



The Ordnance Corps Quarterly

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Chief's Corner

The U.S. Army Ordnance School (USAOS) concludes a very busy quarter on a high note! This season brings a unique opportunity to celebrate our history and honor our heroes. While our internal mission remained our primary focus, we were

also thrilled to connect with the wider sustainment community during several key events in May.

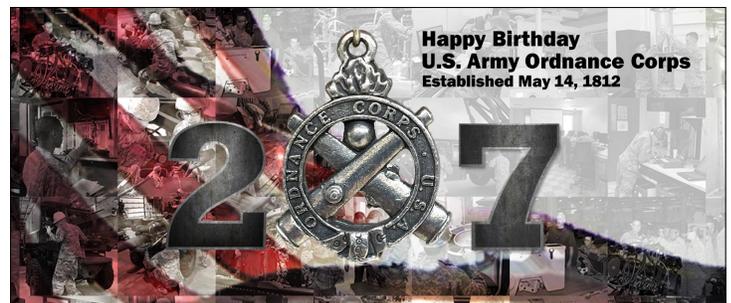
On May 4, Explosive Ordnance Disposal (EOD) technicians from the Army, Navy, Air Force, and Marines gathered at Eglin Air Force Base for the 50th annual **EOD Memorial Ceremony**, which commemorates EOD technicians who made the ultimate sacrifice as a result of an EOD mission. On the EOD Memorial Wall, a bronze nameplate preserves the legacy of each fallen warfighter and honors their selfless service and the sacrifice of their families. This year, the names of 3 Army EOD technicians were added to the wall, bringing the total number to 341 EOD heroes across all the services. I was tremendously honored to present the families of SGT James A. Slape and SGT Joseph P. Collette with an American flag as a lasting tribute to their honorable and faithful service. 1LT William Alter was the third technician recognized. He was killed in 1945 at Le Shima, Okinawa while attempting to render safe a U.S. 325-pound depth bomb found in the harbor.

EOD is a close-knit community. The **EOD badge** ties all four services, officers and enlisted alike, to a single mission set. The meaning of the badge (with the wreath, bomb, lightning bolts, and shield) is something that only those who have earned it can understand. Throughout the last 17 years of conflict, the **EOD brassard** was another means of identifying a technician on the battlefield. Non-EOD Soldiers saw the “EOD” displayed on the shoulder and immediately

understood the expertise it represented. The office of the USAOS Assistant Commandant (EOD) recently proposed changes to uniform regulations that would allow wear of the brassard without limitation. On May 7, we received confirmation that **full-time wear of the brassard is approved** for all qualified EOD technicians. This is great news and exceptional timing since it tied in with the EOD Memorial weekend and the **EOD in-service recruiting** efforts we recently started. The brassard is not intended to replace the badge. However, it can serve as a conversation starter that will help us recruit the next generation of talented EOD technicians. I know that our technicians, as ambassadors of the EOD community, will wear it with pride!

From May 7-9, **Sustainment Week** brought the Army’s senior sustainment leaders together to synchronize initiatives and promote dialog between organizations. The three-day forum provided a vital opportunity to share ideas and to consider the sustainment demands of prolonged large-scale ground combat operations on an increasingly complex battlefield.

Sustainment Week started with **Ordnance Branch Day** activities. The highlight of the day was the Ordnance Hall of Fame (HoF) induction ceremony and reception that recognized 15 outstanding professionals, the Class of 2019, for their extraordinary **contributions** to our Ordnance Corps. Also that day, members of the HoF board deliberated over scores of truly noteworthy candidates and selected **17 inductees** for the **HoF Class of 2020**.



On May 14, the **Ordnance Corps’ 207th Birthday** marked another year of exceptional *service to the line, on the line, on time!* We are proud to trace our roots back to 1629 when Samuel Sharpe served as the first Master Gunner of Ordnance. However, our official timeline started in 1812 when Congress established the Ordnance Department and Decius

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Chief's Corner Continued from page 1

Wadsworth served as the first Chief of Ordnance. As the Nation's Arsenal for Peace, our Ordnance professionals continue the legacy of sustaining combat power through their expertise in maintenance, ammunition, EOD, and explosives safety. Ordnance units worldwide paused from routine activities to celebrate this historic milestone. At the Fort Lee campus, the USAOS celebrated with a birthday run and cake cutting ceremony.

On May 29, the 3rd quarter **Ordnance Connect** informed our sustainment community on the latest hot topics during a live interactive session. I encourage every Ordnance professional to take time to attend these sessions when they can. It's not just an opportunity to inform you on the initiatives we are working on here at the USAOS; it also gives us a chance to hear from you about your challenges, observations, lessons learned, and best practices. Our next Ordnance Connect live session is scheduled for August 28. Specific topics and connection instructions will be announced on the Ordnance [website](#) and [Facebook](#). I hope you will attend; your input is valued!

