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DEPARTMENT OF DEFENSE APPROPRIATIONS FOR 1967

GOVERNMENT

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HEARINGS

BEFORE A

SUBCOMMITTEE OF THE COMMITTEE ON APPROPRIATIONS HOUSE OF REPRESENTATIVES

EIGHTY-NINTH CONGRESS
SECOND SESSION

SUBCOMMITTEE ON DEPARTMENT OF DEFENSE APPROPRIATIONS

GEORGE H. MAHON, Texas, *Chairman*

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JAMIE L. WHITTEN, Mississippi
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R. L. MICHAELS, *Staff Assistant to the Subcommittee*

PART 2 MILITARY PERSONNEL

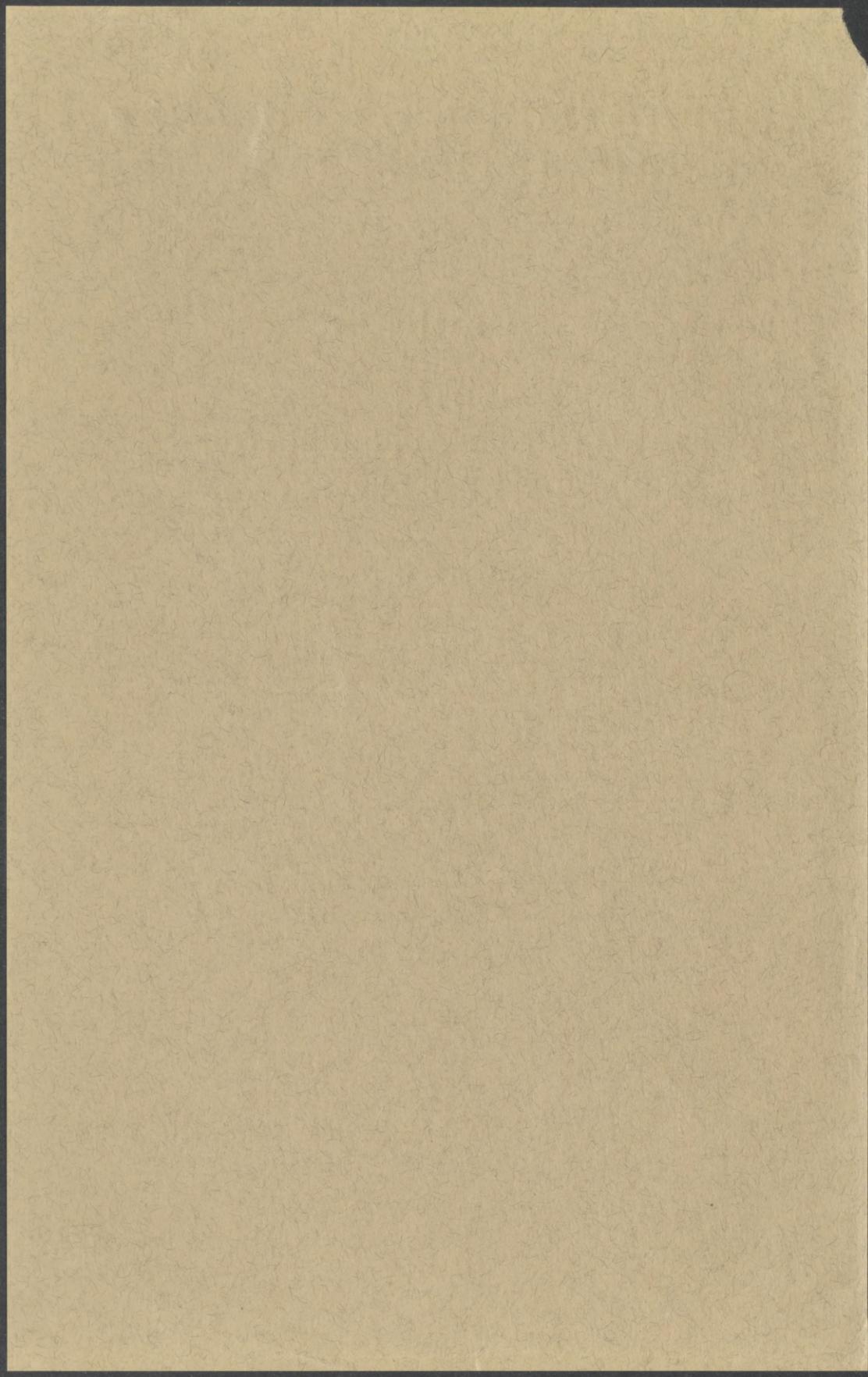
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WASHINGTON : 1966

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APPROPRIATIONS FOR 1967

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¹ Elected to the committee Mar. 8, 1966.

DEPARTMENT OF DEFENSE APPROPRIATIONS FOR FISCAL YEAR 1967

MILITARY PERSONNEL, ARMY

TUESDAY, MARCH 1, 1966.

WITNESSES

LT. GEN. JAMES K. WOOLNOUGH, DEPUTY CHIEF OF STAFF FOR
PERSONNEL
MAJ. GEN. B. F. TAYLOR, DIRECTOR OF ARMY BUDGET, OFFICE OF
THE COMPTROLLER OF THE ARMY
MAJ. GEN. JULIAN A. WILSON, CHIEF OF PERSONNEL OPERATIONS
MAJ. GEN. J. T. McGIBONY, DEPUTY SURGEON GENERAL
MARVIN L. ORNDORFF, CHIEF, MPA BRANCH, BUDGET DIVISION,
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
COL. D. F. MUNSTER, OFFICE OF THE DEPUTY CHIEF OF STAFF FOR
LOGISTICS

Object classification

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate
Direct obligations:			
11.7 Personnel compensation, military personnel.....	2,839,765	3,317,778	3,894,264
12.1 Personnel benefits, military personnel.....	854,827	968,058	1,165,733
21.0 Travel and transportation of persons.....	190,139	314,402	391,161
22.0 Transportation of things.....	116,306	189,160	246,919
25.1 Other services.....	13,049	20,654	25,770
26.0 Supplies and materials.....	251,128	355,624	419,651
41.0 Grants, subsidies, and contributions.....	176	128	144
42.0 Insurance claims and indemnities.....	3,200	11,087	19,758
43.0 Interest and dividends.....	1,200	1,100	1,000
Total direct obligations.....	4,269,790	5,177,991	6,164,400
Reimbursable obligations:			
11.7 Personnel compensation, military personnel.....	5,139	5,748	5,811
12.1 Personnel benefits, military personnel.....	2,550	1,340	1,354
21.0 Travel and transportation of persons.....	552	990	990
25.1 Other services.....	620	625	615
26.0 Supplies and materials.....	69,781	31,419	41,995
Total reimbursable obligations.....	78,642	40,122	50,765
Total obligations.....	4,348,432	5,218,113	6,215,165

Program and financing

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate
Program by activities:			
Direct obligations:			
1. Pay and allowances of officers	1,006,927	1,114,600	1,268,200
2. Pay and allowances of enlisted personnel	2,582,212	3,096,891	3,708,600
3. Pay and allowances of cadets	5,357	6,700	7,200
4. Subsistence of enlisted personnel	335,794	394,100	453,300
5. Permanent change of station travel	334,400	552,000	705,400
6. Other military personnel costs	5,000	13,700	21,700
Total direct obligations	4,269,790	5,177,991	6,164,400
Reimbursable obligations:			
1. Pay and allowances of officers	5,529	6,302	6,346
2. Pay and allowances of enlisted personnel	4,561	3,194	3,227
4. Subsistence of enlisted personnel	68,000	29,636	40,202
5. Permanent change of station travel	52	490	490
6. Other military personnel costs	500	500	500
Total reimbursable obligations	78,642	40,122	50,765
Total obligations	4,348,432	5,218,113	6,215,165

Financing and expenditures

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate
Financing:			
Receipts and reimbursements from:			
11 Administrative budget accounts:			
Military assistance orders (-)	-198	-628	-628
Other accounts (-)	-41,407	-23,930	-33,082
14 Non-Federal sources¹ (-)	-37,037	-15,564	-17,055
22 Unobligated balance transferred from:			
"Army stock fund" (78 Stat. 465) (-)	-35,000		
"Army industrial fund" (79 Stat. 863) (-)		-30,000	
"Defense stock fund" (78 Stat. 465) (-)	-13,800		
25 Unobligated balance lapsing	10		
New obligational authority	4,221,000	5,147,991	6,164,400
New obligational authority:			
40 Appropriation	4,221,000	4,092,291	6,164,400
40 Proposed supplemental for southeast Asia support		833,600	
44 Proposed supplemental for military pay increases		222,100	
Relation of obligations to expenditures:			
10 Total obligations	4,348,432	5,218,113	6,215,165
70 Receipts and other offsets (items 11-17)	-78,642	-40,122	-50,765
71 Obligations affecting expenditures	4,269,790	5,177,991	6,164,400
72 Obligated balance, start of year	124,556	153,214	331,205
74 Obligated balance, end of year	-153,214	-331,205	-545,605
77 Adjustments in expired accounts	-19,613	12,185	
83 Deficiency in expired accounts, start of year	-12,302	-12,185	
84 Deficiency in expired account, end of year	12,185		
90 Expenditures excluding pay increase supplementals	4,221,402	4,785,000	5,945,000
91 Expenditures from military pay increase supplementals		215,000	5,000

¹ Reimbursements from non-Federal sources are derived from sale of meals and clothing to service members (10 U.S.C. 4621).

REMARKS OF THE CHAIRMAN

Mr. MAHON. Today the committee begins consideration of the details presented in support of the budget estimates for the various titles and paragraphs in the appropriation bill.

The first title of the bill will be "Military Personnel." This title includes, for the regular active military forces, the amounts required for the major items of pay, allowances, subsistence, clothing, and permanent change of duty station travel, as well as various relatively minor costs such as the cost of apprehension of deserters, interest on enlisted men's savings deposits, and so forth.

The appropriations for title I to date for fiscal year 1966 have been \$14,658,391,000. There are pending supplemental estimates in the amount of \$1,620,000,000 in connection with southeast Asia and \$761,100,000 on account of increases in pay and allowances already voted by the 89th Congress. The total proposed to be available for fiscal year 1966 is \$17,039,491,000 compared with the estimates for fiscal year 1967 of \$18,675,700,000.

As has been customary, we will begin with consideration of the estimates for the Department of the Army. For the Active Army, we have estimates of \$6,164,400,000 as compared with an appropriation of \$4,092,291,000 to date for fiscal year 1966 and pending supplementals of \$833,600,000 and \$222,100,000 for southeast Asia and pay increases, respectively. The more correct comparison, then, is \$5,147,991,000 for 1966 and \$6,164,400,000 for 1967.

Before we hear from General Woolnough we will insert appropriate justification detail in the record.

I might digress here for a moment and state a position or rather a premise upon which the committee probably should consider these estimates. It should be understood that these estimates are based upon a multiplicity of calculations which in turn are based on decisions, in the executive branch, as to the size of military forces to be supported. We have already examined with the Secretary of Defense, the Service Secretaries, the Chairman of the Joint Chiefs of Staff, and members of the Joint Chiefs of Staff, the assumptions, reasons, and probabilities leading to their conclusions as to forces necessary to be supported. The arithmetic, the mechanical computations of the amounts required to support these forces—at least in terms of pay and allowances—are fairly well established in law and the calculations thereof for each service are reviewed by the Secretary of Defense's office and by the Bureau of the Budget.

It would seem that it would be appropriate for the committee to accept these calculations without undue pursuit of the details of them.

It is more appropriate that the committee first reach its decision as to the adequacy of the number of military personnel requested, and secondly, for the benefit of the general public knowledge, inquire into the bases for changes in estimates where they are not otherwise specifically attributable to law.

I have in mind, for example, the subsistence estimates, the so-called ration cost. Does an increase in these estimates mean an increase in the basic cost of raw food—or a change in method of packaging, preserving, and issuing—or an increase in the average diet—and so forth. Similarly, does a change in flight crew pay estimates mean a change in attitude with respect to enlisted versus commissioned officer pilots—and so forth.

In short, let us challenge the principles and concepts behind these estimates rather than argue the arithmetic of so many men times so many dollars equals an appropriation.

With that statement, General, I would be pleased for you to proceed with your formal presentation.

JUSTIFICATION MATERIAL

(The justifications previously referred to follow :)

MILITARY PERSONNEL STRENGTH SUMMARY

Average strength (man-years) by type of personnel

	Actual, fiscal year 1965	Estimate, fiscal year 1966	Estimate, fiscal year 1967
Officers (male).....	96,609	99,974	110,888
Officers (Women's Army Corps, WAC).....	756	774	800
Nurses.....	3,058	3,316	3,482
Army Medical Specialist Corps.....	470	467	477
Total, commissioned officers.....	100,893	104,531	115,647
Warrant officers (male).....	10,233	10,810	13,660
Warrant officers (WAC).....	30	32	40
Total, warrant officers.....	10,263	10,842	13,700
Total, officer personnel.....	111,156	115,373	129,347
Enlisted (male).....	843,429	923,694	1,065,407
Enlisted (WAC).....	8,395	8,575	8,762
Total, enlisted personnel.....	851,824	932,269	1,074,169
Subtotal.....	962,980	1,047,642	1,203,516
Cadets, U.S. Military Academy.....	2,643	2,912	3,058
Grand total.....	965,623	1,050,554	1,206,574

Strength, gains, and losses, by identity

	Male and WAC officers	NAMS	Warrant officers	Enlisted personnel	Cadets, USMA	Total
A. Actual fiscal year 1965:						
Begin.....	96,700	3,400	10,200	860,300	1,800	972,400
Gains.....	15,900	700	1,100	308,900	1,000	327,600
Losses.....	15,000	500	1,000	314,400	800	331,700
End.....	97,600	3,600	10,300	854,800	2,000	968,300
Average.....	97,400	3,500	10,300	851,800	2,600	965,600
B. Estimate, fiscal year 1966:						
Begin.....	97,600	3,600	10,300	854,800	2,000	968,300
Gains.....	25,000	700	2,600	535,800	1,100	565,200
Losses.....	15,700	500	800	357,100	400	374,500
End.....	106,900	3,800	12,100	1,033,500	2,700	1,159,000
Average.....	100,900	3,700	10,800	932,300	2,900	1,050,600
C. Estimate, fiscal year 1967:						
Begin.....	106,900	3,800	12,100	1,033,500	2,700	1,159,000
Gains.....	20,100	1,000	4,500	418,900	1,100	445,600
Losses.....	14,800	800	1,100	353,300	900	370,900
End.....	112,200	4,000	15,500	1,099,100	2,900	1,233,700
Average.....	111,700	3,900	13,700	1,074,200	3,100	1,206,600

Grade structure, beginning, end, and man-year strengths by identity

	June 30, 1965	June 30, 1966	June 30, 1967	Man-years, fiscal year 1966	Man-years, fiscal year 1967
Commissioned officers:					
General of the Army	1	1	1	1	1
General	14	13	13	13	13
Lieutenant general	40	43	43	42	43
Major general	188	188	188	187	188
Brigadier general	241	240	240	241	240
Colonel	5,053	5,265	5,380	5,137	5,324
Lieutenant colonel	12,285	13,333	13,833	12,678	13,584
Major	17,105	18,462	19,185	17,594	18,825
Captain	29,964	35,400	36,950	31,673	36,176
1st lieutenant	16,542	12,600	12,600	14,625	14,780
2d lieutenant	19,804	25,155	27,791	22,340	26,473
Subtotal	101,237	110,700	116,224	104,531	115,647
Warrant officers:					
CWO, W-4	1,152	1,150	1,200	1,149	1,175
CWO, W-3	2,700	2,700	2,800	2,699	2,750
CWO, W-2	4,630	5,143	5,500	4,857	5,239
WO, W-1	1,822	3,067	6,000	2,137	4,536
Subtotal	10,304	12,060	15,500	10,842	13,700
Total officer personnel	111,541	122,760	131,724	115,373	129,347
Enlisted personnel:					
E-9	4,093	4,970	5,382	4,451	5,178
E-8	11,863	15,906	17,261	13,858	16,588
E-7	36,539	40,427	44,223	38,527	42,327
E-6	81,579	84,498	92,443	82,986	88,471
E-5	141,353	146,971	194,490	145,128	170,735
E-4	148,204	166,142	228,824	160,359	197,486
E-3	260,028	221,129	277,136	206,493	282,233
E-2	72,077	174,342	129,300	121,065	154,027
E-1	99,019	179,174	110,000	159,402	117,124
Total enlisted personnel	854,755	1,033,559	1,099,059	932,269	1,074,169
Total	966,296	1,156,319	1,230,783	1,047,642	1,203,516
Cadets, U.S. Military Academy	2,017	2,724	2,910	2,912	3,058
Grand total	968,313	1,159,043	1,233,693	1,050,554	1,206,574

1 Pay and allowances of officers

[In thousands of dollars]

Title	Actual, fiscal year 1965	Estimate	
		Fiscal year 1966	Fiscal year 1967
Basic pay	764,413	838,912	935,672
Incentive pay	27,348	30,701	33,592
Special pay	17,434	24,927	38,126
Basic allowance for quarters	83,151	88,971	108,387
Basic allowance for subsistence	63,722	66,289	74,318
Station allowance overseas	7,080	9,776	10,491
Uniform allowances	4,491	7,376	6,465
Family separation allowances	5,268	8,753	13,028
Separation payments	15,641	16,122	15,975
Social security tax, employer's contribution	18,379	22,773	32,146
Total direct obligations	1,006,927	1,114,600	1,268,200

SEC. 2.—JUSTIFICATION OF FUNDS REQUESTED

	Estimate, fiscal year 1966			Estimate, fiscal year 1967		
	Average number	Rate	Amount	Average number	Rate	Amount
Basic pay:						
General of the Army	1	\$12,917.00	\$12,917	1	\$12,917.00	\$12,917
Chairman, Joint Chiefs of Staff	1	25,441.00	25,441	1	25,682.00	25,682
Chief of Staff	1	25,441.00	25,441	1	25,682.00	25,682
General	11	23,054.00	253,594	11	23,274.00	256,014
Lieutenant general	42	20,341.00	854,322	43	20,534.00	882,962
Major general	187	18,340.00	3,429,580	188	18,515.00	3,480,820
Brigadier general	241	15,951.00	3,844,191	240	16,103.00	3,864,720
Colonel	5,137	13,470.00	169,207,390	5,324	13,600.00	172,418,400
Lieutenant colonel	12,678	11,270.00	142,881,060	13,584	11,379.00	154,572,336
Major	17,594	9,150.00	160,985,100	18,825	9,232.00	173,792,400
Captain	31,673	7,419.00	234,981,987	36,176	7,489.00	270,922,064
1st lieutenant	14,625	5,259.00	76,912,875	14,780	5,310.00	78,481,800
2d lieutenant	22,340	3,547.00	79,239,980	26,473	3,613.00	95,646,949
Subtotal	104,531		772,653,878	115,647		854,382,746
W-4	1,149	8,336.00	9,578,064	1,175	8,417.00	9,889,975
W-3	2,699	6,929.00	18,701,371	2,750	6,995.00	19,236,250
W-2	4,857	5,799.00	28,165,743	5,239	5,851.00	30,653,389
W-1	2,137	4,592.00	9,813,104	4,536	4,742.00	21,509,712
Subtotal	10,842		66,258,282	13,700		81,289,326
Grand total	115,373		838,912,160	129,347		935,672,072
Incentive pay:						
(1) Flying duty:						
(a) Crew:						
Major general	6	1,980.00	11,880	6	1,980.00	11,880
Brigadier general	7	1,920.00	13,440	7	1,920.00	13,440
Colonel	128	2,940.00	376,320	135	2,940.00	396,900
Lieutenant colonel	451	2,934.00	1,323,234	670	2,934.00	1,965,780
Major	1,834	2,733.00	5,012,322	1,940	2,733.00	5,302,020
Captain	3,258	2,738.00	8,920,404	3,029	2,738.00	8,293,402
1st lieutenant	1,219	1,656.00	2,018,664	1,205	1,656.00	1,995,480
2d lieutenant	588	1,273.00	748,524	728	1,273.00	926,744
Subtotal	7,491		18,424,788	7,720		18,905,646
W-4	19	1,980.00	37,620	25	1,980.00	49,500
W-3	525	1,668.00	875,700	525	1,668.00	875,700
W-2	1,052	1,542.00	1,622,184	1,450	1,542.00	2,235,900
W-1	1,164	1,336.00	1,555,104	2,175	1,336.00	2,905,800
Subtotal	2,760		4,090,608	4,175		6,066,900
Grand total	10,251		22,515,396	11,895		24,972,546
(b) Noncrew:						
(4) Parachute jumping	500	1,320.00	660,000	675	1,320.00	891,000
(6) Low-pressure chamber inside observer, human acceleration or deceleration, experimental subject and test subject in thermal stress experiments	5,500	1,320.00	7,260,000	5,625	1,320.00	7,425,000
(7) Demolition duty	1	1,320.00	1,320	5	1,320.00	6,600
	200	1,320.00	264,000	225	1,320.00	297,000
Total incentive pay	16,452		30,700,716	18,425		33,592,146
Special pay			24,927,232			38,125,859
Basic allowance for quarters:						
(1) With dependents:						
General	179	2,409.92	431,376	179	2,409.92	431,376
Colonel	2,310	2,041.20	4,715,172	2,694	2,041.20	5,498,993
Lieutenant colonel	6,113	1,890.00	11,553,570	7,320	1,890.00	13,834,800
Major	7,258	1,740.60	12,633,275	8,795	1,740.60	15,308,577
Captain	13,339	1,560.60	20,816,843	15,832	1,560.60	24,707,419

¹ Amount includes \$12,000 for additional pay for 4 USMA professors with over 36 years' service, as authorized in Public Law 88-132, effective October 1, 1963.

SEC. 2.—JUSTIFICATION OF FUNDS REQUESTED—Continued

	Estimate, fiscal year 1966			Estimate, fiscal year 1967		
	Average number	Rate	Amount	Average number	Rate	Amount
Basic allowance for quarters—Continued						
1st lieutenant.....	5,510	\$1,440.00	\$7,934,400	6,794	\$1,440.00	\$9,783,360
2d lieutenant.....	6,916	1,321.20	9,137,419	9,677	1,321.20	12,785,253
Subtotal.....	41,625		67,222,055	51,291		82,349,778
W-4.....	639	1,740.60	1,112,243	738	1,740.60	1,284,563
W-3.....	1,414	1,560.60	2,206,688	1,645	1,560.60	2,567,187
W-2.....	2,236	1,440.00	3,219,840	2,631	1,440.00	3,788,640
W-1.....	1,033	1,321.20	1,364,800	1,780	1,321.20	2,351,736
Subtotal.....	5,322		7,903,571	6,794		9,992,126
Grand total.....	46,947		75,125,626	58,085		92,341,904
(2) Without dependents.....	11,576	1,169.00	13,532,344	13,473	1,169.00	15,749,937
(3) Substandard family housing.....	564	555.00	313,020	532	555.00	295,260
Total, basic allowance for quarters.....			88,970,990			108,387,101
Basic allowance for subsistence.....	115,373	574.56	66,288,711	129,347	574.56	74,317,612
Station allowances, overseas						
(1) Cost of living.....			5,811,000			6,526,400
(2) Housing.....			1,925,000			1,925,000
(3) Temporary lodging.....			2,040,000			2,040,000
Total station allowances, overseas.....			9,776,000			10,491,400
Uniform allowances:						
(1) Initial.....	27,630	200.00	5,526,000	24,994	200.00	4,998,800
(2) Additional.....	18,499	100.00	1,849,900	14,664	100.00	1,466,400
Total uniform allowances.....	46,129		7,375,900	39,658		6,465,200
Family separation allowances:						
(1) On PCS dependents not authorized, Government quarters not available.....	95	1,169.00	111,055	103	1,169.00	120,407
(2) On PCS dependents not authorized.....	21,313	360.00	7,672,680	31,905	360.00	11,485,800
(3) On board ship for more than 30 days.....	15	360.00	5,400	30	360.00	10,800
(4) On TDY for more than 30 days with dependents not residing near TDY station.....	2,678	360.00	964,080	3,919	360.00	1,410,840
Total family separation allowances.....			8,753,215			13,027,847
Separation payments:						
(1) Lump-sum terminal leave payments.....	16,150	940.00	15,181,000	15,865	947.00	15,024,155
(2) Lump-sum readjustment payments.....	40	14,007.00	560,280	40	14,140.00	565,600
(4) Severance pay, failure of promotion.....	28	11,960.00	334,880	28	12,073.00	338,044
(5) Severance pay, disability.....	8	5,791.00	46,328	8	5,846.00	46,768
Total separation payments.....			16,122,488			15,974,567
Social security tax, employer's contribution.....			22,772,524			31,145,588

2 Pay and allowances of enlisted personnel

[In thousands of dollars]

Title	Actual, fiscal year 1965	Estimate	
		Fiscal year 1966	Fiscal year 1967
Basic pay	1, 826, 663	2, 129, 107	2, 518, 205
Incentive pay	33, 515	36, 148	40, 120
Special pay	22, 626	107, 929	202, 165
Proficiency pay	50, 257	48, 841	52, 121
Reenlistment bonus	44, 910	55, 602	67, 374
Basic allowance for quarters	396, 151	373, 315	428, 627
Station allowances overseas	12, 965	14, 519	14, 975
Clothing allowances	82, 616	137, 700	146, 133
Family separation allowances	16, 202	34, 841	54, 328
Separation payments	60, 489	76, 975	76, 320
Social security tax, employers' contribution	65, 918	82, 914	108, 232
Total direct obligations	2, 582, 312	3, 096, 891	3, 708, 690

SEC. 2. JUSTIFICATION OF FUNDS REQUESTED

	Estimate, fiscal year 1966			Estimate, fiscal year 1967		
	Average number	Rate	Amount	Average number	Rate	Amount
Basic pay:						
E-9.....	4,451	\$6,734.00	\$29,973,034	5,178	\$6,857.00	\$35,505,546
E-8.....	13,858	5,721.00	79,281,618	16,588	5,828.00	96,674,864
E-7.....	38,527	4,968.00	191,402,136	42,327	5,058.00	214,089,966
E-6.....	82,986	4,187.00	347,462,382	88,471	4,259.00	376,797,989
E-5.....	145,128	3,357.00	487,194,696	170,735	3,414.00	582,889,290
E-4.....	160,359	2,313.00	370,910,367	197,486	2,356.00	465,277,016
E-3.....	206,493	1,498.00	309,326,514	282,233	1,584.00	432,945,422
E-2.....	121,065	1,193.00	144,430,545	154,027	1,216.00	187,296,832
E-1.....	159,402	1,061.00	169,125,522	117,124	1,082.00	126,728,168
Total.....	932,269		2,129,106,814	1,074,169		2,518,205,093
Incentive pay for hazardous duty:						
(1) Flying duty:						
(a) Crew:						
E-7, E-8, E-9.....	95	1,268.00	119,700	160	1,260.00	201,600
E-6.....	955	1,167.00	1,114,485	1,000	1,167.00	1,167,000
E-5.....	1,450	966.00	1,400,700	3,600	966.00	3,477,600
E-4.....	800	740.00	592,000	1,150	740.00	851,000
E-3 and below.....	300	644.00	193,200	390	644.00	251,160
Total crew.....	3,600		3,420,085	6,300		5,948,360
(b) Noncrew.....	2,250	660.00	1,485,000	2,800	660.00	1,848,000
Total.....	46,000		30,360,000	47,500		31,350,000
(4) Parachute jumping.....						
(6) Low-pressure chamber inside observer, human acceleration or deceleration experimental observer and test subject in thermal stress experiment.....	12	660.00	7,920	50	660.00	33,000
(7) Demolition duty.....	1,325	660.00	874,500	1,425	660.00	940,500
Total incentive pay.....			36,147,505			40,119,860
Special pay.....			107,929,500			202,165,500
Proficiency pay:						
P-3.....	1,591	1,200.00	1,909,200	1,663	1,200.00	1,995,600
P-2.....	16,430	900.00	14,787,000	17,162	900.00	15,445,800
P-1.....	30,175	600.00	18,105,000	31,519	600.00	18,911,400
SP.....	39,000	360.00	14,040,000	43,800	360.00	15,768,000
Total proficiency pay.....			48,841,200			52,120,800

SEC. 2. JUSTIFICATION OF FUNDS REQUESTED—Continued

	Estimate, fiscal year 1966			Estimate, fiscal year 1967		
	Average number	Rate	Amount	Average number	Rate	Amount
Reenlistment bonus.....	75,576	\$655.00	\$49,502,230	78,490	\$655.00	\$52,274,340
Variable reenlistment bonus.....	13,093	465.90	6,100,029	32,723	461.45	15,100,028
Total reenlistment bonus.....			55,602,309			67,374,368
Basic allowance for quarters:						
(1) With dependents:						
E-9.....	1,725	1,440.00	2,484,000	1,932	1,440.00	2,782,080
E-8.....	7,759	1,440.00	11,216,160	8,502	1,440.00	12,242,880
E-7.....	26,503	1,378.80	36,546,473	28,540	1,378.80	39,350,952
E-6.....	58,894	1,321.20	77,810,753	64,156	1,321.20	84,782,907
E-5.....	87,947	1,260.00	110,813,230	104,590	1,260.00	131,794,740
E-4.....	53,950	1,153.88	62,251,826	60,533	1,153.88	69,851,280
E-3.....	58,817	864.11	50,936,188	71,519	864.11	61,885,063
E-2.....	15,014	816.95	12,235,837	19,490	816.95	15,922,550
E-1.....	4,286	865.08	3,707,733	4,883	865.08	4,224,186
Total with dependents.....	314,928		367,332,190	364,157		422,016,668
(2) Without dependents.....	5,705	733.00	4,247,735	6,677	733.00	4,894,241
Substandard family housing.....	3,676	472.00	1,735,072	3,636	472.00	1,716,192
Total basic allowance for quarters.....			373,314,997			428,627,101
Station allowances, overseas:						
(1) Cost of living.....			7,089,000			7,525,250
(2) Housing.....			3,700,000			3,700,000
(3) Temporary lodging.....			3,750,000			3,750,000
Total station allowances, overseas.....			14,519,000			14,975,250
Clothing allowances:						
(1) Initial:						
(a) Military:						
1. Civilian life, men.....	450,873	165.58	74,655,551	331,000	168.98	54,277,380
2. Civilian life, women.....	3,600	286.26	1,062,866	3,600	286.26	1,030,536
3. Army Reserve with partial clothing allowance.....	118	101.36	11,950	100	99.76	9,976
4. National Guard with partial clothing allowance.....	100	98.79	9,879			
5. Less applied returns credit by Army stock fund.....			-400,000			-400,000
Subtotal.....			75,349,326			54,917,892
(2) Civilian:						
1. Winter and summer.....	377	300.00	113,100	946	300.00	283,800
2. Winter or summer.....	498	200.00	99,600	267	200.00	53,400

	411	100.00	41, 100	249	100.00	24, 900
3. Temporary duty.....						
Subtotal.....			253, 800			362, 100
(2) Basic maintenance personnel with 7- to 36-months' service:						
(a) Enlisted men.....	257, 098	50.40	12, 957, 739	338, 804	50.40	16, 576, 258
(b) Enlisted women.....	3, 015	50.40	151, 956	3, 073	50.40	154, 879
Subtotal.....			13, 109, 695			16, 731, 137
(3) Standard maintenance personnel with more than 36-months' service:						
(a) Enlisted men.....	326, 248	64.80	21, 140, 870	364, 338	64.80	23, 600, 102
(b) Enlisted women.....	2, 791	72.00	200, 952	2, 813	72.00	202, 536
Subtotal.....	1, 765	86.40	21, 341, 822	2, 233	86.40	23, 811, 638
(4) Civilian clothing maintenance allowance.....			152, 496			192, 831
(5) Clothing issue:						
(a) Korea.....			3, 988, 964			804, 096
(b) Vietnam.....			7, 528, 212			16, 504, 000
(c) Reentitlement and levels.....			6, 095, 941			24, 143, 465
Subtotal.....			17, 593, 117			41, 451, 561
(6) Supplementary:						
(a) Replacement during 1st 6 months.....			2, 417, 340			1, 842, 976
(b) Issue of winter undergarments.....			3, 951, 047			3, 287, 018
(c) Issue of insignia.....			2, 270, 418			1, 944, 874
(d) Other clothing issue.....			1, 270, 248			1, 591, 116
(e) Clothing monetary allowance, enlisted women.....			1, 249			
Subtotal.....			9, 910, 302			8, 065, 984
Total clothing allowances.....			137, 701, 558			146, 133, 243
Family separation allowances:						
(1) On PCS with dependents not authorized Government quarters not available.....	300	733.00	219, 900	331	733.00	242, 623
(2) On PCS dependents not authorized.....	89, 134	360.00	32, 088, 240	135, 852	360.00	48, 906, 720
(3) On board ship for more than 30 days.....	160	360.00	57, 600	320	360.00	115, 200
(4) On TDY for more than 90 days with dependents not residing near TDY station.....	6, 877	360.00	2, 475, 720	14, 064	360.00	5, 063, 040
Total family separation allowances.....			34, 841, 460			54, 327, 583
Separation payments:						
(1) Lump-sum terminal leave payments.....	285, 680	263.00	75, 133, 840	282, 640	267.00	75, 464, 880
(2) Severance pay, disability.....	325	2, 511.00	816, 075	325	2, 553.00	829, 725
(3) Authorized donations.....			25, 000			25, 000
Total separation payments.....			75, 974, 915			76, 319, 605
Social security tax, employer's contribution.....			82, 914, 061			108, 231, 753

3 *Pay and allowances of cadets*

[In thousands of dollars]

Title	Actual, fiscal year 1965	Estimate	
		Fiscal year 1966	Fiscal year 1967
Academy cadets.....	5,357	6,700	7,200

Provides for statutory rate of pay; payments of commuted value of the ration, and the employer's contribution to social security. Increased funds for fiscal year 1967 are required to support the increased cadet strength which is being expanded on a phased basis to reach a strength of 4,417 in 1971. This expansion was authorized by Public Law 88-276, March 3, 1964.

4 *Subsistence of enlisted personnel*

[In thousands of dollars]

Title	Actual, fiscal year 1965	Estimate	
		Fiscal year 1966	Fiscal year 1967
Basic allowance for subsistence.....	127,025	143,332	162,336
Subsistence in kind.....	208,769	250,768	290,964
Total direct obligations.....	335,794	394,100	453,300

SEC. 2—JUSTIFICATION OF FUNDS REQUESTED

	Estimate, fiscal year 1966	Estimate, fiscal year 1967
A. Basic allowance for subsistence:		
1. When authorized to mess separately.....	\$94,743,717	\$109,778,824
2. Leave rations.....	25,012,465	28,981,460
3. When rations in kind not available.....	22,982,225	22,982,225
4. When assigned under emergency conditions.....		
5. Augmentation of commuted ration allowance for meals taken separately.....	593,125	593,125
Subtotal.....	143,331,532	162,335,634
B. Subsistence in kind:		
1. Subsistence in messes.....	212,492,276	248,877,601
2. Special rations.....	5,359,777	5,359,777
3. Operational rations.....	23,409,208	29,450,293
4. Augmentation rations.....	1,679,744	1,409,009
5. Change in inventory level.....		
6. Other programs.....	5,712,463	6,540,686
7. Prepositioning B rations in SEA.....	2,115,000	
8. Army ownership of milk dispensing machines.....		-673,000
Subtotal.....	250,768,468	290,964,366
Total.....	394,100,000	453,300,000

DETAILED ANALYSIS

	Estimate, fiscal year 1966			Estimate, fiscal year 1967		
	Quantity	Rate	Amount	Quantity	Rate	Amount
A. Basic allowance for subsistence:						
1. When authorized to mess separately.....	233,067	\$406.51	\$94,743,717	268,543	\$408.79	\$109,778,824
2. Leave rations.....	61,530	406.51	25,012,465	70,895	408.79	28,981,460
3. When rations in kind not available.....	24,500	938.05	22,982,225	24,500	938.05	22,982,225
4. When assigned under emergency conditions.....						
5. Augmentation of commuted rations allowance for meals taken separately..	(2,500)	237.25	593,125	(2,500)	237.25	593,125
Subtotal.....	319,097		143,331,532	363,938		162,335,634

	Estimate, fiscal year 1966, total	Estimate, fiscal year 1967, total
B. Subsistence in kind:		
Personnel statistics:		
Average enlisted strength.....	932,269	1,074,169
Less number provided for elsewhere (man-years):		
1. On monetary allowance.....	319,097	363,938
2. Operational rations.....	31,843	38,626
3. Movements.....	22,513	19,845
Total.....	373,453	422,409
C. Balance entitled to be subsisted in messes.....	558,816	651,760

	Estimate, fiscal year 1966			Estimate, fiscal year 1967		
	Gross number	Percent absent	Net number	Gross number	Percent absent	Net number
D. Total number subsisted in messes.....	558,816	10.2	501,782	651,760	9.8	588,038

	Estimate, fiscal year 1966			Estimate, fiscal year 1967		
	Net man-years	Annual rate	Amount	Net man-years	Annual rate	Amount
B. Subsistence in kind:						
1. Subsistence in messes.....	501,782	\$423.48	\$212,492,276	588,038	\$423.23	\$248,877,601
2. Special rations:						
(a) Rations, Korean augmentation to U.S. Army.....			5,037,000			5,037,000
(b) Kits, Korean augmentation to U.S. Army.....			322,777			322,777
Subtotal.....			5,359,777			5,359,777

	Estimate, fiscal year 1966			Estimate, fiscal year 1967		
	Quantity	Rate	Amount	Quantity	Rate	Amount
B. Subsistence in kind:						
3. Operational rations:						
(a) Meal, combat, individual.....	10,313,184	\$2.04	\$21,038,895	13,845,405	\$2.04	\$28,244,628
(b) Small detachment, 5 persons.....	1,309,565	1.81	2,370,313	3,130	1.81	5,665
(c) Meal, quick-serve, 6-man for RVN.....				250,000	4.80	1,200,000
Subtotal.....	11,622,749		23,409,208	14,098,536		29,450,293
4. Augmentation rations.....			1,679,744			1,409,009
5. Change in inventory level.....						
6. Other programs:						
(a) New food items.....			595,143			590,305
(b) Special Forces rations.....			273,000			273,000
(c) Feeding of ROK military personnel.....			190,000			190,000
(d) Sundries pack.....			4,654,320			5,487,381
Subtotal.....			5,712,463			6,540,686
7. Prepositioning B rations in SEA.....			2,115,000			
8. Army ownership of milk-dispensing machines.....						-673,000
Subtotal, subsistence in kind.....			250,768,468			290,964,366
Total, subsistence of enlisted personnel.....			394,100,000			453,300,000

5 Permanent change of station travel

[In thousands of dollars]

Title	Actual, fiscal year 1965	Estimate	
		Fiscal year 1966	Fiscal year 1967
Accession travel.....	21,137	50,104	38,574
Training travel.....	8,731	13,542	9,518
Operational travel, between duty stations (within CONUS and within overseas).....	19,983	46,864	35,050
Rotational travel to and from overseas.....	239,472	355,068	535,206
Separation travel.....	34,088	42,402	41,753
Travel of organized units.....	10,989	44,020	45,299
Total direct obligations.....	334,400	552,000	705,400

6 Other military personnel cost

[In thousands of dollars]

Title	Actual, fiscal year 1965	Estimate	
		Fiscal year 1966	Fiscal year 1967
Apprehension of military deserters, absentees, and escaped military prisoners.....	600	810	1,000
Interest paid on enlisted personnel deposits.....	1,200	1,100	1,000
Death gratuities.....	3,200	9,890	17,200
Servicemen's group life insurance.....		1,900	2,500
Total direct obligations.....	5,000	13,700	21,700

GENERAL STATEMENT

General WOOLNOUGH. Thank you, Mr. Chairman, members of the committee.

It is an honor for me to appear before you to present the requirements for the military personnel, Army appropriation.

These requirements are those we deem essential to accomplish the objective of placing and maintaining a properly trained and motivated soldier in every job that requires doing within the U.S. Army.

The funds required for the fiscal year 1967 personnel program are \$6,164,400,000 for direct obligational authority.

The major reasons for the increase in the fund requirements above the fiscal year 1966 level are:

(1) Fiscal year 1967 will be a year of increased support for southeast Asia, with more personnel also coming into the Army to — our Strategic Army Force (STRAF). From a dollar standpoint, it means increased clothing costs, greater payments for all pay and allowances, as well as increased subsistence costs.

(2) With more personnel in southeast Asia, increases are required in family separation allowances, subsistence, hostile fire pay, pay for duty at certain places overseas, and rotational travel.

(3) A full year of the pay bill which was effective September 1, 1965, is reflected for fiscal year 1967.

I will discuss these factors in more detail in the remainder of this presentation.

THE ARMY IN TRANSITION

The MPA appropriation for fiscal year 1967 provides for an end strength of 1,233,700. This end strength is based on the best planning factors available at the time the budget was prepared and is, of course, subject to change as changed requirements are placed on the Army.

As you are well aware, there has already been quite a change in the situation in Vietnam, our first priority requirement for personnel, since a year ago. Army strength in Vietnam a year ago was slightly in excess of 15,000. As of January 1 of this year it exceeded 111,000.

This build-up in Vietnam has required a major expansion of the training base to provide new units as well as the individual replacements necessary. In addition to the requirement for training individuals in the basic combat arms skills, the increased structure requires the training of over 200,000 enlisted personnel in technical schools to meet more specialized military occupational specialties.

The entire increase in the size of the Army is being accomplished without a call-up of reserves or extension of terms of service. Thus while in fiscal year 1965, 195,500 new recruits were trained by the Army, in fiscal year 1966 this figure will jump to over 435,000 and is budgeted in the fiscal year 1967 budget at 315,000.

Operating forces, which include combat units (such as divisions and separate brigades) and combat support elements, (such as combat engineer battalions) will make up 61 percent of the Army strength. Fifteen percent of the total strength will be in general support and special activities (such as maintenance and medical, services, MAAG's, missions, and R. & D. activities) and the remaining 24 percent will be in training forces, including transients and patients. Obviously, with

the casualties in Vietnam, the increase in the percentage of our people in the short tour areas with the resultant increase in the number of moves per individual, and the increase in the number of trainees, this percentage will go up.

In conformance with the policy enunciated by the Department of Defense, the basic guideline we have used in building up the Army is to achieve the build-up of the required trained strength as rapidly as possible; that is, to take new accessions to the maximum capability of the training base. This capability is dependent not only on facilities which are available but on the availability of the necessary trainer personnel as well. Thus, the most important consideration in determining the monthly inputs is the estimated capacity of the training base to absorb the projected input during the month being considered.

At the present time the capability of the training centers is a load of 178,000. However, in addition to using the training centers we can, and have, made use of the concept of "train-and-retain" in some units. In other words, let these units conduct their own basic and advanced individual training. In a few cases the "train-and-pass" concept will be used; that is, one unit has given basic combat training and passed the basically trained soldier to other units for advanced individual training. The train-and-retain or train-and-pass concepts provide flexibility to the training base and allow for its expansion to meet peak loads or unexpected requirements. Obviously, however, these concepts entail a price in terms of a temporary down-grading of the readiness of the units involved.

OFFICER PROCUREMENT

The add-on in the total strength of the Army has greatly increased officer requirements, which in turn has made necessary a large expansion of the officer candidate school program, this being our only immediately available source for new officers without a reserve callup. The officer end strength provided for in this fiscal year 1967 request is 131,700. Additional OCS classes are scheduled for the infantry school at Fort Benning and for the artillery school at Fort Sill. New officer candidate schools have been activated at Fort Belvoir, Fort Gordon, and Fort Knox. Since the length of the officer candidate course is 23 weeks and the increase in our capability was not available until well into this fiscal year, the results of the program to increase the OCS output will be realized primarily in the next fiscal year.

This expanded OCS program will produce approximately 6,000 officers in fiscal year 1967.

Every effort is being made to meet our officer requirements, not only through these additional procurement actions, but also through selective retention of experienced officers eligible for voluntary separation.

ARMY AVIATOR PROGRAM

The vastly expanding use of Army aviation in Vietnam has created our most ——— situation insofar as personnel is concerned. ——— Aviation training has been expanded twice in the current fiscal year and will be further expanded during the first quarter fiscal year 1967.

The long training lead time of about 9 months, which is required to produce a new aviator, contributes to the relatively slow growth in

the aviator population. The Army is supporting Vietnam, the aviation training base and key CONUS activities at 100 percent of their authorized aviator strengths.

In order to increase output of aviators, the Army has greatly expanded the use of warrant officer aviators, and our recruitment for the rotary wing pilot training program has met with exceptional success.

In order to support the aviation role in Vietnam, the Army has had to take some rather drastic personnel actions with Army aviation personnel. Ground duty tours, that is, tours of duty with an officer's basic branch to maintain his branch proficiency other than in aviation, have been temporarily curtailed. Time between consecutive tours in Vietnam has ——— been reduced to 2 years. ——— Stabilized tours have been virtually eliminated; for the moment, rapid changes of assignment are the rule for this dedicated group of Army officers.

SHORTAGE OF MEDICAL PERSONNEL—PHYSICIANS AND NURSES

Another area of significant concern is the shortage of medical personnel, especially nurses, which has been brought about in CONUS by the deployment of medical units to the Pacific. These deployments have resulted in the transfer of ——— doctors and ——— nurses from the CONUS medical treatment facilities to STRAF units.

Planned inductions of physicians and male nurses during the latter part of fiscal year 1966 will alleviate the doctor shortage, but will not solve the nurse problem. Recognizing the national shortage of professional nurses, the Army Medical Service is continuing to expand opportunities for young nursing students to receive financial assistance from the Army for their nursing education. These nurses then have a period of obligated military service, the length of which depends upon the amount of assistance received.

However, the number of accessions to the Army Nurse Corps will be insufficient to meet currently projected requirements. In order to overcome this deficiency, an intensive recruiting drive called Operation 900 was initiated in October. This campaign will use the full resources of the U.S. Army Recruiting Command. It is hoped to recruit 900 professional nurses under this program; 1,830 civilian nurses are currently employed in the United States, thus releasing Army nurses for overseas duty.

There has been no curtailment of care for active duty personnel. However, the withdrawal of large numbers of professional personnel from medical treatment facilities in CONUS without replacement temporarily impairs our ability to provide all of the medical services normally given to other authorized personnel. The overall shortage of medical personnel has necessitated some modification of scheduling in out-patient clinic hours and followup appointments, especially in the areas of elective treatment and of lower priority medical care programs for dependents and retired personnel. However, eligible personnel will continue to receive all essential medical care.

RETENTION OF OFFICERS

Inadequate retention of junior officers continues to be a serious personnel problem. The only acceptable officer retention rate at present is for junior Regular Officers—after 4 years service—88 percent. Re-

tion of junior Reserve Officers—ROTC and OCS—is only 25 percent.

The Army appreciates the legislative actions taken by the Congress to improve the attractiveness of military service. The welfare and security of all service members and their families have been enhanced during the past year, and the service member can now look forward to periodic review of the adequacy of service compensation.

However, our junior officers in particular will face the possibility of repetitive tours in short tour areas involving family separations. While the life of our junior officers since World War II has consistently involved many family separations, even when serving at desirable stations, the current situation will tax the dedication of these patriotic young soldiers to the utmost. In spite of their dedication, with the additional family separations involved I cannot be sanguine about our retention rate in the coming year. It will become increasingly difficult to convince even our most dedicated young careerists of the logic of remaining in the service for a second tour in Vietnam when so many other Americans are living a normal life.

OFFICER CAREER DEVELOPMENT

For our Officer Corps today, competition for promotion to the grades of major, lieutenant colonel, and colonel is especially keen; students for service schools are chosen by screening process which is becoming more and more selective each year.

To make maximum use of officers having special skills and extensive education or experience in areas of critical interest to the Army, various specialist programs have been instituted which are designed to identify key positions and to match these positions with the best talent available. These specialist programs, originally begun in 1956 with a single program (the logistics officer program) now number seven formal programs for officers. Three additional programs, the systems analysis specialist program, the procurement officer specialist program and the personnel management specialist program currently are being developed.

Our objective is to build pride in the Army and to instill respect for the profession of soldiering. In making a decision about staying in the Army, an individual must compare his service experience with the relative freedom, the greater stability and the greater financial opportunities of civilian life. By emphasizing the opportunities offered in the Army as a respected profession, we hope to attract and retain more junior officers of high caliber.

ENLISTMENT AND REENLISTMENT

Recent experience shows that initial enlistments are up 43 percent as of January 31 over the number enlisted during last year. Based on this latest experience we expect 175,000 personnel to enlist—an increase of 73,000 over fiscal year 1965. As stated earlier, the fiscal year 1967 budget is based on a programmed figure of 315,000 new accessions to the Army. An unexpectedly high reenlistment rate would, of course, reduce this figure; a lower reenlistment rate would increase it.

Reenlistments of volunteer Regular Army soldiers reflect little change from that experienced last year. During the same period, July 1 through December 1965, there was an increase of 2.1 percent in the reenlistment rate for first termers as compared to fiscal year 1965, and 1 percent for career Regular Army soldiers. Reenlistment of involuntary inductees shows a less favorable trend—a decrease of 2.7 percent over fiscal year 1965. As of January 1, the Regular content of the Active Army was 66 percent.

ENLISTED CAREER DEVELOPMENT

The enlisted career management program for critical specialists of all grades and the personalized by-name assignment of grades E-7, E-8, and E-9 have stimulated morale and favorably impressed the young soldier. The current policy which authorizes promotion to E-4 at the end of 14 months is designed to encourage more of our soldiers, particularly those who are drafted, to seek a career in the Army. The fiscal year 1967 budget is based on 582,623 enlisted personnel being in the top six grades.

The marked increase in reenlistment rates for certain skills can be attributed to the effectiveness of the proficiency pay program. About 50,000 of our career soldiers performing duty in critical skills will draw one of the specialty pays ranging from \$50 to \$100 per month depending upon the criticality of the skill; approximately 44,000 additional soldiers will receive \$30 per month for superior performance in other military occupational specialties. Based on improvement in reenlistment rates which has been realized, as well as the southeast Asia requirements for certain skills, this budget provides for payments of proficiency pay to about 94,000 soldiers, 18,000 more in fiscal year 1967 than were made in fiscal year 1965. The total amount in the fiscal year 1967 budget request for this purpose is \$52.1 million.

The variable reenlistment bonus program was initiated to provide an additional bonus directed at influencing personnel having a critical military skill to make his first reenlistment—an important decision toward an Army career. We expect that approximately 19,630 individuals with critical skills will be influenced to make this first reenlistment and thus become career soldiers in fiscal year 1967. To meet the needs of this program the fiscal year 1967 budget request provides \$15.1 million.

TURNOVER OF PERSONNEL

The Army's vigorous efforts to reduce the number of PCS moves and increase job stability have, of necessity, been largely negated by the size and urgency of the requirements for Army forces in, and in support of, Vietnam. The most seriously affected groups, mentioned earlier, are our aviators and medical personnel.

Under current policies, 933,795 personnel will rotate either to or from overseas in fiscal year 1967. These moves are necessary to support the Army's commitment to southeast Asia and to maintain other overseas strength levels. A readjustment of tour lengths, worldwide, is currently under study and some changes will undoubtedly be required to insure equitable treatment of Army personnel. Readjusted tours will, in all probability, result in further personnel turbulence.

The phaseout of Military Sea Transport Service troopships planned to begin this year (as discussed with you last year) was postponed due to heavy oversea transportation requirements to southeast Asia. The phaseout of these ships is now scheduled for the last quarter of fiscal year 1967. Higher costs incurred by airlifting our personnel will be compensated for by savings in travel time and more effective use of personnel. For example, a round trip by ship to Vietnam from the Oakland port keeps the individual in a transient status for 40 days instead of the 6 days required by air. Thus if surface travel were used exclusively, there would be an 11-percent increase in requirements for Vietnam, which can only use soldiers actually in country.

This concludes my prepared presentation on the request for the fiscal year 1967 Military Personnel, Army Appropriation. The Army believes the amount requested is necessary to support the planned personnel program which has been designed to maintain the Army force structure, including the necessary support of southeast Asia.

Thank you, Mr. Chairman.

REDUCTION IN REQUEST BECAUSE OF CIVILIANIZATION PROGRAM

Mr. SIKES. Thank you, General Woolnough. Were there requests for funds for fiscal 1967 above those approved by the budget?

General WOOLNOUGH. I did not get the question.

Mr. SIKES. Were there requests for funds for personnel for fiscal year 1967 above the amounts actually approved by the budget?

General WOOLNOUGH. There were funds above the budget approval.

Mr. SIKES. What was requested?

General WOOLNOUGH. Specifically a request for \$439 million was not granted.

Mr. SIKES. For what?

General WOOLNOUGH. These cuts in major areas are for the conversion of military positions to civilian in connection with the civilianization program which has been announced by the Department of Defense. This was a cut, in man-years and refers to the phaseout of military spaces.

Mr. SIKES. Will you tell us what that means? Are there to be fewer conversions of military to civilian spaces, or is the process simply to be slowed down?

General WOOLNOUGH. The process actually, Mr. Chairman, is to be speeded up. This is a reduction in the military and we would hope a corresponding increase in the civilian.

Mr. SIKES. How many such conversions will there be in the course of fiscal 1967?

General WOOLNOUGH. The total number of conversions is 36,500 military spaces. I will verify this figure for the record, but I believe it was 25,400 in fiscal year 1966, which would leave a remainder of approximately 11,100 in fiscal year 1967.

Mr. SIKES. In what, if any, other areas were there reductions?

General WOOLNOUGH. There was a reduction in the trainers for the training base of 5,000. There was a reduction in connection with the

base closures of 3,000 man-years. The only other significant item I have here is in the ———.

Mr. SIKES. Were any of these items reclaimed?

General WOOLNOUGH. All of these which I have enunciated were reclaimed.

REENLISTMENT

Mr. SIKES. Now will you talk about problems of reenlistment, problems of morale, of retention? You covered it to some extent in your statement, but let us go into more detail on it. What have been your principal difficulties in securing reenlistments and what is the reenlistment rate? Is it up or down?

General WOOLNOUGH. I think the reenlistment rate has remained fairly level.

Mr. SIKES. What is fairly level?

General WOOLNOUGH. If I may refer to this table, the total reenlistment rates I have here, Mr. Chairman, I can read. In 1966 so far they have been 50.2 percent as compared to 1965, 47.9 percent; 1964 was 52 percent; 1963, 51 percent. I would say this is a fairly stable reenlistment rate. This is the total reenlistments, both first term and career.

Mr. SIKES. What can you suggest that might bring about a higher reenlistment rate? It seems that we in Congress have done nearly everything that can be suggested, but it hasn't seemed to make a lot of difference on reenlistments. What is the reason? What can be done?

General WOOLNOUGH. Of course, our primary consideration is the reenlistment in the critical MOS skills. We currently have under consideration with the Department of Defense a means by which we can encourage a higher reenlistment rate. These include added inducements, such as an application of the variable reenlistment bonus for a shorter period and the same application for proficiency pay.

Basically, I think our efforts must be devoted primarily to the financial remuneration a man gets, because there are so many factors such as the movement and combat and so on that influence the average man the other way.

MORALE PROBLEMS

Mr. SIKES. Do you want to talk about morale? What are the principal morale problems that you encounter?

General WOOLNOUGH. I have not personally been to Vietnam since I left the Pacific last summer. I can say at that time that the morale in Vietnam and throughout the Pacific was very high.

Mr. SIKES. I wish it was as high at home as it is there.

General WOOLNOUGH. I have personally visited—I might add, on Vietnam that I have talked to the Chief of Staff as you have in the committee, and he verifies that this high morale still exists in Vietnam—I recently took over, in my assignment, the responsibility for individual training and in that capacity I have now been able to visit several of the training centers. I can say very frankly to this committee I think the morale is terrific in these training centers. The spirit that these young men indicate, their whole approach, is wonderful.

DEFERRAL OF HOUSING

Mr. SIKES. How serious is the deferral of housing? That did not affect everybody, but to me it was a very disappointing thing that people in uniform would be the ones asked to make sacrifices when apparently no one else is going to be asked to. The amount of public housing is increasing. A rent subsidy is proposed for many people. Yet improved housing for military is not permitted.

Mr. ANDREWS. I think that in itself ought to be very demoralizing to men in the service. It is to me.

Mr. SIKES. How serious is this matter of not having good housing, BOQ's, barracks and family housing, for military personnel?

General WOOLNOUGH. This is partially a matter of opinion. I must say in all candor that our studies and my own opinion is that the adequacy of housing has a great deal to do with the retention of career officers and enlisted personnel.

Mr. SIKES. If you were to put it into a one-paragraph package, what would you say is needed to make the services more efficient and more attractive? Enumerate them in one, two, three order.

General WOOLNOUGH. Without regard to any but the military considerations—

Mr. SIKES. I am asking for your own personal opinion from the standpoint of your experience in the service.

General WOOLNOUGH. To make the services more efficient, I believe increased retention and a higher volunteer content in the Army would be most desirable. It could not help but improve the efficiency. I would restrict these comments, if I may, to the personnel field. I think for efficiency, retention, and a higher regular content would be most desirable objectives. Retention particularly in the skills we need, and retention of only the best people.

FAMILY SEPARATION

Mr. SIKES. How would you make the services more attractive in order to increase your retention rate?

General WOOLNOUGH. To make the services more attractive, I would provide a sufficient base so that the officer and NCO with a family does not have to face a number of separations from his family. I personally feel very strongly that separation has one of the greatest effects on the retention, particularly of our younger people, because the young men just do not want to live away from home and their family, half of their lives. I think the pay has something to do with it, although I would not assign this first priority. I think adequate housing is a very definite part, and perhaps the greatest thing is to insure that our young people of all grades are assigned to jobs which challenge them, which give them pride of accomplishment and which make them want to strive to do better.

Mr. SIKES. Can't you people in the service do that?

TRAINING BASE

General WOOLNOUGH. This we do strive to do, the latter point. I think, under my administration this has been our No. 1 objective. We cannot always control this, Mr. Chairman. We find, for instance, we

need a number of trainers in the training base now. This is hard work. It is not particularly challenging for a number of young officers. I have talked to them in the training bases. A man is on the range and he goes on and on and on. With each cycle he does the same thing. This is a very necessary job, and it must be done, and I take great pride in the answers I get from these gentlemen who are doing a repetitive job.

Mr. ANDREWS. General, I notice you stated you were denied 5,000 trainers under this \$439 million budget cut that you got. Had that money been provided, would you have been able to get such people and from where?

General WOOLNOUGH. These trainers must come, of course, from the trained personnel in the base. What this meant was actually a cutback in man-years which were budgeted for. We would have gotten them—let me go back and say—the money would have provided new accessions to the Army who could have been trained to replace the people to put in the training base.

Mr. ANDREWS. Do you think this cut of 5,000 that you asked for is serious in your training program?

General WOOLNOUGH. In view of our current guidance from the Department of Defense, it has not turned out to be serious, no, sir.

Mr. ANDREWS. What do you mean, further guidance?

General WOOLNOUGH. We are now training to the maximum extent of the training base, which means we are using the facilities and the people necessary to man those facilities without regard to man-years.

Mr. ANDREWS. Have you taxed your capacity in full?

General WOOLNOUGH. We have taxed it in full.

Mr. ANDREWS. Do you think you should get additional trainers?

General WOOLNOUGH. That is right; we are investigating the possibilities of increasing our current training base.

Mr. SIKES. You touched on the problem of family separation. That is one of the serious problems that accompanies a service career. Yet very obviously there are situations where a family situation is unavoidable. For instance, serving in Vietnam during war. What would you do to improve the family separation problem?

General WOOLNOUGH. Again I speak purely from the military point of view, Mr. Chairman. I think you must live with realities. When we have a requirement for Vietnam or to go back even beyond Vietnam just to Korea, where we had separation tours, I think what is necessary is an adequate rotation base for the Army within the continental United States. So that a young man does not have repetitive tours of this sort of duty, where he must leave his family and go overseas. In times such as right now I do not believe you can control it, but we are striving in the Army to maintain a policy of a minimum of 2 years between overseas tours.

Mr. ANDREWS. You stated you propose to shorten it.

General WOOLNOUGH. In some categories we will not be able to meet our objective.

Mr. ANDREWS. Would the gentleman yield further?

Mr. SIKES. Yes.

