

# **U.S. ARMY COLUMBIA RECRUITING BATTALION**



## **Military Career Pathways 101**

### **Enlistment Standards, Incentives & Process**

7 June 2011



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# Agenda

- Enlistment Standards
- Enlistment Incentives
  - Adventure
  - Money
  - Cash Bonuses
  - Miscellaneous Incentives
  - Education
- Enlistment Process
- Facebook & Key Phone #s
- Back-up Info: Rank Structure & Pay Scale



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# *Minimum Enlistment Standards*

- Must be at least 17 years old and not have reached the 35<sup>th</sup> birthday by date of accession
- Must pass enlistment physical
- Must meet moral eligibility requirements/screening
- Must qualify on School Armed Services Vocational Aptitude Battery for enlistment and Military Occupational Specialty selected



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# *Enlistment Incentives Adventure*

- Station of Choice
- Airborne Training
- Ranger Assignment
- Special Forces
- Morale, Welfare and Recreation Facilities
- Space Available Travel Programs



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# Enlistment Incentives Money

- Active Duty Starting Pay (Effective January 1, 2010)
  - Private E-1 (less than four months) \$1,339
  - Private E-1 (more than four months) \$1,447.20
  - Private E-2 \$1,622.10
  - Private First Class E-3 \$1,705.80
  - Specialist E-4 \$ 1,889.70
  - Warrant Officer W-1 \$ 2,682
  - 2<sup>nd</sup> Lieutenant O-1 \$ 2,745.60
- Army Reserve Starting Drill Pay
  - Private E-1 (less than four months) \$ 179
  - Private E-1 (more than four months) \$ 193
  - Private E-2 \$ 216
  - Private First Class E-3 \$ 227
  - Specialist E-4 \$ 252
  - Warrant Officer W-1 \$ 358
  - 2<sup>nd</sup> Lieutenant O-1 \$ 366



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# *Enlistment Incentives*

## *Cash Enlistment Bonuses*

- Regular Army
  - Up to \$40,000.00
- Army Reserve
  - Up to \$20,000.00
- Thrift Savings Plan (TSP)



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# *Enlistment Incentives*

## *Miscellaneous*

- Hometown Recruiter Assistance Program (HRAP)
- Active Duty for Operational Support-Reserve Component (ADOS-RC)
- Accelerated Promotion for Scouts
- Referral Promotion Program
- Future Soldier Training Program Pre-Basic Training Task List



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# *Enlistment Incentives*

## *Education*

- Post 9/11 GI Bill
- Montgomery GI Bill (Regular Army)
- Army College Fund
- Montgomery GI Bill (Army Reserve)
- Loan Repayment Program
- Tuition Assistance



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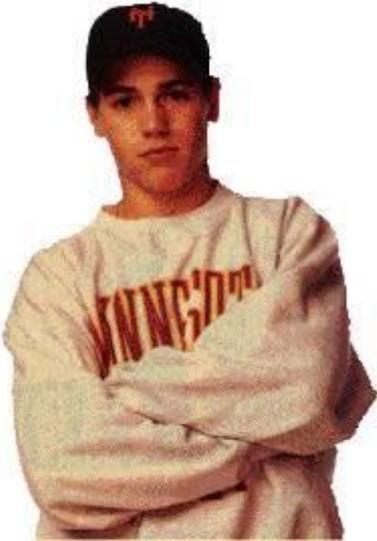
# *Enlistment Process Overview*



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*Columbia Recruiting Battalion*

# Recruiting Process



Civilian



Soldier



RECRUIT

QUALIFY

CONTRACT

FUTURE SOLDIER TNG

ACCESS

Prospect & Tell the Army Story

Mental, Moral & Physical Requirements

Select the Specialty

Maintain Motivation & Qualification

Arrive at Training Base



# *Enlistment Process Overview*

*(Slide 1 of 3)*

## 1. Recruiting Network

- Educators, Centers of Influence (COIs), grassroots organizations

## 2. Community Contact

- Telephone, Face to Face, Referrals, Internet / Social Media

## 3. Interview Process

- Individual motivations
- Influencers
- Determine Qualifications
- Counseling applicants on career choices



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# *Enlistment Process Overview*

*(Slide 2 of 3)*

4. Armed Services Vocational Aptitude Battery (ASVAB) testing
5. Preparation of the Army application
6. Select a Military Occupational Specialty (MOS)
  - Future Soldier Remote Reservation System (FSR2S)
7. Military Entrance Processing Stations (MEPS) Process (Initial)
  - Physical and mental evaluations
  - Background investigation
  - Oath of Enlistment



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# *Enlistment Process Overview*

*(Slide 3 of 3)*

## 8. Future Soldier Training Program

- Training and Preparation

## 9. MEPS Process (Final)

- Qualification (Verify)
- Career Path Embarkation (Basic Training)



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# Columbia Battalion Facebook

Columbia Recruiting Battalion leverages Facebook social media to share its ongoing Army Story.

