



## From the Command Sergeant Major's desk

I'd like to open this edition of the Redleg Update by thanking everyone for their concerns, questions, and comments regarding Modernizing Field Artillery Fires and the transformation of our enlisted force into the Artillery Soldier of 2020. I received a ton of great feedback, and I really appreciate it! The majority of the concerns I have been hearing from junior and senior Soldiers are related to their careers as the Army downsizes and promotions slow down.

Last November I posted the following on my Face book page: Most of my NCOPDs end up with conversations regarding promotions, and I reference my experience on last year's MSG Promotion board. The only documents board members are allowed to use to make their decisions are the board MOI and the DA PAM 600-25. The FAPO NCOs did a phenomenal job updating it. When you have time follow this link to view it:

<https://www.us.army.mil/suite/doc/41680151>

### Quick snapshot of the DA PAM 600-25.

This is the United States Army NCO Professional Development Guide for all MOS's. Chapter 6 is specifically dedicated to the Field Artillery, and it describes what each NCO must do to be considered "successful" at all ranks for each 13 series MOS. It also describes what requirements {school, structured self development (SSD), broadening jobs} are needed before you should be considered for promotion to the next grade. For more information on the DA PAM 600-25, please refer to this month's TOP LINE article written by MSG Spivey from the Field Artillery Proponent Office. {See Page 3} After reading TOP LINE, and you are confused or have some questions, I recommend you go to the link above and read Chapter 6 in its entirety.

The other promotion piece that seems to cause the most confusion is the difference between "fully qualified" and "best qualified,"

and how do we determine who falls into what category. Webster's Dictionary describes "fully" as: entirely or wholly; "best" as: of the highest quality or excellence; and describes "qualified" as: having the qualities or accomplishments that fit a person for some function or office. The Army actually uses the same definitions, but with one difference – it's called the enlisted promotion word picture. Although they're modified every year for each board, the word picture resembles a NCOER. If you're a 6 + or -, you're in the "best qualified" group because your performance and potential is superior. This means you're in the top few, which means you're likely to get promoted. If you're a 3 + or -, you're in the "fully qualified" group because your performance and potential is average. This likely means you're not trying too hard to seek excel-



## From the CSM's Desk...continued

**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>

*Daniel Moriarty*

CSM Daniel Moriarty  
Command Sergeant Major of the  
Field Artillery

**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:

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lence, are okay with your current position, and could possibly be looked at as a Qualitative Service Program (QSP) candidate (91 Field Artillery SFCs were sent a QSP notice).

Remember, as we speak about Junior NCOs transitioning to the senior level (whether to SFC, MSG, or SGM) the intent is to find the "best qualified" or the top few. The new regulation on leadership is ADP 6-22, and it defines an Army leader as, "Anyone by virtue of assumed role or assigned responsibility inspires and influences people to accomplish organizational goals. Army leaders motivate people both inside and outside the chain of command to pursue actions, focus thinking and shape decisions for the greater good of the organization." This regulation, along with *DA PAM 600-25*, the board MOI, and the Enlisted Word Picture help define what the Army expects of the "best qualified."

Some hints to ensure you're considered the "best qualified."

Competence, leadership, and APFT are the three areas that should always be excellent... although college is okay for self improvement; it should NOT be

the number one bullet for competence. Receiving a coin is great recognition for you; it should NOT be the number one bullet for leadership. Bullets should reflect the organization, not the individual. An APFT score should be annotated on your NCOER...the "best" means a score of 270 or above. Senior Rater bullets should have you rank ordered as the best SFC/MSG in the battalion, or number 1 of 20...they also should always address schooling, promotion, and potential. Get an updated photo. Prior to getting a photo, get a haircut, and take someone with you to check your uniform. Additionally, if you look out of shape instead of looking like GI Joe, you're probably NOT going to be rated as the "best."

My space is limited so don't have a lot of room to go into great detail. If you have any questions or would like for me to give an honest assessment of your records, please shoot me an email or contact me through the CSM of the Field Artillery Face Book Page @

<https://www.facebook.com/fieldartilleryredlegive81/pages/CSM-of-the-Field-Artillery/418766494912364>

***Thanks for all you do for the Army and the Artillery!***

KING OF BATTLE!!!

