

United States Army

Warrant Officers Association

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July 10, 2001

The Honorable John P. Murtha
United States House of Representatives
Washington, DC 20515

Dear Sir;

This Association focuses on issues that directly affect the 25,000 plus Army warrant officers of both active and reserve components and their families. Additionally, because they have no similar association, we indirectly speak for the smaller number of warrant officers of the Navy and Marine Corps.

We appreciate your desire to expeditiously close the pay gap between the military and the civilian work force. **We also appreciate your awareness of the pay compression problem that affects warrant officers;** brought about over the years by well-deserved pay raises that targeted the noncommissioned officer (NCO) and chief petty officer (CPO) force. These pay raises "compressed" the difference between the pay of the NCO/CPO and the warrant officer. **The pay gap and pay compression are real and both adversely affect recruiting, personal job satisfaction and career retention.**

The preponderance of warrant officers come from the NCO/CPO ranks. Throughout their careers, warrant officers typically have close working relationships with soldiers and NCOs. Therefore, we understand the propriety of increases to NCO/CPO pay due to their increasing educational and responsibility levels. However, warrant officers likewise have increasing levels of education and responsibilities. Because of this fact, and the problem with pay compression, **we firmly believe that warrant officer pay must be "targeted" now to reverse pay compression, and be appropriately increased when any targeting is done within the mid-to upper-levels of the NCO/CPO pay grades.**

The pay difference is a significant factor when one considers seeking appointment as a warrant officer. Warrant officer recruiting is adversely affected by pay compression.

We are confident that the Ninth QRMC conscientiously considered the warrant officer corps and the problem of pay compression throughout its analyses and recommendations. While certainly "not all that's needed," we believe that, within the given constraints, **the targeted pay recommendations made by the QRMC seek to balance the needs of the total force as well as making a first-step toward reversing the pay compression problem.**

Therefore, we respectfully request that your well-intentioned actions do nothing to cause the pay compression problem to become more severe. We stand ready to assist you or your staff in further analysis of the pay compression situation.

Sincerely,

/signed/
RAYMOND A. BELL
Executive Director

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