Feel free to explore the photos and comments, which provide coverage of the variety of events and activities conducted by members of the Columbia Battalion.

**We encourage everyone to become a fan of the battalion's facebook page.**

**[www.facebook.com/ArmyRecruitingBnColumbiaSC](http://www.facebook.com/ArmyRecruitingBnColumbiaSC)**



# COLUMBIA RECRUITING BATTALION AREA OF OPERATION

**Asheville Company**  
CPT Adam Bennett  
1SG Christopher Craig  
6 Stations



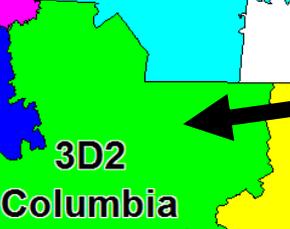
**Charlotte Company**  
MAJ Greg Humble  
1SG Sharlene Gilmore  
8 Stations



**Greenville Company**  
CPT Oliver Smith  
1SG Alvin Rivera  
6 Stations



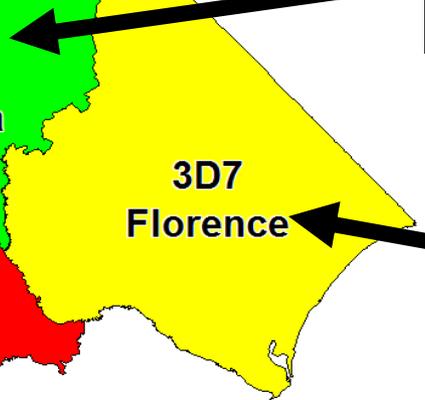
**Columbia Company**  
CPT Karen Roxberry  
1SG Shauntenette Telepak  
6 Stations



**Augusta Company**  
CPT Fernando Del Rio  
1SG Cynthia Brown  
6 Stations



**Florence Company**  
CPT Shawn Fitzgerald  
1SG Yvette Kennedy  
5 Stations



**Charleston Company**  
This unit recruits in the 7 most southern-coastal counties of SC; this unit is under the command & control of the Jacksonville Battalion



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**Columbia Recruiting Battalion**

# Columbia Recruiting Battalion Telephone Directory

Columbia Battalion Headquarters; Fort Jackson, SC	803-751-0980
Columbia Company	803-751-0903
Greenville Company	864-235-4513
Florence Company	843-679-5707
Augusta Company	706-855-5515
Charlotte Company	704-547-1716
Asheville Company	828-252-4070
Charleston Company	843-552-2327 (Jacksonville Battalion)



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# QUESTIONS?



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# Backup Information



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# Army Rank Structure & Description of Duty



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# 3 Categories of Army Personnel

1. Enlisted Personnel & Noncommissioned Officers
2. Warrant Officers
3. Commissioned Officers



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# Enlisted and Non-Commissioned Officers (NCOs)



**Private  
(PV2)**



**Private  
First Class  
(PFC)**



**Specialist  
(SPC)**



**Corporal  
(CPL)**



**Sergeant  
(SGT)**



**Staff  
Sergeant  
(SSG)**



**Staff  
Sergeant  
(SSG)**



**Sergeant  
First Class  
(SFC)**



**Master  
Sergeant  
(MSG)**



**First  
Sergeant  
(1SG)**



**Sergeant  
Major  
(SGM)**



**Command  
Sergeant  
Major  
(CSM)**



**Sergeant  
Major of  
the Army  
(SMA)**



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# Noncommissioned Officer

- A **non-commissioned officer** (sometimes **noncommissioned officer**), abbreviated to **NCO** or **Non-com** (US), is an [enlisted](#) military member holding a position of some degree of authority who has (usually) obtained it by promotion from within the non-officer ranks. Many countries use the term [sub-officer](#) for these ranks.
- In the US Army, the NCO corps includes the rank of [corporal](#) and all the grades of [sergeant](#); elsewhere, [warrant officers](#) are also NCOs. The naval equivalent includes some or all grades of [petty officer](#), although not all navies class their petty officers as NCOs. There are different classes of Non-commissioned officer, including Junior Non-commissioned Officers (JNCO) and Senior (or Staff) Non-commissioned Officers (SNCO).

