

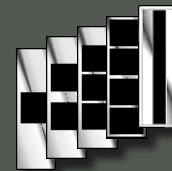
# Warrant Officer Recruiting

## U.S. Army Recruiting Command Fort Knox, KY



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**WARRANT OFFICER STRONG.**



# Briefing Agenda

**Warrant Officer Recruiting Mission**

**Definition of a Warrant Officer**

**Reasons to become a WO**

**General Requirements**

**Opportunities and Benefits**

**Application and Processing**

**Q & A**



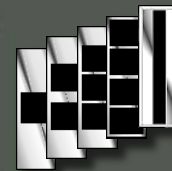
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# Warrant Officer Recruiting Mission



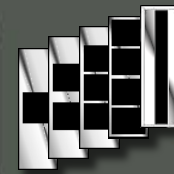
**The United States Army Recruiting Command is charged with recruiting highly qualified applicants to serve as Army warrant officers.**



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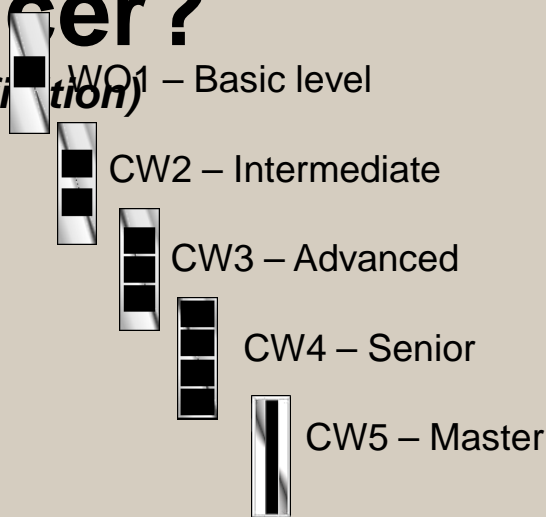


# Definition of a Warrant Officer

“Warrant officers are highly specialized officers. They are self-aware and adaptive combat leaders, trainers, staff officers, and advisors. Warrant officers are competent and confident warriors, innovative integrators of emerging technologies, dynamic teachers, and developers of specialized teams of soldiers.”

## What is a Warrant Officer?

(new DA PAM 600-3 Definition)

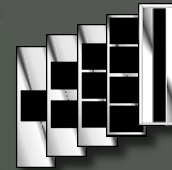


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# What We Are Looking For...



- Soldiers who want to make a difference
- Soldiers who want to advance their careers
- Soldiers who want to stay in their career field
- Soldiers who want better pay and opportunity
- Soldiers who want better retirement pay for family
- Soldiers who desire more post military career opportunities



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# General Requirements

## Aviator

- <12 Years Active Federal Service
- Any MOS/Rank can Apply
- Qualifying AFAST Score (90+)
- <33 years old by board convene date
- Pass a Class 1A flight physical
- (Note: Vision 20/50 or better)



## Technician

- <12 Years Active Federal Service
- Usually SPC or higher Appointment prior to age 46
- Most require BNCOC
- Pass Qualifying Physical
- Prerequisites are determined by proponents

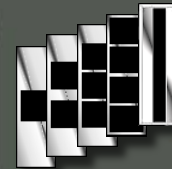
[www.usarec.army.mil/hq/warrant](http://www.usarec.army.mil/hq/warrant)



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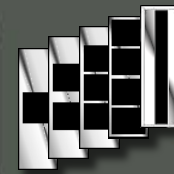
# Opportunities and Benefits

- **Better Pay and Retirement**
- **Faster Promotion Potential**
- **Technical Training and Education**
- **Extended Career Path**
- **Challenging Assignments**
- **Perform Core Duties Longer**
- **Small Elite Corps**
  - Makes up 2% of the Army  
and 15% Officer corps



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# Retirement Pay Comparison

<b>CW3</b>	<b>20</b>	<b>\$2,803 (50%)</b>	<b><u>\$738</u></b>
<b>E-7/SFC</b>	<b>20</b>	<b>\$2,065 (50%)</b>	
<b>CW4</b>	<b>24</b>	<b>\$3,981 (60%)</b>	<b><u>\$1013</u></b>
<b>E-8/MSG</b>	<b>24</b>	<b>\$2,968 (60%)</b>	
<b>CW5</b>	<b>30</b>	<b>\$5,988 (75%)</b>	<b><u>\$1161</u></b>
<b>E-9/SGM</b>	<b>30</b>	<b>\$4,827 (75%)</b>	

