



**DEPARTMENT OF THE ARMY**  
U. S. ARMY COMBINED ARMS CENTER AND FORT LEAVENWORTH  
415 SHERMAN AVENUE UNIT 1  
FORT LEAVENWORTH, KANSAS 68027-2300

REPLY TO  
ATTENTION OF:

ATZL-CG

28 May 2014

MEMORANDUM FOR General John F. Campbell, Vice Chief of Staff, United States Army,  
201 Army Pentagon, Washington, DC 20310-0201

SUBJECT: Senior Warrant Officer Council Meeting 14-3 (Pentagon)

1. BACKGROUND.

a. The Secretary of the Army established the Senior Warrant Officer Council (SWOC) by charter on 6 August 2012. The establishment of the SWOC provides a leadership forum that considers and develops actions to enhance career-focused, warrant officer leader development initiatives and related topics. The charter directs the SWOC Chairman to report directly to and receive direction from the Vice Chief of Staff, Army (VCSA).

b. The SWOC serves as a senior leadership body to introduce, review and address relevant issues concerning Army systems, policies, and programs that are designed to produce ready and relevant warrant officers competent in executing the Army mission within their roles as Soldiers, officers, leaders, technicians and systems integrators. The council provides Department of the Army level integration and synchronization, and advice to Army leadership for cohort related issues.

2. PURPOSE. Provide a summary of the SWOC 14-3 chaired by CW5 Robert Lamphear (Chairman, SWOC), held at the Pentagon on 30 April 2014.

3. OBJECTIVES. Topics included ALDP Initiatives, WO PME Directive/PME Backlog Update, SWOC Charter Update, Standardization of SWO Titles, ARSTAF SWO and SWOC Chairman Travel Schedule, and the SWOC 15-1/2 Date and Location Discussion.

4. DISCUSSION.

a. CW5 Lamphear opened the meeting, welcomed attendees, and provided administrative comments. CW5 Lamphear also reminded attendees that the SWOC session was open to members and invited guests only.

b. CW5 Arland Jackson (HQDA-G1) provided information on the following:

(1) Developing a Bench Building, Training, and Education Process for Key MOS-Immaterial Senior Warrant Officer Billets. The Warrant Officer Continuum of Learning

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Study (WOCLS) identified six key MOS-immaterial senior warrant officer billets. This list will be adjusted as requirements are identified. An effort to codify a robust selection process to manage branch immaterial billets and identify funding requirements is currently underway. The requisite qualifications for each position have been outlined, to include a black book selection process to insure transparency in selecting future candidates. Individual branches are responsible for identifying functional branch level positions and setting the selection standards for those positions.

c. CW5 Brian Taylor (TRADOC G3/5/7) provided information on the following:

(1) Transform Warrant Officer Education/Follow-on (Phase III) Technical Courses. Originally started in 2008, the establishment of follow-on training courses upon completion of Warrant Officer Staff Course/Senior Staff Course (WOSC/WOSSC) by branches is progressing well. The following branches have identified follow-on training after completion of WOSC: Veterinary, Engineer, Signal, Special Forces, and Military Intelligence (FY15). The following branches identified follow-on training after completion of WOSSC: Quartermaster, Signal (FY14/15) and Military Intelligence (FY15). Phase III follow-on training is required to be completed for the officer to be considered Military Education Level (MEL) complete.

(2) The internal review of the Warrant Officer Basic Courses/Advanced Course's (WOBC and WOAC) technical training yielded an institutionally approved strategy for each school. This internal review should not be confused with the common core training requirements being instituted in WOAC. The purpose of this internal review was to assess whether the course lengths met current objectives; identify any issues with operational environment integration; and identify additional requirements for training aids, devices, simulators, and simulations equipment.

d. CW5 Dave Williams, Army Staff Senior Warrant Officer (ARSTAF SWO) provided information on the following:

(1) Ongoing efforts to reduce the Cohort's PME backlog have provided favorable results, but significant improvements are still needed. A WO PME Policy Directive has been produced and is currently being staffed through HQDA for review and signature by the Secretary of the Army. The WO PME Directive will reflect the importance of PME in WO Leader Development. The directive stresses warrant officers who have not attended PME cannot serve in the following assignments: commanders at any level, Chief Warrant Officer of the Branch (CWOB), Regimental Chief Warrant Officer (RCWO), Command Chief Warrant Officer (CCWO), HRC, assignment manager, any TRADOC Instructor position, member of the SWOC council, or be assigned to any branch immaterial (O11A) position. While these positions will be managed by HRC, the ARSTAF SWO will have oversight. In addition, the directive

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will set tour length restriction in 011A and command positions. Exceptions to policy must be submitted to the VCSA.

(2) CW5 Williams reiterated that future attendance of WOs in CGSC will be dependent on the codification of positions within each branch. CW5 Williams requested each RCWO/CWOB provide three WO billets that could benefit from CGSC attendance.

(3) CW5 Williams requested a notice of at least six weeks to ARSTAF SWO for speaker invites. Extend an invite to the CAC Senior Warrant Officer, as well. Requesters should coordinate an office call with senior leaders, as the ARSTAF SWO is a representative for the CSA.

e. CW5 Bob Lamphear (CAC) provided information on the following:

(1) CW5 Landy Flowers is leading the effort to renew the current SWOC charter. The updated charter includes the new ARSTAF SWO position and clarifies roles of select HQDA members. No additional members from other organizations have been added, however, the charter allows the Chairman to invite other senior warrant officers to attend as required. Recommendations for future changes are encouraged.

(2) Members of the Senior Warrant Officer Council are asked to review branch positions with the title Command Chief Warrant Officer (CCWO) or Senior Warrant Officer Advisor. The senior warrant officer must be a member of the command team for consideration of the title "Command Chief Warrant Officer".

(3) CW5 Williams proposed to move the scheduled October 2014 VTC to January 2015 and hold the October 2014 meeting in the National Capital Region to take advantage of the professional development activities surrounding the October 2014 AUSA Conference – discussed and approved for senior leader consideration.

## 5. OPEN DISCUSSION:

a) A recommendation to migrate to Direct Connect Online (DCO) for the January 2015 VTC was discussed and approved.

(2) AR 670-1 contained 13 discrepancies regarding warrant officers. CW5 Arland Jackson has submitted corrections to HQDA G-1 and will be reflected in an upcoming version of the DA PAM 670-1

(3) AR 600-20, Command, is being staffed through ADP. The Secretary of the Army must review prior to printing. Recommended changes to AR 600-20 include delineating the categories of warrant officers.

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6. DUE OUT TASKER: RCWOs/CWOBs are to provide CW5 Williams three WO billets that could benefit from ILE attendance NLT 16 May 2014.

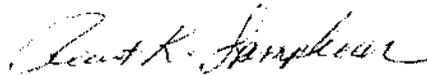
7. CLOSING REMARKS:

a. Attendance. 24/27 (18 required for a quorum).

b. SWOC 14-3 adjourned at 1208 (Eastern), 30 April 2014. The next SWOC is scheduled for 14/15 July 2014 in the National Capital Region.

c. Key dates in support of SWOC 14-3: ALDF 14-2 28 May 2014.

8. POC for this memorandum is the undersigned at HQ, Combined Arms Center (CAC) (913) 684-0062 or via email at robert.k.lamphear.mil@mail.mil.



ROBERT T. LAMPHEAR  
CW5, EN  
Chairman, Senior Warrant Officer Council