

## INFORMATION PAPER

**SUBJECT:** Senior Warrant Officer Advisory Council (SWOAC) After Action Report (AAR).

1. **Purpose.** To provide the SWOAC Members an AAR of the SWOAC conducted 16-18 October 2007, at Fort Leavenworth, Kansas.

2. **Facts.**

a. On 1 Nov 05 the VCSA established the SWOAC charter with the mission to serve as a continuing body to introduce, review and address potential issues concerning Army systems, policies, and programs designed to produce ready and relevant warrant officers who are capable of supporting the Army mission in their roles as soldiers, officers, leaders, and technicians across the full spectrum of operational environments.

b. The semi-annual SWOAC conference was held 16-18 October 2007, at Fort Leavenworth, Kansas. During this three-day period, the following occurred: pre-staffed issues were reviewed followed by a council vote for action; scheduled briefs and discussion of issues occurred; and an open discussion period was conducted which allowed bringing undeveloped or unstaffed issues to the council's attention.

3. Agenda included information briefings from all agencies that impact the 15 branch proponents, these briefings included updates from: HQDA G-1, G-3, OPMS, USAREC, TRADOC, and WOCC. Also, the council heard a briefing from the new WOCC Commandant, COL Mark Jones, on his philosophy at the WOCC.

4. Issues brought before the council for information or action included:

a. An update on the recommendation to change AR 600-8-29 requiring warrant officers to complete a warrant officer basic course prior to being eligible for promotion to CW2. According to G-1 representatives, the change has been approved and is with the regulation writers for inclusion in a future change.

b. An update on the recommended change to UCMJ Article 91, paragraph 15b (3) (d) which addresses Warrant Officers with NCOs and Petty Officers. This issue was first brought to the Sep 05 council for action by the JAG CWOB and remains unresolved. The JAG CWOB provided an information briefing to the council and informed members that this issue is being resolved along with eight other changes to the Manual for Courts-Martial, once the action to commission WO1s is completed. The JAG CWOB will keep the council apprised of actions on this issue, but stated that it will be several years before we see resolution. Issue remains open, but will be removed from future agendas until resolved.

c. A recommendation to formalize the procedures for choosing individuals to fill 011A positions was further discussed as carried over from the last meeting. Discussion centered on ways to work within the existing HRC process to make the positions, and information on those positions, available to all CWOBs via WO Net. Individuals currently filling 011A positions will also post a DA Form 872 describing the positions and requirements. CWOBs will then be able to view the positions and provide nominations when positions come available making the process more fair and equitable to all branches.

d. An issue was raised by the SC CWOB concerning the current accession boards conducted by USAREC. The old system allowed all of a soldier's NCOERs to be viewed by board members. The new system only displays a soldier's last three NCOERs to board members. While this appears to "level the

playing field” between soldiers with varying years of experience, it can be problematic. If, for instance, a soldier has spent the last two to three years as a recruiter or drill sergeant, the NCOERs being viewed by the board do not accurately reflect the soldier’s technical expertise, which is what they should be accessed against. All members agreed in theory that all NCOERs should be available to board members to properly select the best qualified individuals. A motion was submitted to staff the issue through all schools and centers with a recommendation to USAREC to alter the current system to allow all NCOERs and historical documents to be included in the electronic board packets. Motion carried with 15 in favor, none opposed and one abstained. SC CWOB will initiate the staff action.

e. An issue was raised concerning active duty warrant officer education not being mandatory. Anecdotally, some warrants do not want to spend additional time away from families to attend courses and some commanders are not allowing warrants to attend courses because it is not mandatory. There needs to be a forcing mechanism in place to make education mandatory. On the motion of should WO education be mandatory for the active duty, 15 voted in favor, none were opposed and one abstained. A representative from Army G-1 stated that the issue is already being worked within DA Pam 600-3 and should appear in a future version. Recommendation is to brief PCC on the importance of PME. No action is currently required. Based on information from G-1, all voted to table the issue.

f. An issue was brought before the council concerning a potential strategic communication to the field concerning CWOB positions and cultural issues. This discussion raised two separate issues. First was educating the field concerning the SWOAC meetings and the fact that there is a body concentrating on these issues, through media engagement. The membership vote was unanimous to begin some media engagement to educate WOs about the council’s existence in general terms. The SWOAC Chairman, agreed to take that action and work appropriate media engagement issues. The second and more important issue was the cultural perception of CWOB positions and their importance within the branches. Some branches have embraced the CWOB position and made it a separate position as part of the command team. Other branches have simply “dual-hatted” the senior warrant in the proponent office as the CWOB. Most of these CWOBs have very little, if any, contact with Branch Commandants and therefore little, if any, influence over WO specific actions being considered. A discussion ensued about the ATLDP intentions for CWOB positions and information or instructions to the field. The TRADOC and Army G-3 CW5s agreed to research the issue to see what, if any, instructions were sent out to establish CWOB positions. This issue is tabled awaiting the results of the historical document search and any actions.

g. The SWOAC Chairman informed the council that the leadership at Fort Leavenworth has decided that now is a good time, considering the availability of seats, to run an ILE pilot for WOs. The current plan is for five WOs to be chosen to attend the August 2008 ILE class. The OPMS CW5 stated that he needs a signed memo making the program official and he will ensure the slots are established. Council members were instructed that requirements for attendance include a Bachelor’s degree and operational experience. Each CWOB was encouraged to identify one or two potential candidates. The names will be submitted to the OPMS CW5 and a small group at HRC will make final selections and work the issue through HRC to ensure this initiative is properly managed.

##### 5. Issues brought before the council for discussion included:

a. COL Reider, Combined Arms Center (CAC) Center for Army Leadership (CAL) Director, provided a briefing on the functions of CAL and philosophies of leader development. Discussion centered on how leaders are developed in today’s Army and the current methods of leader development. The discussion was well received.

b. COL Galvin, Director of Battle Command Knowledge System (BCKS) gave a general overview briefing concerning BCKS and the variety of nets within it. Mr. Bob Huffman, the facilitator for the WO Net portion of BCKS, then gave a briefing on use of the net and possible initiatives available to the council within that forum. One discussion centered on using that medium for setting up information about 011A positions. Mr. Huffman agreed to establish a separate folder on WO Net for information dissemination and potential discussion among council members. Membership will be restricted to council members.

c. During the USAREC briefing, CW4 Bailey discussed the new Special Missions Brigade at USAREC and the functions of sections within the brigade. He also discussed that the WO recruitment mission had a success rate of 99.6% in FY07, and he predicts similar numbers for FY08.

d. During the normal G-1 briefing, CW4 (P) Nestor included an informational brief on requirements and procedures for retention bonuses. There were a number of new CWOBs present for the council and many had questioned the procedures.

e. The next SWOAC meeting location determination was based on prior input from CW5 Jenkins. Council members all agreed that having the next meeting, mid-March, in the Washington DC area would be appropriate.

6. SWOAC Chairman is CW5 Anderson, Center for Army Leadership (ATZL-CLL), DSN: 585-3202 or commercial (913) 758-3202, email: [michael.anderson3@conus.army.mil](mailto:michael.anderson3@conus.army.mil)

CW5 Anderson/ATZL-CLL/585-3202