

Army Regulation 611–110

**Personnel Selection and
Classification**

**Selection of
Army
Aviation
Officers and
Warrant
Officers**

**Headquarters
Department of the Army
Washington, DC
29 March 2019**

UNCLASSIFIED

SUMMARY of CHANGE

AR 611–110

Selection of Army Aviation Officers and Warrant Officers

This major revision, dated 29 March 2019—

- o Changes the title from “Selection and Training of Army Aviation Officers” to “Selection of Army Aviation Officers and Warrant Officers” (cover).
- o Adds warrant officer-specific instances (paras 1–1, 1–6, 1–7, 3–4, 4–1, 4–2, 4–4, and 5–1).
- o Removes all references to initial flight training in helicopters and adds the aviation proponent as a recommendation for waiver (para 1–6*d*).
- o Changes prerequisite references from the start of training to the time of selection board (para 2–1*b*).
- o Changes age requirements in accordance with applicable regulations (para 2–1*e*).
- o Replaces the flight aptitude selection test with the selection instrument for flight training test (paras 2–1*c*, 4–2*c*, and 4–3).
- o Adds the United States Army Aeromedical Activity (chap 3).
- o Changes the initial flying duty medical examination period in accordance with the applicable regulation (para 3–3*c*).
- o Adds an internal control process (app B).
- o Adds applicable updated Army publication references (throughout).

Effective 29 April 2019

Personnel Selection and Classification

Selection of Army Aviation Officers and Warrant Officers

By Order of the Secretary of the Army:

MARK A. MILLEY
General, United States Army
Chief of Staff

Official:


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

States, and the United States Army Reserve, to include those Army National Guard and United States Army Reserve personnel in Active Guard/Reserve status, unless otherwise stated.

Proponent and exception authority.

The proponent of this regulation is the Deputy Chief of Staff, G-1. The proponent has the authority to approve exceptions or waivers to this regulation that are consistent with controlling laws and regulations. The proponent may delegate this approval authority, in writing, to a division chief within the proponent agency or its direct reporting unit or field operating agency in the grade of colonel or the civilian equivalent. An activity may request a waiver to this regulation by providing a justification that includes a full analysis of the expected benefits. In addition, the waiver must include a 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 will be forwarded through his or her higher headquarters to the policy proponent. Refer to AR 25-30 for specific guidance.

Army internal control process. This regulation contains internal control provisions in accordance with AR 11-2 and provides an internal control evaluation for use in evaluating key internal controls. (See appendix B.)

Supplementation. Supplementation of this regulation and establishment of command and local forms are prohibited without prior approval from the Deputy Chief of Staff, G-1 (DAPE-MPA-AP), 300 Army Pentagon, Washington, DC 20310-0300.

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

Distribution. This regulation is available in electronic media only and is intended for commanders of 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 regulation covers the selection of Army aviation officers and warrant officers. It includes requirements for entering training, administrative procedures for processing applications, and service obligations for attending training.

Applicability. This regulation applies to the Regular Army, the Army National Guard/Army National Guard of the United

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Glossary

Chapter 1 General

1–1. Purpose

This regulation establishes policies and procedures for the selection of Army aviation officers and warrant officers (WOs) that lead to the awarding of the aeronautical rating of Army aviator.

1–2. References

See appendix A.

1–3. Explanation of abbreviations and terms

See the glossary.

1–4. Responsibilities

- a.* The Deputy Chief of Staff (DCS), G–1, will establish policies and procedures for—
 - (1) Selecting personnel for the aeronautical Army aviator rating.
 - (2) Awarding the rating of aeronautical Army aviator.
- b.* The DCS, G–1, will ensure that the Commanding General (CG), United States Army Human Resources Command (HRC), selects and assigns Regular Army applicants for Army aviation flight training.
- c.* The Chief, National Guard Bureau (NGB), will select and assign Army National Guard (ARNG) applicants for Army aviation flight training.
- d.* The CG, United States Army Reserve Command (USARC), will select United States Army Reserve (USAR) applicants for and assign them to Army aviation flight training.