DUTY STATION AT HOME AFTER VIETNAM

Mr. ANDREWS. There are in my district many wives whose husbands are now in Vietnam. I guess several hundred were left when the 1st Air Cavalry left Fort Benning, which has been the home of the 1st Air Cavalry from its beginning. My district is just across the river from Fort Benning. The same thing is true of Fort Rucker. Many of those people bought homes down around Rucker and over in Alabama, across from Fort Benning, and most of the wives write, naturally, that they want their husbands—when they return from their tour in Vietnam—to come back home. I hope you give very serious consideration to putting each man back in his home base, so to speak, especially in view of the fact that you are planning to reduce his time at home from 2 years down to 1 year. If you let those men know that, it would be a great morale builder, in my opinion, to know that he can come to his own home, to his wife and children. I am sure you could use men down at Rucker or Benning as well as you could at Fort Dix or out in Colorado where some of them I know have been stationed.

General WOOLNOUGH. I can only assure you, sir, that we are going to make every effort that we can, because we fully recognize the importance of this. I would caution that it would not always be possible.

Mr. ANDREWS. I only see the exceptions or hear from them.

General WOOLNOUGH. General Wilson may want to address himself to that.

Mr. ANDREWS. I have called General Wilson, and he has responded, too.

General WILSON. Yes, sir. Especially since last year we have really been working on this. We give preference or preferential treatment to the Vietnam returnee over all other overseas returnees.

Mr. ANDREWS. I think you should.

General WILSON. We assign him first. A large percentage of them are in fact getting their desired assignment. But there are a few that are so valuable when they come back that we must use that experience as trainers, that a few of them have had it explained to them that we had to put them down in Fort Polk, Fort Gordon, and other training facilities. In every one of these cases we do it if it is humanly possible. We have vacancies everywhere, but sometimes the priority of producing another unit or other requirements are involved.

Mr. ANDREWS. I know you cannot hit a bull's-eye every time you shoot at it.

General WILSON. The bigger the rotational base the better we can serve our people.

Mr. SIKES. On page 9 of your statement, "By emphasizing the opportunities offered in the Army as a respected profession we hope to attract and retain more junior officers of high caliber."

How do you emphasize the opportunities that are offered?

General WOOLNOUGH. I think this to a great deal is conducted by our Army chain of command. The thing we have found to have the greatest influence on our younger officers has been perhaps his immediate senior. It is the example he is set. So the Chief of Staff through the chain of command has consistently and continually emphasized the necessity of setting the example of endowing these young men with a desire to emulate what they see.

PHASE DOWN OF MSTS TRANSPORTS

Mr. SIKES. I am going to get back to that in a few minutes but now I want to turn to page 11 of your statement where you tell of the phaseout of the Military Sea Transport Service ships. You postponed it for about a year. If we should find ourselves in a general war, would you still phase out the MSTS ships?

General WOOLNOUGH. Mr. Chairman, I am a little out of my field of knowledge in this. I would certainly not think that phasing out of operation some of the MSTS ships means discarding them. I think this means placing these ships in Ready Reserve status, where they could be recalled for active duty within a very short time. I will have to check the veracity of that.

(The information requested is classified and has been supplied the committee.)

Mr. SIKES. I recognize the desirability of air transportation of troops. When they are going as far away as Vietnam which is half way around the world, there are real arguments for the use of air transport to save time. But this committee is a little gun shy of glowing promises of the capability of doing everything by air as of next Tuesday. Each time an emergency occurs we find we still have to depend very heavily upon surface transportation for many things. I think you are a little on the optimistic side, particularly if there is continued escalation. What is the comparative cost of moving a man by air to Vietnam and moving him by ship?

COMPARISON OF AIRLIFT AND SEALIFT COSTS PER PERSON

General WOOLNOUGH. I will have to provide that for the record. (The information follows:)

Comparison of costs of moving personnel to Vietnam by Military Airlift Command and Military Sea Transportation Service (from west coast)

	Officer	Enlisted	Enlisted cabin	Enlisted troop
Military Airlift Command.....	\$204	¹ \$204	⁽²⁾ \$418	⁽²⁾ \$139
Military Sea Transport Service.....	418	-----		

¹ Total cost of transportation under MAC increases because 89 percent of enlisted personnel transported by MSTS were previously moved at the troop rate of \$139.

² Not applicable.

³ E-6 and above are authorized cabin space.

The additional cost of transporting personnel by air and the cost of maintaining some ships in a Ready Reserve status, is more than offset by the savings resulting from the requirement of less personnel.

RETENTION OF YOUNG OFFICERS

Mr. SIKES. Now back to the matter of retention, in the March issue of the publication, "Army," there is an interesting article entitled "Why They Leave," written by a young lieutenant. It is a somewhat limited survey in that it does not cover a large number of people. Nevertheless, here are some of the reasons given for leaving the service: 67 percent said quarters were poor. On the question, "Do you consider fringe benefits a valuable privilege?" 73 percent said "Not

much." On the question, "Is pay your prime reason for leaving?" 96 percent said "No." On another question, "Would you consider the Army as a career?" 91 percent said "Yes." Here is something interesting: "Do you admire or respect your immediate superiors?" 95 percent said "No." Then this final question, "Do you take real pride in being an officer?" 77 percent said "Yes."

As I said, this is a limited poll, and I do not know how qualified the young man is who wrote the story. But that is a pretty serious indictment of most of the things that we have been building on; 73 percent do not consider fringe benefits a valuable privilege; 96 percent do not consider pay a prime reason for leaving; 95 percent do not admire or respect their immediate superiors. Do you think his comments are all wrong?

General WOOLNOUGH. No, sir, I do not think he is all wrong.

Mr. SIKES. Then something needs to be done and done fast because that is one of the strongest indictments against leadership in the Army that I have ever seen.

General WOOLNOUGH. When I said I do not think he is all wrong, I did not include agreement with his remark on leadership, sir.

Mr. SIKES. Do you suppose the Army is wrong in its interpretation of the things that a man really feels that he and his family need to stay in the service?

General WOOLNOUGH. We have had a number of studies on reasons people do stay out.

Mr. SIKES. Apparently there are hundreds of studies floating around.

Mr. ANDREWS. That has gotten to be a bad word up here.

General WOOLNOUGH. May I withdraw that from the record? I am inclined to agree with you.

Mr. ANDREWS. Everything we are going to buy or do is being studied or going to be studied.

LACK OF INTEREST IN ARMY CAREER

General WOOLNOUGH. Let me put it this way: We had a real sample that I would place a great deal more confidence in than one individual and his limited sample. This was taken first in the reception stations and later in the BCT companies. It had to do with the reasons why a man when he had the option of going to OCS presented to him, why did he accept it or why didn't he accept it. I think that the most significant thing to me is that the reason he did not accept it when you boil the many kinds of statements down, it was because basically he was not interested in an Army career. He wanted to be a civilian. I have never seen any other indictment as strong as the one in the article, although I have heard individuals say that they did not respect their senior officers.

Mr. SIKES. That is a rather shocking statement.

General WOOLNOUGH. It is. But it is not borne out by my own contacts, and I think I have quite a few in the Army and have had for a number of years. There are exceptions.

ARMY RESPONSE TO "ARMY" ARTICLE

Mr. SIKES. Let me quote a little bit further—

Poor leadership on the part of immediate supervisors combined with excitability factor inherent in the system and the general mediocrity in the officer corps form the universal source of dissatisfaction.

Do you have any comment on that?

General WOOLNOUGH. I have always a great suspicion of a statement made that comments across the board on the mediocrity of the officer corps because, Mr. Chairman, I do not believe it is mediocre.

Mr. SIKES. I do not believe it either. Study the article, then let us have your comments on it.

General WOOLNOUGH. Yes, sir.

(The information follows:)

RESPONSE TO INQUIRY ON LIEUTENANT APGAR'S ARTICLE

Lieutenant Apgar's study encompasses a relatively small number of officers, all of whom have presumably been influenced by the same specific environmental conditions and senior officers. Thus, it is understandable that they all have responded similarly to these conditions and leaders, it cannot be assumed that these conditions are truly representative of the Army as a whole. In fact, the opposite is indicated.

Surveys conducted by the Department of the Army and subordinate field agencies tend to substantiate the fact that junior officers as a group do uniformly express dissatisfaction with housing accommodations, fringe benefits, and as a broad category, job dissatisfaction. Included in the job dissatisfaction category are specifics such as: frequent separation from family; undesirable oversea short tour areas, and frequent transfers to new duty stations and assignments. The foregoing stem primarily from the Army's need to meet ever-increasing requirements under present conditions. This engenders personnel requirements which develop the specific conditions contributing to "job dissatisfaction."

Although pay is mentioned as a minor cause in Lieutenant Apgar's study, it is a major contributing factor of the retention problem area as developed in Army-wide surveys. Many junior officers and enlisted men express the belief that their pay levels are inadequate and below that which they feel they are capable of attaining in civilian life. The attitudes of wives (and sometimes of parents or friends) toward the Army is another major factor; the wives' discontent with the military environment, notably the quarters, often infects the young officers. Coupled with other (and varying) factors individuals develop a mental attitude which causes them to either reject or elect a military career. Once this attitude is firm they will rarely allow any rationalization to change this mental attitude unless the influencing factor(s) has undergone patently revolutionary, as opposed to evolutionary, change.

There is nothing to substantiate the inference in Lieutenant Apgar's study that the middle-grade level of the officer corps, e.g., junior field grade officers, is at a qualitative level which makes them marginal as leaders. In actuality, the past 15 years has produced a qualitative growth in the officer corps to a point where it is unexcelled by any other period in the history of the Army and is competitive with any other form of professional endeavor. Today, over 75 percent of all officers hold college degrees and among Regular Army officers, over 86 percent have at least a bachelor's degree while 1 out of 4 has either a master's, professional degree or Ph. D. This contrasts very favorably with the 1950's when only 44 percent of the officer corps possessed bachelor's degrees or higher level of education. The professionalism and immediate readiness capability of Army units, as has been so vividly demonstrated in the decade of the 1960's, is ample testimony of the qualitative excellence of the U.S. Army officer corps.

It cannot be denied that Lieutenant Apgar has touched on many of the supposed irritants of military life which are factors influencing the retention of junior officers. None the less, time and again, these irritants have been found to consist of a resultant mental attitude which stems largely from immaturity and lack of experience as well as a failure to comprehend the full meaning of a military way of life. The Army is aware of the problems inherent in the acclima-

tization period of a junior officer's career and is constantly striving to improve not only such areas as housing and fringe benefits, but also to aid the young officer in developing a perspective, dedication and sense of purpose toward a military career which is actually in consonance with reality.

EFFECT OF RESERVE CALLUP ON CLOTHING REQUIREMENTS

Mr. SIKES. Would a callup of Reserves have simplified uniform and other allowance problems for the Army?

General WOOLNOUGH. On the allowance problem, I do not think it would have simplified it, Mr. Chairman. I do not know the exact effect.

Mr. SIKES. Would it have resulted in the savings in that the reservists supposedly have their own uniforms?

Mr. ORNDORFF. Mr. Chairman, the problem is that most of the reservists who would be brought on board only have a very limited clothing bag in their possession. They would still have to be furnished a good many items of clothing at the time they were federalized. There would be some savings in this respect. However, in contrast to these savings, most of these personnel would have dependents and their accession move would be more costly. It would probably offset the savings in clothing. Then you would be bringing these personnel on in higher grades. They would be entitled to many more allowances such as BAQ and the overall cost would be more expensive.

Mr. SIKES. Have there been reductions in clothing issue?

General WOOLNOUGH. May I call on Colonel Munster?

Colonel MUNSTER. Yes, sir, there have been.

Mr. SIKES. What is the normal table of issue of clothing and what is the present?

Colonel MUNSTER. Sir, may I set the stage a little for that? There are two types of clothing involved, one which we may describe as individual, that which is personal to the man, his underwear and the like. The other is organizational, which belongs to his unit and is generally employed only as needed: hip boots, possibly overcoats, parkas. With respect to the individual items of equipment, it has been found necessary to reduce some issues either for reasons of nonavailability (sometimes attributable to size deficiencies). In other cases because of phasing in new items, it has been done on an anticipatory basis.

Mr. SIKES. Primarily at this time it is because of shortages, is it not?

Colonel MUNSTER. Yes, sir.

INITIAL PERSONAL CLOTHING ALLOWANCE

Mr. SIKES. Give us for the record a listing—you can provide this—showing what normally is issued to the individual, and what is being issued to him now.

Colonel MUNSTER. Very good.

(The information requested follows:)

Initial personal clothing allowances for enlisted men, fiscal year 1966

	Authorized allowances	Currently being issued
Bag, duffel, w/1 handle carrying strap.....each	1	(1)
Belt, trousers, cotton, webbing, black.....do	2	2
Boot, combat, men's, black leather.....pair	2	2
Buckle, web, brass.....each	1	1
Cap, garrison, wool, serge, Army green, Sh 44.....do	1	1
Cap, service, wool, serge, Army green, Sh 44.....do	1	1
Cap, utility, O G 106.....do	2	2
Coat, wool, serge, Army green, Sh 44.....do	2	1
Drawers, cotton, boxer style, thigh length, white.....pair	6	6
Gloves, inserts, wool.....do	2	2
Gloves, shells, leather.....do	1	1
Insignia, branch of service.....each	1	1
Insignia, service cap, bronze.....do	1	1
Insignia, U.S., EP.....do	2	2
Necktie, black.....do	2	2
Raincoat, nylon taupe, Sh 179.....do	1	1
Shirt, cotton, poplin, tan, Sh 46.....do	3	2
Shirt, cotton, khaki, Sh 1.....do	2	2
Shirt, cotton, khaki, Sh 1, short sleeve.....do	2	2
Shirt, utility, cotton, sateen, O G 107.....do	4	3
Shoe, dress, oxford, leather, black.....pair	1	1
Socks, cotton, black stretch.....do	3	3
Socks, wool, black, stretch.....do	5	5
Towel, bath, cotton, white.....each	2	2
Trousers, khaki, Sh 1.....pair	4	2
Trousers, utility, cotton, sateen, O G 107.....do	4	3
Trousers, wool serge, Army green, Sh 44.....do	2	1
Undershirts, cotton, 1/4 sleeve.....each	6	6

¹ Bag, barrack, cotton sateen O G 107, may be issued as a substitute item when standard item is not available.

CLOTHING SHORTAGES

Mr. SIKES. Whose fault is it that you have shortages of clothing?

Colonel MUNSTER. I would hesitate to attempt to answer that question. It is brought about by a combination of circumstances.

Mr. SIKES. What circumstances?

Colonel MUNSTER. The rapid buildup of the Army, for one.

Mr. SIKES. Would lack of reserve stocks also be a reason?

Colonel MUNSTER. It would be.

On the other hand, may I point out it would not be possible, nor would it be desirable to attempt to cover in reserve stocks the entire range of what might be required for a buildup.

Mr. SIKES. How long will this shortage continue?

Colonel MUNSTER. Sir, for all except a very few items which are long leadtime in nature, we hope to be in excellent condition by the end of this calendar year.

I might also point out that some of the shortage items are essentially seasonal in nature, for instance, overcoats will not be required during the summer months; therefore, we benefit by the leadtime.

Mr. SIKES. Is there a shortage of overcoats now?

Colonel MUNSTER. There is a shortage of overcoats per se, but there is no shortage of items which may be used in their place—parkas, field coats and the like.

Mr. ANDREWS. We got that same report about overcoats from Defense witnesses yesterday. Are you aware of the hearing we had on shortages of khaki trousers for the Marines?

Colonel MUNSTER. I heard about the trousers for the Marines, yes.

Mr. ANDREWS. Have you talked to anyone in the Department of Defense?

Colonel MUNSTER. I have not.

Mr. SIKES. Is there a shortage of pants in the Army?

Colonel MUNSTER. One interesting thing that has come up in the trouser department is that it seems our troopers have been brought up on the two-pants-suit principle.

Mr. SIKES. Are you unable to issue them two pairs of trousers now?

Colonel MUNSTER. We do not attempt to at this time. With this AG-44 uniform, we have issued the uniform to each new soldier because we know that this summer we will be receiving into the supply system the new lightweight AG-344 uniform. This will give the man one winter-weight and one year-round uniform.

Mr. SIKES. Where most of them are going, there will not be much requirement for winter-weight clothing.

Colonel MUNSTER. That has been our experience.

Mr. SIKES. In the meantime they will be very busy in the training program, for which fatigues are provided.

Colonel MUNSTER. In their fatigue uniforms, but they like to turn out sharp on free time.

Mr. SIKES. Exactly.

JUNIOR OFFICER TRAINING

Now, you spoke of the increased training of officer personnel in order to meet junior officer shortages. Could you not have accomplished the same thing by a callup of junior reservists?

General WOOLNOUGH. The total pool of Reserve officers not attached to units, this would have been a way to do it.

Mr. SIKES. Was it considered as a substitute?

General WOOLNOUGH. Under the guidelines we received from the Department of Defense, which I believe General Johnson discussed with this committee, there was not to be a Reserve callup and we did not consider it.

HOSTILE-FIRE PAY

Mr. SIKES. Will you provide for the classified record the estimates for 1966 and 1967 for hostile-fire pay requirements in terms of numbers to receive this pay, rates to be paid, and total cost? You may provide that for the record.

(The information requested is classified and has been supplied the committee.)

Mr. SIKES. What are the criteria for eligibility?

General WOOLNOUGH. Hostile fire pay is paid in any area designated by the Department of Defense to receive it. An individual must be in the area on a projected stay of 30 days. The amount is \$65. All individuals in the area declared as a hostile fire area draw this pay. It is not authorized for the Dominican Republic unless a man has been wounded, and then he gets hostile fire pay.

Mr. SIKES. Is any person assigned to South Vietnam not eligible?

General WOOLNOUGH. All people assigned to South Vietnam are eligible if they are there for 30 days or more.

Mr. SIKES. In the Dominican Republic only those who have received wounds are eligible?

General WOOLNOUGH. That is correct.

Mr. SIKES. Officers get the same rate of increase in pay, do they not?

General WOOLNOUGH. \$65 for everybody.

Mr. LIPSCOMB. In answer to the question on Vietnam, did you say that all the people assigned to Vietnam are eligible?

General WOOLNOUGH. Everybody assigned in Vietnam for 30 days or more, and then there are other provisions, not less than 6 days in the calendar month, that apply to the other services. As far as we are concerned, it is 30 days.

Mr. LIPSCOMB. Last year there seemed to be a policy which stated that they had to be outside of Saigon in order to receive hostile fire pay. Has this been changed?

General WOOLNOUGH. That has been changed.

USE OF WARRANT OFFICER PILOTS

Mr. SIKES. What is Army policy with respect to the use of warrant officers rather than commissioned officers as pilots?

General WOOLNOUGH. We have gone rather extensively, particularly with the rotary wing pilots, to a warrant officer program. The reason for this is that we need a number of people who are primarily cockpit aviators. Since they are technicians, they fit more into our concept of a warrant than a commissioned officer.

They are not in leadership positions, so we did not feel it was necessary to have them commissioned officers.

Mr. SIKES. Will you designate for the record the number so categorized for each of the last 3 years and the number programed for fiscal year 1967?

(The information requested follows:)

Active Army aviator inventory, fiscal year 1964-67—Commissioned and warrant officers

	Actual, fiscal year 1964	Actual, fiscal year 1965
Commissioned.....	6,503	6,793
Warrant officers.....	1,773	2,281
Total.....	8,276	9,074

NOTE.—Additional classified detail was supplied the committee.

Mr. SIKES. Do you find this program fully satisfactory?

General WOOLNOUGH. We have found the program fully satisfactory.

Mr. SIKES. Please provide any other reasons which show why you consider this a satisfactory program.

(The information requested follows:)

WARRANT OFFICER AVIATOR PROGRAM

We have had very excellent experience with our warrant officer aviators in Vietnam. On this basis, approximately 75 percent of our new aviator production will be in warrant officers. As an associated benefit, this will permit the Army to closely control its commissioned aviator inventory in future years and reduce the overages in field grade aviators which inevitably result from an all-commissioned aviator program.

Another important consideration is the expected high retention of warrant officers in the aviation program. Our retention in the past has been very satisfactory and, barring adverse trends which could possibly develop due to repetitive tours to Vietnam, offers much for the future. The end result of high retention is cockpit longevity. This translates into considerable long-range savings in training funds to produce new aviators and an overall increase in the level of experience within our aviation activities.

Mr. SIKES. Is consideration being given to the use of enlisted pilots?

General WOOLNOUGH. For the reasons that I just briefly touched on, we have considered this, but we have not accepted it, because of their skills they would have to come in at rather high enlisted grades, and this would disturb our overall grade structure, and an NCO is also in a leadership position.

PROFICIENCY PAY

Mr. SIKES. Did I read into your statement a change in the approach to proficiency pay?

General WOOLNOUGH. No, sir.

Mr. SIKES. What are the criteria which determine whether or not duty in Vietnam is permanent change of station?

General WOOLNOUGH. In Vietnam, if a job or an assignment is categorized as a continuing requirement, which 98 percent of them are, it is a PCS change of station when a man goes in to fill that requirement. Anything that is not a continuing requirement is considered as temporary duty.

Mr. SIKES. Back to the matter of proficiency pay, what is the situation now with respect to the maximum payment, criteria for payment, and so forth?

Provide that for the record.

(The information requested follows:)

PROFICIENCY PAY

There has been no fundamental change in the proficiency pay program since October 1, 1963. At that time, the former rates of P-1 (\$30 per month) and P-2 (\$60 per month) were discontinued and the following new rates established:

- (a) Proficiency pay (specialty) P-3, \$100 per month.
- (b) Proficiency pay (specialty) P-2, \$75 per month.
- (c) Proficiency pay (specialty) P-1, \$50 per month.
- (d) Proficiency pay (superior performance), P-1, \$30 per month.

To be eligible for either type of proficiency pay (specialty or superior performance), an individual must meet the following criteria:

- (a) Be on active duty.
- (b) Be in grade E-3 or higher.
- (c) Have completed 24 months' active duty.
- (d) Have a minimum of 6 months' active service immediately prior to the award. (This is a savings clause for individuals who return to active duty after a break in service.)

In addition, the individual must satisfy the following specific requirements for the type of proficiency pay he will draw:

(a) Proficiency pay (specialty):

- (1) Must be a careerist. (A careerist is defined as an individual on his second or subsequent enlistment, or a first-termer whose active service obligation totals 6 or more years.)
- (2) Must be qualified in and assigned to duties in his primary MOS.
- (3) Must maintain his primary MOS qualification.

(b) Proficiency pay (superior performance):

- (1) Must have attained or exceeded the superior performance qualification score established and announced by Headquarters, Department of the Army, for the primary MOS and skill level in which evaluated.

(2) Must have demonstrated superior performance on the job in the primary MOS and skill level in which serving for a minimum of 6 months.

(3) Must be selected for the award by his unit commander.

OFFICER STATISTICS

Mr. SIKES. Please bring up to date for the record the tables that appeared at pages 35, 36, 37, and 38 of the 1966 hearings relating to officers by grade, officers assigned outside of Army activities, officers in combat units, the distribution of Army strength by mission and the ratio of enlisted to officers.

(The information requested follows:)

Officers by grade since 1960, actual strengths

Grade	June 30, 1960	June 30, 1961	June 30, 1962 ¹	June 30, 1963
General.....	471	458	493	483
Colonel.....	4,727	4,724	5,094	5,000
Lieutenant colonel.....	11,220	11,209	12,642	12,235
Major.....	15,540	15,389	17,775	17,035
Captain.....	29,345	29,345	31,081	29,432
Lieutenant.....	29,306	28,489	37,673	33,907
Warrant officer.....	10,178	9,851	10,820	9,677
Total.....	100,787	99,465	115,578	107,769

Grade	June 30, 1964	June 30, 1965	June 30, 1966 ²	June 30, 1967 ²
General.....	484	484	485	485
Colonel.....	5,022	5,053	5,265	5,380
Lieutenant colonel.....	12,243	12,285	13,333	13,833
Major.....	17,026	17,105	18,462	19,185
Captain.....	30,013	29,964	35,400	36,950
Lieutenant.....	35,262	36,346	37,755	40,391
Warrant officer.....	10,226	10,304	12,060	15,500
Total.....	110,276	111,541	122,760	131,724

¹ Includes reserve component units involuntarily recalled to active duty.

² Program strengths.

Officers by grade assigned to activities outside the Department of the Army¹ (excludes reimbursables)

	Total	General	Colonel	Lieutenant colonel	Major	Captain	Lieutenant	Warrant officer
Dec. 31, 1958 ²								
June 30, 1960 ³	3,981	101	633	1,029	899	838	161	320
Dec. 31, 1963.....	7,480	113	880	1,861	1,832	1,843	613	338
Dec. 31, 1964.....	7,728	105	859	1,857	1,882	2,005	694	326
June 30, 1965.....	8,487	123	963	2,023	2,001	2,196	838	343
June 30, 1966 ⁴	7,970	124	961	1,775	2,002	2,084	662	362

¹ Includes Army personnel assigned to joint agencies, joint and unified commands, MAA G's and missions, and those personnel assigned to other Government agencies who are nonreimbursables. Excludes reimbursable officers shown on separate tabulation.

² Data not available.

³ Data not available for Dec. 31, 1960.

⁴ Projected strengths. Projections do not include officers who will be assigned to new DOD or joint activities which are in the planning stage.

Reimbursables—Officers by grade assigned to activities outside the Department of the Army¹

	Total	General	Colonel	Lieutenant colonel	Major	Captain	Lieutenant	Warrant officer
June 30, 1960.....	450	16	142	99	90	83	18	2
Dec. 31, 1963.....	582	20	131	143	85	59	141	3
Dec. 31, 1964.....	587	22	145	147	98	60	111	4
June 30, 1965.....	578	20	152	149	88	68	97	4
June 30, 1966 ²	687	20	151	153	94	111	156	2

¹ Includes Army personnel assigned to Corps of Engineers, Civil Works; Selective Service System and other Government agencies outside the Department of Defense whose costs are borne by other than the MPA appropriation.

² Projected strengths.

Authorized officer positions in combat units¹

End fiscal year ²	Commissioned officers	Warrant officers
1958.....	22,238	3,922
1960.....	23,416	4,261
1963.....	26,076	4,796
1964.....	26,179	5,410
1965.....	27,382	5,892
1966 (estimate).....	30,800	6,900
1967 (estimate).....	33,000	7,400

¹ Includes those forces whose primary missions are to participate in combat and organic elements thereof. Excludes combat support. Combat support elements are those whose primary missions are to provide support to the combat forces and which are a part or prepared to become part of forces formed for combat operations.

² Reflects June 30 authorizations (end year) instead of data for Dec. 31 (midyear) which is not readily available.

Distribution of Army strength by primary mission

	Fiscal year 1963	Per cent	Fiscal year 1964	Per cent	Fiscal year 1965	Per cent	Fiscal year 1966	Per cent	Fiscal year 1967	Per cent
Operating forces.....	613,794	62.9	620,123	63.7	603,192	62.3	698,770	60.3	750,672	60.8
Combat.....	393,168	40.3	402,552	40.4	386,479	40.0	457,522	39.5	475,450	38.5
Combat support.....	220,626	22.6	217,571	23.3	216,713	22.3	241,248	20.8	275,222	22.3
Supporting forces.....	100,171	10.3	89,666	9.2	88,415	9.1	72,000	6.3	121,756	9.9
Special activities.....	63,103	6.5	61,008	6.3	62,093	6.4	66,036	5.7	60,550	4.9
Training forces.....	175,548	18.0	181,423	18.7	189,027	19.5	282,241	24.3	246,088	20.0
Transients and patients..	22,539	2.3	20,225	2.1	25,586	2.7	39,996	3.4	54,627	4.4
Total.....	975,155	100.0	972,445	100.0	968,313	100.0	1,159,043	100.0	1,233,693	100.0

Ratio of enlisted personnel for each officer, fiscal years 1957-67

Date	Actual strength, total Army	Ratio of enlisted for each officer
June 30, 1957.....	997.1	8.0
June 30, 1958.....	898.2	7.6
June 30, 1959.....	861.3	7.5
June 30, 1960.....	872.4	7.6
June 30, 1961.....	857.9	7.6
June 30, 1962.....	1,065.7	8.2
June 30, 1963.....	975.2	8.0
June 30, 1964.....	972.4	7.8
June 30, 1965.....	968.3	7.7
June 30, 1966 ¹	1,159.0	8.4
June 30, 1967 ¹	1,233.7	8.3

¹ Program strengths.

STANDARDS FOR ENLISTEES AND DRAFTEES

Mr. SIKES. General Johnson commented briefly on present standards for enlistment and present draft standards.

Will you tell us what the present standards are?

MENTAL REQUIREMENTS

General WOOLNOUGH. Any individual who scores higher than 30 in the Armed Forces qualification tests is eligible for either enlistment or induction.

Mr. SIKES. Does that represent a reduction?

General WOOLNOUGH. This is basically the same. The changes that occurred at the first of last November—

Mr. SIKES. What was the change at that time?

General WOOLNOUGH. The changes were in the lower scores. An individual who has a qualification score of between 16 and 30, and is a high school graduate, or has a general technical aptitude area test score of 80, and any other two aptitude areas of 90 or higher, is eligible for enlistment. The same is true for induction except that we go down to an AFQT score of 10 to 30, plus the general technical aptitude area test score of 80 and two aptitude areas of 90 or higher, or 16 to 30 on AFQT for high school graduates.

Mr. SIKES. What is the situation with athletes who have figured so prominently in the press recently on the question of induction?

We hear criticism about them in the Halls of Congress. It is something the public feels some concern about. I am talking about athletes like Cassius Clay, Joe Namath, Charlie Taylor, and others who have been deferred.

General WOOLNOUGH. There are basically two reasons why these people have been deferred.

Cassius Clay was originally deferred because he was below the mental standards.

Mr. SIKES. Does that mean he was smart enough to play dumb? Certainly you do not tell me that anyone who becomes heavyweight champion of the world—however low that sport has sunk—does not have a fair amount of sense. He should have sense enough to tote a musket. At least he can peel potatoes.

General WOOLNOUGH. May I go off the record a minute?

Mr. SIKES. I prefer that you not go off the record.

General WOOLNOUGH. In answer to the question specifically—

Mr. SIKES. All right, off the record.

General WOOLNOUGH. Off the record.

(Off the record.)

General WOOLNOUGH. Now, if I may go back on the record. When he was retested, he achieved an AFQT score of 19. Under our new criteria of November, he is now eligible for induction. He will have to have another physical.

PHYSICAL REQUIREMENTS

I would prefer, if I may, to call on General McGibony on the physical, which is the Namath case.

General MCGIBONY. Mr. Chairman, if I may, I will refer to one well-known football player whose record was sent into the Surgeon

General's Office. This case was referred to several of the most prominent consultants in orthopedics in the country.

(The information referred to follows:)

Basic philosophy behind present medical fitness standards for entry into the armed services is to qualify each individual who may serve to the best interests of the Government and the individual. These standards are applied equitably to all persons. In the particular case of a well-known athlete who was disqualified for induction, I would like to read an extract from the report of one of the consultants:

[Deleted.]

In view of these findings, it was the considered judgment of the professional staff of the Office of the Surgeon General that this individual did not meet the minimum medical fitness standards for induction and was, therefore, disqualified. He would have been disqualified regardless of his prominence as an athlete and, in fact, his case never would have been forwarded for review. To accept an individual of this type would make the Government potentially liable for payments of compensation for many, many years to come. On the other hand, individuals who have had similar injuries but responded well to surgery and who do meet the minimum medical fitness standards for induction, are qualified and accepted.

It must be pointed out that prominent athletes are under very close supervision at all times and may be removed from bodily contact immediately, if anything goes wrong. Such a possibility does not always exist in the military service.

General MCGIBONY. In our opinion, this case was absolutely opposed to the philosophy of us accepting people who could best serve the best interests of the Government and the individual. The reason this individual was turned down is because he did not meet the standards that had been set up.

I think this applies to these other individuals. It comes down to a matter of judgment and the prognosis on each individual.

Mr. SIKES. In most instances where prominent athletes have been deferred has it been a matter of physical disqualification? Even though a man is able to play ball, he may have a physical impairment which would result in his becoming a permanent charge on the Government if he were inducted into the services?

General WOOLNOUGH. That is correct.

DEFERMENT OF ATHLETES

Mr. SIKES. In other cases it is because his mental qualifications are too low. Are they the only reasons for deferment? Is there any such thing as an essential athlete who has to be allowed to play because of his essentiality to the sport?

General WOOLNOUGH. There is no such person as far as the military is concerned.

Mr. SIKES. Will you provide such additional information as you think will be helpful to clarify this picture insofar as the average person is concerned?

(The information requested follows:)

DEFERMENT OF ATHLETES

Occupational deferment is a matter pertaining to the Selective Service System. Athletes are not listed on the Department of Labor list of currently critical occupations or the Department of Commerce list of currently essential activities.

DISCIPLINARY PROBLEMS

Mr. SIKES. What is the current situation with respect to the disciplinary problems, and what, if any, will be the effect of reduced enlistment standards on this picture?

Are we getting back into the problems we had previously from those with lower mental endowment who previously caused so much trouble in the disciplinary field?

General WOOLNOUGH. Mr. Chairman, I should say the Army is deeply appreciative of the help this committee has given us in the past in this field. I must say in looking at the record so far, there has not been an appreciable increase in disciplinary cases; the new standards have not been in effect very long. There has not been an appreciable increase in the disciplinary problems.

As you know, we did lower our standards to take more category IV. It was also decided by the Department of Defense that the overall percentage would not exceed 30 percent in category IV in the Army.

We felt we could live with this. Also, we felt we would not get this many, and experience has proven we have not.

Mr. SIKES. How many are you getting, what percent?

General WOOLNOUGH. About 22 percent.

Mr. SIKES. Do you think it will hold at about that level?

General WOOLNOUGH. This I am not sure of. I am not good at forecasting. We would want any further change to always be based on the hard look-see as we go down the line that we do not exceed 30 percent.

There is, of course, a lower quality man in the Army when you take these people in.

DECREASE IN PAY GRADE E-1 AND E-2 NUMBERS

Mr. SIKES. On page 10 of the justifications, the proposed grade structure indicates increases at June 30, 1967, over June 30, 1966, in all except E-1 and E-2, these show significant decreases. Why?

General WOOLNOUGH. I can explain that, I believe, by saying that the total accessions in the fiscal 1967 budget that you have before you are 315,000, which are less than the accessions this year. Normally, it is the new man that is in grade E-1 and E-2 in our increased accessions.

Mr. SIKES. In the original justification for 1966 at page 13, it was shown that incentive pay for flight crew duty was to be paid to 10,551 officers. There is an increase in the size of the Army. The revised 1966 estimate shows only 10,251 officers on flight duty.

Why would there be a decrease?

General WOOLNOUGH. This is caused primarily by two factors:

The first, our programed end strength for fiscal year 1965 was not realized. It missed by 171. There was a further decrease due to an underdelivery from the programed school production of 133 for 1966.

CLOTHING ALLOWANCES

Mr. SIKES. Under the heading of "Clothing allowances" on page 24 of the justifications, there appear entries for (a) Korea, (b) Vietnam, (c) reentitlement and levels.

For the record, please explain these.

(The information requested follows:)

CLOTHING ALLOWANCES

Korea and Vietnam are both on the clothing issue-in-kind system in fiscal year 1966. Under the system, personnel are issued new items of clothing to replace like items worn out through fair wear and tear. Personnel under this method of issue do not receive the monthly cash maintenance allowance normally paid to personnel under the clothing monetary allowance system. Vietnam converted to the issue-in-kind system on November 1, 1965. Korea will convert from issue-in-kind system to clothing monetary allowance system on July 1, 1966. This accounts for the decrease in fiscal year 1967.

Under combatant conditions the issue-in-kind system is considerably easier to administer than is the clothing monetary allowance system. It does not penalize the individual soldier for accelerated clothing wear experienced under combatant conditions.

The line entitled "Reentitlement and levels" provides funds necessary to maintain the supply levels in-country necessary to the operation of the clothing issue-in-kind system. The reentitlement portion provides funds to reequip personnel returning from Vietnam. Personnel deploying to Vietnam do not take the full clothing bag with them. This is at the request of the field commander who asked that all winter type clothing be withdrawn from deploying personnel, because of the storage problems being encountered in the command. Personnel returning to CONUS after their tour in Vietnam must be reequipped with the full complement of clothing.

INTERESTS ON ENLISTED MEN'S SAVINGS DEPOSITS

Mr. SIKES. The estimate for other military personnel costs indicates that the item for interest on enlisted personnel deposits is declining in spite of increases in total Army strength.

Possibly 4 percent is no longer an attractive return on an investment. Savings bonds are paying more.

Should the program be discontinued, or should the interest be increased?

General WOOLNOUGH. Speaking from my own personal judgment on this, I would certainly favor continuing the program and increasing not only the interest, but also giving the soldier depositor the compound interest he does not have now.

Mr. SIKES. Has this been recommended to Army?

General WOOLNOUGH. This is my personal recommendation, and will be to the Chief of Staff.

Mr. SIKES. How much should it be increased?

General WOOLNOUGH. It should be increased to be equivalent to the bond interest.

DEATH GRATUITY PAYMENTS

Mr. SIKES. How do you anticipate the number of casualties which will occur?

This is something, sadly, we must program for, but how do you anticipate the number that we must be prepared for in death gratuity payments, for instance, and how accurate are your estimates in the light of current knowledge?

General WOOLNOUGH. This, of course, is of vital importance to us, not only in the field of this budget, but I should point out in the medical requirements that go with the wounded in action.

Our estimate, based on a very thorough calculation which we made, projecting the past loss rate experience against the number of battalions expected to be engaged in operation, and we came up with a figure of ——— per year as the estimated rate.

This rate has proven quite accurate during periods of heavier engagement. During periods such as the Christmas holidays and TET—the Lunar New Year—when the operations were not going on, it is considerably higher than the actual casualties we have experienced, but we do feel from our information that our rate of ——— is a very good factor.

NOTIFICATION OF NEXT OF KIN

Mr. SIKES. There have been some objections in some areas to the delivery of a notice of death to the family by sending a telegram. As a result of that situation, directions have been given to institute a procedure by which the services will notify next of kin by a military officer. I feel this is an improvement. Is it something that is practical from the standpoint of getting word to the family as early as possible?

General WOOLNOUGH. We have considerable misgivings about the system, that I must add has been used through World War I and II, and through Korea—Western Union delivery.

There has been a certain amount of public reaction to this, and we wanted to do better. On February 1, we initiated a test in the 5th Army area, the north central part of the United States. Of course this test has only been going for a month. The Adjutant General worked out a system whereby, when he receives a casualty notification, he calls direct to the office that is going to do the notification. So far he has had no real problems in carrying out this program.

Mr. SIKES. What if it is a rural area?

General WOOLNOUGH. This is why we tested the 5th Army. We only notify people between 6 in the morning and 10 at night so there is no midnight ride to wake someone up in the countryside. We do not have the full report on the test. It was originally scheduled as a 60-day test. However, we are now going in all of the United States to this system on the 15th of March. Only the primary next of kin will get the direct notification.

Mr. ANDREWS. Could you get the family's pastor to make the announcement? I am sure they would all cooperate with you.

General WOOLNOUGH. Our problem there is time. We have the problem of the press and the announcement coming out.

Mr. ANDREWS. You were going to use officers according to the last report I read.

In a rural area you could have some nearby officer call and find out what church the family belonged to, contact the preacher and I am sure he would cooperate.

I started to call you the other day and tell you that, for what it is worth.

General WOOLNOUGH. I think it is certainly a very worthwhile suggestion. I am not certain of the details on the other end of how these people are implementing it. We will pass this along.

The thing that we have to be sure of is that there is a man on the phone who can be called and will get to that family before they hear it on the radio.

Mr. ANDREW. I am sure the pastor would be willing to do it.

General WOOLNOUGH. We will certainly look into it.

Mr. SIKES. How was the extra hazard amount of \$2.5 million calculated, and how is this account administered?

General WOOLNOUGH. The rates, of course, are given to us by the Veterans' Administration and are calculated on the average American mortality rate of \$2 per month. For the extra hazard connected with Army rates, the Veterans' Administration has given us an added factor of 9 percent of that amount.

RATION COST

Mr. SIKES. What is the daily ration rate estimated for fiscal year 1967? I recall it was originally estimated at \$1.06 for fiscal year 1966.

General WOOLNOUGH. For fiscal year 1967 the ration rate will go to \$1.17. This is caused by two things, one the Commodity Credit Corporation last year furnished the value of excess milk which this year we have to pay. The other is for an increase in the food prices. There is no difference in the ration whatsoever.

Mr. SIKES. The extra costs are not chargeable to the Vietnamese war, are they?

General WOOLNOUGH. No, sir.

Mr. ORNDORFF. The additional cost of moving subsistence to Vietnam would be an O. & M. charge.

USE OF ENLISTED PERSONNEL FOR NONMILITARY DUTIES

Mr. SIKES. Last year we discussed at some length the GAO report on the use of enlisted personnel for nonmilitary duties. A recent newspaper story has revived the issue.

What is present Army policy about the use of enlisted personnel for nonmilitary duties?

General WOOLNOUGH. The current Army policy on the utilization of military personnel in nonmilitary duties is quite specific; namely, you will not do it except in certain specific cases. The commissary is permitted not more than three military personnel without express approval of DA to exceed that.

An officers' club, or open mess is not allowed more than one except the major commander can approve up to three, and more than three would have to come from the Department of the Army.

Mr. SIKES. Are these numbers necessary?

General WOOLNOUGH. We feel they are for supervision.

Mr. SIKES. You can complete your answer for the record.

(The information requested follows:)

UTILIZATION OF ENLISTED MILITARY PERSONNEL

The GAO report to which the newspaper clipping refers is entitled "Review of the Assignment of Enlisted Personnel to Nonmilitary Activities," dated December 1965. In this report the GAO noted that the Department of Defense had a policy of using civilians wherever possible to fill nonmilitary jobs but that this policy was being inconsistently applied. The activities reviewed by the GAO were essentially morale and welfare activities, such as officer and NCO clubs, hobby shops, swimming pools and beaches, and commissary stores.

Department of the Army policy provides generally that civilians will be utilized to the maximum extent possible in the type activities reviewed by the GAO in this report. Military personnel are permitted only for purposes of command supervision or where qualified civilians are not available. This policy is consistent with Department of Defense policy.

There is no indication as yet that the problems imposed by Vietnam have increased the utilization of military personnel in the areas reviewed by the GAO. Based on a report submitted as of October 31 for each year, the following indicates the number of personnel assigned to the type activities reviewed:

	1964	1965
Commissary stores.....	292	273
Other activities reviewed by the GAO.....	1,924	1,913
Total.....	2,216	2,186

To stress the need for control of the utilization of military personnel in these areas the Army republished a letter to all commands and agencies on September 24, 1965, containing specific policy guidance concerning the maximum numbers of military personnel permissible in the activities in question. For example, in commissary stores a staffing of up to three military personnel per store is permitted for purposes of control and supervision. In the case of officer and NCO clubs, one officer or NCO is permitted for normal command supervision and major commanders are permitted to approve up to a maximum of three personnel per club in unusual circumstances. In both cases, requests for staffing in excess of three per activity must be approved by Department of the Army headquarters. The application of the guidance published in this letter is monitored by review teams such as manpower utilization survey teams and the Inspector General. In addition, the report cited above is obtained and reviewed annually at Headquarters, Department of the Army.

Personnel assigned to the activities reviewed by the GAO were also reviewed during 1965 in conjunction with the military/civilian substitutability program. Individuals with the military occupational specialties (MOS) used in the type activity cited by the GAO are also utilized in other positions. Information is not available from which to determine if all conversions will be in the specific activities covered by the GAO report. However, the following tabulation indicates that there will be some reduction in these areas:

MOS	Title	Total MOS strength authorized, Oct. 31, 1965	Recommended for conversion
03B	Recreation specialist.....	494	138
03C	Physical activity specialist.....	1,069	438
03D	Arts and crafts specialist.....	344	184

Mr. SIKES. Are uniform changes underway, or proposed?

General WOOLNOUGH. I am not aware of any uniform changes of which the committee is not well aware. There are no new uniform changes other than we are going into the lightweight green uniform I have on, and the overcoat.

RECRUITMENT AND RETENTION OF DOCTORS, DENTISTS AND NURSES

Mr. ANDREWS. What about your doctor problems? Are you meeting the needs?

General MCGIBONY. We are meeting them through the draft. We are not getting enough volunteers by any means.

Mr. ANDREWS. With the draft, are you getting enough to meet your needs?

General MCGIBONY. Yes.

Mr. ANDREWS. What about dentists?

General MCGIBONY. The dentists volunteered in such numbers we took them off the last draft. We are getting enough dentists.

MALE NURSES

Mr. ANDREWS. General Woolnough discussed the nurse problem. I want to ask you a question about your male nurse program.

What source do you have for male nurses?

General MCGIBONY. Well—

Mr. ANDREWS. Do you have a school?

General MCGIBONY. In the military, we do not have a separate school for nurses except the one we are just starting at Walter Reed in which we will accept the male nurse along with the female.

Mr. ANDREWS. When that male nurse graduates, does he get a commission?

General MCGIBONY. Yes, sir.

At the present time they are not eligible to be commissioned in the Regular Army. There has been a bill introduced, as you are well aware, to make that possible.

We have recently put in a call for 700 male nurses because we can do that under existing law.

Mr. ANDREWS. How many do you have at the present time?

General MCGIBONY. I believe it is around 300. I would like to check that figure.

(The information requested follows:)

ARMY NURSE CORPS PERSONNEL

On January 31, 1966 there were 569 male nurses in the Army Nurse Corps.

Mr. ANDREWS. Are you using many of the male nurses in Vietnam?

General MCGIBONY. Yes, sir.

MEDICAL UNIT, SELF-CONTAINED, TRANSPORTABLE

Mr. ANDREWS. What medical facilities do you have in Vietnam? I saw a very interesting picture of a so-called mobile operating room that is being moved by a crane helicopter. That is new, is it not?

General MCGIBONY. Yes, sir; that was built locally by the Division Surgeon. We are also working on ———.

Mr. ANDREWS. What luck are you having with it?

General MCGIBONY. So far it has worked out very well.

Mr. ANDREWS. How many do you have?

General MCGIBONY. ——— in Vietnam. We have somewhat the same principle that we are working on here in the States, the MUST unit, which means Medical Unit Self-contained Transportable. The laboratory, operating room, and certain central supply features can be put into somewhat of a similar type pod, as you call it, that you saw.

In addition to that, we will have an inflatable tent which can be put together and made into a hospital very rapidly. This is where we get the name. It is self-contained and it is transportable, and it is a medical unit. We have hopes to have some of these units in Vietnam by late this summer.

Mr. ANDREWS. Do you have them under production at this time?

General MCGIBONY. We are just going into a contract now.

Mr. ANDREWS. Not that we are interested in the cost because you need them, but what is the cost of the unit?

General MCGIBONY. This first unit was strictly a research and development project. I will have to supply the cost of a unit for the record.

(The information requested follows:)

The development of the Medical Unit Self-Contained Transportable (MUST) Equipment System was based on a "building block" concept that was to be both highly flexible and highly mobile, and yet provide a controlled medical environment that would afford combat casualties the best possibility for recovery. The equipment is so designed that it can be utilized to equip many combat support medical treatment facilities including the evacuation hospital, the mobile Army surgical hospital, the division clearing station and the field hospital.

The following pricing data is based on the Army Evacuation Hospital, a unit designed to provide direct medical and surgical support to combat forces. This hospital can care for 400 combat casualties, has 6 operating rooms, complete sterile preparation facilities, clinical laboratory, oral surgery, X-ray and pharmacy equipment capable of providing treatment very similar to that which can be provided in a fixed hospital. Equipment also includes a complete hospital food service, power generation and utility support equipment and organic vehicles that will permit the hospital to move as far and as fast as the combat units it is designed to support.

The production cost of the total 400-bed evacuation hospital equipment set is estimated at \$1,840,000.

Mr. ANDREWS. Do you need any money?

General MCGIBONY. We are in for it now, sir.

General TAYLOR. That would be in the procurement appropriation.

Mr. ANDREWS. Can all types of operations be performed in that pod?

General MCGIBONY. In Vietnam?

Mr. ANDREWS. Yes.

General MCGIBONY. Sir, that pod is for use in a very forward area.

We would not try to do anything there that would make us keep that patient there for a long period of time.

Mr. ANDREWS. It is used for emergency cases?

General MCGIBONY. That is right. It is lifted up by chopper and it is set up and they do what they can and bring it back.

Mr. ANDREWS. Have you been to Vietnam?

General MCGIBONY. No, sir. General Heaton, the Surgeon General, was there last November.

MEDICAL FACILITIES IN VIETNAM

Mr. ANDREWS. Can you tell us anything about your hospital facilities over there? Are they adequate?

General MCGIBONY. Yes, sir. We have the unit medical facilities, the usual field hospitals, surgical hospitals, and evacuation hospitals. At present we have the convalescent-type hospital to take care of patients that are going to have a long convalescence which we think can be given in the country. If they are going to require longer treatment, then we bring them back either into Okinawa, or Japan, or back into the States if it is longer still.

Mr. ANDREWS. The Navy is interested in manning an additional hospital ship to be used in the Vietnamese waters. Would the Army have any interest in that, or make use of that hospital ship?

General MCGIBONY. Yes, sir. There are certain areas where the Army has primary responsibility for hospital care, and we of course would send our patients to them if they were nearer. We in turn take care of marines in certain areas, as you well know.

Mr. ANDREWS. I assume you support the Navy's request for \$17 million to man that ship and get the ship reconditioned?

General MCGIBONY. Sir, we would have no objection to it; no, sir.

SHORTAGE OF CATHOLIC CHAPLAINS

Mr. ANDREWS. What about your chaplain problem?

General WOOLNOUGH. Well, the chaplain problems I am aware of, I do not consider serious, except regarding Catholics. The Chief of Chaplains has discussed with me this problem, and it is a real source of concern. He does not have enough Catholic chaplains to match the requirements at this moment.

Mr. ANDREWS. But the Protestant chaplains—

General WOOLNOUGH. I think in general are in pretty good shape.

OVERSTRENGTHS AUTHORIZED IN VIETNAM

Mr. ANDREWS. Do you have any personnel shortages in South Vietnam, General Woolnough?

General WOOLNOUGH. At the moment, sir, I think we have no significant personnel shortages in Vietnam. They develop from time to time in certain specific MOS's. With the priority we have accorded Vietnam, those shortages are filled immediately as they develop.

I would like to indicate the system we use to be sure we stay up to date. In the past, as you know, there have been replacement depots. We have not gone to this system. Instead we have in effect the depot in the country which is a ——— overstrength authorized each of the combat units there, so in effect we keep the 1st Cavalry, or the 1st Infantry Division at approximately ——— overstrength, which gives them a pool within the division, and it does not waste the manpower waiting in a replacement center to be put into action.

Mr. ANDREWS. What about the losses the 1st Cavalry has sustained?

General WOOLNOUGH. I think only in one action has the 1st Cavalry had losses heavier than our projection—at An Khe.

General TAYLOR. The figures are contained in the transcript of the Chief of Staff's testimony that is now being prepared for you.

Mr. ANDREWS. Do you keep that 1st Cavalry Division up to strength at all times regardless of casualties?

General WOOLNOUGH. We do.

Mr. ANDREWS. How do you supply the replacements?

General WOOLNOUGH. Basically, we keep them ——— overstrength. I think perhaps at this time if we could, I would like to ask General Wilson who has the Personnel Operations Office, to tell you exactly how he does it.

General WILSON. Yes, sir. For the whole theater, and particularly each major combat unit, we have exact information in terms of serious losses over there, the battle casualties the theater commander predicts 6 months in advance and they are refined each month. That is for both the battle and nonbattle casualties.

There are four types of replacements that must be furnished. We ship, based on his predicted casualties, both battle and nonbattle, plus his rotation plus his term of service, and we keep them in good shape.

Mr. ANDREWS. We have been told that the tour of duty in Vietnam is 1 year, or 13 months.

General WILSON. One year.

INDIVIDUAL REPLACEMENT SYSTEM IN VIETNAM

Mr. ANDREWS. That 1st Cavalry will have been over there 12 to 13 months next September. Are you prepared to replace all the members of that division who desire to return to the States?

General WILSON. Yes, sir.

I have been over there and worked on exactly that problem, plus this prediction system.

Mr. ANDREWS. Do you have the situation pretty well in hand?

General WILSON. Yes, sir. We will have to do a little curtailing and a little volunteer extension of a few people. There also will be a slight amount of shifting from one unit to another in order to keep the combat effectiveness of each combat unit in good shape.

Mr. ANDREWS. I assume those troops will be brought back by surface.

General WILSON. I pass on that question.

Mr. ANDREWS. How do you plan to bring them back, by company?

General WILSON. No, sir; as individuals.

Mr. ANDREWS. Individuals?

General WILSON. Yes, sir. Men are returned as individuals when they have completed their terms of service, or when they have completed their 12-month oversea tour, or when medical evacuation to CONUS is necessary.

Mr. ANDREWS. In other words, you could take roughly 50 men out of a company and bring them back and put 50 back in?

General WILSON. Yes. Except we are keeping, and will be keeping that overstrength there, and thus you have an oriented replacement already there.

Mr. ANDREWS. I assume you will call for volunteers to remain longer than the 12- or 13-month tour of duty?

General WILSON. I am sure the theater commander is doing this.

General TAYLOR. The ideal thing is to bring back about one-twelfth every month—8½ percent per month.

General WOOLNOUGH. We sent people overseas who only had 90 days left. So shortly after their arrival in the theater, you start getting this turnover.

One other factor that has not been mentioned. General Westmoreland, in addition to having the authority to curtail up to a month, or extend as long as he feels necessary, those whose term of service permits, can transfer between the units in Vietnam to again level out this thing to approach the objective that General Taylor mentioned.

ADEQUACY OF CLOTHING IN VIETNAM

Mr. ANDREWS. How about the clothing problem in Vietnam? Are all our men sufficiently and adequately clothed?

General WOOLNOUGH. I think General Johnson testified on that.

Colonel MUNSTER. They are. That is one of the things that has caused incidental shortages here, the high priority for Vietnam.

Mr. ANDREWS. They do not need anything in Vietnam?

Colonel MUNSTER. I would not say that; no, sir. They have certain things they want to have.

I think you are familiar with the problem of the lightweight fatigues and the jungle boots which are new items. They do not have as many of those yet as they would like to have. However, they do have the standard items in adequate quantities.

INPUT OF ROTC OFFICERS

Mr. ANDREWS. You stated, General Woolnough, on page 4 that there would be a large expansion of the officer candidate school program, "this being our only immediate source for new officers without a Reserve callup."

What about the ROTC input of officers?

General WOOLNOUGH. The ROTC input actually comes in once a year. This is the intent. You cannot change that. That started 2 years ago. This is a fixed quantity. So when you want to increase, you cannot increase your ROTC output short of 2 years—actually 4 years.

Mr. ANDREWS. I am sure you are taking all ROTC graduates as soon as they get their bars and diploma.

General WOOLNOUGH. They are commissioned in the Reserve. Some in the past have been deferred, and are being deferred, I should say, in order to pursue higher education.

We are now investigating the necessity of curtailing this, or taking in some of these young men who have deferred their military service to pursue a higher educational field. We may have to call them in.

DETERMINATION OF CONSCIENTIOUS OBJECTOR

Mr. ANDREWS. I read a unique story in the paper recently about a young man who went AWOL, I believe from Fort Benning, and hid in an attic. He was gone about 2 months, I think around Christmastime. He was hidden in the attic of a chain grocery store.

When he was caught his contention was that he did not believe in killing anyone, if I remember correctly.

What do you do with a man like that when you get him?

General WOOLNOUGH. In the first place, General Hershey is supposed to catch these people, and I have talked to him about it.

Mr. ANDREWS. On this particular case?

General WOOLNOUGH. Not on this particular case.

I mean in general, how do you determine a conscientious objector? Perhaps I should not quote him, but he indicated they are leery about anyone becoming a conscientious objector overnight.

In other words, in General Hershey's judgment, you have to have had a continued experience, education, and family background, that would make you a conscientious objector.

Mr. ANDREWS. This man did not seem to be a conscientious objector. I think there is a difference between a conscientious objector going to war and a man who, when personally given a gun and ordered to fire, loses his nerve to pull the trigger.

General WOOLNOUGH. We would put him in the medics and let General McGibony worry with him.

INCREASED VIETNAM EXPENSES MET FROM EXISTING APPROPRIATIONS

Mr. LIPSCOMB. The fiscal year 1966 budget as passed did not have in it money for the increased effort in Vietnam, or reflecting the new regulations on combat pay, it did not include the pay increase, and even at this date the supplemental for the pay increase has not been passed.

How does the Army meet its payroll and all the other expenses associated with it?

General TAYLOR. We have placed the increased requirements in the 1966 supplemental. We are using the funds that the Congress has already appropriated and are not in a position of being overobligated at this time in the fiscal year. We would hope to have the supplemental appropriation available to us within the next month, prior to the time we would get into an overextended position.

(Additional information follows:)

The fiscal year 1966 supplemental request now before the Congress amounts to \$833,600,000 for increased support of southeast Asia, and does not include funds for the pay raise (Public Law 89-132) effective September 1, 1965.

Mr. LIPSCOMB. So you have been meeting all your personnel expenses with the appropriation as passed?

General TAYLOR. Yes, sir; we have.

Mr. LIPSCOMB. And the supplemental that is to be on the floor of the House soon does not include any pay increases?

General TAYLOR. It does not, Mr. Lipscomb.

We do contemplate a second supplemental for the pay increases.

Mr. LIPSCOMB. Has this worked out all right so far?

Have you had any hardships in juggling your money, or anything like that?

General TAYLOR. No, sir; we have had no problems in this appropriation up to the present time.

I would hope that the Congress takes expeditious action on the supplemental that is now before both the House and the Senate.

Mr. LIPSCOMB. What would be your deadline?

I heard one deadline a long time ago, March 1.

General TAYLOR. Sir, we have problems right now in military construction. We will start to have problems in O. & M. funds sometime between the 15th of March and the 1st of April.

In the military personnel appropriation, I would say April 15 is a good estimate.

As you know, in the military personnel appropriation, we obligate about \$16 million a day and these funds have been available as a result of the fiscal year 1966 appropriation act.

DOWNGRADING OF READINESS OVERCOME BY TIME

Mr. LIPSCOMB. I had a chance to visit Vietnam and watch the Army, and here at home as well. I have the highest respect for what is being done, and what has been done in building up while hurdling many obstacles, but I must say in evaluating your statement, one cannot help but have concern.

For instance, you point out some areas such as training has caused downgrading of some units. We have a shortage of officers. The need for aviators in the aviation program ———. There is a shortage of medical personnel. You have had to modify certain medical services to authorized personnel. We cannot adequately retain our junior officers. We could go on.

Sitting on this side of the table I have always wanted to see the Army with the tools, legislation, and money to do the job it is supposed to do. At the present time we are in a limited war. At least that is what I am led to believe.

We have to look to the future for any contingency that might occur. What can we do to help get over some of these obstacles?

I realize some have been with us for years. What can we do, so we do not hear these things all the time and get out of some of these positions? It sounds serious.

I do not believe people like to see these things continuing. We want the best, well-equipped, best organized Army we can get.

What is the trouble?

General WOOLNOUGH. I really think that we have met our requirements in Vietnam to date in full.

Mr. LIPSCOMB. I will go along with that. That is not our problem.

General WOOLNOUGH. The shortages you mention are those that any sound military planner is bound to develop as he looks to the future in a period of an expanding effort. When the expansion comes as rapidly as it has in the Vietnamese situation, I think the only real answer as to what do we do about it is to recognize that it takes time—time is the irreplaceable factor—to expand in these fields.

For instance, when I mentioned the downgrading of the readiness of the units involved, it is for the train and retain concept. This is only a temporary downgrading. It takes time to train these new accessions.

For a period, they must go down to take in the new people and train them. The same way on the officer shortage. We have increased the OCS output, and by the end of the fiscal year which we are discussing in this budget, we will be up to the program strength which we think will meet our requirements if we do not escalate further.

With the aviators, again, we take 9 months basically to make an aviator, so when you suddenly increase your requirement, there is no way I know of that you can produce an aviator in less than 9 months if you are going to produce the quality aviator we must have to fly combat missions. I do not know if that answers your concern.

Mr. LIPSCOMB. Not completely.

You see, we have been voting about \$50 billion a year to maintain an adequate defense force. I was hoping a flexible one. I had assumed that we were preparing for a situation such as Vietnam, or the Dominican Republic, or whatever it may be.

