

**Department of the Army
Pamphlet 601-6**

Personnel Procurement

**Warrant
Officer
Procurement
Program**

**Headquarters
Department of the Army
Washington, DC
23 September 2019**

UNCLASSIFIED

SUMMARY of CHANGE

DA PAM 601–6
Warrant Officer Procurement Program

This major revision, dated 23 September 2019—

- o Adds procedures for Army National Guard of the United States warrant officer applicants (paras 1–4*f*(2) and 1–4*g*(3)).
- o Adds service obligation references AR 135–91 and AR 350–100 (para 1–4*l*.)
- o Removes the restriction from evaluating commissioned aviation officers seeking direct appointment by the U.S. Army Recruiting Command Selection Board for warrant officers (para 2–1*d*(1)).
- o Adds eligibility for warrant officer applicants in the Military Occupational Specialty 153A to have 8 years of service as of the date signed by the applicant on DA Form 61 (Application for Appointment) (para 2–3(c)).
- o Adds security clearance requirements for top secret/sensitive compartmented information for applicants in the Signal and Cyber Military Occupational Specialties 170A, 255A, 255N (paras 2–5*d* and 3–5*d*).
- o Incorporates procedures from Army Directive 2018–12 (New Policy Regarding Waivers for Appointment and Enlistment Applicants), dated 30 July 2018 (paras 3–5*d* and 3–5*e*.)
- o Adds procedures for processing an extension (para 3–8*b*).
- o Updates the U.S. Army Warrant Officer Recruiting web address (throughout).

Personnel Procurement
Warrant Officer Procurement Program

By Order of the Secretary of the Army:

JAMES C. MCCONVILLE
General, United States Army
Chief of Staff

Official:


KATHLEEN S. MILLER
Administrative Assistant
to the Secretary of the Army

Guard of the United States, and the U.S. Army Reserve. The policy for appointment of warrant officers is contained in AR 135-100.

Applicability. This pamphlet applies to the Regular Army, the Army National Guard/Army National Guard of the United States, and the U.S. Army Reserve, unless otherwise stated.

Proponent and exception authority. The proponent of this pamphlet is the Deputy Chief of Staff, G-1. The proponent has the authority to approve exceptions or waivers to this pamphlet that are consistent with controlling law and regulations. The proponent may delegate this approval authority, in writing, to a division chief with the proponent agency or its direct reporting unit or field operating agency in the grade of colonel or the civilian equivalent. Activities may request a waiver to this pamphlet by providing justification that includes a

full analysis of the expected benefits and must include formal review by the activity's senior legal officer. All waiver requests will be endorsed by the commander or senior leader of the requesting activity and forwarded through their higher headquarters to the policy proponent. Refer to AR 25-30 for specific guidance.

Suggested improvements. Users are invited to send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) directly to Headquarters, Department of the Army, Deputy Chief of Staff, G-1 (DAPE-MPO), 300 Army Pentagon, Washington, DC 20310-0300.

Distribution. This pamphlet is available in electronic media only and is intended for the Regular Army, the Army National Guard/Army National Guard of the United States, and the U.S. Army Reserve.

History. This publication is a major revision.

Summary. This pamphlet establishes procedures for appointment applications for warrant officers in the Regular Army, the Army National Guard/Army National

Contents (Listed by paragraph and page number)

Chapter 1

General, page 1

Purpose • 1-1, page 1

References and forms • 1-2, page 1

Explanation of abbreviations and terms • 1-3, page 1

General • 1-4, page 1

Accreditation of training • 1-5, page 2

Equivalent information and prohibition on supplementation of criteria • 1-6, page 2

Chapter 2

Applicants for Concurrent Call to Active Duty and Placed on the Active Duty List, page 2

General • 2-1, page 2

Procurement schedule • 2-2, page 3

Eligibility • 2-3, page 4

Application preparation • 2-4, page 4

Application processing • 2-5, page 5

Selection proceedings • 2-6, page 6

Warrant Officer Candidate Program • 2-7, page 7

Failure to complete certification training • 2-8, page 7

*This pamphlet supersedes DA Pam 601-6, dated 9 March 2018.

Contents—Continued

Chapter 3

Applicants Without Concurrent Call to Active Duty (Army National Guard, U.S. Army Reserve Troop Program Unit) and Concurrent Call to Active Duty Not on the Active Duty List (Active Guard and Reserve), page 7

General • 3-1, page 7

Procurement schedule • 3-2, page 8

Eligibility • 3-3, page 8

Application preparation • 3-4, page 8

Application processing • 3-5, page 9

Selection proceedings • 3-6, page 10

Warrant Officer Candidate Program • 3-7, page 10

Failure to complete certification training • 3-8, page 10

Appendixes

A. References, page 11

B. Procedures for Order to Active Duty on the Active Duty List, page 13

C. Resources and Additional Information for Warrant Officer Applications, page 15

Glossary

Chapter 1 General

1–1. Purpose

This pamphlet outlines the Army Warrant Officer (WO) Procurement Program and specifies eligibility criteria for WO appointment in the Army with or without concurrent order to active duty. It also provides instructions on the processing of applications. Commanders, WOs, and supervisors are urged to give this pamphlet the widest possible circulation so that all eligible individuals will be made aware of the Warrant Officer Procurement Program and how to apply for WO appointment.

1–2. References and forms

See appendix A.

1–3. Explanation of abbreviations and terms

See the glossary.

1–4. General

WOs are appointed to meet Army requirements for officers who are highly specialized in specific technical and administrative career fields. General guidelines for applicant procurement and evaluation are discussed in chapter 2 for concurrent call to active duty on the active duty list (ADL) and chapter 3 for non-concurrent call to active duty requirements and Active Guard Reserve (AGR) requirements. A listing of current WO military occupational specialties (MOSs) and the prerequisites are available at <https://recruiting.army.mil/iso/awor/>.

a. All applicants must meet the WO eligibility and processing criteria found in AR 601–100 and AR 135–100, unless a waiver of specific criteria is processed as prescribed in AR 135–100.

b. ARNGUS applicants must meet the eligibility requirements and submit applications for predetermination by the Department of the Army (DA) MOS proponent.

c. Applicants who do not meet the specific requirements stated as prerequisites for a given WO MOS may submit an application with a request for an exception to policy. The request must identify and document a reasonable basis for the exception to policy, such as functional training that did not lead to award of an MOS, extensive collateral on-the-job training, applicable civil schooling, vocational training or technical training, and so forth. The request for exception to policy and supporting documentation must clearly demonstrate that the applicant constructively meets the prerequisite requirements.

d. Waiver of education or training requirements will be processed on a case-by-case basis and will be granted only for exceptionally outstanding applicants.

e. The requirements for a minimum general technical (GT) aptitude area score of 110, a high school diploma or general education diploma (GED), and possession of a secret security clearance are not waivable.

f. All applicants must pass a semiannual Army physical fitness test and must meet the body composition standards specified in AR 600–9.