Finally, on June 18, we will say farewell to an esteemed member of our command team. CW5 Norman May assumed responsibilities as our 10th

Regimental Chief Warrant Officer in May 2017. In his two-year tenure with us, he served as a trusted advisor to me, our command team, and the sustainment community as a whole. He tirelessly championed initiatives that will positively impact the Ordnance Corps and our warrant officers for years to come. We are truly grateful for his contributions and wish him all the best as he moves on to the U.S. Army Sustainment Command at Rock Island Arsenal where he will continue to do great things for the sustainment community.

This quarter was packed with opportunities to celebrate our Ordnance pride and honor the professionals who have contributed so much to our Nation, our Army, and our Corps. Moving forward, we continue to honor this incredible legacy of service and sacrifice with our shared commitment to build readiness; improve our Army; and develop our Soldiers, civilians, and leaders. Thank you for what you do every day to support our warfighters!

Go Ordnance!

BG Heidi J. Hoyle
41st Chief of Ordnance



Hall of Fame Class of 2019

Pictured left to right are LTC(R) John A. Kearney; CSM(R) Luis J. Lopez; CW5 Eddie L. Royal; BG(R) John F. Haley; COL (R) Floyd E. Hudson Jr.; CW5(R) Harold L. DeBerry, Honorary Warrant Officer of the Regiment; SGM(R) Dennis E. Wolfe; CW5 Norman May, Regimental Chief Warrant Officer; LTG(R) Mitchell H. Stevenson, Honorary Colonel of the Regiment and former Chief of Ordnance; BG Heidi J. Hoyle, Chief of Ordnance; CSM Terry Burton, Ordnance CSM; CSM(R) Daniel A. Eubanks, Honorary Sergeant Major of the Regiment; COL(R) Leo E. Bradley III; CW5(R) David N. Conrad; COL(R) Scott W. Hull; LTC(R) Thomas D. Bortner; CW5(R) Frederick J. Cazzola; CSM(R) Marvin Womack and CSM(R) Allen G. Fritzsching. *Inductees not shown are Mr. Dale T. Pollard and COL(R) Frederick J. Hyatt.*



“This quarter was packed with opportunities to celebrate our Ordnance pride and honor the professionals who have contributed so much to our Nation, our Army, and our Corps.”

- BG Heidi J. Hoyle

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Ordnance Corps Command Sergeant Major



Greetings from the home of the Ordnance Corps!

Wherever they are, Ordnance Soldiers continue to serve as the Armament for Peace in a world that grows more and more complex. Whether we are focused on the requirements of the day, or projecting into the future, the Chief of Staff of the Army's priorities keep

us on track and serve as a constant reminder that our most valued asset is our people. With that in mind, I want to touch on three initiatives that will directly impact our Soldiers and prepare them for the challenges of the future, whatever those might be.

The Noncommissioned Officer Professional Development System has evolved with the needs of our Soldiers. The conversion of Structured Self-Development (SSD) to Distributed Leaders Course (DLC) supports the NCO 2020 strategy of developing NCOs who are prepared for the complex challenges of the future. DLC builds strong NCOs across six leader core competencies: readiness, leadership, training

management, Army and Joint operations, program management, and communications. The training is offered through interactive computer-based scenarios that complement the different learning styles of our Soldiers. The shift away from multiple choice testing to essay format validates the Soldier's understanding and ensures he or she retains the information.

The Headquarters Department of the Army Centralized Promotion Boards process is being modified to maximize Army readiness and increase the professionalism of our NCO Corps. As detailed in Army Directive 2019-15, promotion boards will assess the talent (skills, knowledge, and behaviors) of those being considered and generate order of merit lists (OMLs) that will inform multiple human resource decisions that impact NCO career progression. The article on [page 12](#) provides a more detailed description of the changes to be implemented in fiscal year 2020. Make sure the NCOs in your formations understand the implications of these changes on their career progression. As NCOs, we can and should take the initiative to *self-assess* and seek opportunities that will improve our ranking. We do this for our own good and the good of our Army.

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CSM Terry D. Burton, Ordnance Corps Command Sergeant Major, addresses noncommissioned officers of the 7th Transportation Brigade (Expeditionary) during a professional development session at Fort Eustis, Virginia.



CSM Highlights [Continued from page 4](#)

The Soldier for Life - Transition Assistance Program (SFL-TAP) is a centrally funded commander's program that assists Soldiers who are preparing to separate from military service. Soldiers who have a minimum of 180 days of continuous active duty service and their family members are eligible for the program. In addition to pre-separation counseling (which is mandatory for active duty members), SFL-TAP also offers seminars that teach job search skills like resume writing, interviewing, and salary negotiation. Soldiers can use the program to set career goals and improve their ability to translate Army skills, training, and experience into successful civilian careers. After starting SFL-TAP, some Soldiers may decide to remain on active duty to gain the additional skills and experience they need to achieve their civilian goals.

