



Directorate of Military Personnel Policy  
Office of the Deputy Chief, G-1

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# WARRANT OFFICER PERSONNEL POLICY INTEGRATOR



# *Warrant Officer Personnel Policy Integrator*

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## **AGENDA**

- **MISSION**
- **PROMOTIONS**
- **ACCESSIONS**
- **RETENTION**
- **OTHER ISSUES**



# *Warrant Officer Personnel Policy Integrator*

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## **MISSION**

- *Develops and staffs Warrant Officer personnel policy*



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- ***Coordinates Warrant Officer management issues with PERSCOM, OCAR, NGB, USAREC, TRADOC, and Branch proponents***



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- *Processes all Active Federal Service (AFS), moral, and age waiver requests for warrant officer appointment*



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- *Coordinates Warrant Officer management issues with PERSCOM, OCAR, NGB, USAREC, TRADOC, and Branch proponents*
- *Processes all Active Federal Service (AFS), moral, and age waiver requests for warrant officer appointment*
- ***Prepares White House, Congressional, and Army Staff correspondence pertaining to Warrant Officer issues***



# *Promotions*



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## ***ACTIVE DUTY LIST WARRANT OFFICER PROMOTION PREPARATION***

- ***Memorandum of Instruction***

  - 5 year plan***

  - Floors and ceilings***

  - Staffing: TJAG, DMPP, G1, ASA(M&RA), Chief of Staff***

    - Approved by SecArmy***

- ***Approve Membership***

- ***Pass to DA Secretariat***

- ***Post Actions: Results***

  - Staffing: TJAG, DMPP, G1, ASA(M&RA), Chief of Staff***

    - Approved by SecArmy***



# *Promotions*



## ***ARMY RESERVE WARRANT OFFICER PROMOTION PREPARATION***

- ***Memorandum of Instruction***  
***Floors and ceilings***  
***Staffing: TJAG, DMPP***  
***Approved by SecArmy***
- ***Approve Membership***
- ***Pass to DA Secretariat***
- ***Post Actions***

***Staffing: TJAG, DMPP, G1, ASA(M&RA), Chief of Staff***  
***Approved by SecArmy***



# Promotions



## ACTIVE DUTY LIST WARRANT OFFICER PROMOTION MEMBERSHIP

**BOARD PRESIDENT**  
**BASIC BRANCHES**  
**TOTAL MEMBERSHIP**

**GO**  
**4 COL/ 7 CW5**  
**12**

### **SPECIFIC MEMBERSHIP REQUIREMENTS**

**BRIGADE COMMAND**  
**BATTALION COMMAND**  
**MINORITY**

**2**  
**50%**  
**2, MIN**

**FEMALE**  
**OTHER**

**1**  
**AVIATION=1 COL & 1 CW5**  
**ORDNANCE=1 COL & 1 CW5**  
**QM/MI=1 COL & 1 CW5**

**FA, ADA, SF, EN, SC, MP, AG, JAG, VET, MSC & TC=1 COL OR CW5 REP ON THE BOARD  
EVERY 3 YEARS AS A MINIMUM.**



# *Promotions*



## **ARMY RESERVE WARRANT OFFICER PROMOTION MEMBERSHIP**

**BOARD PRESIDENT**  
**BASIC BRANCHES**  
**TOTAL MEMBERSHIP**

**GO**  
**2 COL/ 4 CW5**  
**7**

**SPECIFIC MEMBERSHIP REQUIREMENTS**  
**50% MINIMUM MUST BE USAR**

**AVIATION = 2 CW5**  
**CSA = 1 COL**  
**CSS = 1 COL**  
**NON AVIATION = 2 CW5**  
**1 MIN\***  
**1**

**MINORITY**  
**FEMALE**

***\*The minority member will be from the minority category having the greatest representation in the considered population.***



# *Promotions*



## ***PROMOTIONS (Aviation/Tech Services)***

**2001**

**CW3 - 130.4/109.5%\*      CW4 - 96.6/105.8%\*      CW5 - 64.8/74.2%\*\***

**2002**

**CW3 - 95.1/101.9%\*      CW4 - 104.4/108.7%\*      CW5 - 59.7/62.7%\*\***

**\* CW2s and CW3s SELCONed in critical MOSs (MI, CID, SF, Aviation.....)**

**\*\* All 2xNS CW4s SELCONed to 24 years WOS (RA)**



# *Promotions*



## ARMY RESERVE PROMOTIONS

**2002**

**CW3 - 66%\***

**CW4 - 29%\***

**CW5 - 18%\*\***

**2001**

**CW3 - 62%\***

**CW4 - 33%\***

**CW5 - 3%\*\***

**\* Fully Qualified Boards - unconstrained**

**\*\* Best Qualified Boards – only selected MOS reviewed**

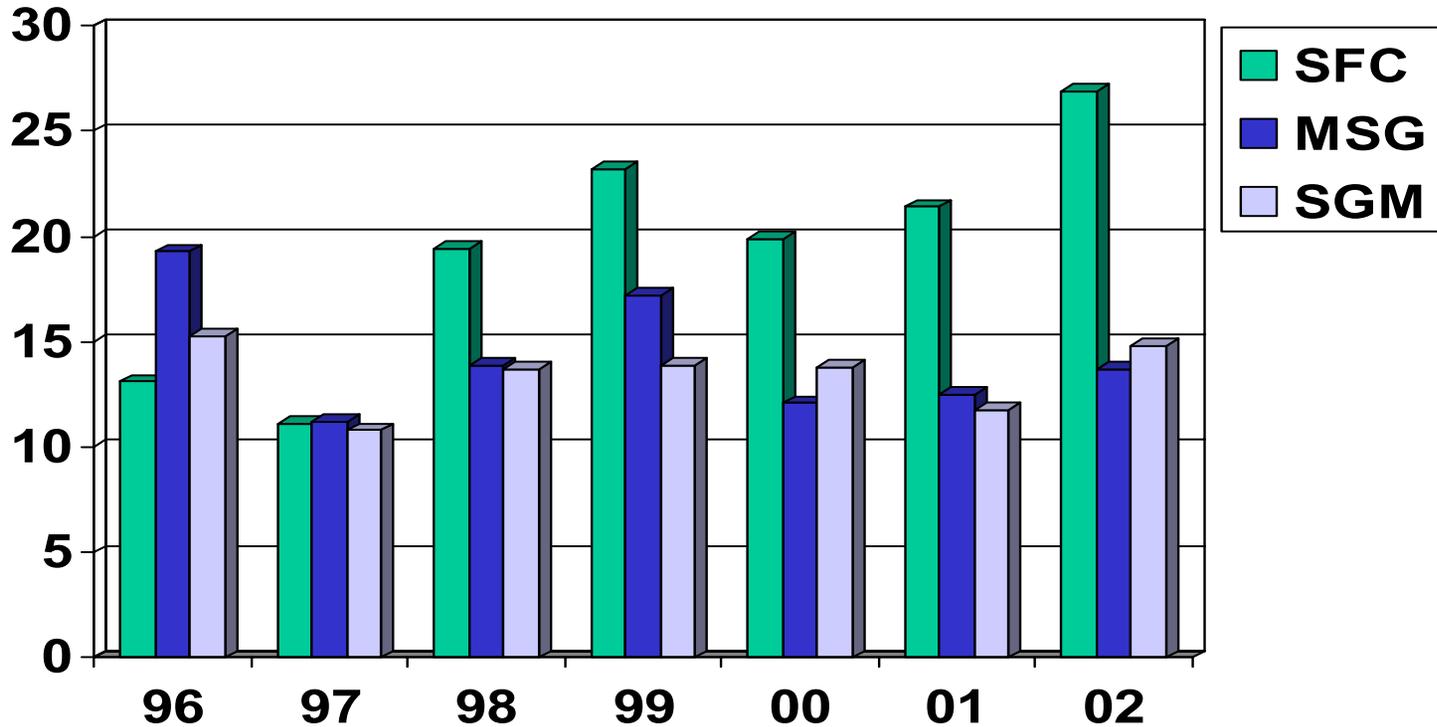


# Promotions



## SENIOR NCO AVERAGE PROMOTION RATES

P  
E  
R  
C  
E  
N  
T  
A  
G  
E  
R  
A  
T  
E



FISCAL YEAR



# Promotions



## AVERAGE NCO PIN-ON POINTS

	FY87	FY88	FY89	FY90	FY91	FY92	FY93	FY94	FY95	FY96	FY97	FY98	FY99	FY00	FY01	AVG
E9	21.8	21.0	21.1	20.9	21.2	21.4	21.5	21.1	21.7	22.0	21.6	21.3	21.3	21.3	21.4	21.37
E8	17.5	17.9	17.6	17.8	17.9	18.0	18.4	17.9	18.2	18.2	17.9	17.4	17.5	17.6	17.9	17.85
E7	12.9	12.4	13.5	13.5	13.3	13.2	14.0	13.6	13.7	14.5	13.7	14.2	13.9	14.1	14.2	13.65
E6	7.5	7.3	7.9	8.3	8.5	8.6	8.9	8.7	9.2	9.1	9.3	9.3	9.0	8.6	8.7	8.59
E5	4.2	4.2	4.7	4.9	4.8	4.9	4.7	4.5	4.7	4.9	4.8	4.7	4.7	4.4	4.4	4.63