"Noncom" is the lesser-used term in many militaries since it may also refer to non-combatants.

- **Function**

- The non-commissioned officer corps is often referred to as "the backbone" of the armed services.<sup>[1][2]</sup> as the primary and most visible leaders for [most military personnel](#). Additionally, they are the primary military leaders responsible for executing the military organization's mission and for training military personnel so they are prepared to execute their missions.
- NCO training and education typically includes leadership and management as well as service specific and combat training.
- Senior NCOs with their wealth of leadership, mission training and experience are considered the primary link between the bulk of the enlisted personnel and the officers in any military organization. Their advice and guidance is particularly important for junior officers, who begin their careers in a position of authority but generally lack practical experience.

[Non-commissioned officers](#) (NCOs) in positions of [authority](#) can be said to have control or charge rather than command *per se*, although the use of the word "command" to describe any use of authority is widespread and often official.



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# Warrant Officer

<u>US DoD</u> <u>pay grade</u>	W-1	W-2	W-3	W-4	W-5
Insignia					
Title	<u>Warrant Officer 1</u>	<u>Chief Warrant Officer 2</u>	<u>Chief Warrant Officer 3</u>	<u>Chief Warrant Officer 4</u>	<u>Chief Warrant Officer 5</u>
Abbreviation	WO1	CW2	CW3	CW4	CW5
NATO Code	WO-1	WO-2	WO-3	WO-4	WO-5



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# Warrant Officer

- "The Army WO is a self-aware and adaptive technical expert, combat leader, trainer, and advisor. Through progressive levels of expertise in assignments, training, and education, the WO administers, manages, maintains, operates, and integrates Army systems and equipment across the full spectrum of Army operations. Warrant Officers are innovative integrators of emerging technologies, dynamic teachers, confident warfighters, and developers of specialized teams of soldiers. They support a wide range of Army missions throughout their career. Warrant officers in the Army are assessed with specific levels of technical ability. They refine their technical expertise and develop their leadership and management skills through tiered progressive assignment and education."  
(DA Pamphlet 600-3, p. 3-9)



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# Level of Warrant Officer Rank

- **Warrant Officer, One (WO1)**

Appointed by warrant from the Secretary of the Army, WO1s are technically and tactically focused officers who perform the primary duties of technical leader, trainer, operator, manager, maintainer, sustainer, and advisor.

- **Chief Warrant Officer, Two (CW2)**

CW2s become commissioned officers by the President of the United States. They are intermediate-level technical and tactical experts who perform increased duties and responsibilities at the detachment through battalion levels.

- **Chief Warrant Officer, Three (CW3)**

CW3s are advanced-level experts who perform the primary duties of a technical and tactical leader. They provide direction, guidance, resources, assistance, and supervision necessary for subordinates to perform their duties. They primarily support operations levels from team or detachment through brigade.

- **Chief Warrant Officer, Four (CW4)**

CW4s are senior-level experts in their chosen field, primarily supporting battalion, brigade, division, corps, and echelons above corps operations. They typically have special mentorship responsibilities for other WOs and provide essential advice to commanders on WO issues.

- **Chief Warrant Officer, Five (CW5)**

CW5s are master-level experts that support brigade, division, corps, echelons above corps, and major command operations. They provide leader development, mentorship, advice, and counsel to Warrant Officers and branch officers. CW5s have special Warrant Officer leadership and representation responsibilities within their respective commands.