1–5. Records management (recordkeeping) requirements

The records management requirement for all record numbers, associated forms, and reports required by this regulation are addressed in the Army Records Retention Schedule-Army (RRS–A). Detailed information for all related record numbers, forms, and reports are located in ARIMS/RRS–A at <https://www.arims.army.mil>. If any record numbers, forms, and reports are not current, addressed, and/or published correctly in ARIMS/RRS–A, see DA Pam 25 –403 for guidance.

1–6. General

- a.* U.S. Army aviation integrates into unified land operations by conducting air-ground operations as the aviation maneuver force of the combined arms team.
- b.* Army aviators are volunteers selected for training. The CG, United States Army Aviation Center of Excellence, will enter officer and warrant officer students into aviation service when they begin training that might lead to an aeronautical rating (AR 600–105). These officers and warrant officers will remain in aviation service on a career basis unless they are eliminated from flight training or are disqualified for medical or nonmedical reasons (AR 600–105).
- c.* Officers and warrant officers who successfully complete aviation training will receive the aeronautical rating of Army aviator. They will also receive an appropriate aviation specialty or military occupational specialty code (DA Pam 611–21) and, with the exception of Medical Service Corps officers, will transfer to the Aviation Branch. Officers and warrant officers failing to complete flight school will process in accordance with AR 135–175 and AR 600–8–24.
- d.* The elimination of an individual from a previous course of military-sponsored flight instruction would normally preclude his or her entry or reentry into Army aviation flight training. However, the DCS, G–1 (DAPE–MPA), will consider each request for an exception to policy on a case-by-case basis after the Aviation Branch proponent (ATZQ–CDF) recommends the request.

1–7. Service obligation and utilization

- a.* Each active duty officer must be in a career status (Regular Army or conditional voluntary indefinite) before he or she reports or begins any phase of initial aviation training at Fort Rucker, Alabama.
- b.* All Army officers and warrant officers selected for initial-entry flight training and entered into aviation service will incur a service obligation in accordance with AR 350–100. Officers and warrant officers failing to complete flight training because of academic standing, misconduct, loss of qualifications, or other disciplinary reason may be immediately processed for discharge under AR 135–175 or AR 600–8–24, as appropriate.

c. All aviation commissioned and warrant officers separating from active service before the completion of their military Service obligations will complete their obligations in Reserve Component (RC) Troop Program units, as individual mobilization augmentees, or in the ARNG. They will be assigned to aviation positions, if available.

d. Subject to the needs of the Army, newly rated aviators should be used in operational flying duty positions immediately after their successful completion of Army aviation flight training. Initial assignments should be in table of organization and equipment (TOE) rather than table of distribution and allowances (TDA) units.

Chapter 2 Prerequisites

2–1. Flight training eligibility

To be eligible for selection for flight training, an applicant must—

a. Be a regular Army or RC warrant officer, a warrant officer candidate, a lieutenant or captain, or an individual in training for a commission.

b. Have less than 48 months of active Federal commissioned service left at the time of the selection board and have met the criteria established in paragraph 1–5.

c. Achieve a score equal to or higher than the minimum score on the Selection Instrument for Flight Training (SIFT) before selection for the Initial-Entry Rotary Wing (IERW) Program. Applicants who fail to achieve the minimum score may only retest once. The second must be no sooner than 6 months after the first test. The applicant’s immediate commander may approve the retest.

d. Be medically qualified. See chapter 3 of this regulation and AR 40–501.

e. Be older than 18, but not more than 32 years at the time of board selection (Active Component (AC), USAR, and ARNG).

f. Have not exceeded 8 years of active Federal service as of the date the DA Form 61 (Application for Appointment) is signed by the applicant, if applying for a warrant officer assignment in Military Occupational Specialty 153A.

2–2. Reserve Component officers

a. The officers of the ARNG must have Federal recognition. In addition, they must comply with NGR 600–101 and NGR 611–110.

b. The officers of the USAR must be members of Troop Program units or be eligible for assignment to such units and be scheduled for duty in an operational flying duty position upon successful completion of flight training (see AR 570–4).

