

**Chief Warrant and Warrant Officers Association,  
USCG  
2003 Annual Meeting  
Agenda Item**

TITLE: Invite Distinguished Members to 2004 Annual Meeting at Association Expense

SUBMITTED BY: Suncoast Chapter

BACKGROUND: None

DISCUSSION: On the occasion of the 75th anniversary of the Coast Guard Chief Warrant and Warrant Officers Association the attendees should be expanded to include all Distinguished Members of the Association. Having checked with the Executive Director the following information was provided, there are currently 30 Distinguished Members of the Association, an estimate of \$600 per member to attend the meeting to be held in Las Vegas.

We feel this is a time to provide this additional recognition of these Distinguished Members. These gentlemen have all contributed over many years to the success and longevity of the organization, and although this is a large expense (approximately \$18,000), this is a very momentous occasion for our organization we deem it to be appropriate and suitable.

RECOMMENDATION: Amend the budget for 2003-2004 by adding \$18,000 for the Annual Meeting and authorize expenditure of up to \$18,000 to fund travel to the 2004 Annual Meeting for all Distinguished Members.

**Chief Warrant and Warrant Officers Association,  
USCG  
2003 Annual Meeting  
Agenda Item**

TITLE: Interpretation of CWOA Bylaws provision relating to eligibility for President and Vice President

SUBMITTED BY: Board of Directors

DISCUSSION: Article IV of the Association Bylaws provide as follows:

Section 2. QUALIFICATION FOR OFFICE.

- a. Only active duty chief warrant and warrant officers, who are Regular Members in good standing, stationed in the Washington-Baltimore areas shall be eligible for nomination to or hold the office of President and Vice President.

Warrant officers given a temporary appointment as an Ensign or higher retains a permanent rank of chief warrant officer. They also continue to be eligible for promotion as a chief warrant officer if they are below the grade of CWO4.

We have been asked if an individual accepts a temporary appointment to a grade higher than CWO4 if they continue to be a chief warrant officer for the purposes of Section 2 of Article IV of the CWOA Bylaws.

RECOMMENDATION: That the Executive Committee discuss this provision of the bylaws and, if necessary, recommend that the Bylaws Committee consider a change in the bylaws.

**Chief Warrant and Warrant Officers Association,  
USCG  
2003 Annual Meeting  
Agenda Item**

TITLE: CWOA Shirts

SUBMITTED BY: Pacific Northwest Chapter

DISCUSSION: Currently the Chapter gives out T-shirts to Members as soon as they join the Association. I recommend that they change this policy. The T-shirts should be mailed to the local chapters and allow them to be given "Active Members" of the Association. This would automatically include the Board of Directors from each Local Chapter.

This provides a small incentive for personnel to become active members of there local association. This can save the association \$thousands and increase local assn. Attendance.

RECOMMENDATION: The Board change the policy for of giving out Polo shirts to all members, and mail a set each Local Association. Each local association can establish there own rules for obtaining a shirt.

**Chief Warrant and Warrant Officers Association,  
USCG  
2003 Annual Meeting  
Agenda Item**

TITLE: Active Duty Recruiting Initiative

SUBMITTED BY: Pacific Northwest Chapter

BACKGROUND: Currently the introduction letter includes a set of shoulder Boards and an application to the Assn. The letter is not forwarded to the Local Assn.

DISCUSSION: Change the letter and include a spreadsheet of all the Local associations, with POC numbers. Mail the shoulder boards to the local association and change the letter to reflect this. E-mail a copy of the letter to local Assn. President and VP.

This provides the local Assn. Information in order to immediately contact the member. Upon the members arrival to the area the local Association presents his Shoulder boards at a monthly meeting. This acts as a Welcome Aboard, and encourages active membership.

RECOMMENDATION:

1. Change the introduction letter to new warrant officers
2. Mail the shoulder boards and T-shirts to the Local Association to present to the members.
3. Send a copy of the letter to new appointees, via e-mail to the local CWOA.