(1) The date of the Army physical fitness test must be within the last 6 months at the time of receipt at Headquarters (HQ), U.S. Army Recruiting Command (USAREC), or the Office of the Chief of Army Reserve, Army Reserve Careers Division (ARCD). The following statement must be submitted by the applicant's immediate commander by placing the statement in block 41 of DA Form 61 (Application for Appointment) and then signing block 42: "I certify that (applicant's name) successfully passed the Army physical fitness test, list events with score, on (date), the verified height was (inches) and verified weight was (pounds). (Applicant's name) is within body fat standards according to AR 600–9. Additionally, I have verified that (applicant's name) has completed and passed the Occupational Physical Assessment Test (if required)."

(2) ARNGUS WO applicants must include in the commanders' letter of recommendations, the following statement on the USAREC Form 3.3 (Letter of Recommendation (Warrant Officer Procurement Program)): "I certify that (name and rank) successfully passed the Army physical fitness test, list events with score on (date); the verified height is (inches) and the verified weight is (pounds). Applicant is within body composition standards (BF%) as outlined in AR 600–9."

g. Physical requirements are as follows:

(1) All applicants for MOS 150A and MOS 153A must meet the aviation medical fitness standards established in AR 40–501. Flight physicals must be approved by the Aeromedical Branch, U.S. Army Aviation Center and School at Fort Rucker, Alabama. Flight physicals are valid for 18 months from the date the physical was initiated by the individual.

(2) All other applicants must submit a qualified appointment physical in accordance with AR 40–501. Non-flight appointment physicals are valid for 24 months from the date the physical was initiated by the individual.

(3) The date of the physical must be within the last 6 months at the time of receipt at HQ, USAREC, or ARCD. ARNGUS WO applicants must submit a qualified appointment physical within 2 years prior to appointment. Flight physical requirements remain the same for Army National Guard (ARNG) applicants as stated above in subparagraph g(1).

h. All U.S. Army Reserve (USAR) applicants must complete the “Statement of Understanding for Appointment as a Warrant Officer,” as prescribed by AR 135–100.

i. Applications for Army Medical Department (AMEDD) WO specialties must be coordinated with the Office of the Surgeon General (OTSG).

j. Applications for legal administrator must be coordinated with the Office of the Judge Advocate General (OTJAG).

k. All applicants who are currently in an enlisted status may be subject to recoument for the unearned portion of any enlistment bonus upon appointment as a WO.

l. Applicants appointed as WOs will incur a service obligation in accordance with AR 135–91 or AR 350–100. The duration of this term of service will be according to regulations or DA circulars announcing each procurement program.

1–5. Accreditation of training

In most cases, the MOS prerequisites necessary for appointment specify completion of a particular training. Accreditation for required training may be satisfied in any of the following ways:

a. Resident instruction. Completion of a required course as a resident student should be documented in the application, either by appropriate entries in personnel qualification records enclosed or by attaching a copy of the applicant’s diploma, certificate of graduation, or other acceptable evidence that the required training has been satisfactorily completed.

b. Nonresident instruction. In cases where the required training is available through extension courses, correspondence courses, or distance learning, nonresident course completion will satisfy the requirements. If personnel qualification records fail to reflect accreditation for the course in question, an appropriate certificate of completion must be included with the application.

c. Constructive credit. Applicants who have not completed a required course by one of the methods described above, may apply to the appropriate school commandant for constructive accreditation. In some cases, the individual may be required to take an end-of-course examination to demonstrate equivalent knowledge, while in other cases an evaluation of prior training and experience may suffice. In any case, evidence of constructive credit must be enclosed with the application. Such evidence may take the form of an endorsement of the individual’s request for constructive credit, a certificate from the school, or a statement signed by an appropriate school official. In addition, applicants who receive constructive credit should request entry of such accreditation in both their field files and official military personnel records.

d. Pending credit. Individuals who are currently enrolled in a required course of instruction may apply, if otherwise eligible, providing the following conditions are met:

(1) The scheduled course completion date must be within the current fiscal year.

(2) The application must include a statement from a school official confirming that the applicant is currently enrolled in the course concerned, is a student in good standing, and is expected to complete the course on a given date.

1–6. Equivalent information and prohibition on supplementation of criteria

The principal source of WO applicants historically has been Army enlisted Soldiers. Therefore, the prerequisites are focused on Army enlisted service and formulated in terms of enlisted experience. All ARNG, USAR, and non–Army applicants should include equivalent information in their applications in sufficient detail to permit constructive evaluation of each factor listed. To ensure prerequisites are applied uniformly to all applicants, local commanders are not authorized to add additional criteria to those cited in this pamphlet.

Chapter 2

Applicants for Concurrent Call to Active Duty and Placed on the Active Duty List

2–1. General

a. Procurement requirements. DA projects procurement requirements for WOs to be placed on the ADL for each WO MOS and assigns HQ, USAREC responsibility for procurement annually (with the exception of aviation-rated commissioned officers). OTSG is responsible for projecting ADL procurement requirements and managing the procurement program for the AMEDD WO MOS 640A and MOS 670A. The Judge Advocate General is responsible for projecting active duty procurement requirements and managing the procurement program for the legal administrator WO MOS 270A. All eligible personnel who desire to compete for an appointment are invited to apply.

b. Applicant evaluation. Applicants are evaluated by the Headquarters, Department of the Army (HQDA)-sanctioned WO Selection Board, convened at HQ, USAREC, with the exception of direct appointments (see para 2-1d(1)). A formal selection board convened by OTSG evaluates applicants for the AMEDD specialties, and a formal selection board convened by OTJAG evaluates applicants for the legal administrator WO specialty. Those selected will be scheduled for the Warrant Officer Candidate School (WOCS) and the appropriate Warrant Officer Basic Course (WOBC).

c. Procurement sources. The following personnel may apply for WO appointment, provided the MOS proponent has certified the applicant meets the technical prerequisites and the WO MOS is open for procurement:

- (1) Army enlisted personnel (Regular Army, ARNG, and USAR).
- (2) Enlisted personnel of the other Uniformed Services.
- (3) WOs of the ARNG and USAR may apply for entry on extended active duty. Applications for active duty are governed by AR 135-210. WOs of the ARNG and USAR who wish to be considered for ADL vacancies will submit the basic application (DA Form 160-R (Application for Active Duty)) and supporting documents as prescribed in the governing regulations and appendix B of this pamphlet.
- (4) Commissioned officers of the Regular Army and Reserve Component, provided that applicant is qualified in a WO MOS and the application is accompanied by an agreement to resign their commission upon acceptance of appointment as a WO.
- (5) Occupationally-qualified civilian personnel, including Federal employees.
- (6) Officers of other Uniformed Services.
- (7) Former officers and WOs.

d. Procurement programs. There are three procurement programs in place to acquire the WOs needed to fill vacancies on the WO ADL—

(1) *Direct appointment from commissioned officer status.* This program applies to Regular Army and Reserve Component commissioned officers who wish to resign their commissions and become WOs. These individuals must be certified for the award of a WO MOS prior to appointment. Commissioned officers that request appointment to WO are processed through the U.S. Army Human Resources Command (HRC), the branch proponent, and Deputy Chief of Staff (DCS), G-1. All initial appointments are to warrant officer one (WO1). ARNGUS commissioned officers will exercise direct appointment.

