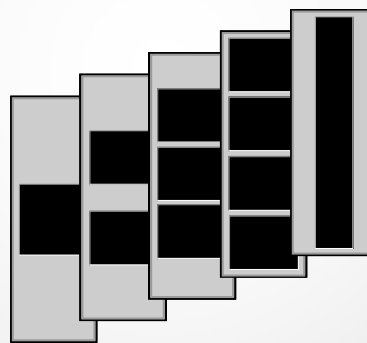




# Warrant Officer Brief



**CW2 Darysabel Lopez**

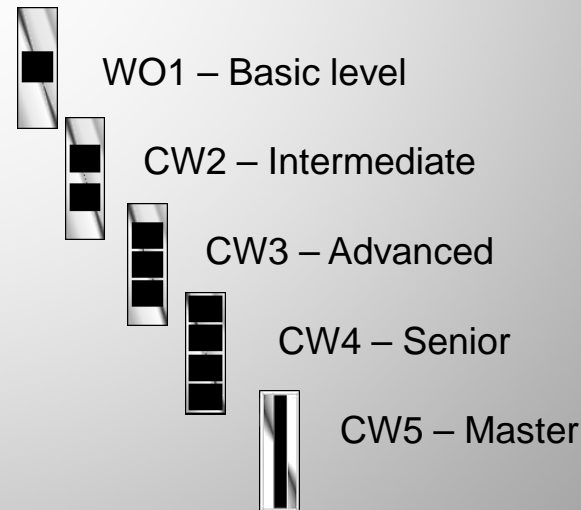
Warrant Officer Strength Manager  
MAARNG Recruiting & Retention Battalion

# Definition of a Warrant Officer

“Warrant officers are highly specialized officers. They are self-aware and adaptive combat leaders, trainers, staff officers, and advisors. Warrant officers are competent and confident warriors, innovative integrators of emerging technologies, dynamic teachers, and developers of specialized teams of soldiers...”

## What is a Warrant Officer?

*(new DA PAM 600-3 Definition)*





# Agenda

1. General Information
2. What we are looking for
3. Administrative Requirements
4. MOS Requirements
5. Technical Warrant Officer
6. Aviation Warrant Officer
7. Application Process
8. Warrant Officer Candidate Schools
9. Opportunities and Benefits
10. Military Education and Promotions
11. Pay Comparison

# General Information

## Technician

- 13 - Branches
- 37 - MOSs



- Usually SGT or higher
- Most require ALC
- Must meet experience requirements listed on the MOS pages of our website:

[WWW.USAREC.ARMY.MIL/HQ/WARRANT](http://WWW.USAREC.ARMY.MIL/HQ/WARRANT)



## Aviator

- 1 - Branch
- 1 - MOS (*To apply for*)
- Any MOS/Rank can Apply
- Qualifying SIFT Score (40+)

# What We are Looking For...

Soldiers who are:



- Leaders
- Self Confident
- Dependable
- Technically/Tactically Proficient
- Ethical and Moral
- Decision Makers
- Self-Sufficient
- Mature
- Able to Grasp Complex Problems
- Mentally and Physically Strong



# Why Become a Warrant Officer

- By becoming a Warrant Officer (WO), you will expand your skill set and become a vital member of the MAARNG.
  - **Leadership:** Warrant officers are leaders in their field and often the commander's go-to source of information.
  - **Career Track:** A WO is a technical and tactical expert in one career field.
  - **Pay & Benefits:** WO pay is more than enlisted personnel. Some WOs are eligible for additional pay based on their field (e.g., flight pay).
  - **Assignments:** A WO's job is to be the best at their position (example: A WO aviator might be assigned as an instructor pilot or maintenance test pilot).



