

## FOCUS GROUP 6

### TITLE: "Why aren't there Financial Warrants"?

Co-Leaders: CW4 Harry Wilson, retired  
Panel Members: CW3 Yvette Blake  
CW5 Albert Curving  
CW4 Harold Hodges, retired  
CW5 Arbie McInnis  
CW3 William Wood  
CW4 Robert D. Scott, retired  
CW3 Michael Turner, retired  
CW4 Robert Voges, retired

#### **Background:**

Finance officers provide pay, allowances and subsistence to Army personnel. They perform extensive research and analysis, and perform technical duties in multiple phases of the budgetary processes to include budget formulation and execution. Individuals in this position reviews expenditures submitted, analyze disbursements to identify imbalances among programs and verifies current levels of obligations and disbursements among other budgetary task.

Between 1972 and 1974 the Finance Warrant Officer's were faded out of the Army. In 1974 the last Finance Warrant Officer retired from the Army ending an era, being replaced by lieutenants and captains.

An analysis by the Financial School Proponent Office has indicated that some of the criteria laid out in AR 611-1, chapter 5-3b, has not been meet to re-establish Finance Warrant Officers. However, IAW AR 611-1, par. 5-3b (12) states that a warrant officer incumbent meet all or most of the provisions, and most have been met.

AR 611-1 Criteria that meet WO classification (most or all):

- + Supervision of enlisted soldiers or civilian technical skills (utilities operation, maintenance or telecommunications).
- + Positions requiring continuous application of unique aptitudes, talents, or abilities (musician or aircraft pilot which are designated by statue or regulation)
  - This is absolutely a unique and distinctive career i.e., due to automation, direct deposits and constantly changing requirements.
- + Based on operational combat requirements and maintenance of combat readiness.
- + Positions that normally include responsibilities that enlisted personnel are prohibited by statue or regulation from performing.
  - All CWO's are commissioned, and can serve as both accountable and responsible officers.

- + Positions in a field that is highly complex due to equipment and high density of multiple models or types of equipment or due to a management system dependent on subsystems (electrical, mechanical, administrative).
  - Multiple changing automation systems and information technology makes this a highly complex career field.
- + Positions must support a career field that requires a high degree of technical and tactical skill not readily available within the officer and enlisted structure.
  - This has evolved into a entire private sector industry, and the warrant officer option will help to retain enlisted technical specialist that would otherwise leave the Army.
- + Positions in a HQs staff section that provides service to the HQ, MSCs or personnel (food service, personnel admin, medical).
  - Prior to 1972 Financial Warrant Officers were located at division headquarter level positions.
- Position in Military Advisory groups/missions.
- + Positions that normally don't require command of tactical units.
  - Finance battalions are commanded by commissioned officers.
- + Valid organizational or projected position to exist (current WO class).
  - Warrant Officers in MOS 420A often serve in these positions currently.
- + Assistant position if meets warrant officer incumbency.
  - No bill-payers needed to support this action (one officer position for one warrant officer position).
  - The position structure on the TOE's that support W2-W5 structure must be developed.

**Charge to Focus Group:**

Should the Army invest in reinstating Financial Warrant Officers? (Yes) Why?

**Discussion:**

- There is a need for subject matter experts in the budget/finance arena.
- A Warrant officer would provide stability and institutional knowledge that's not there at the present time.
- It would provide enlisted soldiers in the finance field greater advancement opportunities and career progression.
- The Army National Guard and the Army Reserve does not have proper resources in the field of finance based on the fact that they are using warrant officers from other branches, "420A" as finance officers (estimate 450 warrants from other fields are being used within the Army National Guard and Army Reserve, as finance officers).
- There are numerous cost advantages for the Army to have subject matter experts in the financial world.

- The implementation of a Finance Warrant Officer within the Active Army, National Guard and Army Reserve would possibly free up other commissioned officers to replace General Service civilians and contractor positions at major commands, posts, camps and stations.
- Gain continuity in the field because some LT's and CPT's may be from different branches and must be trained as they are placed in financial positions.
- If the Army Guard and Reserve are under strength 420A's, by investing in financial warrants, the warrants presently used as finance officers (misplaced) can fill the shortage or be reassigned as finance warrants.
- Initial analysis by the Army Finance School – Proponent states:
  - o That the warrant officer incumbency does not meet the requirements of AR 611-1, Chapter 5.
  - o Cannot lose company grade officers – they are critical development positions for junior finance officers.
- Initial analysis by the Finance Career Management Office states:
  - o That warrant officer incumbency does not meet the requirements of AR 611-1, Chapter 5b (1-12).
  - o Need company grade officers to support a robust finance corps at the LTC – COL level.
- The Army has long used warrant officers to fill the void within the finance community.

**Group's Recommendation:**

It is the findings of this Focus Group that paragraph 5-3b, 1 through 12 of AR 611-1 will be met as stated below:

- W1 - W2, Battalion Level (Finance)
- W3, Brigade Level
- W4, Division, Regional Support Command, State Level
- W5, United States Army Reserve Command, National Guard Bureau, Department of Defense Level

The Focus Groups recommendation is that the EXCOMM approve this proposal and forward to the appropriate Army Staff with concurrent staffing to the Army Reserve and National Guard.

**Rationale:**

The presence of a Warrant Officer dedicated to matters of Financial Readiness has demonstrated the impact that the Corps can have on the efficiency and effectiveness of Financial Operations. The training tool already exists.