

# Focus Group #8

Quality of Life Issues

# Team Members

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Panel Members:

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# Discussion

## Issue #1: Warrant Officer Status

Warrant Officer status is unclear and not defined currently in regulations. At issue is the company and field grade “status” or “privilege” and who has it. Current policy and existing regulations leave decision authority on what type housing WO live in to the installation, thus a CW4 accustomed to field grade housing, may find at the next installation, this CW4 merits only company grade housing.

--At Arafjahn base in Kuwait, the O-6 commander mandated that all WO live in company grade billets, even CW5.

--When flying MAC aircraft, the Air Force asks certain field grade and Sergeants Major to deplane while the W4 & W5 normally considered Field grade status get off with the privates

# Recommendations

## **Issue #1: Warrant Officer Status**

- **USAWOA strongly supports that the Army G1 author clear regulations defining warrant officer company and field grade recognition and privileges**

# Discussion

## Issue #2: Warrant Officer Duties

- Numerous Warrant Officers in the field state they are pulling duty not correlating with Commission Regular Branch Officer.
- Regulations that previously covered this topic were rescinded
- Regulatory guidance that defines this topic does not exist

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# Recommendations

## **Issue #2: Warrant Officer Duties**

- **USAWOA urge the Army G-1 to define the status of WO grades, i.e., W1-W3, W4 and W5 who has company, and field grade status and privileges, which would clarify who would pull the appropriate level duty**

# Discussion

## Issue #3: WO Pay Chart at Retirement

Question: I will be using the “final basic pay” retired pay formula and will retire on 1 January, the same day as an active duty pay raise. Will my retired pay be calculated using the new basic pay scale?

For soldiers under the “final basic pay” retired pay formula, the answer depends on your retired grade. Enlisted soldiers use the new pay scale. Warrant officers use the old pay scale. Officers retiring voluntarily must qualify for retirement (i.e., complete 20 years) under their retirement law (e.g., Section 3911, Section 3918, etc.) at least 30 days before the pay raise to use the new pay scale. To learn more about this, or to find out about mandatory or disability retirement situations, click on the link below to go to the DOD Financial Management Regulation, DOD 7000.14-R, Volume 7B, Chapter 1, Initial Entitlements – Retirement. Scroll down to para 0104, Uniform Retirement Date Act (URDA) Application. <http://www.dtic.mil/comptroller>

The information was retrieved from the G-1 Retirement Services Office, Pre-Retirement FAQs

# Recommendations

## **Issue #3: Warrant Officer Pay Chart at Retirement**

- **USAWOA elevate the fact that WO pay chart at retirement is not the same as NCOs and Officers**
- **Recommend one equal retirement guidance and chart for all, i.e. Officers, Warrant Officers and NCOs**

# Discussion

## **Issue #4: Warrant Officer Utilization**

**Conventional wisdom in assignments positioning is one-down and two-ranks up.**

**Current MTOE and TDA uses a grade banding approach. ie-W1 –W2, CW3 , CW4 and CW5.**

**However, many low density MOS lack senior positions for CW3 and CW4, and the CW5 merges with other MOS.**

**Thus many CW3 and CW4 find assignments in W1-W2 position as the only recourse when assigned to installations.**

# Recommendations

## **Issue #4: Warrant Officer Utilization**

- **USAWOA continue to urge the Army G-1 and Proponencies toward recognition and resolution for this issue**

Questions?