*Based on January 2010 Pay Scale*

Source- <http://www.dod.mil/cgi-bin/finalpayhigh3.pl>

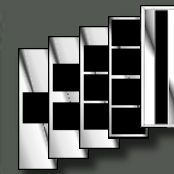


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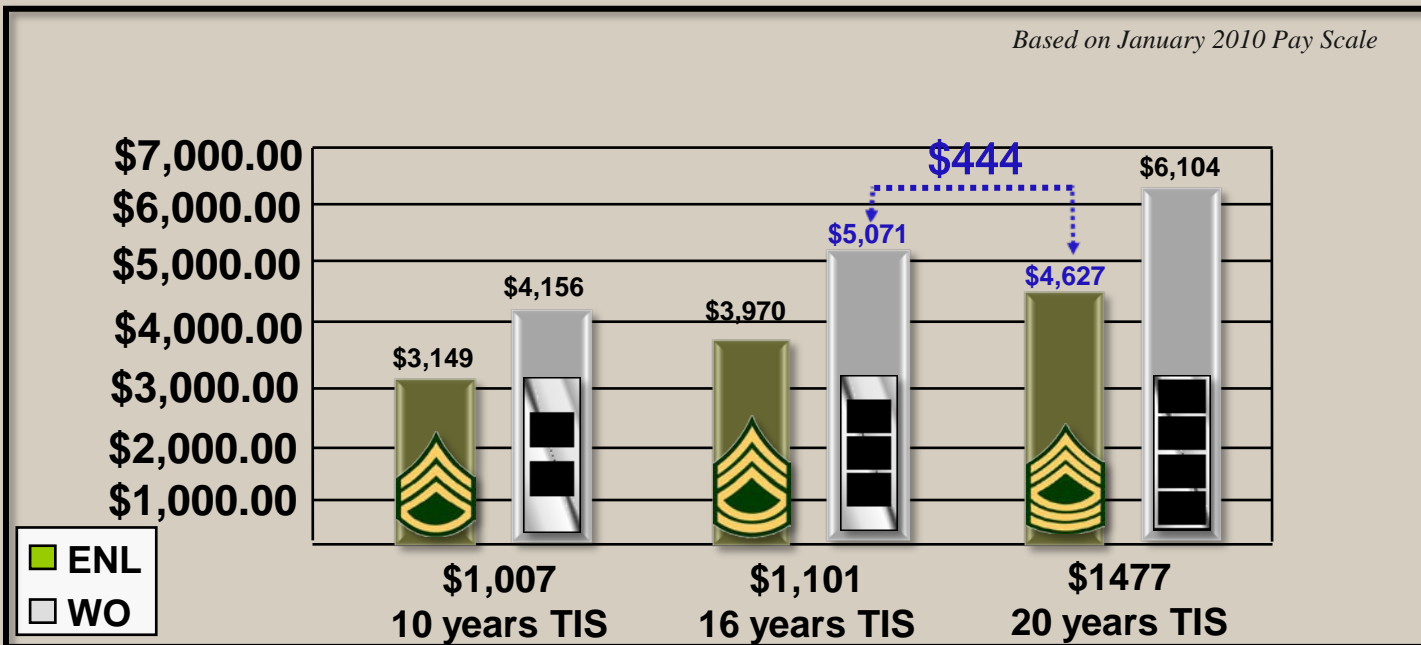
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# Base Pay Comparison

*Based on January 2010 Pay Scale*



**Snapshot**

E-5 vs W1 at 6 years TIS = Approximate \$597  
 E-6 vs W1 at 8 years TIS = Approximate \$643  
 E-7 vs W1 at 10 years TIS = Approximate \$323



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# Additional Benefits



## Flight Pay

Years of Aviation Service	Monthly Rate
2 or less	\$125
Over 2	\$156
Over 3	\$188
Over 4	\$206
Over 6	\$650
Over 14	\$840