## CURRENT YEAR WO PIN-ON POINTS FOR COMPARISON

		FY02
TECH	CW3	17.00
	CW4	22.90
	CW5	27.75
AVN	CW3	12.90
	CW4	17.20
	CW5	24.12



# *Promotions*



## *Other Information*

- *Sequence Numbers*
- *Promotion opportunity future remains similar to last 2 years*
- *SELCON based on needs of army (shortage in aggregate, grade and specialty)*
- *Enlisted statutory authorization*
- *Over 30 years AFS (Title 10 Section 1305)*
  - *CW5 remains 30 years WOS*
  - *Below CW5: 30 years AFS or 24 years WOS*
  - *SELCON based on SA approval*



# *Accessions*



## ***ACCESSIONS - Building the Force***

***Ideal Candidate is:***

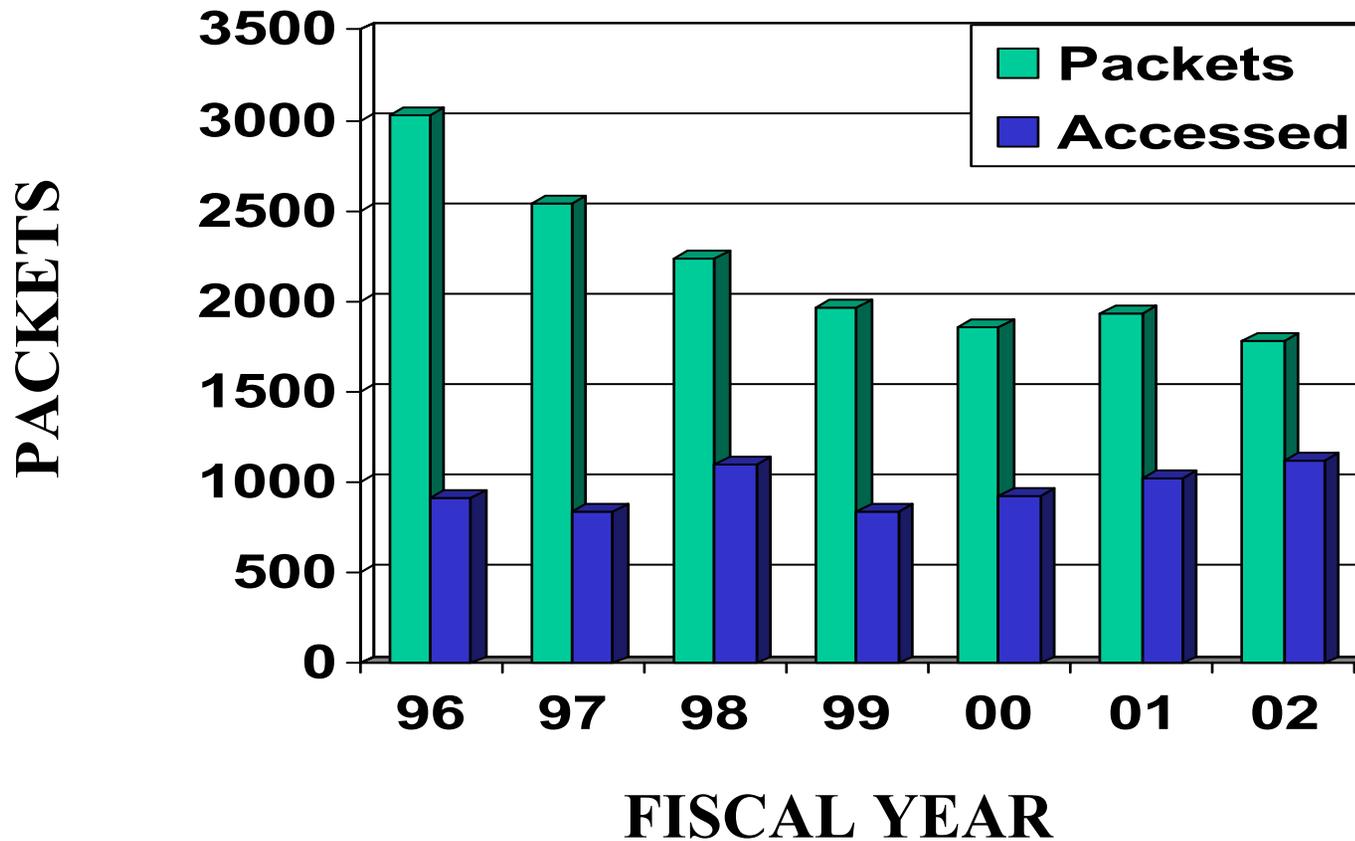
- ***E5(P)/E6***
- ***Meets proponent prerequisites***
- ***6-8 years AFS is our target for candidates***
- ***GT Score > 110***
- ***Waiver granted for exceptional cases only***



