

**MILPER Message Number  
24-304**

**Proponent  
RCRO-SP**

**Title  
FY25 United States Army Warrant Officer Selection Boards**

**...Issued: [30 Jul 24]...**

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- A. Director of Military Personnel Management (DMPM) Memo, 28 March 2023, subject: Warrant Officer Accession Selection Boards.
  - B. DA PAM 601-6, Warrant Officer Procurement Program, 21 August 2023.
  - C. AR 135-100, Appointment of Commissioned and Warrant Officers of the Army, 1 September 1994.
  - D. AR 350-1, Army Training and Leader Development, 10 December 2017.
  - E. AR 611-110, Selection of Army Aviation Officers and Warrant Officers, 9 August 2023.
  - F. AR 40-501, Standards of Medical Fitness, 27 June 2019.
  - G. AR 670-1, Wear and Appearance of Army Uniforms and Insignia, 26 January 2021
  - H. Army Directive 2022-09 Soldier Tattoos, 22 June 2022
  - I. Army Directive 2020-09 Appointment and Enlistment Waivers, 20 August 2020
1. This MILPER message will expire NLT 1 September 2026.
  2. MILPER message 23-426 has been RESCINDED.
  3. Headquarters Department of the Army (HQDA) Warrant Officer accession selection boards convene in accordance with (IAW) reference A to consider eligible applicants for appointment as a Warrant Officer (WO) in the U.S Army with concurrent order to active duty.
  4. All eligible applicants are evaluated by the HQDA WO selection board, convened at HQ, USAREC. Those selected will be scheduled for Warrant Officer Candidate School (WOCS) and the appropriate Warrant Officer Basic Course (WOBC).

5. The Army Warrant Officer is a technical expert, combat leader, trainer, and advisor. Through progressive levels of expertise in assignments, training, and education, the warrant officer administers, manages, maintains, operates, and integrates Army systems and equipment across unified land operations. Warrant officers are innovative integrators of emerging technologies, dynamic teachers, confident warfighters, and developers of specialized teams of Soldiers. They support a wide range of Army missions throughout their career. Warrant officers in the Army are accessed with specific levels of technical ability. They refine their technical expertise and develop their leadership and management skills through tiered progressive assignment and education.

6. The following personnel may apply for WO appointment whenever procurement is open in the WOMOS for which they are occupationally eligible:

- a. Army Enlisted personnel (Regular Army, National Guard and Army Reserve).
- b. Enlisted personnel of the other Uniformed Services.
- c. RA/AR Commissioned Officers (restrictions may apply based on AOC/MOS and AFS).
- d. RA/AR Commissioned Officers (non-aviation branch) applying for MOS 153A are only eligible to compete in the November and May Warrant Officer Selection Boards (WOSB). The first FY25 Warrant Officer Selection Board will be November 2024. All May 2024 Fully-Qualified Non-Selected commissioned officers are eligible to compete in November 2024.

7. General Requirements:

Applicants should refer to AR 135-100, para 1-6, AR 350-1, para 3-13 and AR 611-110, para 2-1 for additional details or visit [www.gowarrantnow.com](http://www.gowarrantnow.com) for more information.

- a. High school graduate or general education diploma (GED).
- b. Minimum general technical (GT) aptitude area score of 110.
- c. Adjudicated SECRET clearance.
- d. U.S. Citizen.
- e. In compliance with Army height and weight standards IAW AR 600-9.
- f. Have a passing score on last record 6-event ACFT, including the 2 mile run (no alternate events allowed).

g. Able to complete the 6.2 mile foot march with 48 lbs. in their ruck sack or 30% of body weight, within course timeline parameters.

h. Meet prerequisites for the desired WOMOS.

i. Not exceed 12 years of active federal service for technicians and 8 years of active federal service for 153A at time the DA Form 61 is signed by applicant. Commissioned Officers have less than 48 months active federal commissioned service at the time of the selection board for 153A.

j. Not exceed 46 years of age for all technicians and not more than 32 years of age for 153A at time of board selection.

k. Applicant must be worldwide deployable IAW AR 40-501.

l. In compliance with the Army's tattoo, branding, and body mutilation policy IAW reference H.

