

the Mine Planter



Quiet professionals making noise!

PARTING THOUGHTS FROM THE CCWO USAR



Wow! The past three years have flown and here I stand reflecting upon the changes I have witnessed while serving as the Command Chief Warrant Officer (CCWO) of the United States Army Reserve.

Sequestration, Russian incursion into Ukraine, Ebola, and the Islamic State of Iraq and Syria (ISIS) are just a few of the significant upheavals we have experienced in less than three years. Two hundred and twenty-five years ago, in the First Annual Message to Congress on January 8, 1790, George Washington said "A free people ought not only to be armed but disciplined; to which end a uniform and well digested plan is requisite..." The need for a well regulated militia continues to this day and it is incumbent upon all of us to ensure we are disciplined, physically and mentally tough, trained and proficient in (our) warrior tasks and drills and that we maintain our arms, our equipment and ourselves.

For my part, my team and I have focused upon the Talent Management of U.S. Army Warrant Officers. You have seen recent changes in **Army Regulation 350-1** (Army Training and Leader Development) *The Officer Education System produces warrant officers who are highly specialized experts, trainers, and leaders who are fully competent in technical, tactical, and leadership skills; creative problem solvers able to function in highly complex and dynamic environments; proficient operators, maintainers, administrators, and managers of Army equipment, support activities, and technical systems.* As such, the change from Warrant Officer Staff Course (WOSC) to Warrant Officer – Intermediate Leader Edu-

cation (WO-ILE) and Warrant Officer Senior Staff Course (WOSSC) to Warrant Officer Senior Service Education (WOSSE) is MUCH more than a name change! It heralds the importance of ensuring Army Warrant Officers are educated in a manner that more fully prepares them to serve at all levels of the Army. **Department of the Army Pamphlet 600-3** (Commissioned Officer Professional Development and Career Management) updated in December 2014 provides career roadmaps for Army Reserve Warrant Officers in every career field. Your military career is exactly that – YOURS!! You **MUST** take the time to remain current on these two important documents to ensure you are the best trained Soldier in your formation as well as tremendous value added to your Leadership Team.

In the end, all of us must strive to leave an organization better than we found it. I thank each of you for your service and now entrust the U.S. Army Reserve Warrant Officer Cohort into your capable hands. As I begin my next assignment with the Chief of Staff of the Army's Strategic Studies Group, I know that the Cohort is strong. I am so proud to be an Army Reserve Soldier! Twice the Citizen and Army Strong!

With the highest Respect,
CW5 Phyllis J. Wilson

**I am an American Soldier.
I am a Warrior and a member of a team.
I serve the people of the United States
and
I live the Army Values.**

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Dates to Remember:

- 2 July — USAR CCWO Change of Responsibility, Hall of Heroes, Pentagon
- 13 July — WOC DA Selection Board
- 1-31 July — Submit essays for USAR CCWO WOMET opportunity to:
usarmy.usarc.ocar.mbx.ccwo@mail.mil

**News & Information from around the Army Reserve:**

- PBUSE Eagle Gazette Newsletters: <https://xtranet/usarc/g4-ss/supplybranch/default.aspx?RootFolder=%2Fusarc%2Fg4%2Dss%2Fsupplybranch%2Fsupply%20Branch%20Documents%2FPBUSE%20Newsletters&FolderCTID=0x012000A5AF96B5AFDBC24E89A04C084F73CDE6&View={F27E9172-9064-44F2-A60A-4387FAC3A9C1}>
- Unit Training Assistance Program (UTAP) May 2015 Newsletter is available on the Library of TACOM Training Information Site (LOTTIS) Hope Page at <https://utap.army.mil>. Click on Newsletter/Poster.
- Command Supply Discipline Program (CSDP) & Property Accountability Knowledge Center: <https://ako.us.army.mil/suite/page/670916>
- The Sustainment Warfighters' Forum (Wff) Newsletter is available at: <https://www.us.army.mil/suite/page/372426>
- If you want the Warrant Officer cohort to stay relevant and learn, grow, and share, then the USAWOCC milBook community is the place for you. <https://www.milsuite.mil/book/community/spaces/apf/usawocc>

FULL COURT PRESS? ? ? ?

