

Click to verify



30 JAN 2025 ALCGRSV 006/25SUBJ: PY25 RESERVE CHIEF WARRANT OFFICER (CWO) APPOINTMENT BOARD TIMELINESA. PY25 Schedule of Officer Personnel Boards and Panels, CG PSCNOTE 1401B. Appointing Warrant Officers, COMDTINST M1420.1 (series)C. Reserve Policy Manual, COMDTINST M1001.28 (series)D. Enlistments, Evaluations, and Advancements, COMDTINST M1000.2 (series)E. Coast Guard Military Human Resource Record (CGMHRR) System,COMDTINST 1080.10 (series)1. This message announces the PY25 Reserve CWO Appointment Board preference (A), scheduled to convene on 7 April 2025, and providesamplifying guidance to assist interested members and their commands preparefor the application process. Those members interested in pursuing a CWOappointment should familiarize themselves with the contents of thismessage along with the application and appointment requirements outlinedin references (B) and (C). Due to limited reserve drill periods, applicants are highly encouraged to begin working with their commands tostart preparing their candidate resume and OER input now in anticipationof the deadlines noted in this announcement.2. The normal path for reserve enlisted ratings to CWO specialties isillustrated in Table 3-1 of reference (B). Reservists applying for theCriminal Investigator (INV) specialty shall follow the deadlines listedbelow and the specific eligibility requirements listed in Article 3.H.6of reference (B).3. Members shall only compete for one specialty. The scope of each CWOspecialty is outlined in Chapter 12 of reference (B).4. Eligibility requirements: a. Applicants must meet all eligibility requirements of Chapter 3 ofreference (B), as applicable. b. Must have no more than 26 years of total qualifying service on1 June 2025. Note: Years of service is based upon a member's pay basedate (PBD) as listed in Direct Access. If a member believes their PBD isincorrect, they should request a Statement of Creditable Service (SOCS)through their unit's servicing administrative (admin) office. Moreinformation regarding the SOCS process can be found at the followingwebsite: . Years of service should notbe confused with the Total Qualifying Years of Service (TOS) eligible towards a reserve retirement. c. The reserve component does not use a pre-scoring system forcandidates outlined in Chapter 4 of reference (B). Personnel Data Extracts(PDE) and a pre-board eligibility list will not be available.5. Applicants, if selected, must agree to transfer to a vacant, orprojected vacant SELRES CWO Position for a minimum of two years from theappointment effective date. Selectees who fail to complete the initialtwo-year SELRES CWO Assignment commitment shall be assigned to theIndividual Ready Reserve (IRR) for the balance of their initial two-yearcommitment. CWOs who complete their initial two-year commitment whileassigned to the IRR may re-compete during the next Assignment Year (AY)for vacant SELRES CWO positions.6. Since appointment is based upon SELRES CWO PAL vacancies, members mustbe in the Ready Reserve (SELRES/RR) on the date of appointment. Memberson Title 10, Active Duty for Operational Support (ADOS), or ExtendedActive Duty (EAD) must be released from Active Duty prior to appointment.Appointees shall serve in the assigned SELRES CWO position for a minimumof two years before pursuing voluntary Active Duty of any type (ADOS orEAD) other than at the member's own SELRES unit.7. Applicants for a reserve CWO appointment are required to submit accommand-endorsed panel submission in Direct Access. In addition,applicants will submit a CWO appointment Officer Evaluation Report (OER)and Resume in accordance with reference (B). Applicants must follow theguidance outlined in reference (B) and in the Reserve Component ChiefWarrant Officer (RC-CWO) Appointment Guide which is posted on thefollowing websites: a. Internet: b. SharePoint: -Panels.aspx8. The following policies outlined in reference (c) apply to thoseselectees who decline appointment or fail to report as ordered: a. Selectees who decline a CWO appointment and follow-on SELRESassignment to a position located within Reasonable Commuting Distance(RCD) will be ineligible to re-apply for CWO appointment in the nextpromotion year. b. Selectees who decline a CWO appointment and follow on assignment to aposition outside RCD will not incur a period of ineligibility and mayre-apply for CWO appointment in the next promotion year. c. Selectees who agree to a CWO appointment and follow-on assignment toa position located outside RCD and fail to report as ordered, will incur atwo-year period of ineligibility to compete for CWO appointment and mustbe immediately transferred to the IRR.9. The following deadlines apply: a. 28 February 2025: Application period begins. Eligible CWOspecialties will be announced via ALCGRSV message and those specialtieswith open positions will be active in Direct Access for application.Direct Access panels will not be available for application untilspecialties are announced. b. 18 March 2025: Deadline for applicants to have completed alleligibility requirements per reference (B), including