8. Application Processing IAW reference B:

a. Applicant responsibility: The applicant has primary responsibility for correctly completing and submitting the entire application, including all supporting documents. A conduct waiver is required when a court has convicted or imposed another type of adverse disposition such as, but not limited to, fines, imprisonment, community service, placed on probation, paroled/pardoned, or have been ordered to deposit bail or collateral for a violation of any law, police regulation or ordinance, and traffic violations involving a fine or forfeiture of \$100 or more. This includes juvenile offenses, expunged dispositions, non-judicial punishments, and court-martial proceedings. Major misconduct offenses require General Officer endorsement and conduct waiver case summary. If applicable, any/all offenses of this nature must be disclosed in the application in accordance with Army Directive 2020-09.

b. Unit and intermediate commander: Commanders will ensure the required letters of recommendation are completed and the application is provided to the administrative section for review.

c. Administrative support section: The application will be screened to ensure the applicant has no flagging action pending, and no bars to reenlist are in effect. Applicants are ineligible to compete for WO selection until the bar to reenlistment has been removed. S1 OIC/Human Resource Tech representative must endorse the applicants' application checklist certifying that the applicant is not flagged or barred, and that any service member tattoos if applicable are in compliance with AR 670-1.

d. Installation or MACOM commander: Local boards will not be held.

e. WO Recruiting Company: The WO Recruiting Company (WORC) is responsible for the administrative qualification of all applications for the USAREC's WOSB.

9. Physical fitness support section: Effective 01 April 2023, all applications received for processing by the Warrant Officer Recruiting Company (WORC) must contain the following fitness statement in block 41 of the DA Form 61: "I certify that (applicant's name) successfully passed the Army Combat Fitness Test, maximum dead lift (MDL), standing power throw (SPD), hand-release push-up (HRP), sprint/drag/carry (SDC), plank (PLK), and 2-mile run (2MR) with (score), on (date). The verified height was (ht inches) and verified weight was (weight lbs.). (Applicant's name) is within body fat standard according to AR 600-9." ACFT date must not exceed 6 months at the time of application submission.

10. Visit [www.gowarrantnow.com](http://www.gowarrantnow.com) or <https://recruiting.army.mil/ISO/AWOR/> for all application instructions and processes to include application submission checklist, prerequisites, supporting documents, exceptions to policy procedures, sample forms, and WORC points of contact.

11. Selection boards will convene on the following dates. However, visit <https://recruiting.army.mil/ISO/AWOR/> for any changes to board schedules or application deadlines:

MOS	18-Nov-24	27-Jan-25	24-Mar-25	19-May-25	21-Jul-25	22-Sep-25
120A		X			X	
125D	X			X		
131A	X		X		X	
140A	X	X		X	X	
140K	X	X		X	X	
140L	X	X		X	X	
150A	X		X		X	
150U	X	X	X	X	X	X
151A	X	X	X	X	X	X
153A	X	X	X	X	X	X
170A	X		X		X	X
170B	X		X		X	
170D				X		
180A	X		X	X		X
255A		X		X		X
255N		X		X		X
255S		X		X		X
270A	X					

MOS	18-Nov-24	27-Jan-25	24-Mar-25	19-May-25	21-Jul-25	22-Sep-25
311A	X	X				
350F	X	X	X	X	X	X
350G	X	X		X		X
351L	X	X	X	X	X	X
351M	X		X		X	
351Z	X				X	
352N	X		X	X	X	X
352S			X		X	
353T		X		X		X
420A		X		X		X
420C	X					X
420T*		X				
740A	X					
880A		X				
881A		X				
882A				X		X
890A	X		X		X	X
913A	X			X		
914A	X		X		X	
915A	X	X	X	X	X	X
915S*			X	X	X	X
915T*			X	X	X	X
919A	X	X	X	X	X	X
920A	X		X		X	
920B	X		X		X	
921A	X		X		X	
922A	X		X		X	
923A	X		X		X	
948B	X		X		X	
948D	X		X		X	

12. Key dates are:

Board Dates	Packet Deadline to WORC	Corrections Deadline to WORC	Updates Deadline to HQ USAREC
18-22 Nov 24	23 Sep 24	07 Oct 24	04 Nov 24
27-31 Jan 25	02 Dec 24	16 Dec 24	13 Jan 25
24-28 Mar 25	27 Jan 25	10 Feb 25	10 Mar 25
19-23 May 25	24 Mar 25	07 Apr 25	05 May 25
21-25 Jul 25	26 May 25	09 Jun 25	07 Jul 25
22-26 Sep 25	28 Jul 25	11 Aug 25	08 Sep 25

13. Applications requiring exception(s) to policy processing should be submitted 4-12 weeks prior to the deadlines above. Reference <https://recruiting.army.mil/ISO/AWOR/> for details and samples.

14. WOMOS marked with (\*) denotes new WOMOS for FY25.

15. The point of contact for this message is USAREC Special Programs and Boards email: [usarmy.knox.usarec.mbx.hq-g3-special-programs-and-boards@army.mil](mailto:usarmy.knox.usarec.mbx.hq-g3-special-programs-and-boards@army.mil).