



CW5 David Williams

Army Staff Senior Warrant Officer

Headquarters, Department of the Army



4th Quarter, Fiscal Year 2015 Newsletter

22 October 2015

Greetings once again from the Pentagon! For those of you who are new to the cohort, welcome! It is my goal to publish a newsletter each quarter to keep everyone informed of what we are doing for YOU and what is happening at HQDA.

In July, the cohort celebrated its 97th birthday. It was refreshing seeing installations celebrate this day with their senior leaders, warrant officers, and NCOs. I had the distinct pleasure of attending Warrant Officer Birthday Celebrations at Ft. Sill and Ft. Stewart. Thank you for inviting me to attend and participate in your celebrations!

In August, the Army welcomed its 39th Chief of Staff, GEN Mark A. Milley. GEN Milley sent out his initial message to the Army outlining his three priorities. #1. Readiness (Current Fight). #2. Future Army (Future Fight). #3. Take Care of the Troops (Always). If you haven't done so already, please take a moment to read his initial message on page 2.

The Active Component CW3/4/5 Promotion Selection Board results were released on 14 October, and the Reserve Component results were released on 20 October. Congratulations to everyone selected for promotion! Page 3 provides a link to access statistics and notes from the board. Also highlighted on page 3 is information on the upcoming Selective Retirement Board (SRB) for CW5's.

If you want up-to-date information on what's happening in the Warrant Officer Cohort, I suggest you visit my Facebook page at www.facebook.com/ARSTAFSWO. As pertinent information is released, I instantly post it to my page. Viewing my page doesn't require you to have an account; simply type in the link, and you can see what's happening in real time. Of course, if you do have a Facebook account, make sure you "like" my page!

Lastly, my installation visits this quarter were phenomenal once again. I continue to receive candid and helpful feedback from warrant officers and Senior Leaders that I share with the CSA and Army Staff. I consider it an honor and privilege to serve all of you in this capacity. If you have a suggestion or need help with an issue, please feel free to contact my assistant, CW3 Sexton at michael.e.sexton.mil@mail.mil or 703-697-6789, to set up a phone or office call. Thank you for all that you do for our cohort, the Army, and the Nation! Army Strong!

ARSTAF SWO **Mission Statement**

The Army Staff Senior Warrant Officer (ARSTAF SWO) provides the Chief of Staff of the Army (CSA) with subject matter expertise on all aspects of warrant officer training and development, communicates with commanders, senior leaders, and warrant officers throughout the Total Army to ensure their concerns and recommendations are considered, and synchronizes warrant officer policies and management actions in order to ensure the Warrant Officer Cohort is fully prepared to support the Army and Joint Force of the future.



**Promotions
Attended**

**CW3 Michael Sexton
Asst. to the ARSTAF
SWO, HQDA**

**Congratulations
once again on your
well-deserved
promotion!**

**Retirements
Attended**

**CW5 Reginald Noel
Supply Policy, HQDA
G-4**

**On behalf of the
entire Warrant
Officer Cohort, thank
you for your
dedicated service to
the nation!**



GEN Milley's Initial Message to the Army



**39th Chief of Staff of the Army
Initial Message to the Army**

We have the most skilled, ethical, and combat hardened Army in our Nation's history. No matter where we are around the world, America's Soldiers are displaying courage, commitment and character. We are demonstrating unparalleled competence and agility. And no matter the challenge, no matter how complex the environment, or how dangerous the situation, our Soldiers fight and win.

I am honored to lead this remarkable team.

I have three priorities:

#1. Readiness: (Current Fight) Our fundamental task is like no other – it is to win in the unforgiving crucible of ground combat. We must ensure the Army remains ready as the world's premier combat force. Readiness for ground combat is – and will remain – the U.S. Army's #1 priority. We will always be ready to fight today, and we will always prepare to fight tomorrow. Our most valued assets, indeed, the Nation's most valued assets, are our Soldiers and our solemn commitment must always be to never send them into harm's way untrained, poorly led, undermanned, or with less than the best equipment we can provide. Readiness is #1, and there is no other #1.