But when we get into one of those, we seem to stumble into these critical problems that I had been led to believe we were preparing ourselves for.

Now, is there something wrong in that assumption?

General WOOLNOUGH. Again—

Mr. LIPSCOMB. I am not putting a finger on anyone, or the Army. I just do not quite understand what has happened.

General WOOLNOUGH. Again, sir, I feel that we have been prepared for this as is evidenced by the fact we are taking care of this situation in Vietnam at the moment. I know I recall my own personal experience in the early days of World War II when I came to the Army staff, and we are certainly in a great deal better position than we were at that time. We have not failed to meet a requirement yet.

Our military planning is merely looking to the future and hopefully we will continue to meet those requirements which are placed on the Army.

Mr. LIPSCOMB. You seem to have pinpointed this to Vietnam. I am thinking of our worldwide commitments. What we have to look forward to, I should think, is not only satisfying our efforts in Vietnam, but what about your efforts in other areas of the world.

Are we today facing up to this the way we should?

That is a hard question, I know.

General WOOLNOUGH. I am perhaps getting a little bit out of the proper field for the Deputy Chief of Staff for Personnel.

Mr. LIPSCOMB. If your personnel situation is such that because of the escalation and training problems our forces are below standard, — have we told everyone that has to be told? Is there a situation here that should be brought to the attention of someone responsible and demands made to adequately look into this?

General WOOLNOUGH. Well, I can state absolutely and with assurance that the shortfalls which we have envisaged have been brought

to the attention of the proper authorities, and we are doing what we can to meet all requirements.

TRAVEL COSTS

Mr. LIPSCOMB. On page 34 of the justification sheet which has to do with accession travel, how do you account for the reduction in fiscal year 1967?

In fiscal year 1966, it was \$50.104 million. You reduced it in 1967 to \$38.574 million.

General WOOLNOUGH. The accession travel you are referring to?

Mr. LIPSCOMB. Yes.

General WOOLNOUGH. This is because, if you will recall, this budget provides only for an input of 315,000 new accessions.

Mr. LIPSCOMB. What did the 1966 budget provide for?

General WOOLNOUGH. It provided for 435,000.

Mr. LIPSCOMB. Is this the same reason all of these are reduced—training travel, operational travel?

Mr. ORNDORFF. In the case of training travel, there are two things involved.

First, in fiscal year 1966 you have many more people going into the short classes, still over 20 weeks in duration, but not the long classes. As a result, most of your travel in connection with new personnel coming into the Army into training classes is accomplished in fiscal year 1966.

In addition, because of the way our budget is made up, if a man is coming back from overseas to go to school, such as many will be doing, let's say both from Vietnam and also from Europe, or going from the school to Vietnam, or going from the school to Europe, they are not included in this training travel amount because we count them as a rotational move down below.

Moves to or from overseas are much more costly, so we have to place it under the type of move where we get the money that will cover us.

Mr. LIPSCOMB. What was your request for training travel for the 1966 fiscal year, and then add on—I believe this figure of \$13,542,000 includes the supplemental.

Mr. ORNDORFF. Yes, sir; it does.

Mr. LIPSCOMB. What was your original request for training travel?

Mr. ORNDORFF. \$8,161,000.

Mr. LIPSCOMB. So your supplemental request is \$5,400,000 roughly?

Mr. ORNDORFF. That is correct.

Mr. LIPSCOMB. Your supplemental request is 60 percent of your full 1967 request.

Mr. ORNDORFF. In this one instance; yes, sir. Overall, it is an increase from \$337 million that we requested of the Congress last year up to the \$552 million. But the largest increase here, of course, is for rotational travel in order to move units to Vietnam and also begin to return some of the people from Vietnam.

Mr. LIPSCOMB. I should think they would all go up.

Mr. ORNDORFF. No, sir; for instance, your separation travel is based on people who came into the Army 2 years ago. In 1966, we have a larger number of people that will be normally leaving the service than we will in 1967. This again goes to the input cycle, the 2-year cycle, we have had ever since the Berlin buildup.

ARMY AVIATOR TRAINING

Mr. LIPSCOMB. General, going back to our earlier discussion, I think we mentioned aviators.

General WOOLNOUGH. Yes, sir.

Mr. LIPSCOMB. In the 1966 fiscal year budget, the Department of Defense reduced the Army request for aviators in their budget.

General WOOLNOUGH. That is correct.

Mr. LIPSCOMB. What was the situation this year regarding your request for training of pilots and what did DOD actually allow?

General WOOLNOUGH. I do not have that information on my fact sheet, sir. Could I provide it for the record?

Mr. LIPSCOMB. Would you place in the record a statement similar to the one on page 31 of last year and take it all the way back to fiscal year 1965, please?

General WOOLNOUGH. Yes, sir.

(The information follows:)

Planned aviator production, fiscal year 1966-67, fixed wing and rotary wing (active Army aviators, officers and warrant officers)

	Actual, fiscal year 1965	Fiscal year 1966	Fiscal year 1967 ¹
Fixed wing.....	673	342	390
Rotary wing.....	759	1,076	3,397
Total.....	1,432	1,418	3,787

¹ Fiscal year 1967 budget request was approved in full by DOD.

AIRLIFT OF ARMY PERSONNEL

Mr. LIPSCOMB. In the justification book on page 42, tab 2, there is a significant decrease in fiscal year 1966 in the use of MSTs and a significant increase in the use of the Military Air Command. Could you explain what is happening here?

General WOOLNOUGH. This reflects basically the phaseout I mentioned in my opening statement whereby for planning purposes, by the end of fiscal year 1967 a large portion of the MSTs ships will be placed in a Ready Reserve status.

Mr. LIPSCOMB. You plan to spend just for military members transportation by MAC in 1967 over \$120 million?

General WOOLNOUGH. \$12 million, sir?

Mr. LIPSCOMB. \$120 million on page 43. That is an increase in that one item of over \$70 million.

Mr. ORNDORFF. Yes, sir. There is also a large increase in numbers there.

General WOOLNOUGH. It more than doubles.

Mr. LIPSCOMB. In view of this large number of personnel involved, can you give us an estimate of how many aircraft you believe are necessary to undertake this movement and how many trips are involved?

General WOOLNOUGH. I can supply that information.

(The information requested follows:)

AIRLIFT OF ARMY PASSENGERS

Personnel referred to will be moved throughout the year on a worldwide basis. Therefore, the impact will be scheduled over the entire airlift capability of Military Airlift Command (formerly MATS), which includes commercial augmentation. Capability and availability of aircraft differ. Some types lift as few as 60, other as many as 165 passengers at speeds ranging from 250 to 600 miles per hour.

For these reasons, it would be difficult to state specifically the number of aircraft that would be required. As an example of overall capability, during Exercise Big Lift, MAC using 200 aircraft, airlifted 14,000 troops from CONUS to Europe in 72 hours.

Mr. LIPSCOMB. In setting this up, was there any projection on the number of aircraft that would be needed?

General WOOLNOUGH. From our point of view I am afraid we could not answer the question as to the number of aircraft needed.

Mr. LIPSCOMB. Was this taken into consideration in developing the size of our air fleet and their capability to handle movements of this kind along with all the other requirements.

Mr. ORNDORFF. We can only assume that it was, because the Air Force would be involved in a decision of this kind. We would certainly assume they were completely taken in and asked for advice as to whether this could be done.

Mr. LIPSCOMB. Could we check into that?

General WOOLNOUGH. I can state we will verify in the record, but I know the Joint Chiefs have prepared an airlift capability study. Since this budget has gone through DOD, I am sure it is a fair assumption, but we will check to see if this matches capabilities.

Mr. LIPSCOMB. Thank you, Mr. Chairman.

Mr. MAHON. Thank you very much for your presentation, gentlemen.

The committee will proceed tomorrow with the National Guard and Reserve personnel, Army. You will be here of course, General Taylor.

General WOOLNOUGH. Thank you very much, Mr. Chairman.

WEDNESDAY, MARCH 2, 1966.

NATIONAL GUARD AND RESERVE PERSONNEL, ARMY

WITNESSES

LT. GEN. J. L. THROCKMORTON, CHIEF, OFFICE OF RESERVE COMPONENTS

MAJ. GEN. W. P. WILSON, CHIEF, NATIONAL GUARD BUREAU

MAJ. GEN. W. J. SUTTON, CHIEF, ARMY RESERVE

MAJ. GEN. B. F. TAYLOR, DIRECTOR OF ARMY BUDGET, OFFICE OF THE COMPTROLLER OF THE ARMY

Object classification

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate
Direct obligations:			
11.7 Personnel compensation: Military personnel.....	364,378	427,450	431,480
12.1 Personnel benefits, military personnel.....	37,993	31,820	34,770
21.1 Travel and transportation of persons.....	28,918	32,330	30,540
22.0 Transportation of things.....	63	8	8
25.1 Other services.....	4	2	2
26.0 Supplies and materials.....	48,885	76,170	84,200
42.0 Insurance claims and indemnities.....	292	520	300
Total direct obligations.....	480,533	568,300	581,300
Reimbursable obligations:			
26.0 Supplies and materials.....	1,654	1,900	1,800
99.0 Total obligations.....	482,187	570,200	583,100

Program and financing

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate
Program by activities:			
Direct program:			
1. National Guard personnel.....	268,420	322,200	464,200
2. Reserve personnel.....	196,467	227,800	93,200
3. Reserve officer candidates.....	15,646	18,300	23,900
Total direct obligations.....	480,533	568,300	581,300
Reimbursable program:			
1. National Guard personnel.....	854	900	1,250
2. Reserve personnel.....	700	900	200
3. Reserve officer candidates.....	100	100	350
Total reimbursable obligations.....	1,654	1,900	1,800
10 Total obligations.....	482,187	570,200	583,100
Financing:			
Receipts and reimbursements from:			
11 Administrative budget accounts (-).....	-851		
14 Non-Federal sources (-) ¹	-803	-1,900	-1,800
25 Unobligated balance lapsing.....	17,868		
New obligational authority.....	498,400	568,300	581,300

Program and financing—Continued

	1965 actual	1966 estimate	1967 estimate	
New obligational authority:				
40	Appropriation.....	520,400	510,400	581,300
41	Transferred to "Emergency fund, Defense" (78 Stat. 480).....	-22,000		
43	Appropriation (adjusted).....	498,400	510,400	581,300
40	Proposed supplemental for southeast Asia support.....		53,400	
44	Proposed supplemental for military pay increases.....		4,500	
New obligational authority is distributed as follows:				
Appropriation:				
	National Guard personnel, Army.....	277,500	271,800	
	Reserve personnel, Army.....	242,900	238,600	
	National Guard and Reserve personnel, Army.....			581,300
Proposed supplemental for southeast Asia support:				
	National Guard personnel, Army.....		45,900	
	Reserve personnel, Army.....		7,500	
	Proposed supplemental for military pay increases: National Guard personnel, Army.....		4,500	

¹ Reimbursements from non-Federal sources are for subsistence furnished Reserve components officers during field training and inactive duty training (10 U.S.C. 4621).

Financing and expenditures

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate	
Relation of obligation to expenditures:				
10	Total obligations.....	482,187	570,200	583,100
70	Receipts and other offsets (items 11 to 17).....	-1,654	-1,900	-1,800
71	Obligations affecting expenditures.....	480,533	568,300	581,300
72	Obligated balance, start of year.....	82,925	78,573	148,873
74	Obligated balance, end of year.....	-78,573	-148,873	-166,173
77	Adjustments in expired accounts.....	-9,411		
90	Expenditures excluding pay increase supplementals.....	475,473	494,000	563,500
91	Expenditures from military pay raise supplementals.....		4,000	500
Expenditures are distributed as follows:				
	National Guard personnel, Army.....	262,169	284,000	78,000
	Reserve personnel, Army.....	213,304	214,000	63,000
	National Guard and Reserve personnel, Army.....			423,000

Mr. MAHON. We will proceed with the consideration of the Army National Guard and the Reserve programs.

We are pleased to have with us General Throckmorton, General Wilson, and General Sutton for this discussion.

As you know, the Defense Department last year proposed a consolidation. Congress has not yet embraced this proposal.

Who is going to be the principal witness?

General THROCKMORTON. I am.

Mr. MAHON. Do you have a statement to present at this time?

General THROCKMORTON. Yes, I do.

Mr. MAHON. All right. Proceed.

(Biographical sketch of General Throckmorton follows:)

LIEUTENANT GENERAL JOHN L. THROCKMORTON, U.S. ARMY

John Lathrop Throckmorton was born in Kansas City, Mo., February 28, 1913. He was graduated and commissioned a second lieutenant of infantry from the U.S. Military Academy on June 12, 1935.

After assignments in the United States and in the Mediterranean Theater, General Throckmorton was the assistant G-3 for operations from November 1943 to May 1946 for the U.S. 1st Army in the European Theater, the Asiatic Theater, and at Fort Bragg, N.C.

General Throckmorton was reassigned to the U.S. Military Academy at West Point in June 1946. Initially, as the S-3 of the Tactical Department and later as Commanding Officer of the 1st Regiment, U.S. Corps of Cadets. During this tour of duty, General Throckmorton was graduated from the Airborne School as a qualified parachutist.

From August 1949 to April 1951, General Throckmorton served with the 5th Regimental Combat Team in Hawaii and Korea, becoming the regimental commander.

General J. Lawton Collins, the Chief of Staff of the Army, chose General Throckmorton as his aide-de-Camp in June 1951. After attending the National War College and a tour of duty in the Office of the Secretary of Defense, General Throckmorton was assigned in July 1955 as the Chief of Staff of the U.S. Military Academy, and on April 19, 1956, he became commandant of cadets and was promoted to the rank of brigadier general.

General Throckmorton was ordered in September 1959 to the 101st Airborne Division, Fort Campbell, Ky. In May 1960, he was qualified as a senior parachutist.

General Throckmorton was assigned as Chief of the Programs and Analysis Group, Office of the Chief of Staff, on August 15, 1960, and subsequently was designated Secretary of the General Staff, U.S. Army, effective October 1, 1960.

On July 4, 1962, General Throckmorton was assigned as Commanding General, 82d Airborne Division, Fort Bragg, N.C. In June 1963, he became a master parachutist.

General Throckmorton, after duty as a member of the Joint Studies Group, Office of the Chairman of the Joint Chiefs of Staff, on July 1, 1964, became the Deputy Commanding General, U.S. Army Combat Developments Command.

On July 15, 1964, General Throckmorton was ordered to U.S. Military Assistance Command, Vietnam, as the Deputy Commander. He was promoted to lieutenant general on August 2, 1964.

General Throckmorton returned to Washington in November 1965, and on December 1, 1965, he was designated Chief, Office of Reserve Components, Department of the Army.

STATEMENT OF CHIEF, OFFICE OF RESERVE COMPONENTS

General THROCKMORTON. Mr. Chairman and members of the committee, this is my first appearance before this committee. I succeeded Lt. Gen. W. H. S. Wright as Chief, Office of Reserve Components, Department of the Army, last December, and my purpose here today is to discuss briefly the appropriation, "National Guard and Reserve personnel, Army."

With me are Maj. Gen. Winston P. Wilson, Chief of the National Guard Bureau, and Maj. Gen. William J. Sutton, Chief of Army Reserve.

These gentlemen have statements pertaining to their respective budget programs and are prepared to provide any details of the budget estimates you may wish to discuss. Before you hear them, however, I would appreciate the opportunity to present a brief résumé of some of the actions which have been taken involving the Army Reserve components since General Wright appeared before this committee last March.

You may recall that the President's budget for fiscal year 1966 proposed to combine the personnel appropriations for both the National Guard and the Army Reserve into a single appropriation—"National Guard and Reserve personnel, Army." In reporting on the fiscal year 1966 DOD appropriation bill in June, however, this

committee stated that, without taking a position either for or against the proposed reorganization, it was providing funds in the existing appropriations, National Guard personnel, Army, and Reserve personnel, Army, and continuing the then current strength of 650,000 in the two separate components.

The Senate's Appropriations Subcommittee, in its action on the appropriation bill, specified that the Army National Guard would be programed to attain a fiscal year 1966 end strength of not less than 380,000 and that the U.S. Army Reserve would be programed to attain a strength of 270,000. The Appropriation Act as passed by the Congress contained this language and provided the personnel funds in two appropriations.

Last summer in order to meet our commitments in Vietnam, directives were issued to increase the strength of the Active Army. At the same time, it was determined that a requirement existed to improve the readiness posture of at least a portion of our Reserve components. Consequently, a part of the Reserve was designated the Selected Reserve Force and steps were taken to improve the readiness of this force by bringing it to full TOE strength in personnel and equipment and by accelerating its training.

The Selected Reserve Force consists of 150,000 reservists and includes 3 divisions and 6 brigades and necessary support units. Of the total, 119,000 are Army guardsmen and 31,000 are U.S. Army reservists. Since none of the units previously had been authorized more than 80-percent strength, obtaining the additional necessary personnel was a problem complicated by the fact that the budgeted input of 110,000 Reserve enlistment program (REP) personnel into Active Army training centers had been reduced to approximately 65,000 in order to accommodate the increasing Active Army input required by its buildup. In order to make maximum use of the trained manpower and equipment in low priority units to meet the additional personnel and equipment requirements of the Selected Reserve Force units and other high priority Reserve component units, it was determined that the USAR Reinforcing Reserve (or low priority units) with a total on-board strength of 55,000 in 751 units would be inactivated by December 31, 1965.

The Selected Reserve Force initiated its intensified training in November 1965. Additional personnel have been and are being assigned; more equipment is being made available to these units, and all are undergoing two additional drills per month for a total of six with maximum use being made of multiple training drills or weekend training. Staff members of the units attend a total of eight drill periods per month. All of the Selected Reserve Force units will commence their 2-week annual field training prior to July 1966. As a result, some of these units will participate in two field training periods in this fiscal year. Through this accelerated training program, it is anticipated that the readiness of these units will be substantially increased.

The Army proposes to continue the additional drills for the SRF throughout fiscal year 1967, and the budget estimates before you reflect the additional costs. Fiscal year 1966 additional costs were included in the Army's supplemental budget presented to the Congress in January. It is possible that some of the units, such as light truck

companies, may attain in fiscal year 1967 a training readiness that cannot be improved upon at their home station. Upon passing the prescribed Army training tests, these units will be excused from further intensified training and will revert to the usual four paid drills per month.

The Secretary of Defense and the Secretary of the Army have advised the Congress that the plan to reorganize the Reserve components into a 550,000 paid drill structure, originally proposed in December 1964, is the basis for the NG & RPA budget estimates presented to the Congress for fiscal year 1967, and for that reason the Army Reserve components budgets are being presented in the same format that was used last year. There has been one minor change. You may recall that our fiscal year 1966 budget included funds to support a 25,000 overstrength which was anticipated at end of fiscal year 1966 as a result of the reorganization and the desire of reservists to continue to participate. Based on current estimates, it does not appear that such an overstrength at end of fiscal year 1967 is likely. At the same time we are planning to continue the Selected Reserve Force units at 100 percent strength rather than at 80 percent and, to provide for the additional personnel, we have requested funds to support a total strength of 580,000 at end of fiscal year 1967.

The NG & RPA budget estimates reflect the increased paid drill strength for the Army National Guard and the decreasing paid drill strength for the USAR. The funds requested will support initial training for 130,000 REP's and increased training for U.S. Army Reserve personnel as individual reinforcements, school students, and participants in special tours.

Chart 1 shows the funds requested in this appropriation by type of activity supported.

The first line shows the funds required to support the paid drill strength in units. Of the \$374.2 million total, almost \$339 million is for pay and allowances for the Guardsmen and U.S. Army Reserve personnel. Approximately \$21.7 million is for subsistence, \$6.5 million is for travel to and from field training, and \$7.1 million is for clothing.

Training pay group D includes U.S. Army Reserve personnel who are paid only for 2 weeks' annual active duty training; these individuals are not paid for attending drills, although they may earn retirement credit points by doing so. Pay group D personnel include the 60,000 individual reinforcements or fillers, the 7,600 mobilization designees who take their 2 weeks' annual training with the Army headquarters or installation to which they have been assigned mobilization positions, and the 13,800 individuals who are enrolled in Reserve component schools and take 2 weeks' training at Army service schools.

Of the \$23.9 million requested in this account, \$18.7 million is for pay of the approximately 81,400 individuals, \$0.8 million for subsistence, \$4.2 million for travel, and \$0.2 million is for clothing.

Pay group F refers to REP personnel who are, as you know, those enlistees who take from 4 to 6 or more months' initial active duty training with the Army. These funds will support an input of 130,250 into the Active Army training base in fiscal year 1967. Although all of the input will be enlistments in the Army National Guard, USAR personnel entering training during the last part of fiscal year 1966 will still be in the training centers and represent a cost against the Reserve

budget program; \$67.3 million of the \$117.9 million requested for the REP program is for pay; \$19.0 million for subsistence, \$12.7 million for travel, and \$18.9 million for clothing.

The funds requested for school training will provide for sending approximately 31,000 individuals to either Army service schools, such as Fort Benning, Fort Belvoir, or Fort Knox; to Army area schools conducted by Army commanders; or to officer candidate schools. These funds provide for approximately 9,300 individuals in the U.S. Army Reserve and 21,000 Army Guardsmen including 7,500 entering the State OCS courses. Funds requested in this account include \$21 million for pay and allowances, \$0.7 million for subsistence, \$2.7 million for travel, and \$0.2 million for uniforms.

Special training will be provided for approximately 58,000 individuals including about 9,700 ARNG officers and 6,700 ARNG enlisted personnel who will attend command post exercises, participate in marksmanship training, attend precamp conferences, sit on special boards, will participate in the short notice practice (SNAP) directed by ARADCOM, or perform other training. Included in this number are 5,000 USAR officers and 21,000 enlisted who will participate in reinforcement unit training, to be discussed by General Sutton in more detail later. Of the \$14.3 million requested, \$10.5 million is for pay, \$0.4 million for subsistence, and \$3.4 million for travel.

The last account, "Administration and support," provides for the pay and allowances of 102 ARNG and USAR officers on duty with the Active Army in specially selected assignments (\$1.5 million) and for death and hospitalization benefits including the new group life insurance.

Chart 2 shows the number of personnel supported by the funds requested in the President's fiscal year 1966 budget (col. 1), the adjusted fiscal year 1966 budget including the supplemental (col. 2), and in fiscal year 1967 (col. 3). I have referred to most of the data shown. The final set of figures refers to ROTC enrollments. I will discuss this program next. MS-III refers to the first year of the senior advanced course leading to a commission.

Although it has been in effect only 1 year, we believe the ROTC Vitalization Act of 1964 has been of assistance in the Army's ROTC program. The scholarship program has encouraged high caliber young men to participate and, although enrollments in the advanced course last fall were disappointing, there are indications that next fall's enrollments will be greater. We intend to utilize fully the incentives authorized by the act.

The Army is requesting \$23.9 million in budget program 3300, "Reserve officer candidates of the National Guard and Reserve personnel, Army," appropriation, to support the ROTC program. This is \$5.6 million more than in fiscal year 1966.

The principal reason for this increase is the expansion of the junior ROTC program in compliance with the provisions of Public Law 88-647, the ROTC Vitalization Act of 1964. Currently the Army is supporting 287 ROTC units in secondary schools. We plan to have a total of 434 in fiscal year 1967. As a first step in that expansion, we will accept in the junior ROTC program as many of the 130 existing

National Defense Cadet Corps units that qualify for and wish to become junior ROTC units. We will also activate a number of new junior ROTC units in secondary schools that do not now have a military training program. This number will depend on the number of NDCC units converting to junior ROTC. With this expansion, the ROTC enrollment at secondary institutions is programmed for an increase of approximately 37,000—from 67,800 to 104,900.

Support of junior ROTC in this budget program is limited to providing uniforms for the participants. The increase of 37,000 students and other factors will require purchase of 47,000 uniforms for initial issue at a cost of approximately \$65 each. As a result, junior ROTC costs next year will be \$3.8 million compared to \$216,000 in fiscal year 1966, accounting for \$3.6 million of the \$5.6 million increase in the ROTC program.

The next largest increase is required in the senior ROTC program which is conducted at civilian and military educational institutions at the college level. We are anticipating an increased enrollment in MS-III at the beginning of the junior year and increased participation at the basic summer camp in the 2-year program; for those reasons, the costs have increased by approximately \$1.3 million over last year.

The basic summer camp was conducted for the first time last summer as provided for in the ROTC Vitalization Act. Candidates successfully completing this 8-week camp are permitted to enter the advanced course in their junior and senior college years even though they did not participate in the basic ROTC course as freshman and sophomore students. This camp permits young men who attend junior colleges to participate in the ROTC program if they transfer to a 4-year college. Six hundred and twenty-three students attended last summer's initial camp. We expect that number to increase to 2,000 this year as a result of the more widespread publicity which has been given this program.

We are also requesting an increase of \$700,000 in this budget account for allowances to students awarded scholarships which were authorized for Army ROTC cadets for the first time under the provisions of the ROTC Vitalization Act of 1964. Last year the Army awarded 1,000 scholarships to ROTC students—400 of them for 4 years and 600 for 2 years. We were extremely gratified at the number of applications we received and at the quality of the young men selected to receive scholarships.

In fiscal year 1967, we plan to award 1,000 additional scholarships which, with the continuation of those awarded last year, will double the costs of this program from \$700,000 to \$1,400,000 in fiscal year 1967. These costs include the subsistence allowance of \$50 per month; costs for uniforms, pay and allowances at summer camp totaling \$147.30 per month; subsistence while at camp, and travel to and from the camp.

As I mentioned previously, General Wilson and General Sutton are here to present statements in support of their respective budget programs for National Guard and for the U.S. Army Reserve. They will be able to answer specific questions pertaining to their programs.

This concludes my remarks. Are there any questions?

STATEMENT OF CHIEF, ARMY RESERVE

Mr. MAHON. We will now hear from General Sutton.

General SUTTON. Mr. Chairman and members of the committee, it is a privilege to appear before this subcommittee whose under standing and interest in military requirements for defense of our Nation is well known.

With me today from my office is my comptroller, Mr. Pethal.

Under the fiscal year 1967 appropriation and budget structure, I am the budget program director for Program 3200, Reserve personnel.

As General Throckmorton stated earlier, this fiscal year 1967 budget reflects the reorganization plan for the Army Reserve components.

For fiscal year 1966, an amount of \$220.3 million is available for the Army Reserve and an additional \$7.5 million is being requested in the supplemental budget for the selected Reserve Force. The total fiscal year 1966 fund requirement is therefore \$227.8 million. This fiscal year 1967 budget requests an amount of \$93.2 million. The decrease of \$134.6 million from fiscal year 1966 to fiscal year 1967 is the direct result of the proposed reorganization which would remove all troop program units and all paid-drill strength from the Army Reserve by November 30, 1966.

The fiscal year 1967 unit strength in this budget begins at 270,000, averages 52,634, and phases to zero by November 30, 1966. This budget includes funds for completion of the REP-63 training of enlisted personnel actually in such training as of June 30, 1966. It includes no funds for the input of Army Reserve personnel into REP-63 training after June 30, 1966.

The reduction and phaseout of strength brings applicable reductions in fiscal year 1967 summer camp training, home station training, school training, and specialized training.

The only increases in the fiscal year 1967 budget are in the nontroop program unit or individual reinforcement training program. Here, the increases largely result from the proposed reorganization plan. The fiscal year 1967 Army Reserve and Army National Guard budgets are based on the assumption that approximately 110,000 of the 270,000 reservists will transfer to the Army National Guard. Included in number are those USAR enlistees who since January 1, 1965, have signed an agreement to the effect that, if required, they will join Army National Guard units. Of the 159,000 remaining, it is estimated that about 31,430 will continue in organized and formal readiness training. Provision is therefore made in this budget for a fiscal year 1967 increase of 26,000 displaced troop program unit personnel to train in non-drill-pay reinforcement training units; an additional 1,430 to train as mobilization designees; and for 4,000 more to train in USAR schools. This total increase of 31,430 would receive a paid 15-day tour of active duty training but no pay for their inactive duty training assemblies.

Reinforcement training units are organized along TOE or TD lines primarily to provide training for those Army Reserve personnel for whom a more appropriate training assignment is not available. The members are dedicated individuals who can and do make valuable contributions to the overall readiness of the Army. The units and members thereof support the troop program units in the conduct of

ANACDUTRA, command and technical inspections, staff visits, develop and conduct CPX's and Army training tests, and other missions assigned to them by the corps commanders.

The fiscal year 1967 budget includes training for 60,000 individual reinforcement fillers, which is the same program as approved for fiscal year 1966.

A programed strength of 270,000 was authorized in the fiscal year 1966 appropriation act. The November 30, 1965, strength was 261,071. By December 31, 748 reinforcing Reserve units were inactivated. The authorized strength of these units on inactivation was 63,000 and the actual strength was 55,000. The effect of these inactivations is reflected in the January 31, 1966, strength of 234,026.

A Selected Reserve Force was designated in November 1965, and intensified training and across-the-board improvement of readiness were directed. The Selected Reserve Force includes 233 company and detachment size units of the Army Reserve. These units have an authorized strength of 31,552. The objective is to attain 100 percent actual strength as rapidly as possible.

The officers, men, and women in the Army Reserve stand firm and undaunted in their loyalty and dedication to serve their country. They can be relied upon to give their traditional full measure of service when our Nation needs them. Their readiness to serve is their time-honored heritage and the Nation's most priceless possession.

Mr. Chairman, this completes my opening statement.

Mr. MAHON. We will now hear from General Wilson.

STATEMENT OF CHIEF, NATIONAL GUARD BUREAU

General WILSON. Mr. Chairman and members of the committee, once again I welcome the opportunity to appear before you to report upon the activities of the Army National Guard. We are here today to request funds to provide the necessary pay, allowances, subsistence, clothing and travel for training Army National Guard personnel during fiscal year 1967.

We are presenting a fiscal year 1967 Army National Guard request for \$464.2 million as a part of a consolidated appropriation, National Guard and Reserve personnel, Army, which covers both the Army National Guard and the Army Reserve, previously described by General Throckmorton, the new Chief of the Office of Reserve Components. The \$464.2 million is to support a beginning strength of 418,500 officers and men and an ending strength of 580,000. The opening strength of 418,500 will be in 4,000 units and the closing 580,000 will be in approximately 6,150 units including those Army Reserve units being consolidated in the Guard as a part of the proposed reorganization. Of the total request \$46.5 million is applicable to the increased training costs of the Selected Reserve Force units, the total strength of which is 150,000.

Before proceeding with the details of this budget request, I should like to review with you certain accomplishments during fiscal year 1965, our major programing for fiscal year 1966, and to discuss the programs forecast for fiscal year 1967 which the requested funds are to support.

SELECTED RESERVE FORCE

The members of this committee are already familiar with the formation and objectives of the Selected Reserve Force. I will not go into the details of how these units were organized. It is of interest to record that once again the Army National Guard has been called upon, in fulfillment of its Federal mission responsibilities, to intensify its training efforts in a large number of units. The objective is to greatly increase the premobilization readiness of these units with a resulting decrease in the post mobilization training time required before combat missions can be undertaken by them.

This program was commenced last October and has been progressing so well that units and commanders are deserving of the highest praise. Every State is making a significant contribution toward this effort, either in terms of personnel and units or equipment furnished to these units.

To fill the selected units of the force with 100-percent authorized strength, using the best qualified personnel, has required personnel reassignments and unit reorganizations, ranging from divisions to companies. Divisions have been formed by combining the base and a brigade of a division in one State with other brigades formed from divisions in adjoining States. Like reorganizations have been made to form separate brigades. From the very start the accomplishment of the objectives has presented the need for a tremendous effort on the part of every one concerned. State National Guard personnel are working with their comrade-in-arms in other States in a cooperative, can-do spirit never before equaled.

Training time has been increased and training schedules have been accelerated. For many Guardsmen the time devoted to the training, planning, and administrative needs of the units represents a second full-time vocation. It is due to their enthusiastic efforts that we will get the job done. Present planning contemplates that maximum possible state of readiness will be reached as soon as possible and maintained during fiscal year 1967. Fund support of this planning is contained within our fiscal year 1966 supplemental and fiscal year 1967 budget estimates.

STRENGTH

During fiscal year 1965 a total of 88,002 enlisted personnel were gained from all procurement sources; 68,189 of these were non-prior-service personnel requiring training with the Active Army. Our total strength at the end of fiscal year 1965 was 378,985. The fiscal year 1966 appropriation provides for an Army National Guard strength of not less than 380,000. We reached this number during July, but have continued the recruiting emphasis due to increased strength requirements of the Selected Reserve Force units.

Our strength at the end of December was 417,900. The planned end strength for fiscal year 1966 is 418,500. This number will provide for the 33,500 increase in strength over that provided for in the fiscal year 1966 appropriations which is necessary to bring Selected Reserve Force units up to 100 percent of table of organization and equipment strength levels. Strength planned for end fiscal year 1967 is 580,000 of which 30,000 is necessary to maintain Selected Reserve units at the

100-percent level and 550,000 is the troop basis strength for the reorganized Army National Guard units in all States at that time.

ENLISTMENT PROGRAM

The Reserve enlistment program of 1963 (REP-63) provides for enlistment in the Army National Guard of non-prior-service personnel with a statutory requirement for a minimum of 4 months of active-duty training with the Active Army.

Army National Guard units are able to maintain authorized strength levels largely due to the non-prior-service personnel recruited in the Reserve enlistment program. In fiscal year 1965 this program produced 68,189 guardsmen and in fiscal year 1966 it is expected to provide 111,768. The fiscal year 1967 procurement program includes gains of 131,500 from this program plus a number of U.S. Army Reserve personnel who will be in the non-prior-service category. Procurement of non-prior-service personnel necessitates planning for their subsequent input into the training centers of the Active Army. The fiscal year 1965 input amounted to 74,626. Input planning is limited to the input capability of the Army training centers, which for fiscal year 1966 is 49,527 and 130,250 for fiscal year 1967. The end fiscal year 1967 backlog awaiting entry into active-duty training will amount to approximately 127,150.

In past years adequate input spaces into Army training centers have been available to meet Army National Guard requirements. Currently, training requirements of the Active Army are such that training input spaces available for Reserve component personnel are severely limited.

Allocation priority of available quotas is given to non-prior-service personnel of Selected Reserve Force units. The lack of training input spaces reacts seriously upon the status of mobilization readiness of non-Selected Reserve Force units. This is one of the Army Guard's most serious problems, and studies are being made to determine whether or not a practicable solution is possible within available resources.

TRAINING ON WEEKENDS

The level of training of Army National Guard units has now progressed to the point where most of our tactical units are engaged in weekend training assemblies with training being conducted at the company and battalion level. For standardization purposes the armory drill has become a unit training assembly, two of which may be combined to form an all-day multiple-unit training assembly (MUTA) which in turn may be combined to form two or more consecutive all-day training periods. This departure from the historical 2-hour armory drill period has increased our overall training capability and improved potential combat effectiveness and mobilization readiness of our units.

All Reserve component units are authorized and encouraged to participate to the maximum feasible extent in outdoor multiple unit training assemblies on weekends. It is intended that units will, for this purpose, utilize land under the control of the Department of the Army, reservoir land of civil works projects, land under the control

of the military by permits or otherwise, and local, county, or State-owned property. Where no such lands are available, it will be necessary to obtain other available areas.

TRAINING AT ARMY AREA AND SERVICE SCHOOLS

The school program is designed to permit National Guardsmen to attend the same courses of instruction as their counterparts in the active service. During fiscal year 1965, about 5,800 officers and enlisted men attended Army service schools under the jurisdiction of Headquarters, U.S. Continental Army Command. An additional 540 enlisted men attended noncommissioned officer academies which are conducted by the various continental Army commands. Funds were available in fiscal year 1965 to support the attendance of key personnel at career type and hard skill officer and enlisted military occupational specialty courses.

The fiscal year 1966 school budget provides an adequate school program for this year. It permits the enrollment of about 9,300 personnel in Army service and Army area schools. The program has been expanded to permit officers and enlisted personnel to take maximum advantage of all available courses of instruction conducted in these schools. Priority for selection of individuals to attend school is being given to personnel assigned to units in the Selected Reserve Force.

The fiscal year 1967 estimate requests funds to permit a sound school program for the revised troop structure. All facets of the school program to include air defense replacement training, are planned in the attendance of 13,600 personnel in Army-conducted schools. Conversion-type training courses for both officers and enlisted personnel whose branch of service or military occupational specialty assignment will change due to the realignment of the Reserve components will be given particular attention.

ANNUAL FIELD TRAINING (AFT)

During calendar year 1965, annual field training of 15 days or more was conducted for all units with 315,852 Army National Guardsmen attending, representing about 97 percent of the assigned strength available for training.

The live-fire squad/platoon rifle attack courses established in 1963 were continued at this year's annual field training. These courses are an excellent training vehicle and proved to be even more effective than in previous years. A continuing program of new construction and improvement of present attack courses was carried out during fiscal year 1965.

A new annual field training evaluation system was introduced by Headquarters, U.S. Continental Army Command, and tested by selected units at their annual field training last year. This system reflects for each unit either a satisfactory or unsatisfactory performance rating. It is anticipated that results of this test will be incorporated into a new evaluation system for all units of the Reserve components during the fiscal year 1966 annual field training.

Training is improved and training efforts are stimulated if units are permitted to attend annual field training sites where terrain features are unfamiliar. For this reason, efforts are made each year to exchange

the field training sites of selected units to the maximum extent possible within the available Air National Guard airlift and organic unit transportation capabilities. Such airlift movements are conducted as tactical air mobility training exercises.

In Guardlift II, over 10,000 Army National Guard personnel in detachment to brigade-size units were airlifted to field training sites during the summer of 1965 by using Air National Guard training flights. This program provided personnel with air mobility experience, new situations, and specialized training sites. There was an interchange of units between Hawaii and Arizona, Indiana, and Puerto Rico, and one battalion from Minnesota was airlifted to Alaska. Selected individuals attended the Northern Warfare Training Center in Alaska and the School of Americas in Panama. One unit from Alabama conducted its annual field training with its Active Army counterpart in France.

PARTICIPATION WITH ACTIVE UNITS

Achievements in participation in Active Army exercises have indicated the advisability of taking maximum advantage of this opportunity wherever possible. Eleven units participated last year in exercise Logex at Fort Lee, Va. This exercise stressed the importance of maintaining continuous theater of operations logistical and administrative support under conventional, nuclear, or chemical, biological, and radiological conditions.

Two major Active Army exercises in which Army National Guard units participated during 1965 were Oneida Bear at Camp Drum, N.Y., April 24-May 8 and Northern Hills at the exercise maneuver area in Alaska, June 12-26.

Oneida Bear was a brigade maneuver for the 5th Mechanized Division elements stationed at Fort Devens. The 102d Armored Cavalry Regiment, New Jersey Army National Guard, with support units from that State and 1st Howitzer Battalion, 187th Artillery, New York Army National Guard, comprised the aggressor force. The 1st Battalion, 71st Infantry, 42d Infantry Division, was part of the friendly force of the 5th Mechanized Division.

Northern Hills involved a battalion free maneuver concept and tested maneuver conditions during summer months in Alaska. This was a joint, Army, Air Force, and naval operation. One Infantry battalion of the Alaskan Army command maneuvered against the 3d Battalion, 135th Infantry, 47th Infantry Division, Minnesota Army National Guard.

TRAINING ATTENDANCE

In fiscal 1965 percentage of attendance at armory training for officers increased from 97.4 to 97.7 percent. Percentage of attendance for enlisted men increased from 91.5 to 92.5 percent. Thirty-six States reported increased drill attendance. The combined percentage of all personnel participating in inactive duty training amounted to 93 percent of assigned strength, an overall percentage increase of 1 percent from the previous fiscal year. This increase can be attributed to the interest created by participation in weekend training and the desire to improve individual skills in furtherance of effective unit training.

Approximately 316,000 guardsmen attended 15 or more days of annual field training during 1965. This was 97 percent of those guardsmen who were available for attendance. The remainder of our strength were either engaged in other training programs, such as active duty training with the Army, or were administratively excused.

AVIATION PROGRAM

During fiscal year 1965 the number of Army National Guard aviators on flying status increased from 1,659 to 1,885, a net gain of 226, the highest fiscal year gain on record. Authorization of additional flying training periods has increased interest in the aviation program. The gains accomplished in fiscal year 1965 are continuing in fiscal year 1966.

Army National Guard flying hours in fiscal year 1965 totaled 212,966. This was an increase of 9,553 over fiscal year 1964.

The fiscal year 1965 aircraft accident rate was 10.6 accidents per 100,000 hours flown, as compared to the fiscal year 1964 rate of 17.2. The fiscal year 1965 accident experience represents a 38.4-percent reduction from the previous year's rate. Factors influencing this downward trend in the aircraft accident rate stem principally from the training permitted by the recently authorized additional flying training periods and more effective command supervision. This program was initiated early in fiscal year 1965 and 76.4 percent of the authorized additional training periods were accomplished. It is expected that participation will increase substantially during fiscal year 1966 as administrative problems resulting from the initiation of a new program are resolved.

MILITARY OCCUPATIONAL SPECIALTY (MOS) TESTING

The Army National Guard initially participated in the enlisted evaluation system (MOS testing) during the November 1964 test cycle. A passing rate of 86.7 percent was achieved for those specialties tested in that cycle. Minor problems only were encountered. Experience obtained from the first testing resulted in smoother administration of the second test cycle in February 1965, during which a passing rate of 86 percent was obtained. Personnel in grades E-3 and below are not included in the tests, but are considered qualified in their military occupational specialty due to having completed their active duty for training period. When a proportionate number of these are added to the number tested in any test cycle, the qualified rate becomes 93.5 percent. Military occupational specialty testing was suspended in March 1965, because of possible reorganization and is scheduled to be resumed with the February 1966 test cycle.

EQUIPMENT AND MAINTENANCE PROGRAM

Actions to improve the equipment status of our units received continuing attention this past year. Major developments, affecting the supply and equipment management efforts, were the planned reorganization of the Reserve components and the intensified training requirements of the Army National Guard units of the Selected Reserve Force. These efforts included both major equipment items which

are issued to Guard units without cost, as well as the many individual and organizational clothing and equipment items for which funds are provided in our annual appropriations.

The proposed reorganization of the Reserve components required extensive planning for effective redistribution of the equipment and supplies currently on hand, and that which was expected to become available from Army Reserve units for issue to units in the reorganized structure. Although the proposed reorganization is still pending, the planning and preparation remain valid and was available for application without delay to redistribution requirements of the units of the Selected Reserve Force. These units are now provided, within availability, the essential equipment for training requirements at their home stations. The balance of available equipment required to meet table of organization and equipment authorization has been earmarked at other locations for shipment to the unit upon movement to mobilization station.

All equipment earmarked or issued to Selected Reserve Force units has been withdrawn from both reinforcing and immediate Reserve Army National Guard units. Additionally selected equipment items have been withdrawn from these units to meet Active Army buildup requirements.

In the funded equipment area units have been provided funds to procure the greater portion of the items which they will require upon mobilization. Units of the Selected Reserve Force have been authorized and issued winter clothing and equipment which will provide the necessary protection for out-of-doors training during cold weather. Funds for this purpose as well as other requirements of the Selected Reserve Force are included in the fiscal year 1966 supplemental request now before the Congress.

The redistribution of equipment from our non-Selected Reserve Force units, to meet requirements of the higher priority Selected Reserve Force units, has reduced materially the equipment status of our remaining Immediate Reserve units. Equipment remaining in these units will be adequate to support home station training. The proper placement of equipment should permit our annual field training requirements for all units to be met by pooling equipment assigned to all units.

The overall maintenance levels of our equipment is expected to improve significantly this year. Funds have been provided which will enable the equipment assigned to Selected Reserve Force units to be brought to and maintained in combat serviceable condition. The remainder of our equipment can be maintained in a condition considered satisfactory for training.

CONSTRUCTION

Consideration of the proposed reorganization of the Army National Guard and Army Reserve units has served to delay the planned progress of the fiscal year 1965-66 construction programs. Once the troop structure is established the current and future military construction necessary to meet our housing needs and training support facilities can be accurately determined. Necessary modifications and/or expansions to facilities resulting directly from the reorganization and which are of an emergency nature will be funded from our construction funds.

For fiscal year 1966 we have an availability of \$22 million in the "Military construction, Army National Guard," appropriation.

STATE DUTY

Army National Guardsmen were used extensively by the Governors of many States during the past. Throughout the Midwest during the disastrous spring floods, Army National Guardsmen in many States were employed by State authorities to protect life and property. Guardsmen built levees, broke up ice jams, provided means for evacuation, operated medical, housing, and messing facilities, prevented looting and maintained surveillance throughout the flooded areas. In the most widely publicized Army National Guard operation of the year, the major portion of the troops available to the Governor of California were committed to the Watts area of Los Angeles in a massive effort that successfully restored law and order.

ORGANIZATION

The major unit structure of the Army National Guard remains quantitatively unchanged except in the number of separate brigades. Major units are: 17 infantry divisions, 6 armored divisions, 10 separate brigades, and 7 armored cavalry regiments.

The number of separate brigades has increased from 7 to 10 as a result of the organization of 3 additional separate infantry brigades, formed from portions of the 36th, 41st, and 49th Infantry Divisions to be a part of the Selected Reserve Force. The Selected Reserve Force in the Army National Guard consists of 3 infantry divisions, 6 separate infantry brigades, 1 armored cavalry regiment and additional separate units to make up a 744-unit, 118,682-man force.

OVERALL BUDGETARY SIGNIFICANCE

Support of all programs of the Army National Guard for fiscal year 1967 within the "National Guard and Reserve personnel, Army," appropriation for fiscal year 1967 requires a considerable sum of money. The greater part of these funds will be disbursed in pay and allowances to Army guardsmen serving in units in communities of every size throughout our Nation. These units form the very backbone of our Nation's reserve land combatant forces and as such form an integral part of our first line of defense. The reorganization of these units during the first half of fiscal year 1967 will permit them to be trained and equipped as units of the immediate Reserve, with each assigned its role to meet a mobilization contingency plan mission. A summary of the separate parts of these programs follow :

TRAINING—PAY GROUP A

Provided for within this program are the pay, allowances, clothing, subsistence, and travel for both unit training assemblies and annual field training. There will be 49,984 officers and 398,304 enlisted personnel participating in 2 weeks' annual field training and 55,602 officers and 393,549 enlisted personnel participating in unit training assemblies

at home stations. The Selected Reserve Force units will be scheduled to maintain the maximum state of mobilization readiness during fiscal year 1967 and will be authorized 24 additional paid assemblies for this purpose. The total cost of this program is estimated to be \$323.5 million.

TRAINING—RESERVE ENLISTMENT PROGRAM—PAY GROUP F

This program provides for the training of nonprior service personnel on full-time training duty of not less than 4 months at Army training centers. Due to the limited training spaces available in fiscal year 1966 the in-training strength at the start of fiscal year 1967 is estimated to be 21,228 trainees. Awaiting entry into training at this time will be 85,100. During fiscal year 1967, 182,000 nonprior service personnel will be enlisted of which 50,500 are expected to come from the reorganization of Army Reserve units and 22,000 will be enlisted with their training deferred until fiscal year 1968.

Normal attrition will reduce this to a total of 235,400 trainees who will be available for input to the various training centers in fiscal year 1967. Input spaces provided for in this budget are 130,250. This will leave 105,150 plus the 22,000 or 127,500 as carryover for input to training during fiscal year 1968. The total cost of this program is estimated to be \$114.8 million.

SCHOOL TRAINING

The Army area and service school program for fiscal year 1967 reflects a substantial increase over that of fiscal year 1966. This is due principally to the proposed larger troop structure and greater strength involved in our training requirements as a result of the proposed reorganization. To accomplish the reorganization of units as planned will necessitate the change in assignment of military occupational specialty of a number of our personnel who will transfer to units and branches requiring skills which they do not now possess. To restore these skills within these units results in the need to requalify the personnel as soon as possible in the military occupational specialties required.

We estimate 7,333 officers and 6,230 enlisted men will attend various courses of training offered by the Army service and area schools. The total cost of this program will be \$20 million.

SPECIAL TRAINING

This program provides for the many special tours of full-time training duty required to maintain the overall state of training readiness of units and the administration necessary to the planning for the conduct of training such as preannual field training conferences, command post exercises, short notice annual practices of our air defense units, committees and boards, and participation in national matches. These tours vary in length from 2 to 90 days and permit participation of individual members as well as unit staffs in training missions essential to the overall readiness posture of the Army National Guard. The total cost of this program is estimated to be \$3.8 million.

ADMINISTRATION AND SUPPORT

This program provides for the pay and allowances of Army National Guard officers on active duty tours with the Army under various statutory authorities, that portion of the servicemen's group life insurance which is paid by the Government, and disability, death, and hospitalization benefits to which members are entitled by law. The total cost of this program is \$2.0 million.

In summary, fiscal year 1965 was a year of progress and improved capabilities of Army National Guard units. This fiscal year is proving to be even more eventful because of the challenge placed upon the States to accelerate training efforts. The appropriations made available this fiscal year including the supplemental requests, continue to support the major efforts of Army Guard commanders. Emphasis on the utilization of all resources has been placed on the support of immediate Reserve units with priority being given to those units selected for accelerated training to meet the objectives of the Selected Reserve Force. Support of reinforcing Reserve units is by necessity limited to levels sufficient to provide individual training capability and support of State mission requirements.

This concludes my statement. I am very happy to respond to any question to the best of my ability which members of the committee might care to ask.

PERSONNEL STRENGTH IN ARMY NATIONAL GUARD

Mr. MAHON. General Wilson, refresh our minds on the number of people in the Guard, the number of people you propose to have during the coming fiscal year and tell us, in addition to the statement you have presented, what you feel about the situation and what you are doing.

General WILSON. As you know, the budgetary language last year established a floor of not less than 380,000 on the Army Guard for fiscal year 1966.

Mr. MAHON. Right.

General WILSON. With the establishment of the Selective Reserve Force, of which 119,000 are Army Guard personnel of the 150,000, the authorized strength for the end year position, instead of 380,000, is 418,500. This is the difference between the percent of manning authorized at the time of the establishment of the Selected Reserve Force and the 100 percent manning authorized for the Selected Reserve Force.

At the present time, as of the end strength of the last audited figure, January 31, the Army Guard had a total of 421,712 people on board, sir. This includes the number of people that have been enlisted in the Selected Reserve Force. The States have done an exceptionally fine job there. — we expect to go up to 100 percent by June 30.

We are slightly above our authorized strength of 418,500.

As you can see, we are 421,000. This is due principally to the Selected Reserve Force. Some of our low priorities units were reduced from 60 percent to 50 percent.

The Guard as a whole has done real well in meeting its requirements for personnel in the Selected Reserve Force. We feel we will be able to meet the requirements of training as stated by General

Throckmorton by June 30 of this year. We will have had all our field training. We will be at a higher level of training than we have ever been before.

This has required also the transfer of a lot of equipment from our other units to the Selected Reserve Force to get it to the highest training capability that we have ever had of any part of the Guard. But in general, the program is in good shape.

SELECTED RESERVE FORCE

Mr. MAHON. How do you explain this Selected Reserve Force as apart from the overall 420,000?

General WILSON. The Selected Reserve Force is made up of some 744 units in the Army National Guard, including 3 divisions, 6 brigades and many supporting elements.

Mr. MAHON. They are made up of guardsmen and Reservists?

General WILSON. This is all guardsmen, 119,000.

These units and personnel were authorized 100 percent strength. Before we had been at 80 percent.

They were authorized increased training that would go from the normal four drills a month to six drills a month. Certain staff personnel were authorized an additional two drills per month to do the planning necessary. Additional technicians were authorized to support the program. Additional winter clothing was given for their support.

In other words, we have been given the resources for the Selected Reserve to meet the total requirement of attaining a battalion level test this summer.

Mr. MAHON. Have you been able to get the job done according to plan?

General WILSON. Yes, I think we are just a little ahead of our plan, sir. As you know, one of the problems we had during the Berlin callup was the fact we had to use fillers. This time we are authorized to bring our units up to 100 percent. We did not have the authorization of winter clothing for training in the winter prior to the callup. We were not given the assets that were necessary to meet the requirements. We are being given that in the Selected Reserve Force this year, sir.

NON-PRIOR-SERVICE TRAINEES

Mr. MAHON. Is there any concern we in Congress should have in regard to your program?

General WILSON. Well, sir, I do not believe there is any concern on the Selected Reserve Force. This has taken assets and equipment away from the other part of the program. We have enough REP training spaces to take care of the requirement for the Selected Reserve Force, but we have a large backlog in the other parts of the program, sir.

Our REP trainees are the non-prior-service personnel that come into the Guard. We normally send them from 4 to 10 months, whatever is required, within 120 days, which is their contract. This year, due to the buildup in the Active Army, this has meant that a backlog, a sizable backlog, is now on board awaiting training and will increase between now and summer, sir.

READINESS OF SELECTED RESERVE FORCE

Mr. MAHON. In the event we should get into a much larger war, it would seem logical to assume the Guard and Reserve would be called up, at least portions of them; is that right?

General WILSON. If there is a determination that the requirement is there, I would certainly think so; yes.

Mr. MAHON. If this should happen, are you ready?

General WILSON. Regarding the Selected Reserve Force 119,000 will be ready.

Mr. MAHON. They are really ready to go?

General WILSON. They are in pretty good shape; yes, sir. In fact, I am just amazed at the attitude around the States saying this is the first time we have been in a program when we have a meaning to be in there.

Mr. MAHON. Suppose they are not called up in fiscal year 1967 or 1968, what happens? What does this lead to?

General WILSON. Under the present program, as in the 1967 budget, we carry the Selected Reserve Force through fiscal year 1967. It will be maintained through 1967.

Mr. MAHON. You do not know what happens after 1967 at this time?

General WILSON. No, sir; I do not.

Mr. MAHON. What would probably be the best thing to do if the world situation continues approximately as it is now?

General WILSON. I would say we would want to keep our units in as ready a condition as they could be.

INCREASE IN SELECTED RESERVE FORCE

Mr. MAHON. Has there been any talk about increasing this Selected Reserve Force to a higher level?

General WILSON. You mean enlarge the Selected Reserve Force?

Mr. MAHON. Yes.

General WILSON. There has been some discussion, but I know of no decision.

General THROCKMORTON. I know of no decision.

Mr. MAHON. Is there any real thrust in that direction? Does it seem to be felt in the Department of Defense that this is what we ought to do?

General THROCKMORTON. If I may interject, under the reorganization plan we will in effect increase the usable combat power in the Reserves because we will be fully supporting about 100,000 more men than we are now.

Mr. MAHON. If this legislation is passed?

General THROCKMORTON. Yes, sir. For the entire force, the 580,000, with the overstrength that the SRF now has, we would then be able to reach a higher state of readiness overall than we have at the moment.

CONSOLIDATION IN BEST INTEREST OF DEFENSE

Mr. MAHON. I am not going to ask in detail at the moment about this, but do you generally support the proposed legislation?

General THROCKMORTON. Yes; very definitely.

Mr. MAHON. You think it would be in the interest of the United States from a national defense standpoint to do this?

General THROCKMORTON. Yes, I do.

Mr. MAHON. That is a matter we cannot determine here, I just wanted to get your general feeling.

General WILSON. This would raise the balance of the force that is in this proposed budget up to the level of the SRF.

Mr. MAHON. If this were done?

General WILSON. With the exception of 100-percent strength.

Mr. MAHON. You are quite enthusiastically in favor of this, General Wilson?

General WILSON. Yes. I think we should have our personnel and equipment in balance, sir.

General THROCKMORTON. May I make a point in connection with the SRF?

The accelerated training aspect will be continued until such time as the units of the SRF achieve a certain readiness standard. At that time we can cut back on the accelerated training. If it is necessary subsequently to resume accelerated training in order to bring the readiness back up to the standards we want, then we will take it up again.

Mr. MAHON. What we are considering here is the personnel for the forces?

General THROCKMORTON. The SRF is the only element of the plan which provides for your units to be at 100-percent strength. The other elements would be at 80 to 85 percent, in that area.

PERSONNEL STRENGTH IN ARMY RESERVE

Mr. MAHON. Repeat the number of people you have in the Reserves now, General Sutton.

General SUTTON. As of January 31, 1966, we had 234,000 in units. Of course, we have a Ready Reserve individual pool in addition to that. We are authorized to go to 270,000 in units, and we are striving toward accomplishing that objective by June 30.

Mr. MAHON. Are some of the reservists in the SRF?

General SUTTON. Thirty-one thousand.

Mr. MAHON. Thirty-one thousand of the reservists are in this special group?

General SUTTON. Yes.

Mr. MAHON. Do you feel, General, that the proposed program as budgeted and requested of Congress is probably the best thing you should do under the circumstances?

General SUTTON. The decision to present this budget has been made and I am here to support the budget.

(The following additional statement was supplied later:)

However, Congressman Hébert asked me last year in his hearing if I personally subscribed to the merger and I replied that I did not. That continues to be my personal position on it.

Mr. MAHON. You have had your differences of opinion and your discussions of all these matters. This is what has been presented to us for consideration?

General SUTTON. Yes.

Mr. MAHON. If there should be a callup, do you feel the Army Reserves who are in this special group are ready?

General SUTTON. Yes, sir; they are getting ready. We have an objective of having them ready to meet the standards we have set by June 30 when they complete their annual field training and their training tests, and we are progressing toward that.

Mr. MAHON. What happens to the rest of the Reserves that are not in the Special Reserves?

General SUTTON. The rest of our 234,000 not in the SRF are in Immediate Reserve units, and we are striving to increase their readiness. They are going from a 2-hour weekly training program to 4 hours, usually conducted in a weekend assembly. We are working to increase their readiness, too, along with the others in the SRF.

NUMBERS AND READINESS OF RESERVE COMPONENTS FOR CALLUP

Mr. MAHON. I have the feeling that probably some of the Reserves may be called up during the next few months. Of course, I do not know.

Should we be increasing the size of the Reserve above that which is planned, in your opinion, General, looking toward a larger war and greater requirements for manpower?

My point is, I would not want to see us caught short in case we are confronted with a much greater challenge than we are now.

General SUTTON. The total troop requirement is not exactly in my field. I am allocated a certain portion of it. I do not think I am knowledgeable enough in that area to intelligently discuss it—the total need.

Mr. MAHON. What would you think about that, General Throckmorton?

General THROCKMORTON. I would say under the reorganization plan where we are able to improve the strength situation within the units in existence, where we are able, hopefully, to improve the equipment situation, where we are able to develop a balanced force structure; that is, a structure which has personnel supported and backed up by equipment, and with this additional training we are giving them, we are going to come out with a much better product, one which is better capable of responding to any contingencies which arise, than we have under the present program.

We have the units in the structure now which are not necessary for any contingency plans which have been developed. For these reasons, I would say under the reorganization plan we are going to be better off.

It is not simply a matter of just sheer numbers, sir. It is the importance of having those numbers in the proper units that are apt to be required, that they are maintained at the proper strength and that they are properly equipped.

ATTITUDE OF RESERVE COMPONENTS

Mr. MAHON. What is the general attitude in your opinion—I ask all three of you this—of the guardsmen and the reservists in the selective Reserve Force? What is their general attitude? Are they to some extent, to use the colloquial expression, “raring” to go.

General SUTTON. They are in the Army Reserve, sir.

Mr. MAHON. Are they in a frame of mind to be called into the actual service, leave their families and their business and go in the active service?

General THROCKMORTON. There is no difference in the attitude, as I can determine, between the Reserve and the Guard, and the both of them are, as you said, "raring" to go.

Mr. MAHON. This would apply to the selected Reserve Force as well as those who are not in the selected Reserve Force; is that right?

General SUTTON. That is correct in our case, sir.

General THROCKMORTON. I believe it is correct.

Mr. MAHON. There are a number of people in the selective service age who have not been called and who apparently are not too anxious to be called into the service.

General THROCKMORTON. They have not been subjected to military training, and they have not been subjected to the development of unit esprit which you are going to find in a military organization that is worth its salt.

REASONS FOR NOT CALLING RESERVES AT THIS TIME

Mr. MAHON. Could you give us some of the pros and cons of calling up additional men from the outside rather than the reservists? Of course we have chosen not to call in the Reserves and the National Guard as of now but we are getting in a position to do so should the Commander in Chief make that decision.

General THROCKMORTON. I must confess this is a little out of my field. It is dealing with policy decisions, which are well above where I am.

Insofar as why the Reserves have not been called, I can only surmise that the higher policymakers have determined this is simply not a step they desire to take at this time.

Mr. MAHON. Yes.

General THROCKMORTON. As long as you maintain the Reserves in an inactive status, you have an ace in the hole.

