**Warrant Officer (WO) process:**

What is a WO. A subject matter expert in a specific field. Some enlisted feeder military occupational specialty’s (MOS) feed into future Warrant Officer MOSs as a prerequisite, called Technical WO’s. Other WO MOSs such as an Aviation or Signal Corp branch do not need specific enlisted MOSs and can qualify with civilian education and experience.

This document outlines the step-by-step process for becoming a Warrant Officer in the Utah Army National Guard broken out by Technical Warrants and Aviation Warrants. (This process can take as little as 3 months and up to 24 months depending on each individual’s schedule and commitment.)

**TECHNICAL WARRANTS**:

1. The potential recruit who applies for this Warrant Officer appointment should be at the highest caliber of maturity, self-sufficiency, self-starter, etc. They will read this guidance thoroughly follow the directions given as best they can.

2. First, ensure you meet the prerequisites, which varies by branch. You can google [gowarrantnow.com](https://recruiting.army.mil/ISO/AWOR/) to view these.

3. If you meet the prerequisites for your specific chosen Warrant Officer (WO) military occupational specialty (MOS) you will meet with the MOS Branch Chief in order to be interviewed and evaluated. There are no waivers for the GT score, but many other prerequisites can request a waiver.

4. If the Technical WO branch chief supports you applying for their branch, then you can build your HRR Form 205 Warrant Officer Predetermination Packet (WO PDP). HRR Form 205 WO PDP checklist should be dated Sep 2023 version on the bottom.

a. 120A Construction: CW3 Jon Sorensen, [john.h.sorensen.mil@army.mil](mailto:john.h.sorensen.mil@army.mil)

b. 131A Field Artillery: CW3 Levi Boardman, [levi.e.boardman.mil@army.mil](mailto:levi.e.boardman.mil@army.mil)

c. 140A AMD: CW3 Levi Boardman, [levi.e.boardman.mil@army.mil](mailto:levi.e.boardman.mil@army.mil)

d. 150U UAS: CW5 Jason Heeg, [Jason.s.heeg.mil@army.mil](mailto:Jason.s.heeg.mil@army.mil)

e. 170A Cyber: CW5 Rick Gardner, [Richard.r.gardner.mil@army.mil](mailto:Richard.r.gardner.mil@army.mil)

f. 170B Electromagnetic Warfare: CW3 levi Boardman, [levi.e.boardman.mil@army.mil](mailto:levi.e.boardman.mil@army.mil)

g. 180A Special Forces CW5 Jason Heeg, [Jason.s.heeg.mil@army.mil](mailto:Jason.s.heeg.mil@army.mil)

h. 255A Information Systems: CW4 Brent Robertson, [brent.r.robertson.mil@army.mil](https://armyeitaas.sharepoint-mil.us/teams/UtahRRB-OSMTeam8Private/Shared%20Documents/OSM%20(Team%208)%20Private/08_Warrant%20Officer/01.%20%20Warrant%20Officer%20Process,%20PDP,%20and%20FEDREC/01.%20%20Aviation%20Warrant%20Officer%20Packet%202024%20v.25MAR24/brent.r.robertson.mil@army.mil)

i. 255N Network Systems: CW4 Brent Robertson, [brent.r.robertson.mil@army.mil](https://armyeitaas.sharepoint-mil.us/teams/UtahRRB-OSMTeam8Private/Shared%20Documents/OSM%20(Team%208)%20Private/08_Warrant%20Officer/01.%20%20Warrant%20Officer%20Process,%20PDP,%20and%20FEDREC/01.%20%20Aviation%20Warrant%20Officer%20Packet%202024%20v.25MAR24/brent.r.robertson.mil@army.mil)

j. 255S Information Protection: CW5 Rick Gardner, [Richard.r.gardner.mil@army.mil](mailto:Richard.r.gardner.mil@army.mil)

k. Military Intelligence: CW5 Joe Baird, [Lonnie.j.baird.mil@army.mil](mailto:Lonnie.j.baird.mil@army.mil)

l. 350F All Source: CW5 Joe Baird, [james.l.bybee.mil@army.mil](mailto:james.l.bybee.mil@army.mil)

