



From the COMMANDANT'S desk

As we continue to reduce our combat forces within Afghanistan, preparing for unknown future challenges becomes increasingly critical for our Army. Applying hard-fought lessons learned while preparing our Soldiers and leaders for emerging future threats presents both challenges and opportunities within our training and education system. The one constant that holds the key to future success for our Army is training and educating our Soldiers and leaders.

Our Army has a solid core of combat-tested and proven Soldiers and leaders. By any measure, they led our nation to success within two operational theaters. However, those hard-fought lessons learned from the past 10-plus years of continuous combat may or may not prepare us for future challenges. In fact, if history tells us anything, the next fight will be different from that experienced in the last 10 years. History also tells us that the investment in training and

education has remained a critical factor in preparing our Army for those unknown future challenges. That training and education return on investment is clearly shown in today's professional Non-Commissioned Officer.

The backbone of our Army, now and in the future, is the Non-Commissioned Officer. Quality Professional Military Education for our NCO Corps is the key ingredient that separates us from most of the worlds' armies and remains an investment that we must continue to make in the future. Our collective challenge is to afford our NCOs the opportunity to attend PME. We continue to face backlogs in getting our NCOs to their required PME courses. CSM Young addresses this on [Page 2](#).

I'd ask Commanders and Command Sergeants Major to read this and I urge you to support getting your NCOs to their required PME. Your NCOs, your units and our Army will reap the rewards of

those PME opportunities.

In this edition there is also an update on the Paladin Integrated Management (PIM) Program [{See article on Page 4}](#). I'm very pleased with the successful results we are seeing as the PIM continues through its critical testing phase leading up to a production decision. This remains a critical piece of our Field Artillery Modernization Strategy and will provide our Armor Brigade Combat Teams a capable self-propelled howitzer well into the future.

In closing, I would like to say we are on track and making strides with our Fires Doctrine 2015 updates. I want to thank our commanders who have provided support to our doctrine writing teams. [{See article on Page 5}](#).

Once again thanks for all that you do.

*King of Battle!
Fires Strong!*

BG Brian J. McKiernan

Purpose: Founded in 2011, the *Redleg Update* provides past and present Field Artillery leaders with a monthly update of informational highlights to assist in their individual, collective and professional training efforts, as well as report on activities occurring throughout the Field Artillery community.

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<https://www.us.army.mil/suite/files/34549741>

Brian J. McKiernan

Brian J. McKiernan

BG, USA

Commandant, United States Army
Field Artillery School

RFIs, Notes, and Notices: To submit a Request for Information (RFI), please email the POC listed below. The FA Commandant's Office will acknowledge receipt of RFIs within 24 hours and will attempt to provide an answer within 72 hours.

Points of Contact: We appreciate those who have provided announcements, notices, articles and lessons learned.

Additionally, if you have a story of interest or wish to initiate a discussion on any topic or issue facing the Field Artillery community, contact Mr. John Folland, (580) 558-0831, or the editor of the *Redleg Update*, Ms. Sharon McBride, Field Artillery STRATCOM officer, (580) 558-0836.

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NCOES —

Addressing Our Educational Requirements

By CSM Sam K. Young

Command Sergeant Major of the Field Artillery

The Army's senior leaders have recently placed significantly greater emphasis on professional military education (PME). Given this, I wanted to take an opportunity provide some information about noncommissioned officer PME and ask your continued assistance in helping our NCOs meet their education requirements. As you know, recent policy changes now require NCOs to attend and pass the respective NCOES courses to be eligible for promotion (there are no more NCOES waivers to get promoted to SFC or MSG).

This is not a new policy for the Army, simply a return to one that served the Army well for a number of years. As the policy went back into effect, the Army and CMF 13 now face a backlog of NCOs who have not completed their required PME. From a branch perspective, this backlog is cause for concern and the following synopsis is provided to articulate a better understanding of the current situation and a few options for command teams to assist their NCOs.

First, it's important to define the terminology. Most assume the term backlog refers to the number of NCOs who can't obtain a seat in a PME resident course. The reality is seats are available in the resident courses for both the Advanced Leader Course (ALC) and the Senior Leader Course (SLC). Backlog

actually refers to the number of NCOs who are eligible to participate in their respective NCOES program and have not completed it.

Today, the CMF13 Advanced Leader Course (ALC) backlog is at 37% (1319 out of 3542). The Field Artillery branch of Army Human Resources Command (HRC) recently conducted a comprehensive review of each of the backlogged NCOs to gain a better understanding of this challenge. Their analysis provided some interesting results.