Mr. MAHON. That is right.

Of course, if you want a force applied at a certain point on the globe, in a hurry, you can get it through your Reserves much faster than you can through new enlistment or selective service.

General THROCKMORTON. That is correct.

Mr. MAHON. Because you have a reasonably adequate number of people.

General THROCKMORTON. That is correct.

Mr. MAHON. Many of them no doubt need to be brought to a higher degree of training.

Conversely, of course, it could be argued that if you have plenty of time and you do not need troops immediately, you would not call up the Reserves but do as we are now doing.

Mr. Sikes?

AUTHORITY REQUIRED TO CALL UP RESERVE FORCES

Mr. SIKES. General Throckmorton, what steps, or what authorization would be needed for a callup of the Guard and the Reserves?

General THROCKMORTON. We have to have a declaration of national emergency and congressional determination on that, sir.

Mr. SIKES. For any callup of Reserves?

General THROCKMORTON. Yes, sir.

Mr. SIKES. To call up Reserves there must be a Presidential declaration, or action by Congress?

General WILSON. That is correct, sir.

Under Presidential declaration of an emergency, the Reserve Forces up to 1 million men in the Ready Reserve may be ordered to active duty to not exceed 24 months under the Presidential declaration.

Mr. SIKES. Without the Presidential declaration, can you call the Reserves for any period of time?

General WILSON. Not unless the Congress makes a declaration, or there is a joint resolution similar to that for Berlin, or like we had for Cuba and Korea.

Mr. SIKES. Can you call reservists for less than 12 months under the present law?

General WILSON. Involuntarily, I know of no law whereby you can call Reserves up for any period of time, even a day, without either the President or the Congress acting.

Mr. SIKES. But if he is called with his own permission, what is the situation?

General WILSON. He can be ordered to active duty if he volunteers for active duty.

Mr. SIKES. For what length of time?

General WILSON. Any length of time that is determined. It depends on what program he gets in, whether it is a year, 18 months, or 2 years. We have had many of the Air Guardsmen who volunteered for active duty after completing the Berlin callup, sir. They are still on.

MORALE OF RESERVISTS IN PRESENT SITUATION

Mr. SIKES. Heretofore, when there has been an emergency situation we have had a callup of some of the Reserve components. In the current situation, they have been passed over and there is no present determination they will be called up even though there has been a marked buildup of U.S. forces in southeast Asia.

What effect has this had on the morale of the Reserve components?

General THROCKMORTON. I think, Mr. Sikes, they have been eager to be called. I understand when they were not called last July many of them were disappointed. Insofar as the effect on their attitude to the extent that it had had an adverse influence on their work in the military field, I do not believe it has occurred.

Mr. SIKES. Do you think that this can continue indefinitely? If we go through another year without a callup of the Reserves.

Do you think they will continue to feel there is a reason to train and to be prepared if there is no prospect they will be called to active duty?

General THROCKMORTON. Well, I think they will, sir.

Mr. SIKES. You are more of an optimist than I.

General THROCKMORTON. Well, sir, there are still many possibilities and contingencies which could arise, and I am sure they realize that although the situation in Vietnam is very difficult, they do constitute, as I have said before—

Mr. SIKES. How many individual reservists have you actually talked to about this question?

General THROCKMORTON. I have talked mostly to the people like General Sutton and General Wilson.

Mr. SIKES. Let's see what they know about it.

General Wilson, what is your feeling about the effect on morale of the noncallup of Reserves in a period of emergency?

General WILSON. Mr. Sikes, to give you an idea, we had a meeting of the Adjutants General here in Washington last January. It was the unanimous opinion of those people that they felt that the Reserves should be called.

That is what we are in business for—in training. Although they realize there are other contingencies that might be in effect. They feel there is always the possibility they will be required, and they feel they can continue on with the program regardless of whether they are called.

I think it was the biggest surprise the guardsmen and Reserves had when in July the announcement was made there was not going to be a callup. I have discussed this with many people around the country, and especially the people in the Selected Reserve Force, where for the first time they are getting the support necessary that gives them a reason for being, and they love to be in a hot outfit. They expect to be called sometime. They do not care whether it is this year or not. They expect when the requirement is there, they will be ready.

Mr. SIKES. Will it add to your training problems in keeping a sharp outfit if there should be a general feeling they are not to be called up?

General WILSON. I do not think any of them feel, sir, they will not ever be called. I think they feel they have a mission.

In the Guard we have both the State mission and the Federal mission, and we are doing a good job. In fact, if we had not had the guardsmen in California there to take care of the Watts situation, the Active Army or someone else would have had to come in and do it.

They have a deep respect and responsibility, they feel, for both the State mission and the Federal mission. I do not think it would hurt morale. It would be the first time we have ever missed a shooting war. We were called for Berlin when there was not a shooting war. They expect to be called, and they are working toward getting their units to the highest capable point so if there is a requirement and it is determined they are needed, they are available.

Mr. SIKES. General Sutton, what is your experience from contacts with troops in the units on this question?

General SUTTON. As it is now, I have been surprised at the indestructibility of the morale in the Army Reserve in units and individuals. There have been a lot of questions asked of me all over the country about what the future holds and what are they going to be used for and what is going to be done, and so forth. They are quite concerned about that because, as General Wilson points out, when a man has a job to do and he is being depended on to do that job, his morale is much higher than if he is uncertain at the prospect of what he might be utilized for, or what might be his assignment.

Where people have moved from an active assignment into an inactive situation, it has presented quite a morale problem in case of individual reservists.

In the case of unit performance, schools and other organized training activities, actually it has remained quite steadfast and there has been very little effect on the morale.

READINESS OF LOGISTIC SUPPORT RESERVE FORCES

Mr. SIKES. One of the very serious problems in connection with the war in Vietnam is that of logistic support. The war is halfway round the world. Facilities are extremely limited. Construction difficulties have been compounded.

(Discussion off the record.)

General THROCKMORTON. Yes, sir; they are.

Mr. SIKES. All 19 units?

General THROCKMORTON. I cannot say about the 19. But those in the SRF would be ready to go after a short period of training with the equipment.

Mr. SIKES. How long a period of training?

General THROCKMORTON. About——— sir.

Mr. SIKES. How long a period of training would be required for the remainder? Please supply the number in each category for the record.

General THROCKMORTON. I am sorry, sir. I do not have the answer to that at my fingertips, but I will supply it for the record.

(The information follows:)

Status of Reserve component engineer construction battalions

Unit	Number in structure	Number in SRF	Readiness for deployment (in weeks)		
			Type	Jan. 15, 1966	July 1, 1966
Engr. BN. (construction).....			SRF		
ARNG.....	2	2	Other		
USAR.....	17	7			
Total.....	19	9			

REMARKS:

1. The above readiness times expressed in weeks are based on the use of the intensified combat training program and include: _____.
2. Deployment time shown above assumes receipt of trained filler personnel and receipt of equipment essential to mission accomplishment.

One of the things that would help most to alleviate the problem of logistics would be additional construction units.

What is the situation on the number of engineering construction units within the Reserve? How many such units are there?

General THROCKMORTON. We have 19 engineer construction battalions in the Reserve.

Mr. SIKES. Have any been called into duty during this emergency?

General THROCKMORTON. No, they have not.

Mr. SIKES. Are all ready now to be called in?

General THROCKMORTON. I would say those in the SRF.

Mr. SIKES. How many are there?

General THROCKMORTON. Nine.

Mr. SIKES. What about the equipment and training of these units? Are the units prepared?

(Additional classified detail has been supplied to the committee.)

Mr. SIKES. What other units are there which would be helpful in breaking the construction backlog; helpful in moving cargo, and helpful in improving the availability of ports, et cetera? Are there other units than the 19?

General THROCKMORTON. There are some engineer light equipment companies. I do not have the figure on that, sir. Insofar as other type of units which would assist in the task which you have described are concerned, I would have to supply that for the record, if I may.

Mr. SIKES. Are there any additional individuals who are specialists in the fields of construction, port maintenance, and cargo handling who are reservists and who could be called into service?

General THROCKMORTON. I am relatively sure there are.

General SUTTON. Yes, sir.

Mr. SIKES. Have any of these been called?

General THROCKMORTON. No, sir.

Mr. SIKES. Do you have anything to add to this picture, General Wilson?

General WILSON. No, sir; none other than to say that the requirements that have been determined to meet such commitments are included in the SRF, sir, and each unit is in real good shape.

Mr. SIKES. The units are in good shape?

General WILSON. Yes.

Mr. SIKES. Do you have anything to add, General Sutton, on the availability of individuals, or of units?

General SUTTON. Yes, sir. We have in the SRF some of the type units we have been discussing, and we also have additional Immediate Reserve units of those types. We have a considerable number of individuals who are really outstanding in the field, people, for example, who own and operate transportation companies.

Mr. SIKES. Will you expand your answer for the record. I would like to have as complete a story as possible, and I direct this to each of the three of you. Expand your answers to give me as complete a story as possible of the availability of individuals and units who could be helpful in this area.

(The information requested follows:)

There are personnel in the mobilization pool with the necessary skills to provide initial fillers required by units of both the Active Army and Reserve components which might be used in expanding the port facilities in Vietnam. The period for which fillers could be provided on a continuing basis would depend on the total number and types of units involved. In addition, the following type units

found in the Reserve components would be useful in solving the construction and cargo handling restrictions in the Vietnamese port operations:

Type unit	Number in the reserve components	Number in SRF
Engineer group, construction, HHC.....	7	2
Engineer battalion construction.....	19	9
Engineer group, combat, HHC.....	17	2
Engineer battalion, combat.....	61	12
Engineer company, port construction.....	2	1
Engineer company, construction support.....	7	2
Engineer company, pipeline construction support.....	4	1
Engineer company, dump truck.....	22	6
Engineer company, light equipment.....	15	7
TC group movement control.....	2	1
TC group motor transport, HHD.....	6	1
TC battalion, motor transport, HHD.....	17	4
TC company, light truck.....	32	12
TC company, medium truck cargo.....	18	7
TC company, medium truck petrol.....	4	3
TC battalion, terminal service, HHD.....	7	3
TC company, terminal service.....	23	7
TC company, medium boat.....	2	2
TC company, heavy boat.....	1	1
TC company, light amphibious (LARC).....	3	1
TC company, floating craft.....	1	1

Of the listed SRF units, the battalions could be readied for deployment in approximately _____ weeks after being alerted assuming the availability of fillers and mission essential equipment; included in this time is _____. SRF units smaller than a battalion could be readied for deployment in a proportionately smaller period of time; non-SRF units would require a somewhat longer period of time for deployment.

FUTURE OF ROTC PROGRAMS

Mr. SIKES. General Throckmorton, you discussed the ROTC program. Of course, historically, this has been the great source of junior officers to implement the available number of West Point graduates.

One line in particular caught my eye in your statement:

"Enrollments in the advance course last fall were disappointing."

I have been somewhat disturbed for a number of years about the future of the ROTC. I hope this is not undue apprehension because the ROTC program is something extremely important to the future of the Army.

Nevertheless, there has been agitation in some areas to drop the ROTC program in a number of colleges. There have been the usual demonstrations and other activities by each year's crop of pacifists and Communist sympathizers against military training of any type. They concentrate at the college level.

Is that making inroads into your program? Is it beginning to cause you apprehension about the future of the training program as such?

General THROCKMORTON. This downward trend is causing apprehension. We have estimated we require an output of pretty close to 20,000 officers a year from the ROTC program, in order to satisfy our Active Army and our Reserve requirements. At the present time we are receiving roughly half that number.

Mr. SIKES. That is a serious matter. What are you doing to offset it other than with the new scholarship program for which I have high hopes?

General THROCKMORTON. There is that which is perhaps one of the best means that we have to offset it. We have been increasing our publicity program.

We are in the process and have been in the process for several years, as you may know, of improving the curriculum situation.

Mr. SIKES. Is it now up to date? Is it a curriculum that reflects the requirements of modern warfare?

General THROCKMORTON. Yes, sir. The question, mainly, is whether or not we are going to be able to find a curriculum which is acceptable to the military and also will receive credit on the part of the school authorities. Another factor here is that we must have, we feel, a more challenging curriculum for the individual student. He is not particularly interested in going to a class on nuclear physics and then coming down to the ROTC instruction room and stripping and assembling a weapon.

Mr. SIKES. He may well be called on to use that weapon before he uses what he has learned about nuclear physics.

General THROCKMORTON. That is very true. The other thing we have done is to institute a camp wherein we are able to move a young college student from a junior college into the senior ROTC program; that is, the advanced course.

Mr. SIKES. I would think that is another approach which could hold considerable promise. Have you been able to get it off the ground, to get it really moving?

General THROCKMORTON. We had the first camp last summer, and we had roughly 600 students there. We anticipated this year we are going to be able to more than double that number.

Mr. SIKES. What is your ultimate objective in numbers at these camps?

General THROCKMORTON. We hope to be able to work up to about 2,500. As a matter of fact, if we can go above that, we would be happy, too.

Mr. SIKES. I think you should push this as vigorously as possible. More and more young men are going into junior colleges where ROTC is not available. I think it is very important to be able to take advantage of the interest of young men in ROTC by providing for them the equivalent of the first 2 years of ROTC other than at a college which offers this training.

Mr. LIPSCOMB. General, what kind of a program do you have with a person-to-person contact to encourage young men to go into ROTC?

General THROCKMORTON. We have the high school guidance counselors who receive a considerable amount of publications and information on the ROTC program. We have a program which is being run by U.S. CONARC whereby the professors of military science at the senior ROTC colleges go around to these high schools and try to sell the program.

Mr. LIPSCOMB. Are these military personnel?

General THROCKMORTON. Yes, sir.

Mr. LIPSCOMB. With rank?

General THROCKMORTON. Colonel, sir.

Mr. LIPSCOMB. The reason I ask is that, particularly in recent months, I get the impression that young men do not realize the great

opportunities that the Army offers. They come up to their draft situation, and if they had known, I am sure they would have made arrangements to get ROTC training. I talked to many and they do not realize that the Army educates them for a future. There are great opportunities in the Army.

I point out to them that the Army offers them a great future. I hope there is good person-to-person contact with these young men so that it would encourage them to take ROTC training.

General THROCKMORTON. We also have the expansion of the junior ROTC program which is coming up.

We would anticipate that this will help us to increase the enrollment in the senior ROTC program.

Mr. LIPSCOMB. I think that we can issue pamphlets and should publicize it, but the person-to-person contact where they can see an officer and talk to him and see what a fine man he is, is very important. He should see what the future holds for him. I personally think the person-to-person contact is valuable.

General THROCKMORTON. I certainly agree with you, sir.

Mr. SIKES. What steps do you take to acquaint a boy in high school with the possibilities for obtaining these various types of military training at the college level?

General THROCKMORTON. This is through the guidance counselors in all schools. Of course, you have the junior ROTC program.

Mr. SIKES. I am talking about the boy in the school which does not have a junior ROTC program. At what level, if any, do you acquaint him with what he may do in the way of an Army career or an ROTC training program.

General THROCKMORTON. This is through the guidance counselors.

Mr. SIKES. At what level? When he is a junior or senior or when?

General THROCKMORTON. Normally, in the senior year.

INFORMATION FOR HIGH SCHOOL GUIDANCE COUNSELORS

Mr. SIKES. College information is made available, I believe, in the junior year. Why would it not be well to start giving this information to a boy when he is still a junior? By the time they are seniors they have their minds pretty well made up. Do you not think it would be well to start when he is a junior?

General THROCKMORTON. Yes, I do.

Mr. LIPSCOMB. Is the guidance counselor a military man?

General THROCKMORTON. No, sir.

Mr. LIPSCOMB. He is a guidance counselor within the educational institution?

General THROCKMORTON. That is right.

Mr. SIKES. Does he or she know enough to talk to a boy about a military career?

General THROCKMORTON. We hope they will follow the publications we provide them. I am sure you recognize it is quite difficult to cover all the high schools in the country with military personnel.

Mr. SIKES. I understand that. I realize you cannot do it. I wonder if you make a studied effort to supply this information in the simplest possible form and if you make an effort to get the guidance counselors knowledgeable on what they are trying to tell the boys.

General THROCKMORTON. Yes, sir, we do.

Mr. LIPSCOMB. I would like to find out how these guidance counselors do encourage or inform the boys. You ought to look to see how well oriented the guidance counselors are on this matter of military service.

Mr. SIKES. I think it would be well for you to provide us some information for the record to show us what steps are taken in this particular field.

General THROCKMORTON. I would be happy to do that, sir.
(The information follows:)

The 700 Army ROTC instructors assigned for duty with the junior ROTC throughout the country perform liaison with local secondary schools without ROTC units. These instructors establish personal contact in an advisory capacity with guidance counselors and recruit high school students for enrollment in college-level ROTC. Similarly, the ROTC instructors assigned to 247 colleges and universities perform this liaison with local secondary schools; this is particularly true in the absence of junior ROTC units in the area, and where the college or university draws its students largely from the local area.

The current Army ROTC information program includes a wide variety of materials which solicit the support of guidance counselors and provide information for use in their counseling activities. Following is a listing of major items:

Counselor packets.—A tabbed folder with pockets containing: a letter from the Chief of the Office of Reserve Components soliciting support; a counseling checklist on all Army ROTC programs for use in counseling students; copies of five folders and booklets on the 4-year, 2-year, and scholarship programs; and a reply card for use by counselors to obtain additional copies of literature for distribution to students. Sixteen thousand packets were mailed to members of the American Personnel and Guidance Association, and its six subsidiary national guidance associations in December 1965. Four thousand packets were provided to professors of military science for presentation to local and regional guidance associations. Thirty-four thousand will be distributed to professors of military science by March 15, 1966, for distribution to counselors, principals, and other guidance personnel for high schools and colleges.

Filmstrip and overall ROTC program.—A color filmstrip with a recorded presentation, similar to filmstrips produced by Guidance Associates for colleges and universities, will be distributed in approximately 2 months to 4,500 high schools and colleges for use by guidance counselors. Motion picture films on various ROTC programs are available through professors of military science and information officers for use by counselors.

Various guidance counselors, professional associations have requested Army participation in regional conferences conducted during the year. In 5th U.S. Army, for example, there will be nine such conferences held during March, April, and May. Professors of military science will make presentations and hand out and exhibit material on ROTC.

Headquarters, 5th U.S. Army, conducted a conference on ROTC for State guidance directors on August 19-20, 1965. Of 13 States represented at the conference, 9 have since published articles on the ROTC program in their department of education guidance bulletins.

Mr. Robert A. Riesman, civilian aid to the Secretary of the Army for the State of Rhode Island, with the support of Governor Chaffee, will conduct a conference with about 300 secondary school principals and guidance counselors of that State at the University of Rhode Island on March 5, 1966, with the purpose of explaining service obligations and ROTC. Mr. Kermit Hansen, civilian aid for Nebraska, has arranged a one and a half hour triservice presentation on ROTC at the annual convention of Nebraska high school counselors to be held March 19. He plans to conduct subsequent ROTC conferences for high school principals and county school supervisors. Mr. Riesman and Mr. Hansen will report on these activities at the forthcoming annual conference of the Secretary's civilian aids and the participation of other aids in like endeavors will be requested.

On November 10, 1965, at Fort Carson, Colo., an ROTC conference was conducted for the 13 State commanders of the American Legion in the 5th Army area. It was also attended by Mr. William E. Gairbraith, vice commander of the national organization, and Mr. James Wilson, Jr., director of the National Security Division, American Legion. The purpose of the program was to solicit

grassroots support of the Legion in obtaining speakers at high schools to talk on ROTC. One manifestation of the response to these overtures is a current proposal in the Illinois Legislature for the creation of State ROTC scholarships.

In addition to the foregoing, the Army staff is now considering a proposal to establish procedures whereby Reserve officers will serve as ROTC liaison officers to high schools and non-ROTC colleges. These officers would have the mission of recruiting for ROTC and maintaining contact with guidance counselors. The officers would be able to earn retirement point credits for their services in this field.

Mr. SIKES. General Wilson, do you have any suggestions on how to make the ROTC program more acceptable, more desirable, and more widely utilized?

ARMY NATIONAL GUARD OFFICER TRAINING PROGRAM

General WILSON. As you know, one of the greatest shortages we have in the Army Guard is junior officers. We have quite an OCS program going in the Army Guard in which we work with the high schools as well as the people who get in the Guard who are qualified for an OCS program.

I know that many of the States also discuss at the time they go to the high schools the possibility of going to ROTC.

Mr. SIKES. The Guard officer training programs, I think are quite good. Are you getting as many junior officers as you need in this way?

General WILSON. No, sir, we are not getting as many as we need. We have about 4,000 that are in the program this year. We hope to get that up to 7,500 next year. It has been on the increase now for the past 3 years.

Mr. SIKES. What is the comparable training given a young man in the Guard officer training program and a young man in the ROTC program?

General WILSON. As you know, the Guard training program is given on weekend training. It is under the auspices of Fort Benning School in which they provide the curriculum and the study material and do the actual grading of the necessary tests, and so forth, sir. We feel that we have in the program a program that is comparable to a full-time OCS program that is run by Fort Benning or Fort Sill.

In addition, we have the programs that go for a full year or the 11-week program that is run specially.

Mr. SIKES. Do you feel the Guard OCS graduate can be called into service and perform on a comparable basis with the graduate of Fort Benning and Fort Sill?

General WILSON. Yes, sir, I do. It is the same course they run except it is over a longer period of time.

POSSIBLE IMPROVEMENTS IN ROTC PROGRAMS

Mr. SIKES. General Sutton, what would you suggest that should be done to improve the attractiveness of the various ROTC programs in order to insure a continuing supply of trained young men?

General SUTTON. In addition to what has been said, General Throckmorton asked me recently what the Reserve officers could do to assist. For some time they have been individually interested in contributing a great deal to it. We have made one or two efforts that give us some good ideas.

I am at this time in the process of gathering up folders on the ROTC program and making in addition to that a folder for mailing to Reserve officers that will inform them how to execute this plan of personally contacting, how to arrange audiences at high schools and when and how they can do it, so as to get several thousands of those individual officers assisting in the program under the guidance of the regular program. I think this should produce good results. In addition to all these other things, the personal motivation as mentioned a while ago is extremely important. I have a regular officer in my office who came up through the ROTC program and he told me that when he first came in he was lukewarm about it and not particularly interested in it. In taking the course he became intensely interested in it, and this bears out the fact that we have to personally talk to these lads and have someone who has been through ROTC and made a success of it tell them how they can do it.

This will have a good effect on them, I think. I believe the numbers we can get on there on time to contribute to this program will help a great deal.

TRAINEE BACKLOG IN RESERVE FORCES

Mr. SIKES. There has been comment about the problem of insufficient training spaces for the REP personnel. This is serious.

Perhaps more serious in the long run may be the question which is being raised in a number of places about the motivation of this large influx of persons into both the Guard and the Reserve.

What is the physical and mental quality of these young men? Are some of them going into the REP program in order to avoid the more strenuous and dangerous duty which accompanies induction in the armed services?

General THROCKMORTON. Could I first approach the answer to the question by describing what the problem is here. As you are well aware, sir, we have been faced with the necessity to build up the Active Army at a very rapid rate. In order to do this, we have increased considerably the training base. We have increased our training companies from 31 to 45. Three more training companies are being added. We have increased the training spaces from last July when it was 303,000, approximately, to 489,000, the current figure. That is a little over 60 percent increase. This has been primarily, as I have said, to take care of the requirements of the Active Army. Within that we have been able to program for 57,600 REP training spaces for this fiscal year.

Mr. SIKES. Will there be enough spaces?

General THROCKMORTON. There will not be, no.

Mr. SIKES. Are you going to suggest additional Army training centers be activated for them?

General THROCKMORTON. No, sir; I am not going to suggest that.

Mr. SIKES. Go ahead.

General THROCKMORTON. These 57,600 spaces have been used primarily, and will continue to be used primarily, by the SRF. As a result, we expect the REP backlog in the SRF to be eliminated by July 1 of this year. However, at the same time, by that date, we will have an estimated 129,000 REP backlog trainees. This budget requests money to train 130,250 next year.

Mr. SIKES. Do you mean 1967 or 1968?

General THROCKMORTON. 1967, sir. Even with that reasonably large number we will still have a REP backlog at the end of fiscal 1967 estimated at 139,000.

Mr. SIKES. Do you plan to increase the number of spaces beyond 57,000?

General THROCKMORTON. Yes, sir. For fiscal 1966 we have 57,600 spaces. For fiscal year 1967, we are programming 130,250 spaces.

Mr. SIKES. Within existing military facilities without additional activation of training centers.

General THROCKMORTON. Sir, we have gone from 31 to 45 basic combat training companies. We are going to add 3 more which will take us up to 48. So we have our existing training centers about chock-a-block from the standpoint of capacity.

We do not expect we will be able to handle any more REP trainees during 1967 or for the remainder of this year than we now have programmed because of the requirements for the Active Army.

Mr. SIKES. Why do you accept REP trainees if you are building up such a backlog? Are you going to continue a program of accepting young men when you cannot provide the training they enlist for?

General THROCKMORTON. Sir, as we see the problem right now—and we have studied this very carefully—we must continue to accept these REP for several reasons. In the first place, we are still faced with a requirement to bring the SRF up to 100 percent strength. As General Wilson told you, the Guard portion of that is at _____ percent. However, the Reserve portion is _____ percent. So therein lies a requirement for REP trainees.

RESTRICTIONS ON RESERVE ENLISTMENT TO AVOID DRAFT

Mr. SIKES. Do you have an apprehension that this situation might in itself lead to the use of the REP program as an escape hatch to avoid being inducted or to avoid having to enlist for active duty?

General THROCKMORTON. It is a possibility, sir, but I do not believe it is too prevalent.

Mr. SIKES. Will you please tell us for the record the situation which is presented when a young man is approaching the time of induction through selective service. It is possible for him to enter the 6-month training program in lieu of that service?

General WILSON. He is not eligible under the present guidelines from selective service to join the Guard or Reserve if he has in fact been selected for induction by selective service.

Mr. SIKES. In other words, if he has had his notification?

General WILSON. That is right.

Mr. SIKES. How long has this been in effect?

General WILSON. It has been in effect about 45 days.

General THROCKMORTON. There is another restriction, too, that might be considered, and that is, that in order to get into the REP program he has to enlist in a unit. If a unit does not have any spaces available then he cannot enlist in it. So it could well be that in his geographical area there are no Guard or Reserve units which have

spaces into which he could enlist. In this case, then, he cannot get into the program.

General WILSON. Mr. Sikes, also men in the draft age realize their vulnerability and they begin to look at the choices that Congress has given them and which way they can fulfill their military obligation.

I do not certainly think that anybody can be considered a draft dodger that gets into a unit in the Reserve and makes himself available for recall.

NUMBER OF RESERVISTS ELIGIBLE FOR OVERSEAS DUTY

Mr. SIKES. Of the end strength now estimated for June 30, 1966, both Guard and Reserve, how many will have completed basic training and be eligible for overseas service if called up?

Provide that for the record.

(The information follows:)

It is estimated that the following end strengths will be achieved by June 30, 1966:

ARNG.....	418,500
USAR.....	270,000
Total.....	688,500

Of the foregoing, the following will have completed basic training and be eligible for overseas service if called up:

ARNG.....	305,200
USAR.....	228,970
Total.....	534,170

The remainder includes 26,930 who will still be in training on June 30, 1966, and 127,400 who will be awaiting entry into Army training centers.

NUMBER OF FULLY MANNED SELECTED RESERVE FORCE UNITS

Mr. SIKES. How many 100 percent manned units will there be and of what type?

(The information follows:)

By June 30, 1966, all 976 units in the Selected Reserve Force will be 100 percent manned. These units include:

Infantry divisions.....	3
Separate infantry brigades.....	6
Air defense group, HHB.....	1
Air defense battalions.....	5
Armored cavalry regiment.....	1
Armored cavalry squadron.....	1
Engineer combat group, HHC's.....	2
Engineer battalion, combat army.....	12
Field artillery group, HHB's.....	2
Field artillery battalions.....	10
Engineer construction battalions.....	9
Quartermaster battalions (DS).....	6
Quartermaster battalions (GS).....	2
Signal battalions, combat area.....	3
Medical hospitals.....	14
Company/detachment-size service support units.....	227

BUDGET PROGRAM STRENGTHS AND COSTS

Mr. SIKES. What are the budget figures, personnelwise for Guard and Reserve for fiscal 1967?

General THROCKMORTON. That is the amount, sir?

Mr. SIKES. In numbers of people?

General THROCKMORTON. It is all in the Guard at 580,000, sir.

Mr. SIKES. You are proposing they all be in the Guard at 580,000.

General THROCKMORTON. This is paid drill strength.

Mr. SIKES. Now would you provide the figure for the 550,000?

General THROCKMORTON. That is \$374.2 million, sir.

Mr. SIKES. Of the 550,000, how many would be obtained from the National Guard and how many from the Reserve?

General THROCKMORTON. We are estimating, sir, that approximately 111,000 will go from the Reserve into the Guard when the reorganization takes place. So the balance would come out of the Guard.

Mr. SIKES. That would mean what number out of the Guard?

General THROCKMORTON. 469,000, sir.

Mr. SIKES. What is the present strength of the Guard?

General THROCKMORTON. 421,000 plus.

Mr. SIKES. What period of time would you reach the higher figure?

General THROCKMORTON. By the end of fiscal year 1967, sir.

Mr. SIKES. What is the strength figure for the Reserve at this time?

General THROCKMORTON. 234,000, sir.

Mr. SIKES. What is the number which is spelled out in the fiscal year 1966 program?

General THROCKMORTON. 270,000.

Mr. SIKES. Will you reach that figure of 270,000 by the end of the fiscal year?

General THROCKMORTON. We anticipate that we will.

Mr. SIKES. You do not have much time. How are you going to do it?

General THROCKMORTON. Our program shows as of January 31 of this year we would have reached 235,000 in the Reserve. We are actually 1,000 below program. By greatly increasing our efforts with respect to the assignment of obligors and other recruitments, we anticipate that we will make the 270,000.

ESTIMATES FOR 1967—SEPARATE RESERVE COMPONENTS

Mr. SIKES. Provide for the record budget figures which would be required for fiscal 1967 for 300,000 Army Reserve and 400,000 National Guardsmen. Also provide for the record figures to achieve the strengths spelled out for the Guard and Reserve for fiscal year 1966.

(The information follows:)

Budget estimates for a 700,000 paid drill structure for the Reserve components in fiscal year 1967 are based on the following assumptions:

(a) ARNG beginning, average and end strength will be 418,500, including additional authorization for the Selected Reserve Force (SRF) (119,000 at 100 percent TOE).

(b) USAR beginning strength will be 270,000, average 285,000, and an end strength of 300,000.

The National Guard and Reserve personnel, Army, costs would be :

N.G. & R.P.A. :	<i>Cost</i>
Army National Guard.....	\$346, 533, 000
U.S. Army Reserve.....	272, 150, 000
ROTC.....	23, 900, 000
Total.....	642, 583, 000

Included in the above is \$40,790,000 for intensified training of the ARNG portion of the SRF and \$6,935,000 for the USAR SRF.

If the fiscal year 1966 paid drill end strengths of 418,500 in the Army National Guard and the 270,000 in the USAR were continued throughout fiscal year 1967, and if there would be no change in the programed REP input of 130,250, N.G. & R.P.A. costs would be :

N.G. & R.P.A. :	<i>Cost</i>
Army National Guard.....	\$346, 533, 000
U.S. Army Reserve.....	264, 311, 000
ROTC.....	23, 900, 000
Total.....	634, 744, 000

Included in the above is \$40,790,000 for intensified training of the ARNG portion of the SRF and \$6,935,000 for the USAR SRF.

COST OF RESERVE ENLISTED PROGRAM

Mr. SIKES. For the record provide the gross cost of training REP's for fiscal 1965 and 1966 and anticipated for fiscal 1967.

(The information follows:)

The gross costs for training of Reserve enlisted program (REP) personnel are as follows :

Fiscal year 1965 (actual).....	\$198, 242, 000
Fiscal year 1966 (estimated).....	119, 006, 000
Fiscal year 1967 (programed).....	211, 886, 000

These costs by appropriation are indicated in the following tabulation (dollars in thousands) :

Appropriation	Fiscal year 1965	Fiscal year 1966	Fiscal year 1967
National Guard personnel, Army.....	\$72, 021	\$43, 953	-----
Reserve personnel, Army.....	26, 847	16, 514	-----
National Guard and Reserve personnel, Army.....	-----	-----	\$117, 890
Operation and maintenance, Army.....	45, 911	33, 369	46, 972
Military personnel, Army.....	53, 463	25, 170	47, 024
Total.....	198, 242	119, 006	211, 886

The REP inputs in the respective fiscal years were 99,877 in fiscal year 1965, a programed 65,000 in fiscal year 1966 (a current projection is 57,600), and 130,250 in fiscal year 1967.

Mr. SIKES. What can you tell us about the readiness status of the REP's now compared to a year ago?

General THROCKMORTON. I am not sure I understand the question.

Mr. SIKES. What is the status of their training now as compared to a year ago? Is it better or not as good?

Are more of them now ready for immediate service than they were a year ago?

General THROCKMORTON. Last year we put more REP's in training. As I recall the figure, it is in the neighborhood of 100,000 for fiscal year 1965. Fiscal year 1966, that figure is 57,600.

Mr. SIKES. Fiscal 1967?

General THROCKMORTON. We are asking for 130,250.

STRENGTH AND READINESS OF SELECTED RESERVE FORCE

Mr. SIKES. Will you give the present strength and readiness posture of the Selected Reserve Force.

General THROCKMORTON. The program strength is 150,440.

Mr. SIKES. What is the present strength?

General THROCKMORTON. So far as the readiness posture is concerned, we feel we have reached the readiness goal which we established for January 1, 1966, which required the three divisions in the force to be ready in ——. The other units are for a lesser time depending on the size and type of unit.

Mr. SIKES. Do they have uniforms and equipment?

General THROCKMORTON. They have sufficient equipment to conduct home training.

Mr. SIKES. That means they do not have the full T.O. & E.

General THROCKMORTON. No, sir.

Mr. SIKES. Why not?

General THROCKMORTON. The Reserve units function on what we call an organization and equipment guide. This guide provides the amount of equipment necessary to conduct training at the home base for the Reserves. The guide is slightly different with respect to the Guard in that it requires the amount of equipment necessary to conduct training at the home base as well as their annual field training.

Mr. SIKES. Has there been a withdrawal of equipment from any Guard and Reserve units?

General THROCKMORTON. Yes, sir.

Mr. SIKES. Why?

General THROCKMORTON. To meet the needs of the Active Army.

Mr. SIKES. Do you have a listing of the equipment that has been withdrawn from the Guard and the Reserves?

General THROCKMORTON. Yes, sir; I do have.

Mr. SIKES. Provide it for the record.

(The information is classified and was furnished to the committee.)

RELATIONSHIPS OF SELECTED, IMMEDIATE, AND REINFORCING RESERVES

Mr. SIKES. What is the status and number of the immediate Reserve?

General THROCKMORTON. I am going to have to ask for some help on that, sir.

Mr. SIKES. Anyone?

General SUTTON. In the former program we had an immediate Reserve and reinforcing Reserve. The immediate Reserve is to have equipment and manpower so that they could train and achieve an acceptable state of readiness.

Mr. SIKES. Is the mission and equipment of the immediate Reserve similar to that of the SRF?

General SUTTON. It was approaching it. It was almost the same.
Mr. SIKES. What are the numbers and status of the immediate Reserve?

General WILSON. In the Guard we have 174,355 assigned, which is 98.7 percent of that authorized, sir. That is personnel.

Mr. SIKES. Do they have uniforms and equipment?

General WILSON. They have equipment necessary to train with. As you realize, we have really three types of Reserve now. We have the Selected Reserve, which is 100 percent highly manned, highly supported. We have the immediate Reserve, which averages about 80 percent, then you have the Reinforcing Reserve at approximately 50 percent strength.

Mr. SIKES. What is the Reinforcing Reserve and what is its strength and readiness posture in the National Guard?

General WILSON. In the Reinforcing Reserve?

Mr. SIKES. Yes.

General WILSON. At the present time we have assigned 126,644 versus an authorized strength of 115,500, which is 109.6 percent.

Mr. SIKES. What about the readiness status?

General WILSON. The readiness status of that is slightly lower than that of the Immediate Reserve. The equipment on that is less, sir.

Mr. SIKES. What do you mean less? Do they have enough to train with?

General WILSON. They have enough for home station training. These are expected to be with the REP training backlog and probably will be more in individual training this summer rather than unit training.

Mr. SIKES. When you say enough for home training, what does that mean? One gun per ten men or one gun per man?

General WILSON. This is classified confidential. Could I go off the record?

Mr. SIKES. Yes.

(Discussion off the record.)

Mr. SIKES. What is the situation of the Army Reserve, General Sutton, in these same categories?

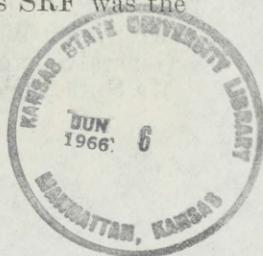
General SUTTON. We have no Reinforcing Reserve in the Army Reserve at this time.

Mr. SIKES. The National Guard has used men from the Reinforcing Reserve to build the Selected Reserve Force. What was the number and what was the effect on the Reinforcing Reserve of the National Guard?

General WILSON. We have used personnel from both the Immediate Reserve and the Reinforcing Reserve to build the Selected Reserve, to put the trained people as far as possible in the Selected Reserve. What has happened is that those have been replaced by nonprior service personnel enlisting and they are part of the ones that are waiting training in the REP backlog.

Mr. SIKES. General Throckmorton, in forming this SRF was the merger plan adhered to?

General THROCKMORTON. Not completely.



Mr. SIKES. General Wilson, there is money in the 1967 budget for SRF. Do you plan to continue training SRF units throughout fiscal 1967?

General WILSON. Under the present program, sir, the funds are there to train them with the additional drills during fiscal year 1967. As General Throckmorton has said, there may be cases where they reach a satisfactory status of training and they may be returned, depending on the units, to a normal training program.

Mr. SIKES. Is the strain of accelerated training creating a problem?

General WILSON. So far there has been no indication that this is bothering people. How long this can be maintained I do not know, with the additional training.

ENLISTMENTS AND TRAINING BACKLOGS

Mr. SIKES. Please provide for the record enlistments and backlog for fiscal 1966 and fiscal 1967 for USAR and National Guard separately.

(The information follows:)

	Fiscal year 1966	Fiscal year 1967
Programed enlistments:		
ARNG.....	111,768	131,500
USAR.....	41,000	10,500
Total.....	152,768	142,000
Projected number awaiting training at end of fiscal year:		
ARNG.....	92,100	139,150
USAR.....	35,300	(²)
Total.....	127,400	139,150
Predicted input to training:		
ARNG.....	43,566	130,250
USAR.....	14,034	(²)
Total.....	57,600	130,250

¹ Included in the President's budget fiscal year 1967 are provisions to enlist 10,500 in USAR pending transfer to ARNG.

² Untrained USAR personnel included in ARNG figure as shown in President's budget fiscal year 1967 which is based on a realigned structure.

REASSIGNMENT OF INACTIVATED RESERVISTS

Mr. SIKES. What has happened to the 55,000 inactivated USAR ready to go, General Sutton?

General SUTTON. From the December 31, 1965 report there were 24,400 assigned to USAR in paid drill units. There were 318 that joined the National Guard. There were 28,403 assigned to the pool. The pool contains reinforcing training units, mobilization designees and schools, and individuals that are not assigned to those elements: 1,313 went to the Standby Reserve, 55 to the Retired Reserve, and 731 were discharged.

Mr. SIKES. Were any of these men mandatorily assigned?

General SUTTON. Yes, sir.

Mr. SIKES. Did they have a choice?

General SUTTON. No, sir. Where personnel in the units had a remaining mandatory obligation and where there was a vacancy in another Reserve unit in the vicinity, such men were mandatorily assigned to that Reserve unit; 7,525 officers and men were mandatorily assigned to T.O. & E. spaces, and 9,963 officers and men were mandatorily assigned as overstrength.

Mr. SIKES. Will there be a shortage of uniforms and items of personal equipment in fiscal year 1967 under the budget now before us for National Guard and Reserve personnel?

General WILSON. As far as the Guard is concerned, there is a shortage right now that should be corrected by August, sir.

Mr. SIKES. Will the shortage in equipment and weapons as a result of the drawdown of existing stocks be corrected under this budget?

General THROCKMORTON. That relates to the PEMA buy, sir.

Mr. SIKES. Mr. Whitten.

Mr. WHITTEN. Generally speaking, I think we already understand all these various divisions and groups that are in military forces. I notice your title, General Throckmorton, is Chief, Office of Reserve Components. Does that mean you have authority over both the Reserve and the National Guard?

General THROCKMORTON. Yes, sir; I have general staff supervision.

Mr. WHITTEN. Who do you report to?

General THROCKMORTON. I report to the Chief of Staff of the Army.

Mr. WHITTEN. And he in turn to the Secretary of Defense?

General THROCKMORTON. He reports to the Secretary of the Army, sir.

Mr. WHITTEN. And then the Secretary of the Army to the Secretary of Defense?

General THROCKMORTON. Yes, sir.

Mr. WHITTEN. General Wilson, yours is the National Guard, alone?

General WILSON. Yes, sir.

PURPOSE AND ORIGIN OF NATIONAL GUARD

Mr. WHITTEN. What is the purpose of the National Guard in a nutshell?

General WILSON. The National Guard Bureau, sir, is the channel of communication between States and the Department of the Army and the Air Force on all matters pertaining to the Army and the Air National Guard. I am also reporting directly to the Chief of Staff of the Army and the Chief of Staff of the Air Force and to the Secretary on all matters pertaining to the National Guard.

Mr. WHITTEN. Did the basic legislation set out the purpose of having a National Guard?

General WILSON. The National Guard is set out through the Constitution, sir, through the old militia clause of the Constitution.

It has been part of our heritage from the beginning of the Constitution. It has been carried forth in legislation all the way through.

Mr. WHITTEN. Do you have any statutory responsibility other than as called on by the President or by the Congress in time of war?

General WILSON. We have a State mission; yes, sir. Very definitely a State mission.

Mr. WHITTEN. Other than the State mission and the national mission, you are entirely dependent on the call?

General WILSON. We are responsible for training the people to meet the call of the President as the Commander in Chief.

Mr. WHITTEN. So as long as the President or the Congress does not see fit to call you, your responsibility would be limited to the things you have said, is that correct?

General WILSON. That is correct, sir.

PURPOSE OF ARMY RESERVE

Mr. WHITTEN. What is the purpose of the Reserve?

General SUTTON. My office as Chief of Army Reserve is the Department of Army Special Staff Agency with the responsibility of supervising the Army Reserve program.

Mr. WHITTEN. What is the purpose of the Reserve under the statutes which govern?

General SUTTON. The purpose of the Reserve is to maintain units and individuals to support the Active Army by augmenting it in the event of emergency or buildup, and providing people for forming new units, for bringing present units up to strength, and providing replacements for unit losses.

ADEQUACY OF RESERVE FORCES EQUIPMENT

Mr. WHITTEN. It has been my observation that the Regular forces have never been, despite published testimony, wholeheartedly in support of the Reserve. Congress has had to save the Reserves repeatedly, both in money and in manpower, by direct legislation. While it appears that the Congress has had its way in that the Reserve has been kept up numerically and moneywise, the present situation looks like Congress has not had its way as to giving you any place in the sun. I say that advisedly. I think it develops that, if you had been called on, your people were not in a state of readiness. I am talking about the Reserve. Undoubtedly in the Guard, too. That is due to shortage of weapons and various other things. That condition has existed or does exist. You are not in instant readiness.

General SUTTON. The latter is correct. Our readiness with reference to personnel and training generally meets the objectives. Our lack of readiness, combat readiness, is due to equipment mainly.

Mr. WHITTEN. Have you been requesting additional funds for equipment for the last 4 or 5 years?

General SUTTON. That is not exactly the way we do it, sir, in the Reserve. There are two kinds of equipment. We have stockfunded equipment such as uniforms and small items. Those items are in my budget. We are pretty well on program in that respect. We have no large shortages in that area. In the area of weapons and larger items, PEMA items are handled by the Army for the entire Army of which the Reserve is a part. It is not a separate account.

Mr. WHITTEN. We have had testimony earlier from the Army having to do with material and equipment, et cetera. I do not think we need to repeat that.

Have you reported to the Army regularly the shortage of weapons that you have had?

General SUTTON. Yes, sir.

Mr. WHITTEN. For how many years have you reported to your own superior, that is, the Secretary of the Army through channels, that the equipment was insufficient to meet the needs of the Reserve?

General SUTTON. The insufficiency in the Reserve is simply what we are supposed to have versus what we have. Those items have been reported for many years to my certain knowledge.

Mr. WHITTEN. Has there been any increase in such reports since we have had the instant alert insofar as the Reserve is concerned or has the shortage become greater in the last 5 or 6 years?

General SUTTON. No, sir. It is generally the same shortages which have existed against the T.O. & E. or OEG.

Mr. WHITTEN. If the shortage of weapons exists throughout the service, and as you state your personnel is sufficiently trained, in your opinion, how much time would have been saved if the Reserve had been called out as against recruiting an additional company and having to start from scratch and train them.

General SUTTON. That has been the subject—

Mr. WHITTEN. That is the reason I am asking about it.

General SUTTON (continued). Of a lot of conjecture.

Last year we talked about that quite a bit. It is merely a mechanical problem of determining how much training time would be used in starting from scratch versus starting with the trained men. I think that time really relates to how long it would take to get the equipment.

Mr. WHITTEN. The testimony here, I believe, is that the Marine Corps has cut its training down to 8 weeks. That is a pretty short period in a layman's mind to take a young fellow and throw him into battle under the conditions they have in Vietnam. That is basic training in 8 weeks. How much training do you give your people that you would consider basic?

General SUTTON. Our basic training program is 8 weeks if I understand your question.

Mr. WHITTEN. Yours is, too?

General SUTTON. Yes, sir. Then we have 8 weeks advanced training. Then they go to a unit and have additional unit training.

Mr. WHITTEN. That continues until you have a callup?

General SUTTON. Yes, sir.

AVERAGE LENGTH OF SERVICE IN RESERVE

Mr. WHITTEN. What is the average length of service that you have in the Reserves now? I am talking about your men.

General SUTTON. I do not have that figure available.

Mr. WHITTEN. Will you estimate that for the record?

General SUTTON. Yes, sir.

(The information follows:)

Average longevity for personnel in Army Reserve paid drill strength is approximately 13.3 years for officers and 3.7 years for enlisted.

Mr. WHITTEN. It is several years, is it not?

General SUTTON. Yes, sir. We have a lot of men who have had 2 years' training in the Active Army. In addition to that, we have a so-called career reservist who has been in there all the way up to 20 or 30 years.

ACTUAL STRENGTH COMPARED WITH AUTHORIZED STRENGTH

Mr. WHITTEN. The Marines have about 4 months' training before they are thrown into active duty in a forward theater. I was trying to develop for the record here the advantages that might be found in calling up the Reserves to meet these problems. In the last several years has there been any reduction in the Reserve size? Congress has acted to keep up the Reserve strength moneywise and manpowerwise. Has the Defense Department or those in charge carried out the wishes of Congress as evidenced in its appropriation each year?

General SUTTON. Last year in the appropriation the Army Reserve authorization was for a 270,000 end strength. In December, 55,220 individuals, officers, and men, were in units that were inactivated. I read the figures a while ago as to where they went.

Mr. WHITTEN. Leaving you a total strength now how far below that called for?

General SUTTON. Our strength at the end of January was 234,000.

Mr. WHITTEN. As against the 270,000.

General SUTTON. Yes, sir.

Mr. WHITTEN. 270,000 authorized and funded?

General SUTTON. We are still funded to reach 270,000 by June 30.

Mr. WHITTEN. What is the situation in the Guard?

General WILSON. The budget language would say that the Guard would have not less than a yearend strength of 380,000. With the addition of the authorization of the personnel for the Selected Reserve we now have on board or we are authorized 418,500 yearend strength and we have on board 421,000.

Mr. WHITTEN. So you have been permitted to carry on your strength.

General WILSON. Yes, sir. We are in fact above our programed end strength at the present time.

Mr. WHITTEN. What is your situation along the line I have asked General Sutton, as far as equipment, training and readiness are concerned?

General WILSON. We say we know that the Selected Reserve Force, which is about 119,000 of the 418,500 or 421,000 is at the highest state that it has ever been.

We are getting the proper support for that. This has had effect on the other units in the Guard program in that we have withdrawn trained personnel and equipment to bring the Selected Reserve Force up to the place it should be.

Mr. WHITTEN. You were asked earlier about morale. Are you both now in the situation like the football squad that suddenly found out all the games had been called off? Is that the general feeling in the Reserve or Guard?

General WILSON. I do not know that the game has been called off yet, Congressman. We are sitting in the wings ready to go if there is a call.

Mr. WHITTEN. So they have not reached that point as of now.

General WILSON. No, sir.

Mr. LIPSCOMB. Would the gentleman yield?

Mr. WHITTEN. Yes.

EFFECT OF EQUIPMENT WITHDRAWAL TO SUPPORT ACTIVE ARMY

Mr. LIPSCOMB. General Sutton, in answering a question of Mr. Whitten in regard to shortage of equipment, I believe you said the shortages are in the same areas that they have been in the past.

General SUTTON. Generally they are. It relates to the availability of equipment. This does have changing effect. In various years various items are critical. They are finally caught up.

Mr. LIPSCOMB. The withdrawal of equipment for use by the Active Army must have created some shortage problems for you.

General SUTTON. It definitely has; yes, sir.

Mr. LIPSCOMB. So the shortage problem that exists today is greater than it existed a year ago?

General SUTTON. This relates also to how much equipment we might have received last year.

In some areas we may have more equipment this year than we had last, and other areas we have had equipment withdrawn and we have less than last year. You would almost have to relate that to items because in some items we have not had withdrawals. Some are in full supply in the Army, and they did not need to take ours.

Mr. LIPSCOMB. You cannot say that your readiness has increased over the past year?

General SUTTON. Not in equipment.

Mr. LIPSCOMB. Thank you.

STATE ROLE IN LOCATING GUARD UNITS

Mr. WHITTEN. General Wilson, this is local in nature, in my own area last October I had a complaint from a local Guard unit that you were contemplating taking the unit stationed at Greenville, Miss., cutting it down to platoon size and sending it to adjoining districts. I took it up with the State office and they assured me they would contact me prior to any decision on it.

I have yet to hear from them and the relocation went ahead. What would be the purpose?

General WILSON. That was part of the SRF reorganization for the Selected Reserve Force where we did draw down from other units as much as platoons and part of companies to build up the SRF.

Mr. WHITTEN. Who did the locating of these units?

General WILSON. That was done in the States.

Mr. WHITTEN. It would be the State's fault for not counseling with a member who had a deep interest in it?

General WILSON. We give the State the requirement and leave it up to them to determine which units should be formed.

Mr. WHITTEN. I believe General Johnson was the head of it.

General WILSON. Yes, sir.

Mr. WHITTEN. Are you familiar with the complaint?

General WILSON. No, sir.

Mr. WHITTEN. I wish you would check with General Johnson and get his response at my request.

General WILSON. I would be glad to.

Mr. WHITTEN. The complaint was made to his office. I was given assurance they would talk to me. You can imagine that in a small town I am expected to know the background of the decision.

General WILSON. I will be glad to check with General Johnson.

Mr. WHITTEN. Has it reached the point that this matter has not been reviewed? Do you have to approve the action?

General WILSON. We have to approve the reorganization that is sent in to us by the State to be sure they can meet the criteria that has been laid down for the Selected Reserve Force, yes, sir. But in most instances the plans that have come in from the State have met the requirements.

Mr. WHITTEN. Would you check that and let me know what you have been able to find out about it?

General WILSON. I would be glad to check on it.

(The information has been furnished separately.)

REQUESTS FOR FUNDING TO SUPPORT CONVENTIONAL WAR

Mr. WHITTEN. I want to say this and I am through, Mr. Chairman. I have said earlier that the people of the country have felt that we would rather send an atomic bomb than send a man into combat, as a result we have lagged way behind in providing for a conventional war with conventional weapons. I think the Congress and the Reserve and National Guard are the only three units, plus I might say the Army, that have constantly hammered at the fact that we did need the conventional weapons. I think this problem has come up to haunt us at the present time. I might say this is true with the Navy, too. I have asked and will ask you if your superiors have counseled with you as to the weapons you need. Have they counseled with you or asked you to give them a report of what you need and how soon you need it?

General WILSON. Yes, sir; as far as I am concerned.

General SUTTON. Those figures are available, sir, as to what we need.

Mr. WHITTEN. I know that. Has your superior called on you to supply information as to what you need now if they want you to be instantly ready?

General SUTTON. Yes, sir.

General WILSON. Yes, sir.

Mr. WHITTEN. When was the request made and when did you reply?

General SUTTON. This is actually a matter of continuing reports.

Mr. WHITTEN. I am talking about since it became evident that you might be needed.

General SUTTON. We have made a number of reports on such equipment.

Mr. WHITTEN. Give us the date when you were first asked, incident to Vietnam, what you needed. Would you do that for the record?

General SUTTON. Yes, sir.

(The information follows:)

On October 13, 1965, my office was requested to furnish supplemental budget data in connection with the Army Reserve portion of the Selected Reserve Force. Selected Reserve Force requirements for additional funds for stock funded equipment was then documented in a budget dated October 18, 1965.

As for major mission type equipment such as vehicles, weapons, communication, and aircraft, it was not a matter of my being requested to detail Army Reserve Selected Reserve Force requirements. With selection of the units of the SRF, the potential requirement for a full issue of equipment was known and became a matter for consideration by the logistics managers of the Army.

Mr. WHITTEN. I am trying to see how fast they are moving to move up these things.

General WILSON. As far as the Guard is concerned we have been assured that the equipment would be available based on the readiness date given us. Based on the difference we have on hand, what is earmarked for shipment to the mobilization station and what is in the Active Army for the SRF.

Mr. SIKES. Mr. Andrews.

READINESS DATES OF NATIONAL GUARD UNITS

Mr. ANDREWS. General Wilson, how many National Guard Divisions do you have ready to go at this time?

General WILSON. At the present in the Selected Reserve Force, sir, we have three.

Mr. ANDREWS. How long would it take those three divisions to be combat ready?

General WILSON. We are expecting, sir, that our program is based that we should have them ready within —— after mobilization on the 30th of June this year, sir.

Mr. ANDREWS. In other words, the 30th of June.

General WILSON. I am sorry, I mean ——.

Mr. ANDREWS. In other words, on the 30th of June you could supply the Defense Department with three ready-to-go divisions?

General WILSON. This is what we are shooting for. This is our training program.

Mr. ANDREWS. What type divisions are they?

General WILSON. They are all infantry, sir.

Mr. ANDREWS. They would be fully manned?

General WILSON. 100 percent manned.

Mr. ANDREWS. Fully equipped?

General WILSON. Fully equipped.

Mr. ANDREWS. Equipment and clothing. Material and clothing.

General WILSON. Yes, sir.

Mr. ANDREWS. Guns?

General WILSON. That is correct.

Mr. ANDREWS. What type rifles would those men have?

General WILSON. I presume they would have M-1.

Mr. ANDREWS. How many would you have later to go and how long would it take them to be ready?

General WILSON. Readiness on the other five divisions, sir, has gone down. As you know, we have the REP backlog and that requires 4 months of training for those REP people that we have on board. I would say the readiness date would be dependent on the availability of the equipment for the balance of them, sir. And the training time required to meet the deployment requirements——.

Mr. ANDREWS. ——.

General WILSON. Yes, sir.

Mr. ANDREWS. Would those five divisions at the end of ———.

General WILSON. Just a second. I believe that would be ———, sir.

Mr. ANDREWS. Would those divisions at the end of that ——— period be fully equipped, fully manned and ready for combat?

General WILSON. Sir, I cannot answer that.

Mr. ANDREWS. I just want your opinion.

RESERVE FORCES INCLUDED IN DEFENSE LOGISTICS GUIDANCE

General WILSON. I can say that on the equipment for the structure that is in this program for the first time the logistics guidance of the Defense Department buys the equipment for the total force necessary to do the job. This is the first time we have had that.

Mr. ANDREWS. The first time?

General WILSON. The first time for the total program.

Mr. ANDREWS. In other words, in this budget, if this budget is approved for the Guard, you could have an additional five ready-to-go divisions?

General WILSON. We do not have equipment in the Guard, sir. That is in the PEMA buy of the Active Army. But the requirements for the total force of the 580,000 equipmentwise is included in logistics guidance of the Department of Defense for this total force which is the first time that this has ever happened for the Reserve.

Mr. ANDREWS. So that would give you eight divisions.

General WILSON. That would give us 8 divisions, 16 brigades.

Mr. ANDREWS. What back of that would you have?

General WILSON. That is the 8 divisions, 16 brigades, plus the additional support forces necessary to support these units.

Mr. ANDREWS. And that is the strength of the Guard.

General WILSON. Yes, sir.

General TAYLOR. Just one other thing, Mr. Andrews, from the time we get the money until the time we get the equipment, there is a considerable leadtime involved—anywhere from 12 months to 2½ years before we get the end product, the hardware that our dollars will buy.

Mr. ANDREWS. Let me ask you this question, General Taylor and General Wilson. If it were decided to call on the Guard for these five divisions we are talking about, would the Department of Defense be able to equip those five divisions with stocks now on hand, or would the guns, et cetera, all of it have to be bought?

General WILSON. I am certain it would have to be both. It is my understanding, sir, that the equipment for this force is ———

CRITICISM OF GUARD AND RESERVE IN NEWSPAPERS

Mr. ANDREWS. I do not have much faith, if any, in what this article by Hanson Baldwin attributes to a National Guard general, but I do think that you as head of the National Guard should comment on it for the record. This was in the New York Times, February 21, 1966. Sepaking of the condition of the Guard and Reserve, "One National Guard general said, 'There is not a Guard division in the United States today that could fight its way out of a paper bag.'"

General WILSON. I would take violent exception to that.

Mr. ANDREWS. I want you to put your best foot forward and comment on that charge in the record.

Mr. LIPSCOMB. Were you discussing the article of February 21?

Mr. MAHON. Yes.

Mr. LIPSCOMB. That is one statement you took up.

I think it would be well if Mr. Baldwin's article was analyzed in one spot. We have covered this morning a great many of the questions that would touch on that article. I believe it would be well to take the paragraphs that pertain to the National Guard and Reserve and spell out an answer to them.

General WILSON. We have already done that, sir.

Mr. LIPSCOMB. If some of his facts have merit, and I think they may have, I believe we ought to set it forward.

General THROCKMORTON. We can take each of his charges and give our response to that for the record, if that is desirable.

Mr. MAHON. Be objective and give us the information.

Mr. LIPSCOMB. I think it is important that it is objective.

(The information requested follows:)

The following constitutes the allegations of the Hanson Baldwin article which pertain to the Army National Guard and U.S. Army Reserve followed in each case by the Department of the Army comment:

ALLEGATION

Constant changes and reorganizations in the Reserve structure and the saturation of the Army's replacement training with Regular Army inductees have all contributed to a low state of readiness in the Army National Guard.

ARMY COMMENT

The statement that the Army Reserve and Guard components are at the lowest state of readiness in a decade is untrue. The Army Selected Reserve Force is at a higher state of readiness than any Reserve force in the history of the Reserve components.

Over the course of the past several years, action has been taken to bring the Reserve and Guard component structure in line with the requirements of our contingency plans. In 1963, about 1,800 company and detachment size units not required by contingency plans consisting of 144,000 personnel were eliminated; included in the units eliminated were 8 low-priority divisions. The trained personnel in those units were used to form about 1,000 new units of the type required by contingency plans; 8 high-priority brigades were thus added to the structure and the manning level of the Active Army round out units and the 6 divisions forces were raised from about 70 to 80 percent.

Last December, we inactivated 751 low-priority units in the Army Reserve consisting of 6 55-percent strength divisions and 222 other units—none of which were required by contingency plans. Of the 55,000 personnel in those units, 25,000 were reassigned to high-priority units of the Army Reserve and the National Guard including the units of the Selected Reserve Force. This reduced by the same amount the number of personnel who would otherwise have had to be drawn from civilian life and sent through the Reserve enlistment training program. Substantially all the remainder were assigned to the Ready Reserve mobilization pool. We also added to the structure some 41 new type support units with a strength of about 5,000 men which are required to support the Active Army.

