

MILPER Number: 26-068

**Proponent
AHRC-MPF-OR**

**Title
Fiscal Year 2026 (FY26) Warrant Officer Retention Bonus (WORB) Implementation
Guidance**

...Issued:[20 Feb 2026]...

- A. Title 37, United States Code, Section 332.
- B. DoD Instruction 1304.34, (General Bonus Authority for Officers).
- C. DoD Instruction 1332.45, (Retention Determinations for Non-Deployable Service Members).
- D. Office of the Assistant Secretary of the Army for Manpower and Reserve Affairs, memorandum (Implementation of General Bonus Authority for Officers), 14 May 2019.
- E. Office of the Deputy Chief of Staff G-1, memorandum (Fiscal Year 2026 (FY26) Warrant Officer Retention Bonus Program Implementation Guidance), 10 February 2026.
- F. MILPER Message 25-297, AHRC-PDM-SP, subject: Fiscal Year 2025 (FY25) Warrant Officer Retention Bonus (WORB) Implementation Guidance, 23 July 2025.

1. This message announces personnel eligibility and processing requirements for the FY26 Warrant Officer Retention Bonus (WORB) program. This program is essential for retaining qualified warrant officers in critical military occupational specialties (MOS) to ensure Army readiness and will expire no later than (NLT) 30 September 2026.

2. The FY26 WORB dollar amount will be determined using a bidding process. Two virtual town halls will be held via Microsoft Teams to provide additional information on the FY26

WORB program and to answer questions. All eligible warrant officers are encouraged to attend. The sessions are scheduled for 26 February 2026, 1200 Eastern Standard Time (EST) and 12 March 2026, 1200 EST.

3. Bidding process.

- a. An eligible warrant officer submits a bid (minimum \$100/month, increments of \$100) identifying the lowest monthly bonus they would accept for a 6-year additional duty service obligation (ADSO)(see paragraph 8 for bidding instructions).
- b. Upon reaching the bidding deadline, the Army will identify the maximum bid that is funded. That bid becomes the “market determined rate.”
- c. All Soldiers who bid at or below the market determined rate are accepted and will receive the market determined rate regardless of their original bid. Each will receive the same bonus amount (the market rate).
- d. There is no obligation to submit a bid; no bid by an eligible Soldier is equivalent to stating that you would not accept a 6-year ADSO for any dollar amount.

4. The WORB is payable to Regular Army warrant officers who execute a written agreement to remain on active duty in their MOS for 6 additional years, meet the general eligibility criteria listed in paragraph 5, meet bonus restrictions in paragraph 6, and whose bid is at or below the market determined rate.

5. General eligibility criteria.

- a. Must have completed a minimum of one warrant officer professional military education (PME) course in accordance with (IAW) AR 350-1. Exceptions will be considered for warrant officers that have an approved reservation in ATRRS for the appropriate warrant officer PME course IAW AR 350-1.
- b. Be in the grade of CW2(P), CW3 or CW4 and have at least 18 years active federal service (AFS) and less than 22 years AFS as of 31 March 2026.
- c. Warrant officers must have no “Qualified” OERs and not have been passed over for promotion in the primary zone to the next grade.

d. Be in an MOS listed below.

(1) Warrant officers in the rank of CW2(P) or CW3 non-promotable, in the following MOS may apply:

125D GEOSPATIAL ENGINEERING TECHNICIAN

131A FIELD ARTILLERY TECHNICIAN

140A AIR AND MISSILE DEFENSE SYSTEMS INTEGRATOR

140K AIR AND MISSILE DEFENSE (AMD) SYSTEMS TACTICIAN

150A AIR TRAFFIC AND AIRSPACE MANAGEMENT TECHNICIAN

150U UNMANNED AIRCRAFT SYSTEMS OPERATIONS TECHNICIAN

151A AVIATION MAINTENANCE TECHNICIAN (NONRATED)