(2) *Warrant Officer Candidate Selection System.* Applicants are accepted for occupational training to equip them with the skills, knowledge, and aptitudes required of a WO by attending WOCS and a WO MOS-specific WOBC. This system has three elements—

(a) The HQDA, USAREC WO Selection Board; OTSG WO Selection Board (for AMEDD WO specialties); or OTJAG WO Selection Board (for legal administrator WOs).

(b) The WOCS element, consists of leadership and ethics training—a prerequisite to the proponent WOBC. Upon successful completion of WOCS, candidates are appointed as WOs.

(c) The WOBC training element, which is based on the specific requirements of each WO MOS.

(3) *Voluntary order to active duty.* ARNG and USAR WOs not on extended active duty may apply for a voluntary order to active duty to fill ADL vacancies. An HQDA board that considers all other applications for the MOS concerned will evaluate these applications.

e. Status following entry on active duty. Upon successful completion of WOCS, all approved applicants to be placed on the ADL are appointed initially in the USAR and concurrently ordered to extended active duty. WOs are not appointed directly into the Regular Army by virtue of their order to active duty. The following additional factors apply to both initial appointees and WOs being ordered voluntarily to active duty:

(1) Persons who apply for appointment as a WO with concurrent active duty must complete the following statement: “I (name), hereby volunteer to remain on active duty for a period of 6 years in WO status subsequent to my appointment and/or order to active duty. I understand my retention on active duty during this period is subject to the normal release provisions of AR 600-8-24. I further understand that I may not be retired voluntarily before completion of this service obligation.”

(2) While prior overseas service is considered when initial assignments are made, the fact that an individual is on or has recently completed a foreign service tour provides no automatic exclusion against immediate overseas assignment or curtailment of a current overseas tour. All new appointees and officers ordered voluntarily to active duty from the ARNG and USAR should understand they are eligible for immediate overseas assignment regardless of previous assignments.

2-2. Procurement schedule

Headquarters, USAREC accepts and processes all applications for the Warrant Officer Procurement Program (less OTJAG, AMEDD). Applications are accepted throughout the year. The closing of WO MOSs for procurement is announced by military personnel (MILPER) messages through personnel channels. The message will specify whether procurement is

closed for Regular Army, Reserve Component, or both. The closing of procurement for a specific WO MOS terminates authority to accept applications for the MOS concerned. Applications received after the closing date contained in the MILPER will not be accepted or processed. The date of initiation is determined by the date of the applicant's signature on the documents listed below, and this date should correspond to the date the application is submitted to the first commander in the applicant's chain of command or other appropriate authority.

- a. DA Form 61 for applicants seeking appointment.
- b. DA Form 160–R for requesting voluntary order to active duty.

2–3. Eligibility

a. Applicants should refer to AR 601–100 and AR 135–100 for specific eligibility requirements. General requirements are as follows:

- (1) Applicants must have a high school diploma or GED.
 - (2) Applicants must have an interim secret security clearance to apply and a completed secret security clearance to attend WOCS.
 - (3) Applicants must achieve a GT score of 110 or higher.
 - (4) Applicants must be U.S. citizens or have entered the United States lawfully for permanent residence. Applicable provisions of the Immigration and Naturalization Act as amended apply.
 - (5) Applicants must be in compliance with the Army body composition standards as stated in AR 600–9.
 - (6) The applicant's Army physical fitness test score must be no more than 6 months old at the time of receipt of the application by HQ, USAREC.
- b. Applicants must meet the prerequisites for the WO MOS for which they are applying. The respective proponent will consider waivers on a case-by-case basis.
- c. The Army goal is to appoint WOs with 8 or fewer years of service. Applicants with concurrent order to active duty should not have exceeded 12 years of active duty (8 years, if applying for WO MOS 153A) as of the date the DA Form 61 is signed by the applicant.

2–4. Application preparation

Individuals who wish to submit an application should be aware that selections are made on a competitive basis within procurement limitations among all applicants for the WO MOS concerned.

a. *Preliminary procedures.* Potential applicants are advised to take the following actions prior to assembling an application:

- (1) Check the U.S. Army WO Recruiting website at <https://recruiting.army.mil/iso/awor/> to confirm that the WO MOS in which appointment will be requested is open for procurement. If the WO MOS is not open, an application for appointment should not be submitted.
- (2) Review the prerequisites for the particular WO MOS. Failure to meet these criteria is cause for rejecting an application. These prerequisites can be viewed at <https://recruiting.army.mil/iso/awor/>.
- (3) Review the WO MOS specifications in DA Pam 611–21 to verify aptitudes, qualifications, and possession of the requisite skills and knowledge. These are general criteria that represent the occupational demands imposed upon the WOs in that WO MOS, not just new appointees. However, the closer an applicant comes to meeting each of the stated criteria, the greater the chance of receiving a favorable recommendation.
- (4) While reviewing the references cited in paragraphs 2–4a(2) and 2–4a(3), extract pertinent material for use in highlighting personal qualifications in a résumé to be included with the application. The résumé should briefly describe any training, experience, or qualifications that bear upon the WO MOS concerned and any of its stated prerequisites. The résumé negates the need for a chronological listing of civilian experience as required by AR 135–100.
- (5) Finally, review DA Pam 600–3 and DA Pam 600–4 to ensure understanding of commitment to the career pattern outlined for the WO MOS concerned. Applicants should be well aware of the scope of duty, the rigors of pre-appointment training, and the additional responsibilities that accompany conversion to officer status.
- (6) Some personnel may be qualified for more than one WO MOS. For each MOS requested, follow steps: (1) through (5). The applicant will be evaluated independently by the HQDA Selection Board for consideration of each MOS. Applicants may apply for no more than three WO MOSs at a time.

b. *Application procedures.* The type of application required depends upon the applicant's current status and the procurement program involved. The following is a summary of the application procedure for each:

- (1) *Appointment from commissioned status.* Applications for appointment are governed by AR 601–100 and AR 135–100. The applicant's technical qualifications must be reviewed by the appropriate WO MOS proponent for certification as technically qualified prior to appointment.

(2) *Appointment from enlisted status.* Applications for all WO MOSs with concurrent order to active duty upon completion of the appropriate WOCS and WOBC courses, will be submitted in the format shown in appendix B. The following are special instructions regarding the aviation WO training program:

(a) Applicants who are not currently in the Military Services must apply through U.S. Army recruiting channels for enlistment in the Warrant Officer Flight Training (WOFT) program in accordance with AR 601–210. Interested personnel are encouraged to see the nearest Army recruiter for information and assistance.