#2. Future Army: (Future Fight) We will do what it takes to build an agile, adaptive Army of the future. We need to listen and learn – first from the Army itself, from other services, from our interagency partners, but also from the private sector, and even from our critics. Developing a lethal, professional and technically competent force requires an openness to new ideas and new ways of doing things in an increasingly complex world. We will change and adapt.

#3. Take Care of the Troops: (Always) Every day we must keep foremost in our minds our Soldiers, Civilians, and their Families. Our collective strength depends on our people - their mental and physical resilience is at our core. We must always treat each other with respect and lead with integrity. Our Soldiers are the crown jewels of the Nation; we must love them, protect them, and always keep faith with them.

I am honored and proud to serve with you. Thank you for your service and commitment to a cause larger than yourselves.

Army Strong! Mark A. Milley

**MARK A. MILLEY
General, United States Army
39th Chief of Staff of the Army**

FY15 CW3/4/5 Promotion Selection Board

Congratulations once again to everyone selected for promotion! To view the board results and statistics visit the following links:

<https://www.hrc.army.mil/TAGD/Chief%20Warrant%20Officer%20Selection%20Board%20Results> (Active Component)

<https://www.hrc.army.mil/TAGD/RESERVE%20WARRANT%20OFFICER%20SELECTION%20BOARDS> (Reserve Component)

FY16 CW5 Selective Retirement Board

This is no longer a rumor. In the next few weeks, HQDA plans to release a message to the field announcing the upcoming CW5 Technical Services and Aviation, Selective Retirement Board (SRB), to convene on 29 MAR 16.

"MY BOARD FILE" will open on 29 JAN 16 and close at 2400 hours on 22 MAR 16, providing warrant officers an opportunity to ensure their files are accurate. The SRB will consider Aviation CW5s with 5 or more years time in grade (TIG) and Technical Services CW5s with 4 or more years TIG, who do not either already have an approved retirement or will be mandatorily retired in either FY16 or FY17.

As this is the first time in recent years that the Army has conducted a warrant officer SRB, all CW5s in the considered SRB population must be notified and counseled by a General Officer in their chain of command to ensure their awareness of the upcoming board. Conducting a warrant officer SRB is necessary for the Army to achieve its drawdown objectives and balance the force to ensure adequate distribution of skills.

97th Warrant Officer Birthday Photos



CW5 Williams, CW5 Kelly, BG Blackburn, and WO1 Stanley cut the cake during the Ft. Stewart and 3rd Infantry Division Warrant Officer Birthday celebration.



WO1 Hallenback, CW5 Williams, and CW5 Lamphear cut the cake during the Fires Center of Excellence Warrant Officer Birthday celebration.

1st Quarter, FY 16 Tentative Events

Facebook Virtual Town Hall

* "Warrant Officer 2025"
(Date/Time TBD)
www.facebook.com/ARSTAFSWO

Installation Visits

* Ft. Rucker
(28-29 OCT)

* Redstone Arsenal
(30 OCT)

* Ft. Hood
(16-18 NOV)

* JBSA
(19-20 NOV)

* Ft. Rucker
(07-09 DEC)

VTCs

* Kuwait
(11 DEC)

* = Tentative event that can be changed or canceled at any time.

Army Directive 2015-30 (PME, Leader Development, and Talent Management for Warrant Officers)

DA PAM 670-1 Update

On 01 July, DA PAM 670-1 authorized FG and senior FG warrant officers wear of the FG service cap.



Additional Places for Information

USAWOCC

Facebook page:

www.facebook.com/USAWOCC

USAWOCC MilSuite
page:

<https://www.milsuite.mil/book/community/spaces/apf/usawocc>

Warrant Officer
Historical
Foundation:

https://warrantofficerhistory.org/Hist_of_Army_WO.htm

On 10 August, the Secretary of the Army signed Army Directive 2015-30. This directive requires completion of PME as a prerequisite for capstone and key warrant officer assignments. It is critical that warrant officers complete their requisite PME within established timelines to ensure they are fully prepared for the demands of their highly specialized roles.