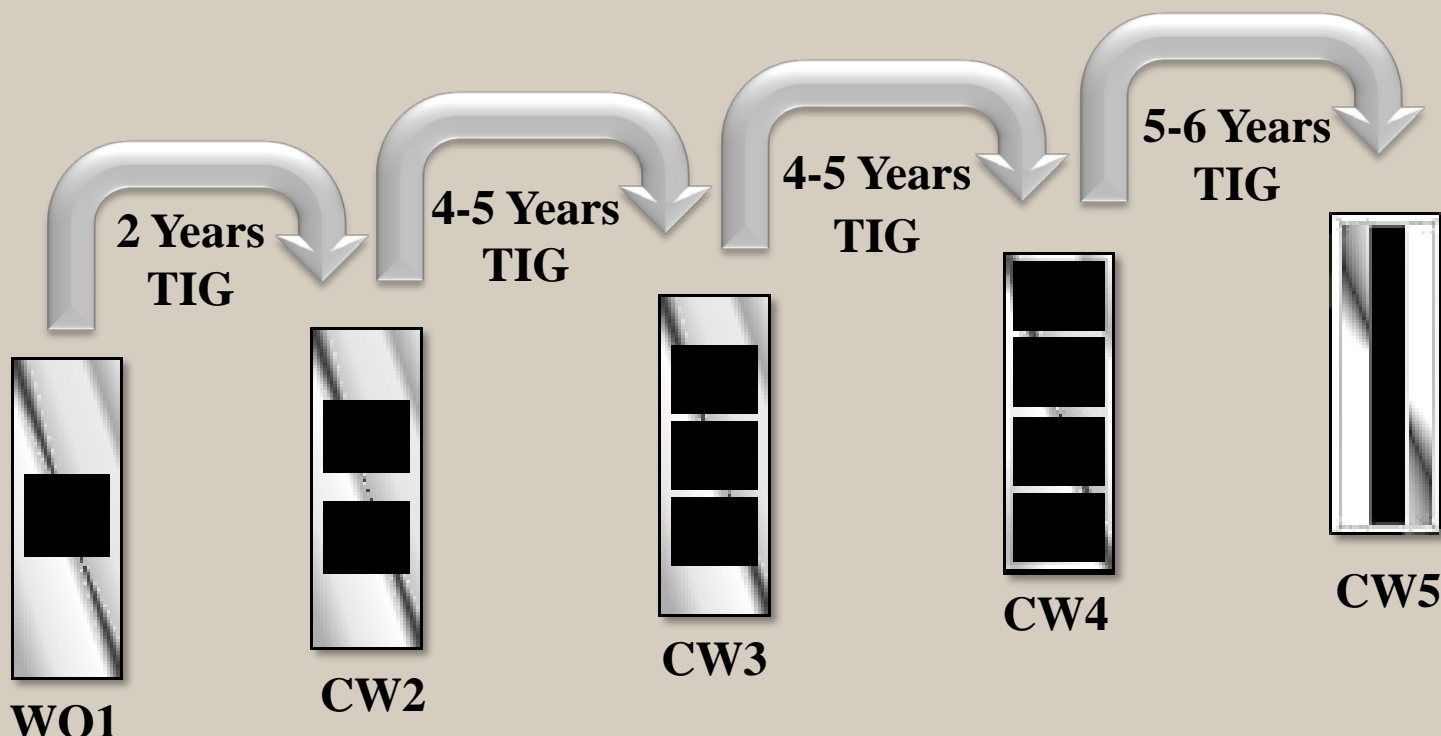
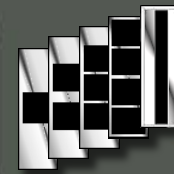


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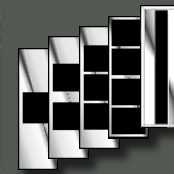
# Warrant Officer Promotions



