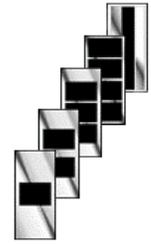




# the Mine Planter



1st Ed, FY15-01, 15 Nov 14

From the CCWO, USAR, CW5 Phyllis Wilson



**LEADER DEVELOPMENT** is the Chief of Staff of the Army's (CSA) top priority! Every Army Warrant Officer is a **LEADER**. You must understand the guidance of our senior Leaders in order to maximize the efficiency of all our efforts. We will work diligently to provide you with current, relevant information via this Newsletter. As Warrant Officer **Leaders**, you are all charged with taking care of your Soldiers – as Warrant Officer **Technicians and Experts**, you are charged to -

- Provide quality advice, counsels and solutions to support the command.
- Execute policy and manages the Army's system.
- Focus on collective, leader, and individual training.
- Operate, maintain, administer, and manage the Army's equipment, support activities, and technical systems.
- Concentrate on unit effectiveness and readiness.

The General Odierno, CSA created a new position for an Army Staff Senior Warrant Officer (SWO). CW5 David Williams was appointed as the first ARSTAF SWO. ARSTAF SWO provides the CSA subject matter expertise on all aspects of warrant officer training and development. The ARSTAF SWO communicates with commanders and warrant officers throughout the Total Army to ensure their concerns and recommendations are considered in decisions that will impact the future of the warrant officer cohort.

You should all be tracking the release of RALLY POINT 32.1 by LTG Jeff Talley, Chief of the Army Reserve (CAR), and Commanding General of United States Army Reserve Command (USARC). Rally Point 32.1 (RP 32.1) is the Army Reserve's response to the uncertain fiscal and complex security environment that confronts the Nation. RP 32.1 builds upon his initial Rally Point 32 (RP 32) released in June 2012. The Army Reserve's Strategic (Component) and Operational (Command) priorities have been revised to better achieve our new strategic objective of Force 2025 & Beyond (F2025B). You can find the 6-page .pdf file of Rally Point 32.1 at <http://www.usar.army.mil/ourstory/Pages/Rally-Point-32.1.aspx>

## Upcoming Events

- **WO Quarterly Mentor, Educate, Train (MET) Essay Contest** – 2nd Qtr FY15 – 1-31 Jan 2015 Eligibility: WO1 – CW2(P); any MOS; USAR TPU, AGR, IMA, and IRR, Requirement: Submit a one-page position paper on a topic of interest relative to the WO Cohort to [usarmy.usarc.ocar.mbx.ccwo@mail.mil](mailto:usarmy.usarc.ocar.mbx.ccwo@mail.mil).
- **GENERAL DOUGLAS MACARTHUR LEADERSHIP AWARD PROGRAM FOR CALENDAR YEAR 2014 (CY14)**. This award recognizes company grade officers who demonstrate the ideals for which General MacArthur stood -- Duty, Honor, Country -- and promotes and sustains effective junior officer leadership in the Army. See the message for specifics. <http://www.milsuite.mil/book/docs/DOC-168622>

## History & Heritage

**The official birthday of the Army Warrant Officer Corps is July 9, 1918**, when an act of congress established the Army Mine Planter Service as part of the Coast Artillery Corps. Implementation of the Act by the Army was published in War Department Bulletin 43, dated 22 July 1918.

A total of 40 Warrant Officers were authorized to serve as masters, mates, chief engineers, and assistant engineers on each mine planting vessel. Although only one rank of Warrant Officer was authorized by Congress, in effect, three grades were created because of the varying levels of pay authorized for masters, 1st mates, 2nd mates, and corresponding levels of marine engineer personnel.

This is also when the official color of the Army Warrant Officer Corps came to be brown. It emanated from the brown strands from burlap bags that the Mine Planter Service personnel wore as their insignia of rank.



# Hot Topics

## Army Reserve FY15 1st Half Selected Reserve Incentive Programs (SRIP) (Effective 1 Oct 14 - 31 Mar 15) and Change 1, AR FY15 SRIP Effective 1 Nov 14 - 31 Mar 15)

- Officer SRIP List. Restricted eligibility to AOCs/MOSs with an assigned strength of ninety percent or less.
- **Increased the Warrant Officer Accession Bonus to \$20K.**
- Added MOS 920A to Warrant Officer Accession Bonus and added statement for logistics officers authorizing Officer Accession Bonus regardless of assigned position, provided the position is a logistics AOC, due to the restructuring of the logistics branch.