# Aministrative Requirements

- Age (18-46) / Aviation (18-32)
- Be a U.S. Citizen
- Security Clearance
- GT Score 110 or Higher
- HS Graduate or equivalent
- Chapter 2 Commissioning Physical
- Pass APFT (No Waivers or Profiles)
- Meet Height and Weight Standards
- Meet Feeder MOS and Branch Specific Requirements
- Aviation requires a SIFT



# MOS Requirements

- **Must possess outstanding leadership traits**
- 4-6 yrs experience in field
- NCOER's (no gaps)
- LOR from Company and Battalion Commander
- LOR from senior CW4-CW5, same MOS
- Documented civilian experience (performance evaluations, licenses, etc)
- Training certificates (DA 1059, DD 214, NGB 22, etc)
- Awards (MOS related)
- Pre-WOC Attendance
- Must be an active member of the MAARNG \*





# Civilian Education Requirements

- Civilian education requirements are MOS specific
- Applicants whose native language is not English must be tested and achieve a minimum raw score of 80 on the English Comprehension Level Test.
- Example: 420A requires a minimum of 30 semester hours from an accredited academic institution which includes at least six (6) semester hours of college level **English (ENG)**.



# AGR & Technician

- If you are currently on AGR Title 32 or Title 10 Tour, you must have a valid AGR Warrant Officer vacancy before attending FRB or WOCS.
- If you are a Excepted Dual-Status Technician you must have a compatible military vacancy prior to attending FRB or WOCS.
- Must be approved by MAARNG-JFHQ-HRO



# Technical Warrant Officer

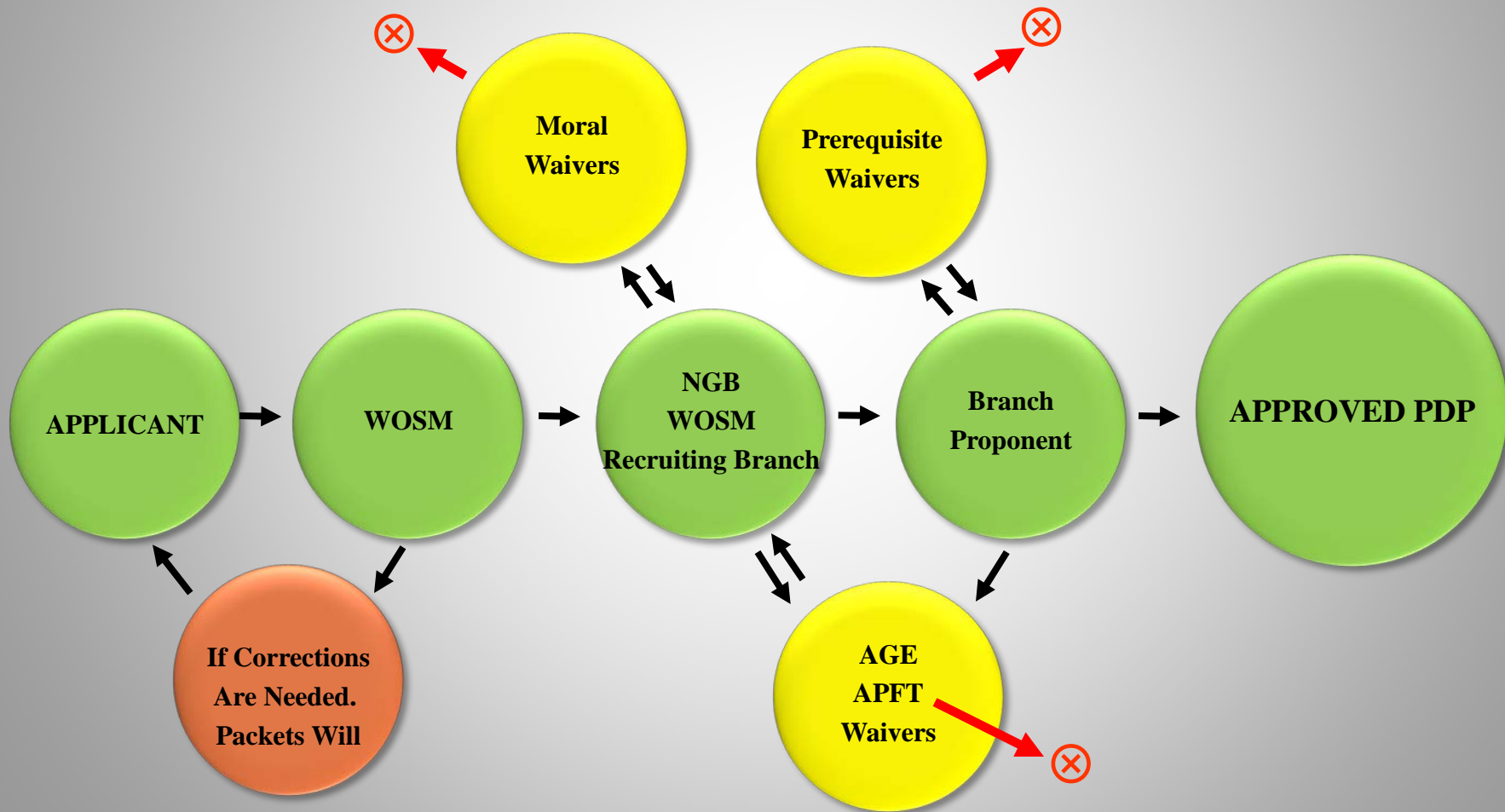
- Pre-determination Packet (PDP):
  - a. Resume (USAREC Form 1935)
  - b. ERB (used to verify DOB, GT, and ETS)
  - c. All NCOERs and DA Form 1059
  - d. Security clearance verification
  - e. College Transcripts (original)
    - Verification of English credits
  - f. Copies of Licenses or Certificates issued to Engineers, Mechanics
  - g. APFT Scorecard (DA Form 705) (12 months M-DAY / 6 months AGR)
  - h. Body Fat Worksheet (DA Form 5500/5501) (if applicable)
  - i. DD Form 214, awards, certificates, etc
  - j. TABE (Test of Adult Basic Education), required for some WO MOS