m. 350G GEOINT Imagery: CW3 Yancy Ancira, [Yauncy.k.ancira.mil@army.mil](mailto:Yauncy.k.ancira.mil@army.mil)

n. 351L Counter Intelligence: CW3 Dave Crookston, [Thomas.d.crookston.mil@army.mil](mailto:Thomas.d.crookston.mil@army.mil)

o. 351M Human Intelligence: CW4 Buck Taylor, [martin.b.taylor2.mil@army.mil](mailto:martin.b.taylor2.mil@army.mil)

p. 352N SIGINT Analysis: CW3 Gus Gonzalez, [Gustavo.r.gonzalez.mil@army.mil](mailto:Gustavo.r.gonzalez.mil@army.mil)

q. 420A Human Resources: CW5 Mike Brusik, [Richard.m.brusik.mil@army.mil](mailto:Richard.m.brusik.mil@army.mil)

r. 420C Bandmaster: CW5 Mike Brusik, [Richard.m.brusik.mil@army.mil](https://armyeitaas.sharepoint-mil.us/teams/UtahRRB-OSMTeam8Private/Shared%20Documents/OSM%20(Team%208)%20Private/08_Warrant%20Officer/01.%20%20Warrant%20Officer%20Process,%20PDP,%20and%20FEDREC/01.%20%20Aviation%20Warrant%20Officer%20Packet%202024%20v.25MAR24/Richard.m.brusik.mil@army.mil)

s. 740A CBRN: WO1 Zach Martin, [Zachary.t.martin25.mil@army.mil](https://armyeitaas.sharepoint-mil.us/teams/UtahRRB-OSMTeam8Private/Shared%20Documents/OSM%20(Team%208)%20Private/08_Warrant%20Officer/01.%20%20Warrant%20Officer%20Process,%20PDP,%20and%20FEDREC/01.%20%20Aviation%20Warrant%20Officer%20Packet%202024%20v.25MAR24/Zachary.t.martin25.mil@army.mil)

t. 882A Mobility Officer: CW5 Brad Hansen, [Bradley.a.hansen2.mil@army.mil](https://armyeitaas.sharepoint-mil.us/teams/UtahRRB-OSMTeam8Private/Shared%20Documents/OSM%20(Team%208)%20Private/08_Warrant%20Officer/01.%20%20Warrant%20Officer%20Process,%20PDP,%20and%20FEDREC/01.%20%20Aviation%20Warrant%20Officer%20Packet%202024%20v.25MAR24/Bradley.a.hansen2.mil@army.mil)

u. 890A Ammunition: CW5 Brad Hansen, [Bradley.a.hansen2.mil@army.mil](https://armyeitaas.sharepoint-mil.us/teams/UtahRRB-OSMTeam8Private/Shared%20Documents/OSM%20(Team%208)%20Private/08_Warrant%20Officer/01.%20%20Warrant%20Officer%20Process,%20PDP,%20and%20FEDREC/01.%20%20Aviation%20Warrant%20Officer%20Packet%202024%20v.25MAR24/Bradley.a.hansen2.mil@army.mil)

v. Ordnance: CW5 Sean Shepherd, [sean.d.shepherd.mil@army.mil](mailto:sean.d.shepherd.mil@army.mil)

w. 913 Armament Systems: CW5 Sean Shepherd, [sean.d.shepherd.mil@army.mil](https://armyeitaas.sharepoint-mil.us/teams/UtahRRB-OSMTeam8Private/Shared%20Documents/OSM%20(Team%208)%20Private/08_Warrant%20Officer/01.%20%20Warrant%20Officer%20Process,%20PDP,%20and%20FEDREC/01.%20%20Aviation%20Warrant%20Officer%20Packet%202024%20v.25MAR24/sean.d.shepherd.mil@army.mil)

x. 914A Allied Trades: CW5 Sean Shepherd, [sean.d.sheperd.mil@army.mil](https://armyeitaas.sharepoint-mil.us/teams/UtahRRB-OSMTeam8Private/Shared%20Documents/OSM%20(Team%208)%20Private/08_Warrant%20Officer/01.%20%20Warrant%20Officer%20Process,%20PDP,%20and%20FEDREC/01.%20%20Aviation%20Warrant%20Officer%20Packet%202024%20v.25MAR24/sean.d.sheperd.mil@army.mil)