applicant'se-Resume, and command's e-Endorsement. Applicants regularly scheduled 2025Enlisted Evaluation Report (EER) must be finalized in Direct Access inaccordance with reference (D). c. 24 March 2025: Deadline for command prepared CWO Appointment OERand candidate memo resume to arrive at CG PSC-RPM. Documents will only beaccepted by scanned e-mail attachment to the following CG PSC-RPM e-mailaddress: HQS-SMB-CGPSC-RPM-BoardsPanels@uscg.mil with the subject line:RESERVE CWO APPOINTMENT BOARD. Application packages received after thisdate will not be accepted. d. 7 April 2025: Appointment Board held at CG PSC.10. To maintain fairness to all applicants, there will be no exceptionsto the published deadlines. The applicant bears the responsibility fordetecting errors on the application. The command must forward a timely andproperly endorsed application.11. All candidates are encouraged to review their Employee Summary Sheet(ESS). The ESS provides a consolidated view of a member's information asit appears in Direct Access (DA). The Employee Summary Sheet viewable inCGBI: . All candidates are encouraged to review their official Coast GuardMilitary Human Resource Record (CGMHRR) via the interactive PersonnelElectronic Records Management System (iPERMS) to verify the accuracy oftheir record prior to the appointment board convening date in accordancewith reference (E). Candidates who desire to update their CGMHRR shouldwork with their servicing administrative staff as soon as possible toallow for ample correction time. iPERMS link: . Applicants shall ensure their contact information in Direct Access iscorrect (phone, e-mail, address). Guidance on how to update your contactinformation in Direct Access can be found on the following CG PPC website: . For questions on the CWO application process, please contact CGPSC-RPM-1 Boards and Panels at the following email address:HQS-SMB-CGPSC-RPM-BoardsPanels@uscg.mil with subject line"RESERVE CWO APPOINTMENT BOARD".15. CAPT Troy E. Fryar, Chief, Reserve Personnel Management, sends.16. Internet release authorized. W-4 Chief Warrant Officer, U.S. Coast GuardNo rank Coast Guard Ranks Chief Warrant Officer 4 Rank CWO-4 Pay CWO-4 Rank HistoryW-4 Chief Warrant Officer 4 - U.S. Coast Guard RanksChief Warrant Officer 4Coast Guard Military Ranks ClassChief Warrant OfficerAbbr.CWO-4TitleMr. (last name)or Chief (last name)PaygradeW-4 (DoD Paygrade) WO-4 (NATO Code)Basic Pay\$5,273/moChief Warrant Officer 4 is the Unites States Coast Guard's fourth and highest billeted warrant officer rank. Warrant officers serve as technical specialists with command authority within their field of expertise, and hold a variety of positions essential to the smooth operations of the Coast Guard.Coast Guard Warrant Officers usually belong to one of 30 specialties including boatswain, master mate, surgeon, chaplain, and carpenter, which are specialized and skilled positions that often require specialists with command authority and leadership skills.Sailors are generally promoted to Chief Warrant Officer 4 from Chief Warrant Officer 3; they are chosen for promotion after showing exceptional service and experience.Chief Warrant Officer 4 is the 15th rank in the United States Coast Guard, ranking above Chief Warrant Officer 3.A chief warrant officer 4 is a Chief Warrant Officer at DoD paygrade W-4, with a starting monthly pay of \$5,273.How do you become a Chief Warrant Officer 4?A Chief Warrant Officer 4 is most often promoted from Chief Warrant Officer 3 (CWO-3), although promotion from lower paygrades may occur with sufficient display of leadership and experience.In the Coast Guard, eligible warrant officers compete annually for placement on the advancement lists. They are selected by a board and appointed to a placement in a warrant specialty in Aviation engineering, Bandmaster, Boatswain, Criminal Investigator, Electronics, Finance & Supply, Information Systems, Intelligence Systems, Marine Safety (Deck or Engineering), Maritime Law Enforcement and Security, Material Maintenance, Medical Administration, Naval Engineering, Operations Systems, Personnel Administration, Public Information, or Weapons. The warrant is issued by the President of the United States and the CWO2 takes the same oath as commissioned officers.What is the proper way to address a Chief Warrant Officer 4?The correct way to address a Chief Warrant Officer 4 named Mr. Johnson is "Mr. Johnson or Chief Johnson", or written as CWO-4 Johnson.In formal situations, a Chief Warrant Officer 4 should always be addressed by their full rank.How much does a Chief Warrant Officer 4 earn? Basic pay for an entry-level Chief Warrant Officer 4 with 2 or less years of experience is \$5,273.10 per month.A Chief Warrant Officer 4 receives an automatic raise to their basic pay every one to two years.Basic pay is only a small percentage of a Chief Warrant Officer 4's final compensation package.In addition to a monthly basic pay salary, a Coast Guard Chief Warrant Officer 4 may be eligible for multiple types of allowances and bonus pay including housing allowance, food allowance, personal