

22 October 2010

Fellow Quartermaster Warrant Officers:

It is the beginning of a new Fiscal Year and we need to be prepared to engage and embrace the changes that may be coming about. Our Quartermaster Warrant Officers continue to serve in an outstanding manner across the globe. As usual there is speculation that resources will be limited and from all indications that seems to be the case. We all need to look for ways to be more resourceful and be able to accomplish our respective missions with reduced resources. We are charged with being good stewards of the taxpayer dollars that support us. There is a lot of close scrutiny and adverse publicity about Government workers and how much they are paid. We all need to be aware of perceptions about wasteful Government spending and avoid even the appearance of squandering taxpayer dollars. The military has been blessed to have had overwhelming support of the American public for the past several years. We need to make every effort to maintain our good image and use the resources budgeted to us in a responsible manner. A good approach is to spend Government money as though it was coming out of your pocket. I'm sure that we can all find ways to reduce expenses without a negative impact on the mission. Warrant Officers continue to be critical and creative thinkers with the ability to think outside the box. We will continue to be the eyes and ears for the commander and ensure mission success no matter what task is assigned to us. I would like to thank all of you for your continued selfless service to the Army and the United States of America.

#### **HOT TOPICS:**

**2011 Promotion Board:** The FY11 promotion board for Active Duty CW3, CW4, and CW5 will convene on 19 JAN 11 and adjourn o/a 2 FEB 11. Most of you already know Selective Continuation (SELCON) will not be automatic but will be based on the needs of the Army. The entire message can be accessed at <https://perscomnd04.army.mil/milpermsgs.nsf/ee2966d4436df73a852569a50056935d/81c45f2ab8dd533d852577bc003e3f0e?OpenDocument>. I encourage all of you that are being considered for promotion to contact a CW5 and have them review your board packet, particularly a CW5 who has sat on a board and is familiar with the procedures and what boards look for when they review a packet. I think this is one area where we are missing the mark. A good CSM generally reviews all the NCOERS in the unit to ensure that the right things are on an NCOER for the Soldier to be competitive with their peers. It only makes sense to me to have somebody who has made the rank ahead of us to review the records and OERS of those being considered for promotion. What may look like a good write-up to an individual may be mediocre or marginal to a board member. We can't change the past or what has been written on an OER that has been

submitted to DA but we can give advice for future evaluations and what needs to be on them. I suggest that you have a senior warrant officer review your OER before you sign it and send it forward. There could be improvements that can be made to make you more competitive with your peers when it comes time for promotion. Some of our raters write a lot of OERs and it is easy for them to miss something. It all comes back to the saying that the individual is his or her best career manager. This is all a part of mentorship. It makes no sense to go through uncharted waters alone if there is somebody available that has been through it and knows what to look for. I also encourage you to read the U.S. Army Warrant Officer Network (WO Net) Weekly Newsletter. There was a very good article posted on the one dated 20 Oct 10 on preparing for the upcoming promotion board. Best wishes to all of you who are being looked at during the upcoming board.

**51<sup>st</sup> Quartermaster General Named:** Brigadier General Jesse R. Cross, Commanding General, United States Army Quartermaster School and the 50<sup>th</sup> Quartermaster General will be changing command with Colonel (P) Gwendolyn Bingham on 22 November 2010. BG Cross will become the Deputy Commanding General, United States Army Sustainment Command, with duty as Commanding General, Army Materiel Command Southwest Asia/G4, USARCENT, Kuwait. COL (P) Bingham was recently assigned as the Special Assistant to the Commanding General, 1st Theater Sustainment Command, Kuwait.

**Professional Military Education (PME):** Reduction in the PME backlog continues to be a top priority for TRADOC and the Vice Chief of Staff of the Army. The backlog came about due to a variety of events and reasons. As professionals, we need to make every effort to attend our recommended level of PME in a timely manner. The Vice Chief told the Senior Warrant Officer Advisory Council that we need to have a culture change within the warrant officer cohort when it comes to PME. It is very rare for an "O" grade officer to get promoted to LTC or get a command if they have not attended ILE. We have senior warrant officers who have not attended the WOAC, WOSC, or WOSSC. Some of these individuals have not attended due to high OPTEMPO but some have not attended for other reasons. Although promotions are not linked to PME for the Active Component, you could be at risk of not being selected for promotion by not attending. Don't make it easy for the promotion board. PME is also considered for individuals who are being considered for nominative positions. If you are scheduled to attend a PME course but are unable to, please let your command and assignment officer know so that seat can be filled by another individual who may be on a waiting list. Unfilled seats in a class are wasted resources and do not help reduce the PME backlog.

**Follow-on Training for WOSC/WOSSC:** Development of the WOSC/WOSSC Follow-on Training is scheduled for completion on 28 October 2010. The courses are projected

to be launched in FY12, subject to available funding. Training will consist of 40 Hours here at Fort Lee following the resident phase at Fort Rucker. Warrant Officers normally complete WOAC in the 6-8 year mark of Warrant Officer service, now the end of technical MOS training. The TRADOC Commander has authorized all branches to consider and develop follow-on technical training pertaining to MOS specific professional military education. Our Combined Arms Support Command (CASCOM) training/development team, along with CW4 (Hancock) Null, has worked diligently for the past two years to make this possible. Upon completion of the WOSC/WOSSC at the Warrant Officer Career College at Fort Rucker, QM Warrant Officers will attend a one-week follow-on course at Fort Lee, to provide strategic tactical training pertaining to Quartermasters.

