



FY 14 Combat Marksmanship Symposium

**Out-Brief To:
Lieutenant General Glueck
Deputy Commandant
Combat Development and Integration**

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6 May 2014**



Agenda



- **Background**
- **Historical Symposium Impacts**
- **Purpose**
- **Mission**
- **Elements**
- **Decision Items**
- **Way Ahead**



Background



- **The Combat Marksmanship Symposium (CMS) is a MAGTF forum.**
- **Previous CMSs and Charter.**
 - FY11 CMS; 07-11 Mar 2011.
 - CMS Charter signed; July 2011 (approx).
 - FY12 CMS; 24-28 Oct 2011.
 - FY13 CMS; 15-19 Oct 2012.
 - **FY14 CMS; 7-10 Apr 2014.**
- **WTBn Quantico, Training Command.**
 - **Mission is to serve as the Marine Corps proponent for all facets of small arms combat marksmanship and be the focal point for marksmanship doctrine, training, competition, equipment, and weapons.**
 - **Designated as the lead agent to establish and conduct the Combat Marksmanship Symposium.**



Historical Symposium Impacts



- **FY-11**
 - ✓ Implementation of RCO at Entry-Level (MCRDs and TBS).
- **FY-12**
 - ✓ Authorization for use of T/O Individual Weapons for annual qualification; i.e. M27 IAR, M45 CQB.
 - ✓ Adoption of a Common Weapon Sling (VCAS).
 - ✓ Publishing of the annual MARADMIN listing weapons, optics and attachments authorized for annual training.
- **FY-13**
 - ✓ Development of a Moving Threat T&R (03XX Core Plus Task).
 - ✓ Implementation of the Combat Pistol Program (CPP).



PURPOSE



To provide the Marksmanship Advocate with information and obtain decisions on FY14 Combat Marksmanship Symposium (CMS) recommendations.



Symposium Purpose



- **Reinforce** Combat Marksmanship as a dominant force in our Marine Corps culture.
- **Standardize** the way we conduct Marksmanship across the Marine Corps.
- **Assess** the training continuum -- from “Yellow Footprints” to combat.
- **Provide a venue** to address issues that impact marksmanship training.
- **Facilitate** alignment of technological and tactical developments with doctrine.



Symposium Mission



- Chartered as a forum for vetting issues.
- Serves in an advisory capacity to Deputy Commandant Combat Development & Integration (DC CD&I) and marksmanship advocates.
- Examines marksmanship related issues for review and consensus prior to submission to other forums, other advocates, and HQMC staff sections as required.



Elements



- **Advocate – DC, CD&I**
- **Executive Steering Committee**
- **Working Groups**



Executive Steering Committee (ESC)



WTBn Quantico

PP&O

AVN

I&L

MARFORCOM

MARFORPAC

MARFORRES

TECOM

I MEF

II MEF

III MEF

WFTBn Edson Rng

WFTBn PI

*** SOI East & West**

*** MCICOM**

MARCORSYSCOM

*** Proposed ESC Charter Change**



Working Groups



- **WG-1 Weapons (Enduring)**
- **WG-2 Range Facilities (Enduring)**
- **WG-3 Combat Rifle Marksmanship**
- **WG-4 Competition in Arms Program (CIAP)**
- **WG-5 Simulations and Distance Learning**



Combat Marksmanship Range and Facilities Campaign Plan



Discussion:

- **The Marine Corps has sustained current combat marksmanship requirements on facilities and infrastructure built in latter half of the 20th Century.**
- **Seventy-six year old infrastructure inhibits current combat marksmanship skills from being trained.**
- **Need a strategic approach to improve and construct infrastructure that supports the Combat Marksmanship Program (CMP).**

Recommendation:

- **Direct the establishment of a body of stake holders who will create and manage a Combat Marksmanship Range and Facilities Strategic Campaign Plan.**

Decision:



Combat Rifle and Pistol Master (CRPM)



Discussion:

- **Implement a program to foster excellence in combat rifle and pistol marksmanship.**
- **Will generate enthusiasm “reawakening” for ART/APT.**
- **Provides commanders a tool to enhance unit marksmanship.**
- **Create a device for wear to distinguish CRPM Marines.**
- **Historical examples; MCMAP, CIAP, Master EOD, Marine Parachutist .**

Recommendation:

- **Approve the concept for the creation of a certification program/road map for implementation.**
 - **Program to be approved by DC, CD&I before implementation.**

Decision:



Combat Rifle Marksmanship Table 1 Re-Sequencing



Discussion:

- **FY13 CMS tasked WTBn to explore re-sequencing MCCMP skill sets to maximize training time and efficiency.**
- **Proposals captured capability to merge combat engagement techniques, Positive Identification (PID) of a threat considerations, and physiological realism while maintaining the time-proven fundamentals of marksmanship.**

Recommendation:

- **Endorse an expansion of the current study to complete testing of the conceptual Fundamental Rifle Training course.**
 - **Develop plan for approval by ESC.**
 - **Issue FOS to designated range sites to aid and assist in the testing.**
 - **Provide testing results to FY15 CMS for decision/implementation.**

Decision:



Combat Rifle Marksmanship

Table 2 – 4d Re-Sequencing



Discussion:

- **The 2005 Marksmanship Symposium created intermediate and advanced combat marksmanship skills with the expectation that revisions would be required.**
- **CG TRNGCMD's directed analysis of Table 3 training within the SOIs revealed and caused numerous refinements and improvements.**
- **These refinements and improvements were the catalyst to adopt an institutional change in the combat rifle training continuum.**
- **Proposed changes fuse intermediate and advanced combat marksmanship tables (Tables 3a – 4d) into one table set for all Marines.**
- **Table changes: Pivots and laterals (advanced skills) removed from annual training but remain as a skillset within the 03xx T&R manual.**



Combat Rifle Marksmanship

Table 2 – 4d Re-Sequencing (Cont.)



Discussion:

- **Table 2**
 - Double amount of training for moving targets.
 - Move multiple target engagement from Table 2 into Table 3.
- **Table 3**
 - Table 3a, now Unknown Distance (UKD) day (formerly short range day).
 - Table 3b, now UKD night (formerly short range night).
 - Table 3c, now short range day (formerly UKD day).
 - Table 3d, now short range night (formerly Known Distance (KD) night).

Recommendation:

- Approve implementation of the revised combat marksmanship tables.
 - Develop an implementation plan.
 - Amend the current T&R events to reflect the actual skill sets trained and not just a course of fire.

Decision:



Conceptual Target for Marine Corps Combat Marksmanship Program (MCCMP)



Discussion:

- Replace current targets with a photo realistic threat-type target IOT bring the best aspects of current targets and photo realistic targets together and better prepare Marines for combat.
- Supports:
 - Threat depiction.
 - Shoot /no shoot concept.
 - Doctrinal engagement techniques.

Recommendation:

- Approve the procurement and use of the new target for the execution of Rifle Combat Marksmanship Tables 2 – 3d.



Decision:



Authorize Gunners to Conduct CMC/CMT



Discussion:

- **Bn TEEP's routinely conflict with scheduled Marksmanship Training Unit (MTU) run Combat Marksmanship Coach (CMC; MOS 0933) and Combat Marksmanship Trainer (CMT; MOS 0931) courses.**
- **Provides Marine Gunners (MOS 0306) flexibility to better meet missions.**
- **Increases school seats for non-infantry Marines.**

Recommendation:

- **Authorize Marine Gunners to produce these two MOSs with Regional MTU oversight and support.**
 - **Train 0306s during IWOC to execute these two POIs.**

Decision:



ISMT Improvements

Discussion:

- While modifications have been made to update the ISMT, further improvements and enhancements are necessary to train current doctrinal techniques using modern equipment.