As an additional resource, the Army launched an online magazine called [Hire a Soldier](#). The magazine features advice and tips for the job search as well as some good news stories. I encourage you to share this information with the transitioning Soldiers in your formations. By raising awareness of available classroom and online services, we can help our Soldiers plan for their next career while reducing the impact on the current mission. Every successful

transition becomes another good news story, not just for our Army veterans, but for our recruiters as well.

These are just a few of many initiatives that advance the CSA's top three priorities: readiness, building a future Army, and taking care of our troops. As our Army continues to evolve, so must we. By increasing skills, knowledge, and experience through education opportunities across institutional, operational, and self-development domains, we build innovative, competent leaders who embody the Warrior Ethos and the Ordnance spirit of 'service to the line, on the line, on time!'

Never forget - WE are the stewards of our profession, the standard bearers of our Ordnance Corps, and the backbone of our Army.

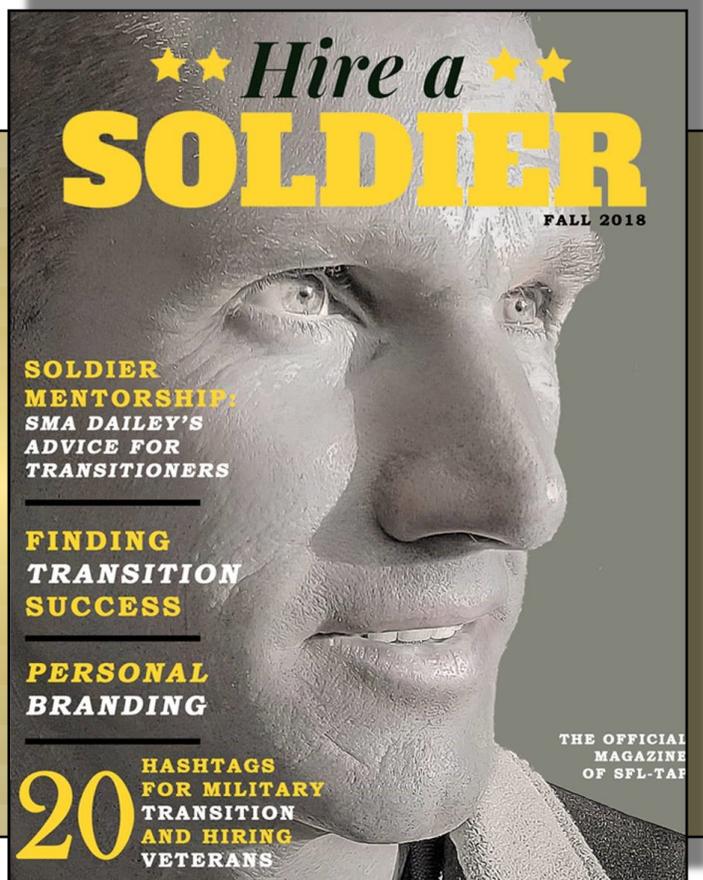
Go Ordnance!

CSM Terry D. Burton
13th Ordnance Corps Command Sergeant Major

SLF-TAP's Digital Magazine

"We want employers knocking down our doors to hire our Soldiers because they are highly qualified and have the desired skillsets to contribute to their organizations. We want Soldiers to be properly prepared for this moment and ready for transition."

- SMA Daniel Dailey





Regimental Chief Warrant Officer Highlights



Team Ordnance,
 It has been an absolute honor to serve you as the Regimental Chief Warrant Officer (RCWO) of the Ordnance Corps. During my tour, we made some tremendous changes in our warrant officer structure and training that will help us drive toward our goal of building and

preserving readiness for the Army. It was a phenomenal team effort, and I personally thank all of the Ordnance professionals who contributed to the success of these important initiatives.

Over the past year, the Ordnance warrant officer professional military education (PME) has been significantly overhauled. The emphasis was placed on adding rigor to the technical skills taught in the warrant officer basic and advanced courses (WOBC/WOAC). At the same time, we were able to return 278 hours of technical training back to our warrant officers' PME. This focus will better prepare our warrant officers to achieve technical dominance in each of their specialties and take back their role as our Army's technical experts.