# *Accessions*



## APPLICATION PACKETS

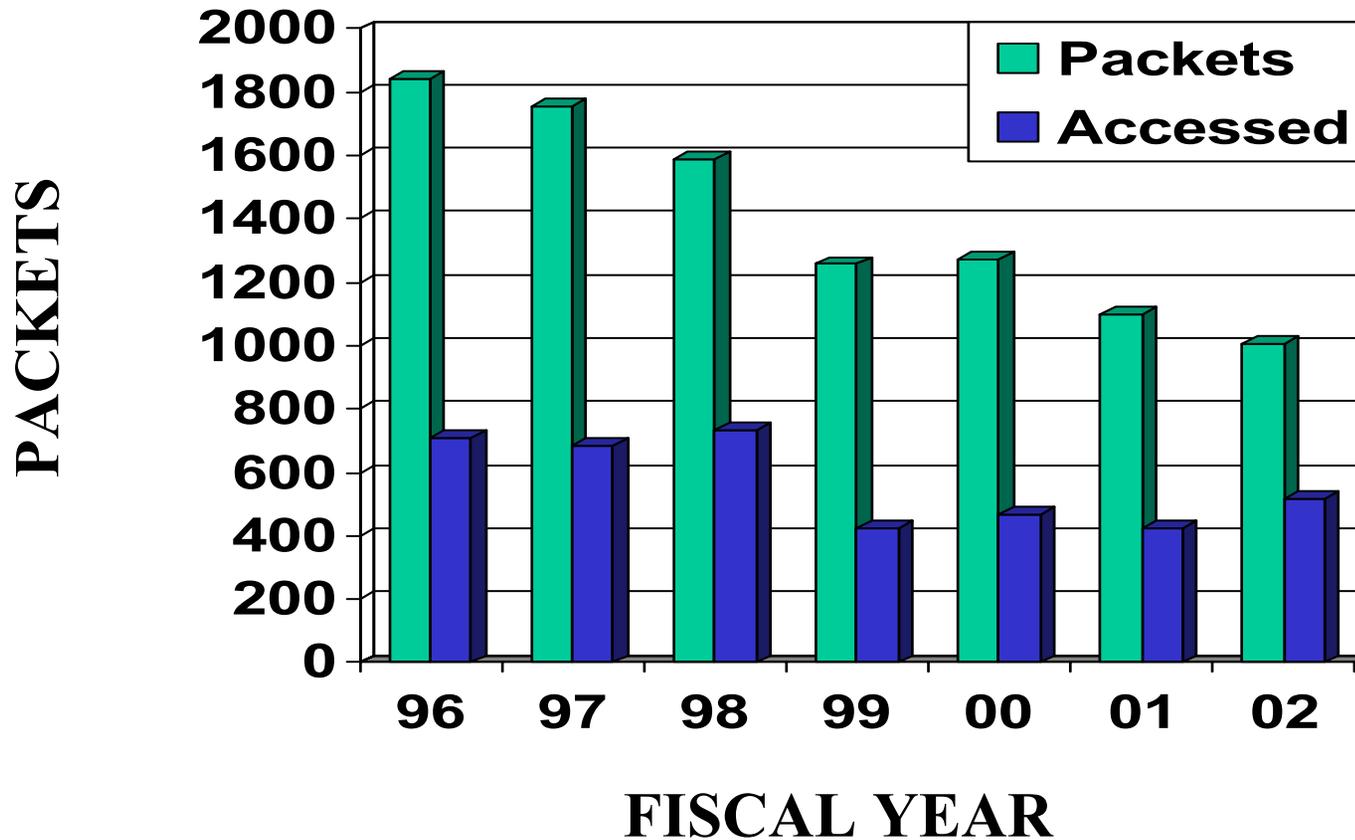




# *Accessions*



## APPLICATION PACKETS TECHNICAL WO

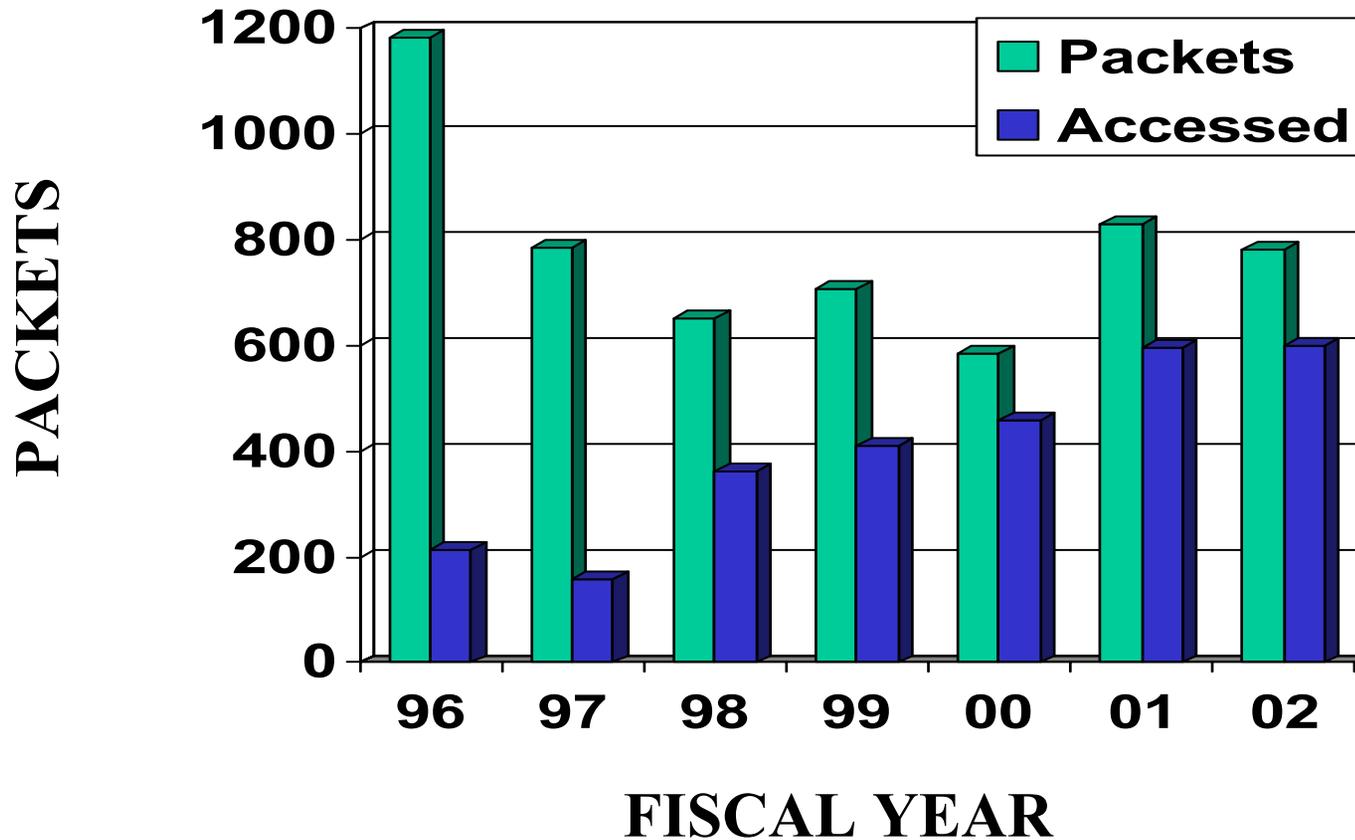




# *Accessions*



## APPLICATION PACKETS AVIATION

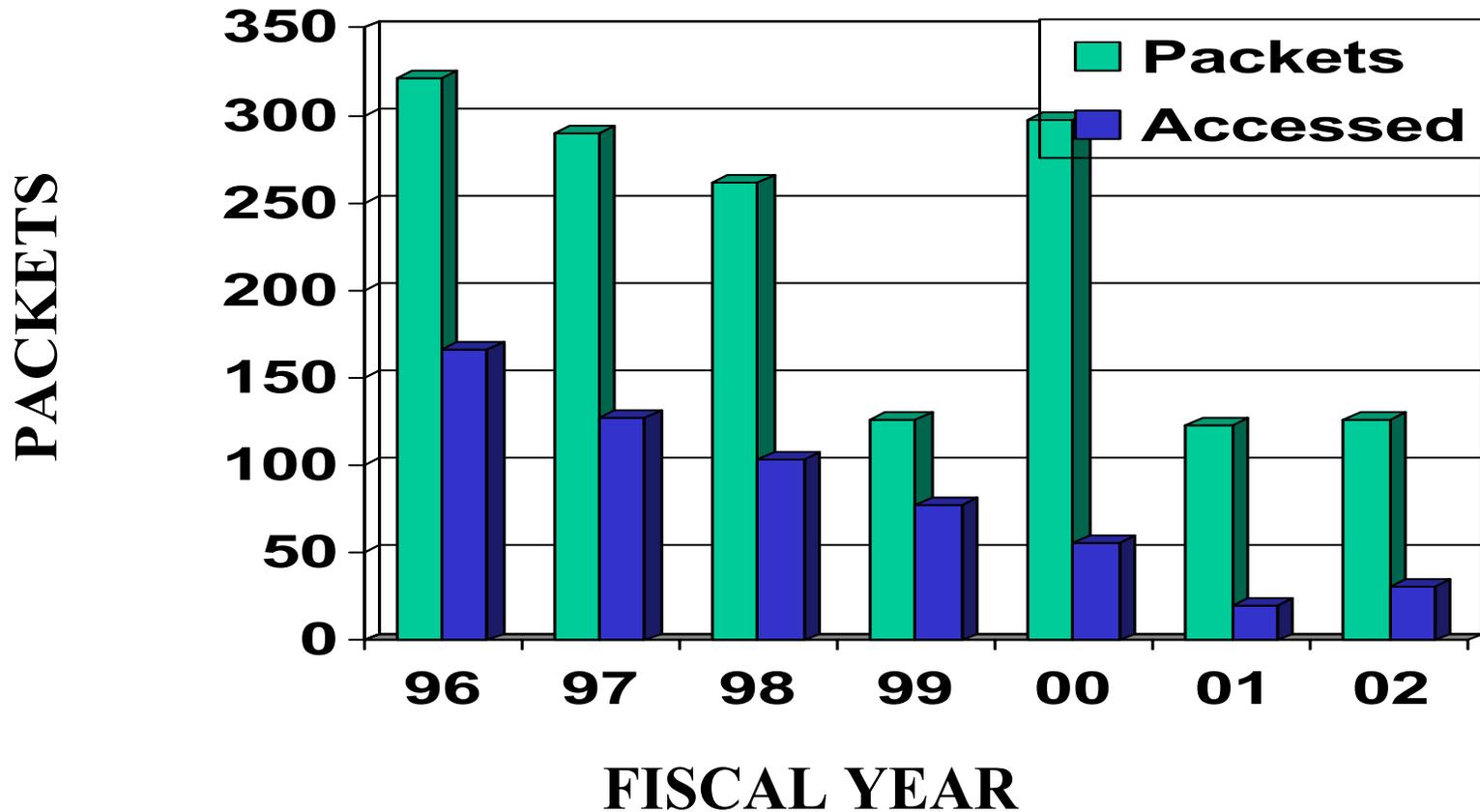




# *Accessions*



## APPLICATION PACKETS QUARTERMASTER

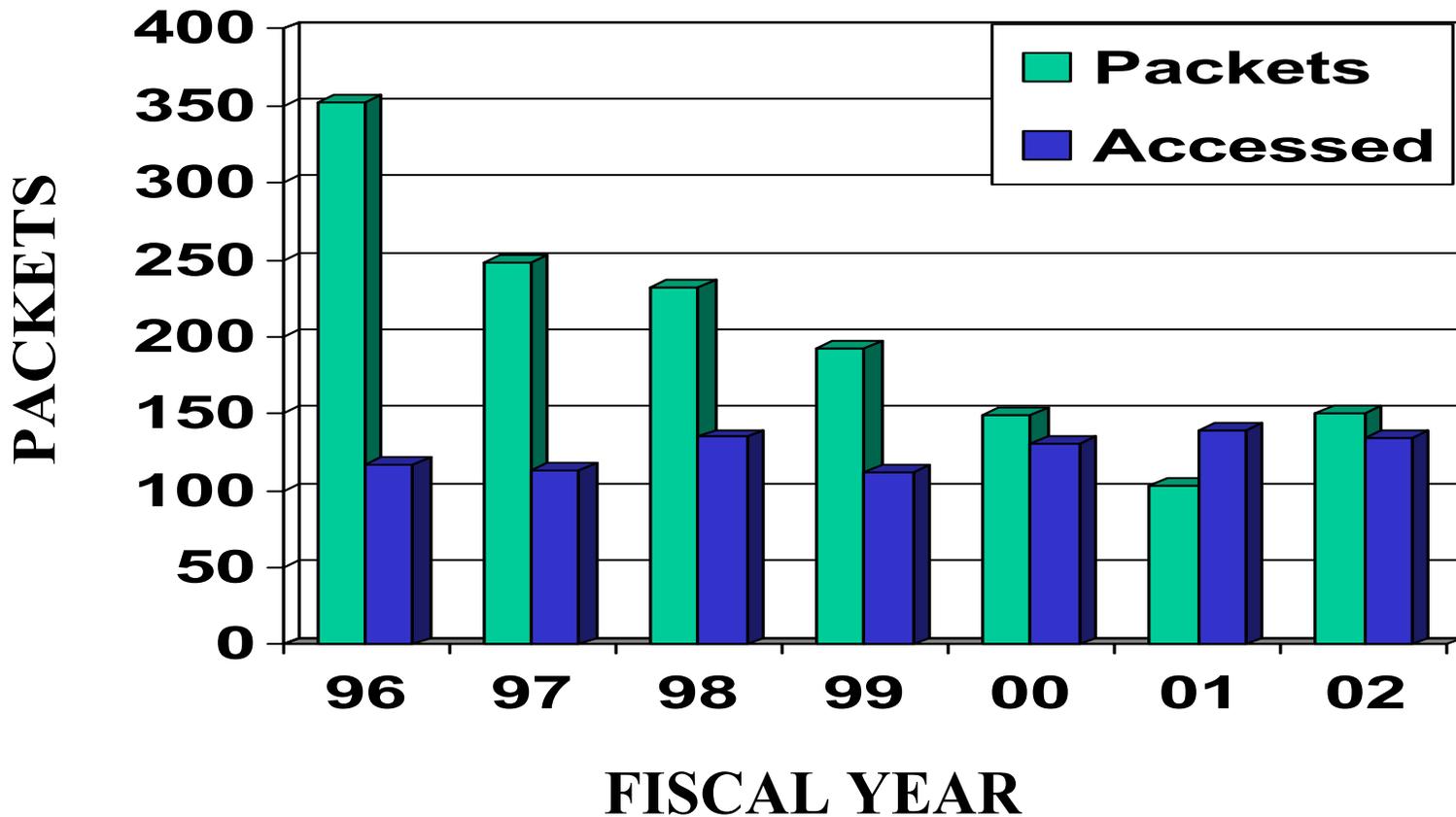




# *Accessions*



## APPLICATION PACKETS MILITARY INTELLIGENCE

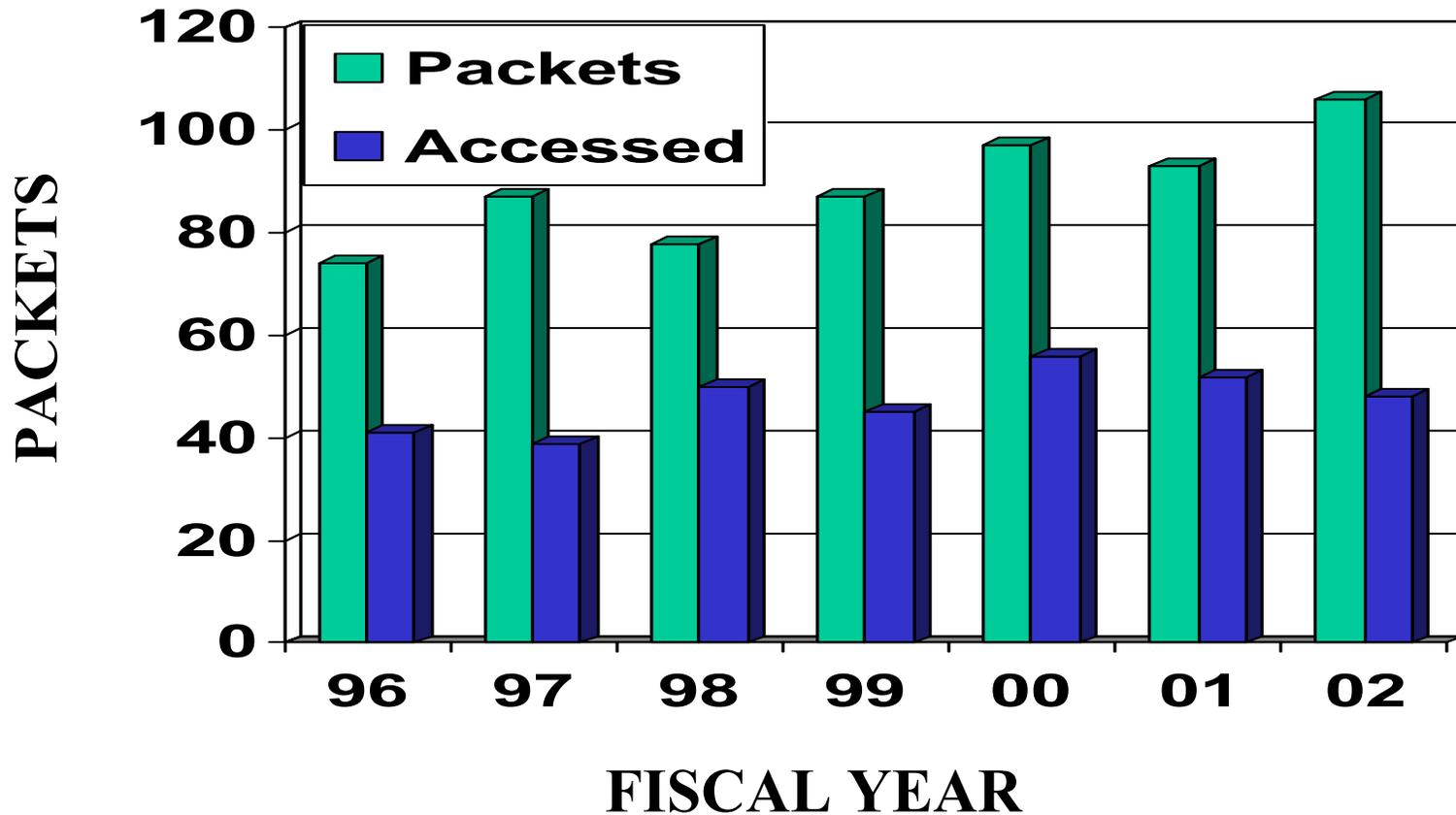