Recommendation:

- TECOM incorporate the following enhancements to the ISMT.
 - Engaging moving threats.
 - Realistic movement speeds.
 - Angles of movement.
 - Engaging threats at unknown distances.
 - Engaging threats at night using night aiming devices.
 - Procurement of M27 IAR, Optics and Optic Filters.

Decision:



SNCO/Officer Marksmanship Exemptions



Discussion:

- **Current exemption from annual rifle training.**
 - **Officers with 13 years TIS or Major and above.**
 - **GySgt and above.**
- **FY13 CMS recommended all Marines qualify annually with their T/O weapon generating a task to collect data IOT determine feasibility.**
- **Data collection from range sites revealed the ability to support increased shooter throughput.**
- **Twelve years of combat experience indicate Marines of all ranks who are assigned weapons need to maintain annual proficiency.**
- **Removing this exemption would be in keeping with the Commandants policy of “reawakening”.**

Recommendation:

- **Remove the current Senior SNCO/Officer exemption from MCO 3574.2_ and require all Marines within the Operating Forces to conduct annual qualification with their T/O weapon.**

Decision:



SNCO/Officer Marksmanship Exemptions (Cont.)



- **MARFORCOM Dissenting Opinion:**
 - Does not take into consideration the time constraints placed on most senior level leaders.
 - The role of a senior leader is less than that of a practitioner of marksmanship but rather a Leader of Marines who is consumed with preparing their organization to deploy.
 - Lacks formal analysis or considerations of the impacts to the OPFOR and the necessity to make this change.
 - MARFORCOM fields a number of annual waiver requests for lack of time and quotas, removing this exemption will only serve to exacerbate the problem.
 - The current policy adequately addresses the training and time constraints levied on Senior SNCOs and Officers and it would be imprudent to revoke without a proper analysis of the impacts and cost (both time and money).
- **Recommendation:**
 - Recommend DC, CD&I formally staff any proposed change to the OPFOR for comment and impact statements.



SNCO/Officer Marksmanship Exemptions (Cont.)



- **DC, AVN Dissenting Opinion:**
 - Based on the lack of information and analysis regarding impacts to cost, time-to-train, impacts to quotas and resultant effects on Aviation readiness.
 - Aircrew T/O weapon is both the service rifle and service pistol. Will this mandate two courses of fire each year?
 - Time-to-train and resultant readiness. Increased time away from squadron time-to-train with about 65% of units deployed or preparing to deploy.
 - Flying squadrons, by nature, have a large number of Senior Enlisted and Field Grade Officers. As such, the impacts to readiness in these units may be amplified.
- **Recommendation:**
 - Additional refinement and analysis must be conducted IOT fully understand all of the associated impacts prior to implementation of this course of action.



Combat Marksmanship Symposium Charter Modifications



Discussion:

- The current CMS Charter assigns one vote for SOI-E and SOI-W.
- The current CMS Charter pre-dates the establishment of MCICOM.

Recommendation:

- Authorize revision of CMS Charter.
 - Include both SOIs as voting members.
 - Include MCICOM as voting member.

Decision:



Way Ahead



- **Publish post-symposium message.**
- **Publish the annual authorized weapons and optics MARADMIN.**
- **Prepare for FY15 Symposium (Oct 2014).**



Questions/Guidance





Combat Marksmanship Range and Facilities Campaign Plan



Benefits:

- The Marine Corps will have a plan that addresses the long term sustainment of our combat marksmanship proficiency.
- Consistency of ranges throughout the Marine Corps will ensure training to standard for Marines from Entry Level to Annual Qualification.
- Facilities that support training to the skill set/weapons capability vice what the infrastructure will allow.
- Allow the institutional training program of combat marksmanship to improve without being hindered by decades old terrain and limitations.

Cost:

- Time: This plan will take up to 10 years to bear the benefits above but if not started now for inclusion in the POM cycle, will only take longer.
- Funds: As yet un-estimated millions of dollars in funding will be required over the course of numerous POM cycles.
- Personnel Tax: Manpower put to this IOT ensure success.