CW3's without the Warrant Officer Advanced Course, CW4's without the Warrant Officer Intermediate Level Education course, and CW5's without the Warrant Officer Senior Service Education course are prohibited from serving in the following assignments and roles:

- a. Command at any level
- b. PME instructor
- c. HQDA centralized selection boards
- d. Chief Warrant Officer of the Branch
- e. Regimental Chief Warrant Officer
- f. Command Chief Warrant Officer
- g. Key Army 011A billets
- h. Army Senior Warrant Officer Council
- i. Broadening assignments

The following key 011A positions will be closely monitored by HRC and myself in order to facilitate talent management:

- a. Army Staff Senior Warrant Officer
- b. HQDA, G-1 Warrant Officer Promotions and Policy Integrator
- c. HQDA, G-3/5/7 Warrant Officer Leader Development
- d. TRADOC G-3/5/7 Warrant Officer Leader Development
- e. CAC CCWO
- f. Center for Army Leadership Warrant Officer Integration Officer
- g. School of Advanced Leadership and Tactics Mid-Grade Learning Continuum Warrant Officer Cohort Integrator
- h. Deputy Commandant, WOCC
- i. TRADOC Initial Military Training Warrant Officer Policy Integrator
- j. HRC Senior Warrant Officer
- k. Commander, HHC, WOCC
- l. Commander, 1st WOC
- m. Senior TAC, 1st WOC

Maximum use in all active component 011A assignments is 36 months with no more than 18 months for company-level commanders and Senior TAC.

FY16 Broadening Opportunities Deadline

The **deadline** to submit a DA Form 4187 for the HQDA Strategic Broadening Seminars, Chief of Staff of the Army Strategic Studies Group, and White House Fellowship is **02 November**.

As a reminder, the Strategic Broadening Seminars (SBS) are fully-funded by HQDA. Warrant officers who attended the seminars this year, consistently say it's one of the best courses they've attended. FY16 seminars will be held at Ft. Leavenworth, KS; Washington D.C.; UNC Chapel Hill; University of Louisville; Herzliya, Israel; UC Berkeley; and the University of Kansas.

FY16 SBS - <https://www.hrc.army.mil/Milper/15-219>

CSA Strategic Studies Group - <https://www.hrc.army.mil/Milper/15-224>

White House Fellow - <https://www.hrc.army.mil/Milper/15-217>



UNC Chapel Hill SBS

CW3 Weaver (EN)
CW4 Boley (AV)
CW4 Davis (FA)
CW3 McGraw (AV)



University of Louisville SBS

CW4 Zabko (AV)
CW4 Bingham (OD)
CW3 Evans (OD)
CW4 Offor (QM)
CW4 Mena (OD)



US Army War College SBS

CW3 McCann (QM)
CW5 Williams (ARSTAF SWO)
CW3 Davis (MI)
CW3 Alumanah (AG)
CW3 Fogarty (AV)

Potential Warrant Officer Broadening Assignments and Education Opportunities

- TAC Officer
- Branch or WOCC Schoolhouse Instructor
- Branch Manager
- CSA Strategic Studies Group
- Strategic Broadening Seminars
- White House Fellowship
- Office of Congressional and Legislative Liaison (OCLL)
- Training with Industry (TWI) *select branches only
- Degree Completion
- SAMS
- CGSC

This list is not all inclusive. For more information, contact your Branch Manager or CWOB/RCWO, and stay up-to-date on all MILPER Messages.

<https://www.hrc.army.mil/Milper/All>

Warrant Officer Corps or Cohort?

I get asked this question on numerous occasions, so here is the history behind the answer.

On 09 July 2004, the Warrant Officer Corps was officially dissolved, and warrant officers became a part of the overall Officer Corps. As a result of this, warrant officers removed the Eagle Rising insignia and Warrant Officer Branch Color (Brown) and replaced it with their branch insignia and color. This relegated the Eagle Rising and Warrant Officer Branch Color into history.