For example, a specific focus on the Structured Self Development (SSD) ALC- Common Core (ALC-CC) phase of ALC would significantly increase the number of NCOs eligible for promotion. Today, there are 543 SSGs in the Field Artillery, who simply need to complete the online ALC-CC in order to be an ALC graduate. Of these 543 some are making progress. 146 are presently enrolled in ALC-CC and actively working towards completion. 245 are scheduled but have yet to begin their curriculum. 40 are unscheduled (newly promoted to SSG). The most striking number is the 112 who are ALC-CC cancels (those who registered but never executed their training). Of these 112, 75 are fully eligible with no reason they should not be enrolled and actively



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working to complete their PME requirements. We find similar results are revealed when looking at the SLC population.

From a branch perspective we offer the following conclusions:

- Individual commands must specifically focus on addressing and monitoring the online ALC-CC phase of ALC and online SSD 3 requirement for SLC. In some units we have found that establishing specific study hall hours in order to enable their NCOs to complete this demanding requirement is helpful.

- IAW ALARACT 346 2012, effective

immediately, self-enrollment for SSD is no longer allowed.

Automatic enrollment occurs as follows:

- o For SSD-1: all Soldiers who have completed advanced individual training/one station unit training, but not WLC, will be automatically enrolled.

- o For SSD-3: all Soldiers who have completed ALC, but not SLC, will be automatically enrolled.

- o For SSD-4: all Soldiers who have completed SLC, but not SMC, will be automatically enrolled.

- o For SSD-5: upon SMC graduation.

- Based on the fiscal environment, Mobile Training Teams for NCOES resident courses will soon be discontinued. As stated earlier, seats are available at Fort Sill for

the resident phase CMF13 courses. Units should project into the future to determine school dates based on ARFORGEN cycles including deployments and long range training cycles, and seats available at Fort Sill.

- Based on the projection of resident course attendance, units should establish and maintain Order of Merit Lists which enables planning the appropriate timing for schooling and the allocation of financial resources, as well the completion of common core requirements.

“Mobile Training Teams for NCOES resident courses will soon be discontinued...”

- A continued dialogue with the Field Artillery (FA) Enlisted Personnel Management Division (EPMD) of HRC can enable individual and unit success. EPMD can provide unit command teams a list of names of those who have not completed their NCOES requirements.

Ultimately, NCO PME is wholly about providing the best education to our Noncommissioned Officers to ensure the greatest degree of success in future operations.

The FA EPMD and Field Artillery Proponent Office are available to assist in addressing the PME requirements of our branch.



Click mouse to go to Page 1.

War Fighting Forums

The Field Artillery WfFs offer an opportunity for communication, collaboration, and coordination of the Army's Fires Brigades, SBCT, ABCT and IBCT Fires Battalions, Div/Corps Chiefs of Fires and the CTCs.

I encourage all commanders to participate in these critical forums in order to enhance the cross-talk between the generating and operating forces.

FiB WfF – 04APR13 @ 16:00 - 17:30

<https://connect.dco.dod.mil/fibwff>

IBCT WfF – (FA Breakout session)

– 09APR13 @ 10:00 - 11:30

<https://connect.dco.dod.mil/ibctfabnwff>

ABCT WfF - (FA Breakout session)

- 19APR13 @ 10:00-11:30

<https://connect.dco.dod.mil/hbctfabnwff>

DIV/CORPS Fires WfF - 30APR13

@ 09:00 - 10:30

<https://connect.dco.dod.mil/divcorpsfireswff>

IBCT WfF - 07MAR13 @ 08:00-

09:30

<https://connect.dco.dod.mil/ibctfabnwff>

SBCT WfF - TBD @ 11:00-12:30

SBCT WfF - (FA Breakout Session)

- TBD @ 11:00 -13:00

Update on the Paladin Integrated Management Program

By COL Michael J. Hartig
TCM BCT Fires

Paladin Integrated Management (PIM) began in 2007 as a deliberate Service Life Extension Program (SLEP). After the cancellation of Non-Line of Sight-Canon (NLOS-C) in 2009, the PIM program gained greater prominence manifesting into a modernization effort and in the 2012 Army Modernization Plan PIM is named as one of the seven Army Priority Programs. The objective behind PIM is to address obsolescence and sustainment issues of the current fleet (M109A6 Paladin and M992A2 FAASV), and further mitigate Size, Weight and Power gaps to remain relevant and viable to BCT formations through the year 2037.

The current scope of the program consists of two platforms sharing a new common chassis, a Self-Propelled Howitzer (SPH) and a Carrier Ammunition Tracked (CAT), plus the system specific training devices needed to support each platform. When fielded, the program will address identified gaps by increasing Force Protection, Survivability and Mobility, the latter being corrected by using Bradley Fighting Vehicle (BFV) components (power train, suspension, track that have been previously tested, fielded, and combat-proven).