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# Commissioned Officers



Second Lieutenant  
(2LT)



First Lieutenant  
(1LT)



Captain  
(CPT)



Major  
(MAJ)



Lieutenant Colonel  
(LTC)



Colonel  
(COL)



Brigadier General  
(BG)



Major General  
(MG)



Lieutenant General  
(LTG)



General  
(GEN)



General of the Army  
(GOA)



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# Commissioned Officer

- An **officer** is a member of an [armed force](#) or in some cases [uniformed service](#) who holds a position of authority. **Commissioned officers** derive authority directly from a [sovereign](#) power and, as such, hold a [commission](#) charging them with the duties and responsibilities of a specific office or position. Commissioned officers are typically the only persons, in a military environment, able to act as the [commanding officer](#) (according to the most technical definition of the word) of a [military unit](#).<sup>[1]</sup> A **superior officer** is an officer with a higher rank than another officer.
- Commissioned officers generally receive training as [leadership](#) and [management](#) generalists, in addition to training relating to their specific [military occupational specialty](#) or function in the military. Most [developed nations](#) have set the goal of having their officer [corps](#) university-educated. Many advanced militaries require university degrees as a prerequisite for commissioning.
- In the [U.S. military](#), officers without a university degree may under certain circumstances be commissioned, but are required to earn one within a time limit. Roughly half of all active-duty U.S. military officers are commissioned through the [Reserve Officer Training Corps](#), which is composed of small training programs at several hundred American universities.<sup>[2]</sup> Officers may also be commissioned at federal or state based [Officer Candidate Schools](#). The various Officer Candidate Schools commission approximately 700 [second lieutenants](#) and ensigns each year during peacetime. Another route to becoming a commissioned officer is through direct commission. Graduates from the [service academies](#) are commissioned immediately upon graduation; credentialed civilian [professionals](#) such as scientists, nurses, doctors, pastors, and lawyers are also directly commissioned upon entry into the military or another federal [uniformed service](#).



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# Army Pay Scale



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*Columbia Recruiting Battalion*

# Basic Pay: PVT – SGT (Lower Enlisted)

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18
E-5	2,090.10	2,230.20	2,337.90	2,448.30	2,620.20	2,800.50	2,947.50	2,965.50	2,965.50	2,965.50	2,965.50
E-4	1,916.10	2,014.20	2,123.40	2,230.80	2,325.90	2,325.90	2,325.90	2,325.90	2,325.90	2,325.90	2,325.90
E-3	1,729.80	1,838.70	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00	1,950.00
E-2	1,644.90	1,644.90	1,644.90	1,644.90	1,644.90	1,644.90	1,644.90	1,644.90	1,644.90	1,644.90	1,644.90
E-1 <sup>5</sup>	1,467.60										



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# ALLOWANCES

Basic Allowance for Housing RC/Transient (January 1, 2011)					Family Separation Allowance								
Pay Grade	Partial	Without Dependent	With Dependent	Differential	All Pay Grades: \$250								
0-10	\$ 50.70	\$ 1,405.50	\$ 1,728.90	\$ 319.80	Basic Allowance for Subsistence (Effective January 1, 2011)			Family Subsistence Supplemental Allowance (Effective October 1, 2010)					
0-9	\$ 50.70	\$ 1,405.50	\$ 1,728.90	\$ 319.80	Officers: \$223.84			All Pay Grades					
0-8	\$ 50.70	\$ 1,405.50	\$ 1,728.90	\$ 319.80	Enlisted: \$325.04			Not to Exceed \$1100.00					
0-7	\$ 50.70	\$ 1,405.50	\$ 1,728.90	\$ 319.80	Clothing Allowances (Effective October 1, 2010)								
0-6	\$ 39.60	\$ 1,288.80	\$ 1,556.40	\$ 264.90									
0-5	\$ 33.00	\$ 1,241.10	\$ 1,500.30	\$ 255.60	Standard Initial Clothing Allowance (Enlisted Members Only)								
0-4	\$ 26.70	\$ 1,149.90	\$ 1,322.40	\$ 170.10	Army		Navy		Air Force		Marine Corps		
0-3	\$ 22.20	\$ 922.20	\$ 1,094.40	\$ 169.80	Male	Female	Male	Female	Male	Female	Male	Female	
0-2	\$ 17.70	\$ 730.80	\$ 933.60	\$ 200.40	1,441.68	1,673.18	1,630.62	1,853.34	1,405.94	1,632.41	1,680.05	1,744.30	
0-1	\$ 13.20	\$ 627.00	\$ 835.80	\$ 216.90	Cash Clothing Replacement Allowance (Enlisted Members Only)								
03E	\$ 22.20	\$ 995.10	\$ 1,176.00	\$ 178.20	Army		Navy		Air Force		Marine Corps		
02E	\$ 17.70	\$ 846.00	\$ 1,061.10	\$ 213.30	Male	Female	Male	Female	Male	Female	Male	Female	
01E	\$ 13.20	\$ 735.90	\$ 981.00	\$ 250.20	370.80	410.40	327.60	331.20	273.60	302.40	403.20	428.40	
W-5	\$ 25.20	\$ 1,168.50	\$ 1,277.10	\$ 106.20	Basic	531.80	585.87	468.00	471.60	388.80	432.00	572.40	608.40
W-4	\$ 25.20	\$ 1,037.40	\$ 1,170.60	\$ 130.80	Standard	0	0	709.20	759.60	0	0	0	0
W-3	\$ 20.70	\$ 872.40	\$ 1,073.10	\$ 197.70	Special	Civilian Clothing Allowance							
W-2	\$ 15.90	\$ 774.00	\$ 985.80	\$ 209.10	Type of Duty	Initial	Replacement	15 days in 30 days period	30 days in 36 month period				
W-1	\$ 13.80	\$ 648.90	\$ 853.20	\$ 202.20	Permanent	940.68	313.56	0	0				
E-9	\$ 18.60	\$ 852.00	\$ 1,123.20	\$ 267.30	Temporary	0	0	313.56	627.12				
E-8	\$ 15.30	\$ 782.40	\$ 1,036.20	\$ 250.50	Personal Money Allowance (Monthly Amount)								
E-7	\$ 12.00	\$ 721.50	\$ 961.80	\$ 289.90	1. While serving as Chairman or Vice Chairman of the JCS, or Army or Air Force CS, CNO, or CMC							\$333.33	
E-6	\$ 9.90	\$ 666.60	\$ 888.60	\$ 279.90	2. Senior Member of the Military Staff Committee of the U.N.							\$225.00	
E-5	\$ 8.70	\$ 599.40	\$ 799.20	\$ 238.20	3. General or Admiral							\$183.33	
E-4	\$ 8.10	\$ 521.40	\$ 694.80	\$ 206.10	4. Lieutenant General Vice Admiral							\$41.67	
E-3	\$ 7.80	\$ 484.80	\$ 646.20	\$ 168.60	5. Senior Enlisted Member of a Military Service							\$166.67	
E-2	\$ 7.20	\$ 462.00	\$ 615.90	\$ 225.60									
E-1	\$ 6.90	\$ 462.00	\$ 615.90	\$ 267.30									

