



# Sun Coast Chapter Chief Warrant Officers Assn

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President	CWO4 F&S Bill Reetz USCG ret	1515 High Bluff Dr
Vice President	CWO4 F&S David Daniels USCG ret	Largo, FL 33770
Treasurer	CWO4 F&S John Trombitas USCG ret	727-588-0070
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May 7, 2008

The April meeting of the Sun Coast Chapter of the U.S. Coast Guard Chief Warrant Officers Association was held at The Ranch House Grill Tampa Florida on Monday April 21, 2008. This was a social meeting so no minutes were taken.

Report from the President – I attended the 79<sup>th</sup> annual meeting of the Association in Portland Maine as Vice President Retired Affairs. The following members attended as chapter president or representatives:

CWO Joe Howard – Silver State Chapter	CWO Tom Hart – Space Coast Chapter
CWO Jerry Fichthett – Long Island Sound Chapter	CWO Bill Giesssman – St Louis Chapter
CWO David Daniels, DM – Suncoast Chapter	LCDR Charlotte Broga, DM – Yorktown Chapter
CWO Early Ryder – Little Club on the Prairie	CWO Mike Hayden - Baltimore Chapter
CWO Mark Moore – Emerald Isle Chapter	CWO Brent Light – Washington DC Chapter
CWO Tony Fikac – Mid-Pacific Chapter	CWO James Winters – Boston Chapter
CWO Mark Burgner – Steven Shields Chapter	CWO Bob Dudley – Rocky Coast Chapter
CWO Dion Couch – Miami Chapter	CWO Doug Burrows – Southern California Chapter
CWO Wayne Zuehls – Pacific Northwest Chapter	CWO Al Beal – Southern New England Chapter
CWO Rick Waechter, DM – Cape Island Chapter	CWO Rodney Cates – Golden Gate Chapter
CWO Mattie Matteson, DM – Norfolk Chapter	CWO Jay Menze – Juneau Chapter
CWO James Pulse – New Orleans Chapter	CWO Phil Pinto – Philadelphia Chapter

The following members attended as members of the Board of Directors or Newly elected Officers:

CWO J.T. Greene - President	CWO Bill Reetz, DM - VP Retired Affairs
CWO Mitzie Robinson – Treasurer	CWO George Paidousis – Secretary
CWO Mike Maher – President Elect	CWO Randy Cornell, DM – VP Retired Affairs Elect
CWO Robert Lewis, DM – Secretary Elect	

The following additional members attended:

CWO Tom Magliocca – Rock Coast Chapter	CWO Jerry Lewis – Juneau/Suncoast/Rocky Coast Chapter
CWO Tom Marsh – Rocky Coast Chapter	CWO Bill Mattoon – Rocky Coast Chapter
CWO Dave Schuster – Washington DC	

Membership Report – as of 3/31/08 we have total regular membership of 3,331, plus 32 Distinguished Members, 3 Honorary Members and 30 limited members.

Treasurer's Report – as of 4/6/2008 our actual income (year to date) was \$257,547 and operating expenses were \$140,441 (year to date). However this report is deceiving as part of this income was a bequest from a deceased member in excess of \$90,000 which will be placed in a separate account pending further review of how the windfall shall be utilized.

#### Committee Reports:

##### 2008 Election Committee:

###### President:

CWO Mike Maher 634

CWO Brent Light 172

(one ballot had no selection)

###### Vice President Retired Affairs:

CWO Randy Cornell, DM 492

CWO Bob Larson 311

(four ballots had no selection)

###### Secretary:

CWO Bob Lewis, DM 512

CWO George Paidousis 293

(2 ballots had no selection)

##### Financial Review Committee:

An internal review of the Associations books was completed by a committee composed of 6 members none of whom had direct access to the Association's records. CWO Bob Lewis DM was a member of the committee for the purpose of compiling and forwarding the documentation to the committee chairman and members. The final report indicates the Association has net assets of \$451,593. There were several minor findings primarily related to failure to follow the procedures outlined in the Operations Manual, i.e. fund transfers from the general fund to scholarship and misc other funds not completed within the time frames posted. Failure to file written approvals of expenditures in excess of \$500 by Board members (i.e. copies of emails from a majority of the BOD members are obtained but were not actually files with the records).

##### Permanent Finance Committee:

A report of the proposed budget for the period 1 July 2008 through 30 June 2009 was submitted to the executive council for approval.