# Aviation Warrant Officer

- Aviation Accession Board:
  - a. Letter to the Board explaining why you want to be an Army Aviator
  - b. Biographical Summary
  - c. Selection Instrument for Flight Training (SIFT) results (minimum score 40)
  - d. ERB (used to verify DOB, GT, and ETS)
  - e. Copy of your five (5) most recent NCOERs
  - f. APFT scorecard (DA Form 705) must be within 6 months
  - g. Certification of Compliance with AR 600-9 (Height/Weight Certificate)
  - h. Copy of last Class 1 Flight Physical (with Fort Rucker approval stamp)
  - i. Individual PQR
  - j. Security Clearance verification statement (JPAS)

# Application Process





# Federal Recognition

- **Federal Recognition Board Documents:**
  1. Birth Certificate
  2. SSN Card
  3. Commissioning Physical
- A Board of officers will convene to determine whether an applicant for Federal Recognition meets the medical, moral, and professional qualifications to perform the duties of the grade and position for which examined.

(IAW NGR 600-101 chapter 2 and Title 32, USC, Section 307)
- Upon the Board's approval Soldier will be Appointed as a Warrant Officer Candidate (WOC)



# Pre-WOCS Program

- Fort Indiantown Gap, PA
- Friday – Sunday MUTA 6 in lieu of IDT Drill
- Training:
  - a. IPFT
  - b. Height and Weight
  - c. Conduct a Briefing
  - d. Land Navigation
  - e. 4 Mile Ruck-March

# Warrant Officer Candidate School

- **Selectees will attend Warrant Officer Candidate School (WOCS)**
  - E5 graduated from PLDC/WLC, and E6 and above = 4 weeks and 4 days
  - E5 non-graduate from PLDC/WLC and all E1 to E4 = 6 weeks and 4 days  
*(Other services = 6 weeks and 4 days with exceptions)*
- **WOCS Active Duty is located at Fort Rucker, Alabama**
- **WOCS Reserve is located at the RTI and Camp Atterbury, IN**
- **Graduation = Conditional Promotion (Appointment to WO1)**