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to read or print past editions today.

# TOP LINE

## From one Leader to Another *What is the DA Pam 600-25?*

By MSG Sean E. Spivey

***Who is familiar with DA PAM 600-25? If you are not, read on...***

DA Pam 600-25 is the main document every Field Artillery Noncommissioned Officer (both junior and senior) should be using as a “road map for their career.”

This document not only serves as a framework for NCOs on their professional growth and development, it also serves as a supplement to the Army’s Leader Development Strategy (ALDS) and the Army Learning Concept 2015 (ALC 2015) by providing specific guidance intended to develop an adaptive, thinking NCO capable of meeting the challenges of operational adaptability in an era of persistent conflict in an All-Volunteer Army.

Each of the Army’s military occupational specialties is represented within the guide; however Chapter 6 is dedicated specifically to the Field Artillery (CMF 13) Career Progression Plan and is broken down by each specific MOS.

Overall it lists specific assignments to seek out, as well as what direction should be avoided if at all possible. The Field Artillery, and our Army, both value a broadened leader with experience serving in both operating and generating force assignments. Goals for development are also listed, for example attending all mandatory NCOES requirements, along with any additional schools. Additionally, “standout accomplish-

ments” that set NCOs apart from their peers are also recommended. Examples of these accomplishments include winning installation post level NCO boards, and induction into the SGT Audie Murphy and SGT Morales Clubs. Striving for the highest APFT score and weapons qualification are also recommended.

It also breaks down by specific rank recommended institutional training, operational assignments, self-development, additional training and special assignments, with a continuous build up through all the grades up to SGM/CSM.

No one is guaranteed a promotion, however if one follows the guidance outlined in DA PAM 600-25 it can provide a Soldier the right tools needed to compete for the “Best Qualified” rating required for promotion.

Additionally, the DA PAM 600-25 can be used as a counseling- tool. As NCOs, we can use this guide to counsel a young private from “day one” and instill in them strong and legitimate goals to get their career off to a strong start. We can also use it to counsel a “seasoned” Sergeant to help sharpen their leader’s edge with clear and direct guidance. This publication should be out and used with every professional growth and development session. Just think if the first counseling session you had included referencing the DA PAM 600, would your choices be any different today?

 **Continued on Page 4**



## TOP Line ...continued

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Don't rely on "luck" to get promoted. Use this publication as a street map for promotion, not only for yourself, but when counseling your Soldiers.

If you know, use, and counsel with the DA PAM 600-25, you will be a stronger leader and more developed NCO within the Field Artillery.

To read the DA PAM 600-25 in its entirety, log

onto FKN @

<https://www.us.army.mil/suite/doc/41680151> .

Or if you have specific questions, please contact the Field Artillery Proponent at DSN 639-3901 or commercial (580) 442-3901.

Visit the FAPO homepage @

<https://www.us.army.mil/suite/doc/35117540&inline=true#Mission> .

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# PEC:

## The Lavern E. Weber Professional Education Center

The Lavern E. Weber Professional Education Center is located at Camp Robinson in North Little Rock, Arkansas. It is the national training center for the Army National Guard; it has been a full-service training and conference facility since 1974.

***PEC courses are available not only to National Guard and Reserve members, but to Active Duty members and foreign national students from strategic military partners.***

The PEC staff is composed of nearly 600 personnel including military, Department of the Army civilians, contractors and state personnel. PEC provides instruction to over 30,000 members of the military force annually, through on-campus courses, web-

based training, or by Mobile Training Teams (MTT).

PEC is comprised of six training centers, a top-rate National Guard General Support Center and the GED Plus Program. The Training Centers located within the PEC are the Human Resources & Readiness Training Center; the Installations, Logistics & Environmental Training Center; the Information Technology Training Center; the Resource Management Training Center; the Organizational Readiness Training Center; and the Strength Management training Center.

Training available includes classes on human resources, information technology, strength management, organizational readiness, resource management, and logistic and installation management. For more information about what the PEC has to offer, go online @ <http://www.pec.ngb.army.mil/> .

***To see a complete list of all the courses that are available at the PEC go online @***

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***PEC classes must be scheduled through ATTRS.***