## AR 350-1, Army Training & Leader Development

The revised AR 350-1 was released August 2014. There are some significant changes/additions that will affect the Warrant Officer Cohort. Brief synopsis is as follows:

- Army Physical Fitness Test (APFT) is a course requirement for Professional Military Education (PME).
- When applying for WOCS and OCS, the APFT profile waiver criteria is changed to an exception to policy of permanent profile for the run event only. The permanent profile must be the result of extraordinary circumstances.
- Clear PME backlog definitions. Also states PME expected to complete prior to promotion to, CW3, CW4, and CW5.
- Adds "Leader Development is linked to promotion and assignments" and "Warrant Officers are expected to attend PME."
- Eliminates the 1 year TIG requirement for PME attendance.
- Renames Warrant Officer Courses:
  - Warrant Officer Staff Course (WOSC) = Warrant Officer Intermediate Level Education (WOILE)
  - Warrant Officer Senior Staff Course (WOSSC) = Warrant Officer Senior Service Education (WOSSE)

## AR 600-20 Command Policy

AR 600-20, dated 22 October 2014, effective 22 November 2014, has been published. The revision includes the Army Senior Warrant Officer Council (ASWOC) sponsored initiative to add the categories "senior field grade warrant officers," "field grade warrant officers" and "company grade warrant officers" to Table 1-1. This is a good news story and reflects Army Leaders' commitment to improve the cohort.

This revision establishes distinction amongst grades within the WO cohort, and not intended to imply any warrant officer grade is equivalent to any O-grade.

It is recommended that you read the updated AR 600-20 in its entirety. To view the revised AR 600-20 go to: [https://armypubs.us.army.mil/epubs/pdf/r600\\_20.pdf](https://armypubs.us.army.mil/epubs/pdf/r600_20.pdf)

*Every conversation is an opportunity for leader development.*

## TRADOC Pamphlet 525-3-1

TRADOC Pamphlet 525-3-1, the U.S. ARMY Operating Concept, Win in a Complex World, 2020-2040, is revised with administrative change, dated 31 Oct 14.

- The revision emphasizes the human, cultural, and political continuities of army conflict as war will remain a contest of wills.
- It considers the tactical, operational, and strategic levels of war, because conflict cannot be divided into discrete levels.
- It established a starting point for future force development under Force 2025 and Beyond.

To view/download TRADOC Pam 525-3-1, go to: <http://www.tradoc.army.mil/tpubs/pams/TP525-3-1.pdf>

## Total Army Strong

Army Senior Leaders launched Total Army Strong to succeed the Army Family Covenant. Total Army Strong expresses their enduring commitment to Soldiers, Families, and civilians and to sustain a system of programs and services to mitigate the unique demands of military life, foster life skills, strengthen resilience, and promote a strong and ready Army. It also gives commanders flexibility to prioritize and adjust programs and services regardless of geographic location. For more information visit the following link.

[http://www.army.mil/standto/archive\\_2014-09-24/](http://www.army.mil/standto/archive_2014-09-24/).

*Families are the force  
behind the Force!*

## Comprehensive Soldier & Family Fitness (CSF2)

The Office of the Surgeon General (OTSG) developed the Performance Triad which focuses on Activity, Nutrition, and Sleep management as a comprehensive plan to improve readiness and increase resilience through improved education and leader involvement. The Performance Triad complements the Army's R2C & CSF2 program. Soldiers can download a free Performance Triad app to iPhones, iPads, Android devices, and Windows by searching for "Performance Triad." The app provides specific educational resources for squad leaders, Soldiers, spouses, civilians, healthcare workers, pre-retirees, and retirees on how to optimize their performance and enhance their health. More information at <https://armyfit.army.mil>

## Changes in Authorized Reimbursable Travel Expenses

The following miscellaneous expenses will no longer be a reimbursable travel related expense and will be included in the daily incidental rate.