**Mifflin Hall:** As I write this, the building known to all of us as Mifflin Hall is being demolished across the street from me. Although that building is coming down, Mifflin Hall will continue to exist. In a 30 July 2010 ceremony, what was formally known as the SCOE Building was renamed Mifflin Hall. The building at 2221 Adams Avenue is now the third building to hold the Mifflin name here at Fort Lee.

**Professional Military Education (PME) Warehouse:** A ribbon cutting ceremony was conducted on 12 August 2010 for the PME Warehouse. This facility provides state of the art hands-on training for our 920B students as well as our Quartermaster Officer Courses. This type training is in line with the TRADOC Commander's guidance to reduce the amount of PowerPoint instruction and increase hands-on training. Improvements continue to be made in the facility in order to expand the variety and quality of training available.

**The Army Food Advisor Equipment Innovation Award 2011:** The Army Food Advisor Equipment Innovation Award is a new award created by the Army Food Advisor, CW4 Georgene Davis, along with Joint Culinary Center of Excellence, ACES OD, FED, CASCOM and Natick. The competition will take place annually and the award ceremony will take place at the Quartermaster Symposium at Fort Lee, VA. Active duty, Reserve and National Guard Component may participate in this event. The idea of the award is created from the demand from the field to develop a system that feeds platoon sized camps that support 50 Soldiers or less, mobile, and has a refrigeration system. Who is the best person to create this system than the customer on the ground that uses this equipment to accomplish their mission? The intent is to ensure that the field has input in the Food Service Program and The Army Food Advisor is a vessel to get the ideas to the right people to develop and create the final product. The purpose of the Army Food Advisor Equipment Innovation Award is to recognize excellence in creativity and innovation to help shape the future vision for the Army's solution to forward field feeding. This award will encompass two categories: An Individual and Organizational

Award. Ideas for individual kitchen appliances and components as well as ideas for complete kitchen systems can be submitted for consideration.

#### ELIGIBILITY

Individual: The individual must be a 92G or 922A from one of the three components (Active, Reserve and National Guard).

Organization: Each organization can have a max of 5 personnel per team; at least 50% of the members must be Food Service Personnel.

Awards will be presented at the 2011 Quartermaster Symposium at Fort Lee, VA. Start thinking about your needs and brainstorm with others to create a system that is created by the field for the future. More details and registration information are located at [http://www.quartermaster.army.mil/jccoe/jccoe\\_main.html](http://www.quartermaster.army.mil/jccoe/jccoe_main.html) under The Army Food Advisor's Corner.

**Quartermaster Symposium:** Mark your calendar for the Quartermaster Symposium, scheduled during the week of 13-18 June 2011, at the US Army Quartermaster School, Fort Lee, Virginia. It is early in the planning stages but plans are to expand the time allotted for the QM Warrant Officer Conference. I encourage all of you to attend if at all possible and am open to suggestions for improvement. The purpose of next year's conference is to facilitate discussions on Quartermaster Warrant Officer issues and to recognize Quartermaster Corps excellence. As in the past, the Quartermaster Symposium will prove to be an instructive and rewarding experience. I look forward to seeing you at the symposium this year.

**Training With Industry (TWI):** CW3 Michelle Zaballa, 921A, Airdrop Systems Technician completed participation in TWI with Airborne Systems North America (ASNA), in Santa Ana, CA. She is the first 921A to participate in TWI. She will be assigned to CASCOT as a training developer. CW3 Sharnta Adams, 922A, Food Service Technician, completed a year tour with Compass Group, North America in Charlotte, NC. She will be assigned to the Joint Culinary Center of Excellence (JCCoE) in the 92G training department. CW3 Harely Morrin, 920B, Supply Systems Technician, completed a year with LMI in Northern Virginia. He will be assigned to Army Logistics University (ALU) as an instructor. We continue to seek out sharp individuals to participate in the TWI program. Let CW4 Beck know if you are interested in participating in the program. There is a three year ADSO once you complete the program.

**FY2011 Recruiting Goals for FY 2011 for Active Component:** As you can see in the chart below, we have reduced our recruiting goals for this fiscal year. This was a result of the overall reduction in the number of authorized warrant officer slots. I encourage you to continue to seek out those outstanding NCOs with less than 12 years of active federal service that will make good warrant officers. It is always good to have a deep bench.

MOS	2011 GOAL	2010 Goal
920A	18	36
920B	14	18
921A	6	6
922A	10	15
923A	6	8

**Election Day:** 2 November 2010 is Election Day. I encourage all of you to vote for the candidate of your choice in this election. We are at a pivotal time in history and all of us have the duty to vote for the candidate of our choice. If you are deployed or living away from your state of residence, I encourage you to get with your unit cadre and seek information on how you can cast your ballot. There is also information on the Federal Voting Assistance Program website at [www.fvap.gov/](http://www.fvap.gov/)

I welcome feedback and input as to what all of you would like to see in future newsletters. The Army continues to be in a transitional state and there are a lot of uncertainties that lie ahead of us. I urge you to stay focused and perform to the best of your ability on a daily basis. We can't control what comes at us on a daily basis but we are in control of how we react and what we do with it. May God bless all of you and your families as you serve. Army Strong!

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