

General Carpenter Areas of Interest

1. TTHS for ARNG

- What is TTH?

The Army uses the term Trainees, Transients, Holders and Students (TTHS) to represent Soldiers not assigned to units. TTHS often is viewed in a negative light and seen as the reason the Army cannot have more units in the force structure. Although this is technically true, it may be more appropriate to consider TTHS as the investment required for the Army to have trained and educated leaders and Soldiers ready and available to perform their missions. TTHS allows the Army to transition citizens to Soldiers, maintain leader development systems unequalled in any other military force and ensure that trained Soldiers are provided to unit commanders. The active Army's total strength is divided between the Force Structure Allowance (FSA)—the total of all authorized positions in units—and TTHS.

- A change that I would like to see within TTHS, is fair, equal reporting and credit. The current system is not fair in all areas, a classic example: when Texas and states send FLRI candidates to Lackland Air Force Base within their score card it appears as the applicant has shipped and has a positive score rating. Now, when Puerto Rico sends a FLRI accession to our Language Center, they are not reported as shipped. There is a double standard, again Puerto Rico is not being treated fairly.

2. Full Time Manning

- As for this topic, I need time to ponder on more. I will be executing several changes within my staff between 15th of November thru the end of the month. I will ask my new staff to execute an internal manpower study. I will task them to review requirements versus resources. In a time of downsizing, I am aware the likelihood on obtaining additional full time force, is unlikely, however contractors and additional ADOS dollars for certain programs throughout the year may be an alternative.

3. BOG/Dwell Ratios

- I am comfortable with the Department of Army Personal Policy Guidance dated 1 July 2009 as written. My opinion may change depending later on, if OPTEMPO of mobilizations raise higher than they were during the peak of Bush area.

4. Mobilization Experience

- Puerto Rico has a vast amount of experience in mobilizations. We were the principle provider in filling major combat formations, thus assuring they were able to deploy. Our major contributions were from 2004-2010. I am interest in signing a memorandum of agreement in which we will provide forces for MFO, GTMO, JTF-HOA and rotational

forces to Korea for a certain amount of years. Similar to what we have done in the past. Such opportunity will assist on minimizing departure of Guardsmen to the active component.

5. Changes in Force Structure Impact on Puerto Rico

- I am comfortable with the agreed changes on Force Structure for Puerto Rico, current changes will have a positive impact with our State requirements, when called upon from the Governor. Our BDE will be able to complement the needs of the Government.
- As we commence cross leveling within the State, analyzing requirements and breaking down requirements, my G1, G3 and RTI CDR may require assistance from their counterparts at NGB. I've directed my staff to conduct mission analysis and provide me with the glide path to include mile stones on our transformation process.

6. Relationship/interaction with NGB & DPT Army

- Overall, at the moment I am comfortable with my working relationship with the front office (Director's Office). However, I have some concerns with the staff. We are confronted with two major challenges at this moment.

1. Language Center – It is imperative, a solution is found for funding. This is Guard issue, not only a Puerto Rico issue. Every state has its own reality, Puerto Rico is CAT IV and FLRI heavy. Our language center, provides assurances that new recruits will be successful and remain as part of the Guard. If the language center closes it would be detrimental to our accession requirements. This would mean, new recruits would go to Lackland, thus allowing the Regular Army and other Services to have the opportunity to cherry pick and influence the recruit to join another Service that is not the Guard.

In the end, it is the Guard as a whole who is affected. ARNG staff and GSS is looking at the language center issue as a Puerto Rico issue. They need to take a 30,000 FT approach and look at this problem thru a multi-dimensional lens.

2. Recruitment – RR has elevated two issues. First, Puerto Rico market is CAT IV & FLRI heavy. It appears the GSS staff looks at this issue as a limitation of academic and intellect challenges within Puerto Rico, not realizing the majority of applicants are college attendees, have BAs and in many cases MBAs. The organizational culture is limiting their view in understanding the reality of our market. This is an issue of common sense, any policy limiting Puerto Rico to accessing year round CAT IVs and FLRIs is wrong and needs to be change. Another issue, is the need for Store Fronts. Puerto Rico does not have the state of art facilitates that US mainland does. Our facilities are from 1940s. Store fronts, Kiosk in malls will assist recruitment efforts.

3.

Additional Talking Points

State Partnership Program (SPP)

- With the ongoing challenges within the South China Sea area; is there going to be an expansion of SSP? Should there be any, Puerto Rico is interested on acquiring another partnership with an island nation of the region.

Engage Regionally

- TRADOCs document title – “Force 2025 & Beyond – Win in a Complex World” makes mention to “Engaging Regionally” as one of the criteria’s required for success. Puerto Rico has two particular elements that can contribute to this criteria. First, its Spanish heritage, its understanding of the Hispanic culture can facilitate bondages throughout the Americas and the Caribbean. I am interested on providing forces to participate in more training events, real life missions, assist in training and maintenance of equipment that is sold through foreign military sales. Additionally, I like to offer our MATES as trainers for any foreign military sales done. Second, Puerto Rico as an island and its history, has many similarities I believe can assist with the island nations within the Caribbean. Our experiences can even provide added value to the island nations within the South China Sea. Puerto Rico can be seen as a neutral agent, and facilitate the engagement process.

Host Rider Nation Program

- I would like the opportunity to offer Airman and Soldiers to participate as translators for the “Host Rider Nation Program.
- Additional Information below. In summary: The “Host Rider Nation Program” is a counter drug program. What we are looking for is the opportunity to provide translators for the program.
- Aviation assets fly throughout the Caribbean, Central and South America. This is an Air Force mission, who have specialized aircrafts for the requirement. Secret Clearance is required.

http://www.sitemason.com/newspub/dtWzug?archive_month=&archive_year=2007&archives=Go&id=38543

http://fpif.org/us_military_bases_in_latin_america_and_the_caribbean/

<http://journalrecord.com/tinkertakeoff/2007/03/16/airmen-protect-president-during-south-america-travels/>

Recruitment Efforts

- The document title “ The Army Vision – Strategic Advantage in a Complex World” makes mention:
“As it applies to Soldiers, improving our agility begins with changing how we recruit, develop, manage, and train personnel. We will need a whole-Army recruitment and retention strategy and must commit to personnel policies that better develop and manage Soldiers” (p7)

Regular Army maintains open throughout the year the “FLRI Program”; Puerto Rico has the 1st and 2nd Quarters open to accessing applicants under the FLRI Program. Why the Guard is not treated equal? Puerto Rico is predominantly FLRI and CAT IV heavy. The current process is limiting the Puerto Rico Guard in accessing soldiers into the force. This issue has been brought to NGB-GSS and at the present time no action has occurred.

The majority of applicants who wish to enter the force have BAs and MBAs, from credited universities, the same institutions who provided accreditation to mainland institutions. This demonstrates, there is not an academic nor intellect challenges, it becomes an issue as English as a second language. Puerto Rico needs fair treatment in allowing year round FLRI and CAT IV accessions in order to assure end strength is met.