

DEPARTMENT OF THE ARMY
U.S. ARMY COMBINED ARMS CENTER AND FORT LEAVENWORTH
FORT LEAVENWORTH, KANSAS 66027-2300

ATZL-CLL

24 September 2009

INFORMATION PAPER

SUBJECT: Senior Warrant Officer Advisory Council (SWOAC) After Action Report for the 15-17 September 2009 SWOAC meeting.

1. Purpose. To provide the SWOAC membership an AAR on the SWOAC meeting held at Fort Huachuca, AZ on 15-17 September 2009.
2. Points of interest and facts.
 - a. History: The VCSA on 1 Nov 05 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. Facts: The SWOAC gathered at Fort Huachuca on 15-17 September 2009. During this three day period the following occurred: scheduled briefs and discussion of issues were held and an open discussion period allowed for bringing undeveloped or unstaffed issues to the council's attention.
3. Agenda items were information briefings from all agencies that impact the 15 branch proponents. These briefings included presentations from; CAL, NGB and USAR, HQDA G-3, OPMS, HRC LDD, USAREC, TRADOC, and WOCC.
4. Old issues brought before the council for discussion included the following:
 - a. WO1s are the only officers not currently commissioned in the Army. This requires a change in law to accomplish. The Navy and Marine Corps did not concur with the initial request to start commissioning WO1s. The request was then resubmitted as an Army only change. That requested change is currently making its way through the legislative process. The DA G-1 CW5 has the action and will provide updates as appropriate. CW5 Adair was unable to attend this meeting, however CW5 Michael Anderson provided an update on this issue during a Leader Development brief covering all open WO LD issues.
 - b. Recommendation that warrant officer education redesign requires MOS related/specific Professional Military Education (PME) beyond the Warrant Officer Advance Course (WOAC) in the Warrant Officer Staff Course (WOSC) and Warrant Officer Senior Staff Course (WOSSC). Under the current education model, branch specific PME is not addressed during the WOSC or WOSSC as these are MOS-immaterial, common core courses. Branch specific PME beyond WOAC was not part of the mandated previous needs analysis, this lack of technical training was sited during the formal warrant officer education redesign work group in November 06. A formal technical needs analysis was initiated and the results will be briefed to the SWOAC. SWOAC was informed that the issue was briefed through the CG, CAC to the CG, TRADOC. The proposal to add additional technical/functional training was approved and the proposal is moving forward. The main discussion at the March 09 meeting concerned initial funding for development of new courses. Currently this is included in ALDP Initiative # O(W)-07-013 Transform Warrant Officer Education. The CW5 at CAL is working this issue. An OPOD has been released to gain POM information from the schools and to set a time-line for future actions, with an intended execution time-frame of first quarter, FY12.

c. Previous USAREC discussion centered on a number of concerns about the warrant officer accessions board. Concerns included the number of NCOERs seen by board members, accessions data, etc. USAREC has failed to attend several meetings, but have invited CWOBs/RCWOs to visit USAREC and have made assurances they will attend the September meeting. Once questions about concerns have been answered, this issue should be closed. At that time, the board saw only the last three NCOERs. USAREC attended this meeting and gave a comprehensive brief on the WO accessions mission. Previous questions the council had about board processes were answered adequately. This issue is closed.

d. Selection of senior warrant officers to fill key branch immaterial positions is important and should be managed appropriately. (Previously, when a Warrant Officer Division existed, there was a method for selection.) This includes the management of developmental positions to build a bench of warrant officers to fill these key positions. O-Grade officers are selected by a Leader Development Assignment Panel for Joint, Interagency, and Multinational positions, Advanced Civil Schooling, and other types of developmental assignments. Discussion concerned a number of potential options for selecting warrants, including the Senior Leader Development Office. Members agreed that the SLDO was not an appropriate location. CW5 Williams had taken this issue back to his command for resolution. It has been agreed that the WO in HRC Operations will monitor these positions and put out requests to all Branches for nominations when a position is coming open. He/she will then forward a slate of potential officers to the gaining command for final review and selection. This issue is closed.

e. WO PME attendance has been severely lacking in recent years. A number of factors have contributed to the current backlog. Several suggestions have been made to solve the issue, including making PME mandatory under 350-1, better utilization of DA Pam 600-3 in promotion board instructions, and more active involvement by HRC Career Managers. The issue is included in the ALDP initiative O(W)-07-086, Warrant Officer PME Course Completion Requirement. This is a G-1 open issue and is being reviewed and analyzed by the DA G-1 CW5 for determination of the best and most feasible course of action. Updates will continue to be briefed until final resolution. DA G-1 was unable to attend this meeting, but an update on the initiative and current actions being taken was presented by CW5 Michael Anderson during a LD brief.