Although the Warrant Officer Corps no longer exists, we are considered a cohort inside of the overall Officer Corps. The definition of a cohort is a group of people banded together or treated as a group.

We sometimes forget this and continue to reference or mention the Warrant Officer Corps to this day.



“Eagle Rising”
1921-2004

Warrant Officer Solarium

In January 2016, the Combined Arms Center will host a Warrant Officer Solarium. The event will gather 84 warrant officers in the ranks of CW2(P) and CW3 at Ft. Leavenworth, KS for the purpose of identifying issues impacting the Army into the foreseeable future and providing recommendations directly to the CSA and myself.

CW3 participants must have less than two years time in grade, and all participants must be graduates of the Warrant Officer Advanced Course. If interested, contact senior warrant officers in your organization. The **deadline** for name submission is **02 November 2015**.

Maneuver Pre-Command Course (PCC)

In September, I had the opportunity to brief and hear from battalion and brigade commanders/CSMs attending the Maneuver PCC. I provided them with an overview of warrant officer lifecycle management, my position, and the way-ahead for the cohort.

I will continue to brief this course along with students attending the Command and General Staff College and the United States Army Sergeants Major Academy. Building relationships with our senior NCOs, FG officers, and commanders is extremely important. We must ensure that we are informing them of our roles and responsibilities, and how to properly utilize us.

Warrant Officer Recruiting/Accessions Summit

In August, I attended the Warrant Officer Recruiting/Accessions Summit at Ft. Knox, KY. CW4 Jeremy Addleman, Chief, U.S. Army Warrant Officer Recruiting Program, led the summit. Since coming on board, he has taken the Warrant Officer Recruiting Program to another level.

As most of you know, the responsibility to recruit and access great NCOs lies with every warrant officer. Each one of you should mentor and develop NCOs to become your eventual replacement. As CW4 Addleman’s recruiting teams visit your installations, make sure you stop by. Your assistance could be the difference an NCO needs!

CW4 Addleman is requesting interesting photos depicting warrant officers (individual or group) from each MOS engaged in their specific missions. The photos will be used to bolster the recruiting mission and could appear on a wide variety of marketing tools to include the Warrant Officer Recruiting website, pamphlets, briefings, signs, and billboards.

If you have unclassified photos you’d like to share, send them to jeremy.b.addleman.mil@mail.mil. Please include a brief description of what is occurring in the photo and the MOS of the warrant officers depicted.

Facebook

The purpose of my Facebook page is to be a place where every warrant officer can go for the latest news, updates, and stories about the cohort. One of the Secretary of the Army's top priorities is to tell the Army Story. I have taken this and made it my priority to tell the Warrant Officer Story.

If you know of an event that should be recognized, please email it to my assistant, CW3 Sexton at michael.e.sexton.mil@mail.mil. If it's noteworthy, I'll share it on my page. This helps tell our story to the Army and to the world. I look forward to hearing from you!



The screenshot shows the Facebook profile for the Army Staff Senior Warrant Officer. The profile picture is a man in a military uniform. The cover photo features the Army Staff Senior Warrant Officer logo, which includes the text "ARMY STAFF" and "SENIOR WARRANT OFFICER" around a central emblem. The page has 4,853 likes and 9,673 post reach this week. A post from Michael Sexton, published on October 19 at 4:58pm, is visible. The post text reads: "***Joint and Combined Warfighting School (JCWS) JPME II Opportunity*** The National Defense University, Joint Forces Staff College recently published the FY16 quotas for JCWS, which awards JPME II. In order to attend JCWS, applicants must have completed JPME I (Command and General Staff College or Naval Postgraduate School), be on orders to or serving in a joint planning position, and be a CW3(P), CW4, or CW5. While this does not apply to the majority of warrant officers at ... See More".



www.facebook.com/ARSTAFSWO

Notable Facebook Posts

- First Annual Senior Warrant Officer Summit
- Warrant Officer Birthday Celebrations
- GEN MacArthur Leadership Award ALARACT
- Updates on warrant officer related doctrine and regulation changes
- Updates on warrant officer related MILPER Messages
- Installation Visits