

# The New CBRN Warrant Officer Program

By Major Tammy R. Alatorre



Following the events of 11 September 2001 and continuing through the current operating environment, the role of the Chemical Corps has evolved from conducting conventional chemical, biological, radiological, and nuclear (CBRN) passive defense to encompassing the full spectrum of operations, including consequence management; weapons of mass destruction—elimination; and toxic industrial chemical, toxic industrial material, and radiological hazards mitigation. The associated increase in technical requirements for the Chemical Corps resulted in a heightened challenge

to develop incoming lieutenants. Unit expectations for these new battalion CBRN officers shifted from combined arms tactics and leadership advisor to technical expert for all new technologies developed and fielded to support the expanding missions.

To bridge the technical gap, the U.S. Army Chemical, Biological, Radiological, and Nuclear School (USACBRNS) proposed the creation of a new military occupational specialty (MOS)—the CBRN warrant officer. These warrant officers are expected to provide the Army with CBRN technical expertise on

existing equipment and new technologies at all levels of command. In establishing the CBRN Warrant Officer Program, the USACBRNS proposed that CBRN officer authorizations be exchanged for CBRN warrant officer positions. This would allow the Chemical Corps to maintain a professional development model for officers, while concurrently creating one for warrant officers.

The implementation of the CBRN Warrant Officer Program requires that 13 percent of the CBRN officer positions be converted to CBRN warrant officer positions (Figure 1). The officer

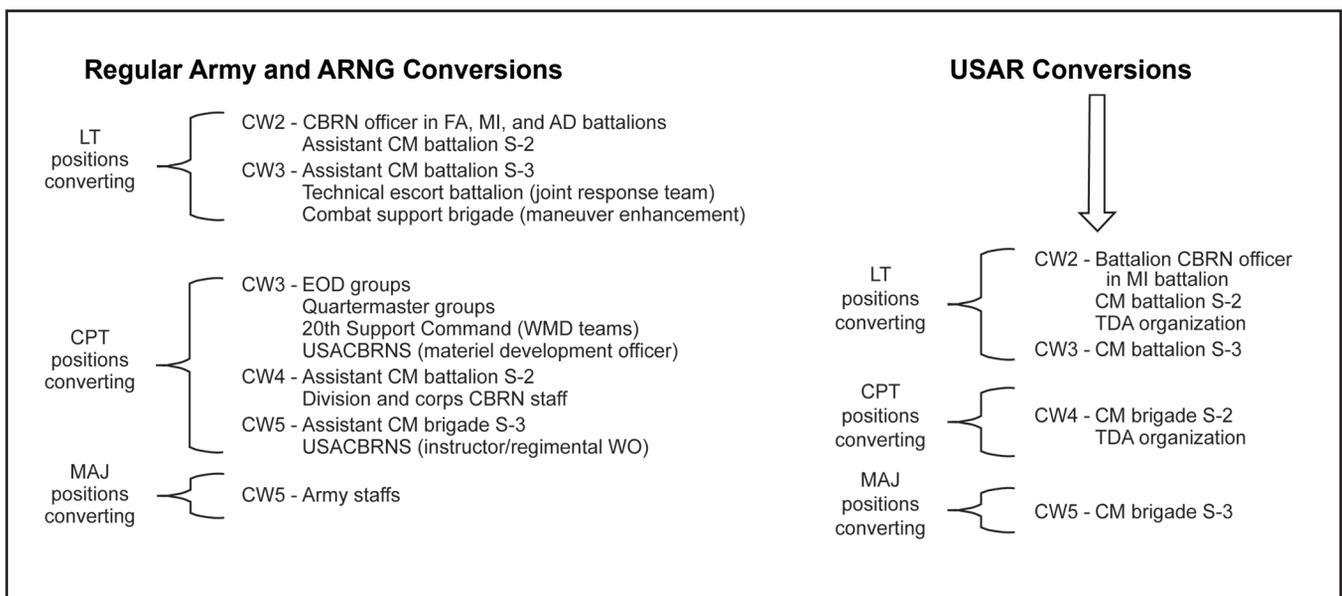


Figure 1. Conversion comparisons

conversions apply to Regular Army and Reserve Component positions, ultimately decreasing the number of branch detail officers by 30–50 percent. The adjustment will provide an increased opportunity for many CBRN lieutenants to serve in platoon leader positions—positions that were previously filled by branch detail officers.