While the realignment has of course led to unit reorganization, changes such as these are essential if we are to keep the Reserve and Guard components structure in line with the requirements of current contingency plans and compatible with a modern Active Army.

Because of the buildup in the Active Army, only a limited number (57,600) of REP training spaces can be made available to the Reserve components in fiscal year 1966. As a result, there has been a substantial buildup in the backlog of personnel awaiting 6 months' active duty training. Sufficient spaces have been made

available, however, to accommodate fully the training requirements of the units of the selected Reserve force and at the end of this fiscal year all untrained personnel in the selected force will be in training centers.

In summary, it is anticipated that the units of the selected Reserve force will improve in readiness during fiscal year 1966.

The units of the immediate Reserve, in most instances, should be able to maintain the readiness which they had achieved at the beginning of fiscal year 1966. The units of the reinforcing Reserve, for which there is no requirement under current contingency plans, will revert to individual training in most instances.

ALLEGATION

Today there are about 90,000 recruits of the National Guard and the Reserve waiting for 6 months training by the Army; some estimates are that this total will increase to 120,000 by the end of June.

ARMY COMMENT

As of December 31, 1965, there were 103,500 recruits awaiting training in Army training centers. Of this number 15,800 are in units of the selected Reserve Force (SRF). It is estimated that there will be approximately 127,000 awaiting training by the end of June 1966. However, by the end of June all of the untrained personnel in SRF units at that time will have entered training in Army training centers and all of the backlog of untrained personnel will be located in non-SRF units.

ALLEGATION

The Pentagon hoped that about 15 percent or more of the 55,000 reservists in the 6 disestablished tactical divisions of the Reserve would voluntarily join the Guard. But informed officials said last week that less than 350 reservists had actually joined the Guard and that out of the 55,000 some 3,600 had been assigned to units in the selected force.

ARMY COMMENT

The statement is not correct. We estimated that 20,000 of the 55,000 in inactivated units would transfer to other Reserve units, of which 2,900 would be in the selected Reserve Force. In fact, these estimates have been exceeded. By January 31, 1966, 25,183 reservists from inactivated units had joined Reserve units, including 3,918 who joined units of the selected Reserve Force.

ALLEGATION

Is it true that some National Guard recruits have been temporarily drilling in civilian clothes until furnished with a suit of fatigues taken from the clothing allowance of other Guardsmen, and that in some cases substitute items have been issued for standard ones?

ARMY COMMENT

Personnel scheduled to undergo 6 months initial active duty training are not normally issued clothing items at home station since under normal circumstances they report within a few weeks to an Active Army station for basic training where they are issued a full allowance of clothing. REP's entering ARNG units may be issued essential clothing items, if clothing is available, if their entry on initial active duty training at U.S. Army training centers is delayed. This includes some used (combat serviceable) items to the extent available. Even though their period of initial active duty training is deferred, REP's may participate in drills and receive selected training generally similar to other ARNG individuals. The current untrained REP backlog has exceeded the capability of National Guard units in some locations to provide clothing for home station training. However, sufficient clothing has now been provided the ARNG to permit issue of uniforms for training to REP personnel, remaining shortages are those temporary shortages which can be expected to exist at any given time because of normal order and shipping time and problems associated with nontariff sizes. There is no significant shortage of clothing in the USAR.

ALLEGATION

There is no SRF unit in New York State at the moment prepared for intensive training.

ARMY COMMENT

The charge is incorrect. The New York Selected Reserve Force has been undergoing intensive training for several weeks. The New York National Guard has one Field Artillery Group, two Field Artillery Battalions, and one Ordnance Battalion in the SRF. As of January 31, the total strength of these units was 98 percent of authorized strength, which is considered excellent.

Satisfactory progress toward meeting the objectives of the SRF has been achieved: i.e., to be able to respond to a 7-day alert and to complete battalion level testing during annual field training. The units have priority for personnel and sufficient equipment and supplies for training, and are completing the pre-mobilization administrative actions.

ALLEGATION

Reserve units are still utilizing the M-1 rifle and have never been issued any quantity of M-14 or M-16 rifles. In addition major weapons systems are old and communications equipment is in critically short supply.

ARMY COMMENT

Although there are shortages of modern-type, self-propelled artillery and mortars, adequate quantities of acceptable substitute items are on hand to support training. Some M-14 rifles have been issued to Reserve component units which, on mobilization, would be used to round out the Active Army. Some M-16 rifles have been issued to Reserve component special forces units. The M-1 rifle is considered to be a standard issue item and is a very satisfactory weapon.

It is recognized that the Reserve component wheeled vehicle fleet is overage and procurement of repair parts is a problem. Army procurement programs in future years will provide for issue of more modern types of wheeled vehicles. The older type vehicles now on hand are considered adequate to support training.

Modern communications type equipment is in Army-wide short supply. However, substitute older equipment is available. Priority for modern communications equipment must, of necessity, be given to the Active Army, and availability for the Reserve components will necessarily follow satisfaction of the

Active Army requirements. It is anticipated that certain types of modern communications equipment will be issued to the Reserve components beginning later this year.

ALLEGATION

The SRF is supposed to have completed all basic training and unit training through battalion level by the end of June but opinions differ about whether or not it will be able to do so. Some Guard officers say it will maintain its training schedule; others say the shortage of equipment and delay in training 6-month inductees will make it impossible.

ARMY COMMENT

The units for the selected Reserve Force were designated about the middle of October 1965. Since this time, most of the SRF units have been progressing with their training at the rate anticipated by the DA. The inspections which have been made by representatives of the chief, Office of Reserve components; chief, National Guard Bureau; chief, Army Reserve; the inspector general; and commanding general, Continental Army command, all point up the fact that most units are performing in an excellent manner.

Next month, the units will begin practice training for the Army training tests which are to be given before June 30, 1966. It is expected that in some instances allowances must be made in these tests for shortages of equipment. This is particularly true in large communication units which are training with substitute items. Most other units are able to undertake effective training with the items which are available, even though they may not be the latest model.

Sufficient spaces have been made available in the Army training centers to accommodate fully the REP requirements of the SRF. At the end of fiscal year 1966 there will be no untrained backlog in the units of the selected Reserve Force.

CONDUCT OF CALIFORNIA NATIONAL GUARD DURING WATTS INCIDENT

Mr. LIPSCOMB. I have a comment to make. I believe we have covered most everything.

I would just like to make a comment about the job that the California National Guard was called upon to do during the Watts incident. From all reports that I have had, the Guard stepped in and did their job well, a difficult and important job. I heard it went smoothly. The men exhibited good training.

I believe the Guard should be commended, it was a very difficult situation.

General WILSON. I certainly appreciate that. I can assure you this was all done at State expense and I think was one of the finest missions the Guard has ever done. We have had thousands of those around the country—floods, tornadoes, and other things where they have gone in, but they did not get the national spotlight the Watts incident did. That was probably the most serious we have ever had in this country. From all reports we have gotten, everyone conducted themselves like soldiers.

Mr. LIPSCOMB. It was not an easy job to be called upon to do.

General WILSON. No, sir; it was not.

Mr. LIPSCOMB. It takes good men to bear up under the situation that happened to exist there, which was a very unfortunate occurrence.

General WILSON. It certainly was. We were certainly glad the Guard was there to handle it.

Mr. LIPSCOMB. I cannot help but believe that it must have to do with the background and training the men had before they were called.

General WILSON. It had to be; otherwise, we could not have handled it.

NEED FOR CONTINUING RESERVE FORCES IN BEING

Mr. SIKES. I quote from your statement, General Throckmorton:

Last summer in order to meet our commitments in Vietnam, directives were issued to increase strength of the Regular Army. At the same time it was determined that a requirement existed to improve the readiness posture of at least a portion of our Reserve units.

Of course, considerable question could be raised about this since their equipment was withdrawn from the units. There was a shortage of clothing, and so forth.

The emergency situation continues in Vietnam. There has been considerable escalation in our effort. No Guard units, no Reserve units, no individuals have been called. If that situation is going to continue, if we are not going to use these trained units and individuals in a period of emergency, can we afford to continue the expense of the Reserve components?

General THROCKMORTON. Simply because they have not been used yet, Mr. Sikes, does not mean they could not be called in the future, either for Vietnam, or some other contingency that might develop.

Mr. SIKES. If we were to continue through the Vietnamese conflict and end it without a callup of the Reserves and Guard, would you still feel we should maintain them at considerable cost to the taxpayers if they are not used in emergencies such as this?

General THROCKMORTON. No, sir. Once the emergency is passed, the Selected Reserve Force would return to the authorized strength we had

before, reducing it from the 100 percent back down to 80 percent. We can stop the accelerated training program, and we could reduce the organization equipment guide for that unit possibly, inasmuch as we would have this slightly smaller strength.

Mr. SIKES. What is your comment on this, General Wilson?

General WILSON. My comment is, I still think there is a need for the Reserve forces, sir. I know there is a need for the Guard, either in State or National emergencies. We have always been in something, and this is the first time that we have not been used.

As you know, we are not in a declared war. We are in an assistance program. We are assisting the South Vietnamese, and until some declaration of emergency comes, or something which makes the use of the reservists available, under the laws of the land they cannot be used.

Mr. SIKES. What is your comment, General Sutton?

General SUTTON. I personally feel we certainly do need them, all the Reserves we have.

Mr. MAHON. Thank you for your statements, gentlemen.

MARCH 2, 1966.

AFTERNOON SESSION

MILITARY PERSONNEL, NAVY, RESERVE
PERSONNEL, NAVY

WITNESSES

VICE ADM. B. J. SEMMES, JR., U.S. NAVY, DEPUTY CHIEF OF NAVAL OPERATIONS (MANPOWER AND NAVAL RESERVE) AND CHIEF OF NAVAL PERSONNEL

REAR ADM. E. E. GRIMM, U.S. NAVY, DIRECTOR OF BUDGET AND REPORTS, OFFICE OF THE COMPTROLLER OF THE NAVY

F. D. ROBENHYMER, HEAD, MILITARY PERSONNEL BUDGET BRANCH, BUREAU OF NAVAL PERSONNEL

MILITARY PERSONNEL, NAVY

Object classification

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate
Direct obligations:			
11.7 Personnel compensation, "Military".....	2,160,332	2,469,085	2,560,411
12.1 Personnel benefits, "Military".....	660,166	721,060	730,878
21.0 Travel and transportation.....	71,173	99,314	94,043
22.0 Transportation of things.....	66,293	72,752	71,445
25.1 Other services.....	9,756	10,689	10,595
26.0 Supplies and materials.....	163,111	180,380	181,808
42.0 Insurance claims and indemnities.....	1,812	2,648	2,700
43.0 Interest and dividends.....	164	172	220
Total direct program.....	3,132,807	3,556,100	3,652,100
Reimbursable program:			
11.7 Personnel compensation, "Military".....	1,643	2,200	2,300
12.1 Personnel benefits, "Military".....	659	900	900
21.0 Travel and transportation of persons.....	2	100	100
26.0 Supplies and materials.....	33,342	28,900	28,900
Total reimbursable obligations.....	35,646	32,100	32,200
99.0 Total obligations.....	3,168,453	3,588,200	3,684,300

Program and financing

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate
Program by activities:			
Direct program:			
1. Pay and allowances of officers	767,998	823,700	856,500
2. Pay and allowances of enlisted	1,947,323	2,250,900	2,315,800
3. Pay and allowances of cadets and midshipmen	9,618	11,200	11,600
4. Subsistence of enlisted personnel	239,283	260,700	264,300
5. Permanent change of station travel	166,561	205,300	199,200
6. Other military personnel costs	2,023	4,300	4,700
Total direct program	3,132,807	3,556,100	3,652,100
Reimbursable program:			
1. Pay and allowances of officers	1,658	2,200	2,200
2. Pay and allowances of enlisted	910	1,200	1,300
4. Subsistence of enlisted personnel	33,077	28,600	28,600
5. Permanent change of station travel	2	100	100
Total reimbursable program	35,647	32,100	32,200
Total obligations	3,168,453	3,588,200	3,684,300
Financing:			
Receipts and reimbursements from:			
11 Administrative budget accounts	-21,796	-16,900	-17,000
13 Trust fund accounts	-1		
14 Non-Federal sources (5 U.S.C. 171m-1, 172d, 172d-1; 10 U.S.C. 6086.7) ¹	-13,849	-15,200	-15,200
22 Unobligated balance transferred from "Defense stock fund" (78 Stat 465)	-60,000		
25 Unobligated balance lapsing	1,193		
New obligational authority	3,074,000	3,556,100	3,652,100
New obligational authority:			
Appropriation	3,074,000	3,055,000	3,652,100
Proposed supplemental for Southeast Asia support		318,500	
Proposed supplemental for military pay increases		182,600	
Relation of obligations to expenditures:			
10 Total obligations	3,168,453	3,588,200	3,684,300
70 Receipts and other offsets (items 11-14)	-35,647	-32,100	-32,200
71 Obligations affecting expenditures	3,132,807	3,556,100	3,652,100
72 Obligated balance, start of year	61,681	51,492	107,592
74 Obligated balance, end of year	-51,492	-107,592	-209,692
77 Adjustments in expired accounts	-1,175		
90 Expenditures excluding pay increase supplemental	3,141,821	3,321,000	3,547,000
91 Expenditures from military pay increase supplemental		179,000	3,000

¹ Reimbursements from non-Federal sources are derived from sale of meals and clothing to service members (10 U.S.C. 4621).

RESERVE PERSONNEL, NAVY

Object classification

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate
Direct obligations:			
11.7 Personnel compensation "Military personnel"	78,930	87,201	89,052
12.1 Personnel benefits, "Military personnel"	6,785	9,929	9,917
21.0 Travel and transportation of persons	9,058	8,247	8,309
26.0 Supplies and materials	4,678	4,223	4,522
42.0 Insurance claims and indemnities	83	100	100
Total direct obligations	99,534	109,700	111,900
Reimbursable obligations:			
11.7 Personnel compensation, "Military personnel"	8	15	15
99.0 Total obligations	99,542	109,715	111,915

Program and financing

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate
Program by activities:			
Direct program:			
1. Reserve personnel	93,431	104,000	105,600
2. Reserve officer candidates	6,103	5,700	6,300
Total direct obligations	99,534	109,700	111,900
Reimbursable program:			
1. Reserve personnel	8	15	15
10 Total obligations	99,452	109,715	111,915
Financing:			
14 Receipts and reimbursements from Non-Federal sources ¹	-8	-15	-15
22 Unobligated balance transferred from "Defense Stock Fund" (78 Stat. 466)	-400		
25 Unobligated balance lapsing	66		
New obligational authority (appropriation)	99,200	109,700	111,900
New obligational authority:			
40 Appropriation	99,200	105,100	111,900
44 Proposed supplemental for military pay increase		4,600	
Relation of obligations to expenditures:			
10 Total obligations	99,542	109,715	111,915
70 Receipts and other offsets (items 11-17)	-8	-15	-15
71 Obligations affecting expenditures	99,534	109,700	111,900
72 Obligated balance start of year	17,506	18,130	24,830
74 Obligated balance, end of year	-18,130	-24,830	-31,230
77 Adjustments in expired accounts	-146		
90 Expenditures, excluding pay increase supplemental	98,764	99,000	105,000
91 Expenditures from military pay raise supplemental		4,000	500

¹ Reimbursements from Non-Federal sources are derived from undeliverable checks.

Mr. SIKES. The committee will come to order.

We will now begin consideration of the estimates for personnel of the Navy and Naval Reserve.

For "Military personnel, Navy," the appropriations to date for fiscal year 1966 have been \$3,055 million, and there are supplementals—one before us for \$318.5 million in connection with southeast Asia, and one in the amount of \$182.6 million based on the military pay increase. The estimate for 1967 is \$3,652,100,000, an increase of \$96 million over the amounts proposed to be available for 1966.

We shall insert appropriate pages from the justification books in the record at this point.

(Justification pages referred to follow :)

MILITARY PERSONNEL, NAVY

Appropriation introduction

[In thousands]

	1965 actual	1966 estimate	1967 estimate
Total direct obligations	\$3,132,807	\$3,556,100	\$3,652,100
Proposed supplemental for southeast Asia support		-318,500	
Proposed supplemental due to military pay increase		-182,600	
Net adjustments	-58,807		
Appropriation	3,074,000	3,055,000	3,652,100

Pay, allowances, subsistence, clothing, permanent change of station travel, and other personnel costs authorized by law and regulation for Regular and Reserve personnel on active duty, aviation cadets, and midshipmen at the Naval Academy are funded under the appropriation "Military personnel, Navy."

The minimum number of officers and enlisted personnel to man and support the operating ships and aircraft of the Navy are used as the basis to estimate funding requirements. Provision is also made for training of personnel to provide operating and support personnel in future years.

The fiscal year 1967 cost is estimated at \$3,652,100,000 and includes a full year implementation of the military pay increase which became effective September 1, 1965. This estimate is based on average personnel strengths shown on the following tabulation, which also gives fiscal year 1966 for comparison:

	Fiscal year 1966 estimate		Fiscal year 1967 estimate	
	End	Average	End	Average
Officers.....	78,938	77,823	79,413	79,802
Enlisted.....	639,863	627,382	643,538	639,574
Aviation cadets.....	893	799	893	863
Midshipmen.....	4,029	3,981	4,029	3,912
Total.....	723,723	709,985	727,873	724,151

Officer promotions are those considered necessary for career planning commensurate with law and military requirements. Service in grade is being controlled within the provisions of law and distribution in the senior grades remains within limitations. Enlisted advancements are the minimum necessary to approach petty officer numbers authorized.

Statutory rates, authorized allowances, and current prices, as applicable, have been used to estimate requirements.

Summary of obligations

[In thousands]

Budget activity No.	Budget activity	1965 actual	1966 estimate	1967 estimate	Difference 1967 compared with 1966
1	Pay and allowances of officers.....	\$767,998	\$823,700	\$856,500	+ \$32,800
2	Pay and allowances of enlisted personnel.....	1,947,323	2,250,900	2,315,800	+64,900
3	Pay and allowances of cadets and midshipmen.....	9,618	11,200	11,600	+400
4	Subsistence of enlisted personnel.....	239,283	260,700	264,300	+3,600
5	Permanent change of station travel.....	166,561	205,300	199,200	-6,100
6	Other military personnel costs.....	2,023	4,300	4,700	+400
	Total direct obligations in budget document.....	3,132,807	3,556,100	3,652,100	+96,000

Budget activity 1. Pay and allowances of officers

[In thousands]

Project	1965 actual	1966 estimate	1967 estimate
1. Basic pay.....	\$539,714	\$581,524	\$606,018
2. Incentive pay for hazardous duty.....	56,207	56,696	56,898
3. Special pay.....	13,099	16,559	16,476
4. Basic allowances for quarters.....	81,031	80,983	80,555
5. Basic allowance for subsistence.....	44,282	44,714	45,861
6. Station allowances overseas.....	3,573	5,136	5,186
7. Uniform allowances.....	1,746	2,174	2,028
8. Family separation allowances.....	2,605	3,032	3,373
9. Separation payments.....	12,770	17,146	18,967
10. Social security tax, employer's contribution.....	12,971	15,736	21,138
Total.....	767,998	823,700	856,500

Officer personnel plan, average strength, fiscal year 1966

[Begin, 77,720; end, 78,938; average, 77,823]

	Line	MC	DC	SC	CEC	ChC	MSC	NC	Total	Percent- age distri- bution
Commissioned officers:										
Fleet admiral	1								1	} 0.40
Admiral	9								9	
Vice admiral	35								35	
Rear admiral, upper half	92	7	2	9	2	1			113	
Rear admiral, lower half	123	8	2	10	5	1			149	
Captain	2,855	377	359	310	119	68	54	4	4,146	5.46
Commander	6,036	253	188	644	222	218	188	100	7,849	10.33
Lieutenant commander	9,549	799	290	782	236	311	306	775	13,048	17.17
Lieutenant	16,934	2,385	998	1,520	432	308	410	379	23,366	30.75
Lieutenant, junior grade	13,275			1,300	397	52	200	424	15,648	20.60
Ensign	9,975			990	274		141	237	11,617	15.29
Total	58,884	3,829	1,839	5,565	1,687	959	1,299	1,919	75,981	100.00
Warrant officers:										
W-4	641			129	14		74		858	46.58
W-3	453			41	10		35		539	29.26
W-2	74			7	2		4		87	4.72
W-1	312			40	6				358	19.44
Total	1,480			217	32		113		1,842	100.00

Officer personnel plan, average strength, fiscal year 1967

[Begin 78,938; end 79,413; average 79,802]

	Line	MC	DC	SC	CEC	ChC	MSC	NC	Total	Percent- age distri- bution
Commissioned officers:										
Fleet admiral	1								1	} 0.40
Admiral	9								9	
Vice admiral	35								35	
Rear admiral, upper half	93	7	2	9	2	1			114	
Rear admiral, lower half	124	8	2	10	5	1			150	
Captain	2,868	355	323	302	116	61	69	4	4,098	5.31
Commander	6,199	307	221	681	212	226	207	103	8,156	10.58
Lieutenant commander	10,356	793	339	867	271	287	329	758	14,000	18.15
Lieutenant	18,634	2,866	1,021	1,569	446	324	434	381	25,675	33.29
Lieutenant, junior grade	11,305			1,282	369	130	172	616	13,874	17.99
Ensign	9,332			784	385		167	343	11,011	14.28
Total	58,956	4,336	1,908	5,504	1,806	1,030	1,378	2,205	77,123	100.00
Warrant officers:										
W-4	587			108	12		52		759	28.33
W-3	425			30	10		32		497	18.55
W-2	91			1					92	3.44
W-1	1,128			180	23				1,331	49.68
Total	2,231			319	45		84		2,679	100.00

Detailed computations

	1966 estimates			1967 estimates		
	Number	Rate	Amount	Number	Rate	Amount
(1) Basic pay:			<i>Thou-</i>			<i>Thou-</i>
Admiral (CNO).....	1	\$25,435.00	\$25	1	\$25,862.00	\$26
Fleet admiral.....	1	12,917.00	13	1	12,917.00	13
Admiral.....	8	23,109.00	185	8	23,274.00	186
Vice admiral.....	35	20,401.00	714	35	20,534.00	719
Rear admiral (upper half).....	113	18,348.00	2,073	114	18,515.00	2,111
Rear admiral (lower half).....	149	15,944.00	2,376	150	16,103.00	2,415
Captain.....	4,146	13,198.00	54,717	4,098	13,322.00	54,595
Commander.....	7,849	11,067.00	86,861	8,156	11,169.00	91,097
Lieutenant commander.....	13,048	8,859.00	115,597	14,000	8,847.00	123,862
Lieutenant.....	23,366	7,466.00	174,440	25,675	7,531.00	193,362
Lieutenant (junior grade).....	15,648	5,554.00	86,916	13,874	5,616.00	77,923
Ensign.....	11,617	3,791.00	44,038	11,011	3,843.00	42,320
Warrant officers:						
W-4.....	858	8,570.00	7,353	759	8,655.00	6,569
W-3.....	539	7,221.00	3,892	497	7,287.00	3,621
W-2.....	87	6,282.00	546	92	6,377.00	587
W-1.....	358	4,968.00	1,778	1,331	4,968.00	6,612
Total (1).....	77,823		581,524	79,802		606,018
(2) Incentive pay for hazardous duty:						
(a) Flying duty:						
(1) Crew:						
Flag officer, O-10.....	4	1,980.00	8	4	1,980.00	8
Flag officer, O-9.....	12	1,980.00	24	12	1,980.00	24
Flag officer, O-8.....	37	1,980.00	73	37	1,980.00	73
Flag officer, O-7.....	50	1,920.00	96	50	1,920.00	96
Captain.....	1,348	2,940.00	3,963	1,364	2,940.00	4,010
Commander.....	3,376	2,917.00	9,849	3,234	2,917.00	9,435
Lieutenant commander.....	5,137	2,691.00	13,825	5,226	2,691.00	14,0
Lieutenant.....	5,443	2,198.00	11,961	5,296	2,198.00	11,638
Lieutenant (junior grade).....	3,824	1,709.00	6,536	4,069	1,709.00	6,955
Ensign.....	2,901	1,272.00	3,691	3,101	1,272.00	3,945
Warrant officer:						
W-4.....	1	1,980.00	2	1	1,980.00	2
W-3.....						
W-2.....						
W-1.....						
Total (2)(a)(1).....	22,133		50,028	22,394		50,250
(2) Noncrew.....	83	1,320.00	110	83	1,320.00	110
Total (2)(a).....	22,216		50,138	22,477		50,360
(b) Submarine duty:						
Flag officer.....	5	1,980.00	10	5	1,980.00	10
Captain.....	49	2,940.00	144	50	2,940.00	147
Commander.....	224	2,917.00	654	229	2,917.00	668
Lieutenant commander.....	492	2,691.00	1,324	493	2,691.00	1,327
Lieutenant.....	1,192	2,198.00	2,619	1,170	2,198.00	2,571
Lieutenant (junior grade).....	489	1,709.00	836	461	1,709.00	783
Ensign.....	20	1,272.00	25	20	1,272.00	25
Total (2)(b).....	2,471		5,612	2,428		5,536
(d) Parachute jumping.....	18	1,320.00	24	18	1,320.00	24
(f) Duty inside a high- or low-pressure chamber, human acceleration or deceleration experimental subject, and human test subject in thermal stress experiments.....	66	1,320.00	87	66	1,320.00	87
(g) Demolition duty.....	402	1,320.00	531	402	1,320.00	531
(h) Flight deck duty.....	230	1,320.00	304	273	1,320.00	360
Total (2).....			56,696			56,898

Detailed computations—Continued

	1966 estimates			1967 estimates		
	Number	Rate	Amount	Number	Rate	Amount
(3) Special pay:						
(a) Physicians and dentists.....	5,460	\$2,234.00	Thou- sands \$12,198	6,036	\$2,174.00	Thou- sands \$13,120
(c) Flag officers, personal allow- ance:						
Fleet admiral.....	1	5,000.00	5	1	5,000.00	5
Admiral (CNO).....	1	4,000.00	4	1	4,000.00	4
Admiral.....	8	2,200.00	18	8	2,200.00	18
Vice admiral (UN).....	1	2,700.00	3	1	2,700.00	3
Vice admiral.....	34	500.00	17	34	500.00	17
Total (3)(c).....	45		47	45		47
(d) Diving duty pay.....	412	1,320.00	544	412	1,320.00	544
(e) Other special pay.....	4,880	770.00	3,757	3,528	780.00	2,752
(f) Special allowances (37 U.S.C. 414(b)).....			13			13
Total (3).....			16,559			16,476
(4) Basic allowance for quarters:						
(a) With dependents:						
Flag officer, O-9.....	4	2,412.00	10			
Flag officer, O-8.....	67	2,412.00	162	14	2,412.00	36
Flag officer, O-7.....	82	2,412.00	198	52	2,412.00	125
Captain.....	2,834	2,041.20	5,785	2,531	2,041.20	5,166
Commander.....	5,850	1,890.00	11,056	5,821	1,890.00	11,002
Lieutenant commander.....	9,489	1,740.60	16,517	9,906	1,740.60	17,242
Lieutenant.....	16,116	1,560.60	25,151	17,286	1,560.60	26,977
Lieutenant (junior grade).....	6,652	1,440.00	9,579	5,478	1,440.00	7,888
Ensign.....	2,279	1,321.20	3,011	1,989	1,321.20	2,628
Warrant officer:						
W-4.....	688	1,740.60	1,198	592	1,740.60	1,030
W-3.....	424	1,560.60	662	380	1,560.60	593
W-2.....	55	1,440.00	79	63	1,440.00	91
W-1.....	267	1,321.20	353	958	1,321.20	1,266
Total (4)(a).....	44,807		73,761	45,070		74,044
(b) Without dependents:						
Flag officer, O-9.....	1	1,922.40	2	1	1,922.40	2
Flag officer, O-8.....	2	1,922.40	4	2	1,922.40	4
Flag officer, O-7.....	2	1,922.40	4	2	1,922.40	4
Captain.....	66	1,681.20	111	65	1,681.20	109
Commander.....	172	1,562.40	269	179	1,562.40	280
Lieutenant commander.....	903	1,440.00	1,300	829	1,440.00	1,194
Lieutenant.....	1,837	1,260.00	2,315	1,761	1,260.00	2,218
Lieutenant (junior grade).....	1,774	1,141.20	2,024	1,435	1,141.20	1,638
Ensign.....	1,076	1,022.40	1,100	909	1,022.40	929
Warrant officer:						
W-4.....						
W-3.....						
W-2.....						
W-1.....						
Total (4)(b).....	5,833		7,129	5,183		6,378
(c) Standard housing.....	164	565.20	93	235	565.20	133
Total (4).....			80,983			80,555
(5) Basic allowance for subsistence.....	77,823	574.56	44,714	79,802	574.56	45,861
(6) Station allowances, overseas:						
(a) Cost of living.....	2,219	827.00	1,834	2,219	840.00	1,863
(b) Housing.....	2,517	376.00	946	2,517	376.00	946
(c) Temporary lodging.....			2,356			2,377
Total (6).....			5,136			5,186

Detailed computations—Continued

	1966 estimates			1967 estimates		
	Number	Rate	Amount	Number	Rate	Amount
(7) Uniform allowances:						
(a) Initial:						
(1) Aviation cadets/AOC/ NAOC/OCAN.....	1,684	\$75.00	<i>Thou-</i> sands \$126	1,631	\$75.00	<i>Thou-</i> sands \$122
(2) Other reservists.....	4,560	198.90	907	4,159	198.85	827
(3) Enlisted temporarily ap- pointed.....	907	250.00	227	903	250.00	226
Total (7)(a).....	7,151		1,260	6,693		1,175
(b) Additional:						
(1) Reserve active duty allow- ance.....	9,142	100.00	914	8,530	100.00	853
Total (7).....			2,174			2,028
(8) Family separation allowances:						
(a) On permanent change of station with dependents not authorized, Government quarters not avail- able.....						
(b) On permanent change of station with dependents not authorized.....						
(c) On board ship for more than 30 days.....	7,605	360.00	2,738	8,562	360.00	3,082
(d) On temporary duty for more than 30 days with dependents not residing near temporary duty station.....	816	360.00	294	809	360.00	291
Total (8).....	8,421		3,032	9,371		3,373
(9) Separation payments:						
(a) Lump sum terminal leave pay- ments.....	9,659	1,312.00	12,675	10,049	1,352.00	13,589
(b) Lump sum readjustment pay- ments.....	75	2,000.00	150			
(c) Lump sum payments to reserv- ists (Public Law 86-155).....	143	13,098.00	1,873	208	13,058.00	2,716
(d) Severance pay, failure of promo- tion.....	171	12,784.00	2,186	187	12,768.00	2,388
(e) Severance pay, disability.....	30	8,733.00	262	31	8,860.00	274
Total (9).....			17,146			18,967
(10) Social security tax, employer's contri- bution.....			15,736			21,138
Total, activity 1.....			823,700			856,500

Budget activity 2. Pay and allowances of enlisted personnel

[In thousands]

Project	1965 actual	1966 estimate	1967 estimate
1. Basic pay.....	\$1,372,833	\$1,591,212	\$1,637,335
2. Incentive pay for hazardous duty.....	33,629	40,621	43,377
3. Special pay.....	51,070	84,127	83,453
4. Proficiency pay.....	28,160	30,635	34,080
5. Reenlistment bonus.....	39,059	41,054	53,198
6. Basic allowance for quarters.....	258,625	261,500	252,701
7. Station allowances overseas.....	5,488	9,463	9,540
8. Clothing allowances.....	55,928	68,942	62,825
9. Family separation allowances.....	11,178	14,799	16,575
10. Separation payments.....	41,591	46,377	52,330
11. Social security tax—employer's contribution.....	49,762	62,170	70,386
Total.....	1,947,323	2,250,900	2,315,800

Budget activity 2. Pay and allowances of enlisted personnel

	1966 estimates			1967 estimates		
	Number	Rate	Amount (thou- sands)	Number	Rate	Amount (thou- sands)
(1) Basic pay:						
Pay grade:						
E-9	2,912	\$6,687.00	\$19,474	3,092	\$6,792.00	\$21,002
E-8	8,413	5,711.00	48,044	8,443	5,796.00	48,939
E-7	36,061	4,864.00	175,411	35,415	4,945.00	175,140
E-6	69,999	4,048.00	283,335	70,094	4,114.00	288,389
E-5	95,331	3,333.00	317,727	95,982	3,388.00	325,196
E-4	119,882	2,564.00	307,412	119,703	2,608.00	312,224
E-3	165,802	1,746.00	289,466	176,242	1,762.00	310,604
E-2	96,057	1,201.00	115,342	105,777	1,220.00	129,092
E-1	32,925	1,063.00	35,001	24,826	1,077.00	26,749
Total (1)	627,382		1,591,212	639,574		1,637,335
(2) Incentive pay for hazardous duty:						
(a) Flying duty:						
1. Crew:						
Pay grade:						
E-9	93	1,260.00	117	101	1,260.00	127
E-8	258	1,260.00	325	277	1,260.00	349
E-7	1,460	1,249.00	1,823	1,561	1,249.00	1,949
E-6	2,935	1,124.00	3,299	3,162	1,124.00	3,555
E-5	3,370	980.00	3,302	3,631	980.00	3,558
E-4	3,684	796.00	2,934	3,970	796.00	3,161
E-3	1,020	701.00	715	1,098	701.00	769
E-2	27	639.00	17	29	639.00	19
Total (2)(a)1.	12,847		12,532	13,829		13,487
2. Noncrew	2,246	660.00	1,482	2,500	660.00	1,650
Total (2)(a)	15,093		14,014	16,329		15,137
(b) Submarine duty:						
Pay grade:						
E-9	128	1,260.00	161	142	1,260.00	179
E-8	581	1,260.00	732	612	1,260.00	771
E-7	1,883	1,248.00	2,350	1,924	1,248.00	2,401
E-6	4,125	1,124.00	4,637	4,244	1,124.00	4,771
E-5	5,296	980.00	5,190	5,473	980.00	5,363
E-4	7,067	796.00	5,628	7,330	796.00	5,837
E-3	2,616	701.00	1,833	2,741	701.00	1,920
E-2	66	639.00	42	33	639.00	21
Total (2)(b)	21,762		20,573	22,499		21,263
(d) Parachute jumping	80	660.00	53	80	660.00	53
(f) Duty inside a high- or low- pressure chamber, human acceleration or deceleration experimental subject, and human test subject in thermal stress experiments	185	660.00	122	187	660.00	123
(g) Demolition duty	1,300	660.00	858	1,350	660.00	891
(h) Flight deck duty	7,577	660.00	5,001	8,955	660.00	5,910
Total (2)			40,621			43,377
(3) Special pay:						
(a) Sea duty and duty at certain places:						
1. Sea duty:						
Pay grade:						
E-9	1,004	270.00	271	1,078	270.00	291
E-8	3,437	270.00	928	2,927	270.00	790
E-7	11,262	270.00	3,041	10,775	270.00	2,909
E-6	30,879	240.00	7,411	21,903	240.00	5,257
E-5	36,538	192.00	7,015	35,745	192.00	6,863
E-4	63,535	156.00	9,912	62,030	156.00	9,677
E-3	95,645	108.00	10,330	98,756	108.00	10,666
E-2	37,239	96.00	3,575	47,454	96.00	4,556
E-1	2,492	96.00	239	2,106	96.00	202
Total (3)(a)1.	282,031		42,722	282,774		41,211

Budget activity 2. Pay and allowances of enlisted personnel—Continued

	1966 estimates			1967 estimates		
	Number	Rate	Amount (thousands)	Number	Rate	Amount (thousands)
(3) Special pay—Continued						
(a) Sea duty etc.—Continued						
2. Duty at certain places:						
Pay grade:						
E-9	77	\$270.00	\$21	52	\$270.00	\$14
E-8	309	270.00	84	272	270.00	74
E-7	1,839	270.00	496	1,824	270.00	492
E-6	6,378	240.00	1,531	6,299	240.00	1,512
E-5	7,746	192.00	1,487	7,656	192.00	1,470
E-4	5,260	156.00	820	5,150	156.00	803
E-3	7,096	108.00	766	12,636	108.00	1,364
E-2	5,403	96.00	519	2,719	96.00	261
Total (3) (a) 2	34,108		5,724	36,608		5,990
Total (3) (a)	316,139		48,446	319,382		47,201
(b) Diving duty pay	2,801	886.00	2,481	2,871	887.00	2,548
(c) Other special pay	43,010	772.00	33,200	43,210	780.00	33,704
Total (3)			84,127			83,453
(4) Proficiency pay:						
(a) P-3	5,977	1,200.00	7,172	6,633	1,200.00	7,960
(b) P-2	13,974	900.00	12,577	15,618	900.00	14,056
(c) P-1	18,143	600.00	10,886	20,107	600.00	12,064
Total (4)	38,094		30,635	42,358		34,080
(5) Reenlistment bonus:						
(a) Reenlistments	38,858	952.00	36,984	47,364	955.00	45,221
(b) Extensions	3,925	382.00	1,499	4,000	388.00	1,552
(c) Variable	5,849	440.00	2,571	13,132	489.00	6,425
Total (5)	48,632		41,054	63,496		53,198
(6) Basic allowance for quarters:						
(a) With dependents:						
Pay grade:						
E-9	2,333	1,440.00	3,360	2,418	1,440.00	3,482
E-8	6,868	1,440.00	9,890	6,561	1,440.00	9,448
E-7	26,981	1,378.80	37,201	24,503	1,378.80	33,785
E-6	51,200	1,321.20	67,645	48,223	1,321.20	63,712
E-5	55,678	1,260.00	70,155	53,910	1,260.00	67,927
E-4	39,155	1,154.00	45,177	37,721	1,152.00	43,461
E-3	24,378	817.92	19,939	25,597	817.92	20,936
E-2	4,148	754.68	3,130	4,563	754.68	3,444
E-1	535	786.84	421	393	786.84	309
Total (6) (a)	211,276		256,918	203,889		246,504
(b) Without dependents:						
Pay grade:						
E-9						
E-8						
E-7	166	900.00	149	163	900.00	147
E-6	462	842.40	389	463	842.40	390
E-5	1,043	842.40	879	1,050	842.40	885
E-4	1,078	723.00	779	1,077	723.00	779
E-3	913	662.40	604	846	662.40	560
E-2	38	662.40	25	42	662.40	28
E-1						
Total (6) (b)	3,700		2,825	3,641		2,789
(c) Substandard family housing	4,101	428.40	1,757	7,956	428.40	3,408
Total (6)	210,077		261,500	215,486		252,701
(7) Station allowances, overseas:						
(a) Cost of living	5,584	475.00	2,650	5,584	482.00	2,690
(b) Housing	6,474	150.00	969	6,474	150.00	969
(c) Temporary lodging			5,844			5,881
Total (7)			9,463			9,540

Budget activity 2. Pay and allowances of enlisted personnel—Continued

	1966 estimates			1967 estimates		
	Number	Rate	Amount (thousands)	Number	Rate	Amount (thousands)
(8) Clothing allowances:						
(a) Initial:						
1. Military:						
Male (Regular Navy)	148,057	\$166.21	\$24,609	108,140	\$166.21	\$17,974
OCS, Newport:						
Monetary clothing allowance	2,834	21.95	62	2,701	21.95	59
Officer uniform	2,834	200.00	567	2,701	200.00	540
AOC/NAOC/						
OCAN	1,702	246.24	410	1,303	246.24	321
Waves	2,217	302.22	670	2,200	302.22	665
Reserve enlistees:						
Enlisted increment	31,196	118.83	3,707	30,995	118.83	3,683
Active duty increment	27,000	47.38	1,279	25,000	47.38	1,185
On advancement to pay grade E-7:						
Male	6,666	300.00	2,000	7,036	300.00	2,111
Waves	10	200.00	2	10	200.00	2
Total (8)(a)1			33,315			26,540
2. Civilian						
Winter and summer	293	300.00	88	258	300.00	77
Winter or summer	193	200.00	39	223	200.00	45
Total (8)(a)2	486		127	481		122
Total (8)(a)			33,442			26,662
(b) Basic maintenance:						
1. Pay grade E-7/E-9	18,473	72.00	1,330	18,143	72.00	1,306
2. Pay grade E-1/E-6	265,390	50.40	13,376	271,243	50.40	13,671
Total (8)(b)	283,863		14,706	289,386		14,977
(c) Standard maintenance:						
1. Pay grade E-7/E-9	28,214	86.40	2,438	28,135	86.40	2,431
2. Pay grade E-1/E-6	252,254	72.00	18,162	257,853	72.00	18,565
3. Civilian	1,074	86.40	93	1,026	86.40	89
Total (8)(c)	281,542		20,693	287,104		21,085
(d) Supplementary:						
1. Recruiters	1,109	63.00	70	1,095	64.00	70
2. Ceremonial guard	380	48.00	18	380	48.00	18
3. Department of Defense/ Navy	440	9.95	4	440	9.95	4
4. BuPers leadership field teams						
5. Recruit company commanders	120	65.00	8	120	65.00	8
6. Presidential yacht (U.S.S. <i>Sequoia</i>)	16	40.00	1	16	40.00	1
Total (8)(d)	2,065		101	2,051		101
Total (8)			68,942			62,825
(9) Family separation allowances:						
(a) On permanent change of station with dependents not authorized, Government quarters not available						
(b) On permanent change of station with dependents not authorized						
(c) On board ship for more than 30 days	36,587	360.00	13,171	40,088	360.00	14,432
(d) On temporary duty for more than 30 days with dependents not residing near temporary duty station	4,522	360.00	1,628	5,955	360.00	2,143
Total (9)			14,799			16,575

Budget activity 2. Pay and allowances of enlisted personnel—Continued

	1966 estimates			1967 estimates		
	Number	Rate	Amount (thousands)	Number	Rate	Amount (thousands)
(10) Separation payments:						
(a) Lump sum terminal leave payments	155,039	\$281.00	\$43,547	166,757	\$296.00	\$49,401
(b) Severance pay—disability	1,086	2,583.00	2,805	1,106	2,624.00	2,902
(c) Authorized donations (discharge gratuities)	1,292	19.00	25	1,388	19.00	27
Total (10)			46,377			52,330
(11) Social security tax—employer's contribution			62,170			70,386
Total, activity 2			2,250,900			2,315,800

Budget activity 3. Pay and allowances of cadets and midshipmen

[In thousands]

Project	1965 actual	1966 estimate	1967 estimate
1. Aviation cadets	\$2,031	\$2,370	\$2,600
2. Midshipmen	7,587	8,830	9,000
Total	9,618	11,200	11,600

Budget Activity 3. Pay and allowances of cadets and midshipmen

	1966 estimate			1967 estimate		
	Number	Rate	Amount (thousands)	Number	Rate	Amount (thousands)
(1) Aviation cadets:						
(a) Basic pay	799	\$1,717.00	\$1,356	863	\$1,767.60	\$1,516
(c) Basic allowance for subsistence	799	574.56	454	863	574.56	492
(d) Incentive pay for hazardous duty: 1. Flying duty	527	600.00	313	569	600.00	339
(e) Clothing allowances:						
1. Initial	673	246.24	164	620	246.24	152
2. Maintenance	495	50.40	25	534	50.40	27
Total (e)			189			179
(f) Separation payments:						
1. Lump-sum terminal leave payments	76	69.00	5	111	73.76	8
2. Severance pay, disability	4	295.00	1	4	295.00	1
Total (1)(f)			6			9
(g) Social security tax, employer's contribution			52			65
Total (1)			2,370			2,600
(2) Midshipmen:						
(a) Basic pay	3,981	1,712.00	6,745	3,912	1,767.60	6,861
(b) Subsistence, commuted ration	3,981	463.00	1,824	3,912	474.50	1,843
(c) Social security tax, employer's contribution			261			296
Total (2)			8,830			9,000
Total, activity 3			11,200			11,600

Budget activity 4. Subsistence of enlisted personnel

[In thousands]

Project	1965 actual	1966 estimate	1967 estimate
1. Basic allowance for subsistence.....	\$79,400	\$82,749	\$82,639
2. Subsistence in kind.....	159,883	177,951	181,661
Total.....	239,283	260,700	264,300

Budget activity 4. Subsistence of enlisted personnel

	1966 estimates			1967 estimates		
	Net man-years	Rate	Amount (thousands)	Net man-years	Rate	Amount (thousands)
(1) Basic allowance for subsistence:						
(a) When authorized to mess separately:						
(1) Ashore (ZI).....	105,331	\$399.66	\$42,098	104,412	\$401.50	\$41,921
(2) Ashore (OS).....	27,905	414.26	11,560	27,769	416.10	11,555
Total (1) (a).....	133,236		53,658	132,181		53,476
(b) Leave rations:						
(1) Ashore (ZI).....	30,317	399.66	12,115	30,914	401.50	12,412
(2) Ashore (OS).....	1,512	414.26	626	1,542	416.10	642
Total (1) (b).....	31,829		12,741	32,456		13,054
(c) When rations in kind not available.....	16,875	938.05	15,829	16,623	938.05	15,593
(d) When assigned under emergency conditions.....						
(e) Augmentation of commuted ration allowance for meals taken separately.....	(2,595)	200.75	521	(2,571)	200.75	516
Total (1).....	181,940		82,749	181,260		82,639

	Personnel statistics	
	1966 estimates	1967 estimates
(2) Subsistence-in-kind:		
Average enlisted strength.....	627,382	639,574
Less number provided for elsewhere (man-year equivalents) on—		
Monetary allowances.....	181,940	181,260
Special rations.....	956	882
Operational rations.....		
Travel.....	2,700	2,700
Total deductions.....	185,596	184,842
Balance entitled to be subsisted in messes.....	441,786	454,732

Distribution of balance entitled to be subsisted in messes

	1966 estimates			1967 estimates		
	Gross number	Percent absent	Net number	Gross number	Percent absent	Net number
Ashore (ZI).....	146,515	30.0	102,561	151,716	30.0	106,201
Ashore (OS).....	40,695	27.0	29,707	43,618	27.0	31,841
Afloat.....	254,576	6.0	239,301	259,398	6.0	243,834
Total subsisted in messes.....	441,786		371,569	454,732		381,876

	1966 estimates				1967 estimates			
	Net man-years	Rate		Amount (thousands)	Net man-years	Rate		Amount (thousands)
		Per day	Per annum			Per day	Per annum	
(a) Subsistence in messes:								
(1) Ashore (ZI).....	102,561	\$1.23	\$448.95	\$46.045	106,201	\$1.23	\$448.95	\$47,679
(2) Ashore (OS).....	29,707	1.30	474.50	14,096	31,841	1.30	474.50	15,109
(3) Afloat.....	239,301	1.28	467.20	111,801	243,834	1.28	467.20	113,919
Total (2)(a).....	371,569			171,942	381,876			176,707
(b) Special rations:								
(1) Hospital messes—retired and Fleet Reserve personnel.....	312	1.23	448.95	140	312	1.23	448.95	140
(2) Deep freeze:								
Afloat: North of 50 south latitude.....	98	1.28	467.20	46	98	1.28	467.20	46
Ashore: South of 50 south latitude.....	572	2.31	843.15	482	572	2.31	843.15	482
Afloat: South of 50 south latitude.....	280	1.60	584.00	164	207	1.60	584.00	121
Station personnel.....	188	1.29	470.85	89	180	1.29	470.85	85
Sale of meals to officers and civilians.....	-182	1.135	414.28	-75	-175	1.14	416.10	-73
Total (2)(b)(2).....	956			706	882			661
Total (2)(b).....				846				801
(c) Operational rations.....								
(d) Augmentation rations:								
(1) Flight/boat rations.....				980				942
(2) Emergency rations.....				209				260
(3) Ration dense.....				625				200
(4) Submarine augmentation.....	17,192	.41	149.65	2,573	17,774	.41	149.65	2,660
Total (2)(d).....				4,387				4,062
(e) Change in inventory level.....				666				-187
(f) Other programs:								
(1) Rotation of operational rations.....				110				278
Total (2).....				177,951				181,661
Total activity 4.....				260,700				264,300

Budget activity 5. Permanent change of station travel

[In thousands]

Project	1965 actual	1966 estimate	1967 estimate
1. Accession travel.....	\$22,064	\$30,631	\$24,823
2. Training travel.....	23,397	21,029	20,632
3. Operational travel between duty stations.....	41,085	55,505	52,624
4. Rotational travel to and from overseas.....	47,744	65,261	65,727
5. Separation travel.....	26,139	27,334	29,302
6. Travel of organized units.....	6,132	5,540	6,082
Total.....	166,561	205,300	199,200

Budget activity 6. Other military personnel costs

[In thousands]

Project	1965 actual	1966 estimate	1967 estimate
1. Apprehension of military deserters, absentees, and escaped military prisoners.....	\$47	\$180	\$180
2. Interest on enlisted personnel deposits.....	164	216	222
3. Death gratuities.....	1,812	2,604	2,698
4. Servicemen's group life insurance.....		1,300	1,600
Total.....	2,023	4,300	4,700

Budget activity 6. Other military personnel costs

	1966 estimate			1967 estimates		
	Number	Rate	Amount (thou- sands)	Number	Rate	Amount (thou- sands)
(1) Apprehension of military deserters, absentees, and escaped military prisoners.....			\$180			\$180
(2) Interest on enlisted personnel deposits.....	2,482	\$87.00	216	2,554	\$87.00	222
(3) Death gratuities:						
(a) Officers.....	296	2,985	884	308	3,000	923
(b) Enlisted.....	1,079	1,586	1,712	1,099	1,607	1,766
(c) Aviation cadets and midship- men.....	7	1,076	8	8	1,109	9
Total, death gratuities.....			2,604			2,698
(d) Servicemen's group life in- surance.....	594,243	2.16	1,300	720,239	2.16	1,600
Total, activity 6.....			4,300			4,700

RESERVE PERSONNEL, NAVY

Appropriation introduction

[In thousands]

	1965 actual	1966 estimate	1967 estimate
Total direct obligations.....	\$99,534	\$109,700	\$111,900
Net adjustments.....	-334		
Adjusted total.....	99,200	109,700	111,900
Proposed for later transmission.....		-4,600	
Appropriation.....	99,200	105,100	111,900

The "Reserve personnel, Navy" appropriation provides financial support for the Naval Reserve. From it, Reserve personnel and Reserve officer candidates, who perform prescribed training, receive, as individually entitled, pay and allowances, uniforms, clothing, subsistence in kind, travel to and from training, and miscellaneous benefits authorized by law. Also paid from this appropriation are the pay and allowances and permanent change of station travel of selected Naval Reserve officers on active duty. These officers are assigned to designated headquarters locations for the training and administration of naval reservists.

The Naval Reserve has a twofold mission. This component of the Navy produces trained units and qualified individuals ready for instant mobilization in time of war or national emergency. It also is the source of a continuing supply of personnel for the Regular Navy.

Reserve personnel are trained by drills and active duty for training. Drills are conducted at specified intervals in training, centers or facilities, at air stations and aboard ships or planes. Active duty for training of 2 weeks' duration is required of all members in a drill pay status. It is also made available to those members, not in a drill pay status, who have already served on active duty and desire to maintain their skills. A limited number of enlisted members, who are unable to attend drills are given active duty for training for 1 month. Enlisted members being trained in aircraft maintenance duties are provided active duty for training ranging in length from 4 to 10 months. In addition school and special tours of active duty for training are offered to selected personnel who wish to qualify in certain rates and specialities.

Reserve officer candidates are trained to qualify for commissions in the regular Navy and in the Naval Reserve. Their training consists partly of academic courses and partly of active duty during the summer months. The Naval Reserve Officers Training Corps (NROTC) students are enrolled in private colleges and universities throughout the United States. During the school year they pursue studies in acceptable curriculums and in naval sciences. During summer vacations they are given ship or shore based professional naval training of 8 weeks. The Reserve officer candidates (ROC and AVROC) are provided professional naval training of 8 weeks during each of two summers at the officer candidate school, Newport, R.I., or the naval school, Preflight, Pensacola. Women officer candidates (OC-WAVE) are given one period of training of 8 weeks following their junior year of college at the officer candidate school (women), Newport, R.I.

For fiscal year 1967, \$111,900,000 are requested to support the personnel strengths and kinds of training indicated on the following pages.

Reserve personnel in paid status

Officer or enlisted	Pay group	Paid drills	Paid days of active duty for training	Fiscal year 1965			Fiscal year 1966			Fiscal year 1967		
				Begin	Average	End	Average	End	Average	End	Average	End
Paid drill training:												
Officers	A	48	15	21,197	21,365	21,469	22,010	22,212	21,828	21,873		
Enlisted				99,939	101,252	99,488	101,043	101,442	101,429	102,124		
Officers	B	24	15	1,457	1,592	1,608	1,655	1,657	1,649	1,657		
Enlisted				29	27	31	53	54	0	0		
Enlisted	F	0	90-180	625	672	447	599	635	551	346		
Subtotal:				22,684	22,957	23,077	23,665	23,869	23,477	23,530		
Officers				100,593	101,951	99,966	101,695	102,131	101,480	102,470		
Enlisted												
Total				123,277	124,908	123,043	125,360	125,000	125,457	126,000		
Paid active duty training only:												
Officers	D	0	15	7,568	7,579	7,579	8,000	8,000	8,000	8,000		
Enlisted				434	1,200	1,200	1,000	1,000	1,000	1,000		
Enlisted	E	0	30	366	330	330	100	100	100	100		
Subtotal:				7,568	7,579	7,579	8,000	8,000	8,000	8,000		
Officers				800	1,530	1,530	1,100	1,100	1,100	1,100		
Enlisted												
Total				8,368	9,109	9,109	9,100	9,100	9,100	9,100		
Total paid status:												
Officers				30,252	30,536	30,556	31,665	31,869	31,477	31,530		
Enlisted				101,383	103,481	101,496	102,795	103,231	103,060	103,570		
Total				131,635	134,017	132,152	134,460	135,100	134,537	135,100		

Summary of Reserve officer candidate strength

[Average numbers]

	1965 actual	1966 estimate	1967 estimate	Difference 1967 com- pared with 1966
Senior NROTC.....	3,098	3,207	3,247	+40
Scholarship NROTC.....	4,817	4,920	4,879	-41
Reserve officer candidates.....	621	743	1,171	+428
OC(W) college juniors.....	27	43	27	-16
Total.....	8,563	8,913	9,324	+411

Summary of obligations

[In thousands]

Budget activity	1965 actual	1966 estimate	1967 estimate	Difference 1967 com- pared with 1966
Reserve personnel.....	\$93,431	\$104,000	\$105,600	+\$1,600
Reserve officer candidates.....	6,103	5,700	6,300	+600
Total direct obligations.....	99,534	109,700	111,900	+2,200
Appropriated.....		105,100		
Proposed supplemental.....		4,600		

BUDGET ACTIVITY 1. RESERVE PERSONNEL

Summary of obligations

[In thousands]

Budget project	1965 actual	1966 estimate	1967 estimate	Difference, 1967 com- pared with 1966
Reserve personnel training—Pay group A.....	\$80,808	\$86,003	\$86,579	+\$576
Reserve personnel training—Pay group B.....	1,419	1,744	1,709	-35
Reserve personnel training—Pay group D.....	3,822	4,307	4,379	+72
Reserve personnel training—Pay group E.....	62	25	26	+1
Reserve personnel training—Pay group F.....	1,557	1,424	1,372	-52
Reserve personnel school training.....	4,070	4,911	5,742	+831
Reserve personnel special training.....	1,610	2,102	2,271	+169
Reserve personnel administration and support.....	83	3,484	3,522	+38
Total, direct obligations.....	93,431	104,000	105,600	+1,600

BUDGET ACTIVITY 2. RESERVE OFFICER CANDIDATES

Summary of obligations

[In thousands]

Budget project	1965 actual	1966 estimate	1967 estimate	Difference 1967 com- pared with 1966
Senior Reserve Officers' Training Corps.....	\$1,237	\$991	\$1,091	+\$100
Scholarship program.....	4,442	4,364	4,478	+114
Junior ROTC program.....			200	+200
Reserve Officer candidates.....	424	345	531	+186
Total direct obligations.....	6,103	5,700	6,300	+600

Summary of costs and personnel

[Dollar amounts in thousands]

No.	Subprojects	1966 estimate			1967 estimate		
		Number	Rate	Amount	Number	Rate	Amount
2-A SENIOR RESERVE OFFICERS' TRAINING CORPS							
2-A(1)	Subsistence allowance.....	775	\$400.00	\$310	869	\$400.00	\$347
2-A(2)	Uniforms—issue in kind.....			349			331
2-A(4)	Pay and allowances (summer camp training).....	990	195.96	194	1,200	202.50	243
2-A(5)	Subsistence of Reserve officer candidates.....	990	46.46	46	1,200	48.33	58
2-A(6)	Travel of Reserve officer candidates.....	990	93.00	92	1,200	93.00	112
Total, 2-A.....				991			1,091
2-B SCHOLARSHIP PROGRAM							
2-B(1)	Subsistence allowance.....	4,920	\$500.00	\$2,460	4,879	\$500.00	\$2,440
2-B(2)	Uniforms—issue in kind.....			389			408
2-B(4)	Pay and allowances (summer camp training).....	3,575	193.57	692	3,590	222.84	800
2-B(5)	Subsistence of Reserve officer candidates.....	3,575	37.76	135	3,590	39.55	142
2-B(6)	Travel of Reserve officer candidates.....	3,575	192.00	688	3,590	192.00	688
Total, 2-B.....				4,364			4,478
2-C JUNIOR RESERVE OFFICERS' TRAINING CORPS							
2-C(1)	Uniforms—issue in kind.....						\$200
2-D RESERVE OFFICER CANDIDATES							
2-D(1)	Uniforms—issue in kind.....			\$42			\$63
2-D(2)	Pay and allowances (summer camp training).....	786	\$231.55	182	1,198	\$237.06	284
2-D(3)	Subsistence of Reserve officer candidates.....	786	53.43	42	1,198	53.54	64
2-D(4)	Travel of Reserve officer candidates.....	786	100.00	79	1,198	100.00	120
Total, 2-D.....				345			531

STATEMENT OF CHIEF OF NAVAL PERSONNEL

Mr. SIKES. Are you ready to proceed with your statement, please, Admiral Semmes.

Admiral SEMMES. Yes.

Mr. SIKES. Will you do so, please?

Admiral SEMMES. Thank you, Mr. Chairman.

Mr. Chairman, members of the committee, as Deputy Chief of Naval Operations for Manpower and Naval Reserve and as Chief of Naval Personnel, I have the honor to present to you the requirements for the military personnel appropriations of the Navy. This budget is aimed at insuring the adequacy of the most important component of the Navy's readiness posture—people. We need the hardware, too, but the final determinant of our effectiveness is people.

I will devote the first part of my statement to a discussion of personnel matters of general interest to the subcommittee, and will close with a brief statement of funding requirements. I can assure you that we do have an effective Navy—one which is now meeting its commitments and which will continue to do so. However, in order that the need

for these appropriations is clear, I would like to outline for you the problems which exist in the personnel area. Most of these revolve around retention of personnel in the service. As you know, the Secretary of the Navy's task force on personnel retention has recently reported out, and its recommendations provide us with some guide posts for implementing action.

OFFICER PERSONNEL

Throughout this current fiscal year, applications have substantially exceeded openings in most officer procurement programs. As a consequence, we have been able to exercise somewhat higher selectivity than has been the case in past years. I should point out, however, that we are completely relying on the doctors' draft to get adequate numbers of doctors. Nurses also represent a recruiting problem.

Although officer recruitment in general has been quite adequate, input at the bottom is not the sole answer to problems generated by the southeast Asia buildup. As I mentioned last year we continue to have a shortage of experienced surface line officers in the middle grades. In addition, we are now experiencing shortages of young pilots. As a result, we have been selectively deferring resignations and retirements for some regular officers for approximately 1 year. This action has been and remains necessary.

Despite the overall shortages, we are making special efforts to keep the activities in the combat areas up to allowance, and in some cases especially augmented. This we have done by moving people from less critical areas, and gapping some billets until we can train the required replacements. We have recently received authorization to increase our annual pilot training output to 2,200, up 400 over last year. The result of this increase, however, will not be realized for over a year because of the training time involved.

In summary, despite improved recruiting for officer candidates in nearly all programs, the need for improved retention remains. Undoubtedly the pay increase authorized by the Congress last year will help. In addition, we are continuing to focus study and action on this problem.

ENLISTED PERSONNEL

Voluntary enlistments have improved greatly in both quantity and quality since the President's July address to the Nation in which he disclosed forthcoming increase in selective service draft calls. While this large input of high quality recruits presents us with an excellent base to work from, the increasing requirements for technically trained personnel and the rising training costs continue to present a problem to us. The recently authorized variable reenlistment bonus gives us a splendid tool with which to attack the shortage areas. In addition, the pay increase, the increase in hostile fire pay authorized in the last session, and such things as flight deck pay will help.

