

NCO HISTORY PAPER

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NCO History Brief
2 Significant Military Police Corp Regimental CSMs

I. Introduction.

A. References used: Personal Interviews and the, "The Noncommissioned Officer Corps on Leadership, the Army and America, Quotes for Winners (Military Police).

B. The purpose of this NCO History brief is to expound on the contributions of the NCO Corp concerning the continued evolution of the Military Police Corp Regiment. How two CSMs had a definitive role in: Where the MP Corp came from, Where it is today, and What we can expect in the future.

II. Body.

A. The first step in developing my NCO History research was to determine the two Regimental CSMs that would comprise my study. Only after making, a few phone calls and having spoken with the MP Corp Historian were my choices selected. Next, I determined the four areas that would comprise my research: Leadership, Discipline, Training, and Weapons.

B. Knowing my research areas, I then developed a questionnaire and gathered the contact information pertaining to the three subjects chosen.

C. I will discuss the significant contributions of CSM (R) Perry and CSM (R) Stalter IAW the four areas stated above.

III. Closing.

A. Summary: During the last 15 minutes we have discussed the significant contributions of three Military Police Corp Regimental Command Sergeant Majors.

B. What are your questions?

C. Closing Statement: The Military Police Corp has come a long way from the days of being Combat Service Support to Combat Support. From just being thought of as possessing only the law enforcement capability, to today, where the Corp is a combat multiplier on the battlefield executing many critical functions. The contributions of these three particular Regimental CSMs have played a key role in the past and will continue to transform the MP Corp in the future as the Army continues to evolve.

Contributions of Two Previous Military Police Corp Regimental Command Sergeants Major

The Military Police Corp is one of the Army's newest Corps established on October 16, 1941. The Military Police Corp has a long and proud heritage of serving the Nation in peacetime and in war. The men and woman of the Military Police Corp have proven their worthiness as a combat multiplier, which enabled the Corp to transition from being a combat service support element to being a combat support (CS) asset. The position of the Regimental CSM, a one star general officer billet, established the senior enlisted advisor position providing the Military Police (MP) with not only a senior noncommissioned officer to represent the Corp and oversee the U.S. Army MP School NCO Academy, but more importantly the position established the single NCO link with the Sergeant Major of the Army and other top senior leaders in the Department of Defense.

Only seven command sergeants major to date that have held the position of Regimental CSM. I chose two regimental CSMs to conduct my research on and narrowed the research criteria to four areas: Leadership, Training, Weapons, and Discipline. The two Military Police Corp Regimental Command Sergeants Majors selected were CSM(R) Joshua Perry and CSM (R) David W. Stalter.

Let us first begin with CSM (R) Joshua Perry: A native of Strong Arkansas, he graduated high school in May 1960 and entered the Army in September 1961. After completing basic training at Ft. Leonard Wood, Missouri and AIT at Ft. Gordon, Georgia, he attended the Basic Airborne Course at Ft. Benning, Georgia.

During his 30 years of military service, CSM (R) Perry served one tour in Vietnam, three tours in Germany, one tour in Korea, and several stateside assignments. CSM(R) Perry

performed duties in many technical positions, including Desk Sergeant, Patrol Supervisor, Physical Security NCO, Unit Operations NCO, and Provost Marshall Operations Sergeant Major. In addition, he successfully performed in several leadership positions, to include Squad Leader, Platoon Sergeant, First Sergeant in physical security, garrison, division, and corps military police units, and various Command Sergeant Major positions at Redstone Arsenal, Alabama; United States Disciplinary Barracks, Ft. Leavenworth, Kansas; and lastly the third Regimental Command Sergeant Major for the Military Police Corps Regiment.

CSM(R) Perry's military education includes Physical Security School, MP Basic and Advanced NCO courses, 7th ATC First Sergeant's course, and Class 19 of the United States Army Sergeant Major Academy. His civilian education includes a Bachelors of Science degree in Criminal Justice.

CSM(R) Perry retired after 30 years of service on 31 October 1991, and is presently employed as a training Specialist at the U.S. Army Military Police School where he is the Course Manager for the Rehabilitation Training Instructor's Course (RTIC). The RTIC program assists the National Drug Control Strategy by providing instructor training to federal, state, and local civilian correctional agencies who have adopted a "Shock Incarceration" or a military "Boot Camp" style program for the rehabilitation of nonviolent youthful drug offenders. Due to his continued involvement at the MP schoolhouse, MPs throughout the Corp, know him as the God Father.

In a telephonic interview with CSM(R) Perry, we discussed leadership, training, weapons, and discipline issues that he faced as the third MP Corp Regimental CSM (RCSM).