Figure 2 shows the CBRN Warrant Officer Program implementation timeline. Throughout the 5-year implementation period from Fiscal Year (FY) 10 to FY 15, converted Regular Army and Army National Guard (ARNG) lieutenant positions will impact chemical and nonchemical organizations. Beginning in FY 11, field artillery, air defense artillery, and military intelligence battalions will receive their first Chief Warrant Officer Two positions, which will replace the battalion CBRN officer positions. Chemical battalions will also experience this conversion in their assistant intelligence staff officer (S-2) positions. The career progression and developmental plan for CBRN

warrant officers holding the rank of Chief Warrant Officer Three to Chief Warrant Officer Five includes positions in explosive ordnance disposal and quartermaster groups, technical escort battalions, combat support brigades (maneuver enhancement), chemical brigades, divisions, corps, Army staffs, and the USACBRNS.

U.S. Army Reserve (USAR) lieutenant conversions, which will take place under a slightly different implementation plan, will impact chemical and table of distribution and allowances (TDA) organizations beginning in FY 11. USAR CBRN warrant officers will predominately remain in chemical organizations; however, USAR CBRN Chief Warrant Officer Three to Chief Warrant Officer Five advisory positions are available in quartermaster groups, maneuver enhancement brigades, and TDA organizations. Currently, there are only nine states (in addition to all of the U.S. territories) that do not have authorized CBRN warrant officer positions. Those states are Alaska, Arizona, Connecticut, Delaware, Maine,

Montana, Nevada, New Mexico, and Virginia.

Full implementation of the Army CBRN Warrant Officer Program is projected for FY 27, with the first Chief Warrant Officer Five positions and 289 total combined Army CBRN warrant officers positions designated.

CBRN lieutenant positions in infantry, armor, special forces, and aviation battalions; chemical companies; Stryker brigade combat teams; and brigade combat team reconnaissance platoons are not currently projected to be converted to CBRN warrant officer positions.

The CBRN Warrant Officer Program was officially announced 3 May 2010. Interested Soldiers have until 1 October 2010 to prepare and submit the necessary packets to the warrant officer selection board. The minimum prerequisites for acceptance into the program are as follows:

- Have less than 12 years of active federal service.
- Be a U.S. citizen.