Combat Rifle and Pistol Master Program



Benefits:

- Increased enthusiasm in the Marine Corps Combat Marksmanship Program.
- Increase quality of coaching through interaction with proficient coaches and trainers.
- Replicates the Distinguished Marksman and Pistol Shot program found in the CIAP.
- Increases combat proficiency of Marines.
- More effective and efficient use of personnel tax already associated.

Cost:

- Develop implementation plan to address:
 - Distance Learning
 - Badge creation/acceptance
 - Program management
 - Draft change to MCO 3574.2
 - Draft change to MCO 3591.2



Combat Rifle Marksmanship Table 1 Re-Sequencing



Benefit:

- **Incorporate valid, combat engagement techniques into annual rifle qualification.**
- **Evaluation of Marines true abilities to engage threats, in addition to application of fundamental rifle skills.**

Cost:

- **Testing effort will require time, personnel participation, ammunition, targetry.**
- **Up-date of supporting lesson materials, course of fire instructions.**
- **Update of MCTFS, score reporting procedures.**



Combat Rifle Marksmanship

Table 2 – 4d Re-Sequencing



Benefits:

- Re-Sequenced training allows for building block approach to introducing and refining skills.
- Greater emphasis on engaging moving threats.
- Efficiency – Single set of Rifle Tables concentrates efforts on known critical skills for all Marines.
- Infantry (MOUT) specific skills can be trained separately, as needed based on unit mission requirements.
- Time and ammunition reduced overall, yet critical skills receive enhanced focus.

Cost: (Ammo)

Infantry MOS's:	Now - 1,309	Re-Sequenced - 663	- 646
All others:	Now - 595	Re-Sequenced - 663	+68



Conceptual Target for Marine Corps Combat Marksmanship Program (MCCMP)



Benefits:

- Allows Marines to respond to an appropriate “stimulus” in training.
- Allows Marines to determine shot placement based on visible human anatomy.
- Permits training to incorporate critical decision making for Marines during live fire training and evaluation
“Shoot /no shoot concept”

Cost:

- Current target cost is \$0.32
- New target estimate is \$0.19 – \$0.33, depending on bulk procurement.





Authorize Gunners to Conduct CMC/CMT



Benefits:

- Provides Marine Gunners (MOS 0306) flexibility to better meet missions.
- Increases school seats for non-infantry Marines.

Cost:

- Inclusion of education of new policy within IWOC POI.
- Increase in workload for Regional MTU's in conducting oversight and support.



ISMT Improvements



Benefits:

- **Marines can train current engagement techniques using simulation, allowing for shooter mechanics and COF familiarity, prior to/ in addition to live fire of the following skills:**
 - Engage Moving Threats
 - Engage Threats at Unknown Distances
 - Engage Threats at night using night aiming devices.
- **Use of M27 IAR/SDO within the ISMT captures ¼ of the weapons within the infantry rifle squad.**
- **Optics and associated filters for each weapon system will replicate actual employment and aiming techniques for the following weapons:**
 - M-4/RCO, M16A4/RCO, M27/SDO, M240/MDO.

Cost:

- **A cost analysis and prioritization of equipment/distribution are necessary to capture total cost.**



SNCO/Officer Marksmanship Exemptions



Benefits:

- All Marines assigned rifles/pistols as T/O Weapons would be required “annually” to demonstrate their ability to use/employ their primary weapon.
- Increased leadership during execution of annual Combat Marksmanship Training.
- Familiarity with primary aiming device (RCO) and precision engagement techniques (Table 1).
- Marksmanship would return as a Core skill for all Marines to practice throughout their careers, IE: Swim, MCMAP, CFT, PFT

Cost:

- Modification (Change 1) of MCO 3574.2_
- Increased throughput of Regional Marksmanship Ranges (IE: Stone Bay, CLNC)
- Time away from Staff functions at the Bn Level