## Skill Enhancement

Leadership Potential  
Self Discipline  
Attention to Detail  
Time Management

## Professional Development

Leadership  
Communication  
Management  
Ethics

<http://usawocc.army.mil/>





# A Day in the Life of a Candidate

*1st Warrant Officer Company*

0500: Wake Up

0530: First Formation

0530 - 0635: PT

0635 - 0730: Hygiene

0730 - 0815: Breakfast

0815 - 1230: Academics

1230 - 1330: Lunch

1330 - 1720: Academics

1730 - 1820: Admin

1805 - 1900: Dinner



1900 - 2245: Candidate Leadership Designs and Implements Schedule To Accomplish Specified Tasks

2245 - 0500: Lights Out

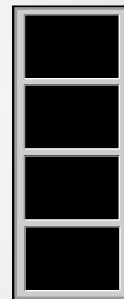
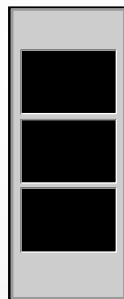
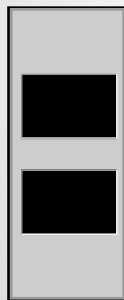
# Opportunities and Benefits

- Small Elite Corps
  - Makes up 2% of the Army and 15% Officer corps
- Challenging Assignments
- Technical Training and Education
- Faster Promotion Potential
- Extended Career Path
- Perform Core Duties Longer
- Better Pay and Retirement
- Maintain G.I. Bill benefits
- Maintain Federal Tuition Assistance (TA) benefits
- Maintain State Education Benefits



# Military Education & Time in Grade Requirements for Promotion

Appointments:



Technical:

Aviation:

2 Years TIG

E7 w/ 2  
Years TIG

WOBC

4-5 Years TIG  
5-6 Years TIG

WOBC,  
AODC, &  
WOAC

4-5 Years TIG  
5-6 Years TIG

WOAC &  
WOSC

4-5 Years TIG  
5-6 Years TIG

WOSSC

ALARACT NOV 08

# Extended Career

**Total Years Active  
Federal Service**

**30 + Years of WO SVC  
\*If Promotion  
Gates Met / Age 62**

**20 Years**



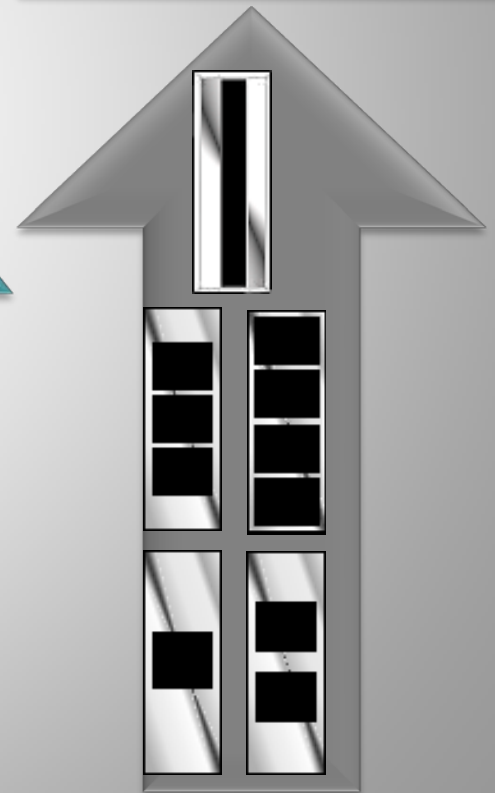
**26 Years**



**29 Years**



**32 Years**



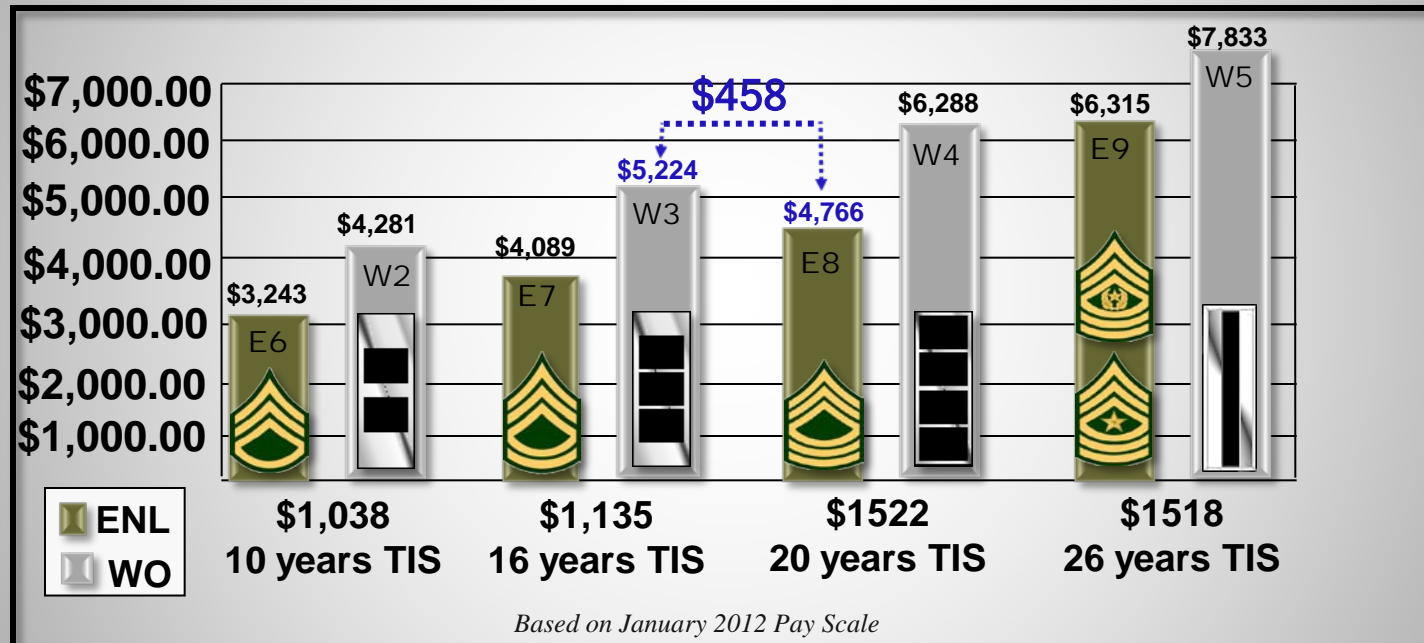
# Retirement Pay Comparison

|                |           |                      |                      |
|----------------|-----------|----------------------|----------------------|
| <b>CW3</b>     | <b>20</b> | <b>\$2,888 (50%)</b> | <b><u>\$760</u></b>  |
| <b>E-7/SFC</b> | <b>20</b> | <b>\$2,128 (50%)</b> |                      |
| <b>CW4</b>     | <b>24</b> | <b>\$4,101 (60%)</b> | <b><u>\$1043</u></b> |
| <b>E-8/MSG</b> | <b>24</b> | <b>\$3,058 (60%)</b> |                      |
| <b>CW5</b>     | <b>30</b> | <b>\$6,169 (75%)</b> | <b><u>\$1197</u></b> |
| <b>E-9/SGM</b> | <b>30</b> | <b>\$4,972 (75%)</b> |                      |

Source- <http://www.dod.mil/cgi-bin/finalpayhigh3.pl>

*Based on January 2012 Pay Scale*

# Base Pay Comparison



## Snapshot

E-5 vs W1 at 6 years TIS = Approximate \$849

E-6 vs W1 at 8 years TIS = Approximate \$662

E-7 vs W1 at 10 years TIS = Approximate \$332



# References

- DA Pam 600-3 dated 1 Feb 10, Chapter 7, Commissioned Officer Professional Development and Career Management
- NGR 600-101 dated 1 Oct 96, Chapter 7, Warrant Officers Federal Recognition and Related Personnel Actions
- AR 350-1 dated 1 Dec 09, Chapter 3, Army Training and Leader Development
- U.S. Army Warrant Officer Career College Website
- U.S. Army Recruiting Command:  
[https://www.usarec.army.mil/hq/warrant/WOgeninfo\\_mos.shtml](https://www.usarec.army.mil/hq/warrant/WOgeninfo_mos.shtml)



# QUESTIONS?



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