(b) Enlisted Soldiers who are on active duty or are a member of the USAR in a Military Service must prepare an application as prescribed in this pamphlet, AR 601–100, and AR 135–100.

2–5. Application processing

Applicants should exercise care in both preparation and review to ensure that applications adhere to all regulatory requirements. To ensure accuracy in packet preparation, applicants should use the checklist found on the U.S. Army WO Recruiting website (<https://recruiting.army.mil/iso/awor>).

a. *Applicant responsibility.* The applicant has primary responsibility for correctly completing the application, including all supporting documents. Administrative support may be obtained through normal command and personnel service center channels, but all such support must rely upon input from the applicant.

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

c. *Administrative support section.* The applicant's administrative support section will screen the application to ensure the applicant has no flagging action pending, and no bars to reenlist (HQDA-imposed bar through Qualitative Management Program (QMP) or locally-imposed bars) are in effect. Applicants are ineligible to compete for WO selection until the bar to reenlistment has been removed. The applicant's administrative support section must certify that the applicant is not flagged or barred, and that any Servicemember tattoos (if applicable) are in compliance with AR 670–1 prior to forwarding to HQ, USAREC. The application should be forwarded to HQ, USAREC for processing within 10 working days.

d. *Applications for military occupational specialties requiring top secret/sensitive compartmented information clearances.* Personnel applying for appointment in WO MOSs 170A, 255A, 255N, 350F, 350G, 351L, 351M, 352N, 352S, and 353T require a current special background investigation (SBI) and must be eligible for access to sensitive compartmented information (SCI) prior to acceptance into the WOCS. A favorable SBI or single scope background investigation (SSBI) is required. Applicants requiring an investigation update must submit a memorandum from the local security officer stating that the required documents have been submitted. Security clearance documents are submitted through normal channels and not as part of the WO application.

e. *Waivers which control medical and misconduct waiver authorizes for applicants.*

(1) A medical waiver is required when any applicant who does not meet the physical and medical accession, enlistment, and reenlistment standards for the conditions or diagnoses in subparagraphs *e(1)(a)* or *e(2)(b)* may be considered for a waiver. The medical waiver authority for the conditions identified is the DCS, G–1, Director of Military Personnel Management (DMPM). Any waivers submitted for these identified medical conditions will come through the appropriate service medical waiver review authority (SMWRA), who will provide a recommendation to the DMPM for decision. Guidance to the SMWRA in subparagraph *e(1)(c)*. The standard for approval of a medical waiver will be a determination that appointment, enlistment, reenlistment, or induction is in the best interest of the Army based on a holistic review of the applicant's potential for service.

(a) *Psychiatric and behavioral health conditions.* Any applicant with a verified current diagnosis or history of any of the following disorders: mood disorders; personality disorder; disorders with psychotic features; drug or alcohol abuse of dependence; drug overdose; or any suicide attempt. Or suicide gesture or ideation (except in instances that involve self-mutilation and meet the criteria of paragraph 6c is disqualified unless a waiver is approved). Applicants who were previously denied accession to any branch of the military for behavioral health conditions also are disqualified unless a waiver is approved.

(b) *Applicants with a previous medical separation or discharge.* Any applicant who was separated or discharged from any component of the Armed Forces for any medical reason, with or without disability, requires a waiver before enlistment, appointment, or induction.

(c) *Guidance to medical waiver review authorities.*

1. All applicants considered for appointment, enlistment, or induction in the Regular Army, ARNG, and USAR must meet the five standards in DODI 6130.03. Disqualifying conditions listed in section 5 of the DODI do not meet medical standards by virtue of a current diagnosis or for which the applicant has a verified past medical history.

2. For conditions in DODI 6130.03 not identified in subparagraph 3, below, the SMWRA may grant an accessions waiver if the SMWRA determines the disqualifying condition identified by the DOD Medical Examination Review Board

or the military entrance processing station (MEPS) chief medical officer is not supported by available medical evidence, does not represent current or active diagnoses, and meet accessions standards.

3. Pursuant to DODI 6130.03, a history of self-mutilation does not meet medical standards. A waiver is authorized only when the suspected disqualifying condition is not supported by available medical evidence, does not represent current or active diagnoses, and meet accession standards. SMWRAs are authorized to approve these waivers if the applicant meets all the following criteria because the applicant will be deemed to have no current active diagnosis:

a) A single episode before age 14 years and no incident within the 5 years before application.

b) No evidence of any disqualifying behavioral health condition on psychiatric evaluation (ordered by the MEPS chief medical officer).

c) Evidence of adequate coping with stressful situations.

(2) Conduct waiver is required when the final finding of a court or of another adjudicating authority is a conviction or other adverse adjudication of any of the following: one major misconduct offense, two misconduct offenses, or a pattern of misconduct. For all waivers requests, the applicant must display sufficient mitigating circumstances that clearly justify approving the waiver.

(a) Waiver authorities and consideration for misconduct offenses identified in DODI 1304.26 are withheld to the recruiting battalion commander or State Adjutant General for the ARNG. Any single misconduct offense listed in DODI 6130.03, Enclosure 4, that results in a court sentence of a fine of \$500 or more or any confinement will be withheld to the DMPM.

(b) The waiver authority for any single serious misconduct and major misconduct offenses in DODI 6130.03, Enclosure 4, is withheld to the DMPM. This includes a positive drug or alcohol test at the MEPS. Any other drug-related incident not involving a medical diagnosis will be treated as misconduct.

(c) Any applicant with a State or Federal conviction, or a finding of guilty in a juvenile adjudication, for a felony crime of rape, sexual abuse, sexual assault, incest, any other sexual offense, or when the disposition requires the person to register as a sex offender, will not be considered for a waiver. Any applicant with a conviction qualifying under sections 922(d)(9) and 922(g)(9) of Title 18, United States Code, will not be granted a waiver for entrance into Military Service.

(d) Applicants with prior Military Service who were separated or discharged from any branch of Military Service for conduct identified as misconduct in DODI 1304.26 require an enlistment, appointment, or induction waiver from the DMPM. Request will be submitted through the appropriate waiver authority identified in AR 135-100, AR 601-100, and AR 601-210, who will provide a recommendation on approval or disapproval to the DMPM.

2-6. Selection proceedings

The HQ, USAREC will convene selection boards to evaluate applicants for all initial WO appointments. Applicants for WO reappointment should refer to AR 135-100. At the conclusion of board proceedings, applicants will be placed in one of the following categories:

a. *Qualified, select (Q-S)*. When a candidate is selected for appointment and placement on the ADL, the applicant will be programmed for WOCS and WOBC. Selections for active duty WOCS and WOBC will be forwarded to HRC, Officer Accessions Branch (AHRC-ORD-A) to schedule training. The selection board results will be released by a worldwide military personnel message. Officer Personnel Management Directorate will manage the following for active duty selectees:

(1) Publish assignment instructions to the appropriate commander for individual notification.