# *Accessions*



## APPLICATION PACKETS SIGNAL CORPS

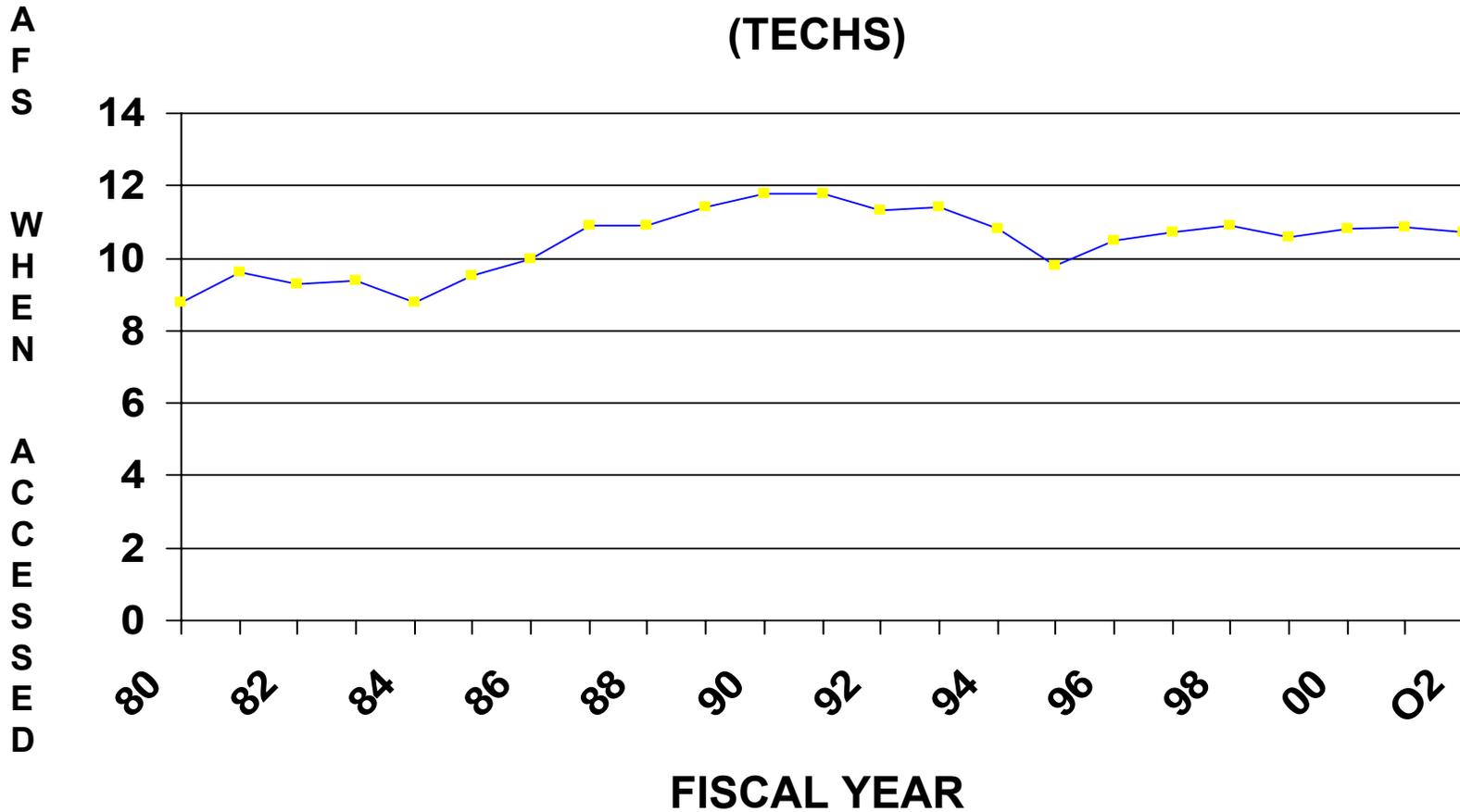




# Accessions



## ACCESSION POINTS (TECHS)

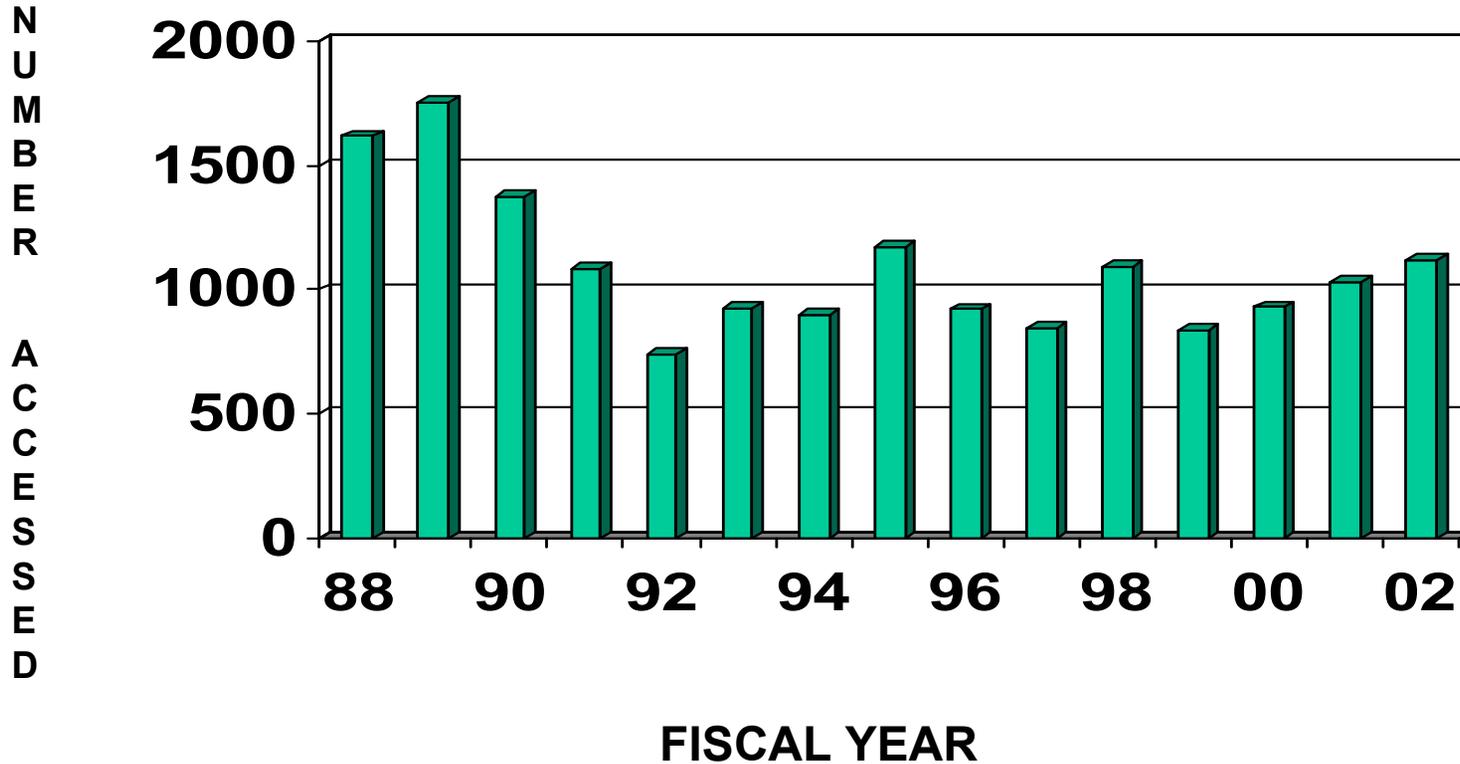




# Accessions

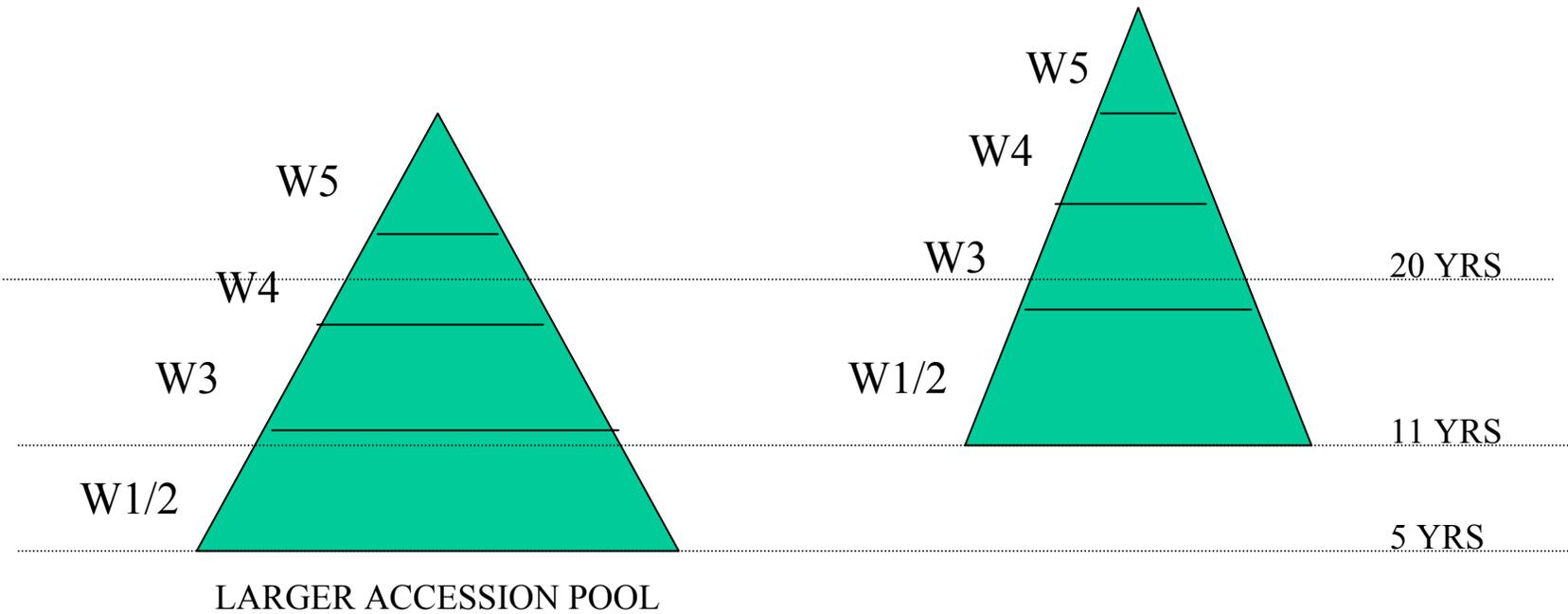


## YEARLY ACCESSIONS





# Accessions Comparison

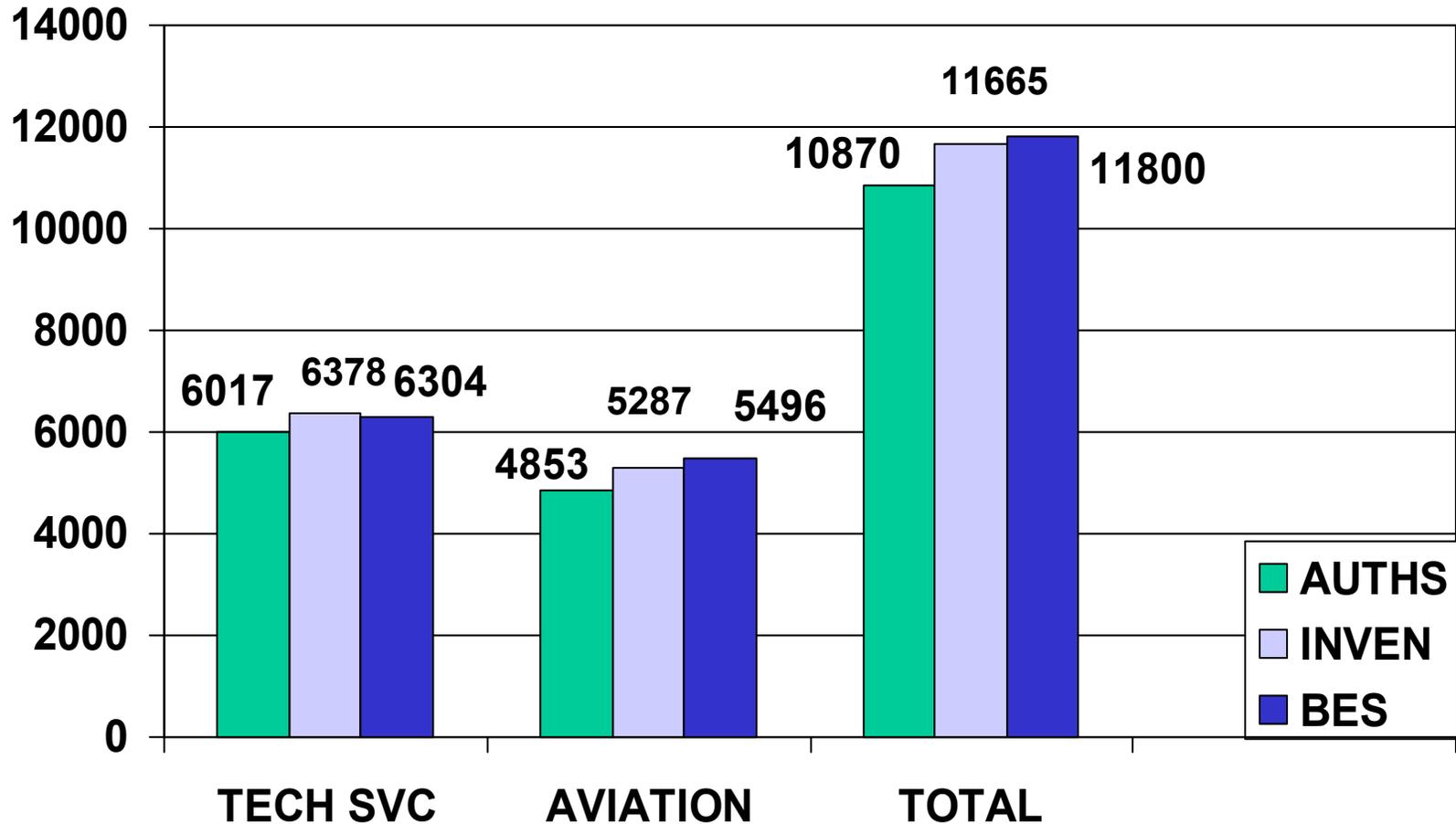




# Retention



## ACTIVE DUTY LIST INVENTORY

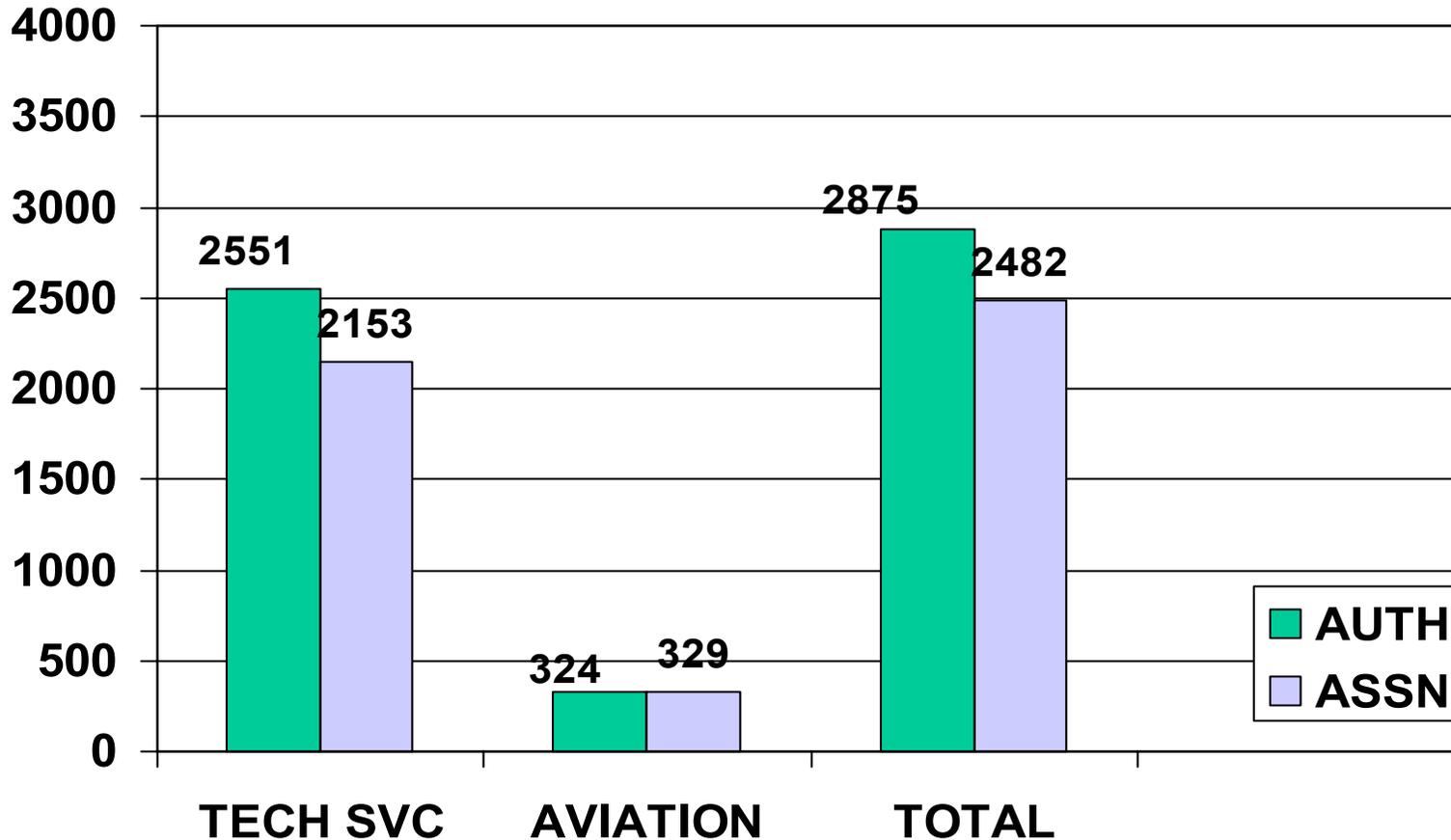




# *Retention*



## ARMY RESERVE INVENTORY

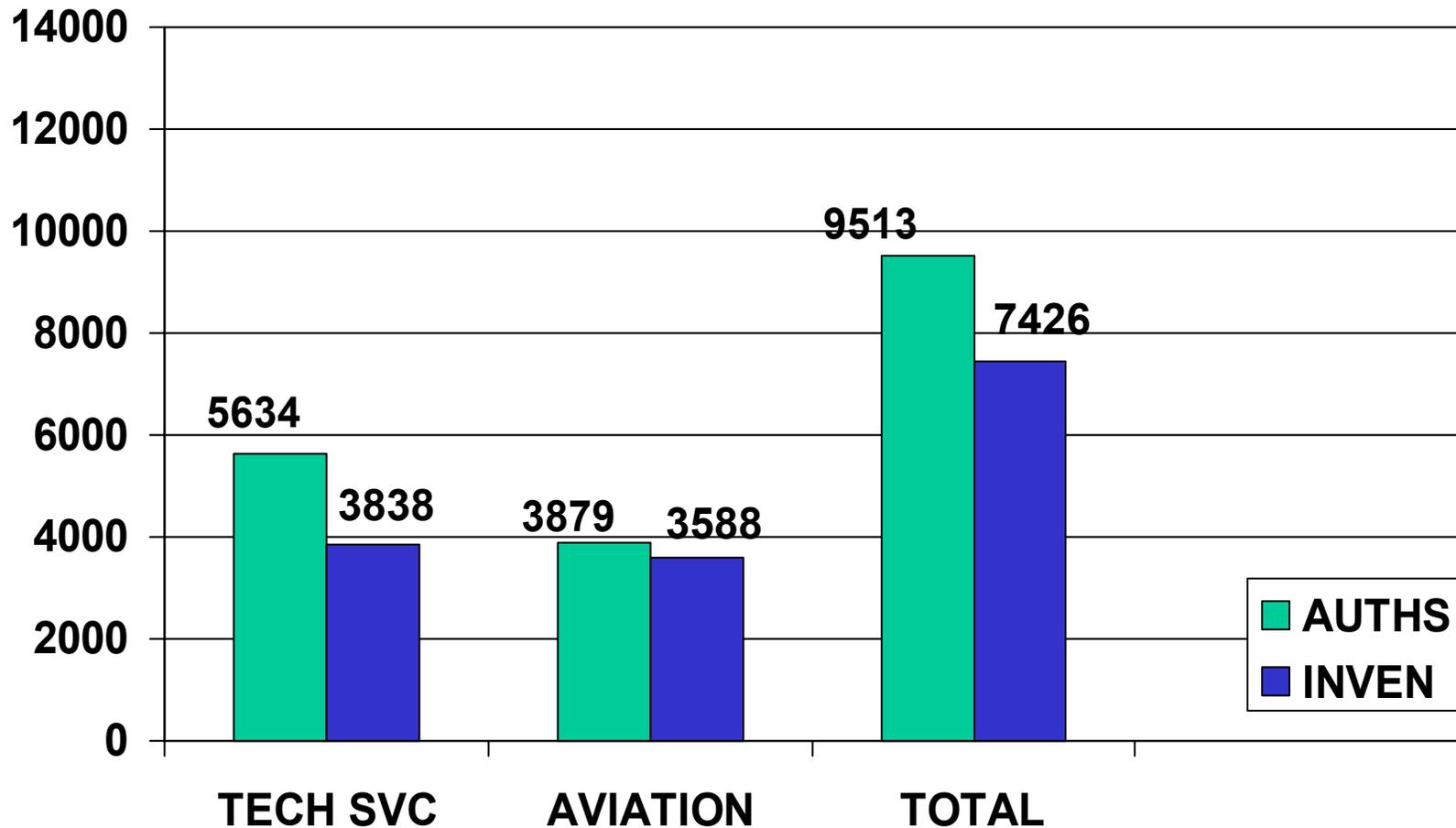