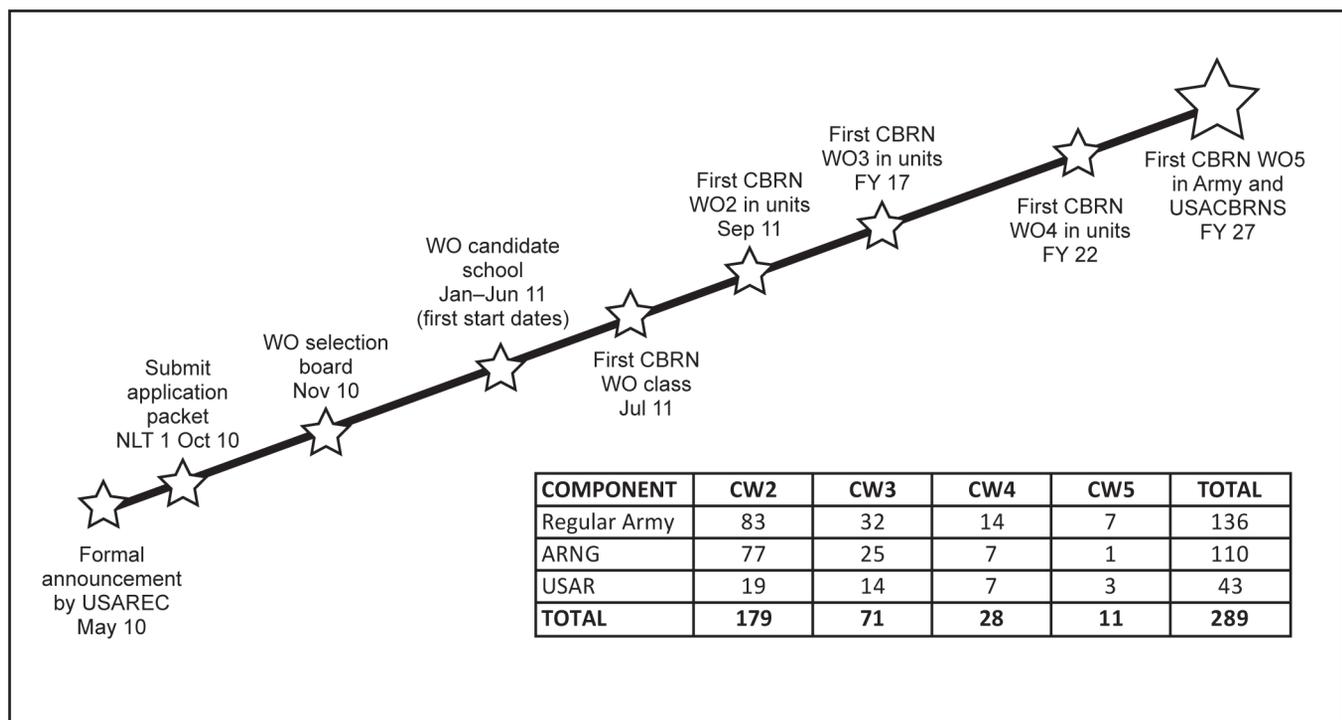
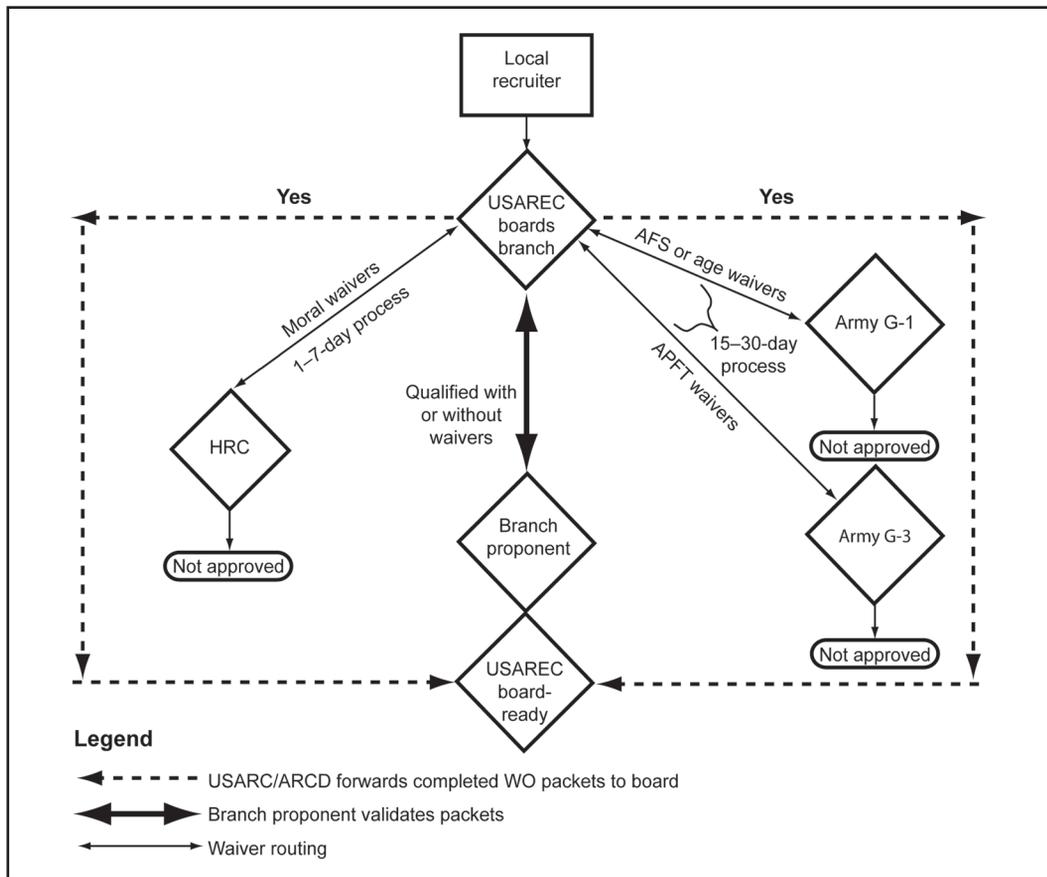