**Chief Warrant and Warrant Officers Association,  
USCG  
2003 Annual Meeting  
Agenda Item**

TITLE: CWO News

SUBMITTED BY: Pacific Northwest Chapter

BACKGROUND: Currently the CWO News has very little news or information from local chapters.

DISCUSSION: Add a page or two to the CWO News titled Local chapter News. Have each chapter send a brief article of news or info from there monthly meeting "via e-mail". It is recommended that they include pictures. Example: CPO Magazine.

This spreads different ideas and information through the Association Nationally.

RECOMMENDATION: That the Board change the current CWOA News to Add Local Chapter News. Request each chapter e-mail a brief synopsis of their meetings. or news.

**Chief Warrant and Warrant Officers Association,  
USCG  
2003 Annual Meeting  
Agenda Item**

TITLE: Reduce CWO Time in Grade

SUBMITTED BY: Philadelphia Chapter

BACKGROUND: 1. The time in grade requirements for a Chief Warrant Officer to advance should and needs to be reduced from four years to three. This will have a significant impact on the retention of our Coast Guards technical experts and front line leaders. With the future of the Coast Guard expanding into new venues, we need now more than ever to retain these highly skilled officers. This is the only bridge between the senior management and the enlisted work force.

2. Currently, Chief Warrant Officers in the Coast Guard are required to serve three years of service in each pay grade before they are eligible for promotion. In comparison, other officers are eligible for promotion three times in eight years while a warrant is only eligible twice in the same time period. Allow me to demonstrate:

Ensign to Lieutenant Junior grade	12 Months Time in Grade
LTJG to Lieutenant	2 Years Time in Grade
LT to Lieutenant Commander	3 Years Time in Grade
CWO2 to CWO3	3 Years Time in Grade
CWO3 to CWO4	3 Years Time in Grade

Another comparison that needs to be mentioned is the Time in Grade requirements for senior enlisted. This is a key factor that comes into play regarding the recruitment of new warrant officers. The time in grade requirements for senior enlisted personnel are set at two years.

E-6 to E-7	2 Years Time in Grade
E-7 to E-8	2 Years Time in Grade
E-8 to E-9	2 Years Time in Grade

3. These comparisons demonstrate only a couple of factors one must contemplate when accepting appointment Chief Warrant Officer and staying in the warrant corp. When enlisted, the decision to integrate into the officer corp. is based on many individual reasons. One of the more prevalent reasons is pay. This reason also factors into the decision to remain in the Chief Warrant Officer corps or to integrate into the regular line officers (i.e. Warrant to LT or OIS). Most people accept appointment in the later part of their career, which places a dilemma on an individual. Should I try to make the pay grade of E-9 and retire around the twenty-year mark or accept the appointment and stay 30 years? The Chief Warrant Officers that face the dilemma of the Warrant to Lieutenant program or Officer Indoctrination School also factor pay into their decision.

**Chief Warrant and Warrant Officers Association,  
USCG  
2003 Annual Meeting  
Agenda Item**

4. Over the last 20 years the pay of senior enlisted personnel has drawn closer to that of a warrant officer. This "Pay Compression" is partly responsible for creating these recruitment and retention issues we are facing today and in the future.

**1982 Pay Tables**

17.7%	E-7 and W-2 at 10 years	CPO/\$1286	Warrant/\$1513	Pay Difference
16.1%	E-8 and W-3 at 16 years	SCPO/\$1604	Warrant/\$1862	Pay Difference
16.1%	E-9 and W-4 at 22 years	MCPO/\$2019	Warrant/\$2344	Pay Difference

**2002 Pay Tables**

12.8%	E-7 and W-2 at 10 years	CPO/\$2645	Warrant/\$2984	Pay Difference
15.0%	E-8 and W-3 at 16 years	SCPO/\$3210	Warrant/\$3694	Pay Difference
13.0%	E-9 and W-4 at 22 years	MCPO/\$4098	Warrant/\$4633	Pay Difference