In regards to leadership, CSM(R) Perry stated that he determined the success of the MP Corp was at the first line leader's level (squad leader and platoon sergeant) and so he focused on the

basic noncommissioned officer course (BNCOC) and the advanced noncommissioned officer course (ANCOC). By doing so, he would also facilitate the development of future First Sergeants. “Now more than ever our young soldiers need heroes. They look up to us, as their leaders, for guidance and moral strength. We are constantly in their eyes.” *The NCO Corps on Leadership, the Army, and America, Jan 1998, p 6.* CSM(R) Perry believes that teams, squads, platoons, and units reflect in the image of its first line leaders. He further related that to be successful as a leader you must: take care of and keep soldiers informed, send them to proper schooling for continued development, be competent in all your duties, be consistently firm and fair in the treatment of your soldiers, and earn the respect of your subordinates by leading by example. CSM(R) Perry coined the acronym, “DRANO”, which means: D-Duty, R-Responsibility, A-Accountability, and NO-Noncommissioned Officer.

On the issue of Training, CSM(R) Perry stated that the MP Corp is the only CMF that issues a side arm to a 19-year-old soldier and trains them to make life or death decisions when only seconds are available. We train our MP soldiers to make tough decisions early on in their career; grooming our leaders early. CSM(R) Perry believed that the need for a formal education system with a main emphasis on reading and writing was needed which came about during the common core phase of NCOES. CSM(R) Perry was instrumental in the development of the NCO career map that is in use today as a guide for MP NCOs.

CSM(R) Perry recalled that discipline was rarely an issue and, more often than not, the MP’s conduct was commendable or held in high regard. He was in constant communication with post CSMs that would praise the performance of the MPs on their installation and more often than not represented the MP Corp well at post level boards etc. During his tour as the RCSM, most discipline issues were internal and categorized as being minor. One point that he emphasized

was holding service members feet to the fire and practicing tough love. Summarized article 15s are a great tool and regardless of the level of Art 15, always have the soldiers' first line leaders (TL, SL, PSG, and PL), present all the way up to the 1SG and Commander during the process. This practice was encouraged throughout the MP Corp and holds true to this day.

The significant issues concerning weapons were the introduction of the HMMWV, the MK-19, (the 40mm automatic grenade launcher), the 9mm pistol and the phasing out of the .45 and .38 caliber pistols. Like many leaders even today, the MP Corp was resistant to change and the fielding of the high mobility multi wheeled vehicle (HMMWV) and MK-19 came slow. The swap out of the .45 cal with the 9mm went very smooth throughout the MP Corp. Though CSM(R) Perry stated that he preferred the stopping power of the .45 cal. The phasing out of the .38 caliber seemingly went without notice.

The next RCSM that I interviewed was CSM(R) David W. Stalter who is a native of Ennis, Texas, who also served for 30 years in the Army. His overseas assignments included tours in Thailand, Korea, Vietnam, Germany, Panama, and Southwest Asia. His many stateside tours included: Sandia Base, New Mexico; Ft. Gordon, Georgia; Ft. Campbell, Kentucky; Ft. Monroe, Virginia; Ft. Polk, Louisiana; Ft. Hood, Texas, Fort McPherson, Georgia; Ft. Riley, Kansas, and Ft. McClellan, Alabama.

CSM(R) Stalter has performed in a wide variety of leadership positions as a Military Police soldier and as a Drill Sergeant. Positions included team leader, squad leader, platoon sergeant, military police investigations supervisor, senior MP instructor, First Sergeant, and Command Sergeant Major. In addition, he has performed duties as Senior Drill Sergeant with basic training, infantry advanced individual training (AIT), and as a Senior TAC Drill Sergeant for the Ft. Polk Drill Sergeant School.

CSM(R) Stalter's military education and civilian education included the physical security course, traffic accident investigation, military investigations course, drug enforcement agent course, hostage negotiations course, counter-terrorism course, master fitness course, ANCOG, First Sergeant Course, and he is a graduate of class 23 of the United States Army Sergeant Major Course.

Shortly before his retirement, CSM(R) Stalter became a bilateral amputee below the knee as a result of his service during Operations Desert Shield and Desert Storm. Since his retirement, he gives much of his time performing volunteer work at rehabilitation centers working with patients who are undergoing therapy due to amputation of limbs. He also performs as a guest/motivational speaker at Military Police Balls, and other civilian and soldier functions. He is active with organizations that support quality of life issues for soldiers and family members, as well as veterans and disabled American organization efforts.

During a telephonic interview with CSM(R) Stalter, we discussed leadership, training, weapons, and discipline issues that he faced as the fourth RCSM.

CSM(R) Stalter was as true to form as when I remembered him when we discussed his leadership issues as the RCSM. His outspoken style of leadership, in your face approach, of the troops for the troops, and not sugar coating a thing is exactly how he was back then and is today. He also maintains his high-n-tight style hair cut to this very day and commented that in order to be a good leader you also had to look the part. He stated that he was very fortunate concerning leadership issues in the MP Corp because we had just come out of the first Gulf War when he took over and the MP Corp leadership overall was very successful down to the team leader level. Having personally seen the NCOs in action down range, he continued to emphasize leader development at the squad leader and platoon sergeant level. It is at the platoon level that we

make our money; that is how we were utilized then and that holds true even today. As the RCSM, he once said, "Reflecting back provides insight on what may lie ahead...and helps formulate a game plan." *The NCO Corps on Leadership, the Army and America, Jan 98, p 49.*

The retired CSM firmly believes that we can always and should always learn from the past when making decisions as leaders.