5. New issues brought before the council for discussion included:

a. The Army Leader Development Strategy and the warrant officer annex. Discussion was held on both documents. However, the primary focus was on the WO Annex and proposals from Branches. CW5 Wigglesworth, Deputy Commandant, WOCC led the discussion on this issue. He was accompanied to the SWOAC by others from the WOCC who were instrumental in writing the document. WOCC will continue to provide updates on this issue as it develops through e-mail channels. This issue will be completed prior to the next SWOAC meeting and will not be brought forward as a discussion topic.

b. An open discussion of the way ahead for warrants attending ILE was held. Discussion of designation of potential follow-on assignments was held to stress the importance of formalizing this program. Also discussed was the selection process being developed at HRC. CW5 Williams from HRC LDD led the discussion on this topic. He will continue to provide updates to members.

c. The SWOAC Charter has not been updated since 2005. A discussion of a new charter document and proper utilization of this forum was led by CW5 Michael Anderson, SWOAC Chairman. The council voted to make some slight changes to the document and to include additional members in the council. The document was discussed in detail and was re-worded at the meeting. The new document will be provided to the VCSA for review.

d. APFT and/or AFS Waivers for accessions. Some of the CWOBs/RCWOs feel that G-1 is being too generous in dispensing these waivers or, in some cases, not generous enough. They feel that G-1 is not adequately taking into consideration the feelings of the individual branches. It was agreed within the group that the branch proponent is responsible for the life-cycle management of an MOS and is in the best position to determine whether an APFT or AFS waiver should be granted. While this is not a severe problem, it is a concern. The Branch CWOBs/RCWOs decided to draft a letter of concern.

e. ILE attendance by warrants and the way ahead was discussed at length. The Branches need to be proactive in identifying positions requiring that level education to help make the program permanent. Additionally, CW5 Williams spoke about the selection procedures at HRC to determine who the best qualified candidates are to attend.

f. The MI CWOB brought up the question of meeting times. There was general agreement that September was an inappropriate time to schedule meetings because of end of FY funding issues. A vote was held and there was unanimous agreement to move the meeting times to February and August time-frames.

7. Actions pending:

a. Formalized Training for CWOBs/RCWOs. CW5 Matt Anderson will put together a formal briefing with recommendations for the next SWOAC for a formalized training program for individuals assuming CWOB/RCWO positions. One recommendation already given was attending the short course at the Force Management School. CW5 Ron Galloway from Office of the Secretary of the Army is coordinating that possibility.

b. Branch CWOBs/RCWOs would like advanced notification when 011A positions are becoming available. CW5 Williams, HRC LDD, will provide coordinate with the HRC Operations warrant to inform Branch leadership in advance of position availability. He will also present a comprehensive list of positions and duty descriptions to the group at the February meeting.

c. An issue was raised concerning the standardization of the title for the CWOB vs. RCWO senior Branch warrant. CW5 Matt Anderson will develop an information paper prior to the next meeting for consideration.

d. Command Chief Warrant of the Army. A discussion concerned whether or not there would be an advantage to having a Command Chief Warrant of the Army for the active duty. CW5 Watts will develop a white paper prior to next meeting to put the issue to a vote.

e. Several protocol regulations are outdated with respect to warrant officer ranks. The housing regulation was corrected several years ago, but there are still some that need updating. CW4 Myers from WOCC will conduct a review of policy and regulation conflicts prior to the next SWOAC meeting.

f. Several CWOBs/RCWOs voiced concern over G-1 waiver considerations. A letter of concern over G-1 waiver procedures will be drafted by CW5 Barr prior to the February meeting.

g. There is a concern in many branches about a potential bubble in promotions coming soon. There is also a concern about currently compressed zones of consideration for promotion and the correct way to expand those zones back to their original length. CW5 Randolph will write a point paper on board issues and the selection process to send to the group prior to the next meeting.

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h. CW5(R) Huffman, the BCKS facilitator for Warrant Officer Net, proposed making the relationship between the SWOAC and WO Net more formalized. He proposed that the SWOAC formally sponsor WO Net. There was some discussion and Mr. Huffman agreed to send all documentation and proposals to the membership for consideration.

i. With the current backlog in PME for active component, it is imperative that Compo 2 and 3 become more proactive in ensuring appropriate seats are available for their respective groups at Army schools. It was requested that CW5 Loy and CW5 Thompson get with the schools and centers to present a 5 year plan and requirement for seats for SMDR purposes, ensuring there is sufficient capacity for the active duty backlog and compo 2 and 3 Soldiers.

j. The new SWOAC charter document was written and reviewed during the meeting. CW5 Anderson, SWOAC Chair, will attempt to get the new document signed prior to the next meeting.

7. Guest Speakers:

a. COL Michael Joiner, MI CoS, officially welcomed the group.

8. 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.