In order to maintain a reasonable experience level during the southeast Asia buildup, it was deemed necessary, as you know, to extend the enlistments of regular naval personnel for 4 months. Based on present commitments, it appears that we will be able to phase out of this involuntary extension situation during the last part of this fiscal year and the early part of fiscal year 1967.

RESERVE PROGRAM

I would now like to say a few words about our Reserve program. At the beginning of the current fiscal year the drill pay strength was at 123,000—somewhat below the authorized average of 125,300 for fiscal 1966. This shortfall has been overcome so that through November we were slightly in excess of authorized average strength.

Petty officer strength within the Selected Reserve continued to increase during fiscal 1965 and the retention of postactive duty personnel improved.

The transition to a centralized Reserve order writing authority has assured that every reservist in receipt of drill pay is assigned a mobilization billet and possesses orders with reporting instructions. Every Selected Reservist is, in fact, ready for M-Day assignment, and, in addition, all reservists in nonpay status who receive active duty for training with pay, possess mobilization orders.

DISTRIBUTION OF PERSONNEL

Before I start my brief discussion of the detailed budget, a general statement on the distribution of military manpower is appropriate. Generally speaking, the gross percentages of previous years have not changed much—that is, 63 percent of our personnel will serve in the operating forces, 20 percent will be in training, 10 percent will be assigned to support activities of the shore establishment, 6 percent will be transients, patients, and prisoners, and 1 percent will be assigned to joint staffs and other similar billets. However, there are certain dislocations caused by the southeast Asia conflict. As previously mentioned, we have had to disrupt the normal sea-shore rotation of young pilots so as to meet the increased fleet need as well as to put a reasonable limit (an average of about one and one-half deployments in the combat area) on combat exposure of individuals. Also, our construction battalion personnel are extraordinarily involved in southeast Asia—4 battalions are now in country, and this will grow. These units will serve 8 months in country, then 6 months at home on a rotating basis. Our training plans will eventually provide relief, but it is worthy to note that, as always in crisis times such as these, special burdens fall on forces in being.

FUNDING REQUIREMENTS

Briefly, the detailed budget justification for the request under the appropriation "Military personnel Navy" is as follows:

Navy strength at end fiscal year 1967 will be 727,873 and the average strength will be 724,151, composed of 79,802 officers, 639,574 enlisted personnel and 4,775 aviation cadets and midshipmen. Included in the total planned end strength are 55,450 personnel for support of southeast Asia operations. The officer ratio is planned at 10.91 percent and the ratio of petty officers (E-4 through E-9) will be 52.9 percent.

The budget request under this appropriation for fiscal year 1967 is \$3,652,100,000. The fiscal year 1967 pay and allowances of officers reflects a net increase of \$32.8 million over the currently planned 1966 program. The increase is due to the additional man-years planned and a full 12 months requirement for the Pay Raise Act of 1965.

Pay and allowances of enlisted personnel show an increase of \$64.9 million in fiscal year 1967. This is due primarily to increased man-years, full-year costs of the pay raise, and members receiving proficiency pay and variable reenlistment bonuses.

Pay and allowances of cadets and midshipmen, permanent change-of-station travel and other military personnel costs are at approximately the same level as in fiscal year 1966. Subsistence of enlisted personnel shows a slight increase due to the additional man-years planned.

The request for funding under the appropriation "Reserve personnel, Navy" for fiscal year 1967 is \$111,900,000. This amount will provide for an end year Reserve strength in drill pay status of 126,000 with an average of 23,477 officers and 101,980 enlisted personnel. It will also provide training tours for 9,100 personnel in nondrill pay status and for 11,925 tours in essential school and special training.

The estimate also provides for an average of 8,127 enrollees in the NROTC program and for 1,198 students under instruction during the summer in the Reserve officer candidate (ROC) program.

CONCLUSION

This concludes a brief of our requirements for the two military personnel appropriations.

Thank you, gentlemen, for your courteous attention.

RECOMMENDATIONS ON PERSONNEL POLICIES OF NAVY

Mr. SIKES. Thank you very much, Admiral Semmes.

Last year and this year you mentioned the board convened at the highest level in the Navy to study and recommend corrective action in the Navy. What are the results of the study?

What, if anything, is being done as a result of the study?

Admiral SEMMES. Mr. Chairman, the board has reported out to the Secretary of the Navy, who has approved 82 of its recommendations which are across the board in the areas of their impact. Many of these were within the Navy's own capability of correcting. Some are within the authority of the Secretary of Defense to authorize action on. In some of them we will be coming to the Congress for help in implementation.

Mr. SIKES. I think we would like to have a listing of those for the record. Will you tell us some of the principal ones in each instance.

Admiral SEMMES. In my view probably the outstanding one that affects naval personnel is a review of the sea pay features of military pay.

In general, it tends to relate the amount of sea pay that an individual draws to how many years a man has had at sea. As his time in arduous sea duty increases, the pay increases up to a total of \$105 per month for the maximum.

We found generally that many of our enlisted people serve as much as 16 years of their first 20 years actually at sea. It is quite usual that the young officer spends 13 years of his first 20 years at sea. This is a unique thing for Navy in that since World War II we demanded a great deal of deployment to distant oceans from these forces.

We have pinpointed quite carefully the living accommodations, both ashore and afloat, and the shortcomings that through the years have resulted in the Navy. We feel we are well behind the other services in reasonable standards in these areas.

I do not lay the blame anywhere. We have had some hard choices between weapon systems and barracks buildings, but we think perhaps we have to emphasize the habitability part of bachelor enlisted quarters, bachelor officers' quarters, and family housing.

There are all sorts of small recommendations to remove annoyances. This was a good spotlighting of perhaps unnecessary watches on people at sea. In this area of effort I would be delighted to furnish you all 82 that have been approved. There are a half dozen that were referred back to us for further study that are rather long-range items having to do with promotion systems in this area of effort.

Mr. SIKES. We would be glad to have any of these which are being implemented at this time.

Admiral SEMMES. Yes, sir.

(The information requested follows:)

The 82 items listed below have been approved by the Secretary of the Navy. Those indicated by an asterisk (*) have been implemented. The remainder of the items are being implemented but the status of the implementation varies between initial planning to near accomplishment:

1. Modify the billet designator system by establishing a generalized billet designation which will permit assignment of any unrestricted line officer regardless of a warfare specialty qualification and conduct a study in depth of unrestricted line billets to identify those billets which may be generalized.

2. Reorganize the unrestricted line officers designation system by grouping all unrestricted line officers under one general designation and by assigning discrete subdesignations to officers qualified in surface, aviation, and submarine warfare specialties as well as to officers who have no warfare qualification and by removing the WAVE officer designation from this grouping.

3. Enhance the capability of the Bureau of Naval Personnel to establish viable career patterns based upon identified long-range requirements, to exercise more positive influence over the career management of the officer corps, and to insure that the individual's career follows well delineated and accepted career patterns by establishing a permanently constituted Career Planning Board in the Bureau of Naval Personnel.

4. Conduct a study in depth of the problems in the unrestricted line which are associated with the conflicting requirements of the generalist versus the specialist.

5. For more effective management pending enactment of the proposed Bolte legislation, utilize the noncontinuation provisions of title 10, United States Code 5734, with continuation boards convened for rear admirals at the 5- and 10-year service point and noncontinue approximately 50 percent and 100 percent of rear admirals at these points, respectively.

6. Provide increased opportunity for officers and enlisted in-service education by:

(a) Continuing to assign the maximum number of qualified officer applicants to the undergraduate education program, utilizing civilian colleges or universities to meet billet requirements in excess of those available at Monterey.

(b) Establishing a degree completion plan to enable officers to complete their baccalaureate degree requirements, of 1 year or less, at a civilian college or university.

(c) Increase emphasis on the tuition aid program:

(1) The tuition aid program to support off-duty education and training should be publicized widely throughout the Navy. Commands should be directed to insure that the opportunity is available to all who may desire to participate in off-duty education.

(2) The constraints imposed by Congress, DOD, and the Navy on the use of tuition aid funds should be reexamined and where possible removed.

(3) In support of all off-duty education programs, the Navy in each ship and at each station should expand its educational counseling service.

(4) Funds adequate to support the liberalized educational assistance programs should be provided.

(d) Expand the Polaris university program to include participation of personnel serving in surface ships, and at major naval shore installations where resident instruction is not feasible. Initiate a pilot program aboard an aircraft carrier similar to that being conducted aboard U.S.S. *Boston*. If feasibility tests in pilot programs are positive, establish additional instructional units at major fleet bases.

7. Increase the number of graduate education training billets in the amount recommended in the Combs Board report of December 17, 1964 (study of billet requirement and grade distribution in the subspecialty and specialty areas in the Navy).

8. Accelerate the recruitment of college graduates for the naval aviation officer programs with the eventual goal of eliminating candidates with less than a college degree (NAVCAD's/OCAN's).

9. (a) Establish coordinated and integrated teams for simultaneous on-campus procurement for all Navy officer programs.

(b) Order officers direct to Navy aviation officer procurement billets. Junior officers recently completing operational flying assignments with the fleets should be utilized in these billets to the maximum degree possible. Utilize additional key officers on a temporary duty basis.

(c) Employ professional advertising firm to advise and assist the Navy in its procurement program.

10. Increase retention of college graduates in the Navy Officer Corps by:

(a) Accelerating research into the development of means to identify latent military aptitude or inherent career motivation in candidates for officer procurement programs.

(b) Stressing stimulation of career motivation in the midshipman cruise program.

(c) Extending the loan cancellation feature of the National Defense Education Act, to include military service. (Such forgiveness not to exceed 50 percent.)

11. Establish a surface combatant school course to provide concentrated practical training in shipboard division management and deck/engineering watchstanding for all newly commissioned line officers prior to their reporting aboard ship for duty.

12. Expand significantly the reenlistment quality control effort currently conducted in the Bureau of Naval Personnel by:

(a) Increasing case coverage, broadening the followup procedure on substandard reenlistments, and initiating corrective actions to reduce the incidence of such cases.

(b) Developing the policies and procedures required to effect a selective reenlistment control program when strength levels in any rating are sufficient to permit reenlistment selectivity.

(c) Determining the feasibility of inaugurating a procedure wherein potential reenlistees (or extendees) would be required to declare their intentions at some time prior to the date of expiration of their obligated service.

(d) Evaluating in depth, reenlistment criteria, reviewing standards, considering changes which may be required during various phases of the introduction of a selective reenlistment system, and publishing criteria in a collective grouping in a permanent publication.

13. Conduct a study of the factors governing the enlisted advancement system with the following as minimum areas of investigation:

(a) The eligibility criteria on which commanding officers' recommendations for advancement are made.

(b) The enlisted performance evaluation sheet to determine if it can be made a more effective measure of capability and qualification.

(c) The means for evaluating enlisted performance marks whenever submitted to insure they adequately relate the differences between individuals who perform with different levels of effectiveness.

(d) The factors comprising the advancement multiple with particular regard to their adequacy, relevancy, and weighting (in relation to each other and in consideration of the need for different weightings for each rating).

14. Conduct the following personnel research :

(a) Undertake on an immediate basis the following five point manpower management project :

- (1) Billet analysis.
- (2) Billet evaluation.
- (3) Occupational reengineering.
- (4) Physical demands analysis.
- (5) Skill deterioration analysis.

(b) Program a concerted effort to define and quantify an optimized force structure (which can be adopted as a goal) and a set of incentives compatible with it, which can form a basis for subsequent policy decisions and legislative proposals. Initial objectives of this effort should be to define cost measures and effectiveness measures and cost per unit of effectiveness criteria for the following partial listing of interrelated factors which are not now clearly defined, but will be determinants in the design and implementation of an optimized force structure :

- (1) Individual and total rating pyramids.
- (2) Selectivity based on personal attributes :
 - (a) Education.
 - (b) Training.
 - (c) Mental level.
 - (d) Performance.
- (3) Productivity.
- (4) Utilization.
- (5) Continuance.
- (6) Severance.
- (7) Compensation.
- (8) Service contracts
- (9) Training.

15. Increase the officer and enlisted personnel of the Bureau of Naval Personnel to expand the rating control concept to encompass all ratings and rates.

*16. Eliminate the active duty base date as a requirement for determining SEAVEY eligibility and base the requirements solely on years served on arduous sea duty.

*17. Modify the eligibility requirements for overseas duty to permit assignment to duty regardless of dependency status.

*18. Tour personnel in all duty classified as preferred sea duty in a manner similar to that in which personnel are toured in overseas and CONUS shore duty billets. When feasible, expand this program to include all types of sea duty.

*19. Vest in the Chief of Naval Personnel the sole responsibility for determining and designating the various types of duty for rotation purposes ; under his direction, develop the criteria for and establish a list of all ships, units, and activities that are either sea or shore duty for rotation purposes.

20. Change the distribution control of fleet shore duty from the fleet commanders in chief to the Chief of Naval Personnel, subject to the concurrence of the fleet commanders.

21. Redesignate selected enlisted TAR billets as USN billets to be filled to allowance by personnel of appropriate deprived ratings to improve sea/shore rotation for these ratings.

*22. Establish a goal to assign all nonschool designated recruits and "A" school graduates of the seaman/fireman apprenticeships to sea duty on completion of recruit or "A" school training as appropriate. Where this is not feasible, insure that these personnel are toured ashore and serve an appropriate period on time at sea in ships during their first enlistment.

23. Expand the contract messman program to include all shore activities.

24. Expand in the master tape (file) the capability to list and control at least five NEC's for each enlisted service record.

25. Provide a Navy capability or negotiate for contractual assistance to systematically verify all enlisted billets which require equipment maintenance oriented NEC's and to verify equipment installed and programed for installation and to monitor and update these billet skill requirements.

26. Develop an updated fully integrated, computer-assisted personnel distribution and management system.

27. Accept the concept of an enlisted career education plan.

28. Establish an associate degree as a desirable educational objective for Navy career enlisted personnel and promulgate as Navy policy.

29. Take appropriate action to implement an effective amalgamation of enlisted training (off-duty, service schools, etc.) to facilitate the achievement of academic goals recognized by the civilian community.

30. Promulgate an educational guide to an associate degree that will outline paths available to individuals in each rating leading to the attainment of this educational objective.

31. Expand off-duty educational programs to maximum extent possible, thereby insuring full availability and utilization as an integral part of an enlisted career education plan.

32. Coordinate the integration of the Navy's education and training program with formal education to coincide with career decision points, thereby improving retention of career enlisted personnel.

33. Initiate discussion with junior college officials to determine specific programs that can be implemented on a pilot basis in cooperation with Navy "B" schools, and the feasibility of establishing an associate degree completion program.

34. Integrate the SCORE program into a comprehensive career education plan. Emphasize the SCORE program as a means for attracting quality career personnel into critical ratings. Deemphasize the SCORE program as a means for obtaining additional personnel in critical skill ratings when other rate input programs meet requirements.

35. Expand the 6-year obligor program to encompass all ratings which require extensive training during a first enlistment.

36. Reinforce and amplify the selective training and retention (STAR) program.

37. Restore recruit training to 11 weeks.

38. Develop adequate growth factors for ships.

39. Resume funding of habitability improvement program.

40. Provide funds for habitability improvement to fleet and type commanders.

41. Direct an annual review of environmental control standards.

42. Raise cost limitations of family housing.

43. Establish differential cost-of-living allowance based on geographic variation in costs.

44. Provide 25 percent of furniture for Government quarters.

45. Determine feasibility of Navy-sponsored home ownership plan.

46. Adopt Tri-Service criteria for bachelor housing.

47. Provide "Hotel keepers' guide" for management of bachelor housing.

48. Contract with an eminently qualified public relations firm for assistance in conducting a review of the Navy's internal and external information programs to determine requirements (using indexes such as the Harris survey), to evaluate resources and to develop a plan for remedial action.

49. Establish a CHINFO Advisory Board similar to the Navy Ships Store Officer Advisory Board.

50. Reestablish a dependents' section in CHINFO with responsibility for emphasizing information flow to Navy wives and families. Utilize the volunteer services of the Navy wives' "Wifeline" organization recently formed in Washington, D.C.

51. Make awards and decorations more meaningful by—

(a) Establishing a procedure for monitoring processing times for all award recommendations.

(b) Delegating to commanding officers of ships and units the authority to certify eligibility for the Armed Forces Expeditionary Medal and Vietnam Metal.

(c) Reemphasizing the value of continual employment of awards and decorations in spite of enactment of the military beneficial suggestion program.

52. Revitalizing military standards of smartness and cleanliness in the Navy for formulating, disseminating, and insuring uniform enforcement of a codified set of standards.

53. Develop procedures for, and establish "family service centers" at Navy shore stations, with major emphasis at areas of fleet concentration, to assist new arrivals or persons with special problems in obtaining the personnel services that they require.

54. Jointly monitor and evaluate Pacific test of fleet competitive scoring procedures with a view to early adoption of improvements revealed which promise potential for reduction of competitive exercise scoring.

55. Conduct a comprehensive study of the uniform requirements to include, but not be limited to—

(a) Reducing the numbers of officer and enlisted uniforms and accessories required and developing more economical insignia and devices.

(b) Developing a new, more attractive and utilitarian working uniform as a replacement for dungarees.

(c) Developing additional organizational clothing items and means of more effectively utilizing existing items as substitutes for personal uniform clothing wear under conditions which accelerate deterioration.

(d) Developing a costed and timed implementation plan for the approved results of the study.

56. Establish law centers in areas where there are large concentrations of Navy personnel to provide professional assistance in trying, recording, and preparing records of courts-martial and assistance and advice on all legal matters.

57. Conduct a study of administrative procedures in an effort to reduce administrative workload.

58. Evaluate recently promulgated procedures for handling personnel indebtedness in commercial affairs after an appropriate period of time and if the workload afloat in handling indebtedness has not been reduced, consideration should be given to establishing regional offices through which all indebtedness correspondence should be screened prior to being forwarded to the debtor's command.

59. Assign to the Naval Inspector General (NIG) responsibility for conduct of a continual review of all Navy policies, directives, and procedures, and the implementation thereof, with a view to identifying and eliminating those which unnecessarily demean the dignity and status of Navy personnel. Areas for initial consideration are—

(a) Impediments to Navy personnel access to rights to correspond through channels and rights to take advantage of request mast.

(b) The conduct of administrative searches afloat and ashore.

(c) Practices which challenge the word of an officer.

(d) Charity drive practices which deviate from Navy policy that response to drives be "voluntary."

60. Increase prestige attendant to petty officer and career status by—

(a) Requiring oral administration of the petty officer appointment form on assumption of petty officer status and subsequent advancements.

(b) Revise uniform regulations (Navpers 15665) to make provisions for bag inspections for enlisted men applicable to pay grades E-1 through E-4 only.

(c) Establishing a billet for the "Leading Chief Petty Officer of the Navy" and "Senior Chief" billets for fleet, type command, and naval district staffs. Provide for a direct dialogue channel between enlisted personnel and the LOPO.

(d) Revise the customs for formal oral address, including the introduction of enlisted men, and for written address, to provide for addressing petty officers (less E7, 8, and 9) as "Petty officer ——" and for addressing non petty officer grades as "Seaman ——"; "Fireman ——"; etc., vice addressing these groups by their last name only.

61. That a major DOD study effort be conducted in 1966, within the framework of the Federal Commission to be convened in that year to investigate the applicability of a salary system in the military service and to determine an appropriate schedule for implementation of changes in support of such proposal if found viable.

62. Provide sea pay to both officer and enlisted men in an amount adequate to recognize the unique personal and family living conditions that characterizes sea duty. Compensate the individual who spends more time at sea by increasing sea pay based on cumulative years at sea.

63. Gain authorization from the Secretary of Defense for command at sea pay in accordance with the proposal previously submitted.

64. (a) Enable a member without dependents to occupy inadequate public quarters subject to a fair rental charge, without losing his full basic allowance for quarters.

(b) Permit payment of a dislocation allowance to a member without dependents when he is transferred to a permanent station where he is not assigned to, or does not occupy, Government quarters.

(c) Restore authority to pay basic allowance for quarters to a member without dependents for the period he is in a travel or leave status between permanent duty stations.

65. Provide entitlement to all career designated (6 years obligated service) personnel in pay grade E-4 or higher to dependent travel, household effects shipment, and dislocation allowance.

66. (a) Continue to press the Department of Defense to accelerate efforts to induce the State legislatures to enact State legislation which will permit military dependents to attend school at resident tuition rates.

(b) Amend the cold war GI bill to pass entitlement to a dependent after 12 years of active duty by the member.

67. (a) Expand JTR (appendixes A, B, and C) to include locations inside CONUS for COLA and TLA.

(b) Investigate means of reimbursing members for miscellaneous expenses and propose legislation similar to that being proposed for the civil service.

68. Recommend passage of H.R. 5669 which would also grant payment of the family separation allowance to personnel occupying Government quarters.

69. Press for legislation increasing the amount of the dislocation allowance.

70. (a) All elements which make up the fringe benefit package should be officially defined at the DOD level.

(b) A program to publicize and promulgate the total fringe benefit program to all service personnel should be instituted.

71. (a) Increase household effects weight allowance by 250 pounds for E-4 through O-2 for each dependent over two in number.

(b) Joint JTR committee devise proposed legislation to permit movement of trailers which would parallel the present administration of household effects shipments where all contact with the carrier is accomplished by the Government, including payment. The entire cost of moving the trailer should be paid provided that the cost does not exceed that which would be incurred if the member elected to move the maximum amount of household effects permitted for this grade of rank.

(c) Pay dislocation allowance to personnel owning and living in trailers when said personnel are transferred.

72. Modify the present Dependent's Medical Care Act to provide comprehensive inpatient and outpatient care, including care for nervous and mental disorders, for dependents and retired personnel.

73. Provide dental care as an additional fringe benefit by enactment of a Dental Care Act.

74. Seek relief from restrictive criteria currently imposed upon development and planning of hospitals and outpatient facilities.

75. Provide additional billets for the medical department in numbers consistent with predicted requirements.

76. Increase opportunities for training and postgraduate training of medical department personnel.

77. Modify eligibility for physician's incentive pay to eliminate an inequity and to provide an incremental increase at points of career decision.

78. Do away with the term "allowance" as the basis of manning the fleet and shore activities and establish "complement" as the basis of the manpower needs of the Navy to accomplish assigned missions and tasks.

79. (a) Establish a concerted long-range program effort designed to—

(1) Identify functional capabilities and specify readiness levels for all fleet ships and units.

(2) Determine through work study and manpower validation techniques the manning requirements for each ship and unit for each readiness level based on its specified functional capabilities at each readiness level compatible with reasonable personnel stability work hours, training requirements, and career attractiveness.

(3) Develop time and source mobilization plans to bring every ship and unit to each successively higher readiness level, together with a reporting system to continuously monitor and update these plans.

(4) Develop analytic techniques and necessary data to evaluate the cost effectiveness of incremental manning level changes in specific functions in relation to current threat probabilities.

(5) Provide increased emphasis on optimizing the total man-machine mix of the Navy's Active Fleet and fleet air units by identifying the total cost impacts of design, hardware procurement, and retrofiting alternatives.

(b) Submit a program change proposal to raise the permanent Navy petty officer ceiling from approximately 324,000 to stated petty officer requirements based on present allowance approximately 368,000. First order of priority should be those combat units of the Active Fleet assigned by the JCS to Lantcom, Usecom, Pacom, and Ussocom, followed by deployable units which directly support the combat forces.

(c) Modify the JCS criteria for expressing combat readiness (personnel) of surface, air and subsurface units.

(1) On a short-range basis, modify existing JCS readiness criteria to more accurately reflect the manning levels required to achieve readiness categories C1, C2, C3, and C4 for use in determining personnel requirements.

(2) On a long-range basis, provide for a definitive expansion of these criteria based on the specific capabilities and readiness levels to be developed as set forth in *a*, above.

80. Provide additional time for leave, liberty, and schools during overhaul periods by transfer of certain ships' force work to yard personnel.

81. Authorize ship's company of ships which overhaul away from home-port individually, to visit their home port or family residence and/or domicile at Government expense one or more times during the overhaul period, depending on its length.

82. (a) Maximize in-port time during periods in home waters and reduce in-port watch and duty requirements.

* (b) Maximize use of computers in the formulation of fleet employment plans and operating schedules to facilitate rapid determination of optimum deployment periods and schedule changes.

ENLISTMENT STANDARDS

Mr. SIKES. What are Navy standards for enlistment, and what changes, if any, have been instituted since the beginning of the buildup in Vietnam a year ago?

Admiral SEMMES. I would like to furnish that to you exactly for the record.

(The information requested follows:)

CURRENT STANDARDS FOR ENLISTMENT IN THE U.S. NAVY

1. *Citizenship*.—Must be a U.S. citizen except that:

(a) American National (citizens of American Samoa or Swains Island), U.S. citizens who have represented or are representing foreign governments or foreign private interests, and immigrant aliens who are in the United States on a permanent residence visa, may be enlisted when specifically authorized by the Chief of Naval Personnel.

2. *Age*.—Men, 17 but must not have reached the age of 31. (NOTE.—For regular Navy enlistments, all creditable active duty performed since December 7, 1941, in the Navy or Coast Guard may be deducted from the calendar age of an applicant who is not yet 40.)

3. *Character*.—Must be of good moral character. Juvenile or police records may be cause for rejection.

4. *Education*.—Prefer high school graduates but all male applicants may be enlisted regardless of education if they meet other requirements.

5. *Mental scores*.—Must pass required Armed Forces qualification tests as follows:

(a) AFQT score of 16 or above.

(b) All applicants scoring 16 to 30 on the AFQT are further required to take the Army qualification battery. High school graduates may be enlisted regardless of score attained on AQB. Non-high-school graduates must score 80 on the general technical area and 90 on at least two other areas of the AQB to be eligible for enlistment.

6. *Dependency*.—Maximum number of dependents allowed for first three pay grades are as follows:

Pay grade E-1: One dependent.

Pay grade E-2: One dependent.

Pay grade E-3: Two dependents.

Dependency waivers in excess of the above maximum requirements may be granted when applicant is considered highly qualified in all other respects and is not considered to be a financial risk.

7. *Physical qualifications.*—Must meet the minimum physical requirements for enlistment, as prescribed in Army Regulations 40-501 (Medical Service—Standards of Medical Fitness).

8. *Terms of enlistments—Minority*, 4 years or 6 years

(a) *Minority*—Must be at least 17 years of age but not yet reached their 18th birthday. Will be discharged on the day prior to their 21st birthday. Parental consent is required for enlistment.

9. *Revisions to enlistment standards subsequent to Vietnam buildup.*—(a) Mental standards were lowered from a minimum score of 21 on the AFQT to 16 on the AFQT and in addition, all applicants scoring 16 to 30 must take the Army qualification battery.

(b) Instituted a Seabee direct procurement program authorizing qualified civilians and ex-service personnel, under 40 years of age, to be enlisted in pay grades E-4 through E-6.

Admiral SEMMES. I would like to give you a very brief overview of the quality of recruit that we are taking.

In general, since the beginning of the buildup and the heavy draft calls of last August and September, we have reduced our intake of the so-called group 4 mental level man. He is the man that scores less than 30 on the recruit battery score.

Mr. SIKES. You say you have reduced that input?

Admiral SEMMES. We have reduced the input of the lower mental group man down to about 3 or 4 percent.

Last fiscal year, we took in a total of about 10 percent of group 4's. We should average this year about 6 or 7 percent through the year.

Mr. SIKES. How do you accomplish that? The Army is having to take more men in that category.

Admiral SEMMES. We find we have a need for about 6 or 7 percent of group 4's for use in some of the less technical areas.

Mr. Chairman, our needs in the technical areas are such that in order to be able to undertake the required schooling, we need greater numbers of these youngsters with the higher mental capability.

Mr. SIKES. Does this mean that while the Army, for instance, is having to reduce its standards, you are able to raise yours?

Admiral SEMMES. The standards have stayed the same, sir. We have been able to exercise some selectivity among the groups of potential recruits that come to us for enlistment.

Mr. SIKES. From what you tell me, the fact remains that you are taking fewer of the group 4 category whereas the Army is taking more.

Admiral SEMMES. That is correct.

Mr. SIKES. Are there other changes in your enlistment standards?

Admiral SEMMES. No, sir; there are not.

We are suffering from this growth—suffering is not the right word—we are having a growth in Seabees connected with southeast Asia, and we are beginning to take in at higher pay grades those people we can enlist for duty in the Seabees whose experience qualifies them for the higher pay rates.

OFFICER RATIO

NAVAL PERSONNEL ASSIGNED TO NON-NAVY DUTIES

Mr. SIKES. Please bring up to date for the record the tables on pages 124 and 128 of last year's hearings concerning officer ratio and personnel assigned to non-Navy duties.

(The information requested follows:)

Fiscal year:	<i>Officer ratio</i>	<i>Percent</i>
1967	-----	10. 91
1966	-----	10. 91
1965	-----	11. 58
1964	-----	11. 43
1963	-----	11. 35
1962	-----	11. 28
1961	-----	11. 16
1960	-----	11. 26
1959	-----	11. 14
1958	-----	11. 16
1957	-----	10. 88
1956	-----	10. 71
1955	-----	11. 28

Naval personnel allocations to support DOD activities, international, other services, other Government agencies and reimbursables

Category	Allocated end fiscal year 1964, officer and enlisted total	Allocated end fiscal year 1965, officer and enlisted total	Planned ¹ end fiscal year 1966, officer and enlisted total	Planned ¹ end fiscal year 1967, officer and enlisted total
Office of Secretary of Defense, Office of Joint Chiefs of Staff, and Department of Defense and Joint Chiefs of Staff activities (including headquarters, NSA) -----	3, 214	3, 303	3, 558	3, 423
Unified and specified commands and subordinate joint staffs.....	876	1, 576	2, 807	3, 167
International staffs.....	882	900	898	893
MAAG's.....	736	534	555	554
Pacific Missile Range (reverting to Navy mission)	3, 130	2, 862	1, 288	1, 254
Reimbursables supporting other services and agencies.....	436	499	542	532
Support of other military services (nonreimbursables) new Armed Forces Examining and Entrance Service established January 1966.....	392	474	1, 057	910
Support of other Government agencies (nonreimbursables)	9	9	9	9
Grand total.....	9, 675	10, 157	10, 714	10, 742

¹ This tabulation does not include MSTs, MAC, or interservice colleges.

CHARGE FOR MAINTENANCE OF STANDBY TROOPSHIPS

Mr. SIKES. What is the situation this year with respect to the matter of charges against this appropriation for the maintenance of troopships being placed in the reserve fleet?

Admiral SEEMES. I would like Admiral Grimm, budget reports officer to respond to that.

Admiral GRIMM. We have \$3.8 million in the budget for fiscal year 1967. It is based on maintaining 10½ transport ship-year in ready reserve status No. 3, which is 12½ days recall or availability.

UNIFORM RATION LAW

Mr. SIKES. What is the present status of the proposed uniform ration law we discussed last year?

Mr. ROBANHYMER. It is still under study, Mr. Chairman.

Mr. SIKES. No decision?

Admiral SEMMES. It is under study in the Department of Defense, sir.

Mr. SIKES. Are there recommendations from the Navy?

Admiral SEMMES. We have told the Department of Defense we favor the adoption of the uniform ration law.

I could go on further here.

Mr. SIKES. As of what date?

Admiral SEMMES. I will have to furnish that for the record.

(The information requested follows:)

Since 1955, the Navy has supported, with minor exceptions, the present revision of the uniform ration law. The last draft of the proposed legislation was submitted to Congress in 1963 and the Navy in general favored its adoption.

ADEQUACY OF MILITARY PERSONNEL BUDGET

Mr. SIKES. Admiral Semmes, you open your statement by saying:

"This budget is aimed at insuring the adequacy of the most important component of the Navy's readiness posture, people."

Does this budget in fact provide adequately for the number of people presently programed for the Navy for fiscal year 1967?

Admiral SEMMES. Yes, sir.

Mr. SIKES. Did you ask for more money for the Navy, than OSD allowed in the field of personnel?

Admiral SEMMES. Mr. Chairman, our people are associated with hardware. We did not ask for more people than is associated with the authorized hardware.

Mr. ANDREWS. What Mr. Sikes wants to know is, What was your budget request to DOD for personnel? Do you have that figure?

Admiral SEMMES. We have that.

Admiral GRIMM. For military personnel, Navy, it was \$3,726,800,000.

Mr. ANDREWS. What is the amount of the budget request before this committee?

Admiral GRIMM. \$3,652,100,000, a difference of \$74.7 million.

Mr. ANDREWS. So that is what your budget was cut from your original request?

Admiral GRIMM. Yes, sir.

Mr. SIKES. What was included in the reductions?

Admiral GRIMM. The adjustments were made in a decrease of end strength based on such things as the civilianization program of 15,000 people.

Admiral SEMMES. That funding went into another appropriation.

Admiral GRIMM. That is right. They reduced the funds estimated—this is a matter of judgment—for the basic allowance for quarters. They reduced the proficiency pay program over the amount we proposed, and they reduced the daily rates for subsistence in messes and commuted ration rates for enlisted men.

They had other minor adjustments that amounted to about \$3 million.

Mr. SIKES. Which of these did you reclama?

Admiral SEMMES. I am sure proficiency pay and rations.

Mr. SIKES. Supply details for the record.

(The information requested follows:)

The Navy requested a reconsideration of the adjustment made in the estimates for proficiency pay, subsistence, and civilianization programs. The reduction

made in the basic allowance for quarters estimate was accepted by the Navy since the adjustment was offset by an increase in the number of housing units planned for fiscal year 1967.

VARIABLE REENLISTMENT BONUS

Mr. SIKES. What has been your experience with the variable reenlistment bonus since the law became effective, how many do you consider to have been eligible each month, and how many were actually paid under this authority?

Admiral SEMMES. We will furnish those figures for the record.
(The information requested follows:)

The Navy implemented the variable reenlistment bonus on January 1, 1966. Only the preliminary report for the month of January is available at this date. The Navy considers that there were 2,378 persons eligible in January and 3,993 in February. This includes U.S. Navy enlisted involuntary extensions. The preliminary report indicates 346 individuals were actually paid the variable reenlistment bonus in January.

Admiral SEMMES. Briefly, I think it is having a wonderful impact. I believe we are getting gains from it.

NUMBERS AND AVAILABILITY OF CONSTRUCTION UNITS

Mr. SIKES. On page 4 of your statement, you indicate a specific number of construction battalions have been programed for callup by September. In our discussions with Secretary McNamara all reference to numbers of such battalions were stricken from the records as classified information. Are we now at liberty to restore such numbers to the earlier transcript?

Admiral SEMMES. I would like to check that one.
(The information requested follows:)

The statement on page 4 of my statement is classified and should have been deleted. It is understood that it was not deleted through error.

Mr. SIKES. What is the situation with regard to the availability of construction units?

One of the very great needs in the Pacific is for additional construction units, for supporting units, and for individuals who are specialists in the field of construction.

How many such units are now on duty?

Admiral SEMMES. Eleven MCB's are in commission.

Mr. SIKES. How many are in Vietnam, or the theater?

Admiral SEMMES. _____.

Mr. SIKES. What is the total number of such units in the service, Reserve or otherwise?

Admiral SEMMES. There are 18 MCB's in the Naval Reserve not completely fleshed out.

Admiral GRIMM. Eleven of those do not have equipment.

Mr. SIKES. How many of the Reserve units will be called into service?

Admiral SEMMES. We have not decided, or been authorized to call.

Mr. SIKES. "Not authorized to" would be a proper version. Have you requested authority to do so?

Admiral SEMMES. These discussions as to the events of the near future are still being held, sir.

Mr. SIKES. Have you requested authority to call in additional Seabee units, Reserve, or otherwise?

Admiral SEMMES. To the best of my knowledge, Mr. Sikes, we have not specifically requested it because I do not believe we have had definite targets that force this at this point, sir. Discussions do continue.

Mr. SIKES. Are there reservists in the Navy who are specialists in these fields?

Admiral SEMMES. Yes, sir; there are.

Mr. SIKES. Have any of those been called into the service?

Admiral SEMMES. We have offered them an opportunity to come back, and we have solicited them to come back voluntarily, and we have had some success with this, both officers and enlisted.

EQUIPMENT FOR NAVAL RESERVE UNITS

Mr. SIKES. What is the situation on equipment for your Reserve units? Has there been a drawdown of equipment?

Admiral SEMMES. Seabee units, or other Reserve units?

Mr. SIKES. I am talking of all Reserve units now.

Admiral SEMMES. Generally no, Mr. Sikes. I cannot think of any. I understand there has been a few planes that have been swapped in the Navy Reserve.

Mr. SIKES. What do you mean, give them an old aircraft and take their more modern one?

Admiral HUGHES. What we are doing there is putting back into the operating fleet the more modern planes and taking a step backward as to—

Mr. SIKES. You have been drawing down on equipment for the Reserves?

Admiral HUGHES. In the area of aircraft; yes, sir.

Mr. SIKES. Provide a list of all such equipment withdrawn from Reserves.

(The information requested follows:)

The following aircraft have been removed from the selected Air Reserve:
20 A-1's to U.S. Air Force in July 1965 (none left in Naval Air Reserve).
40 A-4B's to active fleet units (November-December 1965).

NAVY NOT TO USE WARRANT OFFICER AVIATORS

Mr. SIKES. The Army is undertaking an extensive program on warrant officer aviators. What is the present Navy position with respect to using warrant officers as pilots?

Admiral SEMMES. At present, Mr. Chairman, we have none. We have studied this matter recently as to our pilot inputs. We have come to a conclusion that the educated pilot; that is, one with a baccalaureate education, is very desirable, and we would like to have that input if we can maintain it. It looks as though for the near future we will be able to do so.

Mr. SIKES. Does the increasing number of helicopters similarly increase the problem of providing a sufficient number of pilots?

Admiral SEMMES. Our shortage is not principally in helicopter pilots today.

SENIOR OFFICERS ON FLYING DUTY

Mr. SIKES. The number of line rear admirals, upper half, increases by 2 over the number recently proposed for fiscal year 1966, but the number of flying duty pay in 1966 and 1967 increases by 10 over the original 1966 estimate. Of course, the country needs the services of its experienced senior officers.

Very recently the Air Force lost a senior officer in a tragic flying accident. Should there be an increase in the number of senior officers on active flight duty?

Admiral SEMMES. Mr. Chairman, we believe that we are quite restricted in the numbers of senior officers in the military. The Navy is even suffering from this more than some of the other services.

We gained, as you noted to me there, a total of 11 unrestricted numbers this year as a result of discussions with the Senate committee who had previously had a ceiling on us.

I think we will find there will be a study coming forth reinforcing the discussion of the requirement for more senior officers for the Navy and for other services before long.

SLIPPAGE IN SUBMARINE PROGRAMS

Mr. SIKES. The number of enlisted personnel budgeted to receive submarine duty pay shows an increase, as one would expect.

The number of officers estimated to receive submarine pay varies from a revised 1965 estimate of 2,458 to 2,471 now estimated for fiscal year 1966, and drops to 2,428 for 1967.

Why would that be true?

Admiral SEMMES. Mr. Chairman, I must research this and supply the answer for the record.

(The information requested follows:)

The decrease in number of officers who will receive submarine pay in fiscal year 1967 is due to a planned phasing out of training billets. This results in a decrease of 48 man-years of officers with a corresponding decrease of 309 in enlisted; however, the decrease in enlisted training was offset by an increase in fleet requirements.

CHANGE IN NAVY UNIFORM

Mr. SIKES. Are there changes underway, or contemplated, in Navy uniforms?

Admiral SEMMES. We are continually studying these matters.

Mr. SIKES. You have been studying them for 26 years to my own knowledge. Nothing ever happens.

Admiral SEMMES. The decision in connection with placing first class petty officers and second class petty officers in the chief's uniform has been reviewed quite recently and for a number of reasons it has been decided not to do so at this time.

Mr. SIKES. What are those principal reasons?

Admiral SEMMES. I would say one of the principal reasons is that there is not room in the ships for them to take care of these clothes. Along with this, in our survey of our people, there is not a persuasive majority that wants this done. It is a good conversation piece throughout the Navy, and will continue to be, I am sure, and it is not finished.

CATEGORY D NAVAL RESERVE PERSONNEL

Mr. SIKES. What is the present status of the present Reserve category D program for officers?

Admiral SEMMES. 8,000 planned for 1966 and 1967.

Mr. SIKES. Provide for the record the average by grade of personnel in Reserve category D.

Admiral SEMMES. I will do that.

(The information requested follows:)

Fiscal year 1965 actual performance pay group "D" officers, by rank

Rear admiral.....	34
Captain.....	689
Commander.....	1,665
Lieutenant commander.....	2,950
Lieutenant.....	1,673
Lieutenant (junior grade).....	348
Ensign.....	147
Warrant officer.....	73
Total.....	<u>7,579</u>

CHANGE IN RATION COST

Mr. SIKES. What is the basis for the change in subsistence rate from \$1.14 last year to \$1.23 this year?

Mr. ROBENHYMER. Well, we have to pay for milk that we received free before. The cost of meat has gone up. Generally, prices of food items have gone up in the last 6 or 7 months.

Mr. SIKES. Provide a breakdown of some of the principal changes of cost.

(The information requested follows:)

Standard prices of selected foods

	1966											
	1965, January- June average	1966						1966		1966		March
		July	August	September	October	November	December	Average	January	February		
Bacon, slab.....	\$0.383	\$0.48	\$0.50	\$0.55	\$0.55	\$0.55	\$0.530	\$0.69	\$0.69	\$0.69	\$0.69	
Beef, boneless, 6 way.....	.620	.69	.665	.665	.665	.665	.672	.685	.705	.705	.705	
Pork loin, partly boned.....	.590	.78	.83	.830	.830	.830	.808	.82	.84	.84	.84	
Ham, whole, canned.....	.586	.69	.72	.72	.72	.72	.720	.71	.63	.63	.63	
Pork ham, frozen.....	.410	.48	.51	.510	.510	.510	.508	.50	.50	.50	.50	
Chicken, broiler-fryer, cut up.....	.275	.29	.29	.29	.29	.29	.293	.28	.28	.28	.28	
Chicken, broiler-fryer, whole.....	.297	.28	.28	.28	.28	.28	.283	.28	.28	.28	.28	
Ham, smoked.....	.552	.655	.675	.700	.700	.700	.690	.695	.67	.67	.67	
Veal, semiboneless.....	.628	.76	.76	.76	.76	.76	.760	.76	.78	.78	.78	
Butter, patties.....	.633	.65	.65	.65	.65	.65	.665	.66	.66	.66	.66	
Butter, prints.....	.623	.64	.64	.64	.64	.64	.655	.67	.64	.64	.64	
Eggs, shell, fresh.....	.332	.38	.38	.38	.38	.38	.389	.43	.43	.43	.43	
Potatoes, white, fresh.....	.057	.065	.065	.045	.045	.045	.065	.045	.045	.045	.045	
Lettuce, fresh.....	.105	.115	.115	.105	.105	.105	.115	.115	.115	.115	.115	
Tomatoes, fresh.....	.195	.18	.16	.15	.150	.15	.180	.25	.25	.25	.25	
Coffee, roasted, ground.....	.638	.64	.64	.64	.64	.64	.640	.64	.64	.64	.64	

NOTE.—The above food items represent 40 percent of the consumption in Navy general messes.

ABSENTEE RATES IN RATION COST CALCULATIONS

Mr. SIKES. Last year we had some of the discussion concerning the calculation of absentee rates in connection with subsistence cost. What were the actual and estimated absentee rates, monthly or quarterly for 1965 and 1966?

Provide that for the record.

(The information requested follows:)

Navy—Planned and actual absentee rates

	Fiscal year 1965		Fiscal year 1966	
	Planned	Actual	Planned	Actual
Conus				
1st quarter.....	25	25.09	30	30.79
2d quarter.....	25	27.24	30	-----
3d quarter.....	25	28.64	30	-----
4th quarter.....	25	30.74	30	-----
Fiscal year average.....	25	28.06	30	-----
OUS				
1st quarter.....	20	22.76	27	30.93
2d quarter.....	20	23.92	27	-----
3d quarter.....	20	25.88	27	-----
4th quarter.....	20	28.47	27	-----
Fiscal year average.....	20	25.17	27	-----
Afloat				
1st quarter.....	6	6.00	6	6.00
2d quarter.....	6	6.00	6	-----
3d quarter.....	6	6.00	6	-----
4th quarter.....	6	6.00	6	-----
Fiscal year average.....	6	6.00	6	-----

RETENTION OF PERSONNEL

Mr. SIKES. Let's talk a little bit about morale and retention problems.

What are your reenlistment rates for each of the last 3 years and anticipated for fiscal year 1966?

REENLISTMENT RATES

Admiral SEMMES. Our reenlistment rates since the President's announcement of the increased tempo of operations are muddled by our involuntary extensions, so right today we have only had people going out since the 15th of January, and we will not have firm figures for you.

Mr. SIKES. Provide the best estimates you can on these rates and give us the known rates in prior years, the immediate prior years.

(The information requested follows:)

U.S. Navy reenlistment rates

	Fiscal year 1963	Fiscal year 1964	Fiscal year 1965	Fiscal year 1965 ¹	Fiscal year 1966 ²
Adjusted 1st term.....	24.2	23.2	20.8	21.8	-----
Unadjusted 1st term.....	25.1	22.5	21.4	22.8	21.8
Adjusted career.....	93.3	89.9	86.5	87.5	-----
Unadjusted career.....	93.3	90.1	86.7	87.3	90.7
Adjusted overall.....	46.9	41.6	38.6	40.4	-----
Unadjusted overall.....	47.4	41.5	39.1	40.7	42.5

¹ Includes extensions for which reenlistment bonuses were paid.

² Based upon a projected estimate made Jan. 13, 1966.

DEFINITIONS

Adjusted reenlistment rate: The unadjusted reenlistment rate is adjusted to—

- (1) exclude effects of eligibles—
 - (a) Separated early for immediate reenlistment;
 - (b) Separated early for strength control purposes;
 - (c) Extended beyond ETS under involuntary extension programs.
- (2) include effect of eligibles who were—
 - (a) Early separatees whose original ETS is in current month;
 - (b) Early dischargees for strength control purposes whose original ETS is in current month.

Unadjusted: Unadjusted reenlistment rate equals *total number reenlisting* divided by total number separated eligible to reenlist.

Mr. SIKES. What are the principal problems that you have been able to overcome and those that you have not been able to overcome in the matter of retention of personnel.

What causes them to leave the service?

REASONS OFFICERS LEAVE SERVICE

Admiral SEMMES. We have in connection with the retention task force study done considerable research in this matter, and we find that the two most important reasons for officers in the order named are limited homelife and low pay. For enlisted, it is the other way round, low pay and limited homelife as being the reason among those who left the service—

Mr. SIKES. Is that still true despite the pay raise?

Admiral SEMMES. This was true before the effects of the pay raise were felt, Mr. Sikes. I think we might see there will be a change in these percentages.

Mr. SIKES. Is housing of importance?

Admiral SEMMES. Housing is of great importance. It just did not register as high as these two, sir.

Mr. SIKES. What recommendations would the Navy make if called upon for suggestions about the things that would improve retention rates of skilled personnel?

Supply that for the record.

(The information requested follows:)

The Secretary of the Navy's retention task force studied various ways in which more trained personnel may be retained in the Navy. Earlier, I have inserted into the record a list of the task force recommendations, all 82 of which are aimed at improved retention. At this time, an implementation group from the task force is being formed in my office. This group is charged with placing

in effect those recommendations which can be implemented at the secretarial level, sponsoring necessary proposals for change at the OSD and legislative levels and evaluating results of specific measures placed in effect. Until these recommendations have been implemented and enough time has passed for adequate evaluation, I hesitate to offer any further recommendations aimed at retention problems.

APPLICANTS AND ACCEPTANCES, NROTC

Mr. SIKES. Provide for the record a listing showing for the past 3 years the number of applicants and the number of acceptances of NROTC applicants?

(The information requested follows:)

Applications and acceptances of NROTC students

	Fiscal year 1963	Fiscal year 1964	Fiscal year 1965
Number who applied.....	18,272	20,747	23,716
Number who took test.....	17,663	20,200	18,709
Number appointed as midshipmen.....	1,700	1,700	1,700

Mr. SIKES. Is this program continuing to be a fully satisfactory one?

Admiral SEMMES. We are quite satisfied with it, sir. We are finding that our retentions are rising and this last year our applications therefore have risen.

APPLICANTS AND ACCEPTANCES, OFFICER CANDIDATE SCHOOLS

Mr. SIKES. Would you provide the same information for the Navy officer candidates?

(The information requested follows:)

Program

Fiscal year	OCS(M)	OCS(W)	AOC/NAVCAD	NAOC/OCAN	NNCC
Applicants.....	9,352	230	4,884	1,160	238
1963 applications.....	7,482	192	1,954	967	216
Input.....	4,970	103	1,078	510	117
Applicants.....	9,486	239	5,248	2,019	511
1964 applications.....	7,583	199	2,099	1,682	464
Input.....	3,769	103	1,219	779	239
Applicants.....	7,978	251	4,540	1,790	401
1965 applications.....	6,382	209	1,815	1,492	364
Input.....	3,605	98	1,165	871	304
Applicants.....	11,870	65	2,718	1,528	204
1966 applications (1st half).....	4,749	54	1,087	1,094	185
Input.....	1,613	28	622	476	219

NOTES

Applicants: Those who began processing at field activities.

Applications: Number who met field eligibility criteria and whose applications were actually forwarded to BuPers for selection-nonselction determination.

Input: Number actually reported for training.

Mr. SIKES. What is the general picture in that training program now? Is it fully satisfactory? Is the type of young man who is applying as high today as it was a year ago? What is the general picture?

Admiral SEMMES. I would say higher today than a year ago if we measure these things by academic achievement.

I would like to say we have been very well satisfied with the product of this program through the years. The retention on these people has come up a bit through the years too.

LEGAL BASIS FOR ARBITRARY EXTENSION OF ENLISTMENT

Mr. SIKES. What is the basis on which you were able to extend Navy enlistments for 4 months?

Admiral SEMMES. Mr. Chairman, just before World War II a provision of law was granted to the Navy which permitted the Secretary of the Navy to extend enlistment in the Regular Navy in time of national emergency declared by the President.

Mr. SIKES. There is no declaration of emergency?

Admiral SEMMES. We were able to hang this one on the Korean emergency, sir, and we had considerable discussion with the Armed Forces Committee of this House in connection with this before it was done.

Mr. SIKES. I should think you would have.

In all seriousness, can you tie this to an emergency that existed 13 years ago?

Admiral SEMMES. We found it to be technically legal.

Mr. SIKES. Because of the fact there has been no peace treaty in Korea?

Admiral SEMMES. Yes.

Mr. SIKES. Does this eligibility apply only to the Navy?

Admiral SEMMES. It does only to the Navy. I think this results from there having been separate committees in the days when this was enacted. There was the Naval Affairs Committee, and they got this just before World War II.

MANPOWER FOR ADDITIONAL HOSPITAL SHIP

Mr. ANDREWS. Admiral Semmes, Admiral McDonald and the Secretary of the Navy told us about a hospital ship they would like to take out of mothballs and put in the service.

Are you familiar with that proposal, and is there any provision in this budget to provide the 700-man complement for the ship?

Admiral SEMMES. Mr. Andrews, there is no provision for that. It is not an approved item at this moment. We did commission one in the past year that is now operating in southeast Asia waters.

Mr. ANDREWS. They tell us there is a dire need for this second hospital ship. The question is, if it is approved and funded, how would you supply the manpower to operate the ship?

Admiral SEMMES. For that growth we are in pretty good shape in our enlisted hospital corpsmen.

Mr. ANDREWS. You would have no problem?

DOCTOR DRAFT

Admiral SEMMES. No problem with the enlisted people.

As you know, we are drafting doctors. This would increase the doctor draft call in order not to water the soup.

Mr. ANDREWS. How do you get a doctor?

Admiral SEMMES. We go to the Selective Service through the Department of Defense and we request a number of doctors to be drafted.

Mr. ANDREWS. They draft them?

Admiral SEMMES. They do, sir.

Mr. ANDREWS. After a doctor is drafted, does he have the choice of service he will enter?

Admiral SEMMES. No, I do not believe he does. He may have an initial choice, and if it fits he is given it, but it does not need to fit.

Mr. ANDREWS. All services, of course, need additional doctors. Who makes the allocation to the different services?

Admiral SEMMES. Selective Service, sir.

MALE NURSES

Mr. ANDREWS. What about your nurse problem?

Admiral SEMMES. We have a problem with the nurses. It is not quite as acute as with the doctors. This past year the Navy for the first time in history began to go after male nurses. We have gotten some.

Mr. ANDREWS. Do you have a school for male nurses? How do you train them? Tell us about that male nurse program. How many do you need? How many do you have?

Admiral SEMMES. I would like to have 200 more this fiscal year, and 159 more next fiscal year.

Mr. ANDREWS. How many do you have aboard today?

Admiral SEMMES. I will have to furnish that for the record.

(The information requested follows:)

Selected male applicants report for 4 weeks' military indoctrination training at the Officer Candidate School, Newport, R.I., prior to reporting to their first permanent duty stations. No additional professional training is conducted other than that provided by on-the-job experience.

The first male nurse direct appointee in the Nurse Corps, Naval Reserve, was commissioned in August 1965. Five direct appointee male nurses reported for indoctrination the following October. A total of 10 including 1 interservice transferee have entered on active duty. In the upcoming draft call, the Navy has requested 200 male nurses; 100 to be brought on duty in April, another 100 for duty by July 1, 1966.

Mr. ANDREWS. What experience have you had with them?

Admiral SEMMES. It has been quite good.

Mr. ANDREWS. How would you propose to get these 300-plus that you need in the next year and a half?

Admiral SEMMES. We have joined the other services in asking Selective Service to draft them.

Mr. ANDREWS. Do you have a training program for male nurses?

Admiral SEMMES. We have a training program connected with the commissioning of officers. We would expect that these male nurses would have been trained and there would be a direct procurement.

Mr. ANDREWS. By whom?

Admiral SEMMES. The hospitals and medical schools of the country. Generally this is how all our nurses are trained.

COMMISSIONING MALE NURSES

Mr. ANDREWS. Well, now, does the Navy have a program to give male nurses commissions?

Admiral SEMMES. Yes, sir.

Mr. ANDREWS. What experience is required? How much training would a man have to have to get an ensign commission?

Admiral SEMMES. I would like to furnish the exact figures for the record. Generally it is the same as the ladies.

(The information requested follows:)

A male nurse must have the following basic qualifications for appointment as ensign, Nurse Corps, Naval Reserve (2905):

He must be a graduate of a nursing program of at least 3 years' duration at a school of nursing approved by the appropriate State accrediting agency.

He must be a registered professional nurse in good standing, currently engaged in the ethical practice of nursing or participating in appropriate professional activities, and have established professional fitness for the Nurse Corps by means of interviews and review of academic records and history of professional experience, but no professional experience is required for initial appointment in the grade of ensign.

Mr. ANDREWS. There is quite a bit of interest in the program. How about your dentist problem?

Admiral SEMMES. We do not have a hard problem with dentists. We must stay on our toes in our procurement efforts, but generally we are meeting our requirements.

Mr. ANDREWS. You are getting all you need without the draft?

Admiral SEMMES. Yes.

REDUCTION IN ESTIMATED RATION COST

Mr. ANDREWS. You mentioned that one of the items reduced by Defense was with reference to rations. I wish you would tell us a little more about that. Does that mean you are not going to give the same quality of food and balanced diet the Navy has had?

Admiral SEMMES. I am certain we are going to hold up the quality. I would like Mr. Robenhymmer to respond to that.

Mr. ROBENHYMER. Mr. Andrews, we had prepared our request for subsistence, and we indicated, based on our experience in the last 6 months, that the cost of food for the full year for 1966 and 1967 would be \$1.24 a day.

Mr. ANDREWS. Is that up or down?

Mr. ROBENHYMER. Up from last year. It was up about 10 cents from last year.

Mr. ANDREWS. You are talking about fiscal year 1965?

Mr. ROBENHYMER. Yes, sir.

Mr. ANDREWS. In 1966 it was up about 10 cents?

Mr. ROBENHYMER. Yes, sir.

Mr. ANDREWS. What do you predict for 1967?

Mr. ROBENHYMER. Same amount. We are held to the same figure in 1967 for budget purposes.

Mr. ANDREWS. \$1.24?

Mr. ROBENHYMER. We were in for \$1.24. OSD cut us back to \$1.23. They cut us back a penny a day.

Mr. ANDREWS. They cut you 1 cent on the ration?

Mr. ROBENHYMER. That is right.

Mr. ANDREWS. The average sailor is working harder today than he was in 1964 or 1963, longer hours?

Mr. ROBENHYMER. Yes, sir.

Mr. ANDREWS. There is more tension, and so forth, and so on. Can you live with that, Admiral Semmes?

Admiral SEMMES. Yes, we can.

PILOT TRAINING PROGRAMS

Mr. ANDREWS. What about your pilot problem. Do you have any problem with your input of pilots?

Admiral SEMMES. Yes, sir. As I read in my statement, we have gained an increase in pilot training rates. This is a difficult area, particularly the jet pilots. We are sustaining some losses in the war effort. We are finding that the airlines are having a need for jet-trained pilots and offering quite substantial inducements. This is hurting.

Mr. FLOOD. No questions.

Mr. MINSHALL. How many pilots do you presently have in training now?

Admiral SEMMES. We have an annual rate of 1,700 now and we are moving to 2,200 as the new annual rate. This will be done in stages as we get new airplanes and new instructors at the training bases.

Mr. MINSHALL. Will this take care of your forecast needs?

Admiral SEMMES. It takes 18 months for the first new number to come to us. I think we are in for a hard time for another 2 years, sir.

Mr. MINSHALL. What do you mean "in for a hard time?"

QUALIFIED RESERVE JET PILOTS

Admiral SEMMES. We need to convince more reservists to come back to duty voluntarily. We will probably need to retrain some of our piston pilots into the jet area.

Mr. MINSHALL. How many qualified jet pilots do you have in the Reserve that you could call up for active duty?

Admiral SEMMES. Could I provide that for the record?

(The information requested follows:)

Five hundred twenty-five jet pilots assigned and all are qualified for active duty.

Mr. ANDREWS. Give us a ball park figure now.

Admiral SEMMES. A total of about 3,100 in the Organized Reserve.

Mr. ANDREWS. Are they all current?

Admiral SEMMES. Yes, sir. I am sure we would want them to undergo a course of training with the particular weapon system before they are put into combat. But this could be provided. They are 18 months ahead of anyone else.

Mr. ANDREWS. Off the record.

(Off the record.)

Mr. ANDREWS. Then you are going to have a tough go of it for 2 years?

Admiral SEMMES. I think it will call forth all our ingenuity.

Mr. ANDREWS. Do you think it would be a good idea—have you made any recommendations about calling up some of the reservists?

Admiral SEMMES. We have not asked to call involuntarily these reservists at this time. We may need to do this.

Mr. MINSHALL. When would you have to do it?

Admiral SEMMES. I think this would depend on whether or not additional forces come to be needed as the war proceeds.

Mr. MINSHALL. Of course the balance of these, the piston trained pilots, would have to be jet qualified and how long would that take?

Admiral SEMMES. That can be done in less than 6 months, provided you have the training establishment to do it.

Mr. MINSHALL. Of course, I realize your big competition is with the airlines and the attractive inducements that they can make.

Admiral SEMMES. They seem to be coming at the point where a hump of World War II pilots—commercial pilots—are getting at the age they must retire and cease flying. Their demands have increased and their needs have increased dramatically within the last year.

Mr. FLOOD. The airlines are having a great deal of trouble getting pilots, too, are they not?

Admiral SEMMES. Yes, sir. This is what is giving us a hard time.

Mr. FLOOD. And expect to have for a number of years increasing trouble.

Admiral SEMMES. They are increasing their training activities.

FUTURE SHORTAGES OF TECHNICAL PERSONNEL

Mr. MINSHALL. Do you have any other shortages in technical personnel, for example, as you look down the road that you are going to have trouble with?

Admiral SEMMES. I think the hard places ahead look like doctors, nurses, Seabees, jet pilots in the officer area. In the enlisted area, the enlisted Seabee, and we are having a continuation of our electronics area demands that we seem to be making small gains on, due to pay increases, variable reenlistment bonuses, and other corrective actions.