money allowance, and more.For full details on the Coast Guard's Chief Warrant Officer 4 compensation and retirement plan, visit the 2025 Coast Guard Chief Warrant Officer 4 Pay Chart. A full table of the Coast Guard's current paygrades are available at the Coast Guard Pay Chart.Equivalent Ranks to the Coast Guard's W-4 Chief Warrant Officer 4 To learn more about the Coast Guard's rank structure, see our complete list of Coast Guard ranks.The Government civilian-employee equivalent of a Chief Warrant Officer 4 is paid under the General Schedule payscale. For more details, see this Coast Guard rank to GS grade conversion table .To see a list of military medals and decorations that can be earned by servicemembers in the Coast Guard and other branches of the military, see our list of military decorations and medals. CSPI is a generous scholarship if you are a junior or senior attending a federally designated Minority Serving Institution (MSI). This program includes tuition and military pay and benefits while youre a full-time studentmore than you get from ROTC programs. Upon receiving your bachelors degree, you attend Officer Candidate School (OCS) to earn your commission and start your career as a Coast Guard officer. U.S. Coast Guard Academy The U.S. Coast Guard Academy is a highly selective military service academy. Graduates earn a Bachelor of Science degree and commission to serve as an officer. Applicants should be students of high moral character who bring an established academic, athletic, and leadership track record. The application is online and normally due by January 15. Are you interested in becoming a Coast Guard Warrant Officer and unlocking your potential in this exciting field? The role of a Coast Guard Warrant Officer is an important one in the Coast Guard. These officers are highly respected and relied upon by commissioned officers for their technical expertise. They fulfill various maritime duties, including ensuring safe and lawful commerce and performing rescue missions in challenging conditions.Coast Guard Warrant Officers have the opportunity for career growth based on their performance and time served in each rank. Those who excel can advance to higher ranks, allowing for continued professional development and advancement within the organization.The Chief Warrant and Warrant Officers Association plays a vital role in enhancing the professional abilities, value, loyalty, and devotion of Coast Guard Warrant Officers. Their dedication to their craft is recognized and valued by their peers and superiors.Key Takeaways:Coast Guard Warrant Officers are relied upon for their technical expertise in various maritime duties.Opportunities for career growth are available based on performance and time served in each rank.The Chief Warrant and Warrant Officers Association supports the professional development of Coast Guard Warrant Officers.Warrant Officers receive a base salary range of \$40,000 to \$56,000, depending on experience.Coast Guard Warrant Officers have a service commitment of six years after completing the Warrant Officer Basic Course.The importance of Coast Guard Warrant OfficersCoast Guard Warrant Officers are highly respected and relied upon by commissioned officers for their technical expertise and dedication to their duties. They play a crucial role in the organization, bringing a wealth of knowledge and experience to the table. As members of the Chief Warrant and Warrant Officers Association, they strive to enhance their professional abilities, value, loyalty, and devotion.These warrant officers are recognized for their specialized skills and knowledge, which are essential for maintaining the safety and security of maritime operations. Their responsibilities span a wide range of areas, from ensuring safe and lawful commerce to performing rescue missions in challenging conditions. They work closely with commissioned officers and are trusted to provide valuable insights and guidance in their areas of expertise.Coast Guard Warrant Officers are a vital link between the enlisted personnel and commissioned officers. Their technical proficiency and ability to handle complex situations make them indispensable assets to the Coast Guards mission.One notable aspect of Coast Guard Warrant Officers is their unique insignia, which sets them apart from their colleagues. This insignia highlights their rank and position within the organization, symbolizing their expertise and dedication. Additionally, warrant officers have the potential to advance their careers by transitioning to commissioned officer ranks, further contributing to the overall success of the Coast Guard.Coast Guard Warrant Officer InsigniaRankInsigniaChief Warrant Officer 4 (CWO4)Chief Warrant Officer 3 (CWO3)Chief Warrant Officer 2 (CWO2)Warrant Officer 1 (WO1)In conclusion, Coast Guard Warrant Officers are vital assets to the organization, providing technical expertise, dedication, and professionalism in their roles. As highly respected members of the Coast Guard, they contribute significantly to ensuring the safety and security of maritime