

## 37th AMM 2009 Focus Group Topics, Recommendations, and Votes

- **Focus Group 1: Management of Senior Warrant Officers – CW5** (CW5 Barbara Carpenter, Focus Group Leader, Group 1): The CW5 rank is capped at 5% of the WO population. With the new longevity pay tables Soldiers are encouraged to stay until 40 years of service. The resulting effect is many CW5s can stay in the service until they are 62 years old. This will result in not allowing new promotions to CW5 of qualified and deserving CW4s. The promotion system will become stagnate. Promotion rates will go down and this back up will also impact future CW4 and CW3 promotions.

**Presentation:** Presented by CW4 Jill Graham. Noted the group was heavily represented by National Guard within Focus Group 1. National Guard does not have to wait to be confirmed by Senate like Active Duty component. National Guard promotes to specific positions. Reserves are senate confirmed and do not publish an Order of Merit List (OML). Why is this important? In the National Guard selection is position specific. CW5 Carpenter believes the demographics are vitally important to be able to assimilate the data properly. How many CW5s are exiting within the next five years? How many CW4s are being looked at for CW5s in the next five years? How many will reach their MRD (Mandatory Retirement Date) within the next five years?

**Recommendations:** Committee members were unanimous in believing they did not have sufficient information (statistics) to take an informative position. Need to know by MOS, components and the numbers of CW4s. Focus Group had no numbers on Active Duty component. Committee has imposed a 31 MAR 10 suspense date to respond back to the Focus Group Leader (CW5 Carpenter), who will in turn compile the information and provide it to the BOD for review. Would also want an Active Duty component Warrant Officer involved in the committee's work. **Motion:** CW5 (Ret) Willie Dickens motions.

**Presiding Officer called for a vote:** Votes on the Floor: 44, Votes Yea: 43, Votes Nay: 1, Proxies Yea: 907, Proxies Nay: 1. Total Yea Votes: 950. Total Nay Votes: 2. TOTAL VOTES: 952. Motion passed.

- **Focus Group 2: Who Speaks for the Warrant Officers in the Army?** (CW5 Candis Martin, Focus Group Leader, Group 2): Should the Army reform the WO Division? Committee's position is "**NO**." Should the Army appoint a CCWO of the Army similar to that of the RC and one that will represent the Corps; as the SMA does? Committee's position is "**YES**." Should a committee be formed to be the collection group for issues as they relate to the WO Corps? Like the WOSAC for the ARNG, the Senior War Council for the USAR and the SWOAC for the TRADOC organizations and proponents. Committee's position is, "**YES**".

**Presentation:** Presented by CW3 Patrick Morris. Between 1972 – 2004 USAWOA and WO Division had a close-knit working relationship. Currently Warrant Officers comprise two percent of the total Army composition. COL Jones, Commandant, Warrant Officer Career College is commended for his efforts on behalf of Warrant Officers. CCWO is working well for COMPO 1 and COMPO 2. CW5 Gabe Watts, HRC, is currently researching the issue on behalf of the committee. CW5 Carpenter concerned about the demographics of the steering committee and believes younger member should be included in the process. CW5 Candis Martin responded that the branches and SWOAC do wish to pursue CCWA. Recommend establishing a Warrant Officer coalition to speak with a single voice. CW4 (Ret) Greg Gouty reaffirmed that the branches did shoot this initiative down in previous years. Recommend that we ensure we articulate the expectations are for CCWA. CW5 (Ret) Phil Tackett, as a former RCWO, MP Branch, stated the CW5 sitting outside the CSA and VCSA is administrative in nature and not in a position to represent the entire WO population. *(Continued next page)*

CW5 (Ret) Russ Brewer stated there is “never a good time;” however, by taking the initiative upon themselves, they were able to convince the California State TAG of the relevance of CCWO. CW4 Jack DuTeil inquired if CW5 Peterson has any additional legal rulings that would rule out USAWOA being more involved with the Army components in pushing the initiative through the system. CW5 Peterson acknowledged the sensitivity in dealing with outside agencies; however, there were no rulings that outright precluded one’s involvement in consulting where no financial gain was at stake. CW3 (P) Davis inquired how the senior Warrant Officer’s coalition would funnel their issues to the key decision-makers. CW5 Mosman mentioned with COL Jones as a member of the Council of Colonels is therefore engaged at the senior leader level for the Army. CW5 (Ret) Phil Tackett cited the Warrant Officer Association, as a key player in all of this given we, as members, hold pivotal positions throughout the various components within the Army and can positively engage our own network of supporters who may well hold equally influential positions in the Army.

**Recommendation:** Recommend USAWOA remain in close contact with WOSAC and SWOAC to aggressively pursue CCWA.

**Presiding Officer called for a vote:** Votes on the Floor: 44, Votes Yea: 44, Votes Nay: 0, Proxies Yea: 908, Proxies Nay: 0 - TOTAL VOTES: 952. Motion unanimously passed.

- **Focus Group 3: Save Basic Allowance for Housing (BAH) for Junior WO.** (CW4 Nicole Woodyard, Focus Group Leader, Group 3): A “Save Pay like system must be instituted in BAH to ensure our young NCOs do not lose money by becoming WO1s. **Presentation:** Presented by CW4 Nicole Woodyard.

**Presiding Officer called for a vote:** Votes on the Floor: 45, Votes Yea: 45, Votes Nay: 0, Proxies Yea: 915, Proxies Nay: 0 - TOTAL VOTES: 960. Motion unanimously passed.

- **Focus Group 4: Commander’s Perception of Warrant Officers.** (CW5 (Ret) Vincent Baiocchetti, Focus Group Leader, Group 4): When a commander is requesting an officer to be assigned to his organization he will usually say “I want a captain that has completed his Captain’s Career Course (C3).” Or s/he will say s/he wants a major with ILE (CGSC) completion. But when was the last time anyone heard of a commander saying I want a Warrant Officer with his/her advanced course finished or I want a CW3 with the WOSC completed? They refer to an officer with reference to his education, but they refer to a WO with reference only to his MOS. **Presentation:** Presented by CW5 (Ret) Vince Baiocchetti.

**Motion:** CW5 Barbara Carpenter moves that the USAWOA publish a fact sheet on what Warrant Officers are, what they do and what they are about, to shoot it out to all of the new “O” grade officers in the Army.

**Presiding Officer called for a vote:** Votes on the Floor: 46, Votes Yea: 43, Votes Nay: 0, Proxies Yea: 915, Proxies Nay: 0. Total Yea Votes: 961. Total Nay Votes: 2. TOTAL VOTES: 961. Motion passes.