For other pays or specific requirements for the pay cited in this table, go to the web at:

<http://www.dtic.mil/comptroller/fmr/07a/index.html>

# INCENTIVE AND SPECIAL PAYS

## Aviation Career Incentive Pay

*Years of Aviation Service*

2 or less	Over 2	Over 3	Over 4	Over 6	Over 14	Over 22	Over 23	Over 24	Over 25
125.00	156.00	188.00	206.00	650.00	840.00	585.00	495.00	385.00	250.00

## Career Enlisted Flyer Incentive Pay

*Years of Aviation Service*

4 or less	Over 4	Over 8	Over 14
150.00	225.00	350.00	400.00

## Hazardous Duty Incentive Pay (Crew Member- Non-AWAC)

Pay Grade	Amount								
O-10	150.00	O-5	250.00	W-5	250.00	E-9	240.00	E-4	165.00
O-9	150.00	O-4	225.00	W-4	250.00	E-8	240.00	E-3	150.00
O-8	150.00	O-3	175.00	W-3	175.00	E-7	240.00	E-2	150.00
O-7	150.00	O-2	150.00	W-2	150.00	E-6	215.00	E-1	150.00
O-6	250.00	O-1	150.00	W-1	150.00	E-5	190.00		

## Hazardous Duty Incentive Pay (Non-Crew Member)

**ALL GRADES – 150.00**

## Imminent Danger Pay/Hostile Fire Pay

**ALL GRADES – 225.00**

## Diving Pay

Officers – 240.00 (Max)      Enlisted – 340.00 (Max)

## HDIP (Parachute, Flight Deck, Demolition, & Others)

All Grades – 150.00  
(Member qualified for HALO Pay – 225.00).

## COMBAT ZONE TAX EXCLUSION

Basic pay for the MCPO of the Navy, CMSgt of the AF, Sergeant Major of the Army or Marine Corps, basic pay is \$7,489.80. Combat Zone Tax Exclusion for O-1 and above is based on this basic pay rate plus HFP/IDP (\$225).

*For other pays or specific requirements for the pays cited in this table, go to the web at:*

<http://www.dtic.mil/comptroller/fmr/07a/index.html>