y. 915A Automotive Maintenance: CW5 Sean Shepherd, [sean.d.shepherd.mil@army.mil](https://armyeitaas.sharepoint-mil.us/teams/UtahRRB-OSMTeam8Private/Shared%20Documents/OSM%20(Team%208)%20Private/08_Warrant%20Officer/01.%20%20Warrant%20Officer%20Process,%20PDP,%20and%20FEDREC/01.%20%20Aviation%20Warrant%20Officer%20Packet%202024%20v.25MAR24/sean.d.shepherd.mil@army.mil)

z. 920A Property Accounting: CW5 Brad Hansen, [Bradley.a.hansen2.mil@army.mil](https://armyeitaas.sharepoint-mil.us/teams/UtahRRB-OSMTeam8Private/Shared%20Documents/OSM%20(Team%208)%20Private/08_Warrant%20Officer/01.%20%20Warrant%20Officer%20Process,%20PDP,%20and%20FEDREC/01.%20%20Aviation%20Warrant%20Officer%20Packet%202024%20v.25MAR24/Bradley.a.hansen2.mil@army.mil)

aa: 920B Supply Systems: CW5 Brad Hansen, [bradley.a.hansen2.mil@army.mil](https://armyeitaas.sharepoint-mil.us/teams/UtahRRB-OSMTeam8Private/Shared%20Documents/OSM%20(Team%208)%20Private/08_Warrant%20Officer/01.%20%20Warrant%20Officer%20Process,%20PDP,%20and%20FEDREC/01.%20%20Aviation%20Warrant%20Officer%20Packet%202024%20v.25MAR24/bradley.a.hansen2.mil@army.mil)

bb. 921A Airdrop Systems: CW5 Brad Hansen, [Bradley.a.hansen2.mil@army.mil](https://armyeitaas.sharepoint-mil.us/teams/UtahRRB-OSMTeam8Private/Shared%20Documents/OSM%20(Team%208)%20Private/08_Warrant%20Officer/01.%20%20Warrant%20Officer%20Process,%20PDP,%20and%20FEDREC/01.%20%20Aviation%20Warrant%20Officer%20Packet%202024%20v.25MAR24/Bradley.a.hansen2.mil@army.mil)

cc. 922A Food Service: CW5 Brad Hansen, [Bradley.a.hansen2.mil@army.mil](https://armyeitaas.sharepoint-mil.us/teams/UtahRRB-OSMTeam8Private/Shared%20Documents/OSM%20(Team%208)%20Private/08_Warrant%20Officer/01.%20%20Warrant%20Officer%20Process,%20PDP,%20and%20FEDREC/01.%20%20Aviation%20Warrant%20Officer%20Packet%202024%20v.25MAR24/Bradley.a.hansen2.mil@army.mil)

dd. 948B Electronic Missile: CW5 Sean Shepherd, [sean.d.shepherd.mil@army.mil](https://armyeitaas.sharepoint-mil.us/teams/UtahRRB-OSMTeam8Private/Shared%20Documents/OSM%20(Team%208)%20Private/08_Warrant%20Officer/01.%20%20Warrant%20Officer%20Process,%20PDP,%20and%20FEDREC/01.%20%20Aviation%20Warrant%20Officer%20Packet%202024%20v.25MAR24/sean.d.shepherd.mil@army.mil)

5. The applicant recruit builds both the HRR Form 205 WO PDP and Federal Recognition (FEDREC) Accession packet by following checklist order and with attention to detail, not missing any required/applicable items and prerequisites specified at gowarrantnow.com (unless you get an approved waiver). These packets will be evaluated by the State Warrant Officer Strength Manager (WOSM). (When the recruit finishes building the HRR Form 205 WO PDP packet first and approved by the State WOSM, then you may start the FEDREC Accessions checklist. Start with scheduling the Chapter 2 Commissioning Accessions Physical, NGB 62E Form (if any items on page 2 number 14-17 have comments then this application will pause to see if a waiver is needed), and any Age (33 yrs. old for Aviators / 46 yrs. old for Technical Warrant Officers), Moral/Civil conviction/Medical/lack of Advanced Leadership Course/Lack of NCOER time waivers, etc. at this time.