Figure 2. CBRN Warrant Officer Program implementation timeline

- Possess a high school or general equivalency diploma.
  - Be a staff sergeant (E-6) or above and a graduate of the MOS 74D Basic Noncommissioned Officer Course (cannot be waived).
  - Hold MOS 74D and have 5 years of experience in that MOS. Time spent in recruiter, drill sergeant, and other nontechnical positions is not considered MOS experience.
  - Have a baseline skilled technical (ST) score of 100 (cannot be waived).
  - Have 1 year of documented experience as a chemical squad leader or 1 year of documented experience as a CBRN noncommissioned officer at battalion level or higher (Regular Army only).
  - Provide his or her official military personnel file (OMPF) that contains hard copies of all noncommissioned officer evaluation reports (NCOERs) and academic evaluation reports (AERs) for the past 10 years. One of the NCOERs must cover time spent as a staff sergeant. Most of the NCOERs must reflect outstanding or exceptional duty performance and indicate that the applicant was rated “among the best” by the rater and “successful” or “superior” by the senior rater.
  - Be able to meet all physical requirements outlined in Army Regulation (AR) 40-501, able to take and pass an approved Army Physical Fitness Test (APFT) (standard or alternate) according to Field Manual (FM) 21-20, meet height and weight standards outlined in AR 600-9, and be fully deployable.
  - Obtain and submit a letter of recommendation from a company commander or applicable company grade Unified Code of Military Justice authority.
  - Obtain and submit a letter of recommendation from a battalion commander or applicable field grade Unified Code of Military Justice authority.
- The following requirements pertain specifically to Reserve Component applicants:
- Have 18 months of NCOER-documented leadership experience involving the supervision of Soldiers.
  - Be a graduate of the 740A Warrant Officer Basic Course within 2 years
- of the selection date for federal certification.
- In addition to the stated application requirements, preferred qualifications include the following:
- Have 2 years of NCOER-documented experience in a supervisory position (Regular Army only).
  - Have 1 year of documented experience as a chemical squad leader or 1 year of documented experience as a CBRN noncommissioned officer at battalion level or higher (Reserve Component only).
  - Possess an associate’s or higher degree with an academic major of math, science, or engineering.
- Each warrant officer nomination packet must include basic application information and supporting documentation. The standard submission requirements are listed in Table 1.
- U.S. Army Warrant Officer Program application procedures for Regular Army Soldiers are outlined in Figure 3 (page 14). Regular Army Soldiers interested in applying for the program must contact their local recruiter, who will forward the completed application packet to the U.S. Army Recruiting

**Table 1. Standard submission requirements for nomination packets**

| Board Packet |   | Supporting Documents |   |
|--------------|---|----------------------|---|
| 1.           | Checklist (MILPO/PSB letter or S-1)   | 9.                   | Official photo  |
| 2.           | DA Form 61 ( <i>Application for Appointment</i> )   | 10.                  | Security clearance (Joint Personnel Adjudication System printout)             |
| 3.           | Letters of recommendation   | 11.                  | USAREC Form 1932 ( <i>Results of Medical Examination</i> )                    |
| 4.           | Resumé  | 12.                  | DA Form 160-R ( <i>Application for Active Duty</i> )                          |
| 5.           | Enlisted record brief   | 13.                  | Statement of understanding  |
| 6.           | OMPF (past 10 years of NCOERs and/or AERs, in order from newest to oldest)  | 14.                  | Waivers<br>Moral–HRC<br>Prerequisite–proponent<br>Age and AFS–G-1<br>APFT–G-3 |
| 7.           | College transcripts   | 15.                  | Conditional release   |
| 8.           | DA Form 6256 ( <i>Alternate Flight Aptitude Selection Test [AFAST] Battery Scoring Worksheet</i> ). (This form is for MOS 153A only.) |                      |   |



**Figure 3. Regular Army warrant officer application process**

Command (USAREC) boards branch for screening. The USAREC board, in turn, will forward the application packet to the USACBRNS, where the Personnel Development Office (PDO) will review the packet and determine the validity of the stated branch qualifications. If waivers are required, the USAREC board will also forward the application to the appropriate external agency for confirmation. Applicants who request waivers are encouraged to submit their packets early to allow for additional processing time. Moral waivers, which are processed by the Human Resources Command (HRC), require 1 to 7 days for a determination. Active federal service and age waivers are processed by the Army Assistant Chief of Staff, Personnel (G-1), while APFT waivers are processed by the Army Assistant Chief of Staff, Operations (G-3). A 15–30 day processing time is required by both agencies. Once branch validation has been obtained and waivers have been

approved, the warrant officer application packet is ready for consideration by the Warrant Officer Selection Board.