2–3. Aptitude for flight training

While previous flying experience is not a prerequisite for flight training, it is considered. Applicants with prior Service who had a U.S. military aeronautical rating of United States Air Force pilot, naval aviator, or Army aviator cannot apply for initial-entry flight training. They should request aviation service orders in accordance with AR 600–105.

Chapter 3 Medical Qualifications

3–1. General

The Director (DIR), United States Army Aeromedical Activity (USAAMA), Building 301, Dustoff Street, Fort Rucker, Alabama 36362–5333, will make the final determination of medical fitness of individuals for all Army initial-entry flight training programs. Direct communication is authorized between the medical examining facility and the DIR, USAAMA, for this determination.

3–2. Standards

a. Applicants for initial-entry flight training must meet and maintain class 1A medical fitness standards per AR 40–501 until their assigned class begins aviation training.

b. Besides meeting prescribed height and weight standards in AR 600–9, all applicants must have anthropometric measurements performed according to the policy established by the DIR, USAAMA.

c. As an exception to paragraph 3–2*a*, applicants who have successfully completed a military flight training course must meet class 2 medical fitness standards.

3–3. Medical examinations

a. All applicants for Army initial-entry flight training will undergo a flying duty medical examination (FDME). The examination is not complete until the DIR, USAAMA, reviews and approves the examination in accordance with AR 40–501.

b. No applicant may request a flight duty medical examination until he or she has achieved a minimum passing score on the SIFT. (See paras 2–1 and 4–2.)

c. All FDMEs of initial-entry flight training applicants are valid for 18 months from the date of examination in accordance with AR 40–501. Applicants pending selection or processing for a class must maintain class 1A standards and must have an updated class 1A examination if their report of examination expires before they join a training class.

d. Cadets and officer candidates who have passed the SIFT may request a class 1A FDME in lieu of the medical examination required for appointment.

3–4. Medical examination processing

a. For cadets, officer candidates, Regular Army officers, and warrant officer candidates, the medical examination facility will send the original completed reports of medical examination directly to DIR, USAAMA, Building 301, Dustoff Street, Fort Rucker, AL 36362–5333. (Each report should include DD Form 2808 (Report of Medical Examination), DD Form 2807–2 (Accessions Medical Prescreen Report), OF 520 (Electrocardiographic Record), and allied medical reports.)

b. Members of the ARNG who are not on active duty should use the procedures in NGR 600–101 and NGR 611–110.

c. For USAR applicants not on active duty, the medical examination facility will forward the original completed reports of medical examination directly to each applicant's immediate commanding officer. The commander will endorse the application and medical report through the battalion commander to DIR, USAAMA. The aeromedical review board will return medical reports through command channels to applicants.

d. The DIR, USAAMA, will verify and validate the applicant's 1A FDME upon the applicant's arrival for Aviation Officer Basic or IERW Course at Fort Rucker, Alabama, before formally admitting the applicant to the course of instruction. After the DIR, USAAMA, has verified and validated the 1A FDME, the student course admission can proceed. Class 2 medical qualification standards will apply for the period of flight training. If the prospective student does not meet class 1A standards, the appropriate student company should be notified to obtain reassignment instructions.

e. Requests for exceptions to class 1A medical entry standards are discouraged. In fact, they are not routinely granted. However, in exceptional cases, the Deputy DCS, G–1 (DAPE–MPA), may grant an exception to policy for a minor medical disqualification when such action is clearly in the best interest of the Department of the Army (DA). The prospective applicant's chain of command must forward any request for an exception to policy. The request must contain a justification and the recommendation of the DIR, USAAMA, before it is forwarded to the DCS, G–1 (DAPE–MPA), 300 Army Pentagon Washington DC 20310–0300 or ARNG–CSG, 111 South George Mason Drive, Arlington, VA 22204.

