

**MILPER Message Number
19-399**

**Proponent
RCRO-SP**

**Title
FY20 United States Army Warrant Officer Selection Boards**

...Issued:[12/12/2019 1:31:14 PM]...

-
- A. Director of Military Personnel Management (DMPM) Memo, 6 October 2010, subject: Warrant Officer Accession Selection Boards.
 - 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 of Army Aviation Officers and Warrant 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. HQDA EXORD 071-17 Accessions Occupational Physical Assessment Test (OPAT) Implementation.
 - K. FRAGO 1 to HQDA EXORD 071-17 Accession Occupational Physical Assessment Test (OPAT) Implementation.
1. This MILPER message will expire NLT 1 September 2020.

2. MILPER message 19-104, MILPER message 19-192, and MILPER message 19-203 have been RESCINDED.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 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 self-aware and adaptive technical expert, combat leader, trainer, and advisor. Through progressive levels of expertise in assignments, training, and education, the WO administers, manages, maintains, operates, and integrates Army systems and equipment across the full spectrum of Army operations. Warrant officers are competent and confident warriors, innovative integrators of emerging technologies, dynamic teachers, 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 assignments and education.

6. 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 and Army Reserve).
- b. Enlisted personnel of the other Uniformed Services.
- c. 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 Boards.

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 <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. 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 (8 years if applying for MOS 153A) of active duty as of the date the DA Form 61 is signed by the applicant.
- j. Maximum age is 46 yrs for all Technicians and 32 yrs at time of board selection for 153A MOS.
- k. Applicant must be worldwide deployable IAW reference H.
- l. Personnel applying for a WO MOS that is grouped in a higher Physical Demand Category (PDC) compared to their current MOS/AOC (primary or secondary) must take the OPAT prior to application submission.
- m. In compliance with the Army's Tattoo, branding, and body mutilation policy IAW reference I, para 3-3.

8. Application Processing IAW reference B:

- a. Applicant responsibility: The applicant has primary responsibility for correctly completing the application, including all supporting documents. Per DA Form 61, question number 26, applicant must submit a waiver request with the application if he/she has ever under either military or civilian law been indicted or summoned in to court as a defendant in a criminal proceeding regardless of the results, or convicted, fined, imprisoned, placed on probation, paroled or pardoned, or was ever ordered to deposit bail or collateral for the violation of any law, police regulation or ordinance. This includes any proceeding involving juvenile offenses, article 15, UCMJ, and any court-martial.
- 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. If applicable, ensure the OPAT is administered prior to approval of the Soldier's warrant officer selection board application IAW reference K.

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 team: The WO recruiting team is responsible for the review and processing of all applications for the USAREC's Warrant Officer Selection Board (WOSB).

9. Visit <https://recruiting.army.mil/iso/awor/> for packet submission checklist, MOS prerequisites, supporting documents, exceptions to policy process, WO Recruiting Team points of contact, and application process.

10. 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	18-Nov-19	13-Jan-20	16-Mar-20	11-May-20	13-Jul-20	14-Sep-20
120A		X			X	
125D		X			X	
131A	X		X		X	
140A	X	X	X	X	X	X
140K	X	X	X	X	X	X
140L	X	X	X	X	X	X
150A	X		X		X	
150U	X		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

MOS	18-Nov-19	13-Jan-20	16-Mar-20	11-May-20	13-Jul-20	14-Sep-20
255A		X		X		X
255N		X		X		X
270A	X					
311A	X	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	X
352S		X			X	
353T		X			X	X
420A		X		X		X
420C				X		
740A	X					
880A		X	X			
881A		X	X			
882A				X		X
890A	X			X		X
913A	X			X		
914A	X			X		
915A	X	X	X	X		X
919A	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

11. Key dates are:

Board Dates	Packet Deadline to WO Rec Team	Corrections Deadline to WO Rec Team	Updates Deadline to HQ USAREC
18-22 Nov 19	27 Sep 19	28 Oct 19	12 Nov 19
13-17 Jan 20	22 Nov 19	16 Dec 19	6 Jan 20
16-20 Mar 20	17 Jan 20	18 Feb 20	2 Mar 20
11-15 May 20	20 Mar 20	13 Apr 20	1 May 20
13-17 Jul 20	15 May 20	15 Jun 20	29 Jun 20
14-18 Sep 20	17 Jul 20	17 Aug 20	31 Aug 20

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

13. The points of contact for this message is Special Programs and Boards Branch, (RCRO-SP) at usarmy.knox.usarec.list.hq-g3-special-programs-and-boards@mail.mil or WO Recruiting Team at https://recruiting.army.mil/ISO/AWOR/CONTACT_US/.