- Authorized Business Call
- Authorized Call Home
- Baggage Tips
- GOVCC ATM Advance Fee
- GOVCC ATM Service Fee
- Laundry/Dry Cleaning
- Non-GOVCC ATM Advance Fee

## WO Committees

The CCWO USAR, CW5 Phyllis Wilson has formed six committees to focus on key areas of warrant officer life-cycle management.

We want your input!!

### Focused Recruiting Committee

Team Lead: CW5 Mark Sutton  
[mark.a.sutton.mil@mail.mil](mailto:mark.a.sutton.mil@mail.mil)

### WOPD Symposium Committee

Charged with defining the most economical and executable method for conducting WO Leadership Development training workshops.  
Team Lead: CW5 Chuck Durham  
[charles.w.durham.mil@mail.mil](mailto:charles.w.durham.mil@mail.mil)

### PME Backlog/Quota Consolidation Committee

Team Lead: CW4 Darrell Peak  
[darrell.l.peak.mil@mail.mil](mailto:darrell.l.peak.mil@mail.mil)

### ARPA/Branch WO Council Committee

Team Lead: CW5 Christopher Hall  
[christopher.e.hall3.mil@mail.mil](mailto:christopher.e.hall3.mil@mail.mil)

### Jr WO Development Council (WO1) Committee

Team Lead: CW5 Carlos Jimenez  
[carlos.m.jimenez2.mil@mail.mil](mailto:carlos.m.jimenez2.mil@mail.mil)

### CCWO Newsletter Committee

The committee will publish *the Mine Planter* each quarter to feature current events/initiatives, different proponent information, WO committee news, and WO recognitions each quarter. We need your help! Please send pictures and events to any committee member listed below so we can highlight and recognize awards and accomplishments.

### Articles for the next edition must to be received NLT 2 March 2015.

Team Lead: CW5 Kay – [karen.kay.mil@mail.mil](mailto:karen.kay.mil@mail.mil)  
CW5 Ambriz - [anthony.s.ambriz.mil@mail.mil](mailto:anthony.s.ambriz.mil@mail.mil)  
CW5 Blankenbaker – [debra.a.blankenbaker.mil@mail.mil](mailto:debra.a.blankenbaker.mil@mail.mil)  
CW3 Handy – [charley.h.handy.mil@mail.mil](mailto:charley.h.handy.mil@mail.mil)  
CW5 Rettmann – [nichole.s.rettmann.mil@mail.mil](mailto:nichole.s.rettmann.mil@mail.mil)

## News from Ordnance Branch

CW5 Raymond A. Wolf

Reserve Component Proponent Warrant Officer - OD

The Ordnance Hall of Fame is looking to improve the vastly under-represented USAR and ARNG within its members. Since its inception, the Hall of Fame has grown not only in membership, but also in its value to the Ordnance Corps. In addition to giving permanent recognition to those personnel who have made significant contributions to the Ordnance mission of the U.S. Army, it preserves a substantial amount of historical information about the Ordnance Corps and its distinguished contributors.

Anyone may submit a nomination for someone meeting these criteria:

- Retired from military or civilian service for at least two years from the date of nomination.
- Deceased: Eligible immediately.
- Has distinguished himself/herself through acts of valor, gallantry, or heroism involving personal hazard or danger and the voluntary risk of life, regardless of years of service or retirement status.

Complete all data on the "Nomination Application" which can be found online at:

[http://www.goordnance.army.mil/hof/HOF Nomination Application Form.pdf](http://www.goordnance.army.mil/hof/HOF%20Nomination%20Application%20Form.pdf)

Provide a detailed narrative description and documentation of the nominee's "significant" contributions to the U.S. Army Ordnance Corps.

Include a "head & shoulder shot" photograph of the nominee. Size should be 3 x 5, 5 x 7 or 8 x 10.

