March 2015

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Update

The United States Army Field Artillery Branch's Newsletter

FROM THE DESK of the CSM

A Fire Support Battery Concep

³⁶THE BACKBONE OF THE ARMY

Fire Support Master Gunner Module set to start



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Dan Moriarty

CSM Dan 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.

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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> ON THE COVER: A U.S. Army paratrooper, assigned to 4th Battalion, 319th Airborne Field Artillery Battalion, 319th Airborne Brigade, Battalion, 173rd Airborne Brigade, Regiment, 173rd Airborne Brigade receives instructions by radio during a neavy drop mission at the 7th Army Joint receives instructions Area, Germany's Multinational Training Area, Germany, Multinational Training Area, Germany, Grafenwoehr Training Area, Germany, Brigade is the Army contingency response Feb. 25, 2015. The 173rd Airborne Grafenwoehr Grasponsibility within 18 hours. European, Africa or Central commands European, Africa or Central commands (U.S. Army photo by Specialist Markus (U.S. Army photo by Specialist Markus (U.S. Army photo by Specialist Markus



Over the past few months I've had the opportunity to visit numerous installations, speak to a number of Soldiers and NCOs, and have watched some excellent training throughout the Army, especially at our Combat Training Centers (CTCs).

With some input from the operating and generating force, I would like to share some of the issues that have been brought to my attention as I have traveled around, and more importantly what's going on here at Fort Sill to remedy some of these issues.

Throughout the branch there has been a lot of talk and questions in reference to the "Modernization of Fires."

The "Modernization of Fires" covers quite a lot, to include a comprehensive 13 series (FA) MOS review, the reestablishment of the DIVARTY which has enabled our 13Fs moving back into the Field Artillery's formations, and how we are closing the education gap for all our Fire Supporters.

CMF13

A lot of questions have centered on what we are trying to accomplishment with our comprehensive CMF13 review. In this effort we have merged the 13D and 13P into 13J. To date, the 13J MOS specifications have been written and approved. The 13J MOS will be capable of fulfilling fire-control roles, duties, and responsibilities across both cannon and rocket formations with enhanced Fire Support integration skills. The 13J institutional training begins in 2017, and the transformation is scheduled to be complete by 2018. 13T is on schedule for deletion. Going forward, we are doing an analysis for possible merger of 13B and 13M.

Reestablishing the DIVARTY

Six of our 10 DIVARTYs have been activated, the remaining four will activate during this calendar year. 1st Calvary Division will activate its DIVARTY on April 3, 1st Infantry Division on Oct. 16, 10th Mountain Division on Oct. 15, and 4th Infantry Division on May 12. Beyond improving support to the Maneuver commander, the DIVARTY force structure allows us to take personal responsibility for training all our Field Artillerymen and women.

Educating our Fire Supporters

In the re-vamped education of our Fire Supporters, first and foremost, we have redefined what a 13F is, and what that MOS does. Going forward, we have placed an increased emphasis on precision and the Joint aspects of what a 13F does and what that MOS means to the Joint fight. To start things off right, we have increased 13 F Advanced Individual Training (AIT) from five weeks and four days, to

eight weeks and four days. Soldiers coming out of AIT now will be more than just a Radiotelephone Operator (RATELO) who is familiarized with reading a map and basic call for fire techniques. They will now graduate AIT with knowledge of and how to use all fire support equipment, how to achieve precision target locations, regardless of what type of munition is shot, and familiarization with Joint Fire Observers techniques. In the future, our intention is to increase 13F AIT course by another two weeks to address the Joint Fires Support requirements.

Additionally, all programs of instruction (POIs) for Advanced Leaders Course (ALC) and the Senior Leader Course (SLC) have been updated to ensure that Soldiers attending each level of their NCO education get more out of it more than just checking the block. Our NCOs are now graduating these schools with a certification in Target Mensuration Only (TMO) and are familiarized with Collateral Damage Estimation (CDE) and Weaponeering. Additionally, we are ensuring our Fire Supporters able to operate all Fire Support Vehicles.

Currently, we are looking to revamp the BFIST (Bradley Fire Support Team) Course in order to

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address the fire support equipment package more so than just the main gun. 13F Master Gunner course and authorizations are also being established.

