier to see patterns as they develop.

b. Treat each command as a separate segment of the recap under the command name, so trends and patterns will be easily identified.

While reviewing each successive report, look for the following items and note them in the recap if they are significant.

a. Did rank change? This will sometimes influence the standards and evaluations of a commanding officer. Note the points of promotions on the recap opposite the appropriate fitness reports.

b. Is the report a concurrent, special or regular? Is it written by a new marking senior? For analysis purposes, a concurrent by a different commanding officer cannot be compared with a regular. Also, different marking seniors may have different perspectives. Annotate concurrents and specials and the points at which marking seniors changed.

c. What is the period of the report? A short report by a new senior is probably not as significant as a longer one or a second report after the senior has had time to fully evaluate. Note the approximate report period (e.g., 2 months).

d. Does the report begin the day following the closing date of the previous one? Is a report missing? If so, note the problem.

Recap the "overall evaluation."

When the outline is complete, go back and review each report from the earliest to the latest, looking at the traits/personal characteristics. Is any particular trait consistently marked lower or higher relative to other traits? Note weaknesses or strengths which seem to appear repetitively. Figure 4-1 provides a recap form which may be useful for this review.

It is difficult to provide a standard to which records can be compared to determine a standing. The fact is that each mark should be interpreted against other marks/remarks on the same fitness report as well as against trends and patterns. For example, a "second block" overall mark with a low standing in the comparison or where some weakness is obvious, may not be as good as an apparently lower "third block" overall mark where the standing in comparison is at the top of the "curve." Similarly, a particularly good or bad report in a taxing assignment may be more significant to a board than an identical report in any "easy" assignment. What makes it even more difficult is that selections are made on a competitive basis, and selection standards will vary with the competition.

In any case, a record is probably competitive if it shows:

- a. Consistent growth (or consistently high levels of performance, where no negative trends exist)
- b. If there are no important declines or weaknesses shown.
- c. If grades trend toward the highest category (more often than not, under those marking seniors who have had four to five months to observe).

While the significance of any given report will depend on the individual interpretation of board members, the following observations may assist in evaluating a record:

a. Recent fitness reports are important since they bring patterns and trends up to date and provide current information. However, as already noted, all marks are important and it's the total weight of the record that is the key. The early record may gain special prominence in the competitive situation facing fully qualified but not superlative officers where a number of records are essentially similar over the most recent tours and significant differences in performance are only obvious in early tours. This makes it especially important that an officer who had early problems does not repeat them. An outstanding later record can overcome a poor earlier one if the recent pattern indicates that the later record is a more valid basis for judgment and initial problems have been overcome.

b. Repetitive trends or grades within the overall record can reinforce each other and convince the reviewer that a particular characteristic is, in fact, a valid index of the officer's character and potential. Therefore, multiple grades indicating declining performance or multiple nominations for accelerated promotion are more important than a single decline in performance or an accelerated report. Also, a single good or bad evaluation, that is clearly out of pattern, may not receive much weight. In trying to see trends,

however, do not look only at marking categories but also at assignments. Sometimes an officer's record will reflect a different level of performance in varying types of assignments (e.g., sea/shore, planning, operational, etc.) or in particular function areas.

c. Reports recommending early promotion are significant since they not only provide a judgment of the commanding officer as to your exceptionally high quality, but also tend to break you out as a step above others in the comparisons. A single such recommendation will not guarantee early promotion nor will the absence of "early promote" reports preclude consideration for it. Just be aware that early selection is extremely competitive.

d. The remarks section of the fitness report should describe specific accomplishments (contributions, meeting the command's mission, and various organizational goals).

e. Look also at the functional expertise developed. No particular area will guarantee selection. Promotions are based on the quality of the record, but any reviewer will be looking for continuing development of skills useful to the Navy. Questions in this area should be directed to the assignment officer. One of the assignment officers primary jobs is to assure that each successive assignment contributes to a competitive career. If the assignment officer advises that something is needed, be very careful before disregarding the advice.

Be sure to look at your entire record before completing the review -not just at the fitness reports. Personal awards and citations often provide additional documentation of performance and value to the Navy. Also, a weakness may be documented in correspondence which was not appended to nor mentioned in fitness reports. All categories of record information relating to performance and potential will be closely reviewed by the board. The board uses a form similar to the form you have used. It is called an Officer Summary Record (OSR). This is a dynamic document which changes as fitness reports are added. It is produced from the automated data base and used in conjunction with microfiche service records.

Copies of individual OSRs may be obtained by writing to:

Commander, Naval Military Personnel Command
NMPC-312
Washington, D.C. 20370-5312

Please provide all of the following information: full name, social security number, rank, designator, branch of service, date of request, complete address to which the OSR is to be mailed, and signature. Requests will be responded to by mail in about 60 days.

If you have fully analyzed your record, you should now be aware of your strengths and weaknesses, but the purpose of a review is not merely to better see yourself but to see yourself as others see you. While this is worthwhile in itself, the true value of a review is to provide a basis for further improvement and growth and to better understand and overcome any weaknesses which may have developed. Remember that some early problems can be overcome by outstanding later performance, and means are available to correct problems which are true errors or injustices. Take action! Do not become complacent.

The impact of performance is simple: good people get the good jobs.

COMMAND	PERIOD OF REPORT		MONTHS	NOT OBS	OVERALL EVALUATION/COMPARISON										ACCELERATED PROMOTION	REMARKS	
					HIGH			MID				LOW					
	FROM	TO	A	B	C	D	E	F	G	H	I						

Record Recap Form

FIGURE 4-1
IV-7

CHAPTER V

EDUCATION



CHAPTER V EDUCATION

501. CONTINUING EDUCATION

The Limited Duty Officer and Chief Warrant Officer Programs are the two enlisted to officer programs that do not require a college degree. The programs are very competitive and successful applicants usually have completed several correspondence courses and/or college credits in preparation to compete for an appointment. With the removal of restrictions on limited duty officer promotions, above commander, your assignments will begin to look more like the officer corps being supported. It is not our intention here to suggest that a college degree is necessary to remain competitive, but a closer look is anticipated in the future to determine those officers who have continued to improve their education for both their personal benefit and the needs of the Navy. There are now several opportunities available to limited duty officers and chief warrant officers to complete college degrees and attend the various staff colleges that serve the Navy.

For officers who wish to complete their bachelor's degree and still draw full pay and allowances while attending a full-time accredited institute the College Degree Completion Program is available to you and fully described in OPNAVINST 1520.26. Opportunities also exist for limited duty officers to receive an outstanding military management education at one of the Armed Forces Staff Colleges. The requirements for selection to the various service colleges are described in OPNAVINST 1301.8.

Limited duty officers and chief warrant officers are also eligible to enroll in correspondence courses available through the NPGS Continuing Education Program.

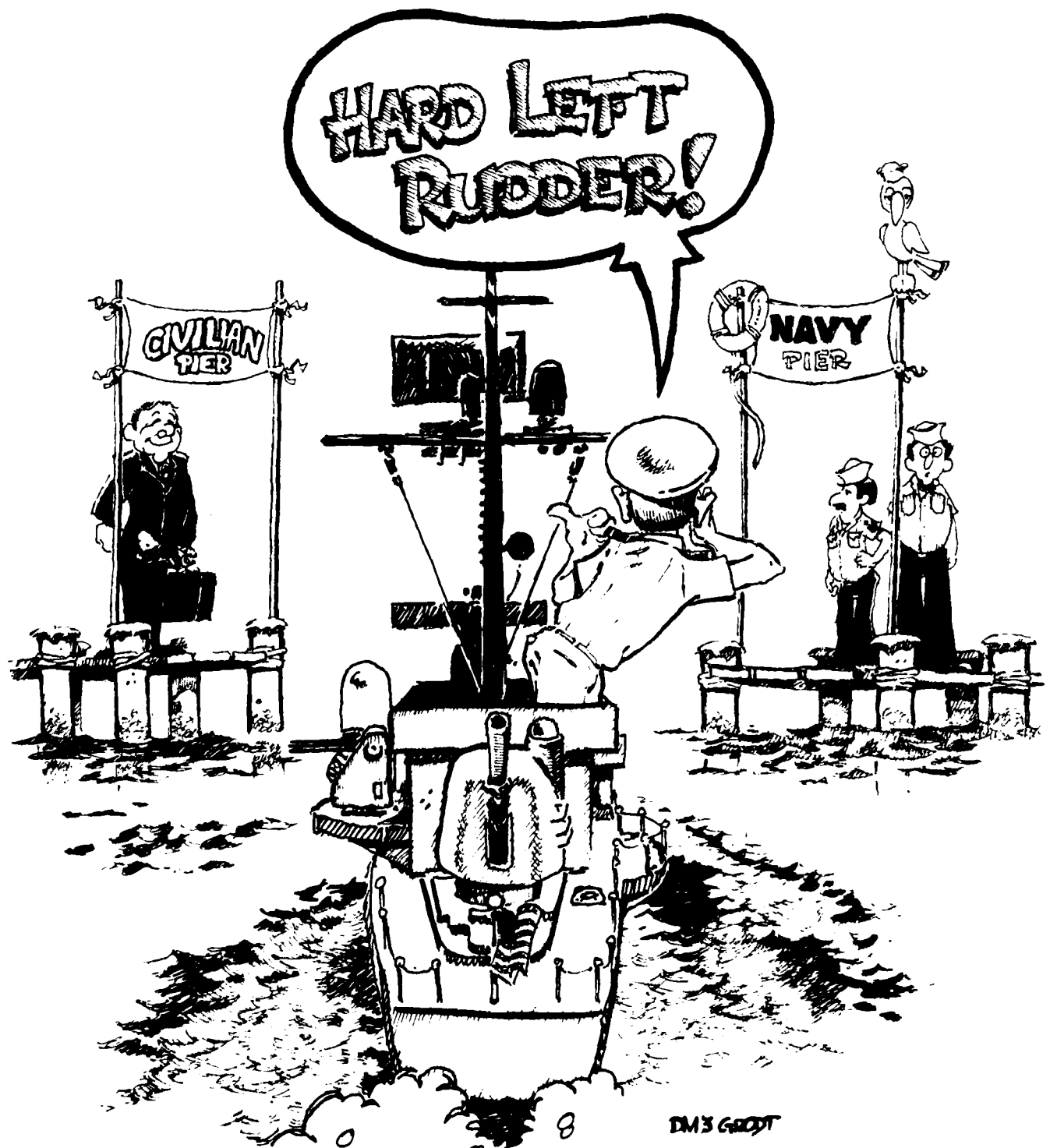
An excellent source of educational programs for both officer and enlisted personnel is the Division Officer Planning Guide (NAVPERS 15255L). This Publication may be obtained by ordering S/N 0500-LP-274-8348 from:

Commanding Officer
Naval Publications and Form Center
5801 Tabor Avenue
Philadelphia, PA 19120

Continuing to develop through formal and informal education is a reward in itself. To do so will also demonstrate your potential for more challenging assignments, and make you more attractive for promotion.

CHAPTER VI

CHANGING CAREERS



DM'S GARDT

CHAPTER VI CHANGING CAREERS

601. LEAVING ACTIVE NAVAL SERVICE

Leaving active service is something every officer must think about eventually. This should be thought about early in your career. So that the transition to a second career is a smooth one and meets your expectations advanced planning is necessary. Some things to be considered are:

- a. Where, geographically, do you and your family want to settle?
- b. At what grade do you desire to be, when you leave active service?
- c. What point in time, (e.g., your age, time-in-service) will be most financially rewarding to you and your family?

The list goes on and on. Retirement from active service and changing careers is a big step and will require much forethought. If a second career in government service is being considered be sure to get a copy of the "Reference Guide to Employment Activities of Retired Naval Personnel", NAVSO P-1778 (Rev 4-82). This publication may be obtained by ordering S/N 0515-LP-133-0350 from:

Commanding Officer
Naval Publications and Forms Center
5801 Tabor Avenue
Philadelphia, PA 19120

There are many laws that govern retirement for limited duty officers and chief warrant officers (see Appendix A). NMPC-23 has a full-time staff to process requests and answer questions. The decision to leave active service should not be entered into lightly, nor should one use retirement as a bargaining tool with assignment officers to get a specific set of orders. Before submitting a letter of retirement, be sure to discuss all the ramifications with family members, assignment officers, and maybe with NMPC-23, to ensure a full understanding of all options available.

Commonly used words:

Resignation. This term should be the least applicable to limited duty officers and chief warrant officers, as it means the officer does not have sufficient years of active service to retire and the intention is to quit, without any further benefits (retired pay).

Many officers don't understand the difference between "retirement" and "transfer to the Fleet Reserve". Since temporary officers with permanent enlisted status (designator ending in "2") have a choice, it is imperative that the individual officer's election be made clear and that the two terms not be confused.

Voluntary Retirement. This is the term with which most of us are familiar. It is the point in time when the minimum requirements for retirement have been met, a request to voluntarily retire has been submitted and transfer to the retired list completed.

Transfer to the Fleet Reserve. Only temporary officers who have permanent enlisted status (designator ends in "2") may revert to their permanent status for the purpose of transferring to the Fleet Reserve. Such officers may utilize all constructive time earned prior to 31 December 1977. Requests for termination of temporary appointment and concurrent transfer to the Fleet Reserve must be submitted to the Secretary of the Navy by letter via the commanding officer and Commander, Naval Military Personnel Command (NMPC 213). A completed Application for Transfer to the Fleet Reserve (NAVPERS 1830/1) should be enclosed with the letter. SECNAVINST 1920.5C contains additional details.

Dual compensation is misunderstood by some officers. The intricacies and many variances of the laws regarding limited duty officers and chief warrant officers are more complicated than can be addressed here. For a complete discussion of dual compensation and how it will effect you, refer to the "Reference Guide to Employment Activities of Retired Naval Personnel" NAVSO P-1778 (Rev. 4-82)).

Statutory Retirement. This term is a point in time, governed by law, that dictates that the member must retire. Age 62 is one such point at which a member must retire.

Time-in-Grade Requirements. Accepting promotion to the grade of lieutenant commander or below, will require that you complete two years time-in-grade before being eligible to request voluntary retirement. Accepting promotion to the grade of commander or captain will require that you complete three years time-in-grade. All but the initial six months of the time-in-grade for lieutenant commander and below may be waived by the Secretary of the Navy. The time-in-grade requirement for commander and captain is a matter of law and only the President may waive any portion except the initial six months. The law is very specific concerning promotion to commander or captain and states that the authority of the President to waive any portion of the time-in-grade requirement may not be delegated to a lower official. Accepting promotion to chief warrant officer grades W3 and W4 require two years time-in-grade before being eligible for voluntary retirement. (Refer to Figure 3-3).

Constructive Time. Constructive time earned in an enlisted status is lost upon acceptance of a permanent commission (limited duty officer or chief warrant officer). Constructive time is creditable for computation of Fleet Reserve eligibility for those limited duty officers and chief warrant officers whose designators end in "2" and who revert to their permanent enlisted status.

Termination of Temporary Appointment. This term applies to officers whose designator ends in a "2". Temporary officers can not resign their commission, but must comply with SECNAVINST 1920.5C and voluntarily request termination of the temporary commission.

Twice Fail-of-Selection for Promotion. This term applies to the number of times an officer has been considered for promotion to the next higher grade while in or above the promotion zone. This begins with the first promotion board that will select officers for promotion from lieutenant (junior grade) to lieutenant or from chief warrant officer (W2) permanent to chief warrant officer (W3) permanent respectively.

The following references should be read and thoroughly understood by any officer preparing to leave active service: MILPERSMAN 1030150, 3830200, 3820220, 3860280, SECNAVINST 1811.3L and SECNAVINST 1920.5C.

APPENDIX A

LAWS OF CONCERN TO LIMITED DUTY/CHIEF WARRANT OFFICERS (TITLE 10, UNITED STATES CODE)



APPENDIX "A"
Title 10, U.S.C.

Sec. Subject

- 555. Warrant officer: grades
- 556. Warrant officers: original appointment; service credit
- 557. Warrant officers: promotion; qualifications
- 558. Warrant officers: promotion; selection boards
- 559. Warrant officers: eligibility for promotion
- 560. Warrant officers: promotion; selection procedures
- 561. Warrant officers: effect of second failure-of-selection for promotion
- 562. Warrant officers: disapproval of promotion by Secretary, President or Senate
- 563. Warrant officers: promotion; effective date
- 564. Warrant officers: effect of second failure of promotion
- 602. Warrant officers: temporary promotion
- 611. Convening of selection boards
- 612. Composition of selection boards
- 613. Oath of members of selection boards
- 614. Notice of convening of selection boards; communications with boards
- 615. Information furnished selection boards
- 616. Recommendations for promotion by selection boards
- 617. Reports of selection boards
- 618. Action on reports of selection boards

Sec. Subject

- 619. Eligibility for consideration for promotion
- 620. Active-duty lists
- 621. Competitive categories
- 622-626. Promotions
- 627. Failure of selection for promotions
- 628. Special selection boards
- 629. Removal from a list of officers recommended for promotion
- 633. Retirement for years of service: regular commanders
- 634. Retirement for years of service: regular captains
- 635. Retirement for years of service: regular commodores
- 637. Selection of regular officers for continuation on active duty (0-5 and above)
- 638. Selective early retirement
- 1164. Warrant officers: separation for age
- 1165. Regular warrant officers: separation during three-year probationary period
- 1166. Regular warrant officers: elimination for unfitness or unsatisfactory service
- 1251. Age 62: Regular commissioned officers: exceptions
- 1263. Age 62: Warrant officers
- 1293. Retirement for length of service: 20 years or more; warrant officers
- 1305. Retirement for length of service: 30 years or more; regular warrant officers
- 1370. Retired grade: Commissioned officers
- 1371. Retired grade: Warrant officers
- 5589. Regular Navy: Officers designated for limited duty (original appointments)
- 5596. Navy: Temporary appointments of warrant officers and officers designated for limited duty
- 5721. Temporary promotion of certain Navy lieutenants (spot promotion)
- 6015. Women members: Duty; qualifications; restrictions
- 6151. Higher retired grade and pay for members who serve satisfactorily under temporary appointments
- 6322. Voluntary retirement: Officers; 30 years

Sec. Subject

6323. Voluntary retirement: Officers; 20 years

6326. Voluntary retirement: Enlisted members; 30 years

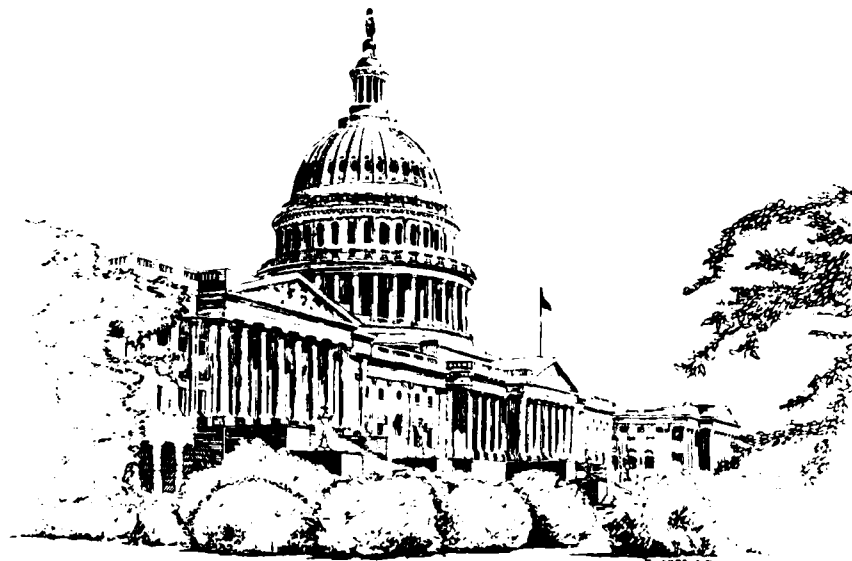
6383. Regular Navy; officers designated for limited duty; retirement for length of service or failures of selection for promotion; discharge for failures of selection for promotion; reversion to prior status; retired grade; retired pay

APPENDIX B

**DEFENSE OFFICER
PERSONNEL MANAGEMENT**

ACT

(DOPMA)



APPENDIX "B"

DEFENSE OFFICER PERSONNEL MANAGEMENT ACT

Purpose

The Defense Officer Personnel Management Act (DOPMA) was effective 15 September 1981. This Act provides an equitable set of officer personnel management guidelines which are applicable to all services.

A DOPMA officer is any officer selected and promoted by a statutory selection board, continued by a continuation board or augmented into the Regular Navy on or after 15 September 1981, the effective date of DOPMA.

DOPMA affects limited duty officers. Chief warrant officer are not discussed under the provision of DOPMA.