The USAR submission process is slightly different (see Figure 4). The first step is to contact the appropriate Army Reserve Career Division (ARCD) Special (SPC) Missions Accessions Career Counselor. The ARCD SPC Mission points of contact for the various geographic regions are provided in Figure 5. The ARCD SPC Accessions Career Counselor will forward the completed warrant officer application packet to the USAREC boards branch for screening. The USAREC board, in turn, will forward the application packet to the USACBRNS, where the PDO (in conjunction with the ARNG and USAR deputy assistant commandants [DACs]), will review the packet and determine the validity of the stated branch qualifications (see Figure 4). If waivers are required, the USAREC board will also forward the application to the appropriate external

agency for confirmation. Requested waivers follow the same submission process and timeline as those of the Regular Army. Once branch validation has been obtained and waivers have been approved, the warrant officer application packet is ready for consideration by the Warrant Officer Selection Board.

ARNG CBRN warrant officer applications will be processed by individual states (Figure 6, page 16). ARNG Soldiers who are interested in applying for the Warrant Officer Program must first contact their state warrant officer strength manager, who will forward the completed application packet to the USACBRNS ARNG DAC. The ARNG DAC will review the packet and determine the validity of the stated branch qualifications. If the branch qualifications are validated, the application packet will be sent back to the state warrant officer strength manager for further processing, including the forwarding of requests for waivers, if necessary. As with Regular

