

United States Army
Warrant Officers Association
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July 10, 2001

The Honorable
House Armed Service Military Personnel Subcommittee
United States House of Representatives
Washington, DC 20515

Dear Representative ;

This Association focuses on issues that directly affect the 25,000 plus warrant officers of the Active Army, Army National Guard and Army Reserve. Additionally, because they have no similar association, we indirectly speak for the smaller number of warrant officers within the Navy and the Marine Corps.

We appreciate prior Congressional actions providing increased pay to service members. The pay gap between the military and civilian work force is real and impacts both recruiting and retention.

We are aware of concern about the propriety of "targeted" increases recommended by the DoD. We understand that many Representatives favor an across-the-board pay increase, or a variation of the DoD proposal. Under the DoD proposal, warrant officers receive targeted pay raises. **Such action is essential as a first step to correct a long-existing problem with "pay compression."** Therefore, we seek to bring information concerning warrant officer pay to your attention.

1. Over the years, well-deserved targeted pay raises resulted in the pay of the NCO force to draw closer to that of the warrant officer force, thus creating the problem of pay compression. Pay compression does not exist when comparing the pay of the NCO force with the pay of commissioned officer force.

2. Warrant officers are a small part of the DoD uniformed strength. It is not uncommon for this small population to be inadvertently overlooked in compensation studies. However, **we understand that the Ninth QRMC is the only DoD pay study that actively considered warrant officers** throughout the study.

3. Pay compression adversely affects the current and future warrant officer force. Although active duty warrant officer strength levels are being maintained, **a declining number of NCOs/CPOs seek to enter the warrant officer program.** The number of applicants for each opening in the active Army decreased from 3.3 (FY 96) to 1.9 (FY 01). Certain warrant officer career fields have not have enough applicants to meet needs. Furthermore, the Army National Guard and Army Reserve warrant officer programs have been below required strength for several years.

4. An increasing number of Army warrant officers leave the service before completing a full career. The percent of warrant officers leaving "early" increased from 29% (FY 98) to 37% (FY 00). While many factors are involved, pay compression is likely a significant contributor.

The Army has seventy percent of the DoD warrant officer strength. We understand the Army leadership supports targeted pay raises for warrant officers, in part to reverse the pay compression situation. We are most appreciative of this support.

The attached material presents a comprehensive presentation of the pay compression problem and the affects.

We respectfully request that you carefully consider the propriety of targeted pay, particularly that recommended for warrant officers. We stand ready to assist you or your staff in further analysis of the pay compression situation.

Sincerely,

/signed/
RAYMOND A. BELL
Executive Director

Enclosure: *"Pay Compression:"* A Problem Adversely Affecting Warrant Officer Recruiting in the Army and Other Military Services, January 2001.

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