Permanent vs Temporary Status

Limited duty officers who were commissioned on or before 14 September 1981 who have not made a choice in selecting a Regular (permanent) status (enlisted, chief warrant officer, limited duty officer) should carefully consider the following options before accepting or declining an appointment as a Regular limited duty officer:

a. Regular (permanent) limited duty officer status:

(1) Regular status must be elected before you are promoted to lieutenant commander. Once promoted to lieutenant commander limited duty officers are no longer eligible to change from temporary to permanent status.

(2) Regular (permanent) appointment must be requested via the Transfer/Redesignation Board which meets semi-annually (MILPERSMAN 1020320).

(3) Only Regular (permanent) limited duty officer lieutenants, lieutenant commanders and commanders may be considered for continuation beyond 30 years total service.

(4) All Regular (permanent) limited duty officers may request lateral conversion to URL/RL/Staff Corps (MILPERSMAN 1020170).

b. Temporary limited duty officer status:

(1) Temporary status is not considered a "negative" by promotion selection boards.

(2) Defense Officer Personnel Management Act (DOPMA) requires limited duty officers to become permanent officers below the grade of lieutenant commander; however, limited duty officers appointed prior to 15 September 1981, and chief warrant officers who received their chief warrant officer appointment prior to 15 September 1981 and who subsequently accept a limited duty officer appointment, will be given the option of accepting a permanent appointment as a limited duty officer or remaining a temporary limited duty officer with a permanent enlisted or warrant status.

(3) Temporary status may not be changed to Regular (permanent) once promoted to lieutenant commander.

(4) Temporary limited duty officers in the grades of lieutenant, lieutenant commander or commander are ineligible for continuation beyond 30 years total service.

(5) Temporary limited duty officers may revert to their permanent enlisted or chief warrant officer grades. Reversion may be for the purpose of continuation on active duty, for transfer to the Fleet Reserve or retirement.

(6) Temporary limited duty officers above the grade of lieutenant may not request a change of designator to URL, RL or Staff Corps.

Promotion Opportunity and Flow Points (DOMPA)

DOPMA provides for the development of individual promotion plans for each competitive category to satisfy the requirement for officers in specific grades. In the promotion planning process, inventory is driven to match officer requirements (authorized billets).

The overall promotion opportunity establishes the maximum number of officers which may be selected for promotion to the next higher grade within each competitive category. Promotion flow points are keyed to time-in-grade and time-in-service requirements. The combination of promotion flow points and promotion opportunity defines promotion zones and the number of people to be selected.

DOPMA promotion opportunity and flow point parameters are summarized below. The Navy does have the flexibility to develop promotion plans using these basic DOPMA parameters as guidelines.

GRADE	MINIMUM PROMOTION OPPORTUNITY	DOPMA PROMOTION TIMING WINDOWS
CAPT	50%	22 YRS ± 1 YR
CDR	70%	16 YRS ± 1 YR
LCDR	80%	10 YRS ± 1 YR
LT	95%	Minimum 3 YRS 6 MOS (NAVY POLICY 4 YRS)
LTJG	Fully qualified	Minimum 1 YR 6 MOS NAVY POLICY 2 YRS)

By law, all lieutenants, lieutenant commanders and commanders must have at least three years time-in-grade on the convening date of the selection board to be eligible for consideration for promotion to the grades of lieutenant commander, commander, and captain. The time-in-grade requirements may be reduced by the Secretary of the Navy to ensure that an officer receives at least two opportunities for consideration from below-zone prior to consideration in-zone.

There will be no below-zone established for lieutenant selection boards, since all lieutenants (junior grade) who meet the time-in-grade eligibility requirements of two years will be considered as in-zone eligibles.

CONTINUATION AND SELECTIVE EARLY RETIREMENT

Continuation: Under the provisions of DOPMA a Regular permanent limited duty officer may be continued on active duty beyond the normal maximum length of service provisions of the law. The following guidelines apply:

Grade	Normal Maximum Length of Service	DOPMA Continuation Provisions
CAPT	30 yrs commissioned service	30 yrs commissioned service + up to 5 yrs if continued (up to age 62)
CDR	28 yrs commissioned service	28 yrs commissioned service + a maximum of 5 yrs if continued (up to age 62)
LCDR	30 yrs total service	Up to 24 yrs commissioned service if continued (up to age 62)
LT	30 yrs total service	Up to 20 yrs commissioned service if continued (up to age 62)

Selective Early Retirement: Selective early retirement, provides for the involuntary retirement of captains and commanders prior to attainment of normal maximum length of service for these grades. Captains and commanders may be considered for non-continuation only if they meet the following criteria:

Grade	Selective Early Retirement
CAPT	4 yrs in-grade as a captain
CDR	2 failures-of-selection to the grade of captain

Only 30% of the officers who meet the above criteria can be named by a selective early retirement board, and an officer may only be considered by this board once in a five-year period.

APPENDIX C

DESIGNATOR DESCRIPTIONS AND CAREER PLANNING GUIDES



APPENDIX C
ELEMENTS OF THE LIMITED DUTY OFFICER DESIGNATOR

The designator code of limited duty officers consists of four digits, with each successively providing more precise identification of the individual holder. The primary source for the designators listed is the Navy Officer Manpower and Personnel Classifications Manual (NAVPERS 15839E)

- a. The first digit of the limited duty officer designator code designates a limited duty officer.

LIMITED DUTY OFFICER DESIGNATION

First Digit	Officer
6	Limited Duty Officer

- b. The second digit designates the platform of operation.

LIMITED DUTY OFFICER DESIGNATION

Second Digit	Platform
1	Surface
2	Submarine
3	Aviation
4	General
5	Staff Corps

- c. The third digit designates occupational field.

LIMITED DUTY OFFICER DESIGNATION

Third Digit	Surface/Submarine/Aviation	General	Staff Corps
0	-/-Aviator	Nuclear Power	
1	Deck/Deck/Deck	Admin	Supply
2	Operations/-/Operations	Data Processing	
3	Engineering/Repair/ Engineering/Repair/ Maintenance	Band- master	Civil Engineer
4		Cryptology	
5		Intelligence	Law
6	Ordnance/Ordnance/ Ordnance	Meteorology/ Oceanography	
7		Photography	
8	Electronics/Electronics /Avionics	Explosive Ordnance Disposal	
9	Communications/Communi- cations/Air Traffic Control	Security	

d. The fourth digit designates the status of all officers in the Navy/Naval Reserve.

OFFICER DESIGNATION

Fourth Digit	Status
0	An officer of the Regular Navy whose permanent grade is ensign or above.
1	An officer of the Regular Navy whose permanent status is warrant officer.
2	A temporary officer of the Regular Navy whose permanent status is enlisted.
3	An officer of the Regular Navy who is on the retired list.
4	A restricted line or staff corps officer of the Regular Navy who is Materiel Professional (MP) designated.
5	An officer of the Naval Reserve. Exception: note fourth digit 6, 7, and 8.
6	A restricted line or staff corps officer of the Naval Reserve who is MP designated.
7	An officer of the Naval Reserve on active duty in the TAR program (Training and Administration of Reserves) [Includes officers of the TAR program rotated to other TAR billets]

- 8 An officer of the Naval Reserve who was appointed in the Naval Reserve Intergration Program from enlisted status or whose permanent status is warrant officer or enlisted.
- 9 An officer of the Naval Reserve who is on the retired list.

Designator Series. Definition of each limited duty officer designator series:

a. Designator Series 61XX. Limited duty officers (61XX) are officers designated for duty indicated by their specialty in operation, maintenance, training, or support of Naval Surface Warfare .

b. Designator Series 62XX. Limited duty officers (62XX) are officers designated for duty indicated by their specialty in the operation, maintenance, training, or support of Naval Submarine Warfare.

c. Designator Series 63XX. Limited duty officers (63XX) are officers designated for duty indicated by their specialty in the operation, maintenance, training, or support of Naval Aviation Warfare.

d. Designator Series 64XX. Limited duty officers (64XX) are officers designated for duty indicated by their specialty in the operation, maintenance, training, or support of any element of Naval Warfare.

e. Designator Series 65XX. Limited duty officers (65XX) are officers designated for duty within the respective Staff Corps of the Navy indicated by their specialty.

1. Limited Duty Officer - Line (Surface)

Designator Code	Designator Descriptions	Designator Advisor
611X	A Limited Duty Officer (Deck Surface)	DCNO (Surface Warfare)
612X	A Limited Duty Officer (Operations Surface)	DCNO (Surface Warfare)
613X	A Limited Duty Officer (Engineering/Repair Surface)	DCNO Surface Warfare)
616X	A Limited Duty Officer (Ordnance Surface)	DCNO (Surface Warfare)
618X	A Limited Duty Officer (Electronics Surface)	DCNO (Surface Warfare)
619X	A Limited Duty Officer (Communications Surface)	DCNO (Surface Warfare)

2. Limited Duty Officer - Line (Submarine)

Designator Code	Designator Descriptions	Designator Advisor
621X	A Limited Duty Officer (Deck Submarine)	DCNO (Surface Warfare)
623X	A Limited Duty Officer (Engineering/Repair Submarine)	DCNO (Surface Warfare)
626X	A Limited Duty Officer (Ordnance Submarine)	DCNO Surface Warfare)
628X	A Limited Duty Officer (Electronics Submarine)	DCNO (Surface Warfare)
629X	A Limited Duty Officer (Communications Submarine)	DCNO (Surface Warfare)

3. Limited Duty Officer - Line (Aviation)

Designator Code	Designator Descriptions	Designator Advisor
630X	A Limited Duty Office (Naval Aviator)	DCNO (Air Warfare)

3. Limited Duty Officer - Line (Aviation) Cont'd

Designator Code	Designator Descriptions	Designator Advisor
631X	A Limited Duty Officer (Aviation Deck)	DCNO (Air Warfare)
632X	A Limited Duty Officer (Aviation Operation)	DCNO (Air Warfare)
633X	A Limited Duty Officer (Aviation Maintenance)	DCNO (Air Warfare)
636X	A Limited Duty Officer (Aviation Ordnance)	DCNO (Air Warfare)
638X	A Limited Duty Officer (Avionics)	DCNO (Air Warfare)
639X	A Limited Duty Officer (Air Traffic Control)	DCNO (Air Warfare)

4. Limited Duty Officer - Line (General)

Designator Code	Designator Descriptions	Designator Advisor
640X	A Limited Duty Officer (Nuclear Power)	DCNO (Submarine Warfare)
641X	A Limited Duty Officer (Administration)	CNO (Dir. of Nav. Admin.) *
642X	A Limited Duty Officer (Data Processing)	CNO (Dir. Information Systems)
643X	A Limited Duty Officer (Bandmaster)	COMNAVMILPERCOM (NMPC-114)
644X	A Limited Duty Officer (Cryptology)	COMNAVSECGRU
645X	A Limited Duty Officer (Intelligence)	COMNAVINTCOM
646X	A Limited Duty Officer (Meteorology/Oceanography)	CNO (Dir. of Nav. Oceano Div.)
647X	A Limited Duty Officer (Photography)	CNO (Asst. for Nav. AV Management)

4. Limited Duty Officer - Line (General) (Cont'd)

Designator Code	Designator Descriptions	Designator Advisor
648X	A Limited Duty Officer (Explosive Ordnance Disposal)	DCNO (Surface Warfare)
649X	A Limited Duty Officer (Security)	COMNAVMILPERSCOM (NMPC-84)

*OP-02 is the designator advisor for those 641X designated officers with AQD SV1.

5. Limited Duty Officer - Staff Corps

Designator Code	Designator Descriptions	Designator Advisor
651X	A Limited Duty Officer (Supply Corps)	COMNAVSUPSYSCOM
653X	A Limited Duty Officer (Civil Engineer Corps)	COMNAVFACENCOM
655X	A Limited Duty Officer (Judge Advocate General Corps)	JAG

LIMITED DUTY OFFICER GENERAL KNOWLEDGE STANDARDS

All limited duty officers regardless of designator or grade must be familiar with the organization and functions of the various major components of the Department of Defense, with particular reference to the assigned missions of the military services; organization and function of the Department of the Navy, including fleet and force commands; content and scope of U.S. Navy Regulations, Information Security Program Regulation (DOD 5200.1R), Department of the Navy Supplement to the DOD Information Security Program Regulation (OPNAVINST 5510.1 series), Uniform Code of Military Justice (JAGINST 5800.8 series), Manual for Courts-Material, and the Manual of the Judge Advocate General (JAGINST 5800.7 series); procedures for preparing, revising, and applying a watch, quarter and station bill and battle bill; Navy enlisted manpower and personnel classification standard systems; scope and use of Naval messages, letters and directives; methods and procedures for disaster control, and nuclear, biological, and chemical warfare defense; emergency first-aid procedures and techniques; conduct of personnel, material and safety inspections; welfare agencies and services available to enlisted personnel. The foregoing, and designator scopes which follow, should not be construed as a detailed listing of all the specific duties, responsibilities, and knowledge which may be required of the limited duty officer. Watchstanding duties, collateral, and additional duty assignments, which are a command prerogative, vary according to the specific requirements of individual ships and stations. Even though qualifications pertaining to these duties have not been included in this manual, limited duty officers are responsible for carrying out such assignments as required.

611X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30	TECHNICAL BILLETS AT HEADQUARTERS, WASHINGTON, DC, TYCOMS		29
			28
CAPT			27
			26
			25
			24
			23
22	NS - PORT SERVICES NS - WATERFRONT OPS BRIG - CO SERVGRU - STAFF READINESS		22
			21
CDR			20
			19
			18
16	BRIG - OIC/CO NAS - OPS NAS - PORT SERVICES NS - HARBOR OPS NS - SHORE PATROL NS - OPS ASHORE WEAP STS - PORT SERVICES SURFPAC - STAFF READINESS		17
			16
LCDR			15
			14
			13
			12
10	AOE/R-1st LT		11
			10
LT			9
			8
			7
			6
			5
4	AGF/AR/LHD/LPD AFS/AE/AD - 1st LT ACU - 1st LT ACU - CUSHION CRAFT OFFICER		4
			3
LTJG			2
			1
			0
2	AGF/LSD/AOR/LPH - BOATSWAIN ARS/ATS - 1st LT LHA/LKA - ASST 1st LT CSBU - OIC COMBAT CRAFT AOR - UNREP AOR - BOATSWAIN		3
			2
ENS			1
0	FTC - INSTRUCTOR BRIG - OIC/OPS FLTACTS SASEBO - SHORE PATROL INSURV - INSPECTOR RTC - INDOC TRAINING CAAC - DIRECTOR NS - OPS ASHORE NETC NEWPORT - OCS TRAINING SURFLANT - STAFF READINESS		4
			0

611X

LIMITED DUTY OFFICER (SURFACE DECK)

SCOPE

Limited duty officers (Surface Deck) are officer technical managers in the field of seamanship and navigation with practical naval experience in these areas. They plan, supervise, and direct activities of deck and navigation personnel in performance of operational and maintenance functions; plan, develop, and administer deck and navigation training programs; assist in organizing, scheduling, supervising seamanship, navigation exercises and drills; and assign and coordinate activities of personnel under their command.

They may serve as, but are not limited only to serving as, the first lieutenant, operations officer, executive officer, commanding officer, instructors at various training activities or in various operational and staff billets.

612X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30	TECHNICAL BILLETS AT HEADQUARTERS, WASHINGTON, DC TYCOMS		29
			28
			27
CAPT			26
			25
			24
			23
22	CRUDESGRU - STAFF C/C CRUDESGRU - COMBAT SYSTEMS		22
			21
			20
CDR			19
			18
			17
			16
16	CGN - NTDS/CIC LCC - CIC CARGRU - AAW OPS FTG - ACO/CIC FTG - STAFF READINESS		16
			15
			14
LCDR			13
			12
			11
			10
10	CGN/CG - CIC CV - RADIO CV - AST ELECT WARFARE CARGRU - AAW OPERATIONS/NTDS		10
			9
			8
LT			7
			6
			5
			4
4	BB - RADIO/CMS CV - ASST ELECT WARFARE LHA - CIC CG - AST NTDS/CIC		4
			3
LTJG			2
			1
2			0
ENS			0
0			0

612X

LIMITED DUTY OFFICER (SURFACE OPERATIONS)

SCOPE

Limited duty officers (Surface Operations) are officer technical managers in the operation, employment, and application of techniques, equipment, systems and procedures related to surface operations, with practical experience in these areas. They assist and advise commands in operations planning, direction and control, and in the employment and utilization of associated facilities and installations; organize, supervise and direct performance of operations personnel; and administer on-board training programs, facilities and services.

They may serve as, but are not limited only to serving as, combat information center (CIC) officer, anti-air warfare (AAW) officer, combat systems officer, tactical action officer (TAO), electronic warfare officer (EWO) and as combat information center (CIC) instructors at training commands, or in various operational and staff billets.

613X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30	TECHNICAL BILLETS AT HEADQUARTERS, WASHINGTON, D.C. TYCOMS SIMA MAYPORT - CO SIMA NORVA - CO SIMA CHASN - CO		29
CAPT			28
			27
			26
			25
			24
23			23
22			22
CDR	CV - ENG LHA - ENG	AFDM - CO JMAG - MAINT OFF COMCARGRU - ACOS MTL SURFLRSUPPG - MAINT OFF FLTRGR - STF RED/ENG	21
			20
			19
			18
			17
16			16
LCDR	LHA - MPA STEAM LPH - SHIP ENG CV - ENG LIAISON BB - DCA AFS - SHIP ENG	TYCOM - STAFF INSURV - ENG MBR PHIBGRU - ENG ASST	15
			14
			13
			12
			11
10			10
LT	LPD - DCA AO - SHIP ELECT AOR - MPA GEN AR - QUAL ASUR SUP CG - MPA STEAM CV - REPAIR DIV/ASST	COMSERRON - STF MAT/ENG NSYD - SHIP C&R SUB INSURV - INSPECTOR SIMA - REPAIR	9
			8
			7
			6
			5
4			4
2	LKA - REPAIR/MPA LHA - REPAIR FFG - MPA DDG - STEAM/MPA CV - AUX ASST	NS - SERVICE CRAFT MTL CRAFT MAINT SERVSCH - INSTRUCTOR	3
2			
1			
0			0

613X

LIMITED DUTY OFFICER (SURFACE ENGINEERING/REPAIR)

SCOPE

Limited duty officers (Surface Engineering/Repair) are officer technical managers in the field of surface ship marine engineering including maintenance and repair of main propulsion (gas turbine, diesel, and steam), electrical, and auxiliary machinery and systems, practical and theoretical damage control and maintenance and repair of ship's hull, structure, and associated fittings. In these areas they plan, administer, and supervise installation, operation, maintenance, and repair; formulate, direct, and execute training programs for personnel under their cognizance; provide technical assistance and advice pertaining to suitability of ships to meet operational demands; make ship alteration or design modifications; plan, organize, and control industrial shop production and develop and administer policy and procedures for regulating work at auxiliary or repair facilities.

They may serve as, but are not limited only to serving as, engineering, electrical, repair officers, material officers, maintenance officers, commanding officers of small craft facilities, and commanding officers of ship intermediate maintenance activities, or in various operational and staff billets.

616X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30			29
CAPT			28
		NAVSEA OSF WA - DIR OPS	27
		NORDSTA IN HD - OIC	26
		COMINWARCOM - MINE REDI	25
		NUWPNTRAGRUPAC/LANT	24
		FCDNA/FCI - DNSI TEAMS	23
	WPNS/ORD		22
	COMNAVLOGPAC - LOGREADINESS		21
	USCINCLANT - LOGREADINESS		20
22			19
CDR		NAVGMSCOLBMNKGST	18
		SCHOOL DIR	17
			16
			15
LCDR	COMOMAG - CO	SERVSCH - ADMIN DIR	14
		WEAPSTA - SECURITY OFF	13
		NAVBASE - ORD OFF	12
		NUCWEAPSTA - INSPECTOR	11
		SERVGRU - STAFF ORD	10
10			9
LT	BB - FIRE CONT GEN	COMOPTEVFOR - OP TEST/EVAL	8
	FFG - WEAPS OFF	SIMA - R-5 DIV OFF	7
		WEAPSTA - FACILITIES MGR	6
		MOMAG - OIC	5
			4
4			3
LTJG	CV - F/C DIV	FLTACTS - AMO MAT OFF	2
2	CVN - POINT DEFENSE	FLTRAGRU STF REDI WEAP	1
ENS	CGN - F/C GEN	WEAPSTA - SP WP ASS GEN	0
0	CVN - DIV WEAPS	SIMA - WPNS TECH ASST	0

616X

LIMITED DUTY OFFICER (SURFACE ORDNANCE)

SCOPE

Limited duty officers (Surface Ordnance) are officer technical managers with practical experience in ordnance operations. They plan, supervise, train, and direct subordinates in the operation, maintenance, and repair of ordnance equipment and related systems. They assist, plan, coordinate, and advise commands and staffs in ordnance management, logistics, repair, and safety. They may direct or coordinate ordnance and ordnance equipment procurement, production, and evaluation.

