

**Proponent
RCRO-SP**

**Title
FY21 United States Army Warrant Officer Selection Boards**

...Issued:[11-Jun-2020]...

- A. Director of Military Personnel Management (DMPM) Memo, subject: Warrant Officer Accession Selection Boards, 6 October 2010.
 - B. DA PAM 601-6, (Warrant Officer Procurement Program), 23 September 2019.
 - C. DA Memo 600-2, (Policies and Procedures for Active Duty List Officer Selection Boards), 25 September 2006.
 - D. AR 135-100, (Appointment of Commissioned and Warrant Officers of the Army), 1 September 1994.
 - E. AR 350-1, (Army Training and Leader Development), 10 December 2017.
 - F. AR 601-100, (Appointment of Commissioned and Warrant Officers in the Regular Army), 21 November 2006.
 - G. AR 611-110, (Selection and Training of Army Aviation Officers), 29 March 2019.
 - H. AR 40-501, (Standards of Medical Fitness), 27 June 2019.
 - I. AR 670-1, (Wear and Appearance of Army Uniforms and Insignia), 25 May 2017.
 - J. Army Directive 2018-12, (New Policy Regarding Waivers for Appointment and Enlistment Applicants), dated 30 July 2018
1. This MILPER message will expire NLT 1 September 2021.

2. 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.

3. 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).

4. 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 Companies 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.

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

a. Army Enlisted personnel (Regular Army, National Guard, Active Guard Reserve, 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. Commissioned Officers (non-aviation branch) applying for MOS 153A are only eligible to compete in the November and May Warrant Officer Selection Board (WOSB). The first FY21 WOSB will be November 2020. All May 2020 Fully-Qualified -

Not Selected Commissioned Officers are eligible to compete in November 2020.

6. 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 <https://recruiting.army.mil/ISO/AWOR/> for more information.

- a. High school graduate or pass the GED test.
- b. General Technical Aptitude Area (GT) score of 110 or higher.
- c. Adjudicated SECRET clearance before applying.
- d. U.S. Citizen.
- e. In compliance with Army height and weight standards IAW AR 600-9.
- f. Able to take and pass the standard three-event APFT IAW reference E.
- g. Able to walk the 6.2 mile foot march with 48 lbs. in their rucksack within school time parameters.
- h. Meet the prerequisites for the WO MOS for which they are applying.
- i. Not exceed 12 years of active federal service for technicians and 8 years for 153A MOS as of the date on the DA Form 61 is signed by the applicant. Commissioned Officers not exceed 48 months active federal commissioned service for 153A MOS as of the date on the DA Form 61 is signed by the applicant.
- j. Maximum age is 46 years for technicians and 32 years for 153A MOS.
- k. Applicant must be worldwide deployable IAW reference H.
- l. In compliance with the Army's Tattoo, branding, and body mutilation policy IAW reference I, para 3-3.

7. Application Processing IAW reference B:

a. Applicant responsibility: The applicant has primary responsibility for correctly completing the application forms and documents. A conduct (moral) waiver is required when the final finding of a court or of another adjudicating authority is a conviction or other adverse adjudication such as, but not limited to, fines, imprisonment, placed on probation, paroled or pardoned, or have ever 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 \$500 or more. This includes juvenile offenses, expunged dispositions, non-judicial punishments, and courts-martial proceedings. Serious misconduct and 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 2018-12, dated 30 July 2018.

b. Unit and intermediate commander: Within 15 duty days of receipt, ensure required letters of recommendation are completed and application is provided to the supporting administrative section for review.

c. Administrative support section: The application will be screened to ensure the application has no flagging action pending. The applicant's record will be screened to ensure no bars to reenlist are in effect. Applicants are ineligible to compete for WO selection until the bar to reenlistment has been removed. S1/Human Resources office representative must endorse the applications checklist stating that the individual is not under suspension of favorable personnel action or bar to reenlist.

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

e. WO Recruiting Company: The WO Recruiting Company is responsible for the review and processing of all applications for the USAREC's WOSB.

8. Visit <https://recruiting.army.mil/ISO/AWOR/> for packet submission checklist, MOS prerequisites, supporting documents, exceptions to policy process, WO Recruiting Company points of contact, and application process.

9. Selection boards will convene on the following dates; however, visit <https://recruiting.army.mil/ISO/AWOR/> for any changes to board schedules or packet

cut-offs:

MOS	16-Nov-20	25-Jan-21	22-Mar-21	17-May-21	26-Jul-21	20-Sep-21
120A		X			X	
125D		X			X	
131A	X		X		X	
140A	X	X			X	
140K	X	X	X		X	
140L	X	X	X		X	
150A	X		X		X	
150U	X		X		X	
151A	X		X		X	
153A	X	X	X	X	X	X
170A	X				X	
170B	X	X		X		
180A	X		X	X		X
255A		X		X		X
255N		X		X		X
311A		X		X	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		
740A	X					
880A		X				
881A		X				
882A				X		X
890A	X			X		X
913A	X			X		
914A	X			X		
915A	X		X	X		X
919A	X			X		

MOS	16-Nov-20	25-Jan-21	22-Mar-21	17-May-21	26-Jul-21	20-Sep-21
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

10. Key dates are:

Board Dates	Packet Deadline to WO Rec Company	Corrections Deadline to WO Rec Company	Updates Deadline to HQ USAREC
16-20 Nov 20	21 Sep 20	19 Oct 20	5 Nov 20
25-29 Jan 21	23 Nov 20	28 Dec 20	18 Jan 21
22-26 Mar 21	1 Feb 21	25 Feb 21	15 Mar 21
17-21 May 21	29 Mar 21	22 Apr 21	10 May 21
26-30 Jul 21	24 May 21	29 Jun 21	19 Jul 21
20-24 Sep 21	2 Aug 21	25 Aug 21	13 Sep 21

11. USAR Soldiers will submit all applications through the United States Army Reserve Careers Group (USARCG). USAR applications will be considered at all selection boards, regardless of the MOS applying for. For more information regarding USAR Warrant Officer Packets, visit <https://www.usar.army.mil/ARCG/ARCG-Officer-Pre-Reqs/> (<https://www.usar.army.mil/ARCG/ARCG-Officer-Pre-Reqs/>).

12. Applications requiring exception(s) to policy and/or waivers processing should be submitted 4 to 12 weeks prior to the deadlines above.

13. The point of contact for this message is USAREC Special Programs and Boards at usarmy.knox.usarec.list.hq-g3-special-programs-and-boards@mail.mil (<mailto:usarmy.knox.usarec.list.hq-g3-special-programs-and-boards@mail.mil>) or WO Recruiting Company at https://recruiting.army.mil/ISO/AWOR/CONTACT_US/ (https://recruiting.army.mil/ISO/AWOR/CONTACT_US/).