Although I've never been a basketball fan, I did play a little in junior high. "Full court press" is a basketball term that describes a very aggressive way of playing defense all over the court – using every member of the team to press the opposing team. This should tell you something about Lieutenant General Talley's use of this term in achieving the Army Reserve End Strength Objective. It involves ALL of us to retain our Soldiers, gain more Soldiers, and train, develop, and promote these Soldiers. We need to look at every aspect of why we are losing Soldiers, how we can reach out to pull those Soldiers back into our units and develop training that will keep them coming back; inspire them to bring their friends; motivate them to press forward to set and achieve their career goals.

RETAIN

Retaining Soldiers involves every 1SG, Commander, and first line leader. Soldiers identified as Non-Participants must be systematically recouped through deliberate steps taken immediately when a Soldier misses a battle assembly. First line leaders need to make every attempt to contact the Soldier through email, phone, or personal visits before handing the issue off to the 1SG. To correct these attendance issues we MUST get to the root cause and take action. It is past time to "think outside the box;" we need to step outside the box, step away from our computers and take physical action to open communication with these Soldiers.

TRAIN – MENTOR - RECRUIT

None of us got to where we are without others coming along side us to help us improve, grow, and develop into the leaders we are today. As leaders we have been given an awesome responsibility; we have been given a tremendous

CW5 Nichole Rettmann, CCWO, 316th Sustainment Cmd (EXP)

gift, the opportunity to train, teach, and mentor Soldiers into the leaders the Army needs today and tomorrow. To develop our Soldiers into these leaders we need to plan and execute effective and efficient training. Effective training is what reaches and motivates Soldiers to keep coming back and leads them to recruit their friends. Time management and section involvement in planning training is key to ensuring that there is training for every Soldier in every specialty.

REWARD PERFORMANCE

Re-enlistments and promotions offer opportunities to spotlight growth and professionalism during unit formations. This recognition is an excellent way to inspire and motivate Soldiers. These rewards should be linked with effective professional evaluations. Senior NCOs and Leaders need to ensure that MOS proficiency and performance bullets are noted on Soldier's evaluations.

In summary, we all play a role in this. We've got our mentorship programs written out and approved; now we need to step beyond the paper and ensure that they are followed by actions taken to RETAIN, RECRUIT, TRAIN, PROMOTE, and REWARD Soldiers in our units.

I will always place the mission first.

I will never accept defeat.

I will never quit.

I will never leave behind a fallen comrade.

WARRANT OFFICER CANDIDATE SCHOOL

CW5 Russell Smith
Deputy Commandant (USAR), WO Career College

Warrant Officer Candidate School (WOCS) is physically, mentally and emotionally demanding. Warrant Officer Candidates report to WOCS with numerous physical fitness problems that have hindered successful completion of the course. Although candidates know when they submit an application packet that WOCS is a physically demanding school, most problems result from poor physical readiness training and lack of APFT validation. Poor physical fitness has resulted in non-accidental injuries, eliminations, set backs and academic failures.

At WOCS, candidates do rigorous PRT 6-7 times a week. A candidate must condition his/her body to handle this demanding regime. When a candidate is unable to sustain the physical rigor throughout the course, fatigue levels increase and the ability to concentrate academically decreases. A candidate may pass the APFT on day one but could well end up being set back or eliminated from the course due to injuries, showing poor physical stamina or academic failure.

The cohort loses approximately 150-175 candidates per year due to APFT failure on the first day of training. Therefore, as a cohort, we need to do a better job to ensure candidates arrive at WOCS not only physically prepared to pass the Army Physical Fitness Test (APFT); but also, to withstand sustained physical, mental and emotional challenges throughout the course.

