



United States Army

Warrant Officers Association

462 Herndon Pkwy. Suite 207 Herndon, VA 20170-5235

703-742-7727 1-800-5-USAWOA (FAX) 703-742-7728

Email: USAWOA@cavtel.net USAWOA OnLine: www.USAWOA.org

March 1, 2006

The Honorable John W. Warner
Chairman, Senate Armed Services Committee
225 Russell Senate Office Building
Washington DC, 20510

Dear Mr. Chairman,

The purpose of this letter is to support targeted pay raises for warrant officers as proposed in the 2007 DoD budget; also; to provide information supporting the propriety of such action. Similar letters are being sent to all committee members by both facsimile machine and U.S. Postal Service. Our Association represents the more than 21,000 Army warrant officers of both active and reserve components and has done so for 34 years. USAWOA is a charter member of The Military Coalition.

Army warrant officers are selected, trained, and utilized far differently than in the past. The definition and role of the Army warrant officer has significantly evolved and now reads: *"The Army WO is a self-aware and adaptive technical expert, combat leader, trainer, and advisor. Through progressive levels of expertise in assignments, training, and education, the WO administers, manages, maintains, operates, and integrates Army systems and equipment across the full spectrum of Army operations. Warrant Officers are innovative integrators of emerging technologies, dynamic teachers, confident warfighters, and developers of specialized teams of soldiers. They support a wide range of Army missions throughout their career. Warrant Officers in the Army are accessed with a specific level of technical ability. They refine their technical expertise and develop their leadership and management skills through tiered progressive assignment and education."* (Army Pamphlet 600-3.)

Army leaders have great expectations of warrant officers, and indeed, the warrant officers of today have great expectations of themselves. The majority of the total (DoD) warrant officers are Army. However, other uniformed services similarly place warrant officers in worldwide positions of great trust and responsibility. Other service warrant officers are affected by the pay problem explained below.

In the past, well-deserved pay raises often "targeted" the enlisted force at both junior and senior levels. This created an inadvertent situation in which the pay of the noncommissioned officer (or chief petty officer) grades drew closer to the pay of the warrant officer grades. Because most warrant officers come from the enlisted ranks, such "pay compression" makes warrant officer recruiting difficult as the NCO/CPO sees little immediate financial incentive to seek appointment to the warrant officer ranks. There are also problems with retention of senior grade warrant officers. Fixing pay compression will likely have positive affects on both situations. The warrant officer pay situation is documented in the Report of the 9th Quadrennial Review of Military Compensation (pg. 73) (QRMC).

With your support and that of the committee, I believe that now is a unique opportunity to correct the pay compression situation. I stand ready at any time to discuss this subject with you; members of your staff, or committee compensation experts.

Your support of the American men and women in uniform through your leadership of the Committee is sincerely appreciated.

Respectfully,

ROY A. VALIANT, CW4 USA, Retired
National President