They may serve in, but are not limited only to serving in, billets related to weapons, ordnance logistics, nuclear weapons, fire control, mine warfare, and as ordnance repair officers or assistants at various operational and staff billets.

618X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30	TECHNICAL BILLETS AT HEADQUARTERS, WASHINGTON, D.C. TYCOMS		29
			28
			27
CAPT			26
			25
			24
			23
22	CNTECHTRA - TRAINING BR HD ROCLANT - CDR CLD YORKTOWN COMNAVAIRPAC - STF LET MTTE NOCEANSYC - OPS OFFICER		22
			21
CDR			20
			19
			18
16	SERV SCH - SCHOOLS DIR TRACEN - DEPT HEAD NAVELEX HQ - OP TEST/EVAL NAS - ELX INSTL & REPAIR		17
			16
			15
LCDR			14
			13
10	CGN - ELECTRONIC MAINT CG - SHIP ELECT MAINT		12
			11
			10
LT			9
			8
4	WEAPSTA - REPAIR & TEST FACSFAC - MAINT OFF		7
			6
			5
LTJG			4
			3
2	LSD - SHIP ELECT MAINT FFG - ERO LCC - EDP MAINT DD - ELECT MAINT OFF CV - ADP SYS MAINT		2
			1
ENS			0

618X

LIMITED DUTY OFFICER (SURFACE ELECTRONICS)

SCOPE

Limited duty officers (Surface Electronics) are officer technical managers in the field of non-nuclear electronics. These officers help plan, coordinate and supervise the installation, operation and maintenance of electronics systems installed in units of the surface force; assist in the operational evaluation of new installations as well as modifications to existing systems; provide operational and technical input to the research and development community for consideration in the design and testing of electronics systems or components; assist in the preparation and distribution of operator and maintenance training courses. They also provide operation and maintenance guidance for electronic systems at all levels.

They may serve as, but are not limited only to serving as, division officers, department heads, electronic material officers in various operational and staff billets.

619X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30			29
			28
		TECHNICAL BILLETS AT HEADQUARTERS, WASHINGTON, D.C.	27
CAPT		TYCOMS	26
		EUCOM - COMS PLANS OFF	25
		NCS JAPAN - CO	24
		COMNAVTELCOM - STAFF	23
22			22
			21
		OPNAV - OP-943F51 COORD W HOUSE COMMPGY - CDR 01/ 010	20
CDR		NCS DIEGO GARCIA - CO	19
		NCU KEY WEST - CO	18
		COMNAVTELCOM - STAFF	17
		TYCOM - COMM OFF	16
16			15
			14
	CVN - COMM OFF CV - COMM OFF LCC - COMM OFF	TYCOM - ACOMM OFF NAS - COMM OFF COMMSTA - MSG OIC NTCC - OIC COMNAVTELCOM - STAFF FLETRACEN - COMM TRNG	13
LCDR			12
			11
10			10
			9
	CV - ASST COMM LPH - COMM OFF LCC - ASST COMM LHA - COMM OFF	NCAMS - FTOC, CAT OFF OPS MAINT NAVCOMMSTA - CAT OFF NTCC - OIC FLETRACEN - COMM TRNG	8
LT			7
			6
4			5
			4
LTJG		NCAMS - TFC OFF, DCS, FLT OFF, CAT OFF	3
2			2
ENS	LHA - RADIO OFF CV - RADIO OH/CMS	NCS - TECH CONTRL, TFC NCV - COMM OFF	1
0		IANTN - OIC	0

619X

LIMITED DUTY OFFICER (SURFACE COMMUNICATIONS)

SCOPE

Limited duty officers (Surface Communications) are officer technical managers in the operations, employment, and application of techniques, equipment, systems and procedures in surface communications, with practical experience in these areas; assist and advise commands in communication planning, direction and control, and in the employment and utilization of associated facilities and installations; organize, supervise, and direct performance of communications personnel; and assist in administration of on-board training programs, facilities, and services.

They may serve as, but are not limited only to serving as, communications officers, communications instructors at training activities, or in various operational and staff billets.

621X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30	TECHNICAL BILLETS AT HEADQUARTERS, WASHINGTON, D.C. TYCOMS		29
			28
CAPT			27
			26
			25
			24
22	SUBBASE - OPS		22
			21
CDR			20
			19
16	SUBBASE - ASST OPS NAS - SECURITY SUBBASE - PORT SERVICES ARDM - CO		18
			17
LCDR			16
			15
			14
10	SUBBASE - PORT SERVICES TRIREFFAC - DRY DOCK GEN DIVING GEN FACILITIES MGR WATERFRONT SUBBASE - PORT SERVICES		13
			12
LT			11
			10
			9
4	SUBBASE - 1st LT SUBBASE - PORT SERVICES		8
			7
LTJG			6
			5
2	ASR - 1st LT 1 SHIP ASR - BOATSWAIN		4
			3
ENS			2
0			1
			0

621X

LIMITED DUTY OFFICER (SUBMARINE DECK)

SCOPE

Limited duty officers (Submarine Deck) are officer technical managers in the field of seamanship, navigation and deep sea diving, with practical naval experience in these areas. They plan, supervise, and direct activities of deck, navigation, and diver training programs; assist in organizing, scheduling, and supervising seamanship, navigation exercises and drills, and deep sea diving evolutions; assign and coordinate activities of personnel under their command.

They may serve as, but are not limited only to serving as, first lieutenant, operations officer, navigator, diving and rescue officer, executive officer, and commanding officer in various operational and staff billets.

623X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30	TECHNICAL BILLETS AT HEADQUARTERS, WASHINGTON, D.C. TYCOMS COMSUBLANT - STF MTL		29
			28
			27
CAPT			26
			25
			24
			23
22	TYCOM - STF MTL NSYD - SHIP SUP COMPOTEVFOR - OP TEST/EVAL		22
			21
			20
CDR			19
			18
16	AFDM - XO AS - SHIP ENG DIESEL AS - SHIP ENG STEAM		16
			15
			14
LCDR			13
			12
10	AFDM - SHIP REPAIR AS - HULL SUPT AS - SAFETY ENG AS - REPAIR ASR - SHIP ENG DIESEL		10
			9
			8
LT			7
			6
4	SUBASE - SHIPSUP/REPAIR DIV OFF DEVGRU - DSV OPERATOR SUBGRU - SHIP REPAIR SUBGRU - SRA COORD.		5
			4
			3
LTJG			2
2			SUBASE - REPAIR DIV/ HULL SUPT
ENS	0		
0			

623X

LIMITED DUTY OFFICER (SUBMARINE ENGINEERING/REPAIR)

SCOPE

Limited duty officers (Submarine Engineering/Repair) are officer technical managers in the field of ship marine engineering, including maintenance and repair of main propulsion (diesel), electrical and auxiliary machinery and systems, practical and theoretical damage control and maintenance and repair of submarine hull, structure, and associated fittings. They plan, administer, and supervise installation, operation, maintenance, and repair; formulate, direct, and execute training programs for personnel under their cognizance; provide technical assistance and advice pertaining to suitability of ships and diving systems to meet operational demands; make ship alteration or design modifications; plan, organize, and control industrial shop production and develop and administer policy and procedures for regulating work at auxiliary or repair facilities.

They may serve as, but are not limited only to serving as, salvage, deep sea (HEO2) or saturation diving officers, hull repair officers, hull superintendents, docking officers, and ships engineers in various operational and staff billets.

626X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30	TECHNICAL BILLETTS AT HEADQUARTERS, WASHINGTON, D.C. TYCOMS TRIEFFAC - WEAPONS REPAIR WEAPON STATION - CO/XO		29
			28
CAPT			27
			26
			25
			24
22			23
	AS - WEAPON OFF	SUBBASE - COMBAT SYS SUPT TYCOM - STF NUC WEAPONS NUWES - OIC	22
			21
CDR			20
			19
			18
			17
16			16
	AS - WEAPONS REPAIR AS - ASST WEAPS OFF	TYCOMS/SUBGRU/SQDN - STAFF WEAPS	15
		SSPO - AWEAPS	14
LCDR		SUBSCH - MGR	13
		NAVPRO - TECH REP	12
		OTU - WEAPS TEST	11
10			10
	AS - ASST WEAPONS OFF AS - Q.A.	SUBGRU/SQDN - STAFF WEAPS	9
		MISFAC - WPN REPAIR/PROD	8
LT		TRIEFFAC - F/C INSP RE- PAIR	7
		SSPO - TRNG/WEAPS PROG OFF	6
		SUBTRACEN - WEAPS TRNG	5
4			4
LTJG	AS - F/C REPAIR OFF	SUBBASE - WEAPONS OFF	3
	AS - WEAPONS REPAIR	WEAPONSTA - WEAPON REPAIR	2
2			2
ENS	AS - SP WEAPS REPAIR		1
0			0

626X

LIMITED DUTY OFFICER (SUBMARINE ORDNANCE)

SCOPE

Limited duty officers (Submarine Ordnance) are officer technical managers in the strategic weapons and ordnance field, with practical experience in related areas. They plan, supervise, train, and direct subordinate personnel in the operation and maintenance of ordnance and related equipment; assist, plan, coordinate, advise, commands in operational, maintenance, and technical ordnance related matters; and may direct or coordinate ordnance and ordnance equipment procurement, production, or repair.

They may serve in, but are not limited only to serving in, weapons repair, nuclear weapons repair, fire control repair, torpedo repair, missile launcher repair or weapons quality assurance or as assistants; and in strategic weapons or ordnance related staffs, in various operational and staff billets.

628X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30	TECHNICAL BILLETS AT HEADQUARTERS, WASHINGTON D.C. TYCOMS		29
			28
			27
CAPT			26
			25
			24
			23
22	NSSC OP SUPFDWAS - DIR SONAR/TORPEDOES NOTU - GM TEST/DEPT HD		22
			21
CDR			20
			19
			18
16	TYCOM - STF ELEX MTL SERSCH - SSEP FLT SUP ASTROGRU - OIC NAVELEX HQ - TEST/EVAL SSPO - OIC/LIAISON MOTU - OIC		17
			16
LCDR			15
			14
			13
10	DEVGRU - ASST PROJ OFF AS - SHIP ELECT REPAIR AGDS - SHIP ELECT MTL		12
			11
LT			10
			9
			8
4	TRIREFFAC - ELECT INST OPNAV - R&D SUBASE - REPAIR DIV OFF SSPO - PROJ OFF SUBTRACEN - DIV OFF/INST MOTU - OIC		7
			6
LTJG			5
			4
			3
2	AS - WEAPON REPAIR AS - ELECTRONIC REPAIR AS - NAV REPAIR		2
ENS			1
0			0
	SERVSCH - SCHOOL ADMIN SUBGRU - STF ELECT MTL SUBASE - REPAIR DIV OFF NAVGMSCOL - NAV/WEAPS TRNG		0

628X

LIMITED DUTY OFFICER (SUBMARINE ELECTRONICS)

SCOPE

Limited duty officers (Submarine Electronics) are officer technical managers in the field of non-nuclear electronics. These officers plan, coordinate, and supervise the installation, operation and maintenance of electronics systems installed in units of the submarine force; assist in the operational evaluation of new installations as well as modifications to existing systems; provide operational and technical input to the research and development community for consideration in the design and testing of electronics systems or components; assist in the preparation and distribution of operator and maintenance training courses and provide operation and maintenance guidance for electronics systems at all levels of command.

They may serve as, but are not limited only to serving as, division officers, department heads or electronic material officers in various operational and staff billets.

629X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30	TECHNICAL BILLETS AT HEADQUARTERS, WASHINGTON, D.C. TYCOMS TYCOM - ASST CH STF COMMS NELX PDE HQ - COMM OP PLANS		29
			28
			27
CAPT			26
			25
			24
22	CNTC SPCOMDIV - HD SUB MTL NCU CUTLER - CO		22
			21
			20
CDR			19
			18
			17
16	NAVELEX HQ - FISCAL PROJ OFF TYCOM/SUBGRU - STF COMM RADTRANSFAC - OIC NCS - COMM/OPS OFF		16
			15
			14
LCDR			13
			12
			11
10	VQ - COMM PLANS/OPS FBMTESTSUP - COMMAF		10
			9
			8
LT			7
			6
			5
4	SUBRON - STF COMM/PLANS NAVCOMSTA - COMM OFF. ADMIN OFF. NCU - TFC OFF. OPNAV (OP-290C)		4
			3
LTJG			2
2			1
ENS			0
0			AS - COMM AF
	0		

629X

LIMITED DUTY OFFICER (SUBMARINE COMMUNICATIONS)

SCOPE

Limited duty officers (Submarine Communications) are officer technical managers in the operation, employment, and application of techniques, equipment, systems and procedures in submarine communications, with practical experience in these areas. They assist and advise commands in communication planning, direction and control, and in the employment and utilization of associated performance of communications personnel; and assist in administration of on-board training programs, facilities, and services.

They may serve as, but are not limited only to serving as, communications officers, communications instructors at training activities, or in various operational and staff billets.

630X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30			29
			28
			27
CAPT			26
			25
			24
			23
22			22
			21
			20
CDR			19
			18
			17
16			16
			15
			14
LCDR			13
			12
			11
10			10
			9
			8
LT	CV - FLIGHT DECK CV - HANGAR DECK CVN - FLIGHT DECK CVN - HANGAR DECK	TRARON - INST	7
			6
			5
4			4
LTJG			3
2	CV - ASST HANGAR CV - ASST FLT DECK	TRARON - INST	2
ENS			1
0			0

630X

LIMITED DUTY OFFICER (AVIATOR)

SCOPE

Limited duty officers (Aviator) are flight training specialists who have successfully completed the limited duty officer aviator training program. They are specialists in naval aviation flight training programs. They provide flight instruction in aircraft and ground (academic and simulator) training for prospective naval aviators in the primary flight training environment. Additionally, they may be assigned to a variety of ground billets within training command squadrons.

They may serve as, but are not limited only to serving as, hangar deck officers, assistant flight deck officers, and as operations administrative assistants in various operational and staff billets.

631X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30	TECHNICAL BILLETS AT HEADQUARTERS, WASHINGTON, D.C. TYCOMS NASC OPSUPFLD - DEPUTY DIRECTOR (SHIP/SHORE INSTALL)		29
			28
			27
CAPT			26
			25
			24
			23
22	COMNAVAIRLANT - SHIPS IN- STALL COMNAVAIRPAC - STF MTL/AIRSYS NSSC OPSUPFLD - AV FUEL/ LUBE		22
			21
			20
CDR			19
			18
16	NAS - AIRFIELD FACILITIES NAS - SECURITY NAS - A/C FIRE FIGHTING NAEC - ALRE PLANS/PROG NASC OPSUPFLD - FIRE FIGHT- ING & NATOPS		17
			16
			15
LCDR			14
			13
10	CV - A/C HANDLER CV - FLIGHT DECK		12
			11
			10
LT			9
			8
4	CV, CVN - ASS'T FLIGHT DECK CV, CVN - LAUNCH/RECOVERY CV, CVN - AV FUELS		7
			6
			5
LTJG			4
			3
2	LHA AV FUELS AVT - AIR BOATSWAIN CV - ALRE MAINT CVN - ASST AV FUELS		2
			1
ENS			0

631X

LIMITED DUTY OFFICER (AVIATION DECK)

SCOPE

Limited duty officers (Aviation Deck) are officer technical managers in aircraft handling and support operations aboard ship. They plan, supervise and execute the recovery, placement, refueling and launching of all aircraft aboard CV's, LPH's and LHA's. They maintain aircraft launch/recovery equipment, visual landing aids and aviation fuel and lubricant receiving/stowage and dispensing equipment. They are also charged with aircraft crash and salvage operation and firefighting capabilities.

They may serve as, but are not limited only to serving as, aircraft handling, flight and assistant flight deck, catapult and arresting gear, visual landing aids maintenance, aviation fuels and hangar deck officers in various operational and staff billets.

632X CAREER PATTERN

YRS COMM SVC	SEA	SHORE			
30	TECHNICAL BILLETS AT HEADQUARTERS, WASHINGTON, D.C. TYCOMS ASWSYSJOFF - DESIGN		29		
			28		
			27		
CAPT			26		
			25		
			24		
			23		
22	COMNAVAIRPAC - TRA/RED - ASWSYSPROJOFF - DESIGN		22		
			21		
			20		
CDR			19		
			18		
			17		
16			FTC - DEPT HD NAITC - TRNG AW COMSEABSDASWLNT - AWWT DEV COMASWWPAC - ASTF RED I FLCBTRC - DEPT HD. VS WING - ASCLAS & ANAL		16
	15				
	14				
LCDR	13				
	12				
	11				
10	ASWOC HS - TRAINING				10
			9		
			8		
LT			7		
			6		
			5		
4			HS WING - AIRCREW TRA NATTC - ACAD RECORDS		4
LTJG	3				
2	2				
ENS	1				
0	CV - AIR ASW VS - TRA PLANS				0
					1
					2

632X

LIMITED DUTY OFFICER (AVIATION OPERATIONS)

SCOPE

Limited duty officers (Aviation Operations) are officer technical managers in air antisubmarine warfare. They assist in the organization, supervision, and direction of tactical support center (TSC) operations, brief and debrief operational flight crews; evaluate and determine inflight operational efficiency or sensor systems components and ASW sensor operators; supervise preflight, inflight and postflight inspection of ASW equipment, collection, preparation and transmission of data to appropriate analysis agencies; devise and implement operational planning requirements for fleet staffs. They employ a broad knowledge of the characteristics and employment of U.S. and foreign submarines, warships, small craft, and merchant ships and principles of radar magnetic detection, electronic countermeasures, and underwater acoustics.

They may serve as, but are not limited only to serving as, tactical support center and naval facilities officers in various operational and staff billets.

633X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30	NASC HQ - AVIA WO/LDO CAREER MGR CNATRA - ACOS A/C MAINT NAIRTECSVCFAC - CO NAVSAFCEN - HEAD, AV MAINT		29
			28
			27
CAPT			26
			25
			24
			23
22	LPH - AIMD OFFICER		22
			21
CDR	NAIRDEVC WARMIN - A/C DEP HD NAREWKFAC - DEPOT MNT PROD NAS - A/C INTMNT GEN COMBAVAIRPAC - GND SUPT TYPE WING - MAINT OFF FRS - MAINT OFF		20
			19
			18
16	HS - ASSISTANT MAINT. OFF VA - ASSISTANT MAINT. OFF VP - ASSISTANT MAINT. OFF VF - ASSISTANT MAINT. OFF VFA - ASSISTANT MAINT. OFF		17
			16
			15
LCDR			14
			13
	NAS(R) - A/C INTMNT GEN NAF - A/C INTMNT GEN TRAWING - MAINT OFF		12
			11
10			10
	VAW - A/C MAINT/MATL VP - A/C MAINT/MATL VQ - A/C MAINT/MATL VAQ - A/C MAINT/MATL VA - A/C MAINT/MATL VF - A/C MAINT/MATL		9
			8
			7
LT			6
			5
4			4
LTJG	NAESUDET - O-IN-C/ASST NAS - AIR OPS NAS - A/C ORGMNT/MTL VA(R) - A/C ORGMNT/MTL NATTC - TRNG OFF		3
			2
2			1
ENS			0
0			0

633X

LIMITED DUTY OFFICER (AVIATION MAINTENANCE)

SCOPE

Limited duty officers (Aviation Maintenance) are officer technical managers in the field of aviation maintenance. They plan and supervise the execution of aviation maintenance programs at the organizational, intermediate, and depot levels; develop quality assurance standards and procedures to ensure flight safety and proper material condition of aircraft; develop and administer programs for the development, testing, and evaluation of aircraft maintenance systems and methods; develop, review, and verify aircraft maintenance logs, records, and reports; analyze new developments and technological advances in aviation maintenance; and administer aeronautical material procurement programs.

They may serve as, but are not limited only to serving as, aircraft branch and division officers, maintenance/material control officers, quality assurance officers, and aircraft maintenance officers in various operational and staff billets.