##### Records Disposition Committee:

This is a committee of 3 which was tasked with the project to archive and dispose of excess and or old records currently filed on board the office (Barge). An initial survey was completed and bids obtained from 2 firms to copy the documents and provide a CD/DVD of all of the records. One bid was for \$5,000 + the other was for in excess of \$21,000. The company bidding \$5,000 picked up the records then called back to say they wanted to withdraw their bid due to a miscalculation of the number of documents to be archived. Their new bid was also in excess of \$20,000. A more thorough review of the records revealed multiple copies of many of the documents. The recommendation was for the committee to establish a listing of the documents to be archived, then hire a temporary employee to screen all of the documents placing the copy to be archived in a folder and destroying all excess copies. When this is completed new bids will be solicited as well as determining the cost to purchase the necessary hardware and software to do the archiving in house.

##### Scholarship Committee Report:

The scholarship committee was composed of members from the Rocky Coast, Boston, Southern New England and Long Island Sound Chapters. 42 applications were received 2 were rejected for incomplete documentation and 9 were chosen for \$750 grants. The recipients are:

Meagan E. Bosket, sponsor CWO3 Curtis S. Bosket Ret, from Albion Michigan

Tommy J. Bridges, sponsor CWO2 Martin Bridges, Sector Miami, from Palm Bay, Florida

Ryan Cortes, sponsor CWO2 Jorge Cortes, USCG Academy, from Quaker Hill, Connecticut

Natalie E. King, sponsor CWO Charles D. King, Jr 14<sup>th</sup> District, from Honolulu Hawaii

William M. Mahoney, sponsor Matthew J. Mahoney, Retired, from Naples Florida

Theresa D. Mangahas, sponsor LT Armando E. Mangahas, Retired, from Redmond, Washington  
Shelby G. Sapp, sponsor CWO2 Glenn S. Sapp, Support Center Elizabeth City, from Elizabeth City NC  
Candice M. Schober, sponsor CWO2 Michael J. Schober, Sector New York, from Beaumont Texas  
Meghan A. Strange, sponsor LT George S. Strange, retired, from Tallahassee, Florida

#### Agenda Items:

Title: High 3 Retirement – Obligated Service Requirement – submitted by CWO4 Ken Rickard – No action taken after review by Executive Committee.

Title: Post Grad Course for Chief Warrant Officers – submitted by CWO Mark S. Moore – No action taken after review by executive committee.

Title: Location of Annual Meeting Washington DC and Other Sites – submitted by Suncoast Chapter – no action taken after review by executive committee would require change to bylaws.

Title: CWOA Scholarship Program – submitted by CWO4 Robert L. Lewis, DM Retired – Motion to exclude the proceeds to be received from Lt Art Colona for the establishment of a new scholarship program for dependents of USCG enlisted members be separated from the CWO John A Keller Scholarship Program until the new scholarship program has been established. Motion Passed.

#### Results of the selection board for Distinguished Membership:

CWO4 (F&S) William S Mattoon, USCG ret – not selected  
CWO4 (F&S) Jerry Lewis, USCG ret – not selected  
CWO4 (Bosn) Robert J. Rhoads ret – not selected  
CWO4 (F&S) Tracy W (Wayne) Zuehls – selected as Distinguished member.

A presentation was made to the assembled members by the Force Managers for the Chief Warrant Officer corps by CWO4 Michael Maher and CWO4 Dave Schuster covering the Force Manager Program. There are currently four full time assignments:

CWO 4 John Baker (BOSN) responsible for BOSN, OSS, WEPS  
CWO 4 Rusty Huyck (MAT) responsible for AVI, ELC, ENG, F&S, ISM, MAT  
CWO 4 Larry Steinmetz (MSS) responsible for MSS, PSS  
CWO 4 Dave Schuster (PERS) responsible for PERS

And three part time assignments:

CWO 2 Tim Merrill responsible for MED  
CWO 3 Scott Miles responsible for INV, ISS  
CWO 2 Patrick Montgomery responsible for INF

The presentation covered the responsibilities and principles for the Force Manager Program, the ACE (American Council of Education) review, Competencies, Leadership Training, OPM Updates and Warrant Officer Survey 2007. These are the screens from their power point presentation:

#### Warrant Specialty Force Management:

- Responsible for the development and application of policies, procedures, and processes to provide the optimal work force required to carry out assigned missions.
- Principle advocates for their areas of expertise.