**I am disciplined, physically
and mentally tough,**

Candidates must start training to achieve maximum physical stamina **when they start the application process — not when accepted.** Many times there are only 30 days from acceptance until the candidate reports to WOCS.



The standard for a correct push-up is very simple, you must keep your back straight throughout the movement and your arms must break a 90 degree plane when you go down.



PUSH UP TIPS

BY ROB KING

The pushup is one of the most basic and effective upper body exercises. Although it's a fairly simple exercise, most people make a lot of mistakes. These five tips turn the standard push up from a chest/shoulders/triceps move into a full body exercise which means more muscle, increased strength and faster results.

1. Brace Your Core

Bracing reduces the risk of injury by enforcing a neutral spine and engages your core, making the pushup of a full body exercise.

2. Squeeze Your Glutes

By squeezing your glutes you will protect your lower back, improve posture, provide full body tension and help maintain a neutral spine.

3. Pack Your Elbows

Pack your elbows in towards your sides, trying to have less

space between your armpits. "Stack" your joints, with your hands under your elbows, and your elbows under your shoulders. This will improve long-term shoulder health and recruit your triceps and lats more. Having joints in line also creates better range of motion in the shoulders and chest.

4. Grip The Floor

Change your hand position so your thumbs are facing each other. Next open your fingers and grip the floor. This immediately creates more full body tension, tightens the lats and triceps and helps engage more upper back muscles.

5. Push The Ground Away From You

Instead of pushing yourself off the ground, think of pushing the floor away from you. This force production translates into full body tension and creates a bracing effect throughout the whole body. By pushing the ground away from you, you'll use more muscles making the push up more of a full body exercise.



FM 7-22, ARMY PHYSICAL READINESS TRAINING (OCTOBER 2012)

- YOUR FEET MAY BE TOGETHER OR UP TO 12 INCHES APART. WHEN VIEWED FROM THE SIDE, YOUR BODY SHOULD FORM A GENERALLY STRAIGHT LINE FROM YOUR SHOULDERS TO YOUR ANKLES. BEGIN THE PUSH-UP BY BENDING YOUR ELBOWS AND LOWERING YOUR ENTIRE BODY AS A SINGLE UNIT UNTIL YOUR UPPER ARMS ARE AT LEAST PARALLEL TO THE GROUND. THEN, RETURN TO THE STARTING POSITION BY RAISING YOUR ENTIRE BODY UNTIL YOUR ARMS ARE FULLY EXTENDED. YOUR BODY MUST REMAIN RIGID IN A GENERALLY STRAIGHT LINE AND MOVE AS A UNIT WHILE PERFORMING EACH REPETITION.

- IF YOU FAIL TO KEEP YOUR BODY GENERALLY STRAIGHT, TO LOWER YOUR WHOLE BODY UNTIL YOUR UPPER ARMS ARE AT LEAST PARALLEL TO THE GROUND, OR TO EXTEND YOUR ARMS COMPLETELY, THAT REPETITION WILL NOT COUNT.

- IF YOU FAIL TO PERFORM THE FIRST 10 PUSH-UPS CORRECTLY, THE SCORER WILL TELL YOU TO GO TO YOUR KNEES AND WILL EXPLAIN YOUR DEFICIENCIES. YOU WILL THEN BE SENT TO THE END OF THE LINE TO BE RETESTED. AFTER THE FIRST 10 PUSH-UPS HAVE BEEN PERFORMED AND COUNTED, NO RESTARTS ARE ALLOWED. THE TEST WILL CONTINUE, AND ANY INCORRECTLY PERFORMED PUSH-UPS WILL NOT BE COUNTED.