Submit any supplemental documentation which may assist the research officer in documenting and verifying the nominee's contributions. Information may be sent to the addresses below:

Commander

U.S. Army Ordnance School

ATTN: ATSL-CP (Hall of Fame)

2221 Adams Ave.

Fort Lee, VA 23801-2102

or e-mail your nomination(s) to:

[usarmy.lee.tradoc.mbx.lee-ordnance-hall-of-fame@mail.mil](mailto:usarmy.lee.tradoc.mbx.lee-ordnance-hall-of-fame@mail.mil)

**The next board will be conducted earlier in the year, so there is a short turnaround time for submitting new packets. Forward nominations**

**NLT 27 February 2015**

## WOILE

### "MORE THAN A NAME CHANGE"

#### Warrant Officer Intermediate Level Education (WOILE) (AR 350-1, 19 AUG 14)

CW5 Raymond A. Wolf

Reserve Component Proponent Warrant Officer - OD

**Objective:** Provide senior CW3s and new CW4s with the intermediate level education and influential leadership skills necessary to apply their technical expertise in support of leaders on tactical and operational level, joint, interagency, intergovernmental, and multinational (JIIM) staffs during unified land operations.

The course focuses on the intermediate level staff officer and leadership skills needed to serve in CW4 positions at battalion and higher levels. Instruction includes decision-making, staff training built upon the military decision making process, organizational theory, systems integration, management, operational and tactical awareness, and team building skills.

The Warrant Officer Intermediate Level Education (WOILE) is a resident 5-week, MOS-immaterial; professional military education course preceded by a DL phase. Phase 1 (DL) must be completed prior to attending the resident Phase 2. This course is only taught at the U.S. Army Warrant Officer Career College (WOCC).

The Ordnance Corp requires a **WOILE Follow-on** Course for MOS 890A, 913A, 914A, 915A, 919A, 948B, and 948D.

The follow-on phase is required to ensure intermediate level WOs receive the latest technical/functional PME within their career field. Each resident phase will issue a DA Form 1059. Graduates will be identified by award of MEL Q. Officers who do not successfully complete the course will not be awarded MEL Q until all phases are complete. Students must have completed the WOAC or equivalent course prior to attending the WOSC/WOILE. Graduates will be identified by award of MEL Q.

**Follow on Phase I:** Distance Learning (DL) (99.0 academic hours) from the Defense Acquisition University (DAU). The course focuses on Fundamentals of Systems Acquisition Management, Managing Government Property in Possession of Contractors, Contract Costs, Performance Based Payments, Decisions

for Contracting, and Legal Considerations. Students will have 26 weeks to complete the DL.

**Follow on Phase II:** Resident (80 academic hours) at Fort Lee. The course will place emphasis on Operational Logistic Planner, Joint Services Logistics Command Relationships and Capabilities, Global Force Management, Managing Theater Contracts, and Condition Based Maintenance Plus

The WOILE graduate will have the skill and knowledge to build and lead teams to solve complex problems. They will be adept at critical and creative thinking while communicating clearly, concisely and persuasively. They will be prepared to integrate their in-depth technical knowledge toward enabling mission command, supporting staff at the tactical and operational levels; well versed in knowledge and project management, cultural values, beliefs and behaviors, and the JIIM environment.

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The WOILE graduate will have the skill and knowledge to build and lead teams to solve complex problems. They will be adept at critical and creative thinking while communicating clearly, concisely and persuasively. They will be prepared to integrate their in-depth technical knowledge toward enabling mission command, supporting staff at the tactical and operational levels; well versed in knowledge and project management, cultural values, beliefs and behaviors, and the JIIM environment.

## CCWO Vacancies

### TDA Positions

80th TC, Richmond VA  
84th TC (UR), Fort Knox KY  
MIRC, Fort Belvoir VA

### Additional Duty Positions

311th ESC, Los Angeles, CA  
311th SC, Hawaii  
377th TSC, New Orleans LA  
451st ESC, Wichita KS  
85th Spt Cmd/1A Div West, Arlington Heights IL

## Pre-WOC Weekend

The Pre-Warrant Officer Candidate Course (PWOC) is a program to help prepare WOCs for the intense and extremely rewarding Warrant Officer Candidate School. The Warrant Officer Career Center (WOCC), as the executive agency, and senior warrant officers recommend the PWOC to help the Soldier attain the goal of becoming a warrant officer, sustain WOC morale, and save WOC quotas that are lost due to set backs and eliminations from the course. The PWOC is considered a recruiting instrument to grow the Warrant Officer Corps. Any enlisted Soldier who is interested in the WOC Program may attend. Follow these steps to apply:

1. Attain your commander's approval
2. Register in ATRRS. School Code: 1020; Course PWOC; Course Title: PRE-WARRANT OFFICER CANDIDATE COURSE; Command Code: W
3. PWOC is in ATRRS solely for tracking purposes and seats are not trapped. The PWOC Course Manager uses the email address captured in the ATRRS request to send course attendance information. The Pre-WOC Weekend Course is available only at select RTI locations.

