



## From the COMMANDANT'S desk

Last month, we said goodbye to the 49th Commandant of the U.S. Army Field Artillery School and Chief of Field Artillery, BG Brian J. McKiernan. As we wait for the announcement of the next commandant, I want everyone to know, as the interim commandant I plan on sustaining the momentum on all our initiatives. Rest assured we are staying on the glide path that BG McKiernan has set for us.

As a branch our priorities will remain the same. These priorities are: 1) Finding and Retaining Talent, 2) Designing the Future Force, and 3) Providing Direction through Updated Doctrine.

Our USAFAS priorities will also remain the same. These priorities are: 1) Creating and implementing Field Artillery Training Strategy, 2) Improving Instruction, 3) Modernizing Gunnery, 4) Assessing & Revising 13F from cradle to grave, and 5) Addressing the Survey Gap.

The main focus of this month's *Redleg Update* is on one of our branch priorities, which is "Finding and Retaining Talent."

In the past year we have seen a lot of significant changes to how we recruit talented Soldiers to become Field Artillerymen, from opening additional MOSs to women to stepping up our recruiting efforts for the best officers in colleges across the U.S. We are indeed passionate about attracting and retaining the best talent to our branch.

Our efforts are ongoing and expanding. For example, in the following months we are implementing a focused Warrant Officer Accessions Strategy.

However, I want to emphasize to the field that this new accessions strategy relies on an essential element – the active participation of all Field Artillery Senior Leaders, Warrant Officers and NCOs in getting the message out to our troops about the significant opportunities that lie within our Field Artillery Warrant Officer ranks.

We are ardent about getting the best candidates to fill our WO ranks; it will be a topic of discussion in future Warfighting Forums.

For upcoming WfF dates, please go to [{Page 5}](#). To read what you can do now to increase the number of "the best qualified" candidates for our WO ranks go to [{Page 2}](#).

Also in this month's edition is an update on the Precision Guidance Kit [{Page 4}](#); this has been a hot topic of discussion in recent Warfighting Forums. The advancement of PGK is just more evidence that we are making steady progress in closing our capability gaps. Go to [{Page 4}](#) to also read how our troops in Afghanistan are now being fielded with PGK.

In closing, I would like to say it is definitely an exciting time to be a field artilleryman.

Our technology is only getting better and better, and we are truly on the glide path to modernizing the Field Artillery. Thanks for all you do.

*King of Battle!  
Fires Strong!*

*COL Martin C. Clausen*

**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.

**Official Distribution:** The *Redleg Update* is distributed by the Commandant of the U.S. Army Field Artillery to key members of the Field Artillery chain of command across the U.S. Army. Past and current editions are also archived on FKN @

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

## Martin C. Clausen

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COL, FA

Interim 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.

Hot Link Legend:

Green = Open Source on WWW

Red = CAC Card enabled  
on AKO/FKN

# Focused WO accessions strategy

## 131A - Field Artillery Targeting Warrant Officer

The Field Artillery Proponent Office (FAPO) is launching a more focused accessions strategy than in previous years. This updated strategy focuses on increasing the number of top-quality applicants for the Field Artillery Warrant Officer program.

From a historical perspective, the FA branch met its FY12 accession goal of 24 Warrant Officers. However, the total number of "fully qualified" applicant packets received was minimal. Last year a total of 33 applicants met the minimum qualifications for consideration to fill our quota of 24 positions. This meant an applicant had a 72.7% chance of being selected. Our "revised" strategy will not only increase the number of applicants who apply, but will create a more competitive pool of "the best qualified" applicants for the selection process.

Field Artillery Warrant Officers are accessed from all CMF 13 MOSs along with 11Cs. In theory this should provide a pool of over 3,700 SSGs and nearly 2,400 SFCs to sustain the 131A ranks.

Our previous strategies were:

- The recruitment of qualified applicants was conducted exclusively by Warrant Officers.

- Advertisement was

limited to "word of mouth" and the USAREC WO Recruiting page.

Our new Accessions Strategy is more comprehensive. Going forward we are requesting the active assistance of all Field Artillery Senior Leaders, Warrant Officers and NCOs to identify the best qualified NCOs to become Warrant Officers. The new strategy supports proactive recruiting of quality applicants instead of waiting for applicants to approach senior 131As for information about serving as a Warrant Officer. Go to **{Page 3}** to view a snapshot of our new strategy.

The next step after identification of quality applicants is to ensure they are able to meet the specific eligibility requirements IAW AR 135-100 as well as the prerequisites listed on the USAREC website @

<http://www.usarec.army.mil/hq/warrant/prerequ/WO131A.shtml>

Commanders and Senior Warrant Officers should consider a few points prior to writing a letter of recommendation:

- Interview applicants and ask their reasons for wanting to become a FA Warrant Officer.
- Have applicants review FAPO's 131A WO duties and recruiting slides located on FKN at



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## WO accessions strategy

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<https://www.us.army.mil/suite/doc/38579044>.

- Read their NCO evaluation reports and make sure the desire for lifelong learning, mission accomplishment and excellence in their current MOS is evident.

- Contact a 131A (CW3 or above) at your installation to assist in interviewing applicant, verify prerequisites and advise throughout the process.

- Make sure the applicant knows that becoming a WO means they must take on broader assignments, positions, and duties as an

Officer in general.

- Be aware of unfavorable disciplinary actions in their records that indicate behavior inconsistent with the Army Profession.

The opportunity to become a Field Artillery Warrant Officer should not be an exclusive opportunity afforded only to qualified NCOs working in close proximity of 131As. We need FA Leaders to engage their “best qualified” NCOs looking for a new and challenging career in the Field Artillery.