(2) Notify the proponent agency of the new training input.

(3) Selectees will not be scheduled for WOCS until verification of valid security clearance is received at Commander, U.S. Army Human Resources Command (AHRC-OPP-PW), 1600 Spearhead Division Avenue, Fort Knox, KY 40122-5100.

(4) Selectee will report to WOCS with a copy of appointment physical and verification of security clearance.

b. *Qualified, not selected (Q-NS)*. In this case, an applicant was determined fully qualified by the selection board; however, the applicant's order of merit ranking by total score did not rank high enough to obtain a training seat. In these cases, the application will be included without prejudice with all new applications for the same WO MOS and re-boarded. If the applicant fails to be selected a second time, then the applicant will be considered not competitive, not selected.

c. *Not competitive, not selected (NC-NS)*. If the applicant is not recommended for entry into the WO program, the application and allied papers will be destroyed 90 days after the board. Per AR 135-100, applicants may not reapply earlier than 1 year from the date of the DA Form 61, unless more pertinent qualifications have been acquired. Pertinent qualifications will be reviewed by USAREC G3 Boards prior to new submission.

2-7. Warrant Officer Candidate Program

a. Prior to school attendance. An applicant who is selected as a candidate will retain the WOCS and WOBC training seat unless removal is recommended by the applicant's commander for misconduct, loss of qualification, or other disciplinary action, or the individual requests voluntary removal or separates from the Service. Request for removal from candidate training will be submitted through command channels to Commander, U.S. Army Human Resources Command (AHRC-ORD-A), 1600 Spearhead Division Avenue, Fort Knox, KY 40122-5100.

b. After beginning Warrant Officer Candidate School. Candidates who are eliminated from WOCS for academic, misconduct, loss of qualifications, or other disciplinary reasons must wait 1 year from date of elimination before being eligible to reapply. Applications must be submitted to HQ, USAREC for processing. Candidates who are eliminated from WOCS for medical, compassionate, or hardship reasons may apply for reinstatement after the problem has been resolved, if the application is received within 2 years of the WOCS elimination. After 2 years, the individual must reapply using the normal application procedures. Applications for reinstatement will be submitted through command channels to Commander, U.S. Army Human Resources Command (AHRC-ORD-A), 1600 Spearhead Division Avenue, Fort Knox, KY 40122-5100.

2-8. Failure to complete certification training

WOs failing to complete the appropriate branch WOBC because of academic, misconduct, loss of qualifications, or other disciplinary reasons may be processed immediately for discharge under AR 600-8-24.

Chapter 3

Applicants Without Concurrent Call to Active Duty (Army National Guard, U.S. Army Reserve Troop Program Unit) and Concurrent Call to Active Duty Not on the Active Duty List (Active Guard and Reserve)

3-1. General

a. Procurement requirements. DCS, G-1 projects procurement requirements for USAR WOs for each WO MOS and coordinates with ARCD to assign responsibility for such procurements annually.

b. Applicant evaluation. USAR applicants are evaluated by an HQDA-sanctioned WO Selection Board, convened at HQ, USAREC. ARNG applicants must submit applications for predetermination and receive approval by the DA MOS proponent prior to consideration for appointment by a Federal Recognition Board. Applicants for the AMEDD specialties will be evaluated by a formal selection board, convened by OTSG, and a formal selection board convened by OTJAG evaluates applicants for the legal administrator WO specialty. Those selected will be scheduled for the WOCS and the appropriate WOBC. While the selection of an applicant for a ARNG WO appointment is under the authority of each State, applicants must meet the WO MOS proponent prerequisites.

c. Procurement sources. The following personnel may apply for WO appointment, provided the MOS proponent has certified the applicant meets the technical prerequisites and the WO MOS is open for procurement:

- (1) Army enlisted personnel (Regular Army, ARNG, and USAR).
- (2) Enlisted personnel of the other Uniformed Services (Active and Reserve).
- (3) Commissioned officers of the Regular Army, provided that the applicant is qualified in a WO MOS and the application is accompanied by an agreement to resign their commission upon acceptance of appointment as a WO.
- (4) Commissioned officers of the ARNG and the USAR, provided that the applicant is qualified in a WO MOS and the application is accompanied by a statement of understanding that their commissioned status will be vacated upon their acceptance of appointment as a WO.
- (5) Occupationally qualified civilian personnel, including Federal employees.
- (6) Officers of other Uniformed Services.
- (7) Former officers and WOs.

d. Procurement programs. There are two procurement programs in place to acquire the WOs needed to fill USAR WO vacancies.

(1) *Direct appointment from commissioned officer status.* This program applies to Regular Army, ARNG, and USAR commissioned officers who wish to resign their commissions and become WOs. All initial appointments are to WO1. These individuals must be certified for the award of a WO MOS prior to appointment.

(2) *Warrant Officer Candidate Selection System.* This system has three elements—

(a) The HQDA, USAREC WO Selection Board; OTSG WO Selection Board (for AMEDD WO specialties); OTJAG WO Selection Board (for legal administrator WOs); or Federal Recognition Boards held for ARNG applicants.

(b) The WOCS element, a prerequisite to the proponent WOBC. Reserve Component WOCS can be accomplished two ways—

1. Active Duty, ARNG, and USAR candidates may attend Army WOCS resident phase at Fort Rucker, Alabama, which consist of leadership and ethics training. ARNG or USAR candidates may attend the resident course.

2. Candidates may also elect to attend WOCS-RC at an ARNG Regional Training Institute 3-phased course, which consists of a distance learning phase, 5 battle assembly weekends, and 1 2-week resident phase two.

(c) The WOBC training element, which is based on the specific requirements of each WO MOS.

e. *Status following appointment as a Reserve Component warrant officer.* Upon successful completion of WOCS, candidates are appointed as WOs by the Commander, Ft Rucker, Alabama, for USAR Soldiers, or by the State of assignment for ARNGUS Soldiers. Upon acceptance of appointment, the candidates will be discharged from their enlisted status and assigned to a WO position in the Reserve Component.

3-2. Procurement schedule

a. Chief, National Guard Bureau (ARNG-HRH), 111 George Mason Dr., Arlington, VA 22204, accepts and processes ARNG applications (except rated aviator) from the State Adjutants General. The State Adjutants General forward applications for rated aviation training to the Chief, National Guard Bureau, Army National Guard Readiness Center, 111 South George Mason Drive, Arlington, VA 22204-1382.

b. The ARCD accepts and processes all applications for the USAR procurement program. Applications for troop program unit (TPU) requirements are accepted throughout the year. Applications for AGR requirements are accepted only as announced in the DA level message. If required, the closing of WO MOSs will be announced by message through personnel channels. The closing of procurement for a specific WO MOS terminates authority to accept applications for the MOS concerned. Application initiated thereafter will not be accepted or processed. Date of initiation will be determined by the date of the applicant's signature of the following documents, and this date should correspond to the date the application is submitted to the first commander in the applicant's chain of command or other appropriate authority. Use DA Form 61 for applicants seeking initial appointment.

