



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY FIRES CENTER OF EXCELLENCE AND FORT SILL
455 MCNAIR AVENUE, SUITE 100
FORT SILL, OKLAHOMA 73503

ATZR-C

SEP 23 2025

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: CG Policy Memorandum #11: On-the-Spot Corrections

1. Reference.

- a. Army Regulation 600-20 (Army Command Policy), 6 February 2025
- b. Army Regulation 600-100 (Army Profession and Leadership Policy), 27 March 2025
- c. Army Blue Book, Fires Center of Excellence and Fort Sill Standards, 1 February 2022

2. Scope and Applicability. This policy applies to all Officers and NCOs assigned, attached, or under my General Court-Martial Convening Authority at U.S. Army Fires Center of Excellence and Fort Sill, Oklahoma.

3. Purpose. The purpose of this policy is to emphasize my commitment to creating a culture of excellence through empowering Leaders at all levels.

4. We must forge a dedicated, fighting force by maintaining standards, regardless of how small they may seem. Standards are the bedrock of our force. **To that end, I expect Leaders at all echelons to issue on-the-spot corrections for minor deficiencies to all Soldiers. On-the-spot corrections must be respectful and deliberately focused on helping the Soldier overcome their minor deficiencies while not violating other lawful regulations, policy, and guidelines such as Sexual Harassment and Equal Opportunity.**

5. To ensure this policy is properly executed by Leaders at all echelons, I expect Leaders to educate themselves on current Army standards and governing regulations for grooming, wearing of uniform, military customs and courtesies; US Army, FCoE and Fort Sill Blue Book standards; and the appropriate means and methods of issuing on-the-spot corrections. Leaders are required to have in their possession, while on duty, a copy of the current FCoE Blue Book. This can be a hard copy or an accessed version available on the Fort Sill Intranet home page.

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6. To ensure Leaders have the space and freedom to make on-the-spot corrections, I am withholding to my level all investigations and initial disposition of all allegations of misconduct against a Leader while they are making an on-the-spot correction. This includes, but is not limited to, the following:

a. Where an allegation against a Leader making an on-the spot correction is made to the Command, I withhold the initiation, approval, and initial disposition of all command-directed investigations normally referenced as commander's inquiries, Rules for Courts-Martial 303 inquiries, or Army Regulation 15-6 investigations.

b. Where an allegation against a Leader making an on-the-spot correction is made to the Office of the Inspector General, and the Office of the Inspector General refers the investigation to the command for action, thereby indicating the Inspector General will not investigate the allegation(s), I withhold at my level the initiation and approval of the investigation into such allegations.

c. Where an allegation against a Leader making an on-the-spot correction falls into the purview of military law enforcement, I withhold at my level initial disposition of such allegations once military law enforcement has concluded their investigation.

d. Where an allegation against a Leader making an on-the-spot correction results in an informal or formal Sexual Harassment complaint, I withhold at my level the initiation and approval of the investigation into such allegation(s). The appeal authority for these matters will be in accordance with AR 600-52, para. 2-16.

e. Where an allegation against a Leader making an on-the-spot correction results in an Equal Opportunity complaint, I withhold at my level the initiation and approval of the investigation into of such allegation(s), Appeal authorities for these matters will be in accordance with AR 600-20, para. 6-6(e).

7. Nothing in this policy prevents any subordinate from preferring charges. By withholding initial disposition authority, I have withheld the authority to determine what action is appropriate, to include the potential to refer the case down to the lower-level commanders to take action as they deem appropriate.

8. Leaders will notify me directly if they believe that they, or another Leader, has been targeted or dealt with unfavorably as a result of issuing a good faith, on-the-spot correction.

9. It is the duty of Leaders to maintain and enforce the standards and expectations of an organization. Do your job.

10. Expiration Date. This policy is effective immediately and will remain in effect until suspended, revoked, or superseded.

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11. The point of contact for this memorandum is the Secretary of the General Staff at (580) 558-0599.

A handwritten signature in black ink, appearing to read 'P. Costello', with a large, stylized 'S' or 'J' flourish extending from the end.

PATRICK M. COSTELLO
Brigadier General, USA
Commanding

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