636X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30	NAVAL/AIR/SYSTEM - DEPUTY DIVISION NAVSAFCEN - CHAIRMAN - AMHAZ BOARD/EXPLOSIVE SAFETY		29
			28
			27
CAPT			26
			25
			24
22	NAS - WPNS OFF TYCOM - CNAL, CNAP TYCOM - OHSAT		22
			21
			20
CDR			19
			18
			17
16	CV/CVN - ORD HANDLING OFF NAS - WEAPNS OFF TYCOM - OHSAT FASTRAGRU - OHSAT TYPE WING - WEAPONS OFF MMMU-1		16
			15
			14
LCDR			13
			12
			11
10	CV/CVN - MAG/ASST/G-2 DIV CVW - ORDNANCE OFFICER/ NUCWEPS/ORD SAFETY NAS - WEAPS OFF NAS - AV ORD OMNT TYPE WING - ORD OFFICER CVWR - ORD OFFICER NUCWPNTRAGRU - (NUC WEPS/ORD SAFETY) COMFAIRWESTPAC - ORD OFFICER NWF DET - OINC		10
			9
			8
LT			7
			6
			5
4	CV - WSE/WPN ELVC VF/VA - SQUADRON ORDNANCE NAS - DIV WEP GEN		4
			3
LTJG			2
			1
ENS			0
0			

636X

LIMITED DUTY OFFICER (AVIATION ORDNANCE)

SCOPE

Limited duty officers (Aviation Ordnance) are officer technical managers in the field of operations and maintenance of aviation ordnance and aircraft armament. They manage and direct the activities of aviation ordnance personnel in the performance of aviation operational, test, research, and maintenance functions involving aviation ordnance and aircraft armament; establish new aviation ordnance and armament maintenance procedures and methods; plan, organize, and direct the operation of aviation ordnance activities; and provide technical assistance and advice pertaining to aviation ordnance and armament.

They may serve as, but are not limited only to serving as, weapons branch and division officers, ordnance handling officers, ordnance/nuclear safety officers, and special weapons unit officers in various operational and staff billets.

638X CAREER PATTERN

YRS COMM SVC	SEA	SHORE			
30	HQ NMACM - ASST DCNM FOR RM&QA AVSUPOFF - Head, MAT ID/DIV NAVNLOGCEN - DIRECTOR, TECH SUP. CNTECHTRA - TRNG AIR WARFARE		29		
			28		
			27		
CAPT			26		
			25		
			24		
			23		
22	LHD - AIMD OFF		22		
			21		
			20		
CDR			19		
			18		
			17		
			16		
16	CVN - ASSISTANT AIMD OFF VFA - ASSISTANT MAINT OFF VS - ASSISTANT MAINT OFF VF - ASSISTANT MAINT OFF VA - ASSISTANT MAINT OFF VP - ASSISTANT MAINT OFF CVW - MAINT OFF		15		
			14		
			13		
LCDR			12		
			11		
			10		
			9		
10	CV - AVIONIC/ARMAMENT CVN - IM-3 DIV OFFICER VFA - A/C MAINT/MTL OFF VA - A/C MAINT/MTL OFF VAW - A/C MAINT/MTL OFF VP - A/C MAINT/MTL OFF VF - A/C MAINT/MTL OFF VS - A/C MAINT/MTL OFF		8		
			7		
			6		
LT			5		
			4		
			3		
			2		
4	VAW - A/C AVIONICS/WEAPS OFF VA - A/C AVIONICS/WEAPS OFF VF - A/C AVIONICS/WEAPS OFF VAQ - A/C AVIONICS/WEAPS OFF VP - A/C AVIONICS/WEAPS OFF		4		
			3		
LTJG			2		
			1		
2			NAF - AVIONICS NAS - AVIONICS NAS - GEN OFF NAS - A/C ORMNT GEN FRS - AVIONICS HSL - A/C AVIONICS WEAPS OFF		1
					0
ENS					0

638X

LIMITED DUTY OFFICER (AVIONICS)

SCOPE

Limited duty officers (Avionics) are officer technical managers in the field of avionics operation and maintenance. They organize, manage, and direct all phases of operation and maintenance of avionics equipment and systems at the organizational and intermediate levels; participate in programs for the development, testing, and evaluation of avionics equipment and systems; establish new avionics maintenance procedures and methods; direct the assignment of avionics material, equipment, and systems; and plan, develop, and administer training programs for avionics systems and maintenance.

They may serve as, but are not limited only to serving as, avionics weapons branch and division officers, maintenance/material control officers, and aircraft maintenance officers in various operational and staff billets.

639X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30			29
			28
			27
CAPT		TECHNICAL BILLETS AT HEADQUARTERS, WASHINGTON, D.C. TYCOMS OPNAV - OP-554 AIR TRAFFIC CONTROL FACILITIES OFFICER	26
			25
			24
			23
22			22
			21
			20
CDR		TYCOM AIR TRAFFIC CONTROL/AIR- SPACE OFFICER	19
			18
			17
16			16
			15
			14
LCDR		NAS - AIR TRAFFIC CON- TROL FACILITY OFFICER NATTC - TRGN/OPS FACSFAC - OPS OFFICER FAA - MIL ASST AAT 230	13
			12
			11
10			10
			9
			8
			7
LT	CV/CVN - ASST CATCC	NAS - ATC FACILITIES OFF	6
			5
4			4
LTJG			3
2			2
ENS		NAS - ATC FACILITIES OFF NAS - AIR SPACE CO-ORD	1
0			0

639X

LIMITED DUTY OFFICER (AIR TRAFFIC CONTROL)

SCOPE

Limited duty officers (Air Traffic Control) are officer technical managers in the field of air traffic control. They are responsible for control tower operations, base operations, heliport operations, surveillance and precision approach radars, approach/departure control radars and airspace acquisition, training programs for qualifications of air traffic controllers, and developing air traffic control procedures; coordinate operational procedures with FAA and U.S. military and foreign air traffic control facilities. They employ a broad knowledge of federal air regulations, terminal and enroute air traffic control procedures, air traffic control (ATC) planning, Navy procedural criteria, and international civil aviation organization procedures. They must have a knowledge of ground to air communications, radar operations, recording equipment, teletype and land line communications, navigational aids, and weather.

They may serve as, but are not limited only to serving as, ATC or assistant air operations officer, radar air traffic control facility officer, assistant carrier air traffic control center (CATCC) officer, or in various operational and staff billets.

640X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30	TECHNICAL BILLETS AT HEADQUARTERS WASHINGTON, D.C. TYCOMS		29
			28
			27
CAPT			26
			25
			24
22	AS - PMA	SAN DIEGO - XO SHORE NSSF, NLON - PMA TRF, BANGOR - PMA SUBASE, PEARL - PMA TYCOMS - STF MALT INSURV - INSP (AUX) SHIPYARD - SHIP SUPT FBMSTC - DEPT DIR	22
			21
			20
CDR			19
			18
			17
16	AS - PMA CVN - PRIN ASST (AUX, ELECT) ARD - CO	TYCOMS - STF MATL SUBGRU - STF MATL NMPC - DETAILER NPTU - MTO NFAS, ORLANDO - DEPTDIR TTF, BANGOR - INST SUBASE, PEARL - PLANNING INSURV - INSP (ELEC) NSSF, NLON - ADMIN, ASST PROD	16
			15
			14
LCDR			13
			12
			11
10	AS - NUC REP, NUC QA, SHIP REP AD - NUC REP, RADCON CVN - TECH ASST SQUAD (DEPLOYED) - ASST MATL ARD - XO AFLOAT CGN - TECH ASST	SQUAD - ASST MATL, SRA NSSF, NLON - SHIP REP, MACH REP, NUC REP, NUC PLAN, ELECT REP SHIPYARD - SHIP SUPT NPTU - MTO TRF, BANGOR - NUC REP, NFAS, ORLANDO - DIV OFF SUBASE PEARL - FLEET REP, MACH REP NUC PLANNING	10
			9
			8
LT			7
			6
			5
4	AS - SHIP REP, ASST RADCON SQUAD (DEPLOYED) - ASST MATL ARD - REPAIR, DOCKING CVN - TECH ASST CGN - TECH ASST	SQUAD - ASST MATL SUBPAC - 3M ANALYST NFAS, ORLANDO - DIV OFF SUB SCH - INST SHIPYARD - SUPT SHIP	4
LTJG			3
2			2
ENS			1
0			0

640X

LIMITED DUTY OFFICER (NUCLEAR POWER)

SCOPE

Limited duty officers (Nuclear Power) are officer technical managers in the repair, maintenance, and operation of naval nuclear propulsion plants, nuclear ships' systems and associated equipments. They effect maintenance programs, operate nuclear propulsion plants, supervise radiological and chemistry control programs; responsible for planning and the execution of repairs to nuclear ships' systems, equipment, and propulsion plants, coordination and supervision of skilled craftsmen and administrative support personnel, nuclear propulsion plant watch standing and operational supervision of ship systems and propulsion plant testing, provision of technical assistance in the overhaul, refueling and decontamination of nuclear propulsion plants, technical guidance to operation and maintenance of nuclear propulsion plant equipment and systems, supervision and monitoring of nuclear propulsion plant chemical and analysis and chemistry control. Monitoring and supervision of radiological control practices and procedures as well as quality assurance for nuclear work.

They may serve in, but are not limited only to serving in, nuclear surface ships, submarines, repair ships, training facilities, industrial and intermediate level maintenance activities, or in various operational and staff billets.

641X CAREER PATTERN

PERS COMM SVC	SEA	SHORE	
30			29
CAPT	NMPC - PERS-83 OPNAV - OP-130E4 COMNAVDAC - DIR NAV RECS		28
			27
			26
			25
			24
23			23
22			22
CDR			21
			20
			19
			18
			17
16			16
LCDR	CVN - ADMIN ASST CV - ADMIN ASST BB - ADMIN ASST SUBGRU - FLAG SEC (SV-1)		15
			14
			13
			12
			11
10			10
LT	CVN - SHIP SEC CGN - SHIP SEC AVT - ASST ADMIN SUBRON - STAFF PERS (SV-1)		9
			8
			7
			6
			5
4			4
4	PHIBRON - STAFF SEC CV - EDUCATION & TRNG LPH - PERSONNEL BB - SHIP SECRETARY LHA - SHIP SECRETARY AS - ADMIN (SV-1)		3
2			2
ENS			1
			0

641X

LIMITED DUTY OFFICER (ADMINISTRATION)

SCOPE

Limited duty officers (Administration) are officer technical managers who perform duties in the field of administration, personnel, organization planning, postal functions, and printing. They must have a broad knowledge of administrative and personnel procedures, Navy Department/staff/fleet organizations, regulations, and directives in an array of related assignments.

They may serve as, but are not limited only to serving as, commanding officers, executive officers, officers-in-charge of Personnel Support Activities/Detachments, or in various operational and staff billets.

642X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30	TECHNICAL BILLETTS AT HEADQUARTERS, WASHINGTON, D.C. TYCOMS		29
			28
			27
CAPT			26
			25
			24
22	NAVDAC NPT RI - CO		22
			21
CDR			20
			19
16	NAVDAF - OIC NMEC - ADP PLANS/PROD		18
			17
LCDR			16
			15
			14
			13
10	CV - SNAP SYS COORD		12
			11
LT			10
			9
			8
			7
4	FLINTELCEN - ADP PROD EPMAC - DATA BASE DIR NMPC - DATA BASE DIR		6
			5
LTJG			4
			3
2	CV - ADP DIV OFF		2
			1
ENS			0
0	NS - MGMT INFO SYS SUBASE INFO SYS		0
			0

642X

LIMITED DUTY OFFICER (DATA PROCESSING)

SCOPE

Limited duty officers (Data Processing) are officer technical managers in the field of automated data processing using electronic digital and analog computer systems. They plan, direct the installation of equipment, and administer the operation and maintenance of data processing installations.

They may serve as, but are not limited only to serving as, technical advisors, systems analyst and design officers in various operational and staff billets.

643X CAREER PATTERN

YRS COMM SVC	SEA	SHORE			
30	OFFICER-IN-CHARGE, NAVY BAND		29		
			28		
			27		
CAPT			26		
			25		
			24		
			23		
22	DIR, MUSIC DIV, NMPC CO. SCHOOL OF MUSIC		22		
			21		
			20		
CDR			19		
			18		
			17		
16	DIR, NAVACAD BAND EXEC OFF, SCHOOL OF MUSIC AOIC NBAND DIR FLEET/AREA BAND		16		
			15		
			14		
LCDR			13		
			12		
			11		
10	ASST DIR, MUSIC DIV, NMPC DIR FLEET AREA BAND TRNG OFF, SCHOOL OF MUSIC MUSIC LIAISON, CHINFO ASST DIR, NAVACADBAND		10		
			9		
			8		
LT			7		
			6		
			5		
4	DIR FLEET/AREA BAND		4		
			3		
LTJG			2		
			2		
2			DIR FLEET AREA BAND		1
ENS					0

643X

LIMITED DUTY OFFICER (BANDMASTER)

SCOPE

Limited duty officers (Bandmaster) are officer technical managers in the field of music and in administering the Navy music program. They exercise technical and managerial supervision over, and develop plans and policies for the Navy music program, including personnel, supply programs and training requirements for musician personnel. They employ a broad technical knowledge of: instrumental and/or vocal techniques; band administration; musical techniques, theories and literature; and the procurement, distribution, maintenance, repair and inventory of musical equipment.

They may serve as, but are not limited only to serving as, program manager, leaders of Navy bands, and officers-in-charge of Navy bands providing information and administrative assistance in music matters.

644X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30	TECHNICAL BILLETS AT HEADQUARTERS, WASHINGTON, D.C. TYCOMS NSG HQ - STAFF		29
			28
			27
CAPT			26
			25
			24
22	NSG HQ - STAFF FIELD STA - XO/CO DEPT HD DCMS - HEAD NSA - STAFF		22
			21
CDR			20
			19
			18
			17
16	CARGRU/CRUDESGRU - NUMBERED FLEET		16
			15
LCDR			14
			13
			12
			11
10	NSGA - AIR, SURF, SUB - CV DIVOFF		10
			9
LT			8
			7
			6
			5
4	NSGA/D - AIR, SURF, SUB		4
LTJG			3
2			2
ENS			1
0			0
			ARFCOS NSA - ANAL/RSCH NSG - HQ STAFF - SIGSEC NSGA/D - OIC - DIRSUP - HFDF - COLL NSGA/D - P & R NSGA/D - SIGSEC

644X

LIMITED DUTY OFFICER (CRYPTOLOGY)

SCOPE

Limited duty officers (Cryptology) are officer technical managers in all phases of operations conducted by the Naval Security Group Command (NAVSECGRU). These operations include Signals Intelligence (SIGINT) and Signals Security (SIGSEC), as well as functions of administration, personnel, electronic maintenance, communications, Communications Security Material System (CMS), and technical research in support of the operating forces and the national cryptologic effort; plan and manage, in accordance with appropriate directives, the employment of NAVSECGRU resources, both equipment and manpower; managerial responsibility for the installation, operation and maintenance of electrical, electromechanical and electronic equipment and the conduct of communications, administrative of CMS functions.

They may serve as, but are not limited only to serving as, watch officers, division officers, electronic maintenance officers, administrative officers, operations officers, department heads, officers-in-charge, executive officers, and commanding officers at naval communication stations with NAVSECGRU departments, activities, detachments, headquarters, or in various operational and staff billets.

645X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30	TECHNICAL BILLETS AT HEADQUARTERS, WASHINGTON, D.C. OIC FOSIF NUMBERED FLEET STAFF		29
			28
			27
CAPT			26
			25
			24
			23
22	AFLOAT STAFF SHIP'S INTEL OFF		22
			21
			20
CDR			19
			18
			17
			16
16	AFLOAT STAFF		16
			15
			14
LCDR			13
			12
			11
			10
10	OSIS/OPINTEL WASHINGTON HDQTRS JOINT STAFF		10
			9
			8
LT			7
			6
			5
			4
4	SHIP'S INTEL DEPT AIRCRAFT SQUADRON INTEL		4
LTJG			3
2			2
ENS			1
0	INSTRUCTOR DUTY		0
			0

645X

LIMITED DUTY OFFICER (INTELLIGENCE)

SCOPE

Limited duty officers (Intelligence) are officer technical managers in the field of intelligence. They assist in planning, coordinating and directing all intelligence work performed by the unit to which assigned and are responsible for the material readiness of the intelligence collection equipment, publications and supplies under their cognizance; supervise enlisted intelligence specialist (IS) rating personnel in their various intelligence collection, processing, dissemination duties and in the preparation of intelligence materials for briefings.

They may serve as, but are not limited only to serving as, intelligence and assistant intelligence officers in various operational and staff billets.

646X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30			29
			28
			27
CAPT	NAVOCEANCEN - MOETLO NAVOCEANCOMFAC - MOETLO		26
			25
			24
			23
22			22
			21
CDR		COMNAVOCEANCOM - OCEANOG/MOEP NAVOCEANCOMFAC - CO NAVOCEANCEN - OCEANOGRAPHER	20
			19
			18
			17
16			16
			15
LCDR	CV/CVN - OCEANOGRAPHER	NAVAIRSYSCOM - MET R&D NAVOCEANCOMFAC - XO NAVOCEANCOMDET - OIC NAVOCEANCEN - OCEANOGRAPHER NAVOCEANCOMFAC - MOETLO	14
			13
			12
			11
10			10
			9
LT	LHA - OCEANOGRAPHER OCEANOUNIT - XO	NAVOCEANCOMDET - OIC NAVOCEANCOMFAC ASO - MOETLO NAVOCEANCOMCEN OCEAN WO	8
			7
			6
			5
4			4
LTJG	OCEANOUNIT - XO	NAVOCEANO - OCEANOG NSFA OCEANOG NAVOCEANCOMDET - OIC	3
2	MOBILE ENVIRONMENTAL TEAM	NAVOCEANCOMFAC - MOETLO OCN OG	2
ENS		NAVOCEANCEN MOETLO	1
0		FLENUMOCEANCEN MOEP BRHD OCN OG	0

646X

LIMITED DUTY OFFICER (METEOROLOGY/OCEANOGRAPHY)

SCOPE

Limited duty officers (Meteorology/Oceanography) are officer technical managers, providing meteorological and oceanographic support for fleet operations, planning and directing various activities within the Naval Oceanography Command; train military and civilian meteorological/oceanography personnel in the use and operational maintenance of meteorological and oceanographic equipment; train and supervise Navy weather observers and forecasters, perform regional coordination for operational and administrative matters within NAVOCEANCOM regional areas of responsibility; manage the Meteorological and Oceanographic Equipment Program (MOEP).

They may serve as, but are not limited only to serving as, ship meteorologist/oceanographer, mobile environmental team officers, officers-in-charge of NAVOCEANCOM detachments, command duty officers and forecast duty officers at various operational and staff billets.

647X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30			29
			28
			27
CAPT		CO NAVC WASH DC DAP OSD/PA STAFF	26
			25
			24
			23
22			22
			21
			20
CDR		FLTAVCOMLANT CO - FLTAVCOM CO PAC - NAVC/007D PLANS PROG	19
			18
			17
16			16
			15
			14
LCDR		NASC NAVC/OP 007 NISC FICEUR	13
			12
			11
10			10
			9
			8
LT	VF - IMAGE SYS MNT CV - PHOTO PROCESSING	AVSHRACTY OIC NBCSTSVC - PROJ MGR	7
			6
			5
4			4
LTJG			3
2			2
ENS	CVN CV - PHOTO PROCESSING VF - IMAGE SYS MNT		1
0			0

647X

LIMITED DUTY OFFICER (PHOTOGRAPHY)

SCOPE

Limited duty officers (Photography) are officer technical managers responsible for all photographic and other imaging systems and equipment. This includes still, motion picture and video systems used in aerial, surface and subsurface imaging. They plan and manage the operation of imaging commands and activities, combat camera groups and aerial reconnaissance imaging systems; they develop, review and maintain those annexes which deal with photographic and image recording requirements; provide technical advice and assistance on all photographic and other imaging and imaging support matters to commanders, staffs and subordinate units. They require an extensive photographic background and technical knowledge in all phases of imaging theory and technology, equipment, support equipment, image recording and processing and employment of imaging systems in a tactical environment.

They may serve as, but are not limited only to serving as, staff officers for naval imaging management and policy; commanding officers, officers-in-charge of imaging centers and as photographic imaging systems officers in various operational and staff billets.

648X CAREER PATTERN

YRS COMM SVC	SEA	SHORE			
30	CONV ORD MANAGEMENT		29		
			28		
			27		
CAPT			26		
			25		
			24		
		23			
22	OIC FLT LIAISON CO TRAINING UNIT		22		
			21		
			20		
CDR			19		
			18		
			17		
16	MATERIAL OFF OPS/PLANS		16		
			15		
			14		
LCDR			13		
			12		
			11		
10	STAFF OPS/PLANS ORE OFFICER XO TRAINING UNIT FACILITY DIRECTOR		10		
			9		
			8		
LT			7		
			6		
			5		
4	OIC MOBILE TEAM		4		
			3		
			2		
LTJG			1		
2			OIC MOBILE DETACHMENT OIC SHIPBOARD DETACHMENT OIC MOBILE DETACHMENT		0
ENS					0
0	0				

648X

LIMITED DUTY OFFICER (EXPLOSIVE ORDNANCE DISPOSAL)

SCOPE

Limited duty officers (Explosive Ordnance Disposal) are officer technical managers in the methods of detection, identification, field evaluation, rendering safe, recovery and disposal of all types of U.S. and foreign ordnance, explosives, and demolition materials. They provide technical escort for transportation or movement, detoxification and disposal of chemical, biological, toxicological and etiotoxicological agents; conduct technical evaluations of ordnance, U.S. and foreign, for intelligence information through disassembly and/or stripping; may perform airborne techniques, and provide U.S. Secret Service with EOD support for Presidential and other VIP protection as directed; provide fleet training services on emergency destruct procedures, detection and monitoring of nuclear, biological or chemical agents; provide technical guidance, training assistance in minor underwater repair, hull inspection and propeller replacements, plan and supervise the activities of personnel engaged in diving and explosive ordnance disposal (EOD) operations, involving all types of U.S. and foreign munitions, conventional and improvised; supervise the repair and modification of EOD tools, equipment and material; supervise the stowage, issue, procurement, security and preservation of EOD equipment, materials and components.

