



Army Development Systems - Warrant Officer

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What is Assignment-Oriented Training (AOT)?

AOT takes technical training and breaks it down into modules. WOs attend the module(s) required for their next assignment based on their qualification with the gaining unit's equipment and/or systems. Technological advances outpace the ability of current institutional training programs to keep current. Since the requirement for technical training becomes assignment-driven, not all warrant officers will receive training in the same modules.

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Why do we want to assign warrant officers by grade?

Currently, the authorization documents are coded by grade (W1/W2, W3, W4, and W5). Active component assignments are by grade band (W1/W2, W3/W4, and W5). This is an issue, which concerns the assignment of CW3 and CW4. Assignment by grade to fill senior warrant officer positions places the right warrant officer in the right assignment, ensures best possible operational development, enhances units' combat readiness, and provides a higher level of career satisfaction for warrant officers.

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Why do we recommend rolling back warrant officer structure?

The Army is currently unable to meet the documented requirements for Senior Warrant Officers at the rank of CW4. The Total Warrant Officer Study (TWOS) Average Grade Distribution Matrix (AGDM) provides a supportable rank distribution of warrant officers by MOS. A dynamic of the drawdown was elimination of positions primarily at unit level, which tend to be lower grades. As a result, we are left with disproportionately high authorizations for senior warrants. A grade distribution structure ensures promotion opportunity and opportunity for operational experience and development. Additionally, since the initial coding of warrant officer requirements, several MOSs have experienced "grade creep" which has increased authorizations for senior warrants.

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Why didn't the ADS XXI TF tackle warrant officer pay and the "pay compression" issue?

We did, but did not make a specific recommendation. Pay and compensation is an issue with most commanders, and it was the number one issue on the warrant officer survey we circulated. Pay and incentives were not part of the ADS XXI TF Charter because this is a DOD issue that is evaluated periodically by the Quadrennial Review of Military Pay and Compensation (QRMPC) Panel. The issue has visibility and the ADS XXI TF provided input to the process through the ODCSPER.

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What is ADS XXI TF doing to fix the shortage of warrant officers in my branch?

While a shortage of warrant officers does exist in some branches, no critical Army-wide shortage exists. The task force made four recommendations to enhance warrant officer recruiting and accessions: 1) Expand the warrant officer program accession base, 2) Educate the Army on warrant officer roles, 3) Access warrant officers earlier, between years 5 and 8, and 4) Promote Senior NCO (E7/8/9) applicants to CW2 upon completion of their respective warrant officer basic course (WOBC). The warrant officer accession base will be expanded to allow additional feeder MOSs, and recruitment from VOTECH schools and colleges. Educating the officers enhances both professional development of serving warrant officers, and places greater emphasis on recruiting. Educating NCOs provides information on WO recruiting and accession opportunities to help NCOs make informed choices about their career. An earlier accession point for WOs provides an increased inventory of senior warrant officers before they become retirement eligible. Promoting senior NCO warrant officer applicants to CW2 provides an incentive in specific WO MOSs. The first three initiatives were approved for implementation. Additional justification for promoting SFC and above to CW2 will be provided to the CSA for his decision.

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How can soldiers in the field obtain the latest information on Warrant Officer Personnel Management System XXI (WOPMS) initiatives?

The latest information pertaining to WOPMS can be found on the Army Development System (ADS) XXI web-site <http://www.army.mil/adsxxi>

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Was there any thought to putting warrant officers in Battalion or Brigade S1 or S4 positions? Is it an ADS XXI recommendation?

Yes, but no recommendation was provided to Army leadership. Guidance provided to the Task Force early on was not to use Warrant Officers as an expedient solution if there was a shortage of officers in any areas. There was no support for doctrinal changes to create warrant officer positions in battalion and brigade S1 and S4 sections, and the issues was dropped.

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Warrant Officer Personnel Management System XXI (WOPMS XXI).

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