# *Retention*



## ARMY NATIONAL GUARD INVENTORY





# *Warrant Officer Issues*

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- ***Critical Skills Retention / Accession Bonus***
- ***Recruiting Program ( Formal Program)***
- ***Accession policies issues (Waivers, ADSO, early accession, direct appointments, WOCS, E7 to W2, loss of career perception)***
- ***Force Structure Changes / Decisions***
- ***Pay and Entitlements (Pay Compression, Pay reform, Aviation Continuation Pay (ACP))***



# *Warrant Officer Issues (Cont)*

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- ***Policy Panel Recommendations***
  - ***ATLDP and ADS XXI***
  - ***Education and Training Changes***
- ***RC WOMA***
  - ***Promotions***
  - ***Personnel Management***
- ***Over 30 years AFS SELCON***
- ***Publications Update (DA PAM 600-3 (600-11), DA Cir 601-99-1, AR 611-112)***



# ***ATLDP Considerations***



## ***ATLDP ISSUES***

### ***22 RECOMMENDATIONS WILL HAVE G-1 AS LEAD AGENT***

- **Formal recruiting and retention strategies (Total Army)**
- **Updating all regulations and laws integrating WO into CO Corps**
- **Pay reform**
- **Linking schooling to promotion**
- **Commissioning of WO1**
- **Insignia transition**

***THE PERSONNEL ISSUES WILL NOT BE SUCCESSFUL WITHOUT  
THE OVERALL IMPLEMENTATION OF THE EDUCATIONAL  
CHANGES***



# *ATLDP Considerations*

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## ***AR 135-100, Appointment of Commissioned and Warrant Officers of the Army***