In regards to training issues in the MP Corp, CSM(R) Stalter realized the importance of preparing the new recruits for deployment before graduation from AIT and then shipping out to their first duty assignment. The focus was the training base and getting soldiers more prepared for future deployments. Other programs created at the U.S. Army Military Police School (USAMPS) during his time were Correctional officer training and the revised MP battlefield functions. SGTs time was another training issue that we discussed and the retired CSM emphasized the importance of protecting this time allowing the junior NCOs time to hone those basic soldier tasks and too spend quality time with their soldiers.

While the CSM served down range in the first Gulf War, he experienced the fielding of the HMMWV and MK-19 and its first real test in the MP Corp. CSM (R) Stalter took many of the lessons learned from combat back to the schoolhouse and was able to resolve many of them during his tour. Issues such as: (1) Inadequate turret rings on the HMMWV to support continuous firing of the MK-19. (2) When the HMMWV replaced the ¼-ton jeep, trailers initially did not come as part of the package; a huge mistake that he corrected. (3) The initial intent behind the fielding of the MK-19 was also to replace the M-60 machine gun. However, the MK-19 proved its worthiness in the desert terrain, the M-60 proved invaluable in the more built up areas and needed to remain in the inventory. The M-249 machine gun would soon replace the M-60 and the initial planning design began for an armored support vehicle (ASV).

The ASV was very similar in design compared to the B-100 that the CSM used in Vietnam. The CSM stated again, that had we realized the increased survivability that the B-100 provided back in Vietnam, we would have only had to modify it now and not start over. He then said, "The past will always sneak back up to haunt you if you let it".

As the RCSM, he felt that there were no real over tones concerning discipline problems within the regiment. The MP Corp had successfully deployed women to combat in leadership positions and at the time, the MP Corp had the most women in those roles. The CSM reminded me of his zero tolerance rule concerning DUIs and drug use. Hearing that again for the second time instantly brought back in time to BNCOC when I had first met the RCSM and how emotional he got during our in brief. The passion is still in him today. On a serious note CSM(R) Stalter stated when it comes to discipline problems in our career management field (CMF), what we perceive to be a bad day in the MP Corp is normally a good day in other CMFs. Often the RCSM would call the Sergeant Major of the Army (SMA) to give him a heads up when an MP had made the blotter or was involved in other ways. The SMA would often say thanks for the heads up and reaffirm the fact that the MP Corps issues were the least of his concerns.

When asked what he felt was the most significant aspect of being the RCSM he replied, "I had initially refused the assignment because he never had a good word to say about those who served in the Ivory Tower (term used to describe the HQs at USAMP). Having to decide to either retire or take the appointment, he chose the appointment and enjoyed every minute of it. CSM(R) Stalter stated that he quickly developed a better appreciation for those that serve at the schoolhouse, and firmly believes that putting the right senior leaders in key leadership positions is the foundation to a strong future.

The significant contributions of these two Military Police Regimental CSMs have had a

a lasting impact on the MP Corp. The current RCSM often listens to their advice to issues facing the Regiment, like it or not, and often their concerns are right on target.

Works Cited

CSM(R) Perry, Joshua. Telephonic Interview. 23 October 2004.

CSM(R) Stalter, David. Telephonic Interview. 20 October 2004.

Michael L. Selves. "*The Noncommissioned Officer Corps on Leadership, the Army and America, Quotes for Winners.*" January 1998: 6, 49.

"Regimental Command Sergeant Major." CSM David Stalter. *Military Police* (Dec 1992): 3

"Regimental Command Sergeant Major." CSM Joshua Perry. *Military Police* (Jan 1989): 3, 21; (Nov 1989): 3; (Jun 1990): 4; (Dec 1990): 5.

Military Police Creed

I am a soldier and proud member of the United States Army Military Police Corps Regiment.

I am Of the Troops and For the Troops.

I believe there is no higher calling than to ASSIST, PROTECT, and DEFEND my fellow soldiers, their families, and the basic ideals of our Constitution that guarantee our freedom and of American way of life.

I am always ready to help individual soldiers return or regain their dignity.

I assist commanders in performing their missions, safeguarding their commands, and maintaining discipline, law and order.

I am proud of the Military Police Regiment and fully understand the awesome responsibility given to all military police soldiers. At the same time, I am humble because I know that I am a servant of my country and my Army. To perform my duties properly, my honesty, integrity, and courage must be balanced by competence, alertness, and courtesy.

I know I am constantly in the public eye and my behavior sets the standards of excellence for my fellow soldiers. To my unit, my commander and myself, I promise sustained, just and honorable support. To my country, the Army, and my Regiment, I promise the skills of my training, my physical ability, my mental initiative, and my moral courage, for I am a soldier in the **MILITARY POLICE CORPS REGIMENT.**