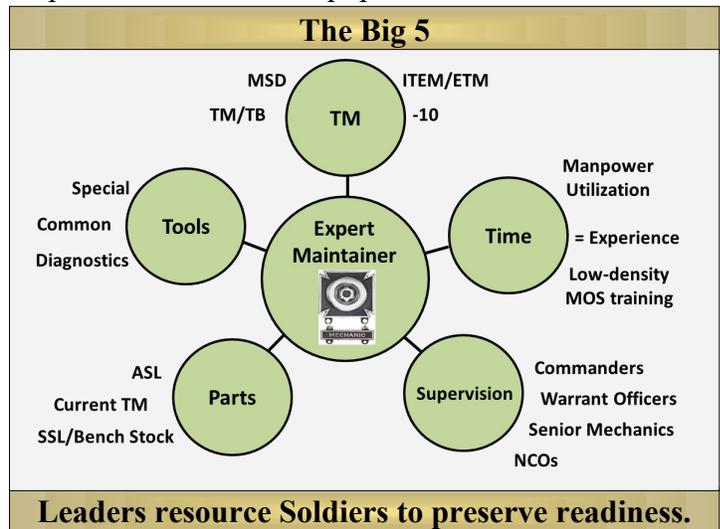
Before I turn my responsibilities over to the next RCWO, there are a few things I want to leave with our Ordnance professionals.

We continue to receive feedback from the field questioning why Ordnance Soldiers are not trained on specific pieces of equipment or why they are lacking 'expertise' when they arrive at their first unit. Rest assured, the U.S. Army Ordnance School has always produced the best possible apprentice-level Soldiers who are primed for continued development through a unit's training plan. It is the unit's responsibility to continue the training that will groom them into confident experts. The question really is, *does your unit have a plan to continue their training? Second, is this training sufficient to allow our Ordnance professionals to maintain confidence and proficiency on each piece of equipment in their unit's inventory?*

We each have a specific role in accomplishing the maintenance mission. Soldiers execute, noncommissioned officers (NCOs) supervise, and officers approve plans and provide the resources to execute the mission. Warrant officers play a critical

role in developing those plans since we provide the technical expertise as well as years of experience in managing our systems. We all have our lanes - watch them.

There are **five resources** our maintainers require to be successful: the correct tools, updated technical manuals (TMs), time on equipment, the correct parts, and supervision that enforces maintenance processes and standards. After a few repetitions, properly resourced Soldiers will become confident experts on their unit's equipment.



Tools - Tools enable mechanics to complete maintenance tasks as outlined by the experts. Each Soldier requires a complete and serviceable tool kit, but that alone is not sufficient. They also need the special tools identified in the TMs, the common tools included in our shop kits, and the diagnostics tools needed to fault isolate to the repairs necessary. Leaders must ensure tools are present and accounted for so tasks can be executed safely and to standard. This is supply discipline 101, and the lack of supply discipline can cripple a unit's maintenance capability.

Technical Manuals - TMs are the next resource our maintainers *must* have in order to complete their maintenance tasks to standard. TMs are a critical resource; there is no substitution and no excuse for not using them. Nearly all of the Army's technical references are available in electronic format. Our Soldiers must be equipped with a serviceable Maintenance Support Device (MSD) that is kept up-to-date with current TMs. Its name

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RCWO Highlights [Continued from page 6](#)

says it all, *Maintenance Support Device*. This is our maintainer's only option in the motor pools and on the next battlefield. Accessing TMs via the MSD is how we do maintenance by the book.

Time - Our most precious resource is time - there is never enough of it! Leaders must give maintainers time: time to work on their equipment in order to become proficient, time for low-density training, time to work on the shop floor, and time in realistic field environments. Do not wait for large-scale ground combat operations before you start learning how to perform maintenance tasks to standard as far forward as possible. When the going gets tough, our Ordnance maintainers will be our sole resource to preserve maintenance readiness on the battlefield. Trust me on this and prepare your teams now.

Parts - Having available parts in the unit's shop stock and bench stock listing (SSL/BSL) makes the difference between performing maintenance at the speed of Maintenance Allocation Charts (MAC) or maintenance at the speed of supply. The efficiency of restoring a piece of equipment to the status of fully mission-capable (FMC) will be determined by parts availability. FMC in *two hours* with a starter issued from the SSL as opposed to FMC in *multiple days* with a starter obtained through the supply system - that's

not a hard choice to make. Another key factor to consider is that Soldiers must have updated TMs as well as the correct tools and technical knowledge to order the *right parts*.

Supervision - NCO's are the first-line supervisors all the way forward in battle. Leaders must enable NCOs to accomplish the mission by providing all the resources mentioned above. Then, only repetition is needed to make Soldiers confident in their military occupational specialty. Our warrant officers need to spend the majority of their time where maintenance capabilities intersect with readiness; that means spending less time preparing slides and sitting in staff meetings. Our technicians and subject matter experts already know this, so let's be intentional about taking that time to train our Soldiers.

Ordnance team, thank you again for all your support. I wish you continued success in impacting readiness in each of your areas. Remember to always remain tactically and technically proficient; we have no greater task!

Go Ordnance!

CW5 Norman G. May
10th Regimental Chief Warrant Officer



CW5 Norman May presents the U.S. Army Ordnance School's vision and enduring priorities to COMPO 1, 2, and 3 participants of the Critical Task Site Selection Board (CTSSB). The CTSSB identifies the critical tasks that ensure our professional military education (PME) remains relevant to large-scale ground combat operations across multi-domain battlefields.