Chapter 4

Application and Selection Procedures

4–1. General

Application procedures may vary slightly, depending upon the status and location of the applicant. The commander may establish application procedures to meet local requirements. Ordinarily, the applicant should prepare a DA Form 4187 (Personnel Action) with the necessary enclosures. Application and selection guidance is as follows:

a. *Active duty officer.* Officers in all branches, except the Medical Service Corps, should apply through the command channels and the servicing Military Processing Center to the DCS, G–1 (DAPE–MPA), 300 Army Pentagon, Washington, DC 20310–0300. Medical Service Corps officers should apply to DCS, G–1 (DAPC–OPH–MS), Washington, DC 20310–2300.

b. *Reserve Component officers not on active duty.* All—

(1) USAR members will apply through command channels to the CG, USARC.

(2) ARNG members will apply through command channels to the Chief, National Guard Bureau (CNGB), per NGR 611–110.

c. *Cadets, officer candidates, and Reserve Officer Training Corps cadets.* Cadets and officer candidates who meet the prerequisites in chapter 2 should notify their chain of command that they intend to apply for flight training. All aviation specialties are allowable entry specialties for designation on commissioning. For Reserve Officer Training Corps (ROTC) cadets, a request for an aviation specialty should be on DA Form 7011–R (ROTC Cadet Evaluation and Management Worksheet (LRA)), which constitutes an application for flight training. An applicant with prior aviation training should

attach a statement of that training and experience. Procedures are contained in letters of instruction issued annually by HRC to posts and schools with precommissioning programs.

d. Warrant officer candidates. Warrant officer candidates will apply in accordance with the respective program procedures and component specified in AR 135–100, DA Pam 601–6, AR 601–210, NGR 600–101, and NGR 611–110.

4–2. Preparation of the application

To prepare an application for flight training, the prospective student should—

- a.* Complete DA Form 4187. When filling out the DA Form 4187, the applicant—
 - (1) Selects “other” and inserts “flight training” in section III, block 8.
 - (2) Adds the following statements in section IV:
 - (a) I volunteer for Army aviation flight training.
 - (b) I (have) (have not) been eliminated from a course of flight instruction.
 - (c) I (have) (have not) had previous flight training and aviation experience. (The applicant should insert “none” or “see enclosure 3.”)
 - (d) I understand that, upon entry into flight training, I will incur a 6-year obligation. That is, I will be obligated to remain on active duty for 6 years following the completion of flight training or the date of voluntary termination of training.
- b.* Ensure that a copy of DD Form 2808, stamped by the USAAMA, is in the packet as enclosure 1. (Applicants should not send the original form. They should file the form in their medical record upon their return from the USAAMA.)
- c.* Insert a copy of his or her SIFT results as enclosure 2.
- d.* If the answer to paragraph 4–2a(2)(c) (above) or the second item in section IV, “Remarks,” on the DA Form 4187 is “have,” the applicant should enclose a statement with the following:
 - (1) Date, location, and nature of the course, to include the United States Military Academy (USMA) cadet flight training conducted at Fort Rucker, Alabama, if applicable.
 - (2) Reason for elimination. (Applicants should include any written notification received from flight training authorities.)
 - (3) Total flying time accrued in the course.
- e.* If the answer to 4–2a(2)(c) (above) or the third item in section IV, “Remarks” on the DA Form 4187 is “have,” of DA Form 4187, the applicant should enclose a statement with the following:
 - (1) Hours flown as student pilot, pilot, or copilot (military or civilian).
 - (2) Ratings or certificates (from the Federal Aviation Administration or the military).
 - (3) Participation in military flight training programs leading to solo flight, for example, USMA cadet flight training at Fort Rucker, Alabama.
 - (4) Aircraft engineering or mechanical experience, to include academic and technical training.
 - (5) Other aviation experience.
- f.* RC officers should change DA Form 4187, section IV, “Remarks,” item 4, from “remain on active duty” to “serve in an ARNG or USAR TOE/TDA troop unit.”
- g.* Comments by commanders are encouraged and should address the applicant’s professionalism, leadership potential, and physical fitness. Commanders should personally sign such endorsements rather than delegating the responsibility to adjutants or action officers.