3-3. Eligibility

a. Applicants should refer to AR 135-100 for specific eligibility requirements. General requirements are as follows:

(1) Applicants must have a high school diploma or GED.

(2) Applicants must have an interim secret security clearance to apply, and a completed secret security clearance to attend WOCS.

(3) Applicants must achieve a GT score of 110 or higher.

(4) Applicants must be U.S. citizens or have entered the United States lawfully for permanent residence. Applicable provisions of the Immigration and Naturalization Act as amended apply. An applicant is exempt if he or she is currently serving, or has served previously, in the Armed Forces of the United States. Foreign nationals living in the United States or its possessions who have not applied for permanent residence (non-declarant alien) may submit applications for initial appointments. However, it will be with the provision that, if accepted, application for permanent residence will be made.

(5) Applicants must be in compliance with the Army body composition standards as stated in AR 600-9.

(6) Applicants must be able to take and pass the Army Physical Fitness Test. The Army Physical Fitness Test score date must be no more than 6 months old at the time of receipt of the application by ARCD. For the ARNG, the Army Physical Fitness Test score must be no more than 6 months old at the time of the Federal Recognition Board.

b. Applicants must meet all prerequisites for the WO MOS for which they are applying. The respective proponent will consider waivers on a case-by-case basis.

c. The Army goal is to appoint WOs with 8 or fewer years of service in either the Regular Army or Reserve Component. The AGR WO applicants with concurrent order to active duty in AGR status should not have exceeded 12 years of active service (8 years, if applying for WO MOS 153A) as of the date the DA Form 61 is signed by the applicant. Waivers will only be considered for critically short WO MOSs and then only on a case-by-case basis as approved by HQDA.

3-4. Application preparation

Individuals who wish to submit an application should be aware that selections are made on a competitive basis within procurement limitations among all applicants for the WO MOS concerned. ARNG applicants should prepare the WO application packet.

a. *Preliminary procedures.* Potential applicants are advised to take the following actions prior to assembling an application:

(1) Check the U.S. Army WO Recruiting website at <https://recruiting.army.mil/iso/awor/> to confirm that the applicant meets the WO MOS proponent prerequisites in which appointment will be requested is open for procurement. If the WO MOS is not open, an application for appointment will not be submitted.

(2) Review the prerequisites for the particular WO MOS. Failure to meet these criteria is cause for rejecting an application.

(3) Review the WO MOS specifications in DA Pam 611–21 to verify aptitudes, qualifications, and possession of the requisite skills and knowledge. These are general criteria that represent the occupational demands imposed upon the WOs in that WO MOS, not just new appointees. However, the closer an applicant comes to meeting each of the stated criteria, the greater the chance of receiving a favorable recommendation.

(4) While reviewing the references cited in subparagraphs (2) and (3), above, extract pertinent material for use in highlighting personal qualifications in a résumé to be included with the application. The résumé should briefly describe any training, experience, or qualifications that bear upon the WO MOS concerned and any of its stated prerequisites. The résumé negates the need for a chronological listing of civilian experience as required by AR 135–100.

(5) Finally, review DA Pam 600–3 to ensure understanding of commitment to the career pattern outlined for the WO MOS concerned. Applicants should be well aware of the scope of duty, the rigors of pre-appointment training, and the additional responsibilities that accompany conversion to officer status.

(6) Some personnel may be qualified for more than one WO MOS. For each MOS requested, follow steps (1) through (5), above. The applicant will be evaluated independently by the HQDA Selection Board for consideration of each MOS. Applicants may apply for no more than three WO MOSs at a time.

b. Application procedures. The type of application required depends upon the applicant's current status and the procurement program involved. The following is a summary of the application procedure for each:

(1) *Appointment from commissioned status.* Applications for appointment to WO within the Reserve Component are governed by AR 135–100. Army commissioned officers may submit memorandum applications. The applicant must be reviewed by the appropriate WO MOS proponent as technically and tactically qualified prior to appointment. All applications for initial appointment as a WO in the USAR are processed through the ARCD. All applications for appointment as a Reserve Component WO on the ADL are processed directly through USAREC.

(2) *Aviation specialty.* The following are special instructions regarding the aviation WO training program:

(a) Applicants who are not on active duty in the Military Services must apply through U.S. Army recruiting channels for enlistment in the WOFT program in accordance with AR 601–210. Interested personnel are encouraged to see the nearest Army recruiter for information and assistance.

(b) Enlisted Soldiers who are on active duty in a Military Service must prepare an application as prescribed in this pamphlet. Interested enlisted Soldiers should see their commander and personnel service center for information and assistance.

3–5. Application processing

Applicants should exercise care in both preparation and review to ensure that applications adhere to all regulatory requirements. To ensure accuracy in packet preparation, applicants should use the checklist found on the U.S. Army WO Recruiting website (https://recruiting.army.mil/iso/awor/how_do_i_apply/). ARNG applicants for WO appointment will process their applications.

a. Applicant responsibility. The applicant has primary responsibility for correctly completing the application, including all supporting documents. Administrative support may be obtained through normal command and personnel service center channels, but all such support must rely on input from the applicant.

b. Unit and intermediate commanders. Commanders will ensure the required letters of recommendation are completed and the application is provided to the administrative section for review. USAR applications are to be processed in a timely manner, not to exceed 30 calendar days from the date of receipt.

c. Local administrative support section. The applicant's administrative support section will screen the application to ensure the applicant has no flagging actions pending. The applicant's record should be screened to ensure no bars to reenlist (HQDA-imposed bar through QMP or locally-imposed bars) are in effect. Applicants are ineligible to compete for WO selection until the bar to reenlistment has been removed. The applicant's administrative support section must certify that the applicant is not flagged or barred, and that any Servicemember tattoos (if applicable) are in compliance with AR 670–1 prior to forwarding to ARCD. The application should be forwarded to ARCD for processing within 10 working days after receipt by the administrative support section.

d. Applications for military occupational specialties requiring top secret/sensitive compartmented information clearance. Personnel applying for appointment in WO MOSs 170A, 255A, 255N, 350F, 350G, 351L, 351M, 352N, 352S, and 353T require a current SBI and must be eligible for access to SCI prior to acceptance into the WOCS. A favorable SBI or SSBI is required. Applicants requiring an investigation update must submit a memorandum from the local security officer stating that the required documents have been submitted. Security clearance documents are submitted through normal channels and not as part of the WO application.

e. Waivers. Moral and civil waivers refer to paragraph 2–5. For applicants requiring waivers, applications must include applicable waiver request when forwarded to the ARCD. The ARCD is responsible for forwarding the waiver for approval or disapproval. Waivers must be approved prior to the application appearing before the HQDA Selection Board. Proponents will make recommendations on approval or disapproval of each waiver prior to recruiting teams submitting the waiver to the DA waiver authority.