By accomplishing these objectives, we have been able to take a hard look at the critical tasks for this MOS. In the process some tasks were deleted, updated, or added. For the first time an actual certification for Fire Supporters will be established.

All these initiatives combined will now enable commanders to better assess the skill level of their Fire Supporters.

In closing, I would like to direct your attention to articles within this edition that cover additional topics on Fire Support. On *{Page 4}* is an article by SFC Artise which details how, as NCOs, we can re-invigorate Fire Support training at the lowest level. On *{Page 6}* is a great article from 1SG Mandrell that details the challenges he faced while standing up a FiST battery, and the ways he overcame those challenges. On *{Page 9}* there are specifics on a newly created Fire Support Module to the Field Artillery Master Gunner Course. This Module is the first of its kind, and once the pilots are conducted and analyzed, it will ensure that we have one standard when training and certificating the Fire Support community in accordance with TC 3-09.8 Field Artillery Gunnery.

We are setting the conditions for success here at Fort Sill, and our Fire Supporters are also gaining and seeing success across the Army. We can do so much more, as we bring our Fire Supporters back under our wing. We must make sure we are training and certifying them at every level. To do anything less, is not acceptable.

As always, I encourage and welcome any feedback or questions you may have. If you have not done so already, I encourage you and your Soldiers to visit my Facebook page @

https://www.facebook.com/pages/CSMoftheField/418766494912364 .

King of Battle! CSM Dan Moriarty

THIS MONTH IN HISTORY "MARCH"

3 March 1991, The after action report of the 3rd Armored Cavalry Regiment praised the Field Artillery for furnishing effective and responsive fire support on 24-26 February 1991 which included the Battle of 73 Easting during Operation Desert Storm.

7 *March 1862*, Massed fire from Major General Samuel Curtis's Union forces blunted the Confederate attack under Major General Sterling Price at Pea Ridge, Arkansas, and saved Arkansas and Missouri for the Union.

9 March 1961, The Army type classified the M18 Field Artillery Digital Automated Computer (FADAC) as the first digital computer designed to compute technical fire direction data.

15 March 1916, The First Aero Squadron assigned to Fort Sill to develop aerial observation techniques for field artillery fire left for Mexico with Pershing's expedition.

27 March 1918, Major General William J. Snow, Chief of Field Artillery, submitted a comprehensive plan to the War Department to train field artillerymen for duty in France. It included expanding the School of Fire and organizing a Field Artillery Training Replacement Depot, a Field Artillery Central Officer Training School, and brigade firing centers to improve and standardize training.

31 March 1913, Uncle Sam no longer has prisoners of war. The only hostages, the famous Geronimo band of Apaches, which had been held by the government at the Fort Sill military reservation in Oklahoma for the past twenty-five years, became free under the orders of the War Department. More than 200 of the Apaches were transported to the Apache reservation at Mescalero, New Mexico, where they joined their brothers from whom they were separated after the bloody conflicts with the whites on the western plains. The remaining Apache moved north of Fort Sill where they founded Apache, Oklahoma.



How the proficiency of the Fire Supporter was lost. What happened? Where did we go astray?

By SFC Gregory Artise, Senior Brigade Fire Support OCR

"Maj. Gen. Robert H. Scales, Jr., historian and former commandant of the Army War College, indicated that on average it took about four and a half minutes to initially engage a close-support target and adjust fire in the European theater in 1944. In Korea it took about the same amount of time, but by the time of the Vietnam War, it took about eleven minutes; during the first Gulf War, the delivery of massed fires took an average of fifty-five minutes. Scales attributed the increase in mission time to a variety of factors, including the fear of hitting friendly troops and increased stratification and automation of systems used for air and ground support," states John R. Walker in his book Bracketing the Enemy: Forward Observers in World War II.

The early Forward Observers (FOs) were able to conduct accurate Call for Fire (CFF) due to their high level of proficiency at skill level 1-3 tasks, without the use of digital systems. Those digital systems have masked the slow erosion of the human element, which is a critical factor in a successful sensor (FO) to shooter (delivery system) linkage in the fire support system.