4–3. Processing flight aptitude selection test results

Test control officers will—

- a.* Closely monitor the scheduling, administration, scoring, and security of the SIFT per AR 611–5.
- b.* Require that testing personnel strictly follow the instructions for administration and scoring found in DA Pam 611–256–2.
- c.* Complete two copies of SIFT results signed by test administrator.
 - (1) Send one copy of the SIFT results to the office responsible for the individual’s military personnel records. In addition, they should ensure that, when records are not maintained (as for non-prior service civilians being processed at a Military Enlistment Processing Station), one copy of the results are held for 1 year by the activity administering the SIFT.
 - (2) Include one copy of the SIFT results with the application for aviation training.
- d.* Ensure that all applicants have a copy of the SIFT information pamphlet before testing.

4–4. Selection procedures

- a.* Army requirements establish flight training quotas to meet Army requirements. Applicant selection is on a best-qualified basis.

b. Flight training selection boards convene as scheduled to consider cadets, candidates, and active duty officers for IERW flight training. Application period announcements for active duty applicants are by DA message.

c. Boards consider the following:

- (1) Prerequisites outlined in chapter 2.
- (2) SIFT results.
- (3) Academic qualifications.
- (4) Aviation experience.
- (5) Demonstrated performance and potential.
- (6) Permanent change of station (PCS) constraints, months of active Federal commissioned service, and availability for flight training.

d. Schedule applicants selected by the board to fill available quotas.

e. The Director, NGB is final selection authority for the ARNG applicants.

f. Warrant officer candidate selection procedures are in accordance with AR 601–210, DA Pam 601–6, AR 135–100, NGR 600–101, and USAREC Regulation 601–210.

g. The Director, USARC Aviation Directorate, is the final selection authority for all USAR applicants.

Chapter 5

Administrative Processing Following Selection

5–1. Assignment to flight training

Applicants selected to attend flight training will receive orders from the appropriate agency (HRC, Army Reserve Careers Division, or NGB).

a. Active duty officers will receive permanent change of station orders to the U.S. Army Aviation Center of Excellence, Fort Rucker, AL 36362–5000. ARNG and Army Reserve officers not on active duty who are selected for this training will receive orders to active duty for training. These orders will attach them to the U.S. Army Aviation Center of Excellence for the time necessary to complete travel and training.

b. Active duty and Army Reserve warrant officer candidates will receive selection status notification after the U.S. Army Recruiting Command warrant officer selection board (see DA Pam 601–6 and USAREC Regulation 601–210).

c. ARNG warrant officer candidates will receive notification after the Federal Recognition board (see NGR 600–101).

5–2. Records

Officers ordered to Army aviation flight training at the U.S. Army Aviation Center of Excellence will provide documents, as instructed in the official notification, to Military Personnel Division.

5–3. Relief of students and assignment of graduates

See AR 350–1, AR 600–8–24, and AR 600–105.

Appendix A

References

Section I

Required Publications

AR 25–30

Army Publishing Program (Cited in title page.)

AR 40–501

Standards of Medical Fitness (Cited in para 2–1*d.*)

AR 135–100

Appointment of Commissioned and Warrant Officers of the Army (Cited in para 4–1*d.*)

AR 135–175

Separation of Officers (Cited in para 1–6*c.*)

AR 350–100

Officer Active Duty Service Obligations (Cited in para 1–7*b.*)

AR 600–8–24

Officer Transfers and Discharges (Cited in para 1–6*c.*)

AR 600–105

Aviation Service of Rated Army Officers (Cited in para 1–6*b.*)

AR 601–210

Regular Army and Reserve Components Enlistment Program (Cited in para 4–1*d.*)

AR 611–5

Personnel and Classification Testing (Cited in para 4–3*a.*)

DA Pam 601–6

Warrant Officer Procurement Program (Cited in para 4–1*d.*)

DA Pam 611–21

Military Occupational Classification and Structure (Cited in para 1–6*c.*)

NGR 600–101

Warrant Officers Federal Recognition and Related Personnel Actions (Cited in para 2–2*a.*)

NGR 611–110

Selection and Training of Army Aviation Officers (Cited in para 2–2*a.*)

USAREC Regulation 601–210

Enlistment & Accessions Processing (Cited in para 4–4*f.*)

Section II

Related Publications

A related publication is merely a source of additional information. The user does not have to read it to understand the regulation. DA publications are available at <https://armypubs.army.mil>.