- AN ALTERED, FRONT-LEANING REST POSITION IS THE ONLY AUTHORIZED REST POSITION. IF YOU REST ON THE GROUND OR RAISE EITHER HAND OR FOOT FROM THE GROUND, YOUR PERFORMANCE WILL BE TERMINATED.

PROFESSIONAL MILITARY EDUCATION (PME)

CW4 Carla Russell, Army Reserve Careers Division (ARCD)

PME backlog continues to be a challenge. In order to meet this challenge, all Warrant Officers must take a proactive role in quota utilization. Warrant Officers must encourage their subordinates and peers to attend PME as soon as they are eligible.

The US Army Reserve Command G-37 Training Newsletter states, “the 2016 Budget for the RC functional, **professional development**, and MOS qualification Program for Individual Training will be resourced at a reduced level. All components have been mandated to reduce their schools mission (which equates to training seats/courses) to mitigate funding shortfalls. The Army School System (TASS) for USAR schools will possibly be reduced by over 9,000 seats/quotas across the full spectrum of courses. ALL components (USAR, ARNG and AA) will be affected. With that in mind, it is imperative that Warrant Officers take the initiative to attend PME as early in their career as Army policy allows in an effort to alleviate current backlog and to prevent an increase in the backlog.

Current Army policy outlined in AR 350-1, states that Army Reserve WOs are expected to complete the Warrant Officer Advance Course (WOAC) prior to promotion to CW3, Warrant Officer Intermediate Level Education (WOILE) prior to promotion to CW4, and Warrant Officer Senior Service Education (WOSSE) prior to promotion to CW5. The goal is to afford warrant officers the opportunity to attend schools earlier in their careers. The Army Reserve Careers Division, Career Management Office (CMO) is responsible for assisting Troop Program Unit (TPU) Warrant Officers with enrollment into the WOAC, WOILE, and WOSSE. TPU Warrant Officers must work closely with their Career Manager to ensure timely enrollment.

Processing Request for PME enrollment is a team effort. TPU Warrant Officers must work closely with their Career Manager, Unit Army Training Requirements and Resources System (ATRRS) representative, and their chain of command in order to ensure their request is processed in a timely manner. The submission procedure is a **two-part process**.

Part 1 – Request ATRRS Reservation - Begins with the unit ATRRS Manager creating the application in ATRRS which must then be processed and approved through the Chain of Command. Once the application reaches the Chain of Command’s Approving Authority in ATRRS, they will then need to approve the application and change the Quota Source to “RR” (which is HRC’s quota source). This gives HRC visibility of the application and allows them to change the application to a reservation within ATRRS. The Warrant Officer must notify his/her Career Manager once the application has been approved by the command so that the Career Manager can coordinated with HRC to have the application converted into a reservation. Before the Career Manager can do so, the Warrant Officer must meet all of the required pre-enrollment prerequisites for their specific MOS and they must also meet the following requirements:

Trained and proficient in my warrior tasks and drills.

- Security clearance must be current
- PHA must be within 15 months of the class end date
- APFT must have been passed within 12 months of the class end date
- NO 3 in PULHES unless a Surgeon’s statement “Fit For Duty” is included
- NO flags
- Year Month of HIV screening must be within 2 years
- Body Fat Standards Must be meet
- Can NOT be mobilized (exception to policy can be requested thru USARC)

Part 2 – Request for Orders - Not later than 90 days before the class report date. The Warrant Officer must provide his/her Career Manager a DA Form 4187 signed by the Warrant Officer and the Company Commander. The career manager will review the warrant officer records to ensure that he/she still meets all requirements listed above and will submit the DA Form 4187 to HRC for orders.

ARMY SELECTED DENTAL READINESS SYSTEM (ASDRS)

Dental readiness is defined as having no dental needs (Dental Readiness Class (DRC) 1) or having a dental need that will not become emergent in the next 12 months (DRC 2). Dental non-deployable conditions are those conditions identified as DRC 3 (likely to become emergent in the next 12 months) and DRC 4 (Soldiers not examined in the last 12 months or do not have a Panoramic radiograph in their record).