5. The funding to support this initiative is already in place. All Chief Warrant Officer billets are currently being funded at the W-4 level. The initiative would be easy to implement, the law is already written and in place to make this happen. TITLE: 10, United States Code, section 574, states, "A chief warrant officer may not be considered for promotion to the next higher grade under this chapter until the officer has completed two years of service on active duty in the grade in which the officer is serving." ALCOAST 483/01 states "maximizing opportunity of selection for CWO promotions". The "Pay Compression" trends that we have seen over the last twenty years in combination with the added burden of being a Chief Warrant Officer makes recruitment a real problem. The overall retention of a warrant officer could be increased with such a simple initiative. My position is to simply reduce the eligibility requirements from three years to two. I believe the dividends for the Coast Guard will be tremendous. We must make every effort possible to retain our technical experts.

**DISCUSSION:**

**RECOMMENDATION:** That the CWOA attempt to persuade the Coast Guard to reduce the TIG from four years to three years.

# Chief Warrant and Warrant Officers Association, USCG 2003 Annual Meeting Agenda Item

TITLE: Affiliate with the Pentagon Federal Credit Union

SUBMITTED BY: Board of Directors

BACKGROUND: In a continuing effort to make the CWOA more valuable to our members the Board of Directors continues to look at benefits which can be provided to our members. Because of our small size we have been unable to provide as many benefits for our members as we would like. However, we continue to explore for new benefits. We believe affiliation with the Pentagon Federal Credit Union may be such a benefit.

DISCUSSION: A number of credit unions serve members of the United States Coast Guard in various areas around the country. Some are able to provide excellent rates on both savings and loans. However, some of the credit unions are so small that they are unable to provide extensive or economical products. As an example, the Coast Guard Headquarters Credit Union has recently merged with the Pentagon Federal Credit Union.

Detailed information about rates for savings and loans are available at the Pentagon Federal Credit Union's web site ([www.penfed.org](http://www.penfed.org)). Following are examples of some of the rates offered:

Share Savings	1.5%	Checking	.75%
Money Market	1.25% - 1.6%		

Certificates of Deposit			
<u>Period</u>	<u>APY</u>	<u>Period</u>	<u>APY</u>
6 month	1.7%	4 year	3.75%
1 year	2.1%	5 year	4.75%
2 year	2.6%	7 year	5%
3 year	3.25%	APY – Annual Percentage Yield	

Car Loans 3.9% APR up to 48 months

Home Equity Loans 3.9% - 7.9%

**Chief Warrant and Warrant Officers Association,  
USCG  
2003 Annual Meeting  
Agenda Item**

Several Credit Card plans below is a comparison of their Visa Gold Card)

<b>Financial Institution</b>	<b>APR</b>	<b>Annual Fee</b>	<b>Intro APR</b>	<b>Introduction Period</b>
PENTAGON FEDERAL	8.99%	\$0	NONE	NONE
BB&T	11.90%	\$39	NONE	NONE
BB&T	12.65%	\$15	NONE	NONE
NAVY FEDERAL	11.50%	\$0	NONE	NONE
USAA	10.00%	\$0	NONE	NONE
CWOA MBNA Card	12.65%	\$0	4.9%	5 MONTHS

RECOMMENDATION: Seek an expansion of the field of membership of the Pentagon Federal Credit Union to include members of the CWOA.

**Chief Warrant and Warrant Officers Association,  
USCG  
2003 Annual Meeting  
Agenda Item**

TITLE: Clothing Allowance

SUBMITTED BY: Pacific Northwest Chapter

BACKGROUND: Currently the Clothing Allowance is a one time payment of \$400

DISCUSSION:

RECOMMENDATION: Change it to a monthly allowance vs 1 time shot