

Running Head: Ethically are we Paying our Senior Noncommissioned Officers

Ethically are we paying our Senior Noncommissioned Officers what there worth

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Group Room L09

7 December 2007

## Outline

**Thesis:** Senior Noncommissioned Officers are professional, technically, and tactically proficient and we must close the pay gap and take better care of our Senior Noncommissioned Officers before we lose them to the private sector.

**Introduction and Background:** Senior Noncommissioned Officers have been with the American military since the revolutionary war. Since that time to present the duties and responsibilities for our Senior Noncommissioned Officers is a lot more. Presently our Senior Noncommissioned Officers hold nominative positions and are the principle advisors to the Commander.

### I. **Statement of Purpose**

In this paper I will discuss the ethical and moral issues about the pay gap between Officers and Senior Noncommissioned Officers.

### II. **Noncommissioned Officers Educational System**

### III. **Noncommissioned Officers Positions**

### IV. **Pay Gap between Officers and Noncommissioned Officers**

### V. **Conclusion**

Senior Noncommissioned Officers today serve in positions with more responsibility and are expected by their commanders to be competent, and knowledgeable in all areas throughout the unit and the Army. He must be administratively proficient and tactically proficient. He or she is expected to answer and be answerable to all issues concerning the enlisted personnel within the unit, and proficient with in all areas administratively within the Battalion and above. Officers receive twice to two-thirds more than a Senior Noncommissioned Officer, and with all these responsibilities and duties the pay gap between Officers and Senior Noncommissioned Officers needs to be closed to reflect those duties and responsibilities.

## Abstract

Senior Noncommissioned Officers are not paid enough compared to Officers. Since the beginning of the revolutionary war Noncommissioned Officers have been there to train Soldiers and accomplish any mission placed before them, since then the Noncommissioned Officer has gone through many changes. Noncommissioned Officers have developed and expanded in many ways, through the development of the Noncommissioned Officers Education System, and the responsibilities placed upon them through their duty positions. Noncommissioned Officers are the back bone of the Army and with their added responsibility; Professional development through NCOES and the personal development through civilian education, the Noncommissioned Officers pay gap needs to be reduced to reflect the duties, responsibilities, and the professional position, that Noncommissioned Officers hold today in the U.S. Army.

## Introduction and Background

Senior Noncommissioned Officers have been with the American military since the revolutionary war. Since that time to present the duties and responsibilities for our Senior Noncommissioned Officers is a lot more. Presently our Senior Noncommissioned Officers hold nominative positions and are the principle advisors to the Commander.

Senior Noncommissioned Officers today are better trained and extremely more confident and responsible than there predecessors. Senior Noncommissioned Officers are expected to be subject matter experts in leadership, management, and resources. Senior Noncommissioned Officers are also the senior advisers to the commander, all the way from the First Sergeant where he or she is the senior advisor to the company commander to senior advisor to the combatant commander.

## Statement of Purpose

In this paper I will discuss the ethical and moral issues about the pay gap between Officers and Senior Noncommissioned Officers, with a brief description of the Noncommissioned Officers Educational System, duty positions, and pay differences and why we need to close the pay gap between Officers and Senior Noncommissioned Officers.

## Noncommissioned Officers Educational System

Today's Senior NCO averages 15 to 20 yrs or more by the time he attends the United States Army Sergeant Majors Academy, prior to that they attend the Warrior Leaders course, Basic Noncommissioned Officer Course, Advanced Noncommissioned Officers Course, Battle Staff Course and some will attend the First Sergeant Course. Senior NCO's will also attend Basic Airborne School, Pathfinder School, Air Assault School, Ranger School, Reconnaissance Surveillance Leaders Course, Combat Life Savers Course, and the list goes on.

Senior NCO's today also push for education, your average Senior NCO has their Associates degree, Bachelors degree, and some even have their doctorates degree, but in today's army the pay between an Officer and a Senior NCO does not reflect what today's Senior NCO does by his job description. Today's work force pays there employees based off their skills and training, a employee with a bachelors with specialized training will get paid more than a regular worker without specialized training.