3–6. Selection proceedings

The HQ, USAREC convenes selection boards to evaluate applicants for the USAR. At the conclusion of board proceedings, applicants will be placed in one of the following categories:

a. Qualified, select. When an USAR candidate is selected (without concurrent order to active duty and placement on the ADL), the candidate's application will be forwarded to HRC, Officer Accessions Branch (HRC–ORD–A) for submission of the original appointment scroll. The selection board results will be released by a worldwide military personnel message. HRC forwards the list of WOCs identified as qualified select to U.S. Army Reserve Command (USARC) G–1 Initial Military Training (IMT). USARC G–1 IMT will schedule WOC for WOCS and WOBC.

b. Qualified, not selected. In this case, an applicant was determined fully qualified by the selection board; however, the applicant's order of merit ranking by total score did not rank high enough to obtain a training seat. In these cases, the application will be included without prejudice with all new applications for the same WO MOS and re-boarded. If the applicant fails to be selected a second time, then the applicant will be considered not competitive, not selected.

c. Not competitive, not selected. If the applicant is not recommended for entry into the WO program, the application and allied papers will be destroyed 90 days after the board. Per AR 135–100, applicants may not reapply earlier than 1 year from the date of the DA Form 61, unless more pertinent qualifications have been acquired. Pertinent qualifications will be reviewed by USAREC, G3 Boards prior to new submission.

3–7. Warrant Officer Candidate Program

a. Prior to school attendance. An applicant who is selected as a candidate will retain the WOCS and WOBC training seat unless removal is recommended by the applicant's commander for misconduct, loss of qualification or other disciplinary action, or the individual requests voluntary removal or separates from the Service. For requests for removal or deferment from candidate training, refer to AR 350–1. ARNG candidates should submit requests.

b. After beginning Warrant Officer Candidate School. Candidates who are eliminated from WOCS for academic, misconduct, loss of qualifications, or other disciplinary reasons must wait 1 year from date of elimination before being eligible to reapply for selection by the USAREC WO Selection Board. Candidates who are eliminated from WOCS for medical, compassionate, or hardship reasons may apply for reinstatement after the problem has been resolved, if the application is received within 2 years of the WOCS elimination. Applications for reinstatement will be submitted through command channels to Commander, U.S. Army Human Resources Command (AHRC–OPS–W), 1600 Spearhead Division Avenue, Fort Knox, KY 40122–5100. USAR applications for reinstatement will be submitted through command channels to USARC, G–1.

3–8. Failure to complete certification training

a. WOs failing to complete the appropriate branch WOBC because of academic, misconduct, loss of qualifications, or other disciplinary reasons will be processed immediately for discharge under AR 135–175, or AR 600–8–24, as appropriate.

b. Reserve Component WOs may be granted an extension of 1 year in exceptional circumstances beyond the control of the individual. Requests for 1 year extensions will be submitted in writing through the WOC/WO1's chain of command, and will include an endorsement by the individual's command chief warrant officer recommending approval or disapproval. The approval authority for extension is USARC G–1 IMT. A failure to complete WOBC within the time prescribed may result in discharge under AR 135–175.

Appendix A

References

Section I

Required Publications

AR 40–501

Standards of Medical Fitness (Cited in para 1–4g(1).)

AR 135–100

Appointment of Commissioned and Warrant Officers of the Army (Cited in title page.)

AR 135–175

Separation of Officers (Cited in para 3–8a.)

AR 135–210

Order to Active Duty as Individuals for Other Than a Presidential Selected Reserve Call–Up, Partial or Full Mobilization (Cited in para 2–1c(3).)

AR 350–1

Army Training and Leader Development (Cited in para 3–7a.)

AR 600–8–24

Officer Transfers and Discharges (Cited in para 2–1e(1).)

AR 600–9

The Army Body Composition Program (Cited in para 1–4f.)

AR 601–210

Regular Army and Reserve Components Enlistment Program (Cited in para 2–4b(2)(a).)

AR 640–30

Official Army Photographs (Cited in para B–6b.)

AR 670–1

Wear and Appearance of Army Uniforms and Insignia (Cited in para 2–5c.)

DA Pam 600–3

Commissioned Officer Professional Development and Career Management (Cited in para 2–4a(5).)

DA Pam 611–21

Military Occupational Classification and Structure (Cited in para 2–4a(3).)

Section II

Related Publications

A related publication is a source of additional information. The user does not have to read it to understand this regulation.

AR 25–30

Army Publishing Program

AR 135–91

Service Obligations, Methods of Fulfillment, Participation Requirements, and Enforcement Procedures

AR 350–100

Officer Active Duty Service Obligations

AR 601–100

Appointment of Commissioned and Warrant Officers in the Regular Army

DA Pam 600–4

Army Medical Department Officer Professional Development and Career Management

DODI 1304.26

Qualification Standards for Enlistment, Appointment, and Induction

DODI 6130.03

Medical Standards for Appointment, Enlistment, or Induction in the Military Services

Section III**Prescribed Forms**

This section contains no entries.

Section IV**Referenced Forms**

Unless otherwise indicated, DA forms are available on the Army Publishing Directorate (APD) website (<https://www.armypubs.army.mil/>); DD forms are available from the Office of the Secretary of Defense (OSD) website (<http://www.esd.whs.mil/directives/forms/>).

DA Form 61

Application for Appointment

DA Form 160–R

Application for Active Duty

DA Form 2028

Recommended Changes to Publications and Blank Forms

DD Form 368

Request for Conditional Release

DD Form 2807–1

Report of Medical History

DD Form 2808

Report of Medical Examination

USAREC Form 3.3

Letter of Recommendation (Warrant Officer Procurement Program (Available at https://recruiting.army.mil/iso/awor/packet_downloads/.)

Appendix B

Procedures for Order to Active Duty on the Active Duty List

B-1. General

This appendix outlines the policies and procedures that provide for all Reserve Army WOs to enter active duty for placement on the ADL. For all WO MOSs that are open for procurement, applications will be accepted from eligible personnel who meet the criteria specified in paragraphs B-2 through B-4, below, and AR 135-210.

B-2. Eligible personnel

a. Warrant officers. ARNG and USAR WOs who are not on extended active duty may apply as described in paragraph B-5, below.

b. Commissioned officers on active duty. Commissioned Army officers of the Regular Army, ARNG, and USAR who are currently on extended active duty may apply as described in paragraph B-5, below.

c. Retired warrant officers. Retired WOs who are qualified in critical shortage specialty as announced by HQDA.

