

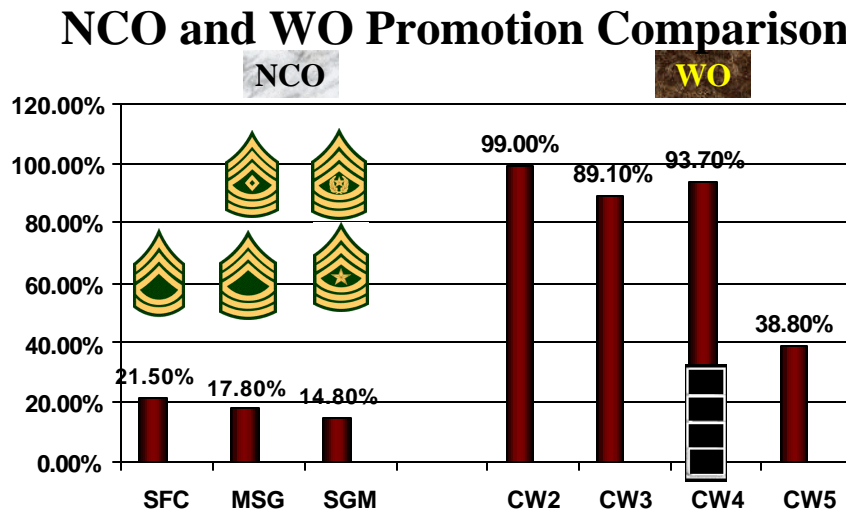
## From the Regimental Chief Warrant Officer of Ordnance Corps CW5 Jim Wynne

**TWO-TIME NON-SELECT TO CW3 WITHOUT RETIREMENT PROTECTION IS PRETTY RARE . . .**and something that warrant officers with good OERs needn't to worry about. It's interesting to hear the various rumors that float around about this subject. Such as, "if I get passed over twice for W3 and I'm under 18 years of service then I'm on the street" or "the 'up or out' promotion policy is an added discriminator keeping younger NCOs from applying for the warrant officer program". I would like to address this topic to clear up these myths and set the record straight. First of all, when we hear two-time non-select without retirement protection, we are talking single digits. That's right. In the last four years, the number of individuals not retirement protected to twenty years has not exceeded six for two-time non-selects to CW3 for all Ordnance warrant officers. Is that a lot to be concerned about? Well, the reality is, we wouldn't need promotion boards if we had a 100% promotion rate. We would not have any kind of quality control system in place. Section 3258, Title 10, United States Code, (10 USC 3258) contains a statutory entitlement for those not meeting 18 years of Active Federal Service at the time of their second passover to revert back to their enlisted grade. Two-time non-selects who are not retirement eligible may take advantage of this statutory provision as long as their service is terminated by an honorable discharge and they were not released from active duty for misconduct, moral or professional dereliction, or duty performance below prescribed standards for the rank. Those few individuals not retirement protected and not reverted back to enlisted grade left the Army either by individual choice or for a good reason. Bottom line: This is not something to be concerned about if you are doing your job, being professional at all times, and honoring the Army values. Look at the NCO and WO Promotion Comparison chart on the next page. The chart reflects all warrant officer MOSs. Last year's promotion selection rate for Ordnance CW3s was 92.2%. That's not too shabby.

**ACCESSIONS:** I would like to take this opportunity to thank all of you for your recruiting efforts for Ordnance Corps' Warrant Officers. We closed out FY02 on an uphill swing in applicants and it couldn't have been done without your efforts. I'm convinced it's all about marketing and taking the time out from our busy schedules to identify and talk with NCOs about a career as a warrant officer. We have a talented pool of NCOs to access from. USAREC has been doing a great job assisting in recruiting. They have and are still in the process of sending each and every warrant officer a CD (recruiting toolbox) for warrant officer recruiting and application preparation. In the toolbox, you will find a warrant officer video, WOC video, sample packet, forms, and much more. It is a great tool for assisting you in your upcoming recruiting efforts. That's right! We need help again from each and every one of you. Our mission has increased for FY03. We will have four Ordnance warrant officer boards this year. The following boards will be: Mar (915A, 918B, 918D), May (910A, 913A, 914A, 919A), July (915A, 918B), and September (915A, 918B, 918D). Please get the word on the street and start recruiting today. Coach those NCO's you want to become Warrant Officers with their packet preparation. If you find someone who may not meet all the eligibility requirements, coach and assist him or her so they may be eligible down the road. Every one of you can put a face and a name on the warrant officer that coached you and assisted you in becoming a warrant officer. Let's do what our predecessors did for us. In your toolbox, you will find some self-selling charts to present to that NCO who is considering a career as a warrant officer. For example, looking at the charts below, warrant officers have a better opportunity for promotion at the senior grade vs. NCOs. Additionally, when you look at the retirement pay comparison for the long haul, warrant officers fair pretty well. It's definitely self-selling for someone making the Army a career. Anyone needing additional information on application preparation and specific eligibility

requirements for Ordnance warrant officer MOSs can go to either <http://usarec.army.mil/hq/warrant/> or <http://www.goordnance.apg.army.mil/RCWO%20Web/rcwo.htm>

## NCO and WO Promotion Comparison (FY 02 Board)



Promotion selection rates are from the most recent promotion boards for each of the grades except CW2 which is a local promotion action. As you can see, WO promotion selection rates are much higher than that of the NCOs.



U.S. Army Recruiting Command

## Retirement Pay Comparison (FY 02 Pay Tables)

Rank	Years	Pay
SFC	20	\$1529
CW3	20	\$1982
MSG	24	\$2234
CW4	24	\$2869
SGM	30	\$3350
CW5	30	\$4108