ASDRS provides all non-mobilized TPU Soldiers annual dental exams and DRC 3 treatment, as needed. ASDRS provides both “in-office” appointments and mass event support.

Take care of Soldiers; don't leave a comrade behind. Please take the time to inform your fellow comrades about the importance of oral health and options for FREE dental appointments -- in a PAY STATUS using Medical Dental Readiness Days! Support your commander to achieve and maintain the goal of 95% or higher in dental readiness.

Soldier Facts:

1. Troop Program Unit (TPU) Soldiers may call 1-877-437-6313 for LHI to assist them in making an appointment free of charge.
2. Active Guard and Reserve (AGR) Soldiers (outside of Military Health System catchment area) may call 1-866-984-2337 to make an appointment free of charge.

“You are as good as your last meal. You are as good as your last workout.”

*Tony Horton
Fitness and Diet video
The Army Reserve Life*

THE ARMY RESERVE LIFE

New video program to educate, inspire and inform Soldiers, leaders and advocates

The first series of this innovative program focuses on resiliency and fitness. It is a five-part weekly video series with fitness guru, Tony Horton, and is intended to educate, encourage, and inspire us to improve our fitness level and lead healthier lives. LTG Talley, Chief of Army Reserve (CAR), encourages us to watch and share these videos with family and friends. “The Army Reserve Life” is located online at <http://bit.ly/1twlggj>.

6 HEALTHY SNACK IDEAS

One by one, calories add up. If you're trying to lose or maintain weight, cutting out that last-minute bag of chips or extra cookie from the snack tray at the office can make all the difference. By being aware of when you tend to snack on sugary or fatty foods, you can start to change your habits. And by keeping healthy snacks on hand, you'll be prepared when hunger strikes.

- Eat an orange or banana as a mid-day pick-me-up. Leave whole fruit that does not require refrigeration out in a bowl; people tend to eat more fruit when it's in front of them.
- Stock up on low-fat or fat-free yogurt.
- Have a handful of nuts. Walnuts are a heart-healthy choice.
- Spread peanut butter on apple slices.
- Pair whole-wheat crackers with low-fat cheese.
- Dip carrot sticks into hummus spread.

— Academy of Nutrition and Dietetics

I always maintain my arms, my equipment and myself.

RESERVE COMPONENT ELECTRONIC-BASED DISTRIBUTIVE LEARNING (EBDL) COMPENSATION

The HQ G-3/5/7 has developed a list of EBDL courses eligible for compensation. The EBDL course list is reviewed semiannually for currency. The current EBDL Course list can be reviewed at <https://www.atrrs.army.mil/help/EBDLcourses.pdf>

Soldiers must complete the course before receiving payment. A DA Form 87 or equivalent proof of completion along with the Commander's written directive is required before processing payment. The Commander's directive may be established in unit Standing

Operating Procedures (SOP) or unit policy.

Additional Training Assemblies (ATAs) (drill code 41) are the only authorize method for EBDL reimbursement. One ATA is authorized fro each 8 hours of completed course work. Soldiers may receive payment for no more than 12 ATAs in any fiscal year (FY). The FY limit includes ATAs for other duty as well as for EBDL.

Soldiers cannot be paid ATAs for EBDL course work that is completed during other periods of military duty.

ARMY DIRECTIVE 2015-17

What is the BLUF?

The Secretary of the Army issued Army Directive 2015-17, Reinstatement of Separation for Two-Time Nonselection for Promotion and Implementation of Selective Continuation Boards for U.S. Army Reserve Warrant Officers, 18 March 2015.

Bottom line up front (BLUF), a U.S. Army Reserve (USAR) Warrant Officer (WO) who twice fails to be selected for mandatory promotion to CW3 or CW4 will not again be considered for promotion. Twice nonselected WOs will be transferred to the Retired Reserve (if eligible), or discharged.