- ***Basic eligibility:***
  - ***Age/years of service: different***
  - ***Citizenship: same***
  - ***Mental : same GT score***
  - ***Education: College requirements for CO***
  - ***Character: same***
  - ***Medical: same***



# ***ATLDP Considerations***

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## **AR 350-100**

### **Officer Active Duty Service Obligation**

#### ***Purpose:***

- ***Effectively manage Army resources***
- ***Accomplish assigned mission***
- ***Maintain experience and well qualified force***
- ***Ensure reasonable return following expenditure of public funds***

#### ***Initial Obligation:***

- ***Commissioned Officer: 8 years (combined AC/RC)***
- ***ROTC (Scholarship): 4 years AD***
- ***ROTC (Non Scholarship): 3 years AD***
- ***USMA: 5 years***
- ***OCS: 3 years AD***
- ***Warrant Officer: 6 years AD***



# ***ATLDP Considerations***



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## ***AR 350-100 Officer Active Federal Service Obligation***

### ***Promotion:***

***Commissioned Officer: No ADSO BUT:***

- COL/LTC must remain 3 years in grade to retire in grade***
- MAJ/CPT must remain 6 months for voluntary retirement***

***Warrant Officer: 2 years ADSO***

### ***Professional Development Courses:***

***Commissioned Officer:***

***OAC: 1 year***

***SSC/CSC: 2 years***

***Warrant Officer:***

***WOAC/WOSC/WOSSC: No ADSO***



# *ATLDP Considerations*

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## *Title 10*

- ***Section 3911: Commissioned officer requires at least 20 years active service with at least 10 years as commissioned officer.***



# ***ATLDP Considerations***



## ***Possible Recommendations***

- ***ADSO based on investment /3 years basic (Policy)***
- ***Promotion ADSO removed (Policy): Must remain in grade 3 years for retirement (Law)***
- ***Remain for 10 years WO service to qualify for retirement (Law)***

## ***EFFECTS***

- ***Early accessions self policing/less issue on senior NCO accessions***
- ***Perception of equitable ADSO***
- ***Build senior WO inventory***
- ***Ensures 3 years utilization at promotion/justifies educational investment***



*Warrant Officer*  
*Personnel Policy Integrator*

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# **EDITORIAL COMMENTS**

**BOARD REVIEW/DO RIGHT THING  
RECRUIT THE FORCE  
SUPPORT CHANGES (GOBOGOT)**



*Warrant Officer*  
*Personnel Policy Integrator*

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# **RECOMMENDED SITES**

## **WARRANT OFFICER LEADER DEVELOPMENT NETWORK**

<https://cgsc2.leavenworth.army.mil/login/login.asp>

## **WARRANT OFFICER DIVISION**

<https://www.perscomonline.army.mil/OPWod/wod.htm>

## **WARRANT OFFICER CAREER CENTER**

<http://www.leavenworth.army.mil/wocc/>



*Warrant Officer*  
*Personnel Policy Integrator*

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# QUESTIONS

**CW5 ALBERT EGGERTON**  
**EGGERTONAS@HQDA.ARMY.MIL**  
**(703) 614-7354**

**CW5 ANDREW BARR**  
**BARRCA@HQDA.ARMY.MIL**  
**(703) 614-7350**

**CW5 MATT WOJDAK**  
**WOJDAKMA@HQDA.ARMY.MIL**  
**(703) 614-8074**

**DSN 224-XXXX**



# Aviation Issues

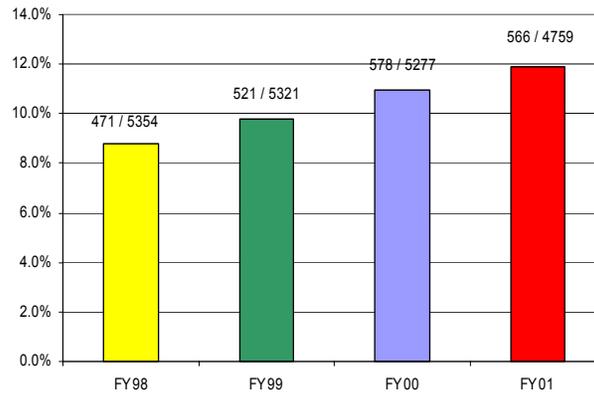


## AWO Train / Access

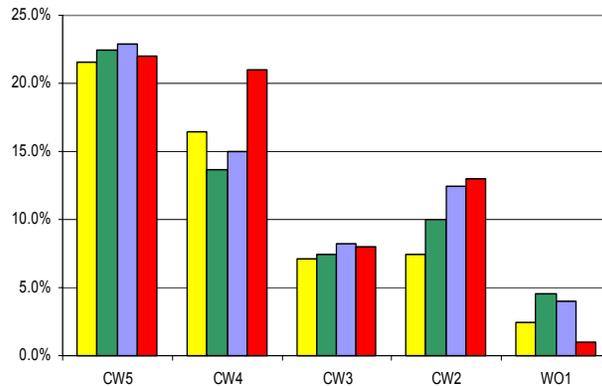
<b>FY91</b>	<b>691</b>	
<b>FY92</b>	<b>450</b>	
<b>FY93</b>	<b>420</b>	
<b>FY94</b>	<b>373</b>	
<b>FY95</b>	<b>341</b>	
<b>FY96</b>	<b>290</b>	
<b>FY97</b>	<b>150</b>	
<b>FY98</b>	<b>350</b>	<b>406</b>
<b>FY99</b>	<b>390</b>	<b>411</b>
<b>FY00</b>	<b>439</b>	<b>460</b>
<b>FY01</b>	<b>362</b>	<b>600</b>
<b>FY02</b>	<b>509</b>	<b>600</b>
<b>FY03</b>	<b>560</b>	<b>600</b>
<b>FY04</b>	<b>560</b>	<b>600</b>
<b>FY05</b>	<b>560</b>	<b>600</b>
<b>FY06</b>	<b>560</b>	<b>600 *</b>

\*shortage recovered

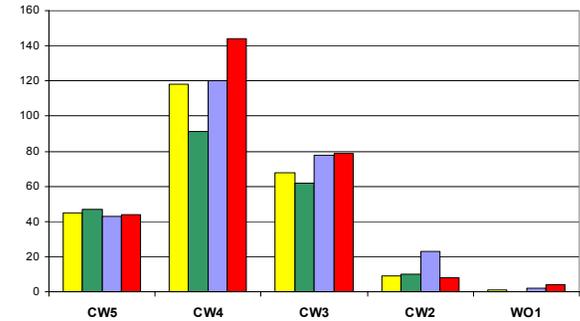
### FY98-01 Loss Rates (all ranks)



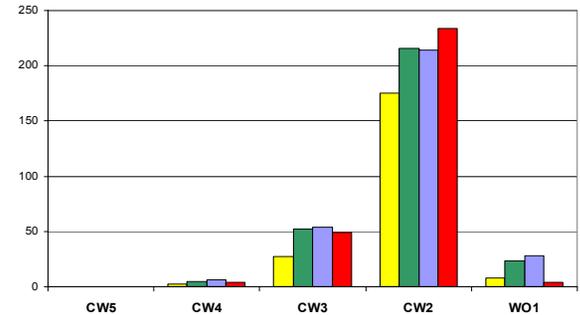
### FY98-01 Loss Rates by Grade



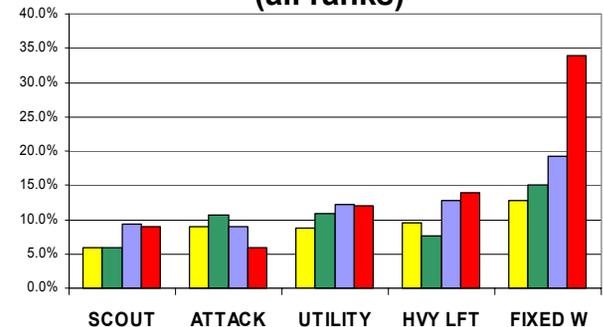
### FY98-00 Retirements



### FY98-00 Separations



### FY98-01 Loss Rates by Specialty (all ranks)





# Aviation Issues (cont)



## AVN WO Population by Grade and Year Accessed