PIM will also incorporate components from NLOS-C and Paladin to accept the increase in Size Weight and Power (SWaP) requirements needed to mitigate capability gaps. The current Paladin cab will be reused with the hydraulic components being replaced by electric gun drives and an electric rammer powered by a high-voltage electrical architecture adopted from NLOS-C. The program will retain

“PIM executed several significant test events in 2012 including a Logistics Demonstration (LOG Demo) and a Limited User Test (LUT) utilizing Soldiers from 4-27 FA, 2BCT, 1AD stationed at Fort Bliss....”

the capability to accept future technology insertions (Counter Radio Electronic Warfare III (CREW III), laser igniter, Remote Weapon System) to include interoperability with Blue Force Tracking (BFT) and other communication upgrades needed to remain relevant within the BCT formation until 2037.

PIM executed several significant test events in 2012 including a Logistics Demonstration (LOG Demo) and a Limited User Test (LUT) utilizing Soldiers from 4-27 FA, 2BCT, 1AD stationed at Fort Bliss. LOG Demo ran from June to November and Soldiers performed field level operations and maintenance including a full demonstration of the PMCS as recorded in

the draft Technical Manual.

LOG Demo displayed PIMs suitability for maintenance in the field and provided information needed to update procedures in the draft technical manuals. A future Logistics Demonstration prior to Full Rate Production (FRP) in 2017 will be conducted to demonstrate the matured and full support package before fielding to operational units.

The LUT, from October to November, was the first time Soldiers utilized the vehicle in an operational environment. Following individual and collective training, the record test incorporat-

ed two 72 hour scenarios with two SPH/CAT firing 1255 rounds and driving 882 miles. Data collected during LUT is being analyzed to assess the capability of Soldiers to operate PIM and deliver accurate and timely fires in a contemporary operational environment.

Developmental Testing continues this year and all data collected along with the LUT will be used to support a Milestone C (MS-C), low-rate initial production (LRIP) decision scheduled for July 2013. Following the MS-C decision, LRIP will begin in York, Pennsylvania with the first delivery to the Army expected in December 2014. Ultimately the Army plans to acquire 580 sets of PIM.

Revised FM 3-09 is in the works

Fires Doctrine continues Phase II for Doctrine 2015 in hosting its second writing team event 28 January through 8 February, 2013 to compose the revised final draft for FM 3-09 (Field Artillery Operations).

In support of this task, FORSCOM has provided two FA BN CDRs, a DIV FSCCOORD, two FA BN Master Gunners, a BCT FSO, a Fires BDE S3, and two TAB Battery Officers. TRADOC has also committed subject matter expert instructors in the areas of Operations, Cannon Operations, Counterfire Operations, Gunnery, Target Acquisition, and Survey.

The focus for FM 3-09 is to describe the entire fire support system functionally in tactics and

procedures to the combined arms maneuver commander, and advise how to employ field artillery operations in order to be successful in achieving their objectives.

The functions are described as: Fire Support Coordination, Target Acquisition, Delivery of Field Artillery Fires, and Fire Direction. Communicating this message appropriately to the maneuver commander while sifting essential information from eight previous FMs and four newly published ADP/ADRs, creates a pretty hefty objective. The FA Commandant is heavily integrated into this process to ensure the final approved draft for FM 3-09 achieves the highest quality product possible for the combined arms community. Ex-

pected publication of this manual is no later than December 2013.

The remaining techniques procedures critical to field artillery and fire support operations success filter into their appropriately categorized Army Techniques Publications (ATP). The mental model below highlights this process.

The FA Commandant would like to extend his thanks to 10th MTN DIV, XVII ABN Corps, 101 ABN DIV, I Corps, III Corps and 1st Armor DIV for providing leaders to contribute to this doctrine writing effort. It is greatly appreciated. The Fires Doctrine Division Chief, LTC Braley, (terrence.braley@mail.mil) is the point of contact for any questions concerning FM 3-09 development or Fires Doctrine 2015 updates.

New Documents from CALL

Jan 2013: CALL Fires WfF Team Newsletter

<https://call2.army.mil/toc.aspx?document=7084>

Sustainment WfF Team Newsletter, Jan 2013

<https://call2.army.mil/toc.aspx?document=7083>

Dec 2012 - CALL Intelligence WfF Team Newsletter

<https://call2.army.mil/toc.aspx?document=7078>

Jan 2013 - CALL Mission Command WfF Team Newsletter

<https://call2.army.mil/toc.aspx?document=7082>

Jan 2013, Movement and Maneuver WfF Team Newsletter

<https://call2.army.mil/toc.aspx?document=7080>