With reinstatement of separation for Two-Time Nonselection of promotion to CW3 and CW4, *selective continuation (SELCON) boards* will be held in conjunction with USAR WO promotion selection boards. SELCON boards will consider USAR CW2s and CW3s twice not selected for promotion to the next higher grade for continued service in the USAR.

If a WO is selected to continue serving in the USAR, the continuation period for CW2 and CW3 is normally 3 years from the approval date of the SELCON board. However, continuation may not extend beyond the date on which the officer completes 11 years of warrant officer service for CW2s and 20 years of warrant officer service for CW3s.

*CW3 Danyel Thompson
Senior Leadership Development Officer for the USAR CCWO*

If a warrant officer is not selected to continue serving in the USAR they will be discharged or if eligible, and the warrant officer requests, transferred to the Retired Reserve on the expiration of the continuation period established; 3 years from approval date not to exceed 11 years of warrant officer service for CW2s and 20 years of warrant officer service for CW3s.

The CW2 and CW3 promotion boards convened 21 April thru 1 May 2015 is considered a first look for WOs in the zone of consideration.



Army Directive 2015-17 can be located at the **USAR CCWO MilSuite Page:**

<https://www.milsuite.mil/book/groups/usar-warrant-officer-knowledge-p>

QUIET PROFESSIONALS MAKING NOISE!

CW5 Wilson's favorite photo — Wounded Warriors and the Army Ten Miler!



I am a guardian of freedom and the American way of life.

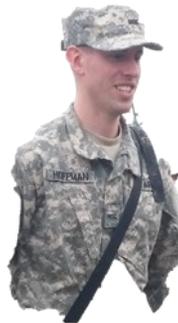


Hannah Hill was promoted from the rank of WO1 to CW2 on 21 Feb 2015. CW2 Hill is assigned to the 3/415th Regt, 2nd Bde, 95th Tng Div and serves as the Battalion S-1.

“SSG (Retired) Daniel Burgess (bib A110) formed TEAM BURGESS in 2013 and I have been a proud part of his Army Ten Miler Team both in 2013 and here shown in 2014.” CW5 Phyllis Wilson



Donald Silver and Tim Snow of the 716th EN Co, Somersworth, NH, were “pinned” WOC by CW3 Santos from the 368 EN Bn. Both WOCs aspire to achieve WOMOS 120A (EN) and departed for the WOCS in April.



Bryan Hoffman was “pinned” WOC on 11 April 2015 by CPT Richard Palazzi at Fort Indiantown Gap, PA. WOC Hoffman is the first USAR Soldier selected in last 4-5 years for 913A Armament Systems Maintenance!

CW2 Dan Targett completed the 915A Automotive Maintenance Officer WOAC-RC in March.





USAR CCWO GP email:

usarmy.usarc.ocar.mbx.ccwo@mail.mil

USAR CCWO Sharepoint: <https://xtranet/organization/ccwo/Pages/default.aspx>

USAR CCWO MilSuite Page:

<https://www.milsuite.mil/book/groups/usar-warrant-officer-knowledge-p>

USAR CCWO Facebook:

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

Army Staff Senior Warrant Officer Facebook:

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

Warrant Officer Career College (WOCC)

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

Army Reserve Career Management Office (ARCD)

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

Army Career Tracker (ACT) <https://actnow.army.mil>



Articles for the next edition must be received no later than 31 August 2015.

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TRIBUTE TO

CW5 Phyllis Wilson

Thank you for your devotion to the Army Reserve and the Warrant Officer Corps. Your vision for the future, your leadership and your initiatives have postured us and the future cohort to support Force 2025 and “Win in a Complex World.” You have helped many Soldiers with your patience, kindness, advice and guidance. You have been an outstanding mentor to all. May you continue to prosper and enrich the lives of others as you move on to new and exciting challenges.



I am an American Soldier.