They may serve as, but are not limited only to serving as, officers-in-charge, executive officers, department heads and instructors in various operational and staff billets.

649X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30	TECHNICAL MANAGEMENT BILLETS AT FLEET HEADQUARTERS/ WASHINGTON, D.C.		29
			28
			27
CAPT			26
			25
			24
			23
22			22
			21
CDR	NAVSTA SECURITY OFF		20
			19
			18
			17
16	CVN - SECURITY OFF		16
			15
LCDR			14
			13
			12
	NAS - SECURITY OFF NS - SECURITY OFF SUBASE - SECURITY OFF TYCOMS - SECURITY OFF		11
10			10
			9
			8
LT	CV - SECURITY OFF		7
			6
			5
4	LCC - SECURITY OFF LHA - SECURITY OFF		4
LTJG			3
2			2
ENS	NAS - SECURITY OFF		1
0			0

649X

LIMITED DUTY OFFICER (SECURITY)

SCOPE

Limited duty officers (Security) are officer technical managers in matters of law enforcement, physical security, and corrections. They plan, organize and supervise physical security programs aboard ships and activities; establish and maintain access/egress systems providing for detection/prevention of sabotage and theft; plan and direct law enforcement programs to include aggressive contraband control initiatives; and supervise operation of brigs afloat.

They may serve as, but are not limited only to serving as, security officers at sea, ashore or on staffs.

651X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30			29
			28
			27
CAPT	ADCM NTC GTLK - SUP DIR SIMA S.D. - COMPTOLLER SIMA NORVA - SUPPLY OFF		26
			25
			24
			23
22			22
		COMSTREG - OIC NEX/NS MIRMAR - EXCH OFF MCAS - TSO AV SUPT NAVFSSO - XO NS ROTA - ASST SUP	21
CDR			20
			19
			18
			17
16			16
		NS - ASST SUPPLY NAVFAC - SUPPLY OFF NEX - EXCHANGE OFF SUPTSHP - MATERIAL OFF NSC - DIR CUSTOMER SVR FLTILO TM - OIC SIMA - GEN SUPPLY SURFGRU WESTPAC - STAFF FAIRMED - AVIATION SUPPO	15
LCDR			14
			13
			12
			11
10			10
			9
	AFS - MATERIAL AS - STORES OFF CV - STORES OFF CVN - FOOD SERVICE LPH - SUPPLY STORES	NAS/NS - FOOD SERVICE STORES SIMA - SUPPLY OFF INSURV-INSPECTOR COMMISSARY/NEX-OIC NRFSSO-OIC FLILOT-OIC	8
LT			7
			6
			5
4			4
LTJG		NAS - FOOD SERVICE NS - GEN SUPPLY	3
2	AGF - ASST SUPPLY LHD - GEN SUPPLY LHA - FOOD SUPPLY CV/CVN - SALES/MATERIAL	PSA - ASST SUP OFF PSD - ASST SUP OFF SIMA - ASST SUP OFF MCAS - AVIATION SUPPO	2
ENS			1
0			0

651X

LIMITED DUTY OFFICER (SUPPLY CORPS)

SCOPE

Limited duty officers (Supply Corps) are officer technical managers in the field of supply, including fiscal accounting and disbursing, material distribution and control, food service operation of Bachelor Officer/Enlisted Quarters, ships' stores, Navy exchanges, and commissary stores. These officers direct and administer supply activities, interpret department and NAVSUPSYSCOM regulations and determine policy and procedures to be followed. The general areas of responsibilities include accounting and disbursing of funds, distribution of supplies; development and maintenance of proper budgeting and fiscal policies, direction of stock accounting systems, inventory control methods and systems; disposition of excess and obsolete stock; storage and distribution of material. They employ a broad knowledge of logistics procedures, transportation systems, distribution concepts, budgeting and accounting policies, retail operations, inventory control techniques, and material management.

They may serve as, but are not limited only to serving as, commanding officers, executive officers, department heads, division officers at various operational and staff billets.

653X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
30	STAFF - NAVFAC HQ STAFF - RNCF HQ		29
			28
			27
CAPT			26
			25
			24
		23	
22	SEABEES - NMCB/PHIBCB (CO) STAFF - NAVFAC HQ PW OVERSEAS - (PWO OR APWO) SEABEES - NCTC (CO)		22
			21
			20
CDR			19
			18
			17
16	SEABEES - NMCB/PHIBCB (XO/OPS) STAFF - CNTECHTRA (CBTRNG) PW OVERSEAS - (APWO) SEABEES - NCTC (XO) SEABEES - CBPAC (TRANSP)		16
			15
			14
LCDR			13
			12
			11
10	SEABEES - NMCB/PHIBCB (COMPANY CDR) PW/PWC CONUS OVERSEAS (ACE PWMAINT OPS SCE) COLLEGE SEABEES - CBU (OIC) SEABEES - NCTC (SCHOOLS DIR) SEABEES - NCR (ASST PLANS TRNG) SEABEES - CBLANT (OPS)		10
			9
			8
LT			7
			6
			5
4	SEABEES - NMCB (ASST CO CDR) PW/PWC CONUS OVERSEAS (PWO ACE SHOPS PLANNING) SEABEES - NCTC (DEPT HD) SEABEES - NCR (ASST OPS DISASPREP) SEABEES - CBU (OIC)		4
			3
LTJG			2
			1
ENS			0
0			

653X

LIMITED DUTY OFFICER (CIVIL ENGINEER CORPS)

SCOPE

Limited duty officers (Civil Engineer Corps) are officer technical managers in the operational fields of horizontal and vertical construction, facilities maintenance, utilities, and automotive and construction equipment. They help plan, coordinate, direct and supervise the technical, operational, training and administrative responsibilities of naval construction force (NCF) units, and assist in the planning, scheduling, operational and technical responsibilities of public works departments within the Navy shore establishment. They supervise personnel engaged in horizontal and vertical construction, maintenance and repair including buildings, airfields, hardstands, waterfront structures, and utilities systems, and in the operation, test, maintenance, and repair of allied plants and automotive and construction equipment.

They may serve as, but are not limited only to serving as, officer-in-charge of details, detachments, smaller NCF units such as construction battalion units, or in various operational and staff billets.

655X CAREER PATTERN

YRS COMM SVC	SEA	SHORE		
30	NAVJAG - MILJUSTMGT OFFICER			
29				
28				
27				
26				
25				
24				
23	NAVJAG - MILJUSTMGT OFFICER NJS - XO NLSO - XO			
22				
21				
20				
19				
18				
17				
16	NMPC - MILJUNSTMGT OFFICER NAVJAG - MILJUSTMGT OFFICER NLSO - DEPARTMENT HEAD NLSODET - OIC NMCMR - CLERK OF COURT FTC - INSTRUCTOR NJS - INSTRUCTOR			
15				
14				
13				
12				
11				
10				
9	AS - LEGAL OFFICER			
8				
7				
6				
5				
4				
3			NAS - ASST LEGAL OFFICER NAVSTA - ASST LEGAL OFFICER RTC - LEGAL OFF ADWM - LEGAL OFF	
2				
1				
0				
4	CVN - LEGAL OFFICER - DISCIPLINE CV - LEGAL OFFICER - DISCIPLINE AVT - LEGAL OFFICER DISCIPLINE			
3				
2				
1	NLEGSVCOFF - MILJUNSTMGT OFF			
0				

655X

LIMITED DUTY OFFICER (LAW)

SCOPE

Limited duty officers (Law) are officer technical managers in the legal field, specializing in the administration of legal services. These officers advise and assist commanding officers and personnel of the command and supported commands in matters pertaining to military law and the administration of military justice: direct or conduct investigations, draft charges, make recommendations concerning forum selection for the disposition of offenses, serve as trial counsel and conduct prosecutions of persons brought to trial by special courts-martial, prepare records of proceedings and post trial actions, act as summary courts-martial, conduct Article 32, UCMJ investigations, act as recorders for administrative discharge boards, and supervise personnel performing legal duties. Perform other non-lawyer paralegal functions including claims, civilian personnel matters, financial and budgetary matters, and legal assistance. plan and manage the employment of Naval Legal Service Command and Judge Advocate General resources, both equipment and manpower.

They may serve as, but are not limited only to serving as, executive officer, legal officer, legal office manager, officer-in-charge, or in various operational and staff billets.

**CHIEF WARRANT OFFICER DESIGNATOR DESCRIPTIONS
AND
CAREER PLANNING GUIDES**

ELEMENTS OF THE CHIEF WARRANT OFFICER DESIGNATOR

The designator code of chief warrant officers consists of four digits, with each successively providing more precise identification of the individual holder. The primary source for the designators listed is the Navy Officer Manpower and Personnel Classifications Manual (NAVPERS 15839E).

- a. The first digit of the chief warrant officer designator code designates a warrant officer.

CHIEF WARRANT OFFICER DESIGNATION

First Digit	Officer
7	Chief Warrant Officer

- b. The second digit designates the platform of operation.

CHIEF WARRANT OFFICER DESIGNATION

Second Digit	Platform
1	Surface
2	Submarine
3	Aviation
4	General
5	Staff Corps

- c. The third digit designates occupational field.

CHIEF WARRANT OFFICER DESIGNATION

Third Digit	Surface/Submarine/Aviation	General	Staff Corps
0		Nuclear Power	
1	Boatswain/Boatswain/Boatswain	Ship's Clerk	Supply
2	Operations Tech/-/Operations Tech	Data Processing Tech	Food Service
3	Engineering Tech/Engineer ing Tech/-/	Bandmaster	Civil Engineer

4	Repair Tech/Repair Tech/ Maintenance Tech	Cryptologic Tech	Physician's Assistant
5		Intelligence Tech	
6	Ordnance Tech/Ordnance Tech /Ordnance Tech	Aerographer	
7	Underwater Ordnance Tech/ Underwater Ordnance Tech/	Photographer	
8	Electronics Tech/ Electronics Tech/ Electronics Tech	Explosive Ordnance Disposal Tech	
9	Communications Tech Communications Tech/ Air Traffic Control Tech	Security Tech	

d. The fourth digit designates the status of all officers in the Navy/Naval Reserve.

OFFICER DESIGNATION

Fourth Digit	Status
0	An officer of the Regular Navy whose permanent grade is ensign or above.
1	An officer of the Regular Navy whose permanent status is warrant officer.
2	A temporary officer of the Regular Navy whose permanent status is enlisted.
3	An officer of the Regular Navy who is on the retired list.
4	A restricted line or staff corps officer of the Regular Navy who is Materiel Professional (MP) designated.
5	An officer of the Naval Reserve. Exceptions: note fourth digit 6, 7, and 8.
6	A restricted line or staff corps officer of the Naval Reserve who is MP designated.
7	An officer of the Naval Reserve on active duty in the TAR program (Training and Administration of Reserves) [Includes officers of the TAR program rotated to other TAR billets]
8	An officer of the Naval Reserve who was appointed in the Naval Reserve Integration Program from enlisted status or whose permanent status is warrant officer or enlisted.
9	An officer of the Naval Reserve who is on the retired list.

Designator Series. Definition of each chief warrant officer designator series:

a. Designator Series 71XX. Chief warrant officers (71XX) are officers designated for duty indicated by their specialty in the operation, maintenance, training, or support of Naval Surface Warfare.

b. Designator Series 72XX. Chief warrant officers (72XX) are officers designated for duty indicated by their specialty in the operation, maintenance, training, or support of Naval Submarine Warfare.

c. Designator Series 73XX. Chief warrant officers (73XX) are officers designated for duty indicated by their specialty in the operation, maintenance, training, or support of Naval Aviation Warfare.

d. Designator Series 74XX. Chief warrant officers (74XX) are officers designated for duty indicated by their specialty in the operation, maintenance, training, or support of any element of Naval Warfare.

e. Designator Series 75XX. Chief warrant officers (75XX) are officers designated for duty within the respective Staff Corps of the Navy indicated by their specialty.

1. Chief Warrant Officer - Line (Surface)

Designator Code	Designator Description	Designator Advisor
711X	Boatswain (Surface)	DCNO (Surface Warfare)
712X	Operation Technician (Surface)	DCNO (Surface Warfare)
713X	Engineering Technician (Surface)	DCNO (Surface Warfare)
714X	Repair Technician (Surface)	DCNO (Surface Warfare)
716X	Ordnance Technician (Surface)	DCNO (Surface Warfare)
717X	Underwater Ordnance Technician (Surface)	DCNO (Surface Warfare)
718X	Electronics Technician (Surface)	DCNO (Surface Warfare)
719X	Communications Technician (Surface)	DCNO (Surface Warfare)

2. Chief Warrant Officer - Line (Submarine)

Designator Code	Designator Description	Designator Advisor
721X	Boatswain (Submarine)	DCNO (Submarine Warfare)
723X	Engineering Technician (Submarine)	DCNO (Submarine Warfare)
724X	Repair Technician (Submarine)	DCNO (Submarine Warfare)
726X	Ordnance Technician (Submarine)	DCNO (Submarine Warfare)
727X	Underwater Ordnance Technician (Submarine)	DCNO (Submarine Warfare)
728X	Electronics Technician (Submarine)	DCNO (Submarine Warfare)
729X	Communications Technician (Submarine)	DCNO (Submarine Warfare)

3. Chief Warrant Officer- Line (Aviation)

Designator Code	Designator Description	Designator Advisor
731X	Boatswain (Aviation)	DCNO (Air Warfare)
732X	Operations Technician (Aviation)	DCNO (Air Warfare)
734X	Maintenance Technician (Aviation)	DCNO (Air Warfare)
736X	Ordnance Technician (Aviation)	DCNO (Air Warfare)
738X	Electronics Technician (Aviation)	DCNO (Air Warfare)
739X	Air Traffic Control Technician	DCNO (Air Warfare)

4. Chief Warrant Officer - Line (General)

Designator Code	Designator Description	Designator Advisor
740X	Nuclear Power Technician	DCNO (Submarine Warfare)
741X	Ship's Clerk	CNO (Dir., of Naval Administration)
742X	Data Processing Technician	CNO (Dir., Information Systems Division)
743X	Bandmaster	COMNAVMILPSECOM (NMPC-114)
744X	Cryptologic Technician	COMNAVSECGRU
745X	Intelligence Technician	COMNAVINTCOM
746X	Aerographer	CNO (Dir. of Naval Oceanographic Div.)
747X	Photographer	CNO (Asst. for Nav AV Management)

4. Chief Warrant Officer - Line (General) (Cont'd)

Designator Code	Designator Description	Designator Advisor
748X	Explosive Ordnance Disposal Technician	DCNO (Surface Warfare)
749X	Security Technician	COMNAVMILPERSCOM (NMPC-84)

*OP-02 is the designator advisor for those 741X designated officers with AQD SV1.

5. Chief Warrant Officer - Staff Corps

Designator Code	Designator Description	Designator Advisor
751X	Supply Corps Warrant	COMNAVSUPSYSCOM
752X	Food Service Warrant	COMNAVSUPSYSCOM
753X	Civil Engineering Warrant	COMNAVFACENCOM
754X	Physician's Assistant	COMNAVMEDCOM

CHIEF WARRANT OFFICER GENERAL KNOWLEDGE STANDARDS

All chief warrant officers regardless of designator or grade must be familiar with the organization and functions of the various major components of the Department of Defense, with particular reference to the assigned missions of the military services; organization and function of the Department of the Navy, including fleet and force commands; content and scope of U.S. Navy Regulations, Information Security Program Regulation (DOD 5200.1R), Department of the Navy Supplement to the DOD Information Security Program Regulation (OPNAVINST 5510.1 series), Uniform Code of Military Justice (JAGINST 5800.8 series), Manual for Courts-Martial, and the Manual of the Judge of Advocate General (JAGINST 5800.7 series); procedures for preparing, revising, and applying a watch, quarter, and station bill and battle bill; Navy enlisted occupational classification systems; scope and use of Naval messages, letters and directives; methods and procedures for disaster control, and nuclear, biological, and chemical warfare defense; emergency first-aid procedures and techniques; conduct of personnel, material and safety inspections; welfare agencies and services available to enlisted personnel. The foregoing, and designator scopes which follow, should not be construed as a detailed listing of all the specific duties, responsibilities, and knowledge which may be required of a chief warrant officer. Watchstanding duties, collateral duties, and additional duty assignments, which are a command prerogative, vary according to specific requirements of individual ships and stations. Even though qualifications pertaining to these duties have not been included in this manual, chief warrant officers are responsible for carrying out such assignments as required.

711X CAREER PATTERN

YRS COMM SVC	SEA	SHORE			
CW04			12		
			11		
			10		
		AE - BOATSWAIN AE - UNREP EQUIP MAINT AOE - BOATSWAIN LHA - BOATSWAIN	NAS - PORT SERVICES BEACH GROUP - STAFF READINESS SIMA - SHOP PRODUCTION SERVRON - STAFF MATERIAL SERVRON - STAFF READINESS NS - SERVICE CRAFT HARBOR MASTER NS - OPS NS - FACILITIES MANAGER	9	
			8		
			7		
			6		
	CW03			5	
			AO AFS - BOATSWAIN AO AFS - UNREP EQUIP MAINT CV - BOATSWAIN	BRIG - AST CORRECTIONS OFF ACU - BOAT GROUP CDR ACU - OIC RTC - INDOC TRAINING NS - FACILITIES MANAGER YP DIV OFFICER AST PORT OPERATIONS	4
				3	
		CW02			2
				LCC LHD LHA LKA LSD BB ARL AR AD BOATSWAIN AOR AO AFS BOATSWAIN AOR AO AFS UNREP EQUIP MAINT	NAS - OPS NAS - SHORE PATROL RTC - INDOC TRAINING NS - OPS
				1	

711X

CHIEF WARRANT OFFICER (SURFACE BOATSWAIN)

SCOPE

Chief warrant officers (Surface Boatswain) are officer technical specialists in the field of seamanship and navigation with practical experience in these areas. They plan, supervise, and direct activities of deck and navigation personnel in performance of operational and maintenance functions: plan, develop, and administer deck and navigation training programs; assist in organizing, scheduling, and supervising seamanship, navigation exercises and drills; and assign and coordinate activities of personnel under their command.

They may serve as, but are not limited only to serving as, ship's boatswains, first lieutenants, operations officers, navigators, and instructors at various training activities, or in various operational and staff billets.

712X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
CW04			12
			11
			10
			9
			8
			7
			6
			5
			4
			3
			2
			1
CW03			12
			11
			10
			9
			8
			7
CW02			6
			5
			4
			3
			2
			1

NAVFAC - OCEAN SYSTEMS WATCH
 SSC - SCHOOL ADMIN
 FLTCOMBATRACEN - TRAINING PLANS
 COORD
 FTC - ASW INSTRUCTOR
 FTG - ACO - CIC INST NTDS
 TRALANT - COMBAT SYSTEMS

CG - ELECTRONICS COORD
 FFG - ELECTRONICS WARFARE

NAVFAC - OCEAN SYSTEMS WATCH
 FTG - NTDS - CIC INSTRUCTOR
 NTISA DET - OIC
 RTC - INDOCTRINATION TRAINING
 FLTCOMBATRACEN - NTDS - CIC
 FLTCOMBATRACEN - SCHOOL ADMIN
 REDTRAFAC - OCEAN SYSTEMS OPS

DDG - AST CIC OPS INTEL
 LHD - RADIO
 LPD - EWO
 FLTCORGRU - OPS
 FLTCORGRU - PROJECT OFFICER
 FLTCORGRU - ELEX INST & REP

NAVFAC - OCEANSYS WATCH
 FTC - INDOC TRAINING
 FTC - STAFF
 REDTRAFAC - OCEAN SYS WATCH

712X

CHIEF WARRANT OFFICER (SURFACE OPERATIONS TECHNICIAN)

SCOPE

Chief warrant officers (Surface Operations Technician) are officer technical specialists in the operation, employment, and application of techniques, equipment, systems and procedures in operations with practical experience in this area. They assist and advise commands in operations planning, direction and control, and in the employment and utilization of associated facilities and installations; organize, supervise, and direct performance of operations personnel; and assist in administration of on-board training programs, facilities, and services.