B-3. Ineligible personnel

The following officers are not eligible for order to active duty as Army WOs:

a. Those who were released from active duty under the provisions of maximum age, maximum service, or failure of Reserve promotion, prescribed in AR 600-8-24.

b. Those who were released from active duty as the consequence of any board action, except that those released under the provisions of AR 600-8-24 for quantitative reasons remain eligible and may apply if otherwise qualified.

c. Those who are receiving retired pay for service with any of the United States Armed Services except retired WOs who are qualified in a critical shortage specialty as announced by HQDA per paragraph B-2c, above.

d. Those who were separated from the Service as a result of non-selection for Regular Army promotion.

e. Those applicants to whom AR 135-210 applies.

f. Those who are unable to complete 20 years of active Federal Service by age 62.

g. Those who applied previously and were not selected; however, previous applicants may reapply if at least 1 year has lapsed from the date of last application as indicated by the date on the DA Form 61.

h. Those who have been considered, but failed to be selected for promotion, except as indicated in AR 135-210.

i. Individuals who have attended and been eliminated from any undergraduate U.S. Military flight training program (except for medical reasons) are not eligible to apply.

j. Waivers for the above-listed disqualification are not authorized nor will exceptions be granted.

B-4. Application procedures for warrant officers

The basic application is DA Form 160-R. It will be submitted through channels prescribed by AR 135-210 to Commander, U.S. Army Human Resources Command, 1600 Spearhead Division Avenue, Fort Knox, KY 40122-5100. Item 13 of DA Form 160-R will include the applicant's troop unit or control group assignment, unit address, and both home and duty telephone numbers. The application will be accompanied by the documents listed in paragraph B-6, below.

B-5. Application procedures for commissioned officers on active duty

The application will be submitted through Commander, U.S. Army Human Resources Command, (Career Branch), to Commander, U.S. Army Human Resources Command, 1600 Spearhead Division Avenue, Fort Knox, KY 40122-5100, and a clearly marked "Information Copy" will be furnished to the appropriate commanders in the applicant's normal command channels. The application will be accompanied by all documents listed in paragraph B-6, below, to arrive at HQDA in duplicate.

B-6. Submission of allied papers with applications

The documents listed below will accompany applications when so noted in paragraph B-5, above—

a. DA Form 160-R. Item 13 of this form will include the applicant's troop unit or control group assignment, unit address, and both home and duty telephone numbers.

b. Official Department of the Army photo. An official photograph in accordance with the guidelines in AR 640-30, taken within 90 days of date of application, full-length (4 x 10), or the new digital photograph.

c. Separation, severance, or readjustment pay. Such payments are subject to refund in whole or in part if the member subsequently becomes eligible for retired pay. Applications by such persons can be accepted provided they include a statement reflecting such understanding.

d. Statement of understanding. The following statements of understanding will be included, as appropriate, either as separate documents or as entries in item 13 (Remarks) of the DA Form 160–R as follows:

(1) “If my application for active duty as a WO is approved, I understand that my Reserve commission will be vacated according to AR 135–175, the day prior to my appointment as a Reserve WO.”

(2) “I understand that, if this application is approved, I will be obligated to reimburse the Government as prescribed in DODPM, paragraph 40412, for the readjustment pay previously disbursed to me.”

(3) “I understand that, if this application is approved, and I am mobilized or deployed that my attendance to WOCS and WOBC may be delayed until I am demobilized or redeployed.”

e. Medical examination. DD Form 2808 (Report of Medical Examination) and DD Form 2807–1 (Report of Medical History) completed according to AR 40–501 for recall/order to active duty. The physical must be less than 6 months at the time of submission of the application.

f. Conditional release. DD Form 368 (Request for Conditional Release) must be submitted if applying from another Service or if applying for concurrent active duty to be placed on the ADL.

B–7. Supplementary instructions

Final action on each application is subject to the conditions described in paragraph 2–5 of this pamphlet. Individuals must not make any irrevocable commitments in anticipation that their applications will be approved. Until the individual has been notified specifically of a date for appointment and entry on active duty and the implementing request for orders has been issued, any personal commitment may be premature.

Appendix C

Resources and Additional Information for Warrant Officer Applications

C–1. Warrant officer applicant checklist

The warrant officer application checklist can be viewed or downloaded on the U.S. Army Warrant Officer Recruiting <https://recruiting.army.mil/iso/awor/>.

C–2. Additional information

a. MOS 153A (aviator) applicants must be older than 18, but not more than 32 years, at the time of board selection (Active Component, USAR, and ARNG).

b. All applicants must meet the body composition standards specified in AR 600–9 and must pass a semiannual Army Physical Fitness Test. If the body fat percentage is used to meet the standard, a copy of the Body Fat Content Worksheet must accompany the application. The date of the Army Physical Fitness Test must be within the last 6 months at the time of receipt at HQ, USAREC (for active duty), or ARCD (for Reserve Component).

c. USAR TPU personnel will submit a specific unit vacancy letter from the unit commander.

d. ARNG applications must be sent through the State Adjutants General to the Chief, National Guard Bureau (NGB–ARP–CO).

e. A completed secret clearance is required prior to attendance at WOCS.

f. Applicants from the United States Air Force, United States Navy, United States Marine Corps, and United States Coast Guard applicants will include an approved DD Form 368 (Request for Conditional Release).

g. Assemble applications in the order prescribed by the warrant officer application checklist found on the U.S. Army WO Recruiting website: <https://recruiting.army.mil/iso/awor/>.

Glossary

Section I

Abbreviations

ADL

active duty list

AGR

Active Guard Reserve

AMEDD

Army Medical Department

AR

Army Regulation

ARCD

Army Reserve Careers Division

ARNG

Army National Guard

ARNGUS

Army National Guard of the United States

DA

Department of the Army

DCS

Deputy Chief of Staff

DMPM

Director of Military Personnel Management

DODI

Department of Defense instruction

DODPM

Department of Defense Military Pay and Allowances Entitlement Manual

GED

general education diploma

GT

general technical

HQ

Headquarters

HQDA

Headquarters, Department of the Army

HRC

U.S. Army Human Resources Command

IMT

Initial Military Training

MEPS

military entrance processing station

MILPER

military personnel

MOS

military occupational specialty

NGR

National Guard Regulation

OTJAG

Office of the Judge Advocate General

OTSG

Office of the Surgeon General

QMP

Qualitative Management Program

SBI

special background investigation

SCI

sensitive compartmented information

SMWRA

service medical waiver review authority

SSBI

single scope background investigation

TPU

troop program unit

USAR

U.S. Army Reserve

USARC

U.S. Army Reserve Command

USAREC

U.S. Army Recruiting Command

WO

warrant officer

WOBC

Warrant Officer Basic Course

WOCS

Warrant Officer Candidate School

WOFT

Warrant Officer Flight Training

Section II**Terms**

This section contains no entries.

UNCLASSIFIED

PIN 083261-000