While digital systems are a great tool to expedite the CFF process, it removes the sense of urgency that the human voice relays. The cost over the past 13 years of counterinsurgency the Fire Support (FS) community has lost their proficiency in analog war fighting, are less proficient on basic FS tasks, and have conducted less Artillery specific training. The NCOs within Fire Support have become so accustomed to "falling in on" a preset area with defined targets, systems, and Observation Posts (OPs) that we have forgotten how to conduct proper Security, Location, Communication, Targeting, and OP Improvement (SLoCTOP), establishment of analog systems, developing a fires plan, utilize FS equipment, and properly understand the capabilities of all available FS assets.

Our basic leadership skills have weakened; NCOs are no longer the "rock and hammer" of the Fire Support Team (FiST). FS NCOs are not conducting or enforcing training standards or nesting their training with the Field Artillery (FA) Battalion (BN). Basic FS skills such as establishing communications, target identification, CFF transmissions, knowing capabilities and limitations of FS assets, digital sustainment training with FS equipment, and executing "sensor to shooter" training with the FA Battery is not being done nor evaluated. The lack in training and development of young leaders has created distrust in Fire Supporters by the maneuver elements they support. Junior NCOs not conducting Pre-Combat Checks (PCC), not knowing the Troop Leading Procedures (TLPs), and not enforcing a standard leads to shortfalls in equipment proficiency and knowledge within the FiST. The essential characteristics of a good unit are that it be well trained and well disciplined. A professional leader must continue to learn and embrace the FS duties, responsibilities and leadership requirements from the moment of assuming their assignment. LTGEN A. S. Collins Collins has made this statement about leaders, "Training should not be looked at as the insatiable enemy that consumes their time; it must be viewed as

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the never ending opportunity to excel."

How do we correct this detrimental trend and eliminate the common excuses for inadequate training? We must get back to the basics. Leaders need to be subject matter experts in Fire Support and be able to develop the training necessary to make the FiST proficient. Detailed training plans are developed by the battalion Fire Support NCO (FSNCO) highlighting those areas in which the platoon needs to focus (i.e. OP occupation, CFF, and developing a fires plan), far in advance of training execution, based off his units Mission Essential Task List (METL). Forward Observers (FO) should be involved in "hip pocket" training daily as a method to continue to maintain and develop the proficiency in their skill level 1 and 2 tasks, whether it's a terrain sketch, weapons training or radio techniques. NCOs continuously need to manage their time and ensure that training is being conducted. How many NCOs still do "FiST jeopardy" or test FiST knowledge while they are sitting around with their Soldiers? We must put our Soldiers through the vicissitudes of long periods of rigorous training so they don't succumb so easily to the operational environment and the adversities of combat. Reference the Soldiers Manual of Common Tasks (SMCT) which provides consistent, clear understanding of what Soldiers are expected to learn and reflects the knowledge and skills our young Soldiers need to succeed.

Developing young Soldiers to become leaders is one of the primary missions of NCOs, but in order to do so NCOs must be trained, developed, and mentored by the senior NCO above them. As stated in the Creed of the Noncommissioned Officer, "I will strive to remain technically and tactically proficient." Leaders need to continue to attend the appropriate schools and seek those assignments that expand their knowledge base, and train the Soldiers in their charge on the skills they have learned. None of us are going to be around forever. NCOs are failing to maintain the level of expertise that was expected of fire supporter from past generations. Too often than not, senior level NCOs are not trained to hold the position they are in, are not proficient in the tasks that are required to train their subordinates on, and rely on the officer to conduct planning. Senior NCOs lack the knowledge and experience to provide the input needed to ensure the plan is functional; well-trained SFCs should be teaching lieutenants how to plan for METL proficiency, not claiming that a METL crosswalk and planning is an officer's job.

Who is responsible for implementing the change required in Fire Support training? We the senior NCOs are the ones who have to swing the pendulum back. Senior NCOs have to develop rigorous training, an honest evaluation of training, and enforce the Army standards for training. Leaders are not born with "Character, Presence, and Intellect;" they are made. Junior NCOs need to be mentored to meet the leadership traits required to grow into successful senior NCOs. In addition, we must start grooming young Soldiers to become successful NCOs who will become assets to the Army and Fire Support. Senior NCOs should be at the fore front of training development. It is your responsibility to secure the future of fire support and that can be achieved by adequate training, proper mentorship of junior Soldiers, and putting the right NCO into the right positions.