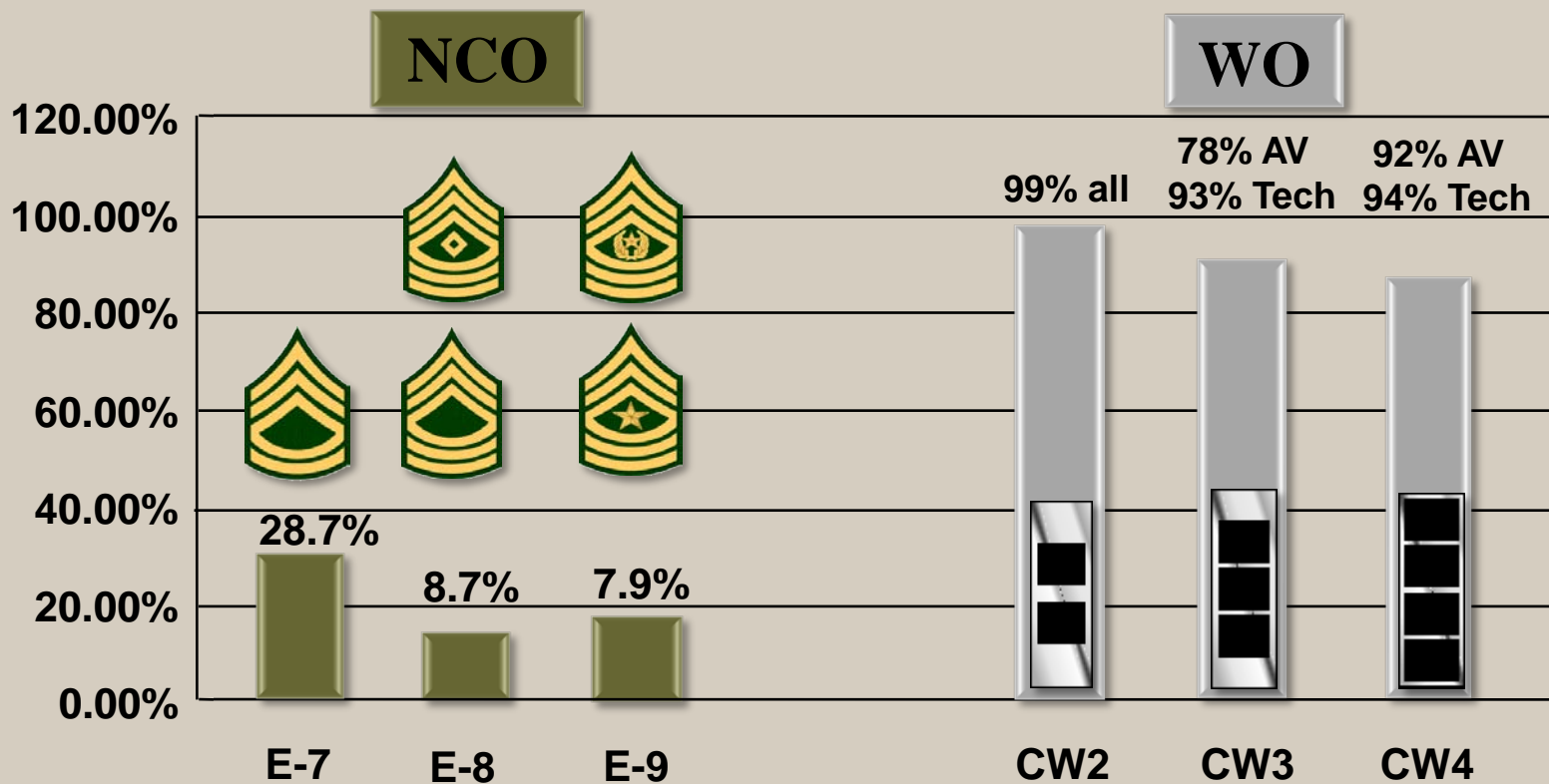
Appointment



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# Promotion Comparison



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# Training and Education

- Maintain G.I. Bill benefits
- Maintain tuition assistance (TA) benefits
  - Maintain E-Army U
- Degree Completion Program

*Senior Service College selection/Combined advanced civil schooling*

*Army Logistics University, VA (TLog program)*

*Naval Post Graduate School, MD (XP Course cooperative)*

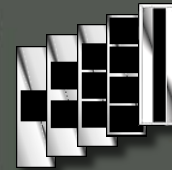
*Joint Military Intelligence College, DC*

*Army Management Staff College, VA*



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# Assignment Opportunities



White House Communications Agency

White House Fellowship Eligibility

Training-with-Industry (TWI)

(Motorola, General Dynamics, TRW)



Army Accessions Command  
(TRADOC/USAREC)



Pentagon and Department of the Army

TAFT Assignments (Technical Assistance Field Team)

Australia, Egypt, UAE and other locations



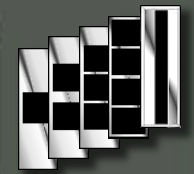
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# Extended Career Path