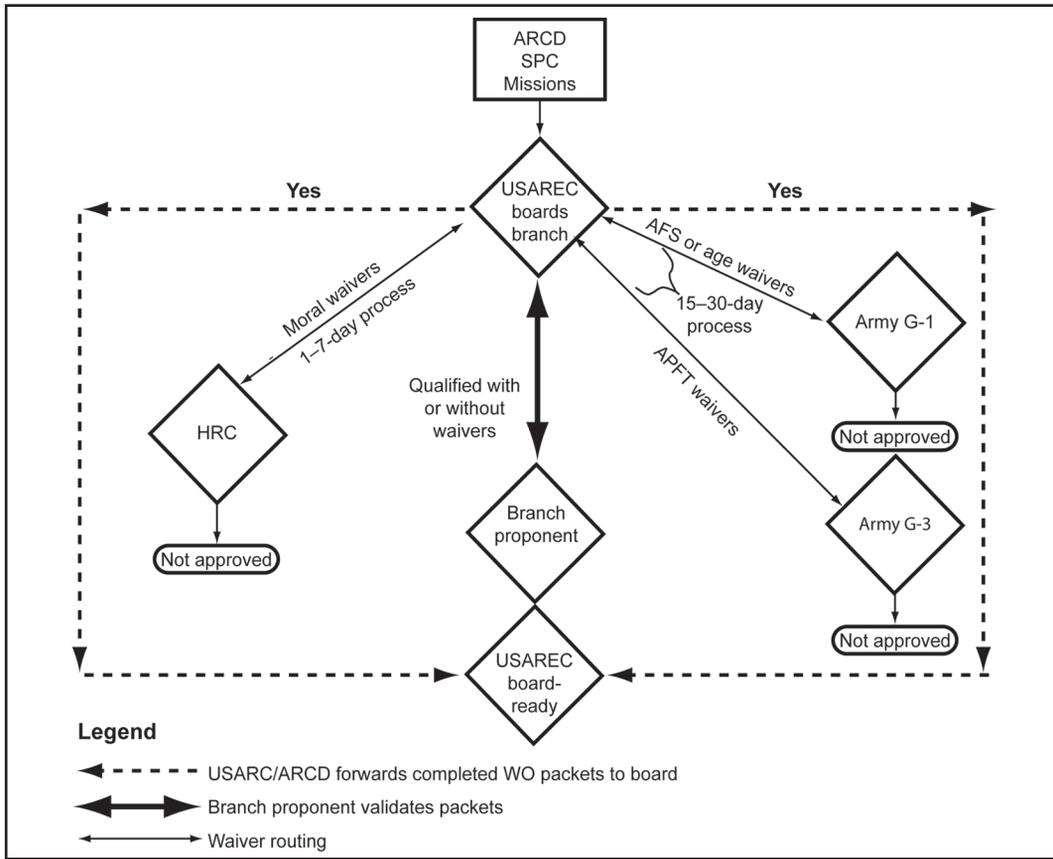


Figure 4. USAR warrant officer application process

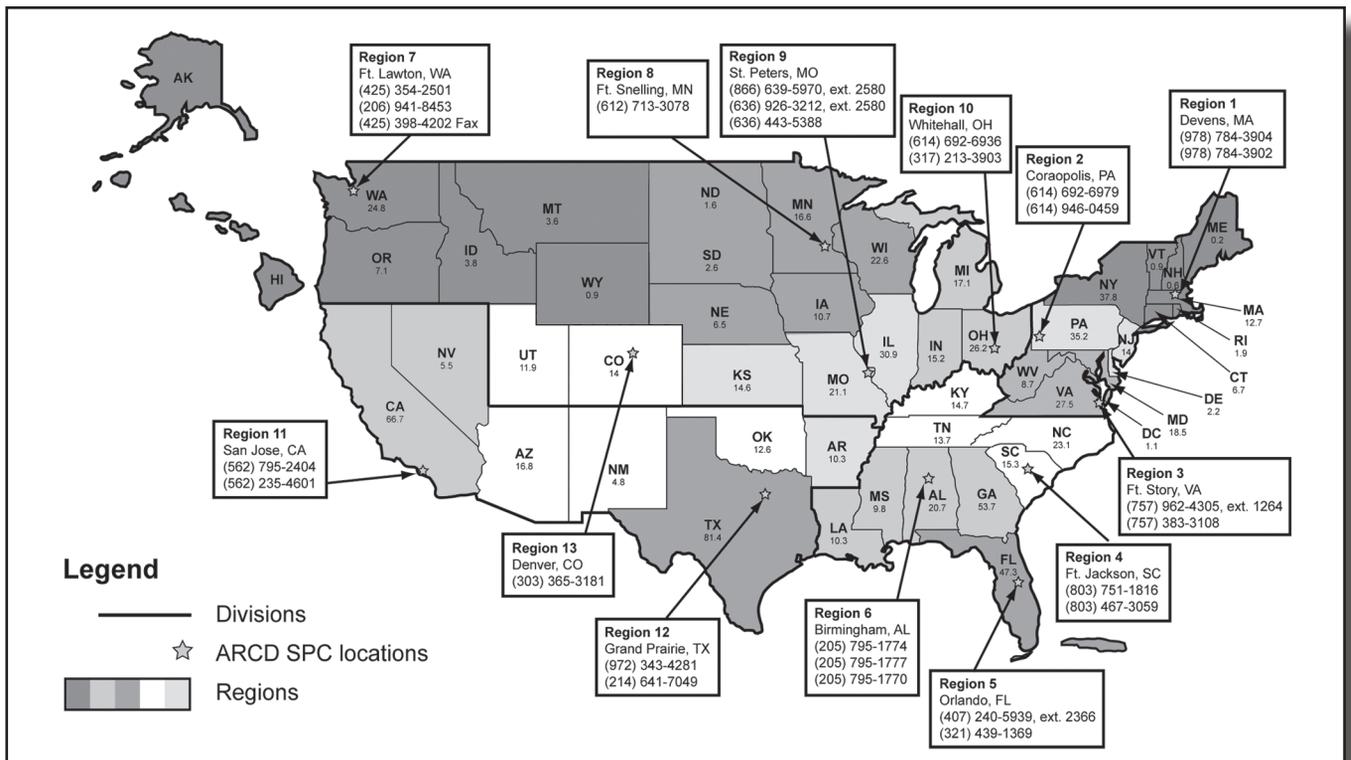
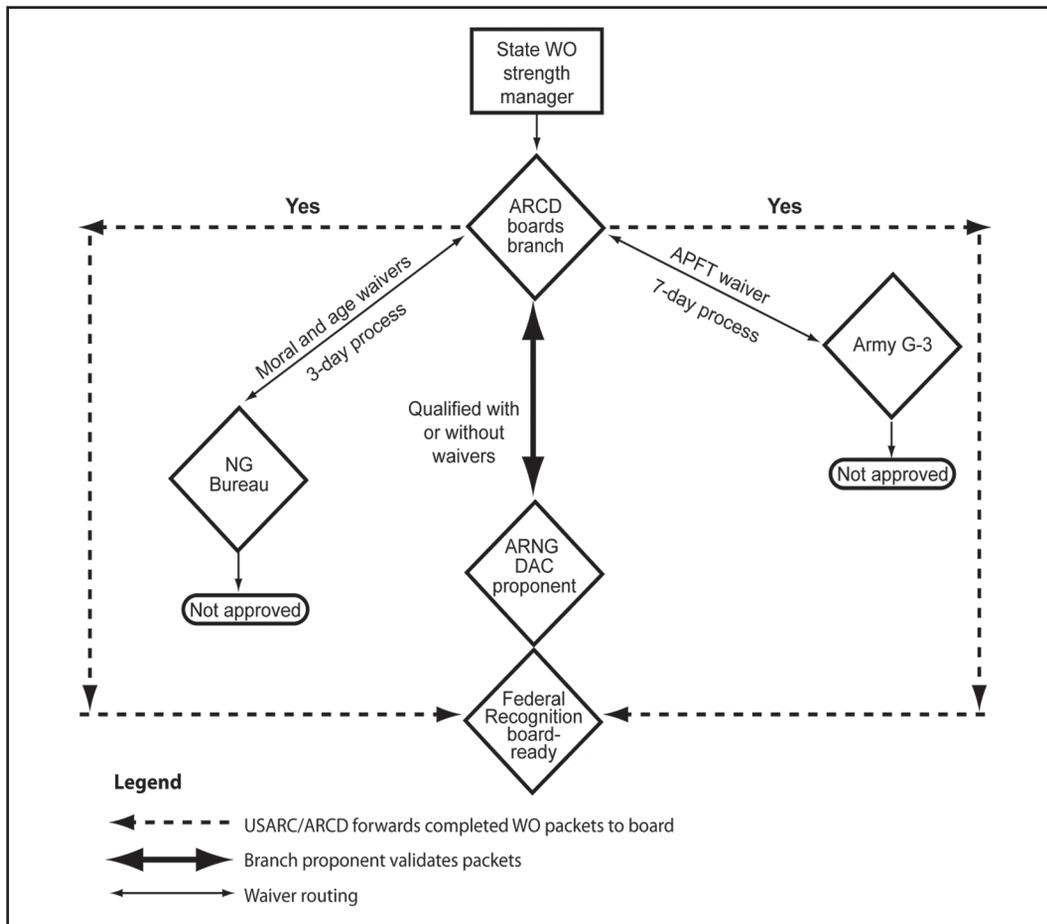