They may serve as, but are not limited only to serving as, communications security material system (CMS) custodians; combat information center (CIC) officers; assistant staff CIC officers; CIC watch officers; electronic surveillance measures (ESM), operations or acoustics instructors at training activities; or in various operational and staff billets.

713X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
CW04			12
			11
			10
			9
			8
			7
			6
			5
			4
			3
			2
			1
CW03			12
			11
			10
			9
			8
			7
			6
			5
			4
			3
			2
			1
CW02			12
			11
			10
			9
			8
			7
			6
			5
			4
			3
			2
			1

AD - MACH REPAIR
 AFDB - SHIPS ENG
 AFDM - REPAIR DIV
 AOE - MPA STEAM
 AR - REPAIR DIV
 LCC - SHIP ELECT

NAS - CAA CTR DIR
 SIMA - FMAU OFF
 FTC - DIR ELECT SCHOOL
 NS - CAAC DIR

CV - SHIP ELECT
 AD - MPA STEAM DCA
 AFS - MPA
 AOR - AUX MACH
 ARS - SHIP ENG DIESEL
 CG - SHIP ELECT

SIMA - SHP TYPE P&E SHP
 REPAIR
 FTC - MAIN ENG
 SERVSCH - IC "C" SCHOOL OFF
 SHPREPFAC - SHP REPAIR
 NS - SHORE PATROL

FFG - MPA
 AD - MACH REPAIR
 AE - MPA
 AFS - AUX MACH
 AO - SHIP ELECT
 BB - BOILER GEN
 CG - STEAM
 CV - MPA STEAM

SIMA - ELECT COMBAT SYS
 NS - OPS
 SUBASE - AUX MACH

713X

CHIEF WARRANT OFFICER (SURFACE ENGINEERING TECHNICIAN)

SCOPE

Chief warrant officers (Surface Engineering Technician) are technical officer specialists in ship machinery, electrical power, lighting, and interior communications systems. They supervise and instruct personnel whose duties involve operation and maintenance of main propulsion (gas turbine, diesel, or steam) and auxiliary machinery and systems, engineering and repair department equipment, and refrigeration systems; handling, stowing, and regulating expenditure of fuel oil and boiler feed water; installation, adjustment, testing, maintenance, modification, and repair of shipboard electrical systems pertaining to power distribution, propulsion, steering, lighting, degaussing, interior communications, gyrocompasses, and associated equipment, and instrument repair, adjustment, and calibration.

They may serve as, but are not limited only to serving as, engineering, electrical, and ship repair officers, or in various operational and staff billets.

714X CAREER PATTERN

YRS COMM SVC	SEA	SHORE				
CW04	AD - HULL REPAIR AR - DVG SHP SLV CVN - REPAIR DIV	NRC - REPAIR OFF FTC - DIR FIREFIGHTING SSC - SCH ADMIN-AC&R	12			
			11			
			10			
			9			
			8			
			7			
			6			
			CW03	AD - QUALITY ASSUR AO - DCA AR - HULL REPAIR LCC - DCA	NPB - HULL SUPT SIMA - SHOP PROD FTC - DIR BID & CNDS NS - 1st LT NSYD - SHP SUP	5
						4
						3
						2
			CW02	AFDM - DOCKING AGF - DCA BB - REPAIR DIV CV - REPAIR DIV LKA - DCA LPH - REPAIR	SIMA - ASST HULL OFF FLTRGR - DAMAGE CONTROL INST	1
1						

714X

CHIEF WARRANT OFFICER (SURFACE REPAIR TECHNICIAN)

SCOPE

Chief warrant officers (Surface Repair Technician) are officer technical specialists in ship repair and maintenance, damage control, and firefighting procedures, techniques, and equipment. They instruct and supervise personnel whose duties involve electric arc-welding, oxyacetylene welding and cutting, woodworking, metalworking, boat repairs, foundry operations, patternmaking, piping and drainage, and Nuclear Biological, and Chemical (NBC) warfare defense. They are also responsible for repair and maintenance of optical equipment, instruments, and office machineries.

They may serve as, but are not limited only to serving as, engineering, docking, and repair officers, repair superintendents, or in various operational and staff billets.

716X CAREER PATTERN

YRS COMM SVC	SEA	SHORE				
CW04	CG - F/C SAM CGN - F/C SAM BB - F/C GUNNERY/ORD STAFF	SIMA - MISSILE SYS GEN NAS - QA DIV OFF DNA - TECH INSP NAVMAG - AMMO MTL STAFF	12			
			11			
			10			
			9			
			8			
			7			
			6			
			CW03	AE - GUNNERY ORD CG - F/C SAM CGN - ORD CV - MISSILE SYS GUNNERY/ORD	MOTU - ORD TECH FLTRGR - WEPS INST SERVSCH - DIR "A" SCHOOL(S) WPNSTA - WEPS/ASW	5
						4
						3
						2
			CW02	AD - ORD REPAIR AE - GUNNERY ORD AOE - ASST WEPS GEN AR - ORD REPAIR CV - ASST ASY TECH DDG - F/C SAM	NAS - SP WEP ASSY NWTG - INSP TECH FTC - F/C GEN MGR NAVMAG - SP WEP ASSY WPNSTA - AMMO MTL	1
2						
3						
4						

716X

CHIEF WARRANT OFFICER (SURFACE ORDNANCE TECHNICIAN)

SCOPE

Chief warrant officers (Surface Ordnance Technician) are officer technical specialists in naval guns, rockets and rocket launchers, missiles, bombs, and related launchers, guidance and control systems. They train and supervise personnel in assembly, maintenance and repair of surface ordnance, equipment, components, and related systems; coordinate, plan, and direct logistics, handling and safety procedures for all phases of ordnance operations.

They may serve as, but are not limited only to serving as, supervisors in related ordnance repair and logistics, nuclear weapons, fire control, ordnance training and repair and ordnance inspection and instructor assignments, or in various operational and staff billets.

717X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
<p align="center">CW04</p> <p>12</p> <p>11</p> <p>10</p> <p>9</p> <p>8</p> <p>7</p> <p>6</p>	<p align="center">COMOMAG - ASST OIC</p>	<p align="center">COMINEWARINSCRU - STF REDI WPN/FA</p>	<p>12</p> <p>11</p> <p>10</p> <p>9</p> <p>8</p> <p>7</p> <p>6</p>
<p align="center">CW03</p> <p>5</p> <p>4</p> <p>3</p>	<p align="center">COMOMAG - MINE ASSY</p>	<p align="center">SERSCH - SCHOOL ADMIN</p>	<p>5</p> <p>4</p> <p>3</p>
<p align="center">CW02</p> <p>2</p> <p>1</p>	<p align="center">COMOMAG - MAINT PROD</p>		<p>2</p> <p>1</p>

717X

**CHIEF WARRANT OFFICER (SURFACE UNDERWATER ORDNANCE
TECHNICIAN)**

SCOPE

Chief warrant officers (Surface Underwater Ordnance Technician) are officer technical specialists in underwater mines, including the MK 60 Anti-Submarine Warfare mine. They train and supervise personnel engaged in assembly, installation, operation, test, maintenance, and repair of bottom and moored mines, mobile mine propulsion units, and mine surface launch equipment.

They may serve as, but are not limited only to serving as, mine officers, assistant officers-in-charge, executive officers/officers-in-charge of MOMAG units/detachments, or in various operational and staff billets.

718X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
CW04	12 11 10 9 8 7 6 5 4 3 2 1	12 11 10 9 8 7 6 5 4 3 2 1	AD - ELECTRONIC REPAIR AGF - ELECTRONIC MATL CG - GMTST SURF-LNCH
CW03	5 4 3	NAVFAC - OIC/ELX MTL SIMA - R-4 DIV OFF	DDG - ELECT MATL LPH - EMO
CW02	2 1	NAS - MAINT OFF NAS - GEM DIV OFF NS - ELECT DIV OFF OCEANOUNIT - ELX MTL	AR - ELECTRONIC REPAIR DD - EMO DDG - EMO LCC - ASST SHIP ELX MAT LPD - ELECTRONIC MAT

718X

CHIEF WARRANT OFFICER (SURFACE ELECTRONICS TECHNICIAN)

SCOPE

Chief warrant officers (Surface Electronics Technician) are officer technical specialists in the field of non-nuclear electronics. They help plan, coordinate, direct and supervise the installation, operation and maintenance of electronics systems installed in units of the surface force; assist in the operational evaluation of new installations as well as modifications to existing systems; provide operational and technical input to the research and development community for consideration in the design and testing of electronics systems and components; assist in the preparation and distribution of operator and maintenance training courses; provide assistance with operational and maintenance guidance for electronics systems at all levels of command.

They may serve as, but are not limited only to serving as division officers in maintenance activities or as electronics material officers throughout the group/squadron level, or in various operational and staff billets.

719X CAREER PATTERN

YRS COMM SVC	SEA	SHORE
<p>CW04</p> <p>12</p> <p>11</p> <p>10</p> <p>9</p> <p>8</p> <p>7</p> <p>6</p>	<p>AVT - RADIO</p> <p>CV - RADIO</p> <p>CVN - RADIO</p> <p>LCC - RADIO</p> <p>LHD - RADIO</p> <p>LHA - RADIO</p> <p>LPH - RADIO</p>	<p>12</p> <p>11</p> <p>10</p> <p>9</p> <p>8</p> <p>7</p> <p>6</p> <p>NCAMS - TECH CONT OFF</p> <p>NCAMS - COMPUTER OFF</p> <p>NTCC - AOIC</p> <p>NCS - TFC OFF</p> <p>COMNAVTELCOM - STAFF</p> <p>SSC - SCH ADMIN-RM</p> <p>FLETRACEN - COMM TRNG</p>
<p>CW03</p> <p>5</p> <p>4</p> <p>3</p>	<p>AVT - RADIO</p> <p>CV - RADIO</p> <p>CVN - RADIO</p> <p>LCC - RADIO</p> <p>LHD - RADIO</p> <p>LHA - RADIO</p> <p>LPH - RADIO</p>	<p>5</p> <p>4</p> <p>3</p> <p>NCAMS - AREP TAC PLANS</p> <p>NCS - TSC OFF, TFC, TECH CONTROL, ROVR OIC</p> <p>NCU - COMM OFF</p> <p>COMNAVTELCOM STAFF</p> <p>FLETRACEN - COMM TRNG</p>
<p>CW02</p> <p>2</p> <p>1</p>	<p>AVT - RADIO</p> <p>CV - RADIO</p> <p>CVN - RADIO</p> <p>LCC - RADIO</p> <p>LHD - RADIO</p> <p>LPH - RADIO</p> <p>LHA - RADIO</p>	<p>2</p> <p>1</p> <p>NAS - ASST COMM</p> <p>NCAMS - AREA WATCH OFF.</p> <p>FTOC WATCH, FLT OFF</p> <p>NTCC - MSG OPS OFF</p> <p>NCS - ASCOMM DIV. COMM OFF.</p> <p>REVR OFF</p> <p>DCS - OPS CTR</p> <p>FLETRACEN - COMM TRNG</p>

719X

CHIEF WARRANT OFFICER (SURFACE COMMUNICATIONS TECHNICIAN)

SCOPE

Chief warrant officers (Surface Communications Technician) are officer technical specialists in the operation, employment, and application of techniques, equipment, systems and procedures in surface communications, with practical experience in these areas. They assist and advise commands in communication planning, direction and control, and in the employment and utilization of associated facilities and installations; organize, supervise, and direct performance of communications personnel; and assist in administration of on-board training programs, facilities, and services.

They may serve in, but are not limited only to serving in, communications billets as staff communications officers; communications instructors of training activities; or in various operational and staff billets.

721X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
CW04	ARD - DRY DOCKING	REFFAC - DRY DOCKING GEN SUBASE - YD BOATSWAIN	
CW03	AFDM - DRY DOCKING ARS - 1st LT	SUBASE - YD BOATSWAIN SUBASE - FACILITIES MGR	
CW02	AS - SHIPS BOSN	MDSU - DVG SHP SLV	

721X

CHIEF WARRANT OFFICER (SUBMARINE BOATSWAIN)

SCOPE

Chief warrant officers (Submarine Boatswain) are officer technical specialists in the field of seamanship and navigation and deep sea diving with practical experience in these areas. They plan, supervise, and direct activities of deck, navigation and deep sea diving personnel in performance of operational and maintenance functions; plan, develop and administer deck, navigation and diver training programs; assist in organizing, scheduling and supervising seamanship, navigation exercises and drills and deep sea diving evolutions; assign and coordinate activities of personnel under their command.

They may serve as, but are not limited only to serving as, boatswains, first lieutenants, operations officers, navigators, diving and rescue officers, instructors at various training activities, or in various operational and staff billets.

723X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
CW04	12 11 10 9 ARDM - SHP ENG GEN AS - SHIP ELC 8 7	12 11 10 9 SIMA - MACH INST & REPAIR NS - CAA CTR DIR SUBASE - SHP ENG GEN 8 7	12 11 10 9 8 7
CW03	6 5 AFDM - REPAIR DIV ARD - SHP ENG DEVGRU - SPEC PROJ 4 3	6 5 NAS - CAAC DIR CSDGI - DVG. SATURATION 4 3	6 5 4 3
CW02	2 1 AS - AUX ENG DEVGRU - SPEC PROJ 1	2 1 NSYD - SHP C&R SUBS 1	2 1

723X

CHIEF WARRANT OFFICER (SUBMARINE ENGINEERING TECHNICIAN)

SCOPE

Chief warrant officers (Submarine Engineering Technician) are officer technical specialists in ships' machinery, electrical power, lighting and interior communications. They are technical and operational specialists in advanced diving systems, deep sea diving and submarine rescue if qualified as diving officer; supervise and train personnel whose duties involve operation and maintenance of main propulsion and auxiliary machinery, refrigeration systems, handling, stowing, and regulating expenditure of fuel oil; installation, adjustment, testing, maintenance, modification, and repair of shipboard electrical systems pertaining to power distribution, propulsion, steering, lighting, degaussing, interior communications, gyrocompasses, and associated equipment.

They may serve as, but are not limited only to serving as, engineering officers, main propulsion assistants, damage control assistants, electrical and auxiliaries officers, or in various operational and staff billets. If the officer holds a special qualification, he may serve as a diving officer or deep sea diving (HEO2) officer.

724X CAREER PATTERN

YRS COMM SVC	SEA	SHORE
<p>CW04</p> <p>12</p> <p>11</p> <p>10</p> <p>9</p> <p>8</p> <p>7</p> <p>6</p>	<p>AD - DVG SHP SLV AR - DVG SHP SLV</p>	<p>NAS - CAA CTR DIR SSCH - INST DIR SHP CO</p>
<p>CW03</p> <p>5</p> <p>4</p> <p>3</p>	<p>AD - DVG SHP SLV AGDS - REPAIR DIV ASST ARDM - REPAIR DIV MAINT AS - SHIP REPAIR DCA DEVGRU SHP ENG W DC D</p>	<p>REFFAC - HULL SUPT NS - CAAC DIR</p>
<p>CW02</p> <p>2</p> <p>1</p>	<p>ARDM - DRYDOCK AS - DCA ASST AFDM - REPAIR DIV MAINT</p>	

724X

CHIEF WARRANT OFFICER (SUBMARINE REPAIR TECHNICIAN)

SCOPE

Chief warrant officers (Submarine Repair Technician) are officer technical specialists in the field of maintenance and repair of submarine hull, structure and associated fittings. They plan, administer and supervise personnel engaged in woodworking, metal working, foundry operations, patternmaking, piping and drainage, plate welding, pressure hull welding, high pressure pipe welding, nuclear power plant component welding, non-destructive test (NDT) inspections, visual test (VT), magnetic particle test (MT), dye penetrant test (PT), and ultrasonic test (UT) operations and radiography.

They may serve as, but are not limited only to serving as, salvage, deep sea (HEO2) or saturation diving officers, assistant hull repair officers, assistant hull superintendents, NDT officers, quality assurance officers, docking officers, ballasting officers, or in various operational and staff billets.

726X CAREER PATTERN

YRS COMM SVC	SEA	SHORE				
<p align="center">CW04</p>	<p>AS - RE-ENTRY BODY REPAIR AS - SPECIAL WEAPS AS - MISSILE REPAIR AS - WEAPONS QA</p>	<p>SUBASE - WEAPS ASST POLARISMISFAC - CARGO HAND POLARISMISFAC - WEAPS AND AMMO POLARISMISFAC - ASST WATER-FRONT POLARISMISFAC - PHY SECURITY POLARISMISFAC - NUCLEAR SAFETY POLARISMISFAC - NUCLEAR SECURITY</p>	<p align="center">12 11 10 9 8 7 6</p>			
			<p align="center">CW03</p>	<p>AS - F/C REPAIR OFF AS - SHP ENG N/DC/D AS - RE-ENTRY BODY REPAIR AS - SPECIAL WEAPS</p>	<p>TRITRA - SCHOOL ADMIN SWFPAC - WPN & AMMO PROD SUBASE - WPN NAV ACTY</p>	<p align="center">5 4 3</p>
						<p align="center">CW02</p>

726X

CHIEF WARRANT OFFICER (SUBMARINE ORDNANCE TECHNICIAN)

SCOPE

Chief warrant officers (Submarine Ordnance Technician) are officer technical specialists in ballistic missile weapons systems including missile, missile launch, missile fire control and warhead subsystem. They train and supervise personnel engaged in assembly, installation, operation, testing, maintenance and repair of ballistic missile systems.

They may serve as, but are not limited only to serving as, nuclear weapons repair officers, missile launcher repair officers, fire control repair officers, weapons officers, weapons assembly/ production officers, quality assurance officers, or in various operational and staff billets.

727X CAREER PATTERN

YRS COMM SVC	SEA	SHORE
CW04 12 11 10 9 8 7 6	AS - TORPEDO WPNS AS - TORPEDO REPAIR OFF AS - SPEC WPNS AS(FBM) - SPEC WPNS MK 48 TORPEDO SHOP	NAVWPNSTA - TORP WPN MK48 NUCWPNTRAGRU - INSPEC TEST NAVUNDERSEAWARFENGSTA - TORPEDO TEST/SVC
CW03 5 4 3	AS - SPEC WPNS AS - TORP/SUBROC/ASTO AS(FBM) - SPEC WPNS AS - TORPEDO WPNS	NUCWPNTRAGRU - INPEC TECH TRITRAFAC - INST TECH NAVUNSEAWARFENGSTA - TORPEDO/TEST/SVC SWF - WPNS AMMO PRODUCTION
CW02 2 1	AS - TORPEDO WEPS AS(FBM) - TORPEDO WPNS	TRITRAFAC - TECH D/C BRANCH TRITRAFAC - INST TECH SWF - WEPS AMMO PRODUCTION

727X

**CHIEF WARRANT OFFICER (SUBMARINE UNDERWATER ORDNANCE
TECHNICIAN)**

SCOPE

Chief warrant officers (Submarine Underwater Ordnance Technician) are officer technical specialists in submarine underwater ordnance, including torpedoes, nuclear weapons, mines, signalling and evasion devices. They train and supervise personnel engaged in assembly, installation, operation, testing, maintenance, and repair of torpedoes, torpedo tubes, torpedo handling equipment, nuclear weapons, mines, signalling and evasion devices.

They may serve as, but are not limited only to serving as, division and ordnance repair officers, or in various operational and staff billets.

728X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
12 11 10 CW04 9 8 7 6	AS - TORPEDO WPNS AS - TORPEDO REPAIR OFF AS - SPEC WPNS AS(FBM) - SPEC WPNS MK 48 TORPEDO SHOP	SSEP	12 11 10 9 8 7 6
5 CW03 4 3	AS - SPEC WPNS AS - TORP/SUBROC/ASTO AS(FBM) - SPEC WPNS AS - TORPEDO WPNS	NUCWPNTRAGRU - INPEC TECH TRITRAFAC - INST TECH NAVUNSEAWARFENGSTA - TRITRAFAC - SCH ADMIN	5 4 3
2 CW02 1	SPEC PROJ	TRITRAFAC - TECH D-C BRANCH TRITRAFAC INST TECH SWF WEPS AMMO PRODUCTION SSCH - INST TECH	2 1

728X

CHIEF WARRANT OFFICER (SUBMARINE ELECTRONICS TECHNICIAN)

SCOPE

Chief warrant officers (Submarine Electronics Technician) are officer technical specialists in the field of non-nuclear electronics. They plan, coordinate and supervise the installation, operation and maintenance of electronics systems installed in units of the submarine force; assist in the operational evaluation of new installations as well as modifications to existing systems; provide operational and technical input to the research and development community for consideration in the design and testing of electronics systems and components; assist in the preparation and distribution of operator and maintenance training courses; provide assistance with operational and maintenance guidance for electronics systems at all levels of command.