Go Army EOD Day

EOD units across the Army executed the first annual Go Army EOD Day on April 30, 2019. In an effort to energize in-service recruiting, units set up interactive displays in high foot traffic areas to engage with Soldiers interested in reclassing to EOD. The mission was a great success and resulted in over 1,400 contacts and nearly 200 in-service recruiting leads. Thanks to the hard work of our EOD units, this initiative resulted in a big win for Army EOD.

The U.S. Army Ordnance School's Assistant Commandant (EOD) team visited Fort Bragg to observe the recruiting event hosted by the 722nd Ordnance Company (EOD), 192nd Ordnance Battalion (EOD). The unit did an exemplary job. During the lunch hour, EOD technicians engaged patrons at the entrances of the food court and shoppette. A large display in front of the Airborne Lanes bowling alley provided Soldiers an opportunity to try on bomb suits, interact with robots, and view multiple displays of explosive ordnance and the EOD tools used to render them safe.

Army EOD techs are highly encouraged to leverage the momentum gained by the Go Army EOD Day. In-service recruiting is our best opportunity to decrease current manning shortages in the EOD career field since in-service recruits have a higher



Soldiers view the interactive EOD display at Fort Bragg.

EOD school pass rate than initial entry trainees. As an added benefit, they come already equipped with Soldier experience and knowledge of the Army. EOD techs and EOD units at all echelons are uniquely positioned to recruit and select the next generation of EOD professionals. After all, our EOD techs are the Army's best advertisement of EOD pride and excellence.

MAJ Aaron C. Teller
Deputy Assistant Commandant (EOD)



MATP: Class V Scalability for the BCT Commander

The Ammunition Transfer Holding Point (ATHP) is based on an early modularity design that was developed to support a Brigade Combat Team (BCT). A Brigade Support Battalion (BSB) distribution company operates the ATHP as a designated ammunition site where munitions are received and transferred to supported units within the BCT. Recently, the Army battle doctrine concept that the ATHP was designed to support has changed.

In large-scale ground combat operations (LSGCO), the current ATHP design provides no means to scale or surge capacity at critical points of need. This scalability is necessary to support leaner and more agile total and joint forces against diverse threats across a widely distributed area of operation. The original modularity concept provided each BCT with limited organic ammunition support (ATHP) and created a capacity gap by augmenting Ammunition Transfer Points (ATPs) at the expense of the Corps Support Battalion (CSBs). Under former Counter Insurgency (COIN) tactics,

techniques, and procedures this gap was manageable, but under LSGCO a BCT could face potentially catastrophic ammunition safety risks.

The approved recommendation to fill the identified capacity gap is the Modular Ammunition Transfer Point (MATP). The MATP design provides the BCT commander the ability to scale, tailor, and surge Class V capability and capacity required to sustain combat power during high operations tempo decisive action engagements across widely dispersed areas of operation. The transition from the ATHP design to the MATP requires adjustment to ammunition doctrine under ATP 4-35, *Munitions Operations and Distribution Techniques*, which is currently under revision. The update to doctrine will provide some explanation of how it can be employed to support LSGCO. Pending completion and final approval, ATP 4-35 will be distributed to the force.

SSG Ana M. Valencia
Career Manager



Explosives Safety Workshop for Ammunition Professionals

Explosives safety, munitions logistics, and surveillance comprise the critical pillars of munitions support around the globe. The Defense Ammunition Center (DAC)/U.S. Army Technical Center for Explosives Safety (USATCES) currently provides the vast majority of the explosives safety support in Afghanistan, Iraq, Syria and other Combatant Command/Army Service Component Command areas including USAREUR, USARPAC, USARAF, USFK, USARSO, and USSOCOM. This support is provided by Department of the Army (DA) civilians in the Explosives Safety Specialist and Quality Assurance Specialist Ammunition Surveillance (QASAS) career fields.

Currently, there is no program that provides explosives safety *certification* for company/field grade officers, ammunition warrant officers, enlisted personnel, DA civilian QASAS, or Logistics Assistance Representatives (LAR) and yet these individuals are often the only ones available for administering munitions operations in deployed environments. However, the DAC/USATCES is developing an Explosives Safety Workshop for Ammunition Professionals. The workshop will not provide explosives safety *certification*, but it will provide military officers, warrant officers, enlisted personnel, QASAS and LARs with basic familiarity and understanding of munitions/explosives safety topics that will help them recognize potential explosives safety deficiencies and initiate corrective action to improve explosives safety at their home installation.



Elizabeth Cummins, Explosives Safety Specialist, and Jim Wettlaufer, QASAS, inspect 155mm white phosphorus projectiles.



Elizabeth Cummins, Explosives Safety Specialist, conducts an explosives safety site visit to Al Asad Airbase, Iraq reviewing potential explosives sites, proposed explosives storage locations, and the Army Basic Load Ammunition Holding Areas (BLAHA).