ALARACT NOV 08



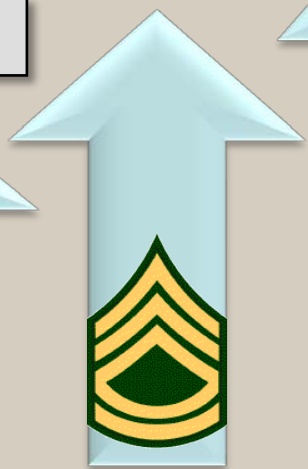
Total Years Active  
Federal Service

30 + Years of WO SVC  
\*If Promotion  
Gates Met / Age 62

23 Years



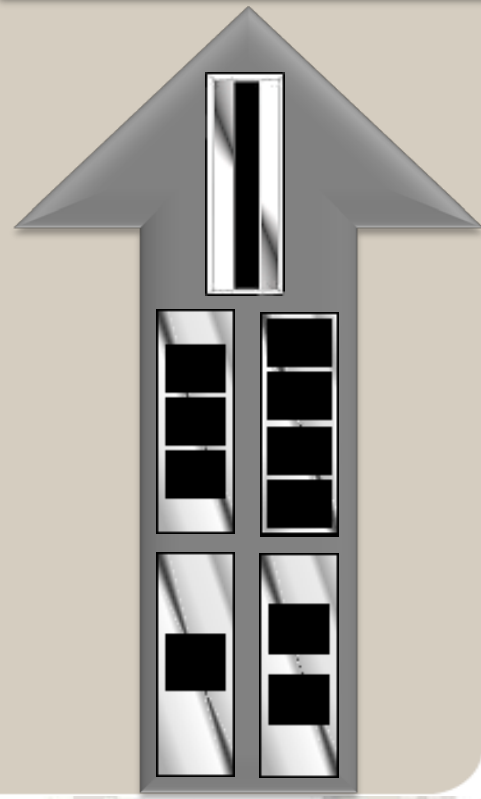
26 Years



29 Years

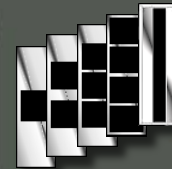


32 Years



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# Warrant Officer Corps Future

## Newly Proposed Warrant Officer MOSs



• **Electronic Warfare** (*FY10 it is WOMOS 290A*)



• **Chemical** (*FY11 it will be WOMOS 740A*)



• **Civil Affairs** (*Two or Three more years*)



• **Psychological ops** (*Two or Three more years*)



### 44 Recommendations:

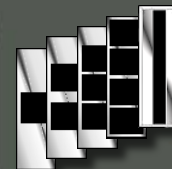
- 9 July 04 Basic Branch change & CW5 Insignia Change
- Save pay effective 9 July 04
- WOCS changes
- Targeted pay raises



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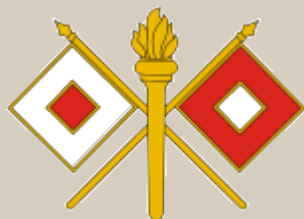




# NON - FEEDER MOSs



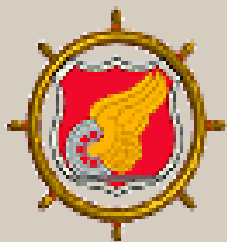
- 153A - ROTARY WING AVIATOR



- 250N - NETWORK MGMT TECH

- 251A - INFO SYS TECH

- 254A - SIGNAL SYS SUP TECH



- 882A - MOBILITY OFFICER



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# Where to Start...

**U.S. Army's Recruiting Command's - Warrant Officer Recruiting Information Site**

Home  
Active Duty Applicants  
Civilian Applicants  
Reserve Component/National Guard  
Selection Information | [SORB Information](#) | [Chaplain Information](#)

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Warrant Officer MOS Prerequisite Quick Link

Questions or comments contact [WQ-TEAM](#)

**Home - Welcome**

Click [here](#) to find out how to get started on becoming a Warrant Officer

Warrant Officer Recruiting Site Quick Links

- [60 Second Warrant Officer Commercial](#)
- [30 Second Warrant Officer Commercial](#)
- [Warrant Officer Brochure](#)

**Important Survey Notice:**

If you did not see the Pop Up Screen to register with our Email Database and you wish to be notified by email of warrant officer recruiting briefs being held in your area, please click [here](#) to register.