Provides problem resolution within specialty

The primary focus of Force Management is to balance the health of the work force against the needs of the Coast Guard mission

- Communicate with members in the specialty providing professional, advancement, and technical information.
- Publish Force Notes on CG Central (Internet portal)
- Visit Units
- Partner with Rating Force Master Chiefs (RFMCs)
- Provide input to websites
- Participate in conferences/seminars
- Liaison with Programs and Projects
- Review Personnel Allowance List (PAL) change requests
- Recommend changes to the PAL to improve workforce structure or world-of-work matches.
- Monitor/develop/implement CWO Specialty Health Metric
- Recommend changes to specialty feeder ratings
- Monitor billet/body match
- ACE Review for CWO's with the American Council on Education (ACE) review of Occupational Specialties for college accreditation. There is going to be a two day ACE review meeting at the Institute in April or May 08 which will cover the following:
  - How to prepare courses to be evaluated by ACE
  - How to request and prepare for an ACE visit
  - Why it is important to write a course with ACE credits in mind
  - Verify all CG courses on the books and determine if they are still viable courses
  - Address the delay with getting curriculums approved and why changes to the outline can actually change the curriculum being sent to ACE.
- Competencies – Core competencies - A collection of tasks with the associated skills, knowledge, abilities, and where all (tools, methods, information, doctrine, procedures, materials, etc.) are needed to perform the tasks to a pre-determined, measurable, performance standard.
- Why are they important?
  - Operational Readiness (Supply vs. Demand)
  - WorkForce Management (Billet Mapping)
  - Career Planning
  - Effective use of Resources
  - Surge Workforce (i.e. Natural or Man-made disaster)
  - SFM's were part of a workgroup to develop training based TPO'S on OER evaluations.
  - Team met with CG-1322 and developed survey through Tracen Yorktown.
  - TPO's were accepted by the School for development over the next year.
- OPM4 is available for any Career Counseling needs – LCDR John Dailey is the contact.
- Boards vs. Panels – OPM is looking to revamp this entire process. In a word, Panels are more informal, i.e., the two detailers can make up the panel for decisions for over 30 requests. Boards follow the letter of the law and are more formal.
- W4 continuity OER's – Based on communication with OPM, continuity OERS's will NOT negatively impact a members ability to compete for an assignment.
- Warrant Officer Survey 2007
  - Completed December 2007 – over 84% of all WO completed the survey. The Top 5 issues were:
    - CWO's allowed to serve over 30
    - W5
    - Training/Education (Project Management and Degree programs)
    - Time In Grade (how long as W2, W3 to be promoted)
    - Respect (WO credibility)

The average results of the active duty CWO corps survey taken in 2007 are:

RESPONSE RATES TO “CWO INITIATIVES” QUESTIONS  
PRESENTED ON THE 2007 JTA SURVEY

RATING SCALE

STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE
1	2	3	4
1. The Coast Guard should have W5.			
W2's – 3.06	W-3's – 3.12	W4's – 3.39	
2. If the Coast Guard has pay grade W5, specific billets should be identified for W5's.			
W2's – 2.64	W-3's – 2.74	W4's – 2.87	
3. If it meant having an opportunity to make W5 at a later date, I would be in favor of classifying all specialty billets as W2, W3, W4: thus, reducing the number of assignment opportunities for each pay grade.			
W2's – 1.87	W-3's – 1.92	W4's – 2.16	
4. If it meant having an opportunity to make W5 at a later date, I would be in favor of reduced opportunity for selection to W3 and W4.			
W2's – 1.83	W-3's – 1.96	W4's – 2.31	
5. I would support the creation of W5 even if my specialty did not have the opportunity to promote to W5.			
W2's – 2.27	W-3's – 2.28	W4's – 2.46	
6. I would support the creation of W5 as general CWO billets only (not specialty specific).			
W2's – 2.61	W-3's – 2.51	W4's – 2.59	
7. Warrant Officers should be continued to be retired after 30 years of TOTAL service.			
W2's – 2.06	W-3's – 1.85	W4's – 1.64	
8. Mandatory retirement for CWOs should be based upon 30 years of Warrant Officer service NOT TOTAL service.			
W2's – 2.83	W-3's – 3.08	W4's – 3.19	
9. If given the opportunity, I would consider staying on active duty past 30 years of TOTAL SERVICE.			
W2's – 2.92	W-3's – 3.20	W4's – 3.41	
10. I have received adequate management training to perform my duties as a CWO.			
W2's – 2.71	W-3's – 2.84	W4's – 2.89	
11. I would agree with an obligated service requirement of allowed to attend a post graduate education program while on active duty.			
W2's – 3.29	W-3's – 3.26	W4's – 3.33	

Our next meeting will be on Monday May 19<sup>th</sup> at 7:00 PM in the enlisted dining facility at Coast Guard Air Station Clearwater. We will start with a covered dish dinner with guests, the business meeting will begin at approximately 8:00 PM.

Bill Reetz

This months joke:

It was a small town and the patrolman was making his evening rounds.

As he was checking a used car lot, he came upon two little old ladies sitting in a used car.

He stopped and asked them why they were sitting there in the car. Were they trying to steal it?

'Heavens no, we bought it.'

'Then why don't you drive it away.'

'We can't drive.'

'Then why did you buy it?'

'We were told that if we bought a used car here we'd get screwed. So we're just waiting.'