Bringing trained personnel into the decision cycle early is critical to successful explosives safety support. Therefore, providing trained personnel at the tactical level will enhance the explosives safety environment during contingency operations and mitigate much of the risk associated with unknowingly accepting Department of Defense and DA explosives standard violations.

Pilot workshops will be held at Fort McCoy, Wisconsin and the National Guard Professional Education Center at Camp Robinson, Arkansas in fiscal year 2020. Thereafter, quarterly workshops will be conducted at the Defense Ammunition Center in McAlester, Oklahoma.

Prior to attending the 40-hour workshop, participants must complete two distance learning prerequisite courses: 4E-F44/645-F28 (U.S. Army Explosives Safety Familiarization) and 4E-F26/431-F10 (Introduction to Explosives Safety Management for Safety Professionals).

For additional information or to register for the Explosives Safety Workshop, contact the Defense Ammunition Center Surveillance Section at (918) 420-8409 or (918) 420-8964.

Ms. Ellen L. Merwitz
Explosives Safety Specialist



U.S. Army Ordnance Crucible ATHP Observations

The 2018 U.S. Army Ordnance Crucible Ammunition Transfer Holding Point Team of the Year (ATHP ToY) competition showcased the technical expertise and tactical skills of Ordnance professionals from across the United States and Europe. The U.S. Army Ordnance School (USAOS) gathered valuable insights into potential institutional and organizational improvements that will ultimately benefit the warfighter during large-scale ground combat operations (LSCGO). A few of those insights are listed below.

Skill level 10 ammunition professionals displayed a high degree of knowledge retention with regard to ammunition procedures during the ATHP knowledge exam. This is despite the lack of operational ammunition assignments available to them at their home stations. Competing teams revealed that some first-term Soldiers were not immediately placed into operational ammunition assignments and were solely reliant on training received from Advanced Individual Training at Fort Lee, Virginia. Although this seems like good news with regard to institutional training,

the gap in operational assignments identifies a critical risk since all knowledge is perishable. Ammunition warrant officers, noncommissioned officers (NCOs), and Soldiers must continue to reinforce doctrinal knowledge of ammunition procedures through rigorous home station training and self-developmental exploration. Units should prioritize the assignments of skill level 10 Soldiers to Forward Support Companies (FSCs) and Brigade Support Battalion distribution companies in order to reinforce ammunition basic tasks and train doctrinally-sound NCOs for the future.

Ordnance professionals were physically and cognitively challenged during the munitions inventory and issue event through the use of preconfigured loads of class V (ammunition) training residue. Soldiers were required to use physical strength to move training residue instead of relying on material handling equipment. The competing teams identified the inert training residue as value-added to any training event and recommended that all installations build similar packages for future training iterations. Ammunition sections of Brigade Combat Teams and Sustainment Brigades could benefit from prepackaged munitions residue to replicate class V resupply missions in any environment.

Collective ammunition operations are a team effort. The ATHP ToY competition highlighted the synergistic relationship between Soldiers, NCOs, and warrant officers. Teams that cross-trained specific functions to build redundancy of skills performed better and more efficiently throughout the competition. Soldiers were more familiar with the roles and responsibilities of their teammates and were able to execute similar requirements when faced with adversity. Units that focus on cross-training ammunition sections increase capacity and create the skill redundancy needed to support LSCGO.

The ATHP ToY competition is an exceptional training event designed to assess and develop ammunition professionals in a rigorous and austere environment. Participating Soldiers return to their assigned units further grounded in technical and tactical skills which enable them to sustain the ammunition needs of the warfighter at the point of need and within the time required. The observations gained during the competition provided valuable training insights across the institutional and operational domains.



Prepackaged training residue created a realistic training environment during the ATHP ToY.

MAJ Michael Klemmer
Executive Officer, 832nd Ordnance Battalion



Multi-Component Collaboration Benefits Ordnance POIs



The U.S. Army Ordnance School (USAOS) and three Reserve Component Regional Training Sites-Maintenance (RTS-Ms) are collaborating to review, evaluate, and provide input for pilot programs of instruction (POIs) in senior and advanced leadership courses (SLC and ALC).

The POIs for three Ordnance courses were recently updated: SLC 89B Ammunition Specialist, ALC 91D Tactical Power Generation Specialist, and ALC 91E Allied Trades Specialist. The pilot implementation of each of these POIs will be co-reviewed by Active Component (AC) instructors from Fort Lee, Virginia and Reserve Component (RC) instructors from RTS-

M Fort Leonard Wood, Missouri (ARNG/91D ALC), RTS-M Fort McCoy, Wisconsin (USAR/89B SLC) and RTS-M Salina, Kansas (ARNG/91E ALC). After the review and revisions are completed, the AC and RC POIs will be submitted simultaneously to the U.S. Army Training and Doctrine Command (TRADOC) for validation.