The Field Artillery Warrant Officer Branch is expected to remain healthy well into 2020. However, will the 131As we assess today be of the highest quality to assist Commanders in leveraging their collective and coordinated use of Army and Joint fires through the targeting process? Looking forward to 2020, we are no longer accepting the mind set of meeting our annual quota with just “qualified applicants.” We are looking for “the best qualified” applicants for the Field Artillery’s 131A ranks.

## ***Warrant Officer Recruiting***

**Objective: Recruit top quality NCOs who will provide longevity, expertise and leadership in the Field Artillery Branch.**



### ■ Identify target applicants possessing quality traits

- ❖ Distinguished or Honor ALC and SLC graduates
- ❖ 600-3 Attributes
- ❖ Aptitude for increased technical and tactical expertise
- ❖ Active pursuit of college degree
- ❖ Applicants with 110 GT score or higher
- ❖ Sgt Morales or Audie Murphy Club membership
- ❖ Division, CORPS, or Post NCO of the year
- ❖ Gruber award recipient or nominee

### ■ Leverage, Engage and Inform the NCO/Officer Corps

- ❖ Support WO Briefs to installations ICW USAREC
- ❖ Provide 131A Accession Briefs to Pre-Command Course
- ❖ Provide Senior FA Leaders with WO recruiting presentations
- ❖ Keep Artillery Leaders informed on accession goals, and board dates
- ❖ Provide WO POCs to advise leaders on application process

### ■ WO Outreach Programs

- ❖ Semi-Annual VTCs and WFF
- ❖ Social Media: WO Net, FKN Websites
- ❖ Brief ALC and SLC courses on WO Opportunities for high quality NCOs
- ❖ Solicit Senior FA Leader feedback on the quality of newly assigned 131As

# Update on the Precision Guidance Kit

The Precision Guidance Kit (PGK) is a Global Positioning System (GPS) guidance kit with fuzing functions for the M795 and M549A1 155mm High Explosive (HE) Artillery Projectiles.

The PGK substantially improves the accuracy and effectiveness of 155mm cannon artillery fired HE projectiles and is used with existing stockpile.

PGK adds a trajectory correction capability that reduces the Circular Error Probable (CEP) of the munition to 50m (current unguided rounds can have a CEP > 183m). The PGK corrects the inherent errors associated with ballistic firing solutions and expeditiously increases the accuracy of our ballistic HE munitions.

On 18 March 2013, PGK

Program of record passed its Milestone C decision with approval to enter Low Rate Production (LRIP) and continue development.

The PGK Urgent Material Release (UMR) is currently being fielded in theater with training being conducted by a New Equipment Training (NET) Team provided by the Program Management Office.



## PGK arrives in Afghanistan ahead of fighting season

*By Audra Calloway (Picatinny Arsenal)*

As American troops prepare for the spring fighting season in Afghanistan, they have been training with a new capability to suppress insurgents.

This March Picatinny Arsenal began delivering troops the XM1156 Precision Guidance Kit (PGK), a new artillery technology that will keep American troops safer and reduce collateral damage in urban areas.

“PGK allows the current stockpile of conventional ammunition to be transformed into near-precision capability, allowing for more precise fires,” explained Lt. Col. Will McDonough, Product Manager for Guided Precision Munitions and Mortar Systems (PdM GPM2S).

Soldiers install the PGK fuze into the fuze well of conventional 155 mm high explosive M549A1 and M795 cannon artillery projectiles, replacing the standard fuze. The fuze performs in-flight course correction of the round to improve accuracy.

With PGK, the round’s accuracy improves to less than 50 meters Circular Error Probable (CEP), regardless of range to the target. Conventional artillery rounds have an accuracy of 267 meters CEP at maximum ranges.

PGK also has a “fail safe” built in. If the PGK equipped artillery round does not go close to the target, it will not detonate.

“PGK ensures that any rounds that would normally land more than 150 meters (from the target)

fail safe,” McDonough said. “Fail safe is when a round continues on its trajectory and lands, but it does not explode.”

“About five seconds out it makes an ‘arm decision’ on whether it expects (to hit the target). If it’s within 150 meters it will detonate, if it’s going to be outside of 150 meters it fail safes,” McDonough said.

This reduced fear of misfires, “gives infantrymen the confidence to call in indirect fires on more occasions,” McDonough said.

PGK was fielded via an Urgent Materiel Release. New equipment training with troops in Afghanistan began in March, with its first successful firing in training April 2. Initial fielding will be complete by the end of June.

## Warfighting Forums

The Field Artillery Warfighting Forums 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 everyone to participate in these critical forums in order to enhance the cross-talk between the generating and operating forces.

IBCT WfF – 27JUN13 @ 08:00 - 9:30

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

ABCT WfF – 02JULY13 @ 09:30-11:00

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

CTC Forum – TBD

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

SBCT WfF – (FA Breakout Session) –TBD

<https://connect.dco.dod.mil/ssxviiigrp3>

FiB WfF – TBD

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

IBCT WfF – (FA Breakout session) – TBD

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

# Knox, Hamilton & Gruber



Recognizing the Best Within Our Branch

## 2013 KHG AWARD MOI NOW AVAILABLE!



THE 2013 MOI DESCRIBING NOMINATION PROCEDURES IS NOW ON THE FAPO TAB OF THE FIRES KNOWLEDGE NETWORK @ [HTTPS://WWW.US.ARMY.MIL/SUITE/DOC/33296541](https://www.us.army.mil/suite/doc/33296541).  
NOMINATION PACKETS MUST BE SUBMITTED TO THE FAPO OFFICE BY 1 NOVEMBER 2013.