The pay scales for the year 2008 show that a Sergeant Major receives \$5,705.70 and a General receives \$15,016.50 almost  $2/3^{\text{rd}}$  more than a Sergeant Major, is this right? Or is this correct based off their job description. In today's Army and everything that we do as a Senior Noncommissioned Officer's does not reflect in what we are paid, As stated before Seniors NCO's are highly trained and educated, they are expected to be there 24 hours a day and are responsible for all enlisted issues and still is expected to advise the commander based off his experience and his or her expertise, based off his time and experience through out their career. When the commander is on the field of battle the Senior NCO is there, the Operations NCO works side by side with the S3, G3, or J3.

#### Noncommissioned Officers Positions

The First Sergeant is responsible for all administration and advising the Commander on all enlist issued and uses his experience of training and combat to advise the commander in those areas. The operations Sergeant advises the S3 on the enlisted areas and runs the S3 shop and the TOC, the Battalion Command Sergeant Major is the manager of all enlisted issues with in the battalion and advisor to the commander. The Brigade Command Sergeant Major does the same job but at a higher level. The Division G3 Sergeant Major works with the G3 and runs the

Division TOC, the Division Command Sergeant Major is the Senior Enlisted Manager for the Division Commander.

#### Pay Gap between Officers and Noncommissioned Officers

Overall the pay difference between an Officer and a Senior Noncommissioned Officer needs to be adjusted closer to the officers pay, based off the job that is required and expected of Senior Noncommissioned Officers. An example of the pay difference starts at the E-8 (1SG) and the Company Commander, an E-8 with fifteen years of active duty earns \$3,716.40 and a Captain with 4 years earns \$5,355.90 a difference of \$1,639.50 dollars, and a major with 15 years earns \$6,076.20 a difference of \$2,359.80 and a O-5 earns \$6,373.20 earning a difference of \$2,656.80, over all the officers pay continues to grow in a much larger amount than the Senior NCO, but the responsibility and expectations of what there expected to do keeps growing, there asked and expected to continue there education but not allowed the free time like the Officer Corps to continue their education, but over all do complete their education on their own time and mostly there own money. Officers have a staff at the battalion level the S3 write courses of action for a mission and the battalion commander then makes a decision and then adds what even he feels needed or takes away based on the same reasons, the rest of the staff does the same thing with there portion of the planning and then receive there guidance and make changes as required through the commander.

Through out the entire army all the way to the Chief of Staff of the Army, but NCO's do not get a staff and they do not have some one do there planning, they are expected to do everything on there own and expected to do it right the first time. So if this is the case then why isn't the pay gap closed and, why don't Senior NCO's get paid more for the job that they do. The average Senior NCO has been to almost every school the Army offers, and has educated him

or herself and abused his body to meet all mission requirements to complete the mission no matter what.

Ethically this is an issue with-in the Army and the Senior NCO's, this causes Senior NCO's to feel that they are not paid what they are worth and they see the officers just getting more money. In the long run Senior NCO's get out of the military, so they can make more money and not have to sacrifice there family, time, and experience while still in the military. This will always be an issue between the NCO Corps and the Officers Corps, and until there is a pay gap close there will always be a dilemma and NCO's will still depart the military feeling that they were cheated and not paid for what they were worth based off there experience and technical and tactical training.

#### Conclusion

Senior Noncommissioned Officers today serve in positions with more responsibility and are expected by there commanders to be competent, and knowledgeable in all areas throughout the unit and the Army. He must be administratively proficient and tactically proficient. He is expected to answer and be answerable to all issues concerning the enlisted personnel with in the unit, and proficient with in all areas administratively with-in the Battalion and above. Officers receive twice to two-thirds more than a Senior Noncommissioned Officer, and with all these responsibilities and duties the pay gap between Officers and Senior Noncommissioned Officers needs to be closed to reflect those duties and responsibilities.

**References**

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