Mr. FLOOD. How are the crews on the Polaris sub reenlisting?

Admiral SEMMES. Quite well, Mr. Flood.

Their first 6-year obligation of those who are coming up for their first reenlistment are just beginning to come to us now. Their rate is considerably higher than the Navy's first term rate.

AVERAGE AGE OF RESERVE OFFICER PILOTS

Mr. MINSHALL. What is the average age of the reservist pilots that you have? You said you had some 3,000 of them. Provide that for the record, would you please?

Admiral SEMMES. I think it goes through the span of those who have completed their obligation on to some commanders. We are constantly screening out the more senior.

(The information follows:)

Average age of naval aviators assigned to selected Air Reserve

<i>Grade</i>	<i>Average age</i>
Commander.....	42.3
Lieutenant commander.....	38.1
Lieutenant.....	32.3
Lieutenant (junior grade).....	28.7
Total all pilot average age.....	35.7
Jet pilot average age.....	32.9

Mr. SIKES. Gentlemen, thank you very much for your presence and your testimony.

Admiral SEMMES. Thank you for your courtesy.

WEDNESDAY, MARCH 2, 1966.

MILITARY PERSONNEL, MARINE CORPS
RESERVE PERSONNEL, MARINE CORPS

WITNESSES

BRIG. GEN. RAYMOND G. DAVIS, ASSISTANT CHIEF OF STAFF (G-1),
U.S. MARINE CORPS

BRIG. GEN. CLIFFORD B. DRAKE, DIRECTOR, MARINE CORPS RE-
SERVE

REAR ADM. E. E. GRIMM, DIRECTOR OF BUDGET AND REPORTS,
OFFICE OF THE COMPTROLLER OF THE NAVY

BRIG. GEN. DONN J. ROBERTSON, DEPUTY FISCAL DIRECTOR OF
THE MARINE CORPS

MILITARY PERSONNEL, MARINE CORPS

Object classification

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate
Direct obligations:			
11.7 Personnel compensation: Military personnel.....	504,100	646,468	809,127
12.1 Personnel benefits, military personnel.....	155,332	181,329	205,156
21.0 Travel and transportation of persons.....	24,981	44,921	51,459
22.0 Transportation of things.....	12,333	16,515	17,667
25.1 Other services.....	4,046	5,176	5,507
26.0 Supplies and materials.....	52,057	80,591	92,797
42.0 Insurance claims and indemnities.....	504	1,820	1,407
43.0 Interest and dividends.....	39	80	80
Total direct obligations.....	753,392	976,900	1,183,200
Reimbursable obligations:			
11.7 Personnel compensation: Military personnel.....	454	400	400
21.0 Travel and transportation of persons.....	464	400	400
26.0 Supplies and materials.....	7,186	5,400	5,700
Total reimbursable obligations.....	8,104	6,200	6,500
99.0 Total obligations.....	761,496	983,100	1,189,700

Program and financing

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate
Program by activities:			
Direct program:			
1. Pay and allowances of officers.....	162,409	183,200	234,100
2. Pay and allowances of enlisted personnel.....	477,237	634,400	761,800
3. Pay and allowances of cadets.....	800	1,000	1,600
4. Subsistence of enlisted personnel.....	67,592	85,100	104,300
5. Permanent change of station travel.....	44,714	71,300	79,400
6. Other military personnel costs.....	640	1,900	2,000
Total, direct obligations.....	753,392	976,900	1,183,200
Reimbursable program:			
1. Pay and allowances of officers.....	291	300	300
2. Pay and allowances of enlisted personnel.....	163	100	100
4. Subsistence of enlisted personnel.....	7,186	5,400	5,700
5. Permanent change of station travel.....	464	400	400
Total reimbursable obligations.....	8,104	6,200	6,500
Total obligations.....	761,496	983,100	1,189,700
Financing:			
Receipts and reimbursements from—			
11 Administrative budget accounts.....	-6,418	-4,900	-5,100
14 Non-Federal sources (10 U.S.C. 6087) ¹	-1,686	-1,300	-1,400
22 Unobligated balance transferred from: "Defense stock fund" (78 Stat. 465).....	-3,000		
25 Unobligated balance lapsing.....	108		
New obligational authority.....	750,500	976,900	1,183,200
New obligational authority:			
40 Appropriation.....	750,500	749,900	1,183,200
44 Proposed supplemental due to military pay increase.....		42,400	
56 Proposed supplemental for southeast Asia support.....		184,600	
Relation of obligations to expenditures:			
10 Total obligations.....	761,497	983,100	1,189,700
70 Receipts and other offsets.....	-8,104	-6,200	-6,500
71 Obligations affecting expenditures.....	753,393	976,900	1,183,200
72 Obligated balance, start of year.....	11,875	15,770	42,670
74 Obligated balance, end of year.....	15,770	42,670	95,870
77 Adjustment in expired accounts.....	146		
90 Expenditures excluding pay increase supplemental.....	749,643	909,000	1,129,000
91 Expenditures from military pay increase supplemental.....		41,000	1,000

¹ Reimbursement from non-Federal sources are derived from sale of meals and clothing to service members (10 U.S.C. 4621).

RESERVE PERSONNEL, MARINE CORPS

Object classification

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate
Direct obligations:			
11.7 Personnel compensation.....	21,849	26,854	26,904
12.0 Personnel benefits.....	333	409	411
21.0 Travel and transportation of persons.....	4,189	3,973	3,920
25.1 Other services.....	32	32	32
26.0 Supplies and materials.....	4,418	5,476	5,177
42.0 Insurance claims and indemnities.....	78	56	56
Total direct obligations.....	30,899	36,800	36,500
Reimbursable obligations:			
26.0 Supplies and materials.....	126	200	200
Total reimbursable obligations.....	126	200	200
99.0 Total obligations.....	31,025	37,000	36,700

Program and financing

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate
Program by activities:			
Direct program:			
1. Reserve component personnel.....	30,145	35,700	35,000
2. Reserve officer candidates.....	754	1,100	1,500
Total direct obligations.....	30,899	36,800	36,500
Reimbursable program:			
1. Reserve component personnel.....	126	195	195
2. Reserve officer candidates.....		5	5
Total reimbursable obligations.....	126	200	200
10 Total obligations.....	31,025	37,000	36,700
Financing:			
Receipts and reimbursements from:			
11 Administrative budget accounts.....	-98	-150	-150
14 Non-Federal sources ¹	-28	-50	-50
22 Unobligated balance transferred from "Defense stock fund" (78 Stat. 465).....	-100		
25 Unobligated balance lapsing.....	101		
New obligational authority.....	30,900	36,800	36,500
New obligational authority:			
40 Appropriation.....	30,900	33,000	36,500
40 Proposed supplemental due to southeast Asia support.....		2,200	
44 Proposed supplemental due to military pay increase.....		1,600	
Relation of obligations to expenditures:			
10 Total obligations.....	31,025	37,000	36,700
70 Receipts and other offsets.....	-126	-200	-200
71 Obligations affecting expenditures.....	30,899	36,800	36,500
72 Obligated balance start of year.....	4,712	5,219	7,629
74 Obligated balance end of year.....	-5,129	-7,629	-9,629
77 Adjustments in expired accounts.....	-54		
90 Expenditures excluding pay increase supplemental.....	30,428	33,000	34,200
91 Expenditures from military pay increase supplemental.....		1,300	300

¹ Reimbursements from non-Federal sources are derived from sale of clothing to regular Marine Corps personnel (10 U.S.C. 7601).

Mr. SIKES. The committee is now ready to consider the financial requirements for military personnel for the Marine Corps for fiscal 1967.

We will insert at this point in the record the more significant details of the justifications.

(The matter referred to follows:)

MILITARY PERSONNEL, MARINE CORPS

Appropriation introduction

[In thousands]

	1965 actual	1966 estimate	1967 estimate
Total direct obligations.....	\$753,392	\$976,900	\$1,183,200
Proposed supplemental.....		¹ +184,600	
Net adjustments.....	² 2,892	³ +42,400	
Appropriation (adjusted).....	475,000	749,900	1,183,200

¹ Proposed supplemental concurrently submitted to the Congress requests \$159,600 for southeast Asia support and \$25,000 in lieu of stock fund transfer authorized by the Appropriation Act, Public Law 89-213.

² Net adjustments result from \$3,000, transfer from stock fund (as authorized by Public Law 88-446) less unobligated balance of \$108.

³ Current plans are to fund this amount for the military pay raise effective Sept. 1, 1965 in a later supplemental.

⁴ Composed of original appropriated amount (Public Law 88-446) \$741,000 plus a supplemental of \$9,500 (Public Law 89-16 of Apr. 30, 1965) to provide funds for the congressionally approved pay raise effective Sept. 1, 1964.

Summary of obligations by budget activity

Budget activity	1965 actual	1966 estimate	1967 estimate	Difference	Page No.
1. Pay and allowance of officers.....	162,409	183,200	234,100	+50,900	20
2. Pay and allowances of enlisted.....	477,237	634,400	761,800	+127,400	31
3. Pay and allowances of cadets.....	800	1,000	1,600	+600	41
4. Subsistence of enlisted personnel.....	67,592	85,100	104,300	+19,200	43
5. Permanent change of station travel.....	44,714	71,300	79,400	+8,100	48
6. Other military personnel costs.....	640	1,900	2,000	+100	56
Total direct obligations.....	753,392	976,900	1,183,200	+206,300	-----

	1965 actual		1966 estimate			1967 estimate		
	Begin	Average	Begin	End	Average	Begin	End	Average
Officers.....	16,819	17,133	17,234	20,736	17,901	20,736	24,067	22,923
Enlisted.....	172,565	171,982	172,638	228,993	199,658	228,993	253,517	249,141
Cadets.....	367	361	315	350	326	350	600	532
Total.....	189,751	189,476	190,187	250,079	217,885	250,079	278,184	272,596

Activity 1. Pay and allowances of officers, summary by projects

Project	1965 actual	1966 estimate	1967 estimate	Difference, 1967 compared with 1966
A. Basic pay.....	\$119,092	\$131,926	\$168,765	+\$36,839
B. Incentive pay.....	10,673	11,536	12,526	+990
C. Special pay.....	182	3,433	3,982	+549
D. Basic allowance for quarters.....	15,674	15,969	20,440	+4,471
E. Basic allowance for subsistence.....	9,857	10,285	13,171	+2,886
F. Station allowances, overseas.....	600	609	380	-229
G. Uniform allowances.....	413	1,029	1,328	+299
H. Family separation allowance.....	931	1,865	2,456	+591
I. Separation payments.....	2,004	2,660	4,609	+1,949
J. Social security tax—Employer's contribution.....	2,983	3,888	6,443	+2,555
Total.....	162,409	183,200	234,100	+50,900

Activity 2. Pay and allowances of enlisted personnel, summary by projects

Project	1965 actual	1966 estimate	1967 estimate	Difference, 1967 compared with 1966
A. Basic pay.....	\$350,633	\$442,920	\$541,825	+\$98,905
B. Incentive pay.....	2,237	2,948	3,819	+871
C. Special pay.....	5,926	39,977	54,892	+14,915
D. Proficiency pay.....	4,242	4,795	5,144	+349
E. Reenlistment bonus.....	7,488	11,361	12,889	+1,528
F. Basic allowance for quarters.....	61,983	68,482	74,190	+5,708
G. Station allowances.....	1,248	628	628	0
H. Clothing allowances.....	16,956	30,963	26,731	-4,232
I. Family separation allowance.....	3,659	6,384	5,659	-725
J. Separation payments.....	10,068	8,611	12,739	+4,128
K. Social security tax—Employer's contribution.....	12,797	17,331	23,284	+5,953
Total.....	477,237	634,400	761,800	+127,400

Activity 2. Pay allowances of enlisted personnel, summary

	1966 estimate			1967 estimate			Difference	
	Number	Average rate	Amount	Number	Average rate	Amount	Number	Amount
A. Basic pay	199,658	\$2,218.39	\$442,920	249,141	\$2,177.29	\$541,825	+49,483	+\$98,905
B. Incentive pay	3,435	858.22	2,948	4,380	871.92	3,819	+945	+871
C. Special pay	108,693	367.80	39,977	132,823	4,132.72	54,892	+24,130	+14,915
D. Proficiency pay	6,679	717.92	4,795	7,165	717.00	5,144	+486	+349
E. Reenlistment bonus	13,135	864.94	11,361	15,476	832.84	12,889	+2,341	+1,528
F. Basic allowance for quarters	60,841	1,125.59	68,482	67,029	1,106.83	74,190	+6,188	+5,708
G. Station allowances, overseas			628			628		0
H. Clothing allowances			30,963			26,731		-4,232
I. Family separation allowance	17,732	360.00	6,384	15,720	360.00	5,659	-725	-725
J. Separation payments	37,373	230.41	8,611	49,548	257.10	12,739	+12,175	+4,128
K. Social security tax—Employer's contribution	199,658	86.80	17,331	249,141	93.46	23,284	+49,483	+5,953
Total activity 2			634,400			761,800		+127,400

Activity 3. Pay and allowances of cadets, summary by projects

Project	1965 actual	1966 estimate	1967 estimate	Difference 1967 com- pared with 1966
A. Aviation cadets:				
(1) Basic pay.....	\$407	\$569	\$943	+\$374
(2) Basic allowance for quarters.....	6	9	11	+2
(3) Basic allowance for subsistence.....	167	188	306	+118
(4) Incentive pay.....	131	147	218	+71
(5) Clothing allowance.....	74	63	81	+18
(7) Social security tax, employers contribution.....	15	24	41	+17
Total.....	800	1,000	1,600	+600

Activity 4. Subsistence of enlisted personnel, summary

Project	1965 actual	1966 estimate	1967 estimate	Difference
A. Basic allowance for subsistence.....	22,900	25,540	28,987	+3,447
B. Subsistence in kind.....	44,692	59,560	75,313	+15,753
Total.....	67,592	85,100	104,300	+19,200

A. Basic allowance for subsistence (37 U.S.C. 402)

	1966 estimate			1967 estimate			Difference	
	Number	Average rate	Amount	Number	Average rate	Amount	Number	Amount
(1) When authorized to mess separately: (a) CONUS (\$1.09 through Dec. 31, 1965; \$1.10 thereafter) (b) Overseas (\$1.13 through Dec. 31, 1965; \$1.14 thereafter)	35,890	\$399.66	\$14,344	43,132	\$401.50	\$17,317	+7,242	+\$2,973
(2) Leave rations (\$1.09 through Dec. 31, 1965; \$1.10 thereafter)	3,154	414.26	1,307	3,154	416.10	1,312	0	+5
(3) When rations in kind not available (\$2.57 times 365)	13,214	399.66	5,281	14,320	401.50	5,750	+1,106	+469
(4) When assigned under emergency conditions	4,912	938.05	4,608	4,912	938.05	4,608	0	0
(5) Augmentation of commuted ration allowance for meals taken separately	-----	-----	0	0	0	0	-----	0
Total	57,170	-----	25,540	65,518	-----	28,987	+8,348	+3,447

B. Subsistence in kind (10 U.S.C. 6081(a))

	1966 estimate	1967 estimate
(1) Personnel statistics	199,658	249,141
(a) Average enlisted strength		
(b) Less number provided for elsewhere (man-years equivalent):		
1. On monetary allowances	57,170	65,518
2. Special rations		
3. Operational rations consumed	14,538	17,360
4. Movements	3,190	3,188
5. Other (State Department guards)	800	900
Total deductions	(75,698)	(86,966)
(c) Balance entitled to be subsisted in messes	123,960	162,175

	1966 estimate—			1967 estimate—		
	Gross	Percent absent	Net	Gross	Percent absent	Net
Ashore (ZI) and (OS)	115,278	8.4	97,156	154,320	8.4	130,023
Afloat	8,682	6.0	8,161	7,855	6.0	7,384
Total subsisted in messes	123,960		105,317	162,175		137,407

B. Subsistence in kind

	1966 estimate			1967 estimate		
	Net man-years	Rate		Net man-years	Rate	
		Per day	Per annum		Per day	Per annum
(1) Subsistence in messes: Ashore (Z1) and (OS).....	97,156	\$1.16	\$423.89	130,023	\$1.16	\$423.88
Afloat.....	8,161	1.28	467.20	7,384	1.28	467.20
Total.....	105,317			137,407		
(2) Special rations: (a) Flight rations (10 U.S.C. 6085).....						
(b) Hospitals, Retired and Fleet Marine Corps Reserve.....						
Total.....						
(3) Operational rations: (a) Safety level ¹						
(b) For current consumption, FMFPac ¹						
Total.....						
(4) Augmentation rations: (a) Change in inventory level.....						
(b) Other programs: (i) Fuel compressed, trioxame (field cookers).....						
(ii) Rotation of B ration items.....						
(c) Programming of new or improved subsistence items into the military supply system (fabricated meals and dehydrated food items).....						
Total subsistence in kind.....						

	1966 estimate			1967 estimate		
	Quantity (man-years)	Rate	Amount	Quantity (man-years)	Rate	Amount
	11,111	799.68	8,885	14,283	799.68	11,422
	17,577		14,056	20,339		16,265
			62	1,073		67
			0	0		0
			0	0		0
			332	(²)		305
			50	(²)		38
Total subsistence in kind.....			59,560			75,313

¹ Rate includes cookers.
² QMG.

Activity 5. Permanent change of station travel

Project	1965 actual	1966 estimate	1967 estimate	Difference
A. Accession travel.....	\$5,162	\$13,093	\$12,854	-\$239
B. Training travel.....	1,482	1,870	1,539	-331
C. Operational Travel.....	5,055	6,166	7,747	+1,581
D. Rotation travel.....	27,438	44,627	50,147	+5,520
E. Separation travel.....	5,577	5,544	7,113	+1,569
Total.....	44,714	71,300	79,400	8,100

Activity 6. Other military personnel costs, summary

Project	1965 actual	1966 estimate	1967 estimate	Difference
A. Apprehension of military deserters, absentees, and escaped military prisoners.....	\$97	\$120	\$120	-----
B. Interest on enlisted personnel deposits.....	39	80	80	-----
C. Payment of death gratuities.....	504	1,347	1,211	-\$136
D. Servicemen's group life insurance program.....	-----	353	589	+236
Grand total.....	604	1,900	2,000	+100

	1966 estimate			1967 estimate			Difference	
	Number	Average rate	Amount	Number	Average rate	Amount	Number	Amount
A. Apprehension of military deserters, absentees, and escaped military prisoners: (1) Travel of guards			\$120			\$120		
B. Interest on enlisted personnel deposits (10 U.S.C. 1035(b))			80			80		
C. Payment of death gratuities (10 U.S.C. 1035(b)):								
(1) Officers	75	\$3,000.00	225	72	\$3,000.00	216	-3	-\$9
(2) Enlisted	953	1,173.00	1,118	835	1,188.00	992	-18	-126
(3) Marine cadets	4	1,023.60	4	3	1,023.60	3	-1	-1
Subtotal	932	1,534.33	1,347	910	1,550.55	1,211	-22	-136
D. Servicemen's group life insurance program:								
(1) Officers	17,901	1.62	29	22,923	2.16	50	+5,022	+21
(2) Enlisted	199,658	1.62	323	249,141	2.16	538	+49,483	+215
(3) Marine cadets	326	1.62	1	582	2.16	1	+206	
Subtotal	217,885	1.62	353	272,596	2.16	589	+54,711	+236
Total activity 6			1,900			2,000		+100

RESERVE PERSONNEL, MARINE CORPS

Appropriation introduction

[In thousands]

	1965 actual	1966 estimate	1967 estimate
Total direct obligations.....	\$30,899	\$36,800	\$36,500
Net adjustments.....	-101	0	0
Total direct obligations.....	31,000	36,800	36,500
Appropriation.....	31,000	33,000	36,500
Proposed supplemental.....	0	3,800	0

The mission of the Marine Corps Reserve is to provide training units and qualified persons for active duty in the Marine Corps in time of war or national emergency and at such other times as the national security requires. The purpose of the appropriation "Reserve personnel, Marine Corps" is to maintain an efficient, balanced Marine Corps Reserve component responsive to the initial mobilization requirements of the Marine Corps, to expansion to a full mobilization force level.

The 1966 total direct obligations shown above include the estimated effects of the military pay raise which became effective September 1, 1965. Further, the personnel plan has been modified over that contained in the 1966 President's budget by the addition of 2,500 personnel in the end drill pay strength as approved by the Secretary of Defense in recognition of southeast Asia developments.

The 1967 estimate provides for the continuation of a 48,000 level strength.

Summary of obligations

[In thousands]

Budget activity	1965 actual	1966 estimate	1967 estimate	Difference 1967 compared with 1966
Reserve component personnel.....	\$30,145	\$35,700	\$35,000	-\$700
Reserve officer candidates.....	754	1,100	1,500	+400
Total direct obligations.....	30,899	36,800	36,500	-300
Appropriation.....	(30,899)	(33,000)	(36,500)	
Proposed supplemental.....	(0)	(3,800)	(0)	

	Groups	Drills	Paid days of active duty for training	1965 actual			1966 estimate			1967 estimate		
				Begin	Average	End	Average	End	Average	End		
											End	Average
Paid drill training (organized):												
Officer.....		48	15	3,063	2,907	2,858	3,276	3,285	3,260	3,285	3,260	3,285
Enlisted.....	A			38,409	36,644	38,964	37,350	40,760	39,134	40,760	39,134	40,760
Officer.....	B	24	15	280	267	218	215	215	215	215	215	215
Enlisted.....				200	172	95	140	140	140	140	140	140
Officer.....	F	0	90-180	0	0	0	0	0	0	0	0	0
Enlisted.....				3,908	4,621	3,483	5,348	3,600	4,498	3,600	4,498	3,600
Subtotal:				3,343	3,174	3,076	3,491	3,500	3,475	3,500	3,475	3,500
Officer.....				42,517	41,437	42,542	42,838	44,500	43,772	44,500	43,772	44,500
Enlisted.....				45,860	44,611	45,618	46,329	48,000	47,247	48,000	47,247	48,000
Total.....												
Other paid status subtotal:												
Officer.....	D	0	15	1,396	1,396	1,396	1,800	1,800	1,700	1,800	1,700	1,800
Enlisted.....				51	51	51	100	100	50	100	50	100
Officer.....	E	0	30	1,178	1,178	1,178	1,200	1,200	1,215	1,200	1,215	1,215
Enlisted.....				1,396	1,396	1,396	1,800	1,800	1,700	1,800	1,700	1,800
Subtotal:				1,229	1,229	1,229	1,300	1,300	1,265	1,300	1,265	1,300
Officer.....				2,625	2,625	2,625	3,100	3,100	2,965	3,100	2,965	3,100
Enlisted.....												
Total.....												
Total paid status:												
Officer.....				4,739	4,570	4,472	5,291	5,300	5,175	5,300	5,175	5,300
Enlisted.....				43,746	42,666	43,771	44,138	45,800	45,037	45,800	45,037	45,765
Total.....				48,485	47,236	48,243	49,429	51,100	50,212	50,212	50,212	50,965

Summary budget activity 1—Reserve personnel

Budget activity	Fiscal year 1965	Fiscal year 1966	Fiscal year 1967
1A Training—PG A.....	\$19,341,797	\$21,495,900	\$22,557,900
1B Training—PG B.....	363,737	346,100	349,900
1C Training—PG D.....	817,477	1,032,600	972,300
1D Training—PG E.....	309,776	371,400	397,000
1E Training—PG F.....	8,360,142	10,772,600	9,110,900
1F School training.....	718,699	964,600	899,500
1G Special training.....	155,213	256,400	197,800
1H Administration and support.....	78,426	460,400	514,700
Total activity 1.....	30,145,267	35,700,000	35,000,000

	Fiscal year 1966			Fiscal year 1967			Difference	
	Num- ber	Aver- age rate	Amount	Num- ber	Aver- age rate	Amount	Num- ber	Amount
2D Platoon leaders' class or ROC.....	2,392	\$459.86	\$1,100,000	2,990	\$501.67	\$1,500,000	+598	+\$400,000
2-D-1—Uniform issue in kind.....	2,782	51.40	143,000	3,810	48.29	184,000	+1,028	+41,000
2-D-2—Pay and allowances (summer camp training).....	2,392	231.61	554,000	2,990	265.22	793,000	+598	+239,000
2-D-3—Subsistence of Reserve officer candidates.....	2,392	44.73	110,000	2,990	47.82	143,000	+598	+33,000
2-D-4—Travel of Reserve offi- cer candidates.....	2,506	116.92	293,000	3,329	114.15	380,000	+823	+87,000

STATEMENT OF ASSISTANT CHIEF OF STAFF

Mr. SIKES. The principal witnesses are Brig. Gen. Raymond G. Davis and Brig. Gen. Clifford B. Drake. Would you please proceed, General Davis?

General DAVIS. Thank you, sir.

(The biographical sketch of General Davis follows:)

BRIG. GEN. RAYMOND G. DAVIS, U.S. MARINE CORPS

Brigadier General Davis was born on January 13, 1915, at Fitzgerald, Ga. He graduated from the Georgia School of Technology in 1938 with a bachelor of science degree in chemical engineering. He was commissioned a Marine second lieutenant on June 27, 1938.

During World War II, he participated in the Guadalcanal-Tulagi landings, the capture and defense of Guadalcanal, the Eastern New Guinea and Cape Gloucester campaigns, and the Peleliu operation. Following the war, he served as an instructor at the Marine Corps Schools, Quantico, with the 1st Marine Brigade on Guam, and as inspector-instructor of the 9th Marine Corps Reserve Infantry Battalion at Chicago, Ill.

In Korea, Brigadier General Davis commanded the 1st Battalion, 7th Marines, from August to December 1950, where he earned the Congressional Medal of Honor for heroism during the 1st Marine Division's historic fight to break out of the Chosin Reservoir area. Besides receiving the Medal of Honor for action during that period, he received the Legion of Merit with Combat "V" and twice earned the Silver Star Medal.

Later, as executive officer of the 7th Marines, he earned the Bronze Star Medal with Combat "V" for his part in rebuilding the regiment after the Chosin Reservoir campaign.

Since 1951 he has served at headquarters, Marine Corps; as director of the Marine Corps Senior School; as a student at the National War College; on the staff of commander in chief, Europe, U.S. European Command; and most recently,

as Assistant Division Commander, 3d Marine Division in the Far East and as Commanding General, 9th Marine Expeditionary Brigade. He was promoted to Brigadier General on July 1, 1963, and assumed his present duties in April 1965.

Decorations include the Congressional Medal of Honor, the Navy Cross, the Silver Star Medal with Gold Star in lieu of a second, the Legion of Merit with Combat "V," the Bronze Star Medal with Combat "V," the Purple Heart, the Presidential Unit Citation with four bronze stars indicative of second through fifth awards, the Navy Unit Commendation, the American Defense Service Medal with fleet clasp, the Asiatic-Pacific Campaign Medal with one silver star in lieu of five bronze stars, the American Campaign Medal, the World War II Victory Medal, the Korean Service Medal with four bronze stars, the Armed Forces Expeditionary Medal (Republic of Vietnam, August-September 1964, as Commanding General, 9th Marine Expeditionary Brigade), the United Nations Service Medal, the National Defense Service Medal, and two Korean Presidential Unit Citations.

General DAVIS. Mr. Chairman and members of the committee, it is a pleasure to present the Marine Corps' manpower program for fiscal year 1967, and the budget submission to support it.

Before I present the fiscal year 1967 program, I would like to report the changes to the fiscal year 1966 program which have occurred since last year's hearings.

You will recall that the fiscal year 1966 program was designed to support an active duty Marine Corps of 190,069 marines at begin year, 193,190 at end year, with a man-year average of 191,395. However, in August 1965, the Marine Corps was authorized an increase of 30,000 active duty strength for support of southeast Asia. This increase provided for two helicopter training squadrons, additional communications, engineer and military police battalions, and for additional personnel to round out the manning of units to be deployed in Vietnam, and for increased training and logistic support. Subsequently, as presented in the January 1966 justifications, the Marine Corps is requesting an additional 54,994 of which 26,889 will be realized during fiscal year 1966. This increase will provide for an additional division force, together with a number of tactical helicopter squadrons, observation squadrons and air support control unit.

To support our increased strength in fiscal year 1966, our grade distributions, both officer and enlisted, have been increased as shown on charts 1 and 2.

CHART No. 1.—Officers—grade distribution

	End fiscal year 1966, original submission	End fiscal year 1966, supplemental revisions
General.....	1	1
Lieutenant general.....	6	6
Major general.....	23	23
Brigadier general.....	30	31
Colonel.....	611	711
Lieutenant colonel.....	1,341	1,433
Major.....	2,700	2,899
Captain.....	4,100	4,800
1st lieutenant.....	4,488	4,371
2d lieutenant.....	2,727	4,736
W-4.....	127	100
W-3.....	137	160
W-2.....	844	225
W-1.....	515	1,240
Total.....	17,650	2,0736

CHART NO. 2.—*Enlisted—grade distribution*

	End fiscal year 1966, original submission	End fiscal year 1966, supplemental revisions
Sergeant major-master gunnery sergeant.....	806	931
1st sergeant-master sergeant.....	2,857	3,304
Gunnery sergeant.....	6,136	7,073
Staff sergeant.....	11,746	13,537
Sergeant.....	20,161	23,177
Corporal.....	29,803	34,075
Lance corporal.....	40,000	45,478
Private, 1st class.....	43,242	46,160
Private.....	20,621	55,258
Total.....	175,372	228,993

We plan to expand our aviation cadet program in order to meet increased naval aviator needs from an end fiscal year 1966 strength of 168 to revised strength at end fiscal year 1966 of 350.

Since fiscal year 1966 is a buildup year, and we must rely heavily upon our staff NCO's to fill the needs of an expanded temporary officer program, a high turnover rate will accelerate promotions. This will provide our NCO ranks with younger men, but we expect that the experience of the Vietnam war will keep those ranks filled with marines of high quality.

We plan to gradually increase the number of limited duty officers in the immediate future. This will enable us to meet increasing requirements in technical fields and will provide a career outlet for the advancement of increased numbers of talented noncommissioned officers and warrant officers. A new temporary LDO program will be initiated this year which will widen the base of the source by permitting staff NCO's with up to 24 years service to be appointed temporary LDO second lieutenant for subsequent terminal advancement to the grade of captain. In addition, this new LDO program will provide for additional permanent LDO's above the grade of captain who may advance to the grade of lieutenant colonel. The large number of temporary officers being commissioned this year and next will provide an excellent source for LDO's whenever it is necessary to curtail the temporary officer program.

The major source of procurement of lawyers in the Marine Corps is the PLC (law) program. Since its inception in 1960 this program has been highly successful in alleviating the shortage of Marine Corps lawyers in company grades. However, a lawyer shortage still exists in the field grades. The determination of whether the PLC (law) program will ultimately alleviate this shortage must await the time when the junior officers in the program reach the point where they complete obligated service and have to decide whether to remain on active duty as career officers.

Promotions for both officers and enlisted men for fiscal year 1966 were revised as shown on charts 3 and 4.

CHART No. 3.—Officers—promotion to grade

	Fiscal year 1966, original submission	Fiscal year 1966, supplemental revisions
Major general.....	5	4
Brigadier general.....	7	6
Colonel.....	121	127
Lieutenant Colonel.....	214	220
Major.....	517	663
Captain.....	1,030	1,225
1st Lieutenant.....	1,613	1,730
W-4.....	11	46
W-3.....	26	71
W-2.....	123	121

CHART No. 4.—Enlisted—Promotion to grade

	Fiscal year 1966, original submission	Fiscal year 1966, supplemental revisions
Sergeant major and master gunnery sergeant.....	184	279
1st sergeant and master sergeant.....	931	1,370
Gunnery sergeant.....	1,447	2,418
Staff sergeant.....	2,515	5,269
Sergeant.....	4,838	10,952
Corporal.....	19,173	28,182
Lance corporal.....	29,755	43,649
Private 1st class.....	32,428	49,885

The Marine Corps share of the civilianization program amounts to a reduction of 120 officers and 2,680 enlisted men to be replaced by 2,500 civilians in fiscal year 1966. Grades affected are shown on the following charts.

CHART No. 5.—Officers

Captain.....	31
Lieutenant.....	68
Warrant officer.....	21
Total.....	120

CHART No. 6.—Enlisted

Sergeant major/master gunnery sergeant.....	2
First sergeant/master sergeant.....	2
Gunnery sergeant.....	24
Staff sergeant.....	48
Sergeant.....	130
Corporal.....	363
Lance corporal.....	828
Private/private first class.....	1,283
Total.....	2,680

The Marine Corps manpower program for fiscal year 1967 plans for a begin strength of 250,079, an end strength of 278,184, and a man-year average of 272,596. This represents an increase of 28,105, which is expected to be completed during October 1966. We would again need an increase in grade distribution to support the increased size of the corps, and by the third quarter fiscal year 1967, our grade distribution will be as shown on charts 7 and 8.

CHART No. 7.—Officers—Grade distribution

	End of fiscal year 1967	Difference over revised end of fiscal year 1966
General.....	1	-----
Lieutenant general.....	6	-----
Major general.....	23	-----
Brigadier general.....	34	+3
Colonel.....	720	+9
Lieutenant colonel.....	1,504	+71
Major.....	3,364	+465
Captain.....	5,000	+200
1st lieutenant.....	5,090	+719
2d lieutenant.....	6,525	+1,789
Warrant officer (4).....	81	-19
Warrant officer (3).....	309	+149
Warrant officer (2).....	332	+107
Warrant officer (1).....	1,078	-162
Total.....	24,067	

CHART No. 8.—Enlisted—grade distribution

	End fiscal year 1967	Difference over revised end fiscal year 1966
Sergeant major and master gunnery sergeant.....	962	+31
1st sergeant and master sergeant.....	3,711	+407
Gunnery sergeant.....	8,103	+1,030
Staff sergeant.....	16,261	+2,723
Sergeant.....	29,022	+5,845
Corporal.....	44,043	+9,968
Lance corporal.....	59,791	+14,313
Private first class.....	65,000	+18,840
Private.....	26,624	-28,634
Total.....	253,517	

Our aviation cadet program will continue to increase from a revised end fiscal year 1966 strength of 350 to an end fiscal year 1967 strength of 600.

Our officer buildup will get underway during fiscal year 1966 but will not be fully effected until fiscal year 1967. The promotion plans for officers during the 2 fiscal years are reflected on the following chart.

CHART No. 9.—Officers—Promotion to grade

	Fiscal year 1966	Fiscal year 1967
Major general.....	4	3
Brigadier general.....	6	8
Colonel.....	127	140
Lieutenant colonel.....	220	364
Major.....	663	1,033
Captain.....	1,225	1,700
1st lieutenant.....	1,730	2,570
W-4.....	46	34
W-3.....	71	226
W-2.....	121	389

The enlisted portion of our buildup occurs primarily during fiscal year 1966, but our increase in size will require additional grades in fiscal year 1967. The enlisted promotion plans are displayed on chart No. 10.

CHART No. 10.—*Enlisted—Promotions to grade*

	Fiscal year 1966	Fiscal year 1967
Sergeant majors and master gunnery sergeants	279	179
1st sergeants and master sergeants	1,370	1,099
Gunnery sergeants	2,418	3,222
Staff sergeants	5,269	6,688
Sergeants	10,952	14,447
Corporals	28,182	41,571
Lance corporals	43,649	67,034
Privates, 1st class	49,885	90,448

We have at present, 1,755 women Marines; 145 officers and 1,610 enlisted. Our increased strength in fiscal year 1967 will include a total of 2,675 women Marines; 175 officers and 2,500 enlisted women.

The variable reenlistment bonus program was implemented January 1, 1966. This incentive program for critical skills is intended to complement the proficiency pay program. The VRB will be paid to critical skills at the time of first reenlistment. Depending on criticality, bonuses of one, two, three, or four multiplies of the regular first reenlistment bonus may be offered. In order to qualify, a marine must be in a skill designated for VRB payments, have served at least 21 months on active duty, and must reenlist or extend for at least 2 years. Normal payments of the VRB are yearly for the length of the reenlistment except in meritorious cases where payment may be made in a lump sum. During the last half of fiscal year 1966 the Marine Corps had programed for 1,840 awards at a cost of \$802,000. For fiscal year 1967 we have programed for 3,925 awards at a total cost of \$2,004,000.

The proficiency pay program addresses the continuing problem of retaining trained and skilled technicians. As in fiscal year 1966, proficiency pay (specialty) awards for fiscal year 1967 are being concentrated in those specialties which require relatively long and costly training and in which there is a shortage of career personnel, primarily electronics maintenance specialties. A total of 5,484 specialty pay awards are programed for end fiscal year 1967. In addition, 1,950 superior performance awards are programed for fiscal year 1967. This increase represents normal growth of the program since fiscal year 1966.

The allocation of Marine personnel to the various programs in the 5-year force structure in fiscal year 1967 are shown on chart 11.

CHART 11

	Fiscal year 1966 original submission	Fiscal year 1966 supplemental revisions	Fiscal year 1967
Program I: Strategic Retaliatory Forces..... (Marine detachments aboard ships which support ballistic missile submarines.)	134	121	121
Program II: Continental Air and Missile Defense Forces.....	4	4	4
Program III: General Purpose Forces..... (All of the Fleet Marine Forces, most of the forces afloat, the majority of our marine barracks and base personnel.)	133, 680	158, 897	184, 026
Program IV: Airlift and Sealift Forces.....	0	0	0
Program V: Reserve and Guard Forces..... (Active duty personnel who are assigned to the Reserve function at Marine Corps district headquarters, inspector-instructor staffs, Commander, Marine Air Reserve Training Command as as NROTC instructors.)	4, 228	4, 478	4, 401
Program VI: Research and Development..... (Various liaison billets in support of R. & D. efforts.)	60	56	56
Program VII: General Support Forces..... (Training, intelligence, communications, supply, Headquarters Marine Corps, miscellaneous joint and liaison billets, recruiting, and OSD/JSC Agencies.)	55, 084	86, 523	89, 576

The bulk of our manpower increase has been assigned to program III, General Purpose Forces which contains all of our Fleet Marine Forces. Program VII, General Support Forces, has been increased in order to insure proper service and support for our combat units.

CONCLUSION

I would like to summarize the six activities of the appropriation "Military personnel, Marine Corps," by displaying the differences which have occurred since last year.

[In thousands of dollars]

Activity	Fiscal year 1966 original submission	Fiscal year 1966 supplemental revisions	Fiscal year 1967
1 Pay and allowances of officers.....	\$166, 100	\$183, 200	\$234, 100
2 Pay and allowances of enlisted personnel.....	496, 100	634, 400	761, 800
3 Pay and allowances of cadets.....	500	1, 000	1, 600
4 Subsistence of enlisted personnel.....	67, 200	85, 100	104, 300
5 Permanent change of station travel.....	44, 300	71, 300	79, 400
6 Other military costs.....	700	1, 900	2, 000

Activity No. 1.—Pay and allowances of officers are increased due to increased numbers and grades.

Activity No. 2.—Pay and allowances of enlisted personnel are increased primarily because of increase in numbers, hostile fire pay and release items partly offset by reduction in clothing issue as the result of fewer new accessions in fiscal year 1967.

Activity No. 3.—Pay and allowances of Marine aviation cadets are increased due to an increase in number of personnel.

Activity No. 4.—Subsistence of enlisted personnel is increased primarily because of increased number of operational rations being consumed, as well as the overall increase in personnel.

Activity No. 5.—Permanent change of station increases because of increase in oversea deployments.

Activity No. 6.—Other military personnel costs. Increase due primarily to increase in serviceman's group life insurance.

Mr. Chairman, gentlemen, this appropriation carries a high price tag this year, primarily because of our personnel increases and operational commitments in support of the southeast Asia operations. The manpower program, this appropriation supports, is based on the current world situation and our plans to cope with it.

May I attempt to answer any questions?

Mr. MAHON. General, do we have another statement here?

General DAVIS. Yes, sir.

STATEMENT OF DIRECTOR, MARINE CORPS RESERVE

Mr. MAHON. Why don't we have a statement from General Drake and then we will have a question period?

General DRAKE. Yes, sir.

It is a privilege to appear before this committee in support of the budget estimates for the appropriation "Reserve personnel, Marine Corps." This appropriation provides the pay, allowances, clothing, subsistence, travel, and other related costs for the Reserve personnel of the Ready Reserve including the 6-month trainees. In addition, the costs for Reserve officer candidate training and for the 26 Reserve officers assigned to the Reserve program under the provisions of 10 U.S.C. 265 are included in this appropriation.

The statutory role of the Reserve is to provide trained units and qualified individuals to be available for active duty in time of war or national emergency, and at such other times as the national security may require.

The Marine Corps Reserve of today is organized, trained, and equipped to carry out this role. The heart of the Ready Reserve is the all-volunteer Organized Marine Corps Reserve which provides in being the 4th Division/Wing Team and the necessary Fleet Marine Force units. Never in its 50-year history has the Marine Corps Reserve played so vital a role as it does today. Providing a ready 4th Division/Wing Team has, in fact, given the Marine Corps a strategic Reserve capable of being mobilized and deployed as a tactical fighting force in a very short period of time.

This budget supports the Organized Marine Corps Reserve at a strength of 48,000 in a drill pay status. Authority to increase the size of the Organized Reserve from 45,500 was received from the Secretary of Defense last August. By October, the increased number of reservists had been recruited and all were on initial active duty for training by November.

In addition to the drill pay Reserve, this appropriation also contains funds for active duty training of individual reservists in the Ready Reserve who will be used to flesh out the units of the Organized Reserve and the regular establishment on mobilization.

We have a sound training program designed to produce the strongest, most effective Reserve Force possible at an economical cost, and we can state unequivocally that we are getting good results.

The excellent progress we have made in building and maintaining a trained, Ready Reserve combat force is attributable to three prime

reasons. First is the concept of organizing the Organized Reserve into the 4th Division/Wing Team. Second is the experience of our Reserve officers serving in the Ready Reserve, and third is the 6-month training program.

By pre-designating 4th Division/Wing Team and other Fleet Marine Force units for unit deployment, we have a precise organizational and training objective. Further, this concept enhances unit morale and esprit by the fact that the individual reservist belongs to a designated unit of the Fleet Marine Force which has a definite mission for the future as well as a distinguished combat record from the past.

With respect to officer leadership, all of our Reserve units are led by Reserve officers who have served on active duty with the regular establishment for at least 3 years. They are all volunteers who stay with the Reserve program, and they are professionals in all respects.

Most significant is the 6-month trainee program which provides fully trained, professional, basic marines to our Reserve units. For 6 months, these marines attend regular recruit training and schools, and they serve with units in the active Fleet Marine Force. During this period of initial active duty for training, they are indistinguishable from the Regular Marines with whom they serve. Upon their return to their Reserve units, they are able to immediately concentrate on unit specialty training requiring only periodic refresher individual basic training. In the estimate being presented, about 25 percent is related to the 6-month training program.

Our units continue to conduct multiple drills of a minimum of 8 hours duration, and most of our units have expanded on this to train one full weekend each month. This amount of time allows the units to get into the field for practical work and make good use of training areas not a part of the training centers. For example, during the second quarter fiscal year 1966, five major reserve exercises were conducted. They ranged in scope from a night amphibious landing at Oahu, Hawaii, to a very successful air/ground exercise held at Quantico, Va., with elements of the regular establishment participating.

Our percentage of attendance at summer training remains at 91.8 percent which is quite satisfactory. We expect at least the same percentage and possibly higher this year.

With respect to equipment, procurement programs have been designed to provide the same modern weapons for the 4th Division/Wing Team and other Fleet Marine Force units designated for unit mobilization, as are available for the Active Forces. Although our reserve units actually have on hand only those items of combat equipment and materiel required for training, immediately upon mobilization, these units will be provided the additional equipment necessary to initiate and sustain combat. Our plans require this equipment to be shipped from holding activities concurrently with the movement of the reserve units to their station of initial assignment upon mobilization. We do have certain aircraft deficiencies within the 4th Marine Aircraft Wing, some of which will be eliminated in fiscal years 1966 through 1969.

The fiscal year 1967 budget of \$36.5 million provides for continuation of the 48,000 level paid drill strength reached at the end of fiscal year 1966. The major change in the budget is the programming of an additional 598 45-day billets in platoon leader classes at an increased cost \$400,000. The overall cost of supporting the drill pay strength drops \$700,000, due to the fact that the initial cost of the strength buildup of 2,500 personnel occurred as 6-month training in fiscal year 1966, and is priced at the lower annual rate for drill pay and active duty training tours in fiscal year 1967.

The balance of our program, designed to insure adequate technical training through additional drills, 5-day pilot proficiency tours, and certain specialized formal school training remains relatively unchanged. There are adjustments to meet special requirements, but in general, the programs are those which have been proven to be sound and necessary.

We are pleased with our program and with the readiness of the 4th Division/Wing Team. We continually review our progress, however, to improve our state of training, readiness, and responsiveness with the ultimate goal of providing the best-trained Ready Reserve at minimum cost.

Although I've been Director of the Marine Corps Reserve only since January, I shall be happy to attempt to answer any questions you may have.

Mr. MAHON. General, have you been before the committee before?

General DAVIS. No, sir; not before this committee. I arrived to relieve General Simpson last year after this hearing. I appeared before the Senate but not here.

CONGRESSIONAL MEDAL OF HONOR HOLDER AS WITNESS

Mr. MAHON. We have always asked the services to prepare biographical information about the people who appear before us. I have been looking at the biographical sketch which had been prepared about you. It is not every day that we have a Congressional Medal of Honor winner before us. We are especially honored to have you here.

Mr. ANDREWS. General Drake, too, has a fine record, and we should have his biography.

Mr. MAHON. Yes.

(The biographical sketch of General Drake follows:)

BRIG. GEN. CLIFFORD B. DRAKE, USMC, DIRECTOR MARINE CORPS RESERVE, HEADQUARTERS, MARINE CORPS

Brig. Gen. Clifford Barnes Drake was born November 7, 1918, in New York City and grew up in Los Angeles, graduating from high school there in 1935. A ROTC honor student while at UCLA, he was graduated in 1940 with a B.A. degree in physics. He resigned a Coast Artillery Reserve Corps commission to accept appointment as a marine second lieutenant, July 1, 1940.

At the outset of World War II, he was a member of the Marine detachment aboard U.S.S. *California* and took part in the defense of Pearl Harbor. He later commanded the detachment aboard the U.S.S. *Argonne* and at South Pacific

Force Headquarters. After completing artillery school at Quantico, Va., he returned to the Pacific area and took part in further combat on Roi-Namur, Saipan, Tinian, and Iwo Jima, with the 4th Marine Division.

He earned the Legion of Merit with Combat V on Tinian when, after his commanding officer was killed, he assumed command of the 1st Battalion, 14th Marines, directed the evacuation of the wounded, and reorganized the battalion command post; and the Bronze Star Medal with Combat V for heroic service on Iwo Jima as commander of the 2d Battalion.

Following the war, he served in the San Diego area with Troop Training Unit, Pacific Fleet; was Administrative Assistant and Aide to the Vice Chief of Naval Operations from 1948 to 1950; and earned his master's degree in education at Stanford University in 1951. During subsequent assignments he served as a battalion commander and as regimental operations officer with the 10th Marines, 2d Marine Division, 1951-53; and was Head, Enlisted Coordinator Section, Personnel Department, HQMC, for 3 years. He completed the United Kingdom Joint Services Staff College in 1957, then served as Marine Corps Representative to the British Joint Services Amphibious Warfare Center, Poole, Dorset, England, for 2 years.

In 1959, he returned to the G-1 Division, HQMC, serving as executive officer, and later as Assistant Chief of Staff, G-1. In July 1961, he became Commanding Officer, 12th Marines, 3d Marine Division, on Okinawa. On his return to the United States, he completed the National War College in 1963, and that August was named Director, Marine Corps Command and Staff College, formerly Senior School, Quantico.

In January 1966, General Drake was promoted to brigadier general and designated Director, Marine Corps Reserve.

General Drake and his wife, the former Margery Forbes Jones of Los Angeles, have two adopted children, Christopher, 16, and Carolyn, 14.

Mr. MAHON. We are glad to have such distinguished people as witnesses.

Mr. LIPSCOMB. I might point out, Mr. Chairman, General Drake grew up in Los Angeles and went to UCLA. It is a great place.

COMMENDATION OF SERVICE PERSONNEL

Ma. MAHON. I wish the spirit which was probably there when he went there is still there and I hope it is. Before the subject of your record is left, I do want you military people to know that the Members of the Congress and the people of the country appreciate the high quality of men we have in the services. I want you to know that I personally appreciate the opportunity of dealing with people in the Department of Defense who measure up to such high standards. We are pleased to have you here. We want to be as helpful to you as we can in connection with your requirements.

ADEQUACY OF MARINE CORPS MILITARY PERSONNEL BUDGET

General Davis, do you have any special requirement that you think the Congress ought to be probably a little more aware of? Is there something that we might do to increase the readiness of the Marine Corps that we are not doing? What might be the practical and wise thing for us to do in this area?

General DAVIS. Mr. Chairman, let me first respond to your very kind remarks toward the military. Certainly from the Marine Corps standpoint, we do appreciate very much the confidence that we seem

to enjoy over here. I think we also enjoy similar confidence over in the administration in that this year and the next we have been granted in the main all of our requirements. We drew up a plan and asked for personnel and dollars to support it, and these have been included in this budget. We see no real problems in the manpower area with the possible exception of some increased costs which we might have to ask for later. I could point up a couple of examples of things over which we have no control. On the group insurance rate we had been told that we would pay 9 percent on the \$2 which is taken out of the serviceman's pay. Because of increased casualties this is now up to 50 percent, and could go up to 100 percent. From our standpoint this could increase costs by as much as \$4 million. In addition, the operational ration price is going up and the subsistence rates are going up. It is only in such areas that we see any problem at all.

AIRCRAFT DEFICIENCIES IN 4TH MARINE AIRWING

Mr. MAHON. I believe, General Drake, in your statement you have the following declaration:

We do have certain aircraft deficiencies within the 4th Marine Aircraft Wing, some of which will be eliminated in fiscal year 1966 through 1969.

Generally, what are these deficiencies, and are we doing all we reasonably can to meet them?

General DRAKE. (Off the record.) Through certain proposals of the Office of the Secretary of Defense, we have proposed certain fundings for fiscal year 1966 and 1967 which will improve our helicopter position. I would like to provide for the record any further information as to the details on the aircraft.

Mr. MAHON. Very well.

(The information follows:)

The emergency in southeast Asia has created a more immediate requirement to fully equip the 4th Wing for combat, and funds have been requested and approved by the Secretary of Defense in the fiscal year 1966 supplemental and fiscal year 1967 budget to initiate corrective action. The Secretary of Defense has authorized the initial procurement of heavy helicopters and the procurement of the required number of fixed wing observation aircraft for the 4th Wing. In addition, the procurement of expeditionary ground support equipment and aircraft material to cover known deficiencies has also been authorized. To complete the equipping of the wing, the Marine Corps has prepared a program for orderly modernization of the aircraft of the 4th Wing for presentation to the Secretary of Defense. This program, if approved, will eliminate the deficiencies in the 4th Wing.

Mr. MAHON. General Robertson, do you have any statement to add in connection with this?

General ROBERTSON. No, sir, I am with the fiscal side of this, Mr. Chairman, to try to help these gentlemen.

Mr. MAHON. Thank you very much.

General DAVIS. Thank you, Mr. Chairman.

THURSDAY, MARCH 3, 1966.

MILITARY PERSONNEL, AIR FORCE

WITNESSES

MAJ. GEN. BERTRAM C. HARRISON, DIRECTOR OF MANPOWER AND ORGANIZATION, DEPUTY CHIEF OF STAFF, PROGRAMS AND RESOURCES

MAJ. GEN. DUWARD L. CROW, DIRECTOR OF BUDGET, COMPTROLLER OF THE AIR FORCE

MAJ. GEN. THOMAS E. MOORE, DIRECTOR OF PERSONNEL PLANNING, DEPUTY CHIEF OF STAFF, PERSONNEL

SUPPORT WITNESSES

COL. WILLIAM E. DAGGITT, PROGRAM DIVISION, DIRECTORATE OF MANPOWER AND ORGANIZATION

MAJ. GEORGE W. HANEY, ORGANIZATION AND REQUIREMENTS DIVISION, DIRECTORATE OF MANPOWER AND ORGANIZATION

ROBERT H. HENSHAW, OPERATIONS DIVISION, DIRECTORATE OF BUDGET

COL. GEORGE L. HARWICK, CHIEF, BUDGET AND FACILITIES DIVISION, DIRECTORATE OF PERSONNEL PLANNING

COL. JAMES G. SILLIMAN, CHIEF, PROGRAMS DIVISION, DIRECTORATE OF PERSONNEL PLANNING

Object classification

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate
Direct program:			
11.7 Personnel compensation: Military.....	3,152,528	3,357,675	3,511,040
12.1 Personnel benefits.....	1,033,568	1,055,625	1,056,540
21.0 Travel and transportation of persons.....	124,287	156,570	162,195
22.0 Transportation of things.....	134,155	157,900	167,935
25.1 Other services.....	13,452	14,400	14,930
26.0 Supplies and materials.....	80,453	95,500	100,030
41.0 Grants, subsidies, and contributions.....	2	5	5
42.0 Insurance claims and indemnities.....	3,320	2,830	2,961
43.0 Interest and dividends.....	210	195	164
Total direct program.....	4,541,975	4,840,700	5,015,800
Reimbursable program:			
11.7 Personnel compensation: Military.....	6,520	6,500	6,500
12.1 Personnel benefits: Military.....	1,578	1,600	1,600
21.0 Travel and transportation of persons.....	25	40	40
22.0 Transportation of things.....	27	60	60
26.0 Supplies and materials.....	21,727	19,200	16,800
Total reimbursable program.....	29,877	27,400	25,000
Total program.....	4,571,852	4,868,100	5,040,800
99.0 Total obligations.....	4,571,852	4,868,100	5,040,800

Program and financing

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate
Program by activities:			
Direct program:			
1. Pay and allowances of officers.....	1,429,800	1,464,400	1,487,300
2. Pay and allowances of enlisted.....	2,552,800	2,739,200	2,869,900
3. Pay and allowances of cadets.....	5,418	6,100	6,800
4. Subsistence of enlisted.....	255,299	271,900	276,700
5. Permanent change of station travel.....	294,858	354,400	369,900
6. Other military personnel costs.....	3,800	4,700	5,200
Total direct program.....	4,541,975	4,840,700	5,015,800
Reimbursable program:			
1. Pay and allowances of officers.....	4,549	4,600	4,600
2. Pay and allowances of enlisted.....	3,549	3,500	3,500
3. Pay and allowances of cadets.....	88	100	100
4. Subsistence of enlisted.....	21,639	19,100	16,700
5. Permanent change of station travel.....	52	100	100
Total reimbursable program.....	29,877	27,400	25,000
Total program.....	4,571,852	4,868,100	5,040,800
10 Total obligations.....	4,571,852	4,868,100	5,040,800
Financing:			
Receipts and reimbursements from:			
11 Administrative budget accounts (-).....	-17,553	-16,000	-15,000
14 Non-Federal sources ¹	-12,324	-11,400	-10,000
Unobligated balance transferred from:			
"Air Force stock fund" (78 Stat. 465).....	-41,000		
"Defense stock fund" (78 Stat. 465).....	-40,000		
25 Unobligated balance lapsing.....	125		
New obligation authority.....	4,461,100	4,840,700	5,015,800
New obligational authority:			
40 Appropriation.....	4,442,500	4,393,800	5,015,800
42 Transfer from "Emergency fund, Defense" (78 Stat. 480).....	18,600		
43 Appropriation (adjusted).....	4,461,100	4,393,800	5,015,800
44 Proposed supplemental for military pay increases.....		227,600	
56 Proposed supplemental for southeast Asia support.....		219,300	
Relation of obligations to expenditures:			
10 Total obligations.....	4,571,852	4,868,100	5,040,800
70 Receipts and other effects (items 11-17).....	-29,877	-27,400	-25,000
71 Obligations (affecting expenditures).....	4,541,975	4,840,700	5,015,800
72 Obligated balance, start of year.....	78,314	70,238	110,938
74 Obligated balance, end of year (-).....	-70,238	-110,938	-196,738
77 Adjustments in expired accounts.....	-1,100	45,726	
83 Deficiency in expired account, start of year (-).....	-45,755	-45,726	
84 Deficiency in expired account, end of year.....	45,726		
90 Expenditures excluding pay increase supplemental.....	4,548,922	4,577,000	4,926,000
91 Expenditures from military pay increase supplemental.....		223,000	4,000

¹ Reimbursements from non-Federal sources are derived from sales of meals and clothing to service members (10 U.S.C. 4621).

Mr. WHITTEN. Gentlemen, we continue with military personnel, Air Force.

The committee will now take under consideration the estimate of \$5,015,800,000 for the military personnel costs of the Air Force. Appropriations for fiscal year 1966 to date have been \$4,393,800,000. There is pending a supplemental in connection with southeast Asia costs, of \$219,300,000, and a further supplemental for increased pay costs is proposed in the amount of \$227,600,000. If both of these supplementals were to be granted, the comparable figures for fiscal years 1966 and 1967 would be \$4,840,700,000 and \$5,015,800,000, or an increase of \$175,100,000.

The Air Force has for several years given us comprehensive statements on the management of its manpower resources, both civilian and military, and this year we welcome the continuation of the practice. First we will hear from General Harrison on the overall manpower programs of the Air Force, and then from General Moore on the military personnel requirements.

At this point we will insert in the record appropriate pages from the justification books.

(The pages referred to follow :)

Summary of military personnel strength

	Fiscal year 1965 actual		Fiscal year 1966 planned		Fiscal year 1967 planned	
	Average strength	End strength, June 30, 1965	Average strength	End strength, June 30, 1966	Average strength	End strength, June 30, 1967
Officers.....	133,556	131,141	130,819	129,885	130,827	130,358
Enlisted.....	706,540	689,585	703,457	721,493	721,632	719,781
Aviation cadets.....	70	0				
Air Force Academy cadets.....	2,621	2,907	2,751	3,120	2,960	3,220
Total.....	842,787	823,633	837,027	854,498	855,419	853,359

NOTE.—Data excludes military personnel assigned other agencies on a reimbursable basis.