**Current Warrant Officer Application Shortages**  
351L, 351M, 352P and 352S, Ammunition Technician - 890A, Armament Technician - 913A, Airdrop Sy

**Expanded Warrant Officer Opportunities**  
Collection Technician (351M) open to ALL enlisted MOS' that meet minimum prerequisites for non-feed

**Additional WOMOS FY10**  
ation in FY10.

**HOT TOPICS\*\*\*Hot Topics\*\*\*Hot Topics\*\*\*Hot Topics\*\*\*HOT TOPICS\*\***

- NOVEMBER 2008 SELECTION BOARD RESULTS RELEASED; MILPER MSG# 08-308 -- [CLICK HERE](#)

\*\*\*\*\*NEW FORMS ( effective for NEW packets after 1 Jan 09)\*\*\*\*\*

**WWW.USAREC.ARMY.MIL/HQ/WARRANT**

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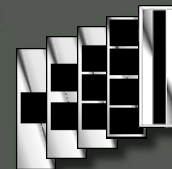
# Administrative Requirements

- 1. US Citizenship (No Waivers)**
- 2. General Technical (GT) score of 110 or higher (No Waivers)**
- 3. High school graduate or have a GED (No Waivers)**
- 4. Secret security clearance**  
(Interim secret is acceptable to apply, except for WO MOS 882A)
- 5. Pass the standard 3-event Army Physical Fitness Test (APFT) and meet height/weight standards** (Can apply for an APFT waiver)  
**(If requesting an APFT waiver, BN CDR's LOR must state: "The applicant is physically capable of completing training and worldwide deployment")**
- 6. Pass the Appointment physical for technicians or the Class 1A Flight physical for aviators** (Flight = 18 months / Technical = 24 months)
- 7. All Applicants must have =>12 months remaining on their enlistment contract**

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# The Application

**!!!Download from our Website!!!**

## Board Packet

1. [Checklist](#) (MILPO/PSB Letter or S-1)
2. DA Form 61  
(HT/WT & APFT Statement)
3. Letters of Recommendation  
(Next Slide)
4. Resume
5. ERB (Enlisted Record Brief)
6. OMPF (New 10 Years of NCOERS and/or AERS  
in order newest to oldest)
7. College Transcripts
8. DA Form 6256 (AFAST Form from Test  
Center) This form is for MOS 153A only
9. Official Photo

## Supporting Documents

10. Security Clearance - [Clearance Memo](#)
11. Physical  
(USAREC Form 1932)
12. DA Form 160-R
13. Statement of Understanding
14. Waivers  
[Moral](#) - HRC  
[Prerequisite](#), - Proponent  
[Age](#), and [AFS](#) - G-1  
[APFT](#) - G3
15. Conditional Release  
(Reserves & Other Services)



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# Letters of Recommendation

Letters must not be older than Twelve Months

If using former Commander - we recommend having current Commander review packet!

Letters of Recommendation required:

Company (or first UCMJ level) Commander (Must have)

\* Battalion (or second UCMJ level) Commander (Must have)

Senior Warrant Officer Letter of Recommendation (CW3 to CW5)

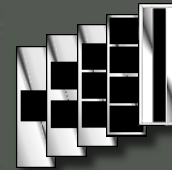
•Note: If requesting an APFT Waiver, BN CDR LOR must state you are physically capable of completing training and worldwide deployment.

•LORs going to Email Traffic – Test program starting with SF-180As!