AR 11–2

Managers' Internal Control Program

AR 350–1

Army Training and Leader Development

AR 570–4

Manpower Management

AR 600–9

The Army Body Composition Program

AR 601–100

Appointment of Commissioned and Warrant Officers in the Regular Army

DA Pam 600–3

Officer Professional Development and Career Management

DA Pam 611 –256–2

Alternate Flight Aptitude Selection Test (AFAST) Information Pamphlet

Section III

Prescribed Forms

This section contains no entries.

Section IV

Referenced Forms

Unless otherwise indicated, DA forms are available at <https://armypubs.army.mil>. DD forms are available at <http://www.esd.whs.mil/directives/forms/>. OF forms are available at <https://www.opm.gov/forms/optional-forms/>.

DA Form 11–2

Internal Control Evaluation Certification

DA Form 2028

Recommended Changes to Publications and Blank Forms

DA Form 3444

Inpatient Treatment Records and Dental Records (Orange)

DA Form 4187

Personnel Action

DA Form 7011–R

ROTC Cadet Evaluation and Management Worksheet (LRA)

DD Form 2807–2

Accessions Medical Prescreen Report

DD Form 2808

Report of Medical Examination

OF 520

Electrocardiographic Record

SF 601

Immunization Record (Available at <https://www.gsa.gov/forms-library/immunization-record.>)

Appendix B

Internal Control Evaluation

B–1. Function

The functions covered by this evaluation are the policies and responsibilities for the selection of Army aviation officers and aviation warrant officers.

B–2. Purpose

The purpose of this evaluation is to assist the proponent in evaluating the key internal controls listed. It is intended as a guide and does not cover all controls.

B–3. Instructions

Answers must be based on the actual testing of key internal controls (for example, document analysis, direct observation, sampling, simulation, or other). Answers that indicate deficiencies must be explained and the corrective action identified in supporting documentation. These internal controls must be evaluated at least once every 5 years. Certification that the evaluation has been conducted must be accomplished on DA Form 11–2 (Internal Control Evaluation Certification).

B–4. Test questions

(Insert the test questions worded so that negative answers indicate an internal control deficiency or weakness.)

- a.* Can prospective aviators access and use the required application procedures, forms, and documents?
- b.* Can the recruiting, selection, and appointment responsible units utilize the procedures in accordance with chapter 4?
- c.* Do the policies covered in this regulation correlate with/support references denoted in appendix A?

B–5. Supersession

This is the initial internal control evaluation for AR 611–110.

B–6. Comments

Help make this a better tool for evaluating internal controls. Submit comments to Office of the Deputy Chief of Staff, G–1 (DAPE–MP A), 300 Army Pentagon, Washington, DC 20310–0300.

Glossary

Section I

Abbreviations

AR

Army regulation

ARNG

Army National Guard

CG

commanding general

DA

Department of the Army

DA pam

DA pamphlet

DCS, G-1

Deputy Chief of Staff, G-1

DD

Department of Defense (for forms only)

DIR

director

FDME

flying duty medical examination

HRC

Human Resources Command

IERW

initial-entry rotary wing

NGB

National Guard Bureau

NGR

National Guard regulation

OF

optional form

PCS

permanent change of station

RC

Reserve Component

ROTC

Reserve Officer Training Corps

SF

standard form

SIFT

Selection Instrument for Flight Training

TDA

table of distribution and allowances

TOE

table of organization and equipment

USAAMA

United States Army Aeromedical Activity

USAR

United States Army Reserve

USARC

United States Army Reserve Command

USAREC

United States Army Recruiting Command

USMA

United States Military Academy

WO

warrant officer

Section II

Terms

This section contains no entries.

Section III

Special Abbreviations and Terms

This section contains no entries.

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