170A CYBER OPERATIONS TECHNICIAN

170B ELECTRONIC WARFARE TECHNICIAN

180A SPECIAL FORCES WARRANT OFFICER

255N NETWORK OPERATIONS WARRANT OFFICER

255S CYBERSPACE DEFENSE TECHNICIAN

311A CID SPECIAL AGENT

350G GEOSPATIAL INTELLIGENCE IMAGERY TECHNICIAN

351L COUNTERINTELLIGENCE TECHNICIAN

351M HUMAN INTELLIGENCE COLLECTION TECHNICIAN

351Y AREA INTELLIGENCE TECHNICIAN

351Z ATTACHE INTELLIGENCE OPERATIONS TECHNICIAN

352N SIGNALS INTELLIGENCE ANALYSIS TECHNICIAN

352S	SIGNALS COLLECTOR TECHNICIAN
353T	INTELLIGENCE SYSTEMS INTEGRATION AND MAINTENANCE TECHNICIAN
420C	BANDMASTER
420T	TALENT ACQUISITION TECHNICIAN
740A	CHEMICAL, BIOLOGICAL, RADIOLOGICAL AND NUCLEAR (CBRN) TECHNICIAN
882A	MOBILITY OFFICER
890A	AMMUNITION TECHNICIAN
913A	ARMAMENT SYSTEMS MAINTENANCE WARRANT OFFICER
914A	ALLIED TRADES WARRANT OFFICER
915A	AUTOMOTIVE MAINTENANCE WARRANT OFFICER
915T	TRACK MAINTENANCE WARRANT OFFICER
920B	SUPPLY SYSTEMS TECHNICIAN
921A	AIRDROP SYSTEMS TECHNICIAN

(2) Warrant officers in the rank of CW3(P) or CW4 non-promotable, in the following MOS may apply:

120A	CONSTRUCTION ENGINEERING TECHNICIAN
131A	FIELD ARTILLERY TECHNICIAN
140A	AIR AND MISSILE DEFENSE SYSTEMS INTEGRATOR
140K	AIR AND MISSILE DEFENSE (AMD) SYSTEMS TACTICIAN
150A	AIR TRAFFIC AND AIRSPACE MANAGEMENT TECHNICIAN
150U	UNMANNED AIRCRAFT SYSTEMS OPERATIONS TECHNICIAN
151A	AVIATION MAINTENANCE TECHNICIAN (NONRATED)

170A	CYBER OPERATIONS TECHNICIAN
170B	ELECTRONIC WARFARE TECHNICIAN
180A	SPECIAL FORCES WARRANT OFFICER
255A	DATA OPERATIONS WARRANT OFFICER
255N	NETWORK OPERATIONS WARRANT OFFICER
255S	CYBERSPACE DEFENSE TECHNICIAN
270A	LEGAL ADMINISTRATOR
311A	CID SPECIAL AGENT
350F	ALL SOURCE INTELLIGENCE TECHNICIAN
350G	GEOSPATIAL INTELLIGENCE IMAGERY TECHNICIAN
351L	COUNTERINTELLIGENCE TECHNICIAN
351Y	AREA INTELLIGENCE TECHNICIAN
351Z	ATTACHE INTELLIGENCE OPERATIONS TECHNICIAN
352S	SIGNALS COLLECTOR TECHNICIAN
353T	INTELLIGENCE SYSTEMS INTEGRATION AND MAINTENANCE TECHNICIAN
420A	HUMAN RESOURCES TECHNICIAN
420T	TALENT ACQUISITION TECHNICIAN
670A	HEALTH SERVICES MAINTENANCE TECHNICIAN
880A	MARINE DECK OFFICER
881A	MARINE ENGINEERING OFFICER
882A	MOBILITY OFFICER
914A	ALLIED TRADES WARRANT OFFICER
915A	AUTOMOTIVE MAINTENANCE WARRANT OFFICER

915S	STRYKER MAINTENANCE WARRANT OFFICER
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915T	TRACK MAINTENANCE WARRANT OFFICER
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920A	PROPERTY ACCOUNTING TECHNICIAN
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920B	SUPPLY SYSTEMS TECHNICIAN
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921A	AIRDROP SYSTEMS TECHNICIAN
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922A	FOOD SERVICE TECHNICIAN
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923A	PETROLEUM TECHNICIAN
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948D	ELECTRONIC MISSILE SYSTEMS MAINTENANCE WARRANT OFFICER
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6. The following bonus restrictions apply:

- a. Warrant officers may not receive a bonus or incentive pay IAW Subchapter I and Subchapter II of Title 37, United States Code, for the same activity, skill, or period of military service.
- b. Warrant officers may not receive multiple bonus payments for the same period of obligated service. This includes all previous service obligations incurred for which a bonus or special pay was paid while serving as an enlisted member.
- c. Warrant officers may not receive more than \$300,000 in combined bonus payments during the course of their career.
- d. A warrant officer is not eligible for a bonus if the individual was previously discharged or released from active duty or military service in an active status based on a determination of misconduct, substandard duty performance, or moral or professional dereliction.
- e. A warrant officer receiving pre-commissioning compensation or financial assistance through a loan repayment as outlined in reference B is not eligible for a bonus until the military service obligation is completed.
- f. A warrant officer who has a service obligation is not eligible for a bonus, except when they:
 - (1) Incur a service obligation due a permanent change in duty station or promotion.