6. Once the WO PDP and FEDREC packet is constructed it will be emailed to the State WOSM for review. If the WO PDP and FEDREC packet is perfect, then it will be emailed to the branch chief for final branch review and approval.

7. When branch chief approves the Technical WO PDP it will then be sent to the State Command Chief Warrant Officer (CCWO) for their final Letter of Recommendation (LOR).

8. State WOSM will add State CCWO LOR to WO PDP and give a final quality control check before sending to National Guard Bureau (NGB) WOSM.

9. NGB WOSM will review WO PDP to ensure packet meets all prerequisites and HRR Form 205 documents. NGB WOSM will then email the specific Active Duty branch Proponent for their committee to make a determination of an approval memo or disapproval memo on evaluating the WO PDP. This can take up to 6 weeks for a determination. If approved the memo has a 24-month shelf life before it expires.

10. Technical Branch Proponent sends approved or disapproved memo to NGB WOSM and NGB WOSM sends to State WOSM and uploads onto IPPS-A software.

11. State WOSM emails result to recruit, WO branch chief, and State CCWO.

12. Approved Recruit will then attend future scheduled FEDREC board according to branch chiefs positioning placement into a MTOE unit.

13. Federal Recognition board is an interview with the Senior Active Duty Army Advisor to the Adjutant General (TAG). He/She will be the president of the board with two other senior warrant officers. There will also be one soldier present as the recorder taking notes. There is a FEDREC board held once a month in Utah.

14. Each recruit when attending their FEDREC board interview will knock on the door 3 times and wait for the President of the board to say: Enter. You will then do military facing movements as best performed to center yourself on the President of the FEDREC board and salute and state: (your) Rank First and Last Name, reporting to the president of the board. The president of the board will then render a salute in return, and you will wait for them to drop their salute before dropping yours. The president will then tell you to take your seat and your interview will begin. This takes approximately 15-30 minutes. At the end of the interview, you may be asked to step out while the board deliberates. When returning, always center on the president and salute again. At this time the President of the board will let you know if you are now a Warrant Officer Candidate and can pin WOC.

15. Congratulations you are now an official Warrant Officer Candidate. You will now coordinate all your Warrant Officer Candidate School (WOCS) and Warrant Officer Basic Course (WOBC) dates for training with your new unit of the para/line that you were placed in. Please pin your WOC in front of your unit.

16. You can choose to attend the 5-week WOCS at Fort Novasel, AL or attend the 6-month program through the Idaho National. The 6-month WOCS program starts with you attending a 2 week phase 1 in Camp Atterbury, Indiana in the month of February/March timeframe. Followed by MUTA 5 weekends once a month in April-August located at Gowen Field Boise, Idaho.

17. When you graduate WOCS you will need to ensure your unit and the State WOSM: [ng.ut.utarng.list.j1-rrf-officer-recruiting@army.mil](mailto:ng.ut.utarng.list.j1-rrf-officer-recruiting@army.mil) gets a copy of your DA Form 71 Oath of Office, NGB Form 337 Oath of Office, Statement of Understanding (SOU), and Graduation Certificate. These need forwarded to G1-O to finish processing your FEDREC packet to send to NGB to start your WO1 time.

**AVIATION WARRANTS:**

1. The potential applicant who applies for this Warrant Officer appointment is already at the highest caliber of maturity, self-sufficiency, self-starter, etc. They will read this guidance thoroughly follow the directions given as best they can.

2. First, ensure you meet the prerequisites, which varies by branch. You can google [gowarrantnow.com](https://recruiting.army.mil/ISO/AWOR/) to view these. Future Aviators also need to read the Utah Aviation Flight School Policy.