"Be, Know, Do" Senior NCOs take a look at yourselves. Embrace the 360 assessment provided by your Soldiers. If you have lost your passion for fire support or know you are no longer benefitting the fire support community, move on. Fire Support needs passionate determined leaders in the Senior NCO ranks to spark the changes needed to make the FiSTer once again known as the greatest killer on the battlefield. The decline in the skills and proficiency of the FO can be corrected. It takes hard work and discipline from the senior ranks to push the young FO through hard training, strict mentorship, and mold our ranks back into "Rock Hard FiSTers."



By 1SG Phillip Mandrell, D-Btry, 1-37th FAR, Red Lions

With the return of our Fire Support Teams (FiST) back to the DIVARTY and Field Artillery Battalions the Army is faced with a challenge of manning, training, and mentoring a new era of Fire Supporters, most of who have never truly been in the Field Artillery. This is not just a revamp of the old DIVARTY concept. This is an entirely new FiST, one that has to be more technically proficient than their predecessors of 12 years ago and one that is able to work in ambiguous environments which require an expert level of knowledge in the art and science of Fire Support. Those are organizational and strategic issues, operational art and changes to doctrine that have to be overcome in time, but what we've found at the direct level are no less complicated, and more relevant to how we move ahead. At 1-37 FA, 2 ID DIVARTY, Joint Base Lewis McCord, we've activated our Delta Battery, a Battery that is pure FiST, complete with a Commander, First Sergeant, Executive Officer, and five platoons of Soldiers. It hasn't been easy, but with hard work, a dedicated Command, and foresight it has begun to take shape and prosper.

The true purpose of this paper is to give some insight about what has been, and in some cases continues to be, some of our biggest challenges and how we've managed to overcome them. There have been three distinct areas that I'll address. The first is what it took to bring the FiST together. The second area I will discuss are the issues we immediately found that were a problem for us. In closing, I will detail how we've positioned ourselves to integrate with our Maneuver Task Forces with synchronized and coordinated standardized training that's unique within our Mission Command.

From the start of Delta Battery we have been lucky enough to be supported by almost every echelon in I Corps, 7th ID, 2ID DIVARTY, 3-2 SBCT, and 1-37 FA. What that means is we were placed in a position to succeed from the start by foresighted leadership. 7ID issued an order that consolidated our FiST from their supported Maneuver Task Forces back to their respected Field Artillery battalions. That's when the work really began. Of course, the order made sense; we know that through the years since DIVARTY was disbanded and the FiST was reassigned to the Infantry, our mission hasn't been directly Fire Support. Our mission set, as well as almost every other occupation in the Army changed. We suffered and our expertise and knowledge began to fade. The FiST needed more operational oversight and dedicated training, but other than philosophy it was up us to figure out how to do it. When the magic day happened, the first thing we needed was a home, not just someplace to store our equipment but someplace to conduct daily business. Finding a home wasn't that simple. The original order

didn't mention where we were going to specifically go. That left 1-37 FA the task of interpretation.

We could have decided then and there to either consolidate the entire BCT's FiST into the Headquarters Battery, or divide them up into each of the firing battery's; after all, both these options were considered acceptable and had precedent in the way we used to fight under the DIVARTY's prior to their deactivation. However, the conclusion we came to was that the intent of the order was to improve our fire support capabilities and instead of putting that burden on any other commander, which seemed like more of an additional duty, we needed the FiST to have their own command. The FiST wouldn't be seen as an enabler, as it had been in the Infantry, but its own, specialized skill set.