## Useful Links

**ARCCWO Facebook:** <https://www.facebook.com/ARCCWO>  
**Army Staff Senior Warrant Officer Facebook:**  
<https://www.facebook.com/ARSTAFSWO>

### **USAR CCWO GP email:**

[usarmy.usarc.ocar.mbx.ccwo@mail.mil](mailto:usarmy.usarc.ocar.mbx.ccwo@mail.mil)

### **USAR CCWO Sharepoint:**

<https://xtranet/Organization/CCWO/Pages/default.aspx>

**ARCCWO Facebook:** <https://www.facebook.com/ARCCWO>

### **Warrant Officer Career College (WOCC)**

The focal point for US Army warrant officer professional & leader development.

<http://usacac.army.mil/cac2/WOCC/>

### **Army Reserve Career Management Office (ARCD)**

To support you in taking the correct steps in your career development & provide readily available information.

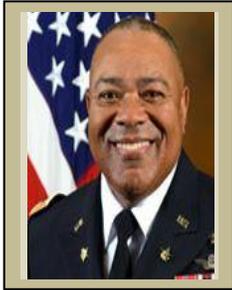
<http://stayarmyreserve.army.mil/cmo/cmo.html>

### **Army Career Tracker (ACT)**

A single career management tool that will help you to: See, Understand, Act. <https://actnow.army.mil>



## Quiet professionals making noise!



**CW5 David Williams is appointed as the first Army Staff (AFSTAF) Senior Warrant Officer.**

The ARSTAF SWO will advise General Odierno on the proper balance of training, education and professional experience for warrant officers to ensure we are

fully prepared to support the Army and Joint force of the future. Additionally, the SWO will help synchronize the policies and management actions that can enhance warrant officers' abilities as primary integrators and managers of many of the Army's technical systems. As the force is reduced, warrant officer roles and responsibilities must continue to evolve to meet the needs of our Army.

CW5 Williams entered active duty with the United States Army in July 1977. He completed the Warrant Officer Candidate School and Army Flight Training in 1987. CW5 Williams has served as the Commander and as the Senior Training, Advising and Counseling (TAC) Officer at the Warrant Officer Candidate School (WOCS); Small Group Instructor (SGI), Advanced Studies Branch, Warrant Officer Career College, Fort Rucker, Alabama; Program Manager, Warrant Officer Training Programs and Chief, Army Training Requirements and Resources System, Leader Development Division, Human Resources Command, Alexandria, Virginia; and Officer Education System (OES) Branch Chief, HQDA G-3/5/7, Pentagon, Washington, D.C.

His combat tours include serving as the Senior Warrant Officer and Warrant Officer Advisor to the Multi-National Force-Iraq Commanding General; Multi-National Corps-Iraq Tactical Operations Officer, and Aviation Tactical Operations Officer for the Operational Support Airlift Command.

Sharepoint:

<https://xtranet/Organization/CCWO/Pages/default.aspx>

ARCCWO Facebook:

<https://www.facebook.com/ARCCWO>

Army Staff Senior Warrant Officer Facebook:

<https://www.facebook.com/#!/ARSTAFSWO>

**CW5 Debra Blankenbaker** won the Army and USAREUR

2014 Sexual Assault Prevention Innovation Award. A synopsis of her achievements is as follows:

- developed the bystander intervention training using the Arizona State "Step Up" training.
- authored articles for the command's Family Programs Newsletter
- identified the need to develop a

baseline of knowledge and added SHARP questions to the Command Climate Survey

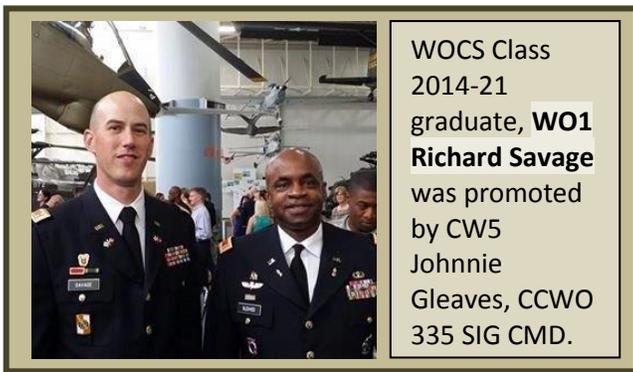
- has served as the SHARP Program Manager, SARC, CCWO, and G1 Division Chief for more than a year.
  - produced an AFN commercial on Sexual Harassment that received tremendous positive feedback
  - spearheaded the development of a SHARP smartphone app to assist Soldiers, Civilians, and Family Members with having quick access to critical resources.
- CW5 Blankenbaker also received a Meritorious Service Medal for her selfless service and accomplishments. CW5 Blankenbaker is the CCWO, 7 Civ Spt Cmd, USAREUR.



**CW2 Mark Bowling** from the 377th Engineer Company, construction engineering technician, from Portersville, PA, received the Army Engineer Association Best Warrant Officer Award, Sept. 6 during a ceremony in Butler, Pennsylvania. The award was presented by CW5 Carlos Jimenez, CCWO 412th Theater Engineer Command and Brig. Gen. Miyako Schanely (right), DCG, 412th TEC.



**WO1 Gabriel A. Martinez** was selected for the USAR CCWO Mentor, Educate, Train (MET) Program Mentee and shadowed CW5 Wilson during the USAR Commander's Senior Leader Conference. WO1 Martinez serves as the 377th HHD Military Intelligence Battalion Maintenance Technician (BMT) in Orlando, Florida. WO1 Martinez stated, "This has been a great experience where I had an opportunity that opened my eyes and helped me understand what goes on at the strategic level of leadership." His full article on his experience and insight is published in the October edition of the NEWSLINER magazine. If you are interested in the USAR CCWO's MET Essay Contest, submit a one-page positions paper on a topic of interest relative to the WO Corps to [usarmy.usarc.ocar.mbx.ccwo@mail.mil](mailto:usarmy.usarc.ocar.mbx.ccwo@mail.mil).



WOCS Class 2014-21 graduate, **WO1 Richard Savage** was promoted by CW5 Johnnie Gleaves, CCWO 335 SIG CMD.

Please send pictures with stories and events to any committee member. **Articles for the next edition must be received NLT 2 March 2015.**

**WO1 Candice Wilson,** WOMET for a Senior WO Forum in Little Rock, Arkansas. "I was elated to be asked to join the USAR



Command Chief Warrant Officer CCWO meeting. As a newly appointed Warrant Officer One, I felt a tremendous sense of pride to be in a room filled with Command Chief Warrant Officers that wanted to make a difference. They presented a diligence to ensure that the Warrant Officer Cohort remained filled with leaders who can impact change and uphold the respect that the Cohort deserves. It was eye opening to see my Senior Leaders have such deep concern for NCOs aspiring to be a Warrant Officer and Warrant Officers throughout their careers. It gave me confirmation that I have joined an elite group of individuals who not only care about the welfare of our country, but truly care about the soldiers serving to defend this nation. Each and every one of them embraced me as a peer, gave me excellent advice and lit a fire in my belly. I shall walk the beaten path that they walked and continue to raise the Warrant Officer Cohort. It was a pleasure to be present and provide input."



**Congressman John B. Larson** presented **CW5 Patrick Nelligan**, of 81st RSC Augmentation Detachment, with the 'Legion of Merit'. As the Officer in Charge of the Northeastern US Region Recruiting Assistance Program, Chief Nelligan is credited with

establishing an effective mentorship program, resulting in a 100% candidate completion rate in Warrant Officer Candidate School and a significant reduction in Non-Participant Soldiers and Unsatisfactory Performers during his tenure.

*Safety by choice - Not by chance!  
Bring it home!*