3. If you meet the prerequisites for 153A Rotary Wing military occupational specialty (MOS) you may proceed. There are no waivers for the GT score, but many other prerequisites can request a waiver. Below is the point of contacts for Aviation:

a. 153A Aviation Rotary Wing: CW5 Andy Lovejoy, [andrew.g.lovejoy2.mil@army.mil](mailto:andrew.g.lovejoy2.mil@army.mil)

Asst: CW5 Lance Robb, [lance.b.robb.mil@army.mil](mailto:lance.b.robb.mil@army.mil)

1st BN: CW4 Mike Zesiger, [Michael.p.zesiger.mil@army.mil](mailto:Michael.p.zesiger.mil@army.mil)

2nd BN: CW4 Joe Galbraith, [joseph.a.galbraith.mil@army.mil](mailto:joseph.a.galbraith.mil@army.mil)

5. The applicant recruit builds both the Aviation Interview packet and Federal Recognition (FEDREC) Accession packet by following checklist order and with attention to detail, not missing any required/applicable items and prerequisites specified at gowarrantnow.com (unless you get an approved waiver). These packets will be evaluated by the State Warrant Officer Strength Manager (WOSM). Start with taking the SIFT and then immediately schedule the Flight Physical (this can take up to 6 months for approval), NGB 62E Form (if any items on page 2 number 14-17 have comments, then this application will pause to see if a waiver is needed), and any age 33 yrs. old or older for Aviators, Moral/Civil conviction/Medical waivers.

6. Once the Aviation Interview packet and FEDREC packet is constructed it will be emailed to the State WOSM for review. If the Aviation Interview packet and FEDREC packet is perfect, then it will be emailed to Aviation branch. AV Branch has a spring and fall interview. Aviation Interview Packets and FEDREC packets are due to the Utah State WOSM by the 27th of February for the spring board and by the 27th of August for the fall board. This will not be the aviation interview dates. Those will be given at a later date from the Aviation chain of command and are very sporadic and short suspense.

7. Aviation branch will notify the State WOSM after the AV interviews of whom was and wasn’t selected to go to flight school with an Order of Merit List (OML) memorandum. Aviation notifies the approved and disapproved recruits.

8. Aviation branch will email each approved recruit an Aviation Proponent approved memo from the Utah State Aviation Officer. This form is needed for the recruits FEDREC packet.

9. Approved Recruit will then attend future scheduled FEDREC board according to the Aviation branch’s positioning placement into a MTOE unit and according to the OML.

10. Federal Recognition board is an interview with the Senior Active Duty Advisor to the The Adjutant General (TAG). He/She will be the president of the board with two other senior warrant officers. There will also be one soldier present as the recorder taking notes. There is a FEDREC board held once a month.

11. Each recruit when attending their FEDREC board interview will knock on the door 3 times and wait for the President of the board to say: Enter. You will then do military facing movements as best performed to center yourself on the President of the FEDREC board and salute and state: (your) Rank First and Last Name, reporting to the president of the board. The president of the board will then render a salute in return, and you will wait for them to drop their salute before dropping yours. The president will then tell you to take your seat and your interview will begin. This takes approximately 15-30 minutes. At the end of the interview, you may be asked to step out while the board deliberates. When returning, always center on the president and salute again. At this time the President of the board will let you know if you are now a Warrant Officer Candidate and can pin WOC.

12. Congratulations you are now an official Aviation Warrant Officer Candidate. You will now coordinate all your Warrant Officer Candidate School (WOCS) and Warrant Officer Basic Course (WOBC) dates with your new unit of the para/line that you were placed in. Please pin your WOC in front of your unit.

13. You can choose to attend the 5-week WOCS at Fort Novasel, AL or attend the 6-month program through the Idaho National. The 6-month WOCS program starts with you attending a 2 week phase 1 in Camp Atterbury, Indiana in the month of march. Followed by MUTA 5 weekends once a month in April-August located at Gowen Field Boise, Idaho. When your WOCS date is reserved email this date to the State WOSM for tracking purposes.

14. When you graduate WOCS you will need to ensure your unit and the State WOSM: [ng.ut.utarng.list.j1-rrf-officer-recruiting@army.mil](mailto:ng.ut.utarng.list.j1-rrf-officer-recruiting@army.mil) gets a copy of your DA Form 71 Oath of Office, NGB Form 337 Oath of Office, Statement of Understanding (SOU), and Graduation Certificate. These documents need forwarded to G1-O to finish processing your FEDREC packet to send to NGB to start your WO1 time.

15. For questions or concerns please email the OSM shop at: [ng.ut.utarng.list.j1-rrf-officer-recruiting@army.mil](mailto:ng.ut.utarng.list.j1-rrf-officer-recruiting@army.mil) or call 801-432-4320.

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