NO UIC, Supply

Once we decided to consolidate the Soldiers into a FiST Battery little problems began to surface, ones we hadn't been prepared for or even knew would be an issue. First, there was no Unit Identification Code (UIC) for the Battery. That's a problem and one that echoed in ways we hadn't foreseen, and one that still causes us unforeseen problems. Of course the best case scenario is that our Battery, Delta Battery, gets recognized as a Battery and receives its own

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UIC. That probably won't happen for years, so there are two ways we are working to mitigate that. We have requested a provisional UIC through 2ID DIVARTY which will give us almost full status as a separate unit, but until that goes through the process we've adopted is a derivative UIC from our Headquarters Battery. Without either a true UIC or provisional one, this is has been our best mitigation, but one that isn't without its negatives. One major issue is that we cannot have our own property book. That means all our equipment has to be signed for by another Battery Commander, then hand receipted to Delta Battery. Another issue also deals with supply. Our entire supply inventory has to come from somewhere, and in our case we use the Headquarters Battery. The main reason is because when the upcoming MTOE change occurs for us in October 2015, technically all Fire Supporters will be assigned to a paragraph and line number under the Headquarters Battery, so our money is already allotted to that battery. To mitigate this issue we have assigned a purchase card holder within the battery and although our accounts are really under the Headquarters Battery, we coordinate with their XO and supply prior to each purchase. There are inherent issues with this system, but as with all our problems, it takes personality and dialogue to overcome.

Admin Issues

The second problem we encountered was personnel administration issues. Some of this problem is self induced. By consolidating our entire FiST now before the MTOE change this October we've had to attach them to 1-37 Field Artillery, but technically we are all also assigned to each Maneuver Task Force. This created a system that causes us to coordinate with each Task Force for promotions to Private First Class and Specialist, but also causes confusion when a blotter report happens or when medical issues need to be tracked. At the Battalion level Delta Battery itself tracks these issues; however, problems arise when something, such as a blotter report, is sent to one Commander for his response and adjudication, but that Soldier is attached to us. We did recognize this problem early on and wrote a Memorandum of Understanding to deal with it, but sometimes significant events still get a lot of attention and we end up having to report to multiple Commanders. Those issues will go away in October, but until then, they will continue to be a point of contention.

For promotions to Sergeant, Staff Sergeant, and awards, we use the Field Artillery Chain of Command. Other administration issues are taken care of at our Battery level, such as UCMJ, Flags, bars to reenlistment, and Chapters, but this hasn't been until recently that we've taken full responsibility for them. Those revolve completely around the Commander, something that has been a big point of contention and something I'll talk about next, namely duties and responsibilities within a FiST Battery.

Duties & Responsibilities

You cannot have a Battery

without a Commander and First Sergeant. Those positions, along with a Supply Sergeant, and Executive Officer, run a battery. What works for us may not work for everyone, but in 2ID DIVARTY we are a working model for what a FiST Battery looks like. It's an interim between our future MTOE, a new UIC decision, and our current manning within 2ID DIVARTY. The Commander's main role and responsibility is standardization and synchronization, which is half the fight to improving the FiST and bringing it out of years of stagnation. That's his focus, however, we know that a FiST doesn't fight as a Battery. Our sole purpose is to support a Task Force with a FiST, and the Brigade with a Fires and Effects Coordination Center (FECC), so we've divided ourselves along those lines. Each Maneuver Task Force and the Brigade FECC is a separate platoon. The BN or BDE FSNCO is the Platoon Sergeant and is responsible for equipment maintenance and the platoon's hand receipt. The platoon's Targeting Officer is the Platoon Leader (PL) and is responsible for coordinating the training with both the Task Force FSO and the Battery Commander. The units Executive Officer is purely dedicated to his duties same as a battery XO, and is not both an FSO and an XO. This is important because of the amount of coordination we have to have between ourselves and the Brigade. He cannot have a dual status, we've tried that in the beginning and failed miserably at maintenance statuses and

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equipment tracking. Each Maneuver Task Force FSO is solely dedicated to his duties as a liaison and planner for the Fire Support Coordinator (FSCOORD). We've found that by freeing up the TF FSO it allows him the ability to be both a planner and reviewer, plus by using the Targeting Officer as the PL, it helps synch each platoons maneuver and training schedule with the battery training calendars.