Figure 5. ARCD SPC Missions contact information



**Figure 6. ARNG warrant officer application process**

Army and USAR APFT waivers, ARNG APFT waivers are processed by the Army G-3. However, ARNG moral and age waivers are processed by the National Guard Bureau. Once branch validation has been obtained and waivers have been approved, the warrant officer application packet is sent to the state Federal Recognition Board. Guidelines for holding warrant officer boards vary from state to state; however, schedules can be obtained from state warrant officer strength managers.

Army warrant officers will attend a 9-week CBRN warrant officer training course. The first CBRN warrant officer class will be conducted at Fort Leonard Wood, Missouri, in July 2011. The USACBRNS Directorate of Training

and Leader Development ensured that programs of instruction met the demands of emerging CBRN technologies.

More information about the CBRN warrant officer application process is available at <<http://www.usarec.army.mil/hq/warrant/index.htm>>. For more information about the CBRN Warrant Officer Program, visit the USACBRNS Web site at <[http://www.wood.army.mil/wood\\_cms/usacbrns.shtml](http://www.wood.army.mil/wood_cms/usacbrns.shtml)> or contact the USACBRNS PDO:

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Sergeant Major Gwendolyn Evans, (573) 563-3637 or <[gwendolyn.evans@us.army.mil](mailto:gwendolyn.evans@us.army.mil)>.

Mr. Tom Crow, (573) 563-7723 or <[thomas.crow@us.army.mil](mailto:thomas.crow@us.army.mil)>.

**References:**

- AR 40-501, *Standards of Medical Fitness*, 14 December 2007.
- AR 600-9, *The Army Weight Control Program*, 27 November 2006.
- FM 21-20, *Physical Fitness Training*, 30 September 1992.

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