(2) Incur a service obligation for attending and completing professional military education or government-funded education courses.

(3) Incur a service obligation as a result of transferring his or her Post 9-11 GI Bill benefits.

g. Must be in good standing and not under the Uniform Code of Military Justice (UCMJ) process (to include Article 15 or courts-martial processing) including investigations and must meet Army standards for retention (to include Army Fitness Test, Combat Fitness Test, and Army Body Composition Program) at the time of the approval and must remain in good standing through the bonus tour.

h. Must not be permanently prohibited from deployment IAW reference C. For the purpose of this program, "deployment" is defined as the movement of personnel into and out of an operational area or in support of operations. Deployment obligation and the bonus service obligation will be served consecutively to Post-9/11 GI Bill transfer obligation.

7. Active-Duty Service Obligation (ADSO):

a. The bonus ADSO is six years.

b. Service obligations will begin on the approval date of the written agreement or on the completion date of their current service obligation, whichever is later, with the exception of concurrent service obligations.

c. All service obligations will run consecutively except the following which will run concurrently:

(1) Permanent change in duty station or promotion.

(2) A service obligation for attending and completing professional military education or government-funded education courses (exception does not apply to undergraduate education).

8. Written agreements submission and approval process.

a. Eligible warrant officers may submit a Retention Bonus Auction Personnel Action Request (PAR) via IPPS-A. Select and route through their unit S1 to Directorate of Military Personnel Management (DMPM), Army G1, UDL 000000000129245. PARs must be received NLT midnight EDT on 27 March 2026.

- (1) Create new PAR.
- (2) The effective date is the date of submission.
- (3) Under “Action” select “Admin Records Corrections.”
- (4) Under “Reason” select “Bonus Auction.”
- (5) In the field titled “More Information,” warrant officers will update the following statement as directed:

“I hereby request a Warrant Officer Retention Bonus (WORB) Written Bonus Agreement (WBA), in the pay grade of CW_ in Military Occupational Specialty (MOS) _____ for a period of six years. The WORB will be paid in monthly periodic installments at the market determined rate. I agree to receive any market-determined rate greater than or equal to \$_____ per month of Additionally Obligated Service (AOS). I understand that if the market-determined rate is lower than my bid, then I will not receive the WORB. I understand that all participants in the FY26 WORB will receive the same market determined rate. I understand that my bonus amount will not change following its initial determination in FY26.”

(6) Warrant officers will replace the first blank with a “3” or a “4” depending on their current grade. Warrant officers will replace the second blank with the MOS in which they are currently classified. Warrant officers will replace the final blank with a dollar amount of their own choice. This represents their “bid” and is equivalent to the minimum bonus amount that the warrant officer would willingly accept. The bid must be given in any increment of \$100. The minimum bid is \$100. There is no maximum bid.

(7) Warrant officers are not required to submit a bid.

b. Once the market closes, DMPM will determine the market determined rate and export the names of personnel from IPPS-A who have cleared the market and are eligible for the bonus to HRC for processing. Warrant officers whose bids are not selected will have their PARs returned without action.

9. Method of Payment: Bonus payments will be paid in monthly periodic installments. No other payment method is authorized.

10. Assignment Requirements: Warrant officers receiving skill-based bonuses will serve in an

assignment for which the skill is required. The Commander, HRC may approve an assignment outside of the required skill based on the needs of the Army; however, at no time will a warrant officer receiving a skill-based bonus serve in an assignment outside the required skill for more than one-third of the obligated service for which the bonus was paid.

11. Repayment: Warrant officers who receive a bonus under this program and do not maintain the eligibility requirements or fulfill conditions of service as specified in the written agreement, will be subject to repayment consistent with 37 USC § 373 and Chapter 2 of Volume 7a of DoD 7000.14-R.

12. All questions about eligibility should be submitted to HRC, Officer Retention Branch, usarmy.knox.hrc.mbx.warrant-officer-retention@army.mil.