I want to stress those two points because, again, we've had problems when we've asked Task Force FSO's to be Platoon Leaders. They cannot be a planner for their Task Force, a liaison between the BDE FSCOORD, and Platoon Leader all at the same time. The Battery 1SG and Commander are completely dedicated the Battery operations; however, when the unit deploys with their supported Task Forces, both these positions move into the BDE FECC, with the 1SG becoming the BDE Operations NCO and the Commander becoming the Assistant BDE FSO. With

the Commander and 1SG at the brigade level they have the ability to continue to coordinate maintenance and personnel issues. The Executive Officer in our case is excess on our MTOE, both current and future, but will move into the BDE FECC in current operations. All other positions remain the same as our current MTOE such as Forward Observers and Fire Support Specialists.

Sometimes individuals are required to take on multiple additional duties that would not normally be expected of the FiST, such as being a Supply Sergeant, but this isn't a problem, it's a positive, we're grooming leaders who can make complex and critical decisions. Our FiST can work in ambiguous environments and adapt with extreme flexibility.

In Closing

I am aware that counter arguments can be made to support my assertion that the FiST needs to be its own battery. Let's not forget that history just taught us a painful lesson over the past 12 years though. Our Maneuver brethren could not effectively train their Fire Supporters, we've definitely learned that we need someone whose entire duty and responsibility is to training and developing fire support. The Army saw this as a weakness and reinstituted the DIVARTY's for oversight. We took the next logical step and instituted a FiST Battery. Looking ahead to the Army's 2025 vision the requirements of fire support will just increase. We need to mentor, groom, and cultivate the future of the Field Artillery. The ideal paths to do that are by bringing our best together and build our own way ahead. FiST must have its own battery with its own Commander dedicated to planning fire support training and certification, with professional NCO's responsible for the administration of that training to ensure the best Fire Supporters in the history of the Field Artillery.

Our legacy starts here.



We've been working to update our Fires Knowledge Network (FKN) web page to provide updates from the DIVARTY/FA BDE Commander's Forum, the Pre Command Course Brief, and our weapons

systems. You can now access that information and more under our "Knowledge Center Tab."

We're working to keep this page current with the most updated releasable documents.



You can find us through the FKN Website or directly via this link https://www.us.army.mil/suite/page/91287



By Sharon McBride, Field Artillery STRATCOM Officer

In order to formally train the Fire Support community on the standards and events within TC 3-09.8 Field Artillery Gunnery, the United States Field Artillery School has added a newly created Fire Support module to the Field Artillery Master Gunner Course.

"The first pilot using this module starts on April 13 and will end April 24. The next pilot is scheduled to start in August, after feedback from the first pilot is assessed and with changes possibly being implemented," said MSG Shawn Sommerfeld.

In the module, students will learn aspects of risk management, training management, how to conduct an Artillery Skills Proficiency Test (ASPT) and Fire Support Tables 1-VI, proper evaluation methods, and how to set up Joint Fires Training.

The course is immersive by giving the students the opportunity

to plan their own Fire Support Certification event and then set up and participate in select parts of one.

The course will be held at the Field Artillery Master Gunners Division located on Fort Sill, Okla. with classes taking place within a designated motorpool with Fire Support vehicles and equipment, on a Falcon Bombing Range, and will culminate in a 320-degree simulation event at Monti Hall. The instruction will be given by SFC Lymman Langijota, who is a 13F Master Gunner Instructor, Air Force JTACs, and other Fires related subject matter experts.

Graduates of this newly implemented course will provide DIVAR-TY and Field Artillery Battalion commanders with Fire Support Master Gunners who are trained to integrate, execute, and sustain Joint Fire Support training, the Fire Support Certification program, and who will serve as the primary Joint Fires Subject Matter Experts (SME) to the FSCOORD, he added.

By training Fire Support Master Gunners the standards set forth in the TC 3-09.8, it will eliminate the different standards and events being trained and evaluated by the units within the force.

Those interested in attending the FSMG course must be JFO qualified, have extensive experience in Joint Fires, and must be designated as the DIVARTY, BCT, or National Guard FA Battalion Fire Support Master Gunner.

School seats are very limited and in high demand. DIVARTY CSMs must submit their prospective student's name, an ERB, and a brief description of the applicant's Joint Fires experience to the Field Artillery Proponency Office's POC, SFC Jason Gill, and to the Field Artillery's Command Sergeant Major, CSM Dan Moriarty, for consideration.

