



Focus Group Number 4

One Army Warrant Officers

Group Leader – CW5 Brian Callaway



Team Members



- ◆ CW5 Brian Callaway – Group Leader
- ◆ CW5 Matt Wojdak
- ◆ CW5 George Wilkins
- ◆ CW4 William Iannone
- ◆ CW3 (Ret) James Wilson
- ◆ CW5 John Hinkle
- ◆ CW4 Barbara Carpenter
- ◆ CW2 Mario Garcia
- ◆ CW4 Candis Martin
- ◆ CW5 Jim Wynn
- ◆ CW5 Al Curving



Focus Topic



I am a deployed (Army Reserve) CW2 serving within the 311A field. This is my second deployment within three years with the first being Kosovo (3rd rotation - March to October 2000) and now under the present Operation Enduring Freedom. I have been back on active-duty since August 15, 2003 and will remain so for at least one year. I attended the Reserve WOCS Class #98-002 which took place in February 1998 and received my promotion to CW2 during Feb. 2000. As I watch my active-duty counterparts compete for promotions below, at and above the zone I am again stricken with the difference in being a Reserve Warrant Officer living around the active-duty promotion scheme. I still have to wait for five years in grade prior to being picked for promotion to CW3 and then another year for pinning at year six. We're (the Reserve Warrant Officers) doing the same job as our active-duty Warrants and yet continue to be treated (in the context of the promotional process) as second-class members of the same organization.



Charge to Focus Topic

Discuss the promotional process for Army Reserve Warrant Officers compared to that of the Active duty and National Guard Warrant Officers and whether USAWOA could be instrumental in bridging the gap between the three promotional processes.



Discussion

- ◆ Is this a one time situation or a reoccurring issue?

With the number of mobilizations presently occurring this could become a problem if it is true.



Discussion

Two Questions:

1. How active is USAWOWA working to create a promotional process within the DOD that treats all Warrant Officers in the same way?
2. Should USAWOWA be instrumental in bridging the gap between the promotional processes?



Discussion

- ◆ How active is USAWOA working to create a promotional process within the DOD that treats all Warrant Officers in the same way?

USAWOA concurs that all Warrant Officers should be treated the same, but again you need to be careful as to what you ask for.

This is a policy issue that needs to be referred to the DA G-1.



Discussion

2. Should USAWOA be instrumental in bridging the gap between the promotional processes?

NO Again this a policy issue. DA G-1 will need to review to determine if there is a disparity within the components.



Recommendations

- ◆ USAWOA reply to individual indicating that WOA has reviewed his request and will forward to DA G-1 for further review.



Recommendations

- ◆ Army G-1 convene a PAT team of knowledgeable Warrant Officers from the three components to produce a concise handout explaining the differences and rationale used for each service's promotion system. This should be used as a leader's guide for mentoring Officers and Warrant Officers at all levels. This is a timely and relevant need as the three branches are serving and fighting side-by-side on Today's Battlefield.



Justification

- ◆ This is a policy issue and all components need to review their processes and provide both the pros and cons