



DEPARTMENT OF THE ARMY  
OFFICE OF THE CHIEF OF ARMY RESERVE  
2400 ARMY PENTAGON  
WASHINGTON, DC 20310-2400

DAAR-HR (135)

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Chief of Army Reserve Policy #24-03: United States Army Reserve (USAR) Active Guard Reserve (AGR) Non-Commissioned Officer (NCO) to AGR Warrant Officer (WO) Program

1. References.

a. Office of the Chief of Army Reserve, DAAR-HR memorandum (Chief of Army Reserve Policy #21-04: United States Army Reserve (USAR) Active Guard Reserve (AGR) Manning Guidance), 2 September 21.

b. Army Regulation (AR) 135-100 (Appointment of Commissioned and Warrant Officers of the Army).

c. AR 135-18 (The Active Guard Reserve Program).

d. Department of the Army Pamphlet (DA PAM) 601-6 (Warrant Officer Procurement Program).

e. Department of Defense Instructions (DoDI) 1304.26 (Qualification Standard for Enlistment, Appointment, and Induction).

f. Secretary of the Army, Army Directive 2020-09 (Appointment and Enlistment Waivers), 20 August 2020.

2. Purpose. The purpose of the USAR AGR NCO to AGR WO program is to fill existing critical USAR AGR WO shortages with eligible AGR NCOs in the ranks of SGT through SFC. Eligible AGR NCOs may apply for the Warrant Officer Candidate Program and, if selected, attend required schooling to qualify for AGR WO positions without release from the AGR program.

3. Applicability. This policy applies to USAR AGR NCOs who are eligible to apply for accessions as a USAR AGR WO. This policy remains in effect until superseded, rescinded, or withdrawn.

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#### 4. Responsibilities.

##### a. USARC, G-1, Active Military Management Branch (AMMB):

(1) Review and verify critical USAR AGR WO Military Occupational Specialty (MOS) shortage requirements, provided by the United States Army Human Resources Command (HRC), with coordination and validation from USARC Command Chief Warrant Officer (CCWO).

(2) Annually, publish the USAR AGR NCO to AGR WO memorandum, documenting the critical AGR WO MOS shortage requirements.

(3) Provide a copy of the USAR AGR NCO to AGR WO memorandum to HRC, Reserve Personnel Management Directorate (RPMD) for coordination of WO training seat quotas.

(4) Coordinate through USARC G-3/5/7 to task Army Reserve Careers Group (ARCG) with incorporating critical USAR AGR WO MOS shortages into the annual ARCG WO selection board.

##### b. ARCG:

(1) Integrate critical USAR AGR WO MOS shortages onto the ARCG hosted AGR WO selection board.

(2) Contact AGR NCOs with the appropriate feeder MOSs and actively solicit NCOs to apply.

(3) Facilitate the USAR AGR WO selection board in conjunction with the United States Army Recruiting Command.

(4) Ensure the approved USAR AGR WO selection board order of merit list has been provided to HRC, RPMD for USAR AGR accessions processing.

(5) In coordination with HRC, ensure the officer is integrated onto the appointment scrolls.

##### c. HRC, RPMD:

(1) Analyze, identify, and provide projected critical USAR AGR WO MOS shortages to USARC, G-1, no later than January of each fiscal year (FY).

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(2) Reserve WO training seats to meet the USAR AGR NCO and AGR WO accessions requirement. Preferably, reservations for Warrant Officer Candidate School and Warrant Officer Basic Course will be reserved for the same FY.

(3) Complete AGR permanent change of station (PCS) requirements in accordance with USAR AGR Manning Guidance.

(4) Publish a military personnel (MILPER) message to advertise the critical AGR MOS shortages.

(5) Publish orders. Upon the successful completion of Warrant Officer Candidate School, published orders will identify the tour as the initial three-year probationary period. Soldiers selected for the program will be considered for career status between the 24 and 36 months of their tour by contacting USARC G-1.

5. Points of contact:

a. OCAR G-1, Full-Time Support Division at (703) 806-7480 or email: [usarmy.usarc.ocar.mbx.g1-fts@army.mil](mailto:usarmy.usarc.ocar.mbx.g1-fts@army.mil).

b. USARC G-1, AMMB, at (910) 570-8703 or email: [usarmy.usarc.usarc-hq.mbx.ammb@army.mil](mailto:usarmy.usarc.usarc-hq.mbx.ammb@army.mil).

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