

Focus Group #3

Title: Pay Issues

Group Leader
CW5 Brian Peterson

Team Members

CW5 (Ret) Vincent Baiocchetti

CW4 Farrell Chiles

CW3 (Ret) Joe Gill

CW5 Rhea Pruett

CW5 Duane "Mike" Stensrud

CW4 William Whealy

Discussion

- **1. The pay scale applicable on the effective date of retirement for Warrant Officers (WO's) differs from that which applies to enlisted soldiers and traditional commissioned officers.**
- **2. Identify the percentage of differential targeted pay raise that should exist between warrant officers and enlisted soldiers.**

Recommendation 1.

Warrant Officer retired pay scale.

- 1. A technical amendment to the law should be proposed to align warrant officer retired pay scale with enlisted soldiers and traditional commissioned officers.**
- 2. Coordinate with other service warrant officer associations and The Military Coalition (TMC) to propose a technical amendment to the law.**

Justification or Logic:

- 1. Current law prescribes different pay scales for Warrant Officers (WO's) who separate 31 December and retire on 1 January from that of enlisted and traditional commissioned officers.**
- 2. WO's who separate on 31 December and retire 1 January receive retired pay based on the previous year's pay scale. Enlisted and traditional commissioned officers with the same effective dates will draw retired pay based on the new year's pay scale.**
- 3. Amendments to retirement law over the past years did not take into account WO's.**

Recommendation 2

Percentage of differential pay.

- 1. Complete recommendations #59 and #60 of the Army Training & Leadership Development Panel (ATLDP) study for warrant officers in July 2002.**
- 2. #59 focus is the amendment of the pay scale to consider prior enlisted service in base pay calculation for WO1, CW2, and CW3.**
- 3. #60 focus is to restore previous pay difference between enlisted and warrant officer pay grades.**

Justification or Logic:

- 1. The ATLDP study for Warrant Officers was approved in July 2002 by Chiefs of Staff for the Army, General Shinseki and concurred by General Schoomaker.**
- 2. Some recommendations have been completed with others still in need of final action.**
- 3. Compensation needs to be commensurate with WO skills and responsibilities.**
- 4. Pay and promotion factors are seen as obstacles to appointment for NCOs.**
- 5. NCOs cite pay as an attractive factor of a WO career.**

Questions?