They may serve as, but are not limited only to serving as, division officers in maintenance activities, or in various operational and staff billets.

729X CAREER PATTERN

YRS COMM SVC	SEA	SHORE
CW04 12 11 10 9 8 7 6	AS - TORPEDO WPNS AS - TORPEDO REPAIR OFF AS - SPEC WPNS AS(FBM) - SPEC WPNS MK 48 TORPEDO SHOP	SUBBASE - ASST COMM 12 11 10 9 8 7 6
CW03 5 4 3	AS - SPEC WPNS AS - TORP/SUBROC/ASTO AS(FBM) - SPEC WPNS AS - TORPEDO WPNS	TRITRAFAC - INST 5 4 3
CW02 2 1	AS - TORPEDO WEPS AS(FBM) - TORPEDO WPNS	NCS - CKT OFF 2 1

729X

CHIEF WARRANT OFFICER (SUBMARINE COMMUNICATION TECHNICIAN)

SCOPE

Chief warrant officers (Submarine Communications Technician) are officer technical specialists in the operation, employment, and application of techniques, equipment, systems and procedures in submarine communications, with practical experience in these areas. They assist and advise commands in communication planning, direction and control, and in the employment and utilization of associated facilities and installations; organize, supervise, and direct performance of communications personnel; assist in administration of on-board training programs, facilities, and services.

They may serve in, but are not limited only to serving in, communications billets, as communications instructors at training activities; or in various operational and staff billets.

731X CAREER PATTERN

YRS COMM SVC	SEA	SHORE				
CW04	CV - AVFUELS	NAS - A/C CRASH/FIRE NAS - OIC (ALF) NAS - DISASTER PREPARE NATTC - OIC DET COMPHIBRON - STAFF MAT'L AND INSPECT FTC - CCMM A/C FIREFIGHT FTC - AVIA FIREFIGHT AVSCHSCOMD - SURVIVAL TRNG	12			
			11			
			10			
			9			
			8			
			7			
			6			
			CW03	AVT - ALRE MAINT CVN/CV - ALRE MAINT	NAS - AV FUELS	5
						4
						3
						2
			CW02	AVT - AV FUELS		1
1						

731X

CHIEF WARRANT OFFICER (AVIATION BOATSWAIN)

SCOPE

Chief warrant officers (Aviation Boatswain) are officer technical specialists in aircraft handling and support operations aboard ship. Their duties include supervision of divisional tasks involved in aircraft handling, launching, recovering, and fueling aboard aircraft carriers, amphibious aviation and other air capable ships.

They may serve as, but are not limited only to serving as, catapult maintenance officers; flight and hangar deck officers; aircraft crash, fire, salvage officers and aviation fuels officers, or in various operational and staff billets.

732X CAREER PATTERN

YRS COMM SVC	SEA	SHORE			
CW04			12		
			11		
			10		
			9		
		VP - GRND SCH INST HS - TRAINING VP - AIR ASW ASST	CFAIRMCD - TSC WATCH OFF	9	
			8		
			7		
			6		
	CW03			5	
			CVN - AIR ASW CPWING - ADP SYS MAINT	PATWING - ASCLAS & ANAL NAS - ASCLAS & ANAL	4
				3	
				2	
CW02			1		
		CV - AIR ASW HS - TRAINING VP - TRAINING ASST VS - TRN PLN AVFLGT	CPWINGPAC - ADP SYS TECH	1	
			1		

732X

CHIEF WARRANT OFFICER (AVIATION OPERATIONS TECHNICIAN)

SCOPE

Chief warrant officers (Aviation Operations Technician) are officer technical specialists in air antisubmarine warfare. They brief and debrief operational ASW flight crews; evaluate and determine operational inflight efficiency of sensor systems components and ASW sensor operators; assist in the operation of a tactical support center (TSC) or NAVFAC; supervise preflight, collection, preparation and transmission of data to appropriate analysis agencies. They employ a broad knowledge of the characteristics and employment of U.S. and foreign submarines, warships, small craft and merchant ships and principles of radar, magnetic detection, electronic countermeasures and underwater acoustics.

They may serve as, but are not limited only to serving as, squadron aircrew training officers and aircrew division officers, or in various operational and staff billets.

734X CAREER PATTERN

YRS COMM SVC	SEA	SHORE							
CW04			12						
			11						
			10						
			9						
			8						
			7						
			6						
			CW03			5			
						4			
						3			
						CW02			2
									1

734X

CHIEF WARRANT OFFICER (AVIATION MAINTENANCE TECHNICIAN)

SCOPE

Chief warrant officers (Aviation Maintenance Technician) are officer technical specialists in the field of aircraft maintenance. They serve as technical advisors concerning the capabilities, limitations, and reliability of aircraft power plants, accessories, airframes, and ground support, safety, and survival equipment.

They may serve as, but are not limited only to serving as, assistants to aircraft maintenance officers, maintenance/material control officers; power plants officers; airframes officers, and division officers, or in various operational and staff billets.

736X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
<p align="center">CW04</p>	<p align="center">CV/CVN - AIRGUNNER</p>	<p>NAS/NS - AV ORD MAG OFF FRS - SQUADRON GUNNER NATC - ORDNANCE SPECIALIST NAVAIRSYSCOM - WPN EQUIPT NAS AIMD - A/C IMNT ARM EQ VFA - A/C DMNT AV/WP VA - A/C OMNT AV/WP</p>	
<p align="center">CW03</p>	<p>CV/CVN - AIR GUNNER LHA - AVIATION ORDNANCE LPH - AVIATION ORDNANCE</p>	<p>NAS/NS VA/VFA - WPNS TRNG NAS AIMD - A/C IMNT ARMAMENT FRS - SQUADRON GUNNER AIMD - ARMAMENT NUCWPTRAGRU-TECH INSP</p>	
<p align="center">CW02</p>	<p>VA - SQUADRON GUNNER VF - SQUADRON GUNNER</p>	<p>NAS/NAF-MAGAZINE/ ARMORY STRIKE WARFARE CENTER VC - A/C ORGAN AV/WPNS VX - A/C ORGAN AV/WPNS FRS - A/C ORGAN AV/WPNS FAIRWESTPAC DET CUBI. OHSAT</p>	

736X

CHIEF WARRANT OFFICER (AVIATION ORDNANCE TECHNICIAN)

SCOPE

Chief warrant officers (Aviation Ordnance Technician) are officer technical specialists in the field of aviation ordnance. They serve as technical advisors concerning uses, capabilities, limitations, and reliability of aviation ordnance, handling equipment and aircraft armament; supervise and direct the arming/dearming of aircraft and the requisitioning, stowing, handling, testing, disassembly, assembly, installation, operation, maintenance, and repair of aviation ordnance, handling equipment and aircraft armament; supervise and direct the stowage, testing, and installation of aircraft missiles; and interpret, publicize, and ensure compliance with regulations and safety precautions governing the handling and stowing of aircraft ammunition, aircraft missiles, pyrotechnics, and explosives.

They may serve as, but are not limited only to serving as, squadron armament officers, air gunners, AIMD armament division officers, magazine officers, or in various operational and staff billets.

738X CAREER PATTERN

YRS COMM SVC	SEA	SHORE							
CW04	LHA - A/C IMNT/MTL VQ - DESIGN PROJ SUP	NAESU - OIC AV DET NAS - A/C IMNT AVIONICS NATTC - TRAINING NATC - R&M VS TEST ENG NATC - R&M VP TEST ENG VAW FRS - AV/WEPS VQ - AV/WEPS	12						
			11						
			10						
			9						
			8						
			7						
			6						
			CW03	CV - ASST AVIONICS CVN - ASST AV ARMAMENT LPH - A/C IMNT/MTL HM - AV/WEPS VAQ - AV/WEPS VAW - AV/WEPS	NAFCRS - A/C IMNT AVIONICS NAS - A/C IMNT AVIONICS MCAS - GEN SUP NAESUDET - OINC NATTG - EQ MAINT DIV	5			
						4			
						3			
						CW02	HS - A/C AV/WPS VA - A/C AV/WPS VP - A/C AV/WPS VS - AV/WPS	TRARON - A/C ORGMNT MTL NAESUDET - OINC NAF - NAS - GCA MAINT NAF - NAS - GND ELX VAQ(R) - AV WEPS VC - AV WEPS VQ - AV WEPS VT - MNT MATL VAQ(R) - AV WEPS	2
									1
1									

738X

CHIEF WARRANT OFFICER (AVIATION ELECTRONICS TECHNICIAN)

SCOPE

Chief warrant officers (Aviation Electronics Technician) are officer technical specialists in the field of Avionics. They serve as technical advisors concerning the uses, capabilities, limitations, and reliability of avionics equipment and test equipment; supervise and direct practices and procedures for servicing, testing, and maintaining aviation electrical, electronic, instrument, and test equipment.

They may serve as, but are not limited only to serving as, avionics officers, avionics support officers, electronics officers, and avionics/weapons division officers, or in various operational and staff billets.

739X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
12			12
11			11
10			10
CW04		NAS - AIR TRA CONT FACILITIES OFFICER FACSFAC - AIR TRAFFIC CONTROL FACILITIES OFFICER	9
9			8
8			7
7			6
6			6
5		NAS - AIR TRAFFIC CONTROL FACILITIES OFFICER FACSFAC - AIR TRAFFIC CONTROL FACILITIES OFFICER	5
CW03			4
4			3
3			3
2		NAS - AIR SPACE CO ORD	2
CW02			1
1			1

739X

CHIEF WARRANT OFFICER (AIR TRAFFIC CONTROL TECHNICIAN)

SCOPE

Chief warrant officers (Air Traffic Control Technician) are officer technical specialists in the field of air traffic control. They supervise control towers, base operations, heliport operations, surveillance and precision approach radars, approach/departure control radars, carrier air traffic control center (CATCC) operations, airspace acquisition, training programs for qualifications of air traffic controllers; assist in planning air traffic control procedures; assist in coordination of operational procedures with FAA, U.S. military and foreign air traffic control facilities. They employ a broad knowledge of federal air regulations, terminal and enroute air traffic control procedures, air traffic control planning, and Navy procedural criteria, and international civil aviation organization procedures. They must have a knowledge of ground to air communications, radar operations, recording equipment, teletype and land line communications, navigational aids and weather.

They may serve as, but are not limited only to serving as, ATC school course officers and operational specialists at naval air stations, aircraft carriers and FACSFACs, or in various operational and staff billets.

740X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
CW04	<p>SHIPYARD - SHIP SUPT SUBASE, PEARL - ASST HULL REP/MACH INSTL & RP/ASST ELEC OFF/NUC QA NSSF, NLON - NUC QA TTF, BANGOR - SCOL ADMIN DIV HD NFAS, ORLANDO - DIR EL EQ SYSTEMS</p>	<p>CVN - ENG MN PROP AS - ASST REP OFF/ARCO/ELEC</p>	12
CW03	<p>SHIPYARD - SHIP SUPT SUBASE, PEARL - ARCO SUB SCH - INST/MACH BR OFF NSTCP, PEARL - ELEC COMCRUDESGRU 1 - MPMIT MBR NSSF, NLON - REP ASST NFAS, ORLANDO - DIR BASIC ELEC DIV</p>	<p>CVN - ASST AUX MACH/ENG MN PROP/REACT CTL ASST REACT MECH ASST CGN - ENG MN PROP/ENG ELEC AS - ASST REP OFF/ARCO/ELEC</p>	6
CW02	<p>NSSF, NLON - REP ASST SUBASE, PEARL - ASST HULL REP/MACH INSTI & REP/ASST ELEC OFF</p>	<p>CVN - ASST AUX MACH/ENG MN PROP/REACT CTL ASST REACT MECH ASST CGN - ENG MN PROP/ENG ELEC AS - ASST REP OFF/ARCO/ELEC AD - ARCO</p>	1

740X

CHIEF WARRANT OFFICER (NUCLEAR POWER TECHNICIAN)

SCOPE

Chief warrant officers (Nuclear Power Technician) are officer technical specialists in the repair, maintenance and operation of naval nuclear propulsion plants, nuclear ships' systems and associated equipments. They effect maintenance programs, operate naval nuclear propulsion plants, supervise radiological and chemistry control programs; plan and execute repairs to nuclear ships' systems, equipments and propulsion plants, coordination and supervision of skilled craftsmen and administrative support personnel, nuclear propulsion plant watch standing and operational supervision of ships' systems and propulsion plant testing, provision of technical assistance in the overhaul, refueling and decontamination of nuclear propulsion plant equipment and systems, supervision and monitoring of nuclear propulsion plant chemical analysis and chemistry control practices and procedures as well as quality assurance of nuclear work.

They may serve in, but are not limited only to serving in, nuclear submarines, surface ships, repair ships, training facilities, industrial and intermediate level maintenance activities, or in various operational and staff billets.

741X CAREER PATTERN

YRS COMM SVC	SEA	SHORE		
CW04			12	
			11	
		AS - ASST PERS OFF PHIBGRU - ADMIN AVT - SHPS SECRETARY	OPNAV - STF ADMIN ASST INTSTF - ADMIN SVS OFF NMPC - ADMIN SECRETARY PSD - OIC TRAACTY - ADMIN FLTSTF - ASST ADMIN EPMAC - OIC	10
			9	
			8	
			7	
			6	
	CW03			5
		AR - ADMIN AS - PERSONNEL (SV-1) BB - PERS/MPWR MGMT LHA - ADMIN LCC - ADMIN	PSD - QUALITY ASSURANCE TRA ACTY - ADMIN CRUITCOM - ADMIN NAVSTA - ADMIN NPTW - ADMIN	4
				3
				2
	CW02			1
BB - PERS/MPWR MGMT CV - SHPS SECRETARY LPH - PAO MCB - ASST COMP CDR CGN - PERSONNEL		PSA - PERS/QA NMPC - PERS DIST OFF	1	

741X

CHIEF WARRANT OFFICER (SHIP'S CLERK)

SCOPE

Chief warrant officers (Ship's Clerk) are officer technical specialists who perform duties in the field of administration, personnel and office management, postal affairs, and printing. They supervise personnel engaged in correspondence processing, personnel processing and accounting, administering Navy files and publications, and mail management. They use a broad knowledge of administrative and personnel procedures, Navy Department/staff/ fleet organizations, regulations, and directives in an array of related assignments.

They may serve as, but are not limited only to serving as, ship's secretaries, assistants to staff and flag secretaries, and as personnel, education, and classification officers, or in various operational and staff billets.

742X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
CW04		NMEC - ADP PROD NARDAC - COMPT SYS ANAL	
CW03		SIMA - MGT INFO SYS TYCOM - ADP OPS OFF NSA - ADP SYS SECURITY	
CW02	LHA - ADP SYS MAINT CPWING - NCSS SYS	PSA - ADP OFFICER FDCC - SYS DATA BASE	

742X

CHIEF WARRANT OFFICER (DATA PROCESSING TECHNICIAN)

SCOPE

Chief warrant officer (Data processing Technician) are officer technical specialists in the field of automated data processing using electronic digital and analog computer systems. They direct and supervise personnel concerned with the preparation of data for processing and operation of all automated data processing equipment; technical advisors concerning the capabilities, limitations, and reliability of data processing equipment, procedures, and techniques.

They may serve as, but are not limited only to serving as, data processing systems administrators, systems supervisors, and systems analysts in various operational and staff billets.

/43X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
<p align="center">CW04</p> <p>12 11 10 9 8 7 6</p>		<p align="center">DIR FLEET/AREA BAND</p>	<p>12 11 10 9 8 7 6</p>
<p align="center">CW03</p> <p>5 4 3</p>	<p align="center">DIR FLEET/AREA BAND</p>	<p align="center">DIR FLEET AREA BAND ASST DIR NAVACAD BAND</p>	<p>5 4 3</p>
<p align="center">CW02</p> <p>2 1</p>		<p align="center">DIR FLEET/AREA BAND ASST HD. MUSIC DIV. NMPC</p>	<p>2 1</p>

NOTE: NO INPUT TO THE 7430 DESIGNATOR WILL BE MADE AFTER FY84. EXISTING 7430 BILLETS WILL BE CONVERTED TO 6430 BY FY98

743X

CHIEF WARRANT OFFICER (BANDMASTER)

SCOPE

Chief warrant officers (Bandmasters) are officer technical specialists in the field of music. They are technical advisors concerning the capabilities and limitations of musical equipment; they examine personnel for enlistment, advancement, and training for duty as a musician. They employ a broad knowledge of the following: instrumental and/or vocal techniques; band administration; musical techniques, theories, and literature; procuring, distributing, maintaining, repairing, and inventorying musical equipment.

They may serve as, but are not limited only to serving as, leaders and assistant leaders of Navy bands.

744X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
CW04			12
			11
			10
			9
			8
			7
			6
			5
			4
			3
			2
			1
CW03			12
			11
			10
			9
			8
			7
CW02			6
			5
			4
			3
			2
			1

NSA/CSS - OPS RESEARCH
 CNSG - PROJECT LEADER
 NSGA - INFO P & R
 NSGA - EMO/ADMIN
 OIC ARFCOS DET

CG - ELINT OFFICER
 NSGA
 AIR/SURF
 SUBSURF DIRSUP

NSGD - EMO
 NSGA/D - ADMIN/ELINT TGU
 NSGA - CLASSIC WIZARD
 NTC - TRA PUBS CURRICULUM
 NSGA - ADP SYS SECURITY
 OIC ARFCOS DET

CG - ELINT OFFICER
 NSGA
 AIR/SURF
 SUBSURF DIRSUP

NSA/CSS - COLL INTEL RSCH
 TFC ANALYSIS
 NSGDEPT - COMMS OFFICER
 NSGA/D - HF/DF
 OIC ARFCOS DET

744X

CHIEF WARRANT OFFICER (CRYPTOLOGIC TECHNICIAN)

SCOPE

Chief warrant officers (Cryptologic Technician) are officer technical specialists in all phases of operations conducted by the Naval Security Group Command (NAVSECGRU). These operations include Signals Intelligence (SIGINT), Signals Security (SIGSEC), and electronic warfare as well as functions of administration, personnel, electronic maintenance, communications, Communications Security Material System (CMS) and technical research in support of the operating forces and the national cryptologic effort; provide the overall technical supervision, in accordance with appropriate directives required in employing NAVSECGRU resources, both equipment and manpower; supervision of the installation and maintenance of electrical, electro-mechanical and electronic equipment and the conduct of communications, administrative or CMS functions.

They may serve as, but are not limited only to serving as, division officers, watch officers, assistant electronic maintenance officers, administrative officers, assistant operations officers, and officers in charge at naval communication stations, or in various operational and staff billets.

745X CAREER PATTERN

YRS COMM SVC	SEA	SHORE							
CW04	AFLOAT STAFF	WASHINGTON HDQTRS JOINT STAFF FLEET INTEL CENTER OSIS/OPINTEL COLLECTIONS	12						
			11						
			10						
			9						
			8						
			7						
			6						
			CW03	DIR FLEET/AREA BAND	WASHINGTON HDQTRS JOINT STAFF FLEET INTEL CENTER OSIS/OPINTEL COLLECTIONS	5			
						4			
						3			
						CW02	SHIP'S INTEL DEPT AIRCRAFT SQUADRON INTEL	INSTRUCTOR DUTY	2
									1
1									

NOTE NO INPUT TO THE 7430 DESIGNATOR WILL BE MADE AFTER
FY84 EXISTING 7430 BILLETS WILL BE CONVERTED TO
6430 BY FY98

745X

CHIEF WARRANT OFFICER (INTELLIGENCE TECHNICIAN)

SCOPE

Chief warrant officers (Intelligence Technician) are officer technical specialists in the field of intelligence. They supervise and direct personnel in assembling and analyzing multisource operational intelligence of surface, sub-surface and air weapons in support of intelligence briefing, reporting, and analytical programs and present intelligence briefings. They supervise and direct personnel in the following: preparation of material and use in planning attack and photographic reconnaissance missions; preparation of graphics including annotated photographs, plot sheets, mosiacs, and overlays; plotting and preparing multisensor imagery and intelligence reports; providing input to and receiving data from computerized intelligence systems ashore and afloat; maintenance of intelligence files including photographs, maps and charts, and photographic interpretation keys; and the maintenance and updating of intelligence libraries.

They may serve as, but are not limited only to serving as, intelligence officers, assistant intelligence officers and as technical advisors, or in various operational and staff billets.

746X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
12			12
11			11
10			10
9		NAVOCEANCEN - MOETLO NAVOCEANCOMFAC - MOETLO	9
8			8
7			7
6			6
5		COMNAVOCEANCOM - MIL PERS NSA - SR INTEL RSCH ANAL NAVOCEANCEN - OCEANOGRAPHER NAVOCEANCEN - MOETLO	5
4			4
3			3
2		NAVOCEANCOMFAC - DEPT HD NAVOCEANCEN - OCEANOGRAPHER NAVOCEANCOMCEN - MOETLO	2
1			1

CW04

CW03

CW02

NOTE: NO INPUT TO THE 7430 DESIGNATOR WILL BE MADE AFTER
FY84. EXISTING 7430 BILLETS WILL BE CONVERTED TO
6430 BY FY98.