AC and RC instructor involvement and input to the initial POI review capitalizes on the expertise of both USAOS and RTS-M certified instructors and equally prepares them to teach the new material regardless of component or training location. This pilot POI review collaboration is a natural progression of the Ordnance Multi-Component Instructor Exchange Program and is an example of how AC and RC leadership works together to support the One Army School System's objective of standardizing curriculum across all three Army components.

LTC Bruce Ladman
USAOS Reserve Component Office



Schedule Training via Mobile Training Teams

The U.S. Army Ordnance School (USAOS) receives inquiries every month about how to request a Mobile Training Team (MTT) or resident seats for our Additional Skill Identifier (ASI) producing courses. There are several courses of action a unit can take to obtain this training.

The Structure and Manning Decision Review (SMDR) validates training requirements three years out and programs the USAOS training mission, including requirements for MTTs. Units request school slots using the Army Training Requirements and Resources System (ATRRS). If matching quota sources are not available, units input individual requirements into ATRRS via a wait status. Forty-five (45) days prior to the report date, the Quota Management System (QMS) flag will open, allowing any "unused" quotas to become available to those on the wait status list.

If training requirements are not captured during the SMDR process, units can request additional slots, including MTTs, via a Training Resources Arbitration Panel (TRAP). The TRAP process changes the programmed training load in the current and next fiscal year. TRAP requests, including MTTs, originate from the input agencies (FORSCOM, USAR, NGB, etc.) and are processed through HQDA for review and approval.

A unit that identifies a valid training requirement that did not meet the formal TRAP window in ATRRS may submit an out-of-cycle (off-line) TRAP. Units complete and forward a Formal Out of Cycle TRAP Request Form through their training support office to FORSCOM G3/5/7. The TRAP form must be filled out completely with special emphasis on the justification block. Contact FORSCOM G3/5/7 at (910) 570-5351 for routing and email instructions. FORSCOM G-3/5/7 will coordinate with HQDA, TRADOC, and the proponent schools to determine their ability to support the unit's request.

For additional information on scheduling training and MTTs, contact the USAOS Training Management Office at (804) 765-9766.

Mr. Jeffrey D. Grimes
Training Management Office

Note!

**The requesting unit
is responsible for all costs
associated with MTTs.**



Changes to Enlisted Centralized Boards (Army Directive 2019-15)



As we approach the 50th anniversary of the enlisted centralized board process, Department of the Army is making several changes that will facilitate an annual assessment of talent (skills, knowledge, and behaviors) to maximize the potential of the

greatest assets—our people. The following changes recognize and capitalize on the unique talents of our non-commissioned officers (NCOs). This talent management effort will help the Army improve readiness and sustain a workforce of trusted professionals by employing NCOs to the maximum effect while mitigating a mismatch of people and requirements. The changes will be effective upon modification of the automation processes and personnel systems of record (concurrent with the fiscal year 2020 board cycle).

The Army will conduct quarterly assessment boards by rank (Staff Sergeant through Command Sergeant Major) to assess and rank order the talent of eligible NCOs in accordance with Army doctrine and proponent guidance. The Army Deputy Chief of Staff (DCS), G-1 will announce board dates and eligibility criteria. Soldiers eligible for consideration cannot opt out. These boards will assess the talent of individuals under consideration and generate order of merit lists (OMLs). The OMLs will inform numerous human resource decisions, including but not limited to:

- ◆ Scheduling professional military education
- ◆ Order of selection for effective dates of promotion
- ◆ Consideration for potential nomination as a Nominative Command Sergeant Major (CSM) or Sergeant Major and selection for and slating against valid CSM positions
- ◆ Assignment to key developmental positions or against strategic broadening opportunities
- ◆ Retention or denial of continued service on a selective basis

Individuals will learn their OML standing through the online Army Career Tracker. Based on the annual assessment, they will be able to identify how they compare with NCOs of the same grade in their military occupational specialty. The communication

between the Army and affected NCOs will be private. Official board results will be published without OML rankings, but those NCOs found most qualified will be annotated accordingly. All NCOs the board assessed as otherwise qualified for potential promotion will be identified within the official board results. Those NCOs not qualified for promotion will be informed separately.

To improve personnel readiness, individual selection for promotion will be accomplished on a monthly cycle (based on individual eligibility and OML standing), identifying the best-qualified NCOs for promotion to satisfy the Army's requirements. The DCS, G-1 will no longer publish an annual list of Soldiers for promotion to NCO ranks of Sergeant First Class and above.

The DCS, G-1 will impose a Headquarters, Department of the Army (HQDA) bar to continued service against any Soldier (Regular Army, USAR, and ARNG) who fails to qualify for promotion upon attaining primary zone time in service/time in grade eligibility because he or she did not complete the mandatory Structured Self-Development /Distributed Leaders Course. The HQDA bar to continued service puts a Soldier on notice that his or her continued service may not be in the Army's best interest.