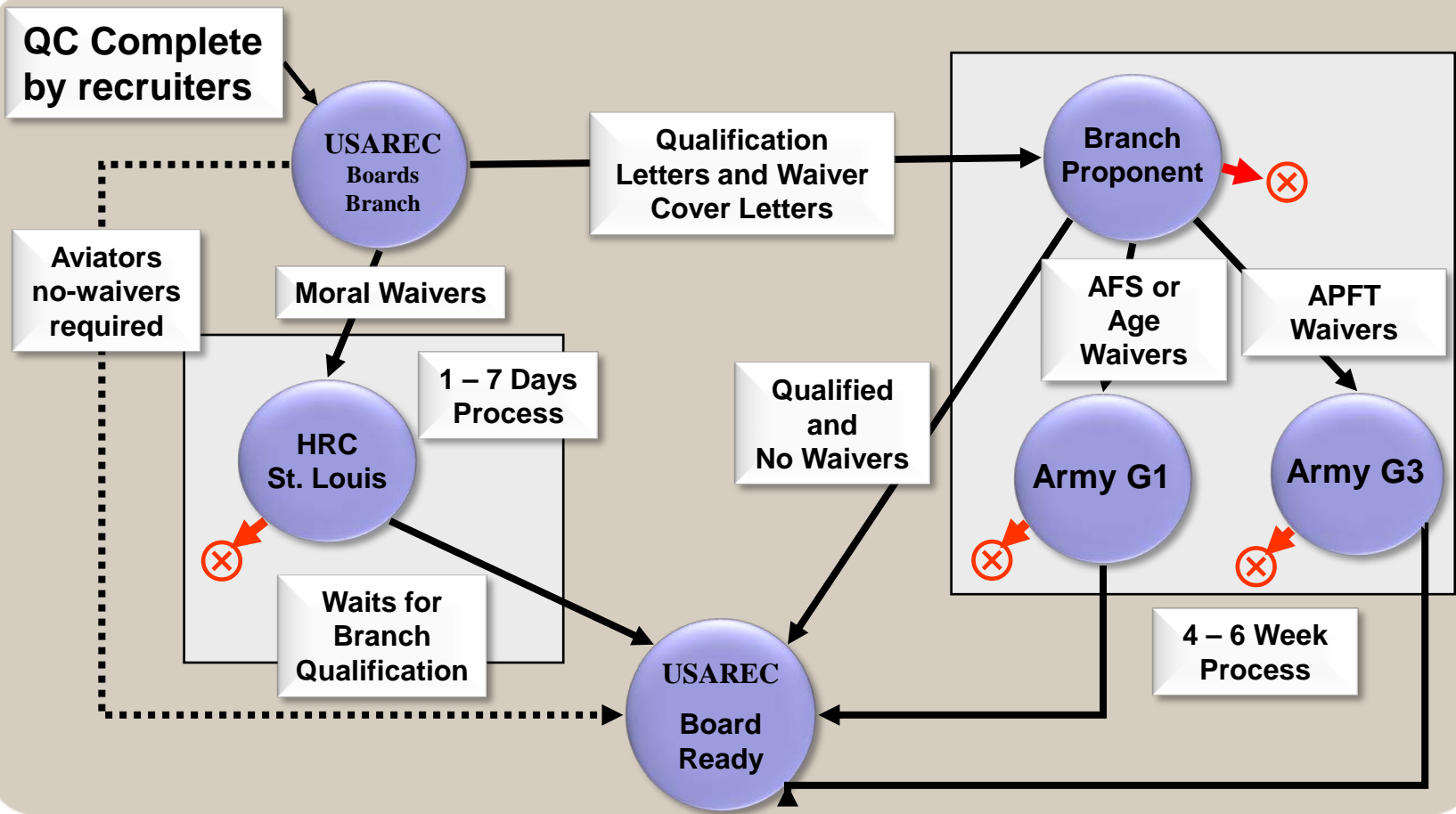


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# Application Process



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# Selection Board

DA Centralized Board Held at USAREC  
Comprised of Branch and Warrant Officers

APPLICANT	MOS	VOTE	OML#
WADE	100A	36 -2	1
O'NEAL	100A	35 +4	2
MORNING	100A	35 +3	3
PAYTON	100A	34 +3	4
WILLIAM	100A	33 +6	5
HAZEL	100A	28 +2	6
DIAZ	100A	28 +2	7
BRANCH	100A	12 +4	8
JONES	100A	9 +5	9

001987

	VOTE	INITIALS
MEMBER 1	5 +	
MEMBER 2	4 +	
MEMBER 3	5	
MEMBER 4	3 +	
MEMBER 5	5 -	
MEMBER 6	6	
MEMBER 7		
MEMBER 8		
MEMBER 9		

TOTAL POINTS:  
**28 +2**

HQ USAREC Fm 1877, 1 Apr 86

Vote Using "Total Person" Concept

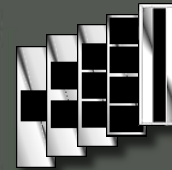
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# Selection Board



- Board Schedule Posted on Web Site
- WO Packet Automatically Gets Two Looks
- Two Time Non-Select Must Wait a Year
- Board Results Released in MILPER message



Fully Qualified - Selected - Q-S



Fully Qualified - Nonselect (First Board) - FQ-NS



Non Competitive - Nonselect (Second Board) - NC-NS

[Applicants may immediately re-apply with a waiver](#)