operations. Their unique insignia distinguishes them, highlighting their rank and expertise within the organization. With opportunities for career advancement, warrant officers can continue to make a lasting impact in the Coast Guard.Career Growth and Remuneration for Coast Guard Warrant OfficersCoast Guard Warrant Officers have the opportunity to advance their careers based on performance and time served in each rank. The Chief Warrant and Warrant Officers Association is dedicated to enhancing the professional abilities, value, loyalty, and devotion of these officers, recognizing their crucial role in the Coast Guard. Warrant Officers are highly respected and relied upon by commissioned officers for their technical expertise.As Warrant Officers, they fulfill a variety of maritime duties, ensuring safe and lawful commerce and performing rescue missions even in challenging conditions. Their invaluable contribution to these operations makes them an integral part of the Coast Guard.To support their career growth, Warrant Officers in the Coast Guard have access to specialized training, which equips them with advanced skills and knowledge. This training further enhances their expertise and allows them to take on more challenging roles within the organization. Additionally, the Coast Guard offers various Military Occupational Specialties (MOS) for Warrant Officers, opening up opportunities to specialize in specific areas of interest.Full-time Warrant Officers receive a base salary between \$40,000 and \$56,000, depending on their experience. This competitive remuneration package reflects the level of expertise and responsibility associated with the role. Warrant Officers also have a service commitment of six years after completing the Warrant Officer Basic Course, demonstrating their dedication and long-term commitment to the Coast Guard. For individuals seeking a part-time commitment, the Coast Guard Reserve offers opportunities to serve while maintaining other civilian responsibilities.Salary RangeService Commitment\$40,000 \$56,0006 years after completing Warrant Officer Basic CourseOverall, Coast Guard Warrant Officers not only have the chance to contribute to important missions but also have numerous avenues for professional growth and a competitive salary. Their technical expertise and commitment to the Coast Guard make them an indispensable part of the organization.Salary and Commitment for Coast Guard Warrant OfficersAs a Coast Guard Warrant Officer, you can expect a base salary between \$40,000 and \$56,000, depending on your experience, along with a commitment of six years after completing the Warrant Officer Basic Course.The Coast Guard values your expertise and dedication, which is why warrant officers receive competitive compensation for their service. This base salary takes into account your skills and experience, recognizing the crucial role you play in the organization.In addition to the salary, warrant officers are required to commit to a six-year service obligation. This commitment ensures that you have the opportunity to make a long-lasting impact while serving in the Coast Guard. It also provides stability and security in your career.Its important to note that the Coast Guard also offers part-time opportunities through the Coast Guard Reserve. This allows you to balance your professional and personal commitments while still contributing to the important missions of the Coast Guard. Whether you choose to serve full-time or part-time, being a Coast Guard Warrant Officer is a rewarding and fulfilling career path.FAQ:Q: What is the role of a Coast Guard Warrant Officer?A: Coast Guard Warrant Officers fulfill various maritime duties, including ensuring safe and lawful commerce and performing rescue missions in challenging conditions.Q: How are Coast Guard Warrant Officers respected and relied upon by commissioned officers?A: Coast Guard Warrant Officers are highly respected for their technical expertise and commissioned officers rely on them for their knowledge and skills.Q: How can Coast Guard Warrant Officers advance their careers?A: Coast Guard Warrant Officers can advance their careers based on performance and time served in each rank, with opportunities for promotion to higher ranks.Q: What is the salary range for Coast Guard Warrant Officers?A: Full-time Coast Guard Warrant Officers receive a base salary between \$40,000 and \$56,000, depending on their experience.Q: What is the service commitment for Coast Guard Warrant Officers?A: Coast Guard Warrant Officers have a service commitment of six years after completing the Warrant Officer Basic Course.Q: Are part-time opportunities available for Coast Guard Warrant Officers?A: Yes, the Coast Guard Reserve offers part-time opportunities for Coast Guard Warrant Officers.Source Links

Chief warrant officer. How to become a coast guard warrant officer. Chief warrant officer coast guard salary. What is a chief warrant officer in the coast guard. Chief warrant officer 4 coast guard salary. How to become a chief warrant officer. How long does it take to become a chief warrant officer.