These boards will also have access to data not currently considered when a board sees a Soldier's Army Military Human Resources Record. The inclusion of this additional data, such as suspension of favorable personnel actions (FLAGS), Immediate Reenlistment Eligibility Prohibition codes, and information indicating a Soldier is ready to deploy, improves a board's ability to assess each Soldier's qualifications), deployability (enhancing readiness), and, ultimately, overall contributions to the professionalism of the NCO Corps.

Board OMLs will be used to inform NCOs of selective continuation in certain skills or potential denial of continued service when an NCO's performance is deemed substandard. By incorporating continuation and denial of continued service processes predicated on qualitative grounds, strength limitations, reduction in force, or budgetary constraints to an annual OML process, the Army will increase readiness and reinforce the professionalism of the NCO Corps. The complete Army Directive can be read on the [HRC website](#).

MSG Marie M. Legros
Ordnance Proponent Liaison

← Ordnance Support to Desert Storm

On February 24, 1991, the Army launched one of its largest ground assaults in history, Operation Desert Storm. The Army deployed large, mechanized forces to achieve its success in this operation and these forces depended upon thousands of Ordnance Soldiers to provide maintenance to keep them moving, ammunition to keep them shooting, and Explosive Ordnance Disposal (EOD) to keep their routes clear.

Desert Storm was a two-Corps operation carried out by the VII Corps and the XVIII Airborne Corps. The scope of the operation was massive, with the VII Corps (also known as the Jayhawk Corps) alone having over 50,000 vehicles (6,000 of which were armored) and more than 100,000 troops within its three divisions and one armored cavalry regiment.

Each division under both Corps had a single Main Support Battalion (MSB), and each combat brigade had its own Forward Support Battalion (FSB). These



MSBs and FSBs provided direct maintenance and supply support to their respective supported unit. General maintenance support for VII Corps was provided by the 2nd Corps Support Command (COSCOM), and its four Corps Support Groups (CSGs) from Logistics Base (LOG BASE) Echo. A total

of 24 Ordnance maintenance companies and detachments of various types, 15 active component and 9 reserve component, served in these CSGs. All total, these maintenance units completed 12,450 jobs prior to the ground war and another 1,287 jobs during the 100-hour war.

In the area of ammunition support, the VII Corps again provides a good example of the scope of the operation. Ammunition responsibility in the theater fell to the 111th Ordnance Group (Ammunition). It delivered ammunition to the 101st Ordnance Battalion (Ammunition) and operated Corps Storage Area 32 (CSA 32) at LOG BASE Echo and Ammunition Supply Point 51 (ASP 51) for the 1st Infantry Division. The 101st had three attached ammunition companies: the 501st, 529th, and 663rd Ordnance Companies (Ammunition). On the eve of the ground campaign, CSA 32 had 38,000 tons of ammunition



stockpiled and ASP 51 had an additional 10,000 tons.

All Army EOD units in the theater during Desert Storm came under the control of the 1st EOD Group (Provisional). The Group had three subordinate EOD control teams, one for each Corps (VII and XVIII), and one for the theater. These control teams commanded the 24 nine-person EOD detachments deployed for support at the division level during Operation Desert Storm.

Thousands of Ordnance Soldiers moved a mountain of logistics to meet the maintenance, ammunition, and Explosive Ordnance Disposal (EOD) missions that made Operation Desert Storm a success.

Mr. Karl L. Rubis
Historian



Clockwise from the left: Soldiers repair the engine of an M577 armored command post vehicle, load multiple launch rocket system pods, and prepare charges to destroy unexploded Ordnance in support of Operation Desert Storm.



2020 Ordnance Corps Hall of Fame Inductees



Historical Category



Mr. John P. Amerspek



Mr. Edward Ford



COL
George W. Outland



COL
Jack L. Winkler

Contemporary Category



COL
Charles C. Gibson



COL
Kenneth G. Juergens



COL
Mark F. Migaletti



COL
Joseph A. Tirone



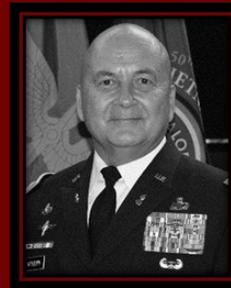
LTC
Susan P. Carlson



CW5
Curtis Atkins Jr.



CW5
Charlie R. Parker



CW5
James Rathburn



CW4
Linda Schwartz



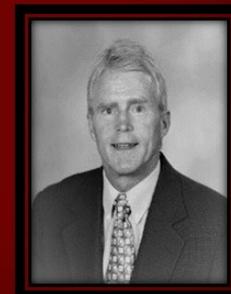
CSM
Stephen D. Blake



CSM Angel Clark



SGM Tim Ozman



Mr. Gary Neuser