746X

CHIEF WARRANT OFFICER (AEROGRAPHER)

SCOPE

Chief warrant officers (Aerographer) are officer technical specialists in the field of meteorology. They direct, supervise, and train military and civilian meteorological personnel in the use, operation, and operational maintenance of meteorological and oceanographic equipment; in the observation, recording, computation, analysis and prognosis of meteorological and oceanographic data; in the preparation and dissemination of information on current and forecast meteorological and oceanographic conditions; provide technical advice concerning the capabilities, limitations installation, modification, operation, and operational maintenance of meteorological and oceanographic equipment.

They may serve as, but are not limited only to serving as, Meteorological and Oceanographic Equipment Technical Liaison Officers (MOETLO's), or in various operational and staff billets.

747X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
<p>CW04</p> <p>12 11 10 9 8 7 6</p>	<p>CV - PHOTO PROCESSING</p>	<p>NTTC - ADMIN VF 124 - ADMIRAL VF 101 - ADMIRAL</p>	<p>12 11 10 9 8 7 6</p>
<p>CW03</p> <p>5 4 3</p>	<p>CV - PHOTO PROCESSING VF - IMAGE SYS MNT</p>	<p>FLTAVCOMPAC - MP & TV PROJ SUBBASE PRL - SSEP COMP SSCH NL - GST</p>	<p>5 4 3</p>
<p>CW02</p> <p>2 1</p>	<p>CV - PHOTO PROCESSING VF - IMAGE SYS MNT</p>	<p>FLTAVCOMPAC - INSP TECH</p>	<p>2 1</p>

747X

CHIEF WARRANT OFFICER (PHOTOGRAPHY)

Chief warrant officers (Photography) are officer technical specialists in all areas of the use of photographic and other imaging systems and equipment. This includes still, motion picture and video systems used in aerial, surface and subsurface imaging. They supervise the operation of imaging commands and activities, combat camera groups and aerial reconnaissance imaging systems; they provide technical advice and assistance on all photographic and other imaging and imaging support matters to commanders, staffs and subordinate units. They require an extensive photographic background and technical knowledge in all phases of imaging theory and technology, equipment, support equipment, image recording and processing and logistic support.

They may serve as, but are not limited only to serving as, photographic officers, division officers, officers-in-charge of combat camera group detachments; officers-in-charge of imaging centers and photographic imaging systems officers in reconnaissance equipped squadrons.

748X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
CW04		OIC/AOIC EOD DETACHMENT DIVISION HEAD TRAINING/EVAL UNIT EOD INSTRUCTOR	
CW03	OIC MOBILE DETACHMENT	OIC/AOIC EOD DETACHMENT TRAINING/EVAL UNIT EOD INSTRUCTOR OIC/JUMPMaster	
CW02	OIC MOBILE DETACHMENT	OIC EOD DETACHMENT EOD INSTRUCTOR	

748X

CHIEF WARRANT OFFICER (EXPLOSIVE ORDNANCE DISPOSAL TECHNICIAN)

SCOPE

Chief warrant officers (Explosive Ordnance Disposal Technician) are officer technical specialists in the methods of detection, identification, field evaluation, recovery, removal, disposal, and rendering safe of all types of U.S. and foreign explosive ordnance, explosives, and demolition materials and in the technical escort of chemical and biological warfare (CBW) agents. They plan and supervise the activities of personnel engaged in diving and explosive ordnance disposal (EOD) operations, involving all types of U.S. and foreign munitions, conventional and improvised; supervise the repair and modification of EOD tools, equipment and material; supervise the procurement, stowage, issue, security, and preservation of EOD equipment, material and components; inspect and evaluate unidentified explosive ordnance items and determine the proper method of recovery, removal, disposal, or rendering safe of such items; supervise technical escort missions; perform airborne techniques; provide Secret Service with EOD support for Presidential and other VIP protection; and supervise the activities of personnel engaged in diving and/or underwater recovery operations.

They may serve as, but are not limited only to serving as, officers-in-charge, or in various operational and staff billets.

749X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
<p align="center">CW04</p> <p>12 11 10 9 8 7 6</p>	<p align="center">CV - PHOTO PROCESSING</p>	<p align="center">NAS - SHORE SECURITY NS - DIR OF SECURITY</p>	<p>12 11 10 9 8 7 6</p>
<p align="center">CW03</p> <p>5 4 3</p>	<p align="center">CV - PHOTO PROCESSING VF - IMAGE SYS MNT</p>	<p align="center">NIS - HD LAW ENFORCEMENT</p>	<p>5 4 3</p>
<p align="center">CW02</p> <p>2 1</p>	<p align="center">LPH - SECURITY OFF</p>	<p align="center">NAS - OFF BASE LAW ENFOR CEMENT NS - SEC SHORE ACTY</p>	<p>2 1</p>

749X

CHIEF WARRANT OFFICER (SECURITY TECHNICIAN)

SCOPE

Chief warrant officers (Security Technician) are officer technical specialists in matters of law enforcement, physical security, and corrections. They plan, organize and supervise physical security programs aboard naval ships and activities; establish and maintain access/egress systems providing for detection/prevention of sabotage and theft; plan and direct law enforcement programs to include aggressive contraband control initiatives; and supervise operation of brigs afloat.

They may serve as, but are not limited only to serving as, security officers ashore, afloat and on staffs.

751X CAREER PATTERN

YRS COMM SVC	SEA	SHORE		
CW04	HELSEACONWING - SUPPLY OFF	NAS - TSO AVIATION SIMA - GEN SUPPLY PSD - DISBURSING OFF SUBASE - ASST GEN SUPPLY	12 11 10 9 8 7 6	
	AS - DISBURSING OFF COMMAG - BUDGET OFF TAFS - ASST STK CTL	NAF - FUELS OFFICER NAS - TSO AVIATION PSA - SUPPLY OFF PSD - DISBURSING OFF VQ - MATL CONTROL	5 4 3	
	CW03	AS - DISBURSING CV - ASST TSO AVIATION/ DISBURSING CV - ASST SALES	PSA - TRANSPORTATION NS - WAREHOUSE & STG ASST NAVFINCEN - ANALYST	2 1
	CW02			1

751X

CHIEF WARRANT OFFICER (SUPPLY CORPS)

SCOPE

Chief warrant officers (Supply Corps) are officer technical specialists in the field of supply, including fiscal accounting and disbursing, material distribution and control, operation of ships' stores, Navy exchanges, and commissary stores. They direct and administer supply activities, interpret department and NAVSUP-SYSCOM regulations and determine policy and procedures to be followed. The general areas of responsibilities included accounting and disbursing of funds, distribution of supplies; development and maintenance of proper budgeting and fiscal policies, direction of stock accounting systems, inventory control methods and systems; disposition of excess and obsolete stock; storage and distribution of material. They employ a broad knowledge of logistics procedures, transportation systems distribution concepts, budgeting and accounting policies, retail operations, inventory control techniques and material management.

They may serve as, but are not limited only to serving as, supply division officers, or in various operational and staff billets.

752X CAREER PATTERN

YRS COMM SVC	SEA	SHORE		
<p>CW04</p> <p>12</p> <p>11</p> <p>10</p> <p>9</p> <p>8</p> <p>7</p>		<p>NAS/NS - FOOD SERVICE/UPHMGR NSUPACT - FOOD SERVICE SUBASE - UPH MGR COMMISARY STORE - MGR</p>	<p>12</p> <p>11</p> <p>10</p> <p>9</p> <p>8</p> <p>7</p>	
	<p>LPH - FOOD SERVICE</p>	<p>NAS - FOOD SER/UPH MGR NTTC - UPH MGR NAS - QUAL CONTROL</p>	<p>6</p> <p>5</p> <p>4</p>	
			<p>CW03</p> <p>3</p> <p>2</p> <p>1</p>	<p>AD - FOOD SERVICE AS - FOOD SERVICE</p>
	<p>CW02</p>			

752X

CHIEF WARRANT OFFICER (FOOD SERVICE)

SCOPE

Chief warrant officers (Food Service) are officer technical specialists in the field of food service and administration of messing activities afloat and ashore. They direct and administer messing and berthing activities; interpret department and NAVSUPSYSCOM regulations and determine policies and procedures to be followed. The general areas of responsibility include receipt, issue, storage and preservation of subsistence items; administration of financial and operational controls of mess operations; auditing; and rendering of financial returns; and management of various food service operations. They employ a broad knowledge of proper budgeting and fiscal policies, management accounting, progress and statistical reporting, menu and nutritional planning, subsistence handling and storage, and sanitation requirements and techniques.

They may serve as, but are not limited only to serving as, supply division officers in various operational and staff billets.

753X CAREER PATTERN

YRS COMM SVC	SEA	SHORE							
CW04	SEABEES - UCT (OPS/OFFICER)	PW - CONUS/OVERSEA (FACILITIES/UTIL/MAINT OFF) STAFF - NCTC (SCHOOLS DEPT HD) NCR (EQUIP OFF)	12						
			11						
			10						
			9						
			8						
			7						
			6						
			CW03	SEABEES - PHIBCB (COMPANY OFFICER)	NS - ASST DEPT HD PW - CONUS/OVERSEAS (OPS) SEABEES - CBU (OIC) SEABEES - NCR (ASST DEPT HD) SEABEES - NCTC (SCHOOLS DEPT HD)	5			
						4			
						3			
						CW02	SEABEES - NMCB (ASST OFFICER CDR)	PW - CONUS/OVERSEAS (SVC CONTRACT/APWO/TRANS) STAFF - CBC (RESERVE TRNG COORD/SPEC PROJ) SEABEES - NCR (EMBARK OFF)	2
									1
1									

753X

CHIEF WARRANT OFFICER (CIVIL ENGINEER CORPS)

SCOPE

Chief warrant officers (Civil Engineer Corps) are officer technical specialists in the field of horizontal and vertical construction, facilities maintenance, utilities, and automotive and construction equipment. They help plan, coordinate, direct and supervise the technical, operational, training and administrative responsibilities of naval construction force units, and assist in the planning, scheduling, operational and technical responsibilities of public works departments within the Navy shore establishment. They supervise personnel engaged in horizontal and vertical construction, maintenance and repair including buildings, airfields, hardstands, waterfront structures and utilities systems, and in the operation, test, maintenance, and repair of allied plants and automotive and construction equipment.

They may serve in, but are not limited only to serving in, the naval construction force, details, detachments, or smaller NCF units, or in various operational and staff billets.

754X CAREER PATTERN

YRS COMM SVC	SEA	SHORE	
<p align="center">CW04</p> <p align="center">12 11 10 9 8 7 6</p>	<p align="center">CVN BB</p>	<p align="center">NAVAL MEDICAL CENTER NAVAL HOSPITAL</p>	<p align="center">12 11 10 9 8 7 6</p>
<p align="center">CW03</p> <p align="center">5 4 3</p>	<p align="center">CV CVN BB</p>	<p align="center">NAVAL MEDICAL CENTER NAVAL HOSPITAL</p>	<p align="center">5 4 3</p>
<p align="center">CW02</p> <p align="center">2 1</p>		<p align="center">NAVAL MEDICAL CENTER NAVAL HOSPITAL</p>	<p align="center">2 1</p>

754X

CHIEF WARRANT OFFICER (PHYSICIAN'S ASSISTANT)

SCOPE

Chief warrant officers (Physician's Assistant) are officer technical specialists qualified by academic and practical training to provide patient services under the supervision and direction of a licensed physician. The physician's assistants perform, under the supervision of the physician, diagnostic and therapeutic tasks. In support of a primary care physician, they may engage in: Continuing medical care, care of acute disease and injury; rehabilitation; health maintenance; and community health. They must employ a broad knowledge of medical terminology, epidemiology and public health, anatomy and physiology, human development, basic clinical laboratory, microbiology, chemistry, clinical medicine, physical diagnosis, pharmacology, radiology, electrocardiology, psychiatry, and surgery. The physician's assistants must have practical training in internal medicine, dermatology, pediatrics, surgery, obstetrics, otolaryngology, ophthalmology, and orthopedics.

They may serve in, but are not limited only to serving in, naval hospitals, clinics, and branch clinics.

APPENDIX D

HISTORY OF LIMITED DUTY/CHIEF WARRANT OFFICERS



APPENDIX "D"

HISTORY OF LIMITED DUTY OFFICERS AND CHIEF WARRANT OFFICERS

The chief warrant officer and, in some senses, the limited duty officer communities are as old as navies themselves. Warfare, in the distant past, was conducted by the aristocracy whose livelihood depended upon the income from agricultural lands given to them by the king in exchange for their obligation to provide armed fighting men when called upon. The king or prince might command an entire military expedition while various aristocrats commanded, as captains, their own "companies" of men-at arms. There were also junior officers who would command in "lieu" of the captain if the latter was killed or wounded — a lieutenant.

Actual fights at sea were rare in the late middle ages but if ships were needed, they were drafted into military service from traders and merchants. The ship would then be commissioned and a captain placed in command. The land-bound, part-time soldiers knew nothing of piloting, shiphandling or navigation. The ships's master, his principal officers and the sailors or "swabbers" were necessary for the success of the operation. Being commoners, employed for their specific skills, *those expert seaman* were issued royal warrants which bound them to serve the king in their special capacities. Whether the master could be called a limited duty officer or a commissioned warrant officer is a moot point, as rank, authority and precedence were less precise in those times.

At the outbreak of the Revolutionary War, the colonies quite logically modeled the nucleus of the naval establishment after the British. Our history records that on 14 December 1775, Congress agreed to construct thirteen frigates. The grades of officers to lead this force were as follows:

Captains of Ships	Pursers
Captains of Marines	Boatswains
Lieutenants of Ships	Gunners
Lieutenants of Marines	Carpenters
Surgeons	Mastersmates
Chaplains	Secretaries of the Fleet

Contrary to popular belief, most warrant officers of the 1800's, were not sailors who had begun at the bottom of the Navy's ladder and worked their way up. Boatswains, gunners, carpenters and sailmakers were often appointed directly into the Navy after learning their trades in merchant vessels or as privateers. In 1859 most warrant officers had as little as six months service as enlisted men, some had none at all.

In 1862 the rank of ensign was introduced. By 1865 the Navy finally had vice admirals, rear admirals and commodores. Master ranked between ensign and lieutenant until 1881, when the rank was changed to lieutenant (junior grade).

From the end of the Civil War, until the year 1900, warrant officers were boatswains, gunners, carpenters, sailmakers and mates. The duties of the mate were simple, "He will perform duties as assigned by the commanding officer". The mate was junior to all officers and warrant officers but senior to all enlisted men and to naval cadets, as graduates of Annapolis were then known.

Commissioned warrant grades (the chief warrant officer to "rank with but after ensign") were introduced to the Navy at the turn of the nineteenth century.

By the beginning of World War I we see the warrant ranks being used to meet the demands of the rapidly developing technology of the time. There remained on active duty only one chief sailmaker, but there were added to the register 84 chief pay clerks, 101 pay clerks and 52 acting pay clerks. In the past, pay clerks had received an appointment after having been selected by a commissioned paymaster to work for that officer only. Very often they came directly from civilian life. Warrant pay clerks, on the other hand, had to be chief petty officers before they could apply for promotion.

It was during this period that the responsibilities of the gunner began to change, which eventually led to the creation of several new warrants. The gunner was also assigned the duty of supervising the electrical systems of ships. The original answer for this new speciality requirement was to split the gunner warrant into gunner and gunner(e) who was, despite his insignia, the electrical officer. With the introduction of wireless, gunner(e) was further divided to include gunner(w) which was later changed to gunner(r).

In 1910 Congress authorized the annual promotion of ten warrant officers to the rank of ensign. After World War I almost all warrant officers and chief warrant officers were former enlisted men. The warrant officers mess was the abode of long service enlisted men who had achieved first class or chief petty officer status before becoming warrants.

On the eve of World War II a chief or first class petty officer could be advanced to warrant if:

- a. He was under 35 years of age on the date appointed.
- b. He had no proficiency mark lower than 3.4
- c. He was able to read and write English with facility, understand the four rules of arithmetic and proportion, was able to keep accounts of stores and was thoroughly conversant with all instructions and regulations pertaining to the grade for which examined.
- d. Could pass a professional examination.
- e. Had five years of sea duty, at least one of which was in the rate of chief petty officer or first class petty officer.

The demands of World War II forced the creation of several new warrant specialities and by 1950 there were twelve; boatswain, gunner, torpedoman, electrician, radio electrician, machinist, carpenter, ships clerk, aerographer, photographer, hospital corps. (formerly pharmacist) and pay clerk. In addition approximately one fourth of the lieutenant commanders, over 1,000 lieutenants and one third of the lieutenants (junior grade) were either permanent chief warrant officers or permanent enlisted.

In 1948 the Navy had recognized that it often lost critical skills and knowledge, learned as enlisted men or warrant officers, when a sailor was finally promoted to commissioned status in the unrestricted line community because this "mustang" officer was often not competitive with other commissioned officers. To

retain these skills, and to provide a fair competitive position for officers promoted from the ranks, the Limited Duty Officer Program was established. In 1948 the limited duty officer category was established under the Officer Personnel Act of 1947. The community was envisioned as a relatively small, elite group of officers who would retain their specialties acquired as enlisted men and warrant officers and support the unrestricted line community during periods of personnel shortages or when technological advances required. They were not to compete with the unrestricted line officers. Limited duty officers commissioned after the inception of the limited duty officer program through 1956 were given permanent appointments under 10 U.S.C. 5589. As these permanent limited duty officers progressed through the grade structure they were given a promotion opportunity equivalent to that experienced by unrestricted line officer.

The Defense Reorganization Act of 1949 created four warrant officer grade levels W1, CWO2, CWO3 and CWO4.

Commencing with 1957, all initial appointments to limited duty officer through 1965 were temporary appointments under 10 U.S.C. 5596. The input to the program was increased markedly with 1957, so that of the 2502 officers comprising the total strength of the limited duty officer temporary program in January 1959, 1148 were temporary officers.

The "Williams Board", convened in 1959, recommended that the Limited Duty Officer Program be expanded to meet the shortage of experienced junior officers and proposed that the warrant officer program be concurrently phased out utilizing senior and master chief petty officers to assume their duties. Pursuant to this recommendation, input to the limited duty officer community was increased, including the selection of warrant officers to limited duty officer status. As a result, the limited duty officer (T) structure reached a peak population of about 7500 officers, in all limited duty officer designators, by the mid-1960's. Very quickly it became clear that technical specialist supervisors with a greater scope of authority, than that afforded to senior and master chief petty officers, were needed and that their duties were quite separate from the managerial responsibilities of limited duty officers.

The "Settle Board" concluded, in October 1963, that the Limited Duty Officer Program should be phased down and the Warrant Officer Program re-instituted. The Secretary of the Navy approved the majority of the board's recommendations and plans were developed and executed to reestablish a Warrant Officer Program of about 5000 officers with a subsequent reduction in the size of the Limited Duty Officer Program to a total of 3000. Consequently, there were no limited duty officer accessions in FY-66, 67, and 68.

Recommendations designed to improve the limited duty officer and warrant officer programs and to improve stability in those communities were approved by the Secretary of the Navy on 5 December 1974. A study directed by the Chief of Naval Operations was conducted under the sponsorship of the Bureau of Naval Personnel Career Planning Board with the Limited Duty Officer/Chief Warrant Officer Program Manager assigned as a member of the group. Approved was:

- a. Retention of both the limited duty officer and chief warrant officer programs with separate functional role definitions developed for each officer group.
- b. Establishment of separate billet structures for the limited duty officer and chief warrant officer communities, based on the criteria expressed in their respective functional role definitions.
- c. Realignment of the limited duty officer and chief warrant officer designators/categories to provide warfare community identification and facilitate centralized management of these two officer groups.
- d. Establishment of new procurement and appointment procedures to provide separate paths to either limited duty officer or chief warrant officer directly from enlisted status, as well as the retention of a path to limited duty officer, lieutenant (junior grade), from chief warrant officer.

In the 1970s the warrant (W1) was abandoned and qualified enlisted personnel were promoted directly to chief warrant officer, receiving commissions as chief warrant officers CWO2. In 1980 the requirement that applicants for limited duty officer and chief warrant officer be under 35 years of age was abandoned and shortly after, master chief petty officers with up to 24 years of service were declared eligible for promotion to chief warrant officer.

The duties and status of both communities has changed over the past 500 years of modern naval history from common seafarers, reluctantly admitted to officer status by aristocratic soldiers at sea, to becoming an essential element to the operation of modern and permanent naval forces.