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# Warrant Officer Candidate School



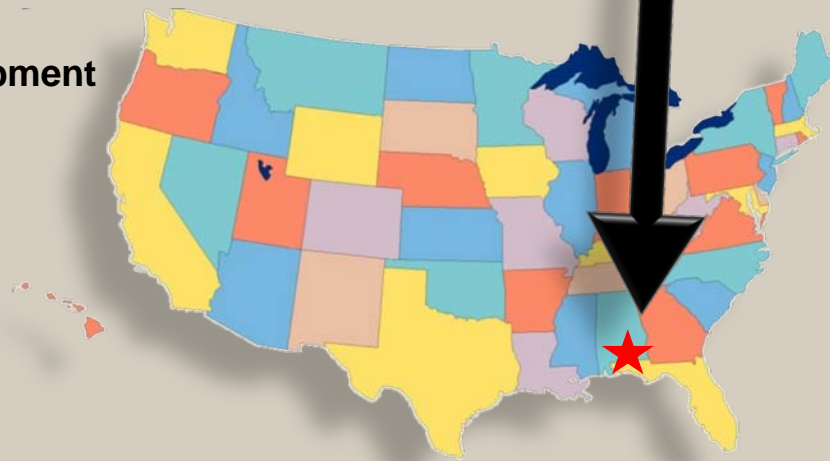
- **Selectees will attend Warrant Officer Candidate School (WOCS)**
  - E5 graduated from PLDC/WLC, and E6 and above = 4 weeks and 4 days
  - E5 non-graduate from PLDC/WLC and all E1 to E4 = 6 weeks and 4 days  
*(Other services = 6 weeks and 4 days with exceptions)*
- **WOCS and Flight School are located at Fort Rucker, Alabama**
- **Graduation = Conditional Promotion (Appointment to WO1)**

## Skill Enhancement

## Professional Development

Leadership Potential  
Self Discipline  
Attention to Detail  
Time Management

Leadership  
Communication  
Management  
Ethics



<http://usawocc.army.mil/>



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# A Day in the Life of a Candidate



*1st Warrant Officer Company*

0500 - Wake Up

0530 - First Formation

0530 - 0635 - PT

0635 - 0730 - Hygiene

0730 - 0815 - Breakfast

0815 - 1230 - Academics

1230 - 1330 - Lunch

1330 - 1720 - Academics

1730 - 1820 - Admin

1805 - 1900 - Dinner



1900 - 2245 - Candidate  
Leadership Designs and  
Implements Schedule  
To Accomplish Specified Tasks

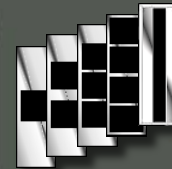
2245 - 0500 - Lights Out



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# Final Notes

- **Packet deadline: Posted on website, generally two months prior to board week.** *(Should be sooner if waivers are requested)*
- **Send your packet to USAREC “Electronically”**  
*(Detailed Instructions on our Web site)*
- **Verify your application status on line!**
- **153A Applicants - Study for AFAST**
- **QC your own packet**  
*– Get as many people as you can to review your packet. Errors slow down the entire process.*
- **Highly Qualified Applicants ...**

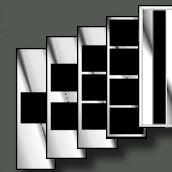
**[www.usarec.army.mil/hq/warrant](http://www.usarec.army.mil/hq/warrant)**



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# Summary

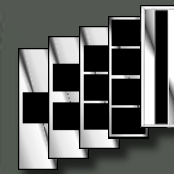
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- **Opportunities and Benefits**
- **Administrative Notes**
- **Application, Processing, and the Board**
- **WOCS**
- **Today's Army Warrant Officer**



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# Today's Army Warrant Officer

**US Army  
Warrant Officer**

**Leader/  
Trainer**

**Officer/  
Soldier**

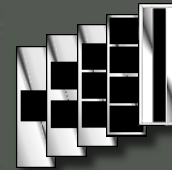
**Technician/  
Expert**



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# Questions?

Please E-Mail or Call the Warrant Officer Recruiting  
Team  
if you have  
Suggestions, Questions, or Advice!

[wo-team@usarec.army.mil](mailto:wo-team@usarec.army.mil)

or

Search for us on Facebook:  
“Warrant Officer Recruiting Team”  
and become a fan.



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