Summary of requirements by budget program

[In thousands of dollars]

Title	Fiscal year 1965 actual	Fiscal year 1966 estimate	Fiscal year 1967 estimate
(1)	(2)	(3)	(4)
Pay and allowances of officers.....	\$1,429,800	\$1,464,400	\$1,487,300
Pay and allowances of enlisted personnel.....	2,552,800	2,739,200	2,869,900
Pay and allowances of cadets.....	5,418	6,100	6,800
Subsistence of enlisted personnel.....	255,299	271,900	278,700
Permanent change of station travel.....	294,853	354,400	369,900
Other military personnel costs.....	3,800	4,700	5,200
Total Direct obligations.....	4,541,975	4,840,700	5,015,800

PROGRAM: PAY AND ALLOWANCES OF OFFICERS

Summary of requirements by project

[In thousands of dollars]

Title	Fiscal year 1965 actual	Fiscal year 1966 estimate	Fiscal year 1967 estimate
(1)	(2)	(3)	(4)
Basic pay.....	984,372	1,020,853	1,032,895
Incentive pay.....	170,327	166,884	163,527
Special pay.....	12,149	15,282	19,085
Basic allowance for quarters.....	123,337	120,597	120,755
Basic allowance for subsistence.....	76,726	75,164	75,169
Station allowances, overseas.....	7,896	10,804	12,774
Uniform allowance.....	2,857	2,902	3,033
Family separation allowance.....	1,969	3,775	5,652
Separation payments.....	26,109	21,473	20,034
Social security tax, employer's contribution.....	24,058	26,666	34,376
Total direct obligations.....	1,429,800	1,464,400	1,487,300

Basic pay

Grade	Fiscal year 1966 estimate			Fiscal year 1967 estimate		
	Man-years	Average rate	Amount	Man-years	Average rate	Amount
General.....	12	\$23,253	\$279	13	\$23,459	\$305
Lieutenant general.....	37	20,341	753	39	20,534	801
Major general.....	161	18,340	2,953	160	18,515	2,962
Brigadier general.....	213	15,951	3,398	213	16,103	3,430
Colonel.....	5,986	13,140	78,656	6,300	13,432	84,622
Lieutenant colonel.....	13,387	11,339	151,795	15,901	11,443	181,955
Major.....	25,374	9,227	234,126	23,574	9,300	219,238
Captain.....	46,032	7,602	349,935	43,096	7,685	331,193
1st lieutenant.....	24,998	5,484	137,089	25,949	5,558	144,225
2d lieutenant.....	12,276	3,535	43,396	13,829	3,589	49,632
Subtotal.....	128,476		1,002,380	129,074		1,018,363
Warrant officer (W-4).....	1,500	8,310	12,465	1,534	8,443	12,952
Warrant officer (W-3).....	837	7,133	5,970	216	7,228	1,561
Warrant officer (W-2).....	6	6,262	38	3	6,214	19
Subtotal.....	2,343		18,473	1,753		14,532
Total.....	130,819		1,020,853	130,827		1,032,895

Incentive pay for hazardous duty

Grade	Fiscal year 1966 estimate			Fiscal year 1967 estimate		
	Man-years	Average rate	Amount	Man-years	Average rate	Amount
FLYING DUTY-CREW MEMBERS						
General.....	12	\$1,953	\$24	12	\$1,953	\$24
Lieutenant general.....	35	1,953	68	30	1,953	58
Major general.....	152	1,953	297	151	1,953	295
Brigadier general.....	186	1,953	363	181	1,953	353
Colonel.....	4,576	2,936	13,435	4,588	2,936	13,470
Lieutenant colonel.....	8,697	2,931	25,491	10,294	2,931	30,172
Major.....	16,406	2,814	46,167	14,957	2,814	42,089
Captain.....	26,820	2,270	60,881	24,729	2,270	56,135
1st lieutenant.....	8,102	1,713	13,879	8,134	1,713	13,934
2d lieutenant.....	3,710	1,234	4,578	4,214	1,234	5,200
Subtotal.....	68,696		165,183	67,290		161,730

	Fiscal year 1966 estimate			Fiscal year 1967 estimate		
	Man-years	Statutory rate	Amount	Man-years	Statutory rate	Amount
NONRATED NONCREWMEMBERS						
Flight medical officers.....	500	\$1,320	\$660	568	\$1,320	\$750
Student flight nurses.....	40	1,320	53	40	1,320	53
Other flying support.....	390	1,320	515	395	1,320	521
Subtotal.....	930		1,228	1,003		1,324
Total flying duty pay.....	69,626		166,411	68,293		163,054
OTHER HAZARDOUS DUTY						
Parachute jumping.....	68	1,320	90	68	1,320	90
High- and low-pressure chamber inside observer, human acceleration or deceleration, experimental subject and test subject in thermal stress experiments.....	145	1,320	192	145	1,320	192
Demolition duty.....	145	1,320	191	145	1,320	191
Subtotal.....	358		473	358		473
Total incentive pay for hazardous duty.....			166,884			163,527

Special pay

	Fiscal year 1966 estimate			Fiscal year 1967 estimate		
	Man-years	Average rate	Amount	Man-years	Average rate	Amount
Special pay for physicians, dentists, and veterinarians:						
Physicians.....	3,564	\$2,019	\$7,196	3,564	\$2,019	\$7,196
Dentists.....	1,910	2,153	4,112	1,910	2,153	4,112
Veterinarians.....	354	1,200	425	354	1,200	425
Subtotal.....	5,828		11,733	5,828		11,733
	Fiscal year 1966 estimate			Fiscal year 1967 estimate		
	Man-years	Statutory rate	Amount	Man-years	Statutory rate	Amount
Personnel money allowance general officers:						
Chief of Staff.....	1	\$4,000	\$4	1	\$4,000	\$4
Senior member of Staff Committee of United Nations.....	1	2,700	3	1	2,700	3
General.....	11	2,200	24	12	2,200	26
Lieutenant general.....	36	500	18	38	500	19
Subtotal.....	49		49	52		52
Other special pay.....			3,500			7,300
Total special pay.....			15,282			19,085

Basic allowances for quarters

Grade	Fiscal year 1966 estimate			Fiscal year 1967 estimate		
	Man-years	Statutory rate	Amount	Man-years	Statutory rate	Amount
WITH DEPENDENTS						
General.....	156	\$2,412.00	\$376	160	\$2,412.00	\$386
Colonel.....	2,914	2,041.20	5,948	3,073	2,041.20	6,273
Lieutenant colonel.....	8,329	1,890.00	15,742	9,906	1,890.00	18,722
Major.....	14,381	1,740.60	25,032	13,379	1,740.60	23,287
Captain.....	23,387	1,560.60	36,498	21,928	1,560.60	34,221
1st lieutenant.....	10,531	1,440.00	15,165	10,943	1,440.00	15,758
2d lieutenant.....	3,081	1,321.20	4,071	3,473	1,321.20	4,589
Subtotal.....	62,779		102,832	62,862		103,236
Warrant officers (W-4).....	948	1,740.60	1,650	970	1,740.60	1,688
Warrant officers (W-3).....	526	1,560.60	821	136	1,560.60	212
Warrant officers (W-2).....	4	1,440.00	6	2	1,440.00	3
Subtotal.....	1,478		2,477	1,108		1,903
Total.....	64,257		105,309	63,970		105,139

Basic allowances for quarters—Continued

	Fiscal year 1966 estimate			Fiscal year 1967 estimate		
	Man-years	Average rate	Amount	Man-years	Average rate	Amount
WITHOUT DEPENDENTS						
General	3	\$1,922.40	\$6	3	\$1,922.40	\$9
Colonel	54	1,681.20	91	57	1,681.20	99
Lieutenant colonel	241	1,562.40	377	286	1,562.40	447
Major	888	1,440.00	1,279	825	1,440.00	1,188
Captain	3,031	1,260.00	3,819	2,838	1,260.00	3,576
1st lieutenant	5,379	1,141.20	6,139	5,584	1,141.20	6,372
2d lieutenant	2,909	1,022.40	2,974	3,277	1,022.40	3,350
Subtotal	12,505		14,685	12,870		15,035
Warrant officer (W-4)	16	1,440.00	23	17	1,440.00	25
Warrant officer (W-3)	12	1,260.00	15	3	1,260.00	4
Warrant officer (W-2)						
Subtotal	28		38	20		29
Total	12,533		14,723	12,890		15,064
INADEQUATE FAMILY HOUSING						
General	2	936.00	2		936.00	
Colonel	25	969.60	24	26	969.60	25
Lieutenant colonel	76	958.80	73	89	958.80	85
Major	209	865.20	181	193	865.20	167
Captain	258	759.60	196	240	759.60	182
1st lieutenant	109	700.80	76	112	700.80	79
2d lieutenant	23	544.80	13	26	544.80	14
Subtotal	702		565	686		552
Total basic allowance for quarters	77,492		120,597	77,546		120,755

Basic allowance for subsistence

Grade	Fiscal year 1966 estimate		Fiscal year 1967 estimate	
	Man-years	Amount	Man-years	Amount
General	12	\$7	13	\$8
Lieutenant general	37	21	39	23
Major general	161	93	160	92
Brigadier general	213	122	213	122
Colonel	5,986	3,439	6,300	3,620
Lieutenant colonel	13,387	7,692	15,901	9,136
Major	25,374	14,579	23,574	13,545
Captain	46,032	26,448	43,096	24,761
1st lieutenant	24,998	14,363	25,949	14,909
2d lieutenant	12,276	7,053	13,829	7,946
Subtotal	128,476	73,817	129,074	74,162
Warrant officers (W-4)	1,500	862	1,534	881
Warrant officers (W-3)	837	481	216	124
Warrant officers (W-2)	6	4	3	2
Subtotal	2,343	1,347	1,753	1,007
Total basic allowance for subsistence	130,819	75,164	130,827	75,169

PROGRAM: PAY AND ALLOWANCES OF ENLISTED PERSONNEL

Summary of requirements by project

[In thousands of dollars]

Title (1)	Fiscal year 1965 actual (2)	Fiscal year 1966 estimate (3)	Fiscal year 1967 estimate (4)
Basic pay.....	1,773,055	1,924,456	2,034,918
Incentive pay.....	26,139	25,866	26,524
Special pay.....	16,948	37,150	43,550
Proficiency pay.....	40,904	39,429	42,612
Reenlistment bonus.....	55,950	56,960	50,477
Basic allowance for quarters.....	406,796	387,798	403,600
Family separation allowance.....	8,273	14,279	16,224
Station allowances, overseas.....	21,021	27,989	30,807
Clothing allowances.....	61,627	71,789	65,509
Separation payments.....	78,240	78,783	68,289
Social security tax, employer's contribution.....	63,847	74,701	87,390
Total direct obligations.....	2,552,800	2,739,200	2,869,900

Basic pay

Grade	Fiscal year 1966 estimate			Fiscal year 1967 estimate		
	Man-years	Average rate	Amount	Man-years	Average rate	Amount
Chief master sergeant.....	5,803	\$6,783	\$39,360	5,979	\$6,995	\$41,825
Senior master sergeant.....	10,924	5,824	63,817	11,573	6,010	69,556
Master sergeant.....	35,078	5,013	175,837	36,040	5,101	183,827
Technical sergeant.....	67,567	4,267	288,341	68,970	4,342	299,458
Staff sergeant.....	144,705	3,637	526,230	143,531	3,706	531,988
Airman, 1st class.....	145,582	2,735	398,122	149,061	2,792	416,155
Airman, 2d class.....	157,994	1,767	279,180	162,312	1,922	311,989
Airman, 3d class.....	108,353	1,139	123,365	117,640	1,279	150,506
Airman, basic.....	27,451	1,100	30,204	26,526	1,116	29,614
Total.....	703,457		1,924,456	721,632		2,034,918

Incentive pay

Grade	Fiscal year 1966 estimate			Fiscal year 1967 estimate		
	Man-years	Average rate	Amount	Man-years	Average rate	Amount
FLYING DUTY-CREW MEMBERS						
Chief master sergeant.....	172	\$1,260	\$217	176	\$1,260	\$222
Senior master sergeant.....	554	1,260	698	573	1,260	722
Master sergeant.....	2,701	1,249	3,374	2,782	1,249	3,475
Technical sergeant.....	4,758	1,164	5,537	4,864	1,164	5,661
Staff sergeant.....	7,285	1,089	7,932	7,431	1,089	8,091
Airman, 1st class.....	3,736	869	3,247	3,817	869	3,318
Airman, 2d class.....	1,618	697	1,128	1,653	697	1,152
Airman, 3d class.....	492	617	304	460	617	274
Airman, basic.....	9	615	6	13	615	8
Subtotal.....	21,325		22,443	21,769		22,933
Noncrewmembers.....	3,814	660	2,517	4,184	660	2,761
Total flying duty pay.....	25,139		24,960	25,953		25,694

Incentive pay—Continued

	Fiscal year 1966 estimate			Fiscal year 1967 estimate		
	Man-years	Statutory rate	Amount	Man-years	Statutory rate	Amount
OTHER HAZARDOUS DUTY						
Parachute jumping	214	\$660	\$141	196	\$660	\$130
High and low-pressure chamber inside observer, human acceleration or deceleration experimental observer and test subject in thermal stress experiments	630	660	416	576	660	380
Demolition duty	529	660	349	485	660	320
Subtotal	1,373		906	1,257		830
Total incentive pay for hazardous duty	26,512		25,866	27,210		26,524

Special pay

Grade	Fiscal year 1966 estimate			Fiscal year 1967 estimate		
	Man-years	Statutory rate	Amount	Man-years	Statutory rate	Amount
Duty at certain places:						
Chief master sergeant	752	\$270	\$203	874	\$270	\$236
Senior master sergeant	1,814	270	490	2,108	270	569
Master sergeant	6,305	270	1,702	7,327	270	1,978
Technical sergeant	12,766	240	3,064	14,833	240	3,560
Staff sergeant	26,084	192	5,008	30,309	192	5,819
Airman, 1st class	27,069	156	4,223	31,453	156	4,907
Airman, 2d class	34,989	108	3,779	40,656	108	4,391
Airman, 3d class	841	96	81	977	96	94
Airman, basic		96			96	
Subtotal	110,620		18,550	128,537		21,554
Other special pay			18,600			21,996
Total special pay			37,150			43,550

Proficiency pay

	Fiscal year 1966 estimate			Fiscal year 1967 estimate		
	Man-years	Rate	Amount	Man-years	Rate	Amount
P-2	36,992	\$720	\$26,634	39,931	\$720	\$28,750
P-1	35,541	360	12,795	38,504	360	13,862
Total	72,533		39,429	78,435		42,612

Reenlistment bonus

Grade	Fiscal year 1966 estimate			Fiscal year 1967 estimate		
	Number	Average rate	Amount	Number	Average rate	Amount
Chief master sergeant.....	246	\$215.45	\$53	146	\$219.18	\$32
Senior master sergeant.....	819	240.54	197	553	245.93	136
Master sergeant.....	4,289	312.89	1,342	3,292	318.35	1,048
Technical sergeant.....	14,434	422.82	6,103	10,814	431.66	4,668
Staff sergeant.....	29,721	596.14	17,718	22,317	608.46	13,579
Airman, 1st class.....	31,519	719.63	22,682	25,106	728.99	18,302
Airman, 2d class.....	5,084	660.31	3,357	4,248	669.96	2,846
Airman, 3d class.....	48	395.83	19	41	390.24	16
Airman, basic.....	9	444.44	4	4	500.00	2
Subtotal reenlistees.....	86,169		51,475	66,521		40,629
Over 2 years extendees.....	4,000	651.00	2,604	4,000	661.75	2,647
Variable reenlistment bonus..	8,449	340.99	2,881	21,075	341.68	7,201
Total reenlistment bonus.....	98,618		56,960	91,596		50,477

Basic allowance for quarters

Grade	Fiscal year 1966 estimate			Fiscal year 1967 estimate		
	Number	Statutory rate	Amount	Number	Statutory rate	Amount
WITH DEPENDENTS						
Chief master sergeant.....	2,610	\$1,440.00	\$3,758	2,836	\$1,440.00	\$4,084
Senior master sergeant.....	4,999	1,440.00	7,199	5,581	1,440.00	8,038
Master sergeant.....	15,497	1,378.80	21,367	16,812	1,378.80	23,180
Technical sergeant.....	35,701	1,321.20	47,168	38,118	1,321.20	50,360
Staff sergeant.....	92,226	1,260.00	116,205	94,882	1,260.00	119,561
Airman, 1st class:						
Over 4 years' service.....	74,413	1,260.00	93,760	77,738	1,260.00	97,950
Under 4 years' service.....						
With 1 and 2 dependents.....	13,513	997.20	13,475	13,338	997.20	13,301
With 3 dependents.....	3,266	1,260.00	4,115	3,223	1,260.00	4,061
Airman, 2d class:						
With 1 dependent.....	23,841	662.40	15,792	24,541	662.40	16,256
With 2 dependents.....	18,292	997.20	18,241	18,831	997.20	18,778
With 3 dependents.....	8,696	1,260.00	10,957	8,952	1,260.00	11,279
Airman, 3d class:						
With 1 dependent.....	9,682	662.40	6,413	10,544	662.40	6,984
With 2 dependents.....	4,291	997.20	4,279	4,673	997.20	4,660
With 3 dependents.....	1,996	1,260.00	2,515	2,173	1,260.00	2,738
Airman basic:						
With 1 dependent.....	1,305	662.40	865	1,273	662.40	843
With 2 dependents.....	443	997.20	442	432	997.20	431
With 3 dependents.....	885	1,260.00	1,115	864	1,260.00	1,088
Subtotal with dependents.....	311,656		367,666	324,811		383,582
WITHOUT DEPENDENTS						
Chief master sergeant.....	88	1,022.40	90	91	1,022.40	93
Senior master sergeant.....	166	1,022.40	170	176	1,022.40	180
Master sergeant.....	534	900.00	481	549	900.00	494
Technical sergeant.....	1,523	842.40	1,283	1,555	842.40	1,310
Staff sergeant.....	4,866	842.40	4,099	4,823	842.40	4,063
Airman, 1st class:						
Over 4 years service.....	3,219	842.40	2,712	3,394	842.40	2,859
Under 4 years service.....	3,856	662.40	2,554	3,842	662.40	2,545
Airman, 2d class.....	5,778	662.40	3,827	5,929	662.40	3,928
Airman, 3d class.....	1,720	662.40	1,139	1,868	662.40	1,237
Airman, basic.....	474	662.40	314	464	662.40	307
Subtotal without dependents.....	22,224		16,669	22,691		17,016

Basic allowance for quarters—Continued

	Fiscal year 1966 estimate			Fiscal year 1967 estimate		
	Number	Average rate	Amount	Number	Average rate	Amount
INADEQUATE HOUSING						
Chief master sergeant.....	63	\$790.80	\$50	55	\$790.80	\$43
Senior master sergeant.....	119	774.00	92	108	774.00	84
Master sergeant.....	382	721.20	275	335	721.20	242
Technical sergeant.....	851	702.00	597	741	702.00	520
Staff sergeant.....	1,975	583.20	1,151	1,671	583.20	975
Airman, 1st class:						
Over 4 years' service.....	1,222	548.40	668	1,078	548.00	591
Under 4 years' service:						
With 1 and 2 dependents.....	222	548.40	123	185	548.40	101
With 3 dependents.....	53	548.40	30	45	548.40	25
Airman, 2d class:						
With 1 dependent.....	277	463.20	128	243	463.20	113
With 2 dependents.....	213	463.20	99	186	463.20	86
With 3 dependents.....	101	463.20	47	89	463.20	41
Airman, 3d class:						
With 1 dependent.....	183	415.20	76	171	415.20	71
With 2 dependents.....	82	415.20	34	76	415.20	31
With 3 dependents.....	38	415.20	16	35	415.20	15
Airman, basic:						
With 1 dependent.....	110	342.00	38	93	342.00	32
With 2 dependents.....	37	342.00	13	31	342.00	11
With 3 dependents.....	75	342.00	26	62	342.00	21
Subtotal, inadequate housing.....	6,003	-----	3,463	5,204	-----	3,002
Total, basic allowance for quarters.....	339,883	-----	387,798	352,706	-----	403,600

PROGRAM: PAY AND ALLOWANCES OF CADETS

Summary of requirements by project

[In thousands of dollars]

Title	Fiscal year 1965 actual	Fiscal year 1966 estimate	Fiscal year 1967 estimate
(1)	(2)	(3)	(4)
Aviation cadets.....	199	0	0
Army cadets.....	5,219	6,100	6,800
Total direct obligations.....	5,418	6,100	6,800

PROGRAM: SUBSISTENCE OF ENLISTED PERSONNEL

Summary of requirements by project

[In thousands of dollars]

Title	Fiscal year 1965 actual	Fiscal year 1966 estimate ¹	Fiscal year 1967 estimate ¹
(1)	(2)	(3)	(4)
Basic allowance for subsistence.....	174,570	179,500	177,900
Subsistence in kind.....	80,729	92,400	98,800
Total direct obligations.....	255,299	271,900	276,700

¹ Rounded.

Subsistence in kind—Continued

	Fiscal year 1966 estimate			Fiscal year 1967 estimate				
	Quantity	Average rate	Amount	Quantity	Average rate	Amount		
IV. Operational rations:								
Food packet:								
In flight.....	44,000	\$0.76	\$33	44,000	\$0.77	\$34		
Aboard aircraft.....	8,850	4.85	43	8,850	4.85	43		
Survival:								
Arctic.....	23,232	1.20	28					
Tropic.....	5,200	.68	4	40,500	1.11	45		
Prestocked water and rations.....	86,797	.77	67	73,305	.75	55		
Subtotal.....	168,079		175	166,655		177		
	Man-years	Average rate		Man-years	Average rate		Amount	
		Per day	Per annum		Per day	Per annum		
V. Augmentation rations:								
Missile crew feeding.....	1,800	\$0.0979	\$35.74	\$64	1,636	\$0.1570	\$57.31	\$94
Cold climate.....	324	.1027	37.48	12	164	.1050	38.33	6
Combat alert crew feeding.....	688	.0994	36.28	25	229	.1210	44.17	10
Subtotal.....	2,812			101	2,029			110
VI. Other programs:								
New food item program.....				75				75
Total subsistence in kind.....				92,377				98,780

PROGRAM—PERMANENT CHANGE OF STATION TRAVEL

Summary of requirements by project

[In thousands of dollars]

Title	Fiscal year 1965 actual	Fiscal year 1966 estimate ¹	Fiscal year 1967 estimate ¹
(1)	(2)	(3)	(4)
Accession travel.....	\$10,055	\$15,200	\$11,500
Training travel.....	18,976	22,500	21,700
Operational travel between duty stations.....	46,738	54,200	52,100
Rotational travel to and from overseas.....	184,346	221,500	248,600
Separation travel.....	31,644	31,100	28,200
Travel of organized units.....	3,099	9,900	7,800
Total direct obligations.....	294,858	354,400	369,900

¹ Rounded.

Summary of program requirements by type of move

	Fiscal year 1965 actual		Fiscal year 1966 estimate		Fiscal year 1967 estimate	
	Number of moves	Amount	Number of moves	Amount	Number of moves	Amount
Accession travel.....	98, 558	\$9, 026	159, 676	\$12, 768	114, 193	\$9, 363
Training travel.....	129, 220	9, 943	195, 668	13, 088	173, 024	11, 676
Operational travel between duty stations.....	73, 867	8, 926	95, 680	11, 240	92, 058	10, 794
Rotational travel to and from overseas.....	188, 723	47, 271	240, 150	74, 380	293, 910	89, 379
Separation travel.....	122, 124	12, 897	121, 888	12, 123	113, 146	11, 278
Travel of organized units.....	6, 211	663	24, 376	2, 291	19, 336	1, 856
Total, military member moves.....	618, 703	88, 726	837, 438	125, 890	805, 667	134, 346
Associated dependent moves.....	(437, 317)	197, 510	(539, 232)	220, 727	(573, 571)	229, 609
Reenlistment travel payments.....	(95, 785)	8, 622	(86, 476)	7, 783	(66, 060)	5, 945
Total, program requirements.....	618, 703	294, 858	837, 438	354, 400	805, 667	369, 900

PROGRAM.—OTHER MILITARY PERSONNEL COSTS

Summary of requirements by project

[In thousands of dollars]

Title (1)	Fiscal year 1965 actual (2)	Fiscal year 1966 estimate (3)	Fiscal year 1967 estimate (4)
Apprehension of Air Force deserters, absentees, and escaped military prisoners.....	\$270	\$276	\$198
Interest on enlisted Air Force personnel deposits.....	210	227	160
Death gratuities.....	3, 320	2, 845	3, 000
Servicemen's group life insurance.....	0	1, 352	1, 842
Total direct obligations.....	3, 800	4, 700	5, 200

Mr. WHITTEN. General Harrison, I believe this is your first appearance before the committee in your present capacity, and we should have your biographical sketch in the record at this point.

(General Harrison's biographical sketch follows:)

BIOGRAPHICAL SKETCH OF MAJ. GEN. BERTRAM C. HARRISON, DIRECTOR OF MANPOWER AND ORGANIZATION, HEADQUARTERS U.S. AIR FORCE

General Harrison was born in Philadelphia, Pa., on March 19, 1917. He graduated from West Point in 1938, earned his pilot's wings at Kelly Field, Tex. in 1939. He is also an alumnus of the Command and General Staff School, the Armed Forces Staff College, and the Harvard Advanced Management program. He became group commander at San Angelo, Tex., in September 1942. He received B-24 training, then led a group to the China-Burma-India Theater in mid-1943. He became deputy commander of the 460th Bomb Group which he took to the Mediterranean Theater in January 1944 and then became its commander. In September 1944 he was named deputy commander of the 55th Bomb Wing. In March 1945, General Harrison transferred to Walla Walla, Wash. to become commander of the 423d Base Unit and then the 55th Bomb Wing. He served in Germany from 1946 to 1948 as commander, first of the 60th Troop Carrier Group at Munich and later the 317th Troop Carrier Group at Wiesbaden. He headed the initial group to participate in the Berlin airlift. After serving as Commander of Carswell AFB, Tex. in 1949-50, he began a 7-year tenure with the Strategic Air Command as a commander or deputy of groups, wings, or divisions at Fort Worth, Tex., Rapid City, S. Dak., El Paso, Tex., Loring, Maine, and Ramey AFB Puerto Rico. In the latter two assignments, he commanded the 45th Air Division

at Limestone AFB, and the 72d Strategic Reconnaissance Wing at Ramey. In 1957 he was assigned to Headquarters U.S. Air Force as deputy director of personnel procurement and training, and in June 1960 served as deputy commander of the Oklahoma City air materiel area, Air Force logistics command. In May 1962 he became director of systems inspection for the U.S. Air Force, inspector general at Norton AFB, and on February 1, 1963, he became deputy to the inspector general of the U.S. Air Force. He assumed his present position, Director of Manpower and Organization, Programs and Resources, Headquarters U.S. Air Force, on July 1, 1965. General Harrison is a command pilot and observer. He was promoted to brigadier general in July 1954, and has been a Major General since October 1963. His decorations include the Silver Star, Legion of Merit with two oak leaf clusters, Distinguished Flying Cross with cluster, Air Medal with four clusters, and the French Croix de Guerre with palm.

STATEMENT OF DIRECTOR OF MANPOWER AND ORGANIZATION

Mr. WHITTEN. You may proceed, General Harrison, and then we will be glad to hear from General Moore before beginning the question period.

General HARRISON. Mr. Chairman, members of the committee, this is the first time that it has been my privilege to appear before this committee to present the Air Force manpower program. Although this hearing is primarily in support of the military personnel budget, it has been the Air Force practice to present you with a statement covering the complete spectrum of our manpower program, civilian as well as military. This year, because of the continuing buildup of our forces in southeast Asia, Air Force management of its manpower resource is receiving an especially critical review.

Since my predecessor's appearance before this committee last year, the Air Force manpower program has changed significantly due to the heavy commitment of forces in support of southeast Asia operations.

To set the stage for the new budget, I shall first address the fiscal year 1966 program presented to you last year and then show the adjustments made to the program during the year. I shall then cover the program for fiscal year 1967, touching on the major changes in our force structure and the effect on the manpower program.

The impact of southeast Asia, base closures, substitution of civilians for military, actions to improve management, and significant organizational changes will be covered.

General Moore and other witnesses will follow me to discuss the effect of the manpower program on the military personnel budget.

In my discussion of the programs for this fiscal year and the coming budget year, I shall be referring to the various tables which are included in the statement.

FISCAL YEAR 1966 MANPOWER PROGRAM

In the presentation before this committee last year it was reported that the fiscal year 1966 budget was based on a manpower program that would decline from around 1,152,000 at the end of fiscal year 1965 to 1,127,000 at the end of fiscal year 1966. To refresh your memory, table I shows the fiscal year 1966 program presented to you last year. You will note from the last column that we had programed a reduction of nearly 25,000, of which more than 19,000 were military.

TABLE I.—Fiscal year 1966 manpower program projections

	End fiscal year 1965 projections	End fiscal year 1966 projections	Net fiscal year 1966 change
Military:			
Officers.....	128,899	127,696	-1,203
Airmen/cadets.....	699,652	681,438	-18,214
Total military.....	828,551	809,134	-19,417
Civilian:			
Direct hire ¹	290,201	286,099	-4,102
Indirect hire ²	32,840	31,615	-1,225
Total civilian.....	323,041	317,714	-5,327
Aggregate.....	1,151,592	1,126,848	-24,744

¹ Direct hire includes both U.S. and non-U.S. citizens who are paid by the United States directly.

² Indirect hire are non-U.S. hired by contract with foreign governments. Determination as to whether we will use direct hire is made by agreement with host country.

Gentlemen, even as these hearings were in progress last year, it became necessary to increase our participation in southeast Asia. Additional commitments continued throughout the year. As a result of this buildup, substantial adjustments to the fiscal year 1966 program have taken place. Manpower strength has increased nearly 61,000 over what we had originally programed for the year. As you can see from the next table, table II, over 45,000 of these increases are military.

TABLE II.—Manpower program projections for fiscal year 1966

	End fiscal year 1966 projected in fiscal year 1966 budget	Current end fiscal year 1966 projection	Net change to fiscal year 1966 program
Military:			
Officers.....	127,696	129,885	+2,189
Airmen/cadets.....	681,438	724,613	+43,175
Total military.....	809,134	854,498	+45,364
Civilian:			
Direct hire ¹	286,099	301,378	+15,279
Indirect hire ²	31,615	31,670	+55
Total civilian.....	317,714	333,048	+15,334
Aggregate.....	1,126,848	1,187,546	+60,698

¹ Direct hire includes both U.S. and non-U.S. citizens who are paid by the United States directly.

² Indirect hire are non-United States hired by contract with foreign governments. Determination as to whether we will use direct hire is made by agreement with host country.

The first column shows the projection for end fiscal year 1966 that was made last year; the middle column shows the current projection for end fiscal year 1966. The aggregate indicates an end strength of almost 1,188,000. Of this number, over 854,000 are military and 330,000 are civilian.

The net effect of the two adjustments shown in tables I and II has been to increase military authorizations by nearly 26,000 and civilian authorization by over 10,000 above the end fiscal year 1965 authorizations.

As presented last year, the fiscal year 1966 program reflected military reductions of over 19,000. This resulted chiefly from completion

of the B-47 and KC-97 phaseout, a decrease in the manned interceptor forces, a reduction in surveillance and warning activities and base closures.

These reductions were more than offset by the subsequent increases brought about by our commitments in southeast Asia and related programs.

The civilian part of our manpower program shows a similar picture. The initial civilian reductions on table I resulted from base closures and increased productivity. As with the military, these reductions were more than offset by our southeast Asia commitments and by the recent OSD directive to substitute civilians for military personnel which I shall address in a moment.

FISCAL YEAR 1967 MANPOWER PROGRAM

Table III summarizes the Air Force manpower program for fiscal year 1967. By end fiscal year 1967 the military strength is substantially the same as the adjusted fiscal year 1966 strength. This is around 853,000. The civilian authorizations are approximately 340,000. The net adjustment amounts to a slight decrease of approximately 1,000 military spaces and an increase of about 7,000 civilian spaces.

TABLE III.—*Manpower program and projections for fiscal year 1967*

	End fiscal year 1966 projection	End fiscal year 1967 projection	Net fiscal year 1967 change
Military:			
Officers.....	129, 885	130, 358	+473
Airmen/cadets.....	724, 613	723, 001	-1, 612
Total military.....	854, 498	853, 359	-1, 139
Civilian:			
Direct hire.....	301, 378	308, 717	+7, 339
Indirect hire.....	31, 670	31, 438	-232
Total civilian.....	333, 048	340, 155	+7, 107
Aggregate.....	1, 187, 546	1, 193, 514	+5, 968

The civilian increases are predominantly direct hire and are chiefly related to the civilian substitution for military personnel. Table IV summarizes the transactions by program which account for the net decreases in the fiscal year 1967 military program.

TABLE IV.—*Estimated changes in the military manpower program between end fiscal years 1966 and 1967*

	Increases	Decreases	Net change
Strategic forces.....	+1, 606	-13, 850	-12, 244
Defense forces.....	+1, 486	-4, 711	-3, 225
General purpose forces.....	+28, 211	-6, 397	+21, 814
Airlift forces.....	+10, 115	-10, 198	-83
Reserve and National Guard.....	+458	-231	+227
Research and development.....	+140	-922	-782
Support.....	+3, 233	-10, 079	-6, 846
Total.....	+45, 249	-46, 388	-1, 139

This table shows the net decline in the military manpower program as adjustments were made to accommodate force structure changes, base closures, and the civilian substitution directed by OSD. I shall cover briefly the most significant adjustments in the first four programs: Strategic, Defense, General Purpose, and Airlift Forces.

Strategic Forces

Manpower for our Strategic Forces is reduced considerably this year. Minuteman manpower reflects a slight increase during the period. The major manpower impact on the strategic forces, however, involves the programmed phase down of B-52's, a decrease of 2,500 spaces while an additional 2,500 spaces are lost through base closures. Civilian substitutions and certain management actions account for a decrease of 5,500 spaces.

Defense Forces

In the Defense Forces the manned interceptors continue to decrease with 2,000 spaces related to the reduction of F-102 units in fiscal year 1967. Reduction in the number of defense radars accounts for withdrawal of 800 spaces. Civilian substitutions result in an additional decrease of 800 spaces. The F-101 and F-106 requirements increase 800 spaces for aircraft dispersal and a slightly increased aircraft utilization rate. Increases are also required for CONAD/NORAD support and in the SPACETRACK system.

General Purpose Forces

The military increases in General Purpose Forces in fiscal year 1967 continue to emphasize commitments to southeast Asia and the modernization of the tactical fighter force. The conversion of F-100, F-104, and F-105 tactical fighter units to F-4C's which will operate at a higher utilization rate causes an increase of 6,000 spaces. Base operating support for tactical forces in southeast Asia accounts for 9,100 spaces. An additional 2,200 positions are provided for increased training, rotation, and attrition requirements. Increases in the mobile tactical air control system and the air weapons control system reflect an additional 2,500 spaces. This year we find the F-111 entering the force with an initial manpower cost of 600 spaces.

Airlift Forces

The Airlift Forces end fiscal year 1967 strength is substantially the same as the fiscal year 1966 program. However, there are adjustments which continue to reflect the modernization of the fleet and for project Fast Fly. This, of course, is the project to increase the peacetime flying hour production of our Airlift Forces which provides an increased airlift capability to support southeast Asia and other DOD requirements. Manpower for C-141's is increased by 5,500 spaces. An additional 2,800 spaces are added for airlift in southeast Asia for C-130 troop carrier aircraft. Further augmentation of the Airlift Forces requires 1,000 spaces for base operating support. These increases are offset by the decreases associated with the phase down of C-124 troop carriers and C-130 transports in the Military Airlift Command.

IMPACT OF SOUTHEAST ASIA ON MANPOWER PROGRAM

Throughout my presentation I have made brief references to our manpower programs in support of the southeast Asia operations. You can appreciate that our manpower requirements for fiscal years 1966 and 1967 in this area are the most important and the most challenging. By the end of fiscal year 1967 we will have over 63,000 spaces provided for and in support of southeast Asia. Our major commitments in support of flying operations in southeast Asia are as follows: The Strategic Force has been augmented to assist the B-52's and their aerial refueling tankers in their conventional war role. We also have over 1,500 people engaged in providing aerial refueling support for our tactical fighters. There are some 800 spaces associated with fighter interceptors and air surveillance. Our Airlift Force has been augmented by over 21,000 spaces for troop carrier and aircargo operations.

The greatest manpower is involved in the General Purpose Force, almost 27,000. Of this number, over 15,000 are for tactical fighters, almost 1,100 for tactical bombers, around 1,900 for reconnaissance while 5,600 provide for tactical air control of these forces. Another 3,200 are in our Special Air Warfare Forces. This is the activity involved in counterinsurgency roles and the training of indigenous air forces. We have doubled our intelligence capability to meet increasing requirements for vital information. The unusual nature of the operations in southeast Asia has substantially increased the numbers necessary to provide security forces for our installations.

To insure that our manpower resources are properly used and to rapidly identify changing manpower needs, we have placed three manpower assistance teams in southeast Asia.

Other programs have been developed to respond quickly to requirements in that area. An example is Air Force project "Prime BEEF" (Base Engineer Emergency Forces). This project was developed to realine air base civil engineering activities to identify military civil engineering specialists to meet combat support requirements. Prime BEEF provides military teams that can be deployed on temporary duty to provide civil engineering support to tactical and contingency forces on short notice anywhere in the world. As an example, since last September we have deployed over 650 people to southeast Asia to construct steel protective walls for aircraft safety and work on other emergency projects. These people are giving a good account of themselves.

We also have established rapid area maintenance and rapid area supply support teams at our Logistics Command depots. These teams provide emergency aircraft maintenance and supply support, and were designed specifically for southeast Asia. The rapid area maintenance teams are composed of aircraft maintenance specialists who are dispatched on a temporary duty basis for short periods to perform crash battle damage and maintenance beyond the capability of deployed units. Rapid area supply support teams composed of supply and transportation specialists provide assistance on supply and transportation problems.

ACTIONS TO DISCONTINUE, REDUCE, OR CONSOLIDATE ACTIVITIES

The manpower adjustments made as a result of the November 1964 and December 1965 announcements of the Secretary of Defense to close bases and to reduce or consolidate activities were included in tables II, III, and IV. These adjustments include force structure changes, as well as reductions in base support personnel. The total reductions made possible by these two announcements amount to almost 27,000 military and close to 4,000 civilian spaces through fiscal year 1966. In fiscal year 1967 another 11,000 military and 3,000 civilians are identified with these actions. These decreases are largely responsible for offsetting some of our increased requirements. Consequently, there is only a moderate increase of 6,000 spaces in our fiscal year 1967 program.

SUBSTITUTION OF CIVILIANS FOR MILITARY

In September 1965, the Office of the Secretary of Defense directed the substitution of civilians for military. The conversion is designed to insure that military personnel are used in positions that have a military requirement. The Air Force portion of this directive provides for the replacement of 20,000 military with 17,000 civilians during calendar year 1966. In previous appearances before this committee, my predecessors have advised you of our continual program to attain optimum manpower mix, that is, the best possible balance of military, civilians, and contract services. We have accelerated our efforts to accommodate this directive. Included in this conversion are 3,000 military spaces that were converted to civilian in the Air Force project "Prime BEEF" which I mentioned earlier.

EXTERNAL MANPOWER REQUIREMENTS

Our total commitment to man activities outside the Air Force has increased to over 12,000 the past year, a little over 1,800 spaces more than a year ago. The increases are primarily in the activities of Joint Defense Agencies, with an increase of around 750, and in the Unified Commands, with an increase of over 700. The majority is associated with southeast Asia operations.

RATED OFFICER REQUIREMENTS

Table V shows the total rated officer requirements for fiscal years 1965 through 1967:

TABLE V.—*Rated officer requirements for fiscal years 1965-67*

Fiscal year:	
1965.....	54,622
1966.....	55,193
1967.....	55,052

We reported last year that our requirements for pilots, navigators, and other rated officers were expected to decrease from the fiscal year 1965 figure. As you know, our rated officer requirement computations

are based on the USAF aircraft force structure. The increased utilization rate in our tactical and airlift forces has caused a reversal in the expected downward trend of the rated officer requirements. Our end fiscal year 1966 requirement is 55,193, which is over 3,500 more than we reported last year.

MANPOWER MANAGEMENT

During the past year, we have continued to strive for the best possible utilization of Air Force resources. A prime factor in our progress in this area is our management engineering program.

This program is exercising a growing influence on the allocation of manpower resources. Primary emphasis, to date, has focused on development of manpower standards using industrial engineering techniques having commandwide and, wherever possible, Air Force wide application. This year, we have established manpower standards for several mission and support functions such as missiles, aircraft maintenance, transportation, base personnel, and food service. We have standards under review for such functions as procurement, field maintenance, and communications. In development, we have standards for functions such as base supply, civil engineering, and medical services. Approximately 1,500 of a projected force of some 1,900 management engineers are now on board and gaining experience in the broader application of scientific management techniques. This number is only about two-tenths of 1 percent of the Air Force. With this force we are developing an in-house capability to insure that the Air Force is providing maximum effectiveness for each manpower dollar spent.

ORGANIZATION

In the field of organization we have pursued two principal objectives. First, we have tried to eliminate layering and unnecessary review echelons. Such review echelons impede rather than speed up the decisionmaking process. Second, we are making changes in organization to improve mission effectiveness and responsiveness.

An example of our efforts to achieve the first objective was the decision to consolidate two region headquarters and eliminate the sector headquarters in Continental Air Command. The Continental Air Command has been divided into 6 subordinate regions and these 6 regions were, in turn, divided into a total of 16 subordinate sectors. The 16 sectors supervised only the Air Reserve squadrons. By eliminating the sectors and augmenting the remaining regions slightly, we will improve effectiveness and at the same time achieve savings.

Another illustration is the reorganization of the Air Defense Command. As a result of eliminating 2 combat centers and 4 direction centers and reorganizing to accommodate this reduction, an overall saving of over 1,800 spaces was achieved.

Our pursuit of the second objective is best illustrated by the actions taken in regard to southeast Asia. A study made in early 1965 confirmed that the principles of Air Force management were sound and that southeast Asia was not the place to experiment with untried or-

ganizational arrangements. While the use of temporary duty or rotational forces is acceptable for limited operations of relatively short duration, their use for full-scale operations of long duration is detrimental to operational effectiveness. Therefore, the tactical fighter, reconnaissance, and air defense units were assigned permanently to southeast Asia. The current organization facilitates rapid force expansion.

In the past, a significant feature of our tactical fighter and tactical reconnaissance organizations has been maximum consolidation of functions. Maintenance and support activities, for example, were placed under a single manager. This method was an effective and economical arrangement for operation from a fixed base. But upon deployment of the combat squadrons to southeast Asia, it became necessary to augment each of these squadrons with certain support personnel. Rather than reconfigure each squadron at the time of deployment, we have initiated a reorganization of all tactical fighter and tactical reconnaissance wings. After the reorganization, each tactical squadron will have some inherent maintenance capability as well as some personal equipment, intelligence, and munitions personnel. This change was made without increasing manpower resources and we believe it will improve the squadrons' capability to operate in the type of environment that they are facing in southeast Asia.

CONCLUSION

Mr. Chairman, this concludes my remarks on the Air Force manpower program. I understand that General Moore will be permitted to read his statement prior to any questions since the personnel program is so closely allied to the manpower program.

Mr. WHITTEN. Thank you, General Harrison.

We will be glad to hear from you, General Moore, at this time.

STATEMENT OF DIRECTOR OF PERSONNEL PLANNING

General MOORE. Mr. Chairman and members of the committee: It is my privilege to appear before you once more to present the Air Force military personnel appropriation for fiscal year 1967. First I will touch briefly on developments in fiscal year 1966. As General Harrison has stated, there has been a net increase of 45,364 military personnel over the fiscal year 1966 objective planned when we appeared before this committee last year. The currently planned end strength for fiscal year 1966 is 854,498.

MILITARY PERSONNEL BUDGET PROGRAM FOR FISCAL YEAR 1967

Continued support of southeast Asia operations during fiscal year 1967 will require us to increase military strength associated with that activity by another 7,000 officers and airmen. By the end of fiscal year 1967, as General Harrison said, increased requirements associated with southeast Asia will total over 63,000. However, civilianization and other adjustments make it possible for us to plan for nearly level total

strength, beginning with 854,498 and ending with 853,359. Estimated cost of this program is \$5,015,800,000. I will now discuss our budget program in more detail, commencing with officers.

PAY AND ALLOWANCES OF OFFICERS

The budget for fiscal year 1967 includes the first full year cost of the military pay bill enacted by the last Congress, which provided at 6-percent increase in base pay for all officers with more than 2 years service, and a 22-percent increase for those in their first 2 years. Air Force officers are grateful for this additional compensation, and for the provision in the bill for a quadrennial review of military pay.

Last year I indicated that the Air Force had initiated actions in an effort to reduce officer strength by June 30, 1965, but that the short time remaining when the actions were initiated would make it difficult to reach the strength objective. Through reprogramming, funds were provided at the end of fiscal year 1965 to support a somewhat higher end strength than the objective. We then began fiscal year 1966 some 2,200 officers higher than we had originally planned. This situation has worked to our advantage since it facilitated meeting the increased officer requirements associated with southeast Asia operations. We now plan to end fiscal year 1966 with 129,885 officers. No unusual personnel actions have been required to reach this officer strength.

For the budget year (fiscal year 1967) we plan to increase officer strength by 473, reaching an end year position of 130,358.

Officer losses

As General McConnell told you, our experience so far this fiscal year indicates an increase in voluntary officer losses compared to fiscal year 1965. For fiscal year 1967 we expect to lose a total of 11,700 officers. Forty-three percent of these will be officers who have requested release from active duty at the completion of obligated service. Officer retirements will account for 42 percent. The remaining 15 percent will be normal attrition, including deaths, resignations, promotion failure, and other administrative separations.

Officer gains

We have planned officer gains for fiscal year 1967 at about 12,200. Some 560 of these will be graduates of the service academies. The largest single source of procurement will be from the AFROTC, scheduled at 4,500. Approximately 340 enlisted members will complete the requirement for a baccalaureate degree under the airman education and commissioning program and will be commissioned after completing the officer training school course. An additional 3,700 candidates already possessing college degrees will complete the officer training school course and be commissioned second lieutenants. The rest of the officer procurement will be professional personnel such as doctors (930), dentists (500), lawyers (100), and chaplains (150).

Officer promotions

The following table reflects the Air Force field grade officer promotion program for fiscal year 1965 through fiscal year 1967. It shows the number selected by fiscal year as well as the fiscal year in which the promotions would be made.

TABLE I.—Officer field grade promotions

Grade and fiscal year	Selections	Promotions		
		Fiscal year 1965	Fiscal year 1966	Fiscal year 1967
Colonel.....		591	1, 445	599
1964.....	¹ 709	196		
1965.....	659	395	264	
1966.....	⁽²⁾		1, 181	
1967.....	⁽³⁾			
Lieutenant colonel.....		2, 769	5, 767	2, 433
1964.....	1, 712	1, 712		
1965.....	1, 578	1, 057	521	
1966.....	⁽²⁾		5, 246	
1967.....	⁽³⁾			
Major.....		5, 542	7, 741	4, 885
1964.....	⁴ 4, 034	3, 362		
1965.....	3, 330	2, 180	1, 150	
1966.....	7, 772		6, 591	1, 181
1967.....	⁽³⁾			3, 704

¹ 513 of these were promoted in fiscal year 1964.

² Fiscal year 1966 selections not yet complete.

³ Fiscal year 1967 selections not yet determined.

⁴ 672 of these were promoted in fiscal year 1964.

The number of field grade officer promotions is substantially larger in the fiscal year 1966 program than corresponding numbers in recent years. This improvement was sorely needed and resulted from the excellent legislation which was passed unanimously by the House and Senate last year. Our people would want me to express sincere appreciation for this action. These promotions will substantially improve officer career patterns which had become much less attractive than those afforded officers in the other services. Even so, Air Force captains will continue to be promoted 2 to 4 years later than their Army and Navy contemporaries. The fiscal year 1967 promotion program does not remedy this problem.

You will remember from previous testimony before this committee that the permanent Air Force grade table became inadequate in 1959. Since that year, annual officer promotion programs have been supported by short-term temporary legislation. Permanent grade authorizations are badly needed to support long-range planning and desirable officer career patterns.

The latest temporary relief bill will expire on June 30 of this year. Thus, we must have legislation during this session to support the fiscal year 1967 promotion program. The Chief of Staff has already described our need for an updated permanent field grade table. The Department of Defense has prepared and forwarded proposed legislation to this Congress. It is a part of the President's program, and we consider it most important. In any event, grade relief is necessary to prevent forced demotion or early separation of well-qualified Air Force officers.

Rated officer programs

As a final item under the pay and allowance of officers, I will review the status of the rated inventory and flying programs with particular emphasis on the pilots.

As General Harrison stated, the U.S. Air Force pilot requirements have increased significantly for fiscal year 1966 and fiscal year 1967, which reverses the trend noted last year when I appeared before you. These new requirements are directly related to the southeast Asia efforts and have acted to accentuate the active pilot shortage which was forecast to begin in fiscal year 1966. Table II is a comparison of the rated officer programs, showing the actual for fiscal year 1965 and the projections for fiscal year 1966 and fiscal year 1967.

TABLE II.—*Rated officer program (year end)*

	Actual, fiscal year 1965	Program, fiscal year 1966	Program, fiscal year 1967
Requirements:			
Pilots.....	37,330	39,064	39,556
NAV/OBS.....	16,013	15,061	14,439
Flight surgeons.....	1,051	1,068	1,047
Total.....	54,394	55,193	55,052
Active inventory:			
Pilots.....	40,301	38,159	37,336
NAV/OBS.....	17,322	16,851	16,104
Flight surgeons.....	472	470	473
Total.....	58,095	55,480	53,913
Flight waivers:			
Pilots.....	6,515	6,940	7,289
NAV/OBS.....	1,375	1,435	1,531
Flight surgeons.....	41	40	40
Total.....	7,931	8,415	8,860

You will note a 2,000 increase in pilot requirements over the 2-year period from end fiscal year 1965 to end fiscal year 1967. Meanwhile the downward trend of our total pilot inventory projection has not changed significantly. Our programed pilot production remains 2,000 in fiscal year 1966 and 2,760 in fiscal year 1967. The buildup to our approved production rate of 2,760 in fiscal year 1967 is progressing smoothly. Our eight training base complex will then be at its peak pilot production capacity. The current active pilot shortage has and will continue to be partially alleviated by increased reliance on the older pilot group; however, continued reliance on this resource other than for the immediate surge needs is not considered prudent.

Pilot requirements continue to increase and, based on current evaluations of our capability to meet these requirements, we may need to increase total pilot production. This production increase is designed for both the needs of the Regular Force and the Reserve Forces. A part of the increased pilot production will be allocated to the Air National Guard and production is also planned for the Air Force Reserve flying units to revitalize their aging force. This problem in the Air Force Reserve was highlighted by General McConnell when he appeared before you and we are now pressing forward for the earliest possible solution.

I have mentioned the waived pilot resource; a group of World War II officers who have been the backbone of our pilot inventory. This age distribution and attendant management problems of our rated

resource are being assisted by the waiver provisions of section 614, Public Law 89-213. This authority has been an effective management tool and has continued to decrease costs without penalty to the individual or subjecting the Air Force to additional morale, procurement and retention problems. Since January 1965, we have used this resource to meet our increasing requirements for southeast Asia by retaining some 1,000 pilots in active flying rather than placing them in waiver status, as well as returning other pilots to crew positions from waiver status. We will continue this action, and by end fiscal year 1966, we anticipate 2,000 fewer pilots in waiver status than previously programed. We ask that you continue the waiver provision in the fiscal year 1967 appropriation act without change.

This concludes my discussion of the officer program. Next, I will discuss our airman force.

PAY AND ALLOWANCES OF AIRMEN

The compensation of Air Force airmen was significantly increased by the 1965 Uniformed Services Pay Act, which provided a 17.3-percent increase in base pay for those with under 2 years service, 11 percent for those with over 2 years, and a new variable reenlistment bonus. For the efforts of the 89th Congress, our airmen are most grateful.

Last year in my presentation, our airmen strength projection for end fiscal year 1966 was 678,318. Due to southeast Asia requirements, the strength objective for fiscal year 1966 has been increased to 721,493. We will meet this strength objective primarily through increasing procurement of nonprior service volunteers to approximately 140,000.

Our end strength projection for fiscal year 1967 is 719,781 which is 1,712 lower than the beginning strength.

In fiscal year 1967 the Air Force will separate about 107,000 airmen. Of these separations, approximately 56 percent will be due to nonreenlistment. You will recall, General McConnell mentioned our declining first-term reenlistment rate, which dropped from 25.5 percent in FY 1965 to 17.8 percent in the second quarter, FY 1966. We are hopeful that last year's pay raise including such factors as the variable reenlistment bonus will reverse this decline. Attrition will account for 27 percent, retirement for 13 percent and change to officer status 4 percent. Approximately 105,000 gains will be necessary to offset losses and meet the strength objectives. These gains will be achieved mainly through procurement of male nonprior service enlistees, which accounts for approximately 89 percent of the total. Prior service male and WAF procurement will account for 5- and 2-percent, respectively. The remaining 4 percent are airmen procured for attendance at officer training schools.

Airman promotions

Airman promotions are directly related to the grade authorizations provided by the Office of the Secretary of Defense. Although the total airman strength is programed to decline slightly in fiscal year 1967, a small increase in authorization for the top six grades has been provided. While the increase does not equal the Air Force stated grade requirements, an increase in each grade, E-4 through E-9 does allow a satisfactory promotion program for fiscal year 1967.

Airman reenlistments

Last year we were predicting 104,629 reenlistments for fiscal year 1965. The reported number of reenlistments for fiscal year 1965 was 102,687. The prediction for fiscal year 1966 was 90,204 and we are currently predicting 91,547. While we have experienced a smaller number of reenlistments to date in fiscal year 1966 than predicted, we are anticipating that the implementation of the variable reenlistment bonus on January 1, 1966, will make up the deficit.

The reenlistments for fiscal year 1967 are forecast to be 70,569. Included in the forecast is our best estimate of the effect of the variable reenlistment bonus. As a result of cyclical changes in annual recruitment, the number of airmen eligible for reenlistment in fiscal year 1967 is less than in fiscal year 1966, hence the smaller number of reenlistments forecast for fiscal year 1967.

Proficiency pay

The Air Force is continuing to use proficiency pay as a management tool. Since we appeared here last year, we have removed airmen in four skills from proficiency pay. The skills were removed because they are no longer high enough on our technical index to qualify for proficiency pay under current limitations. One additional skill has been placed on proficiency pay in fiscal year 1966. The average number of airmen receiving proficiency pay is programed to increase from 72,533 in fiscal year 1966 to 78,435 in fiscal year 1967. We are continuing to pay the \$30 P-1 and \$60 P-2 rates since we believe that we are accomplishing more by paying more airmen a lesser rate than by paying a smaller number of airmen a higher rate.

A measure of the effectiveness of proficiency pay is the fact that the Air Force is generally retaining airmen in proficiency pay specialties better than airmen in nonproficiency pay specialties. This is significant since lower retention rates could be expected for those technical skills in highest demand outside the military service. During fiscal year 1965 the Air Force had a 27.7 percent first term reenlistment rate in skills receiving the P-1 \$30 pay, and a 30.2 percent rate in the skills receiving the P-2 \$60. In the same period the first term reenlistment rate for skills receiving no propay was 24.6 percent.

PAY AND ALLOWANCES OF CADETS

Aviation cadets

The aviation cadet program was phased out in March 1965. Flying training students are now selected from graduates of three officer procurement sources: The Academies, ROTC and the Officer Training School.

USAF Academy cadets

Expansion of the Air Force Academy is planned in accordance with Public Law 88-276, March 3, 1964. To compensate for student losses in fiscal year 1965, the new class entry was raised from 985 to 1,053 in June 1965, with 1,050 planned for June 1966. These entries are expected to bring cadet strength to 3,120 at end fiscal year 1966, as previously scheduled. Entry of 985 new cadets in June 1967 will bring the cadet wing strength to 3,220. Additional construction is expected to permit reaching the approved maximum strength of 4,417 in fiscal year 1971, as authorized in Public Law 88-276.

MOVEMENT-PERMANENT CHANGE OF STATION

Before discussing the PCS move program, I want to stress that this program has been significantly affected by the southeast Asia situation. We have had to revise both our forecast of future moves and our statement of those which have been accomplished. As you are well aware, the situation has been very fluid and subject to many changes. For these reasons, the figures we are presenting in this budget, both as to number of moves and costs, are not as precise as we would wish. They, of course, will be subject to any change that might be made in planned activities in South Vietnam.

Table III updates the information that we furnished last year and provides a 5-year comparison of military strength, PCS moves and the number of personnel moving.

TABLE III.—Comparison of strength, PCS moves and personnel moving

[In thousands]

Fiscal year:	Air Force end strength	Permanent change of station moves	Personnel moving
1963.....	868. 6	694. 7	534. 9
1964.....	855. 8	692. 9	552. 5
1965.....	822. 6	618. 7	501. 6
1966.....	854. 5	837. 4	654. 4
1967.....	873. 4	805. 7	646. 6

PCS MOVE PROGRAM

For fiscal year 1966 the total number of military moves we now forecast are 150,000 more than predicted a year ago. This is due to increased support of southeast Asia operations which have generated larger accession and training moves. Overseas rotational, organized unit and individual reassignment moves have also increased substantially. There has been a decrease in operational reassignment moves due to changes in programed activation, inactivation, and reorganization of units.

Table IV compares the fiscal year 1967 PCS move program with the current fiscal year 1966 program. This table is in the same format as last year.

TABLE IV.—Comparison by type of PCS move

Type of move	Fiscal year 1966	Fiscal year 1967	Difference, fiscal year 1967 versus fiscal year 1966
Accession.....	159, 676	114, 193	-45, 483
Training.....	195, 668	173, 024	-22, 644
Operational reassignment.....	95, 680	92, 058	-3, 622
(Individual).....	(43, 700)	(39, 864)	(-3, 836)
(Unit action).....	(51, 980)	(52, 194)	(-214)
Overseas rotational.....	240, 150	293, 910	+53, 760
Separation.....	121, 888	113, 146	-8, 742
Organized units.....	24, 376	19, 336	-5, 040
Total military moves.....	837, 438	805, 667	-31, 771

Compared with fiscal year 1966, accession moves are programed to decrease in fiscal year 1967 by 45,483 because of less procurement of nonprior service airmen. This reduction in procurement also causes a decrease in training moves by 22,644.

In the operational travel area, individual reassignment moves are programed to decrease due to an estimated lower requirement for southeast Asia actions. Moves caused by the activation, inactivation, and reorganization of units will increase slightly due to programed base closure actions. The net change is a small decrease in total operational travel moves.

Overseas rotational travel moves are programed to increase substantially (+53,760) because of the need to rotate and to replace the large numbers of personnel completing tours in southeast Asia.

Separation moves are programed to decrease by 8,742, primarily because of a decrease in the number of airmen completing terms of service in this period.

Organized unit moves are programed to decrease by 5,040, due primarily to a reduction in organized unit movements to southeast Asia.

These differences result in a net decrease of 31,771 moves in fiscal year 1967 compared with fiscal year 1966. Costs are estimated to increase by 15.5 million because of the increases in higher cost moves, especially the overseas rotational category.

CONCLUSION

Gentlemen, this completes my statement. I shall be glad to discuss further any items which you desire.

Mr. WHITTEN. Thank you, General Moore.

MANPOWER REDUCTIONS

General Harrison, in speaking of manpower decreases in the strategic forces, you mentioned "civilian substitutions and certain management actions" as responsible for a decrease of 5,500 spaces. What management actions do you refer to?

General HARRISON. In the Strategic Air Command there are base closures. There is a reduction in the forces. We decreased the numbers of people in the TITAN program. There was a reduction in the TITAN program as a result of the application of engineering standards. This involved 400 spaces. We are closing Turner Air Force Base, Ga., and Walker Air Force Base, N. Mex. In addition there are substitutions of civilians for military. In 1967 SAC will substitute 2,620 civilians for 3,300 military.

Mr. WHITTEN. The management actions you mention, are they taken solely at the direction of the Air Force or are they merely carrying out the directions of the Department of Defense? What is the origin of the steps you have described?

General HARRISON. The base closures were announced by the Secretary of Defense. As I said in my statement, the substitution of civilians for military was started, or initiated, by the Secretary of Defense. However, it has always been Air Force policy to achieve

a proper mix, and sometimes, the rather rigid ceilings inhibit our actions.

Mr. WHITTEN. What you have said then is that these are the results of certain management actions, they are the result of other management which did the studies and made the determinations.

General HARRISON. In the TITAN program this was the result of an Air Force recommendation.

BASE ENGINEER EMERGENCY FORCES

Mr. WHITTEN. Turning now to a further statement, you have made reference to "prime beef" in relation to South Vietnam. It is easy to see that the assistance of these engineer emergency forces has been helpful. But isn't this, in effect, an embryo Corps of Engineers?

General HARRISON. No, sir. These people are pulled from the bases to perform a specific job at specific locations in southeast Asia. They are on temporary duty, and they return upon the completion of a particular job. We don't intend to set up another Corps of Engineers.

COMPUTATION OF RATED OFFICER REQUIREMENTS

Mr. WHITTEN. Could you tell us, quickly, how you compute rated officer requirements; that is, how many are cockpit jobs, how do you estimate the number of persons per cockpit seat, how many are non-flying positions, and so forth?

General HARRISON. Yes, sir. We take the aircraft inventory, we first determine the crew ratio for the aircraft. The crew ratio is determined primarily on the type of mission the airplane performs and the time of ground alert that it must be on. As an example, you might have a crew ratio of 1 to 1, or 1.5 to 1, or, in the Military Airlift Command, there has recently been established a crew ratio of 4 to 1.

Mr. ANDREWS. You mean four crews for each aircraft?

General HARRISON. Yes, sir. Flying time has recently been increased in those particular aircraft to 8 hours a day, 30 days a month.

Mr. ANDREWS. What is it with reference to the B-52's?

General HARRISON. The B-52 is 1.8 to 1, sir. One and eight-tenths crews for each B-52. That is derived by determining the amount of ground alert they must serve, and it turns out that they must perform 70 hours of duty time per week. We feel that is kind of high.

Mr. ANDREWS. I would think 1.8 is pretty low.

General HARRISON. It is. At any rate, we multiply out the crew ratio and the number of aircraft. This gives us the number of cockpit positions. The pilot positions also include the operation officers in the squadron, the commander in the squadron, some of the operations staff and, of course, the wing commander and some of his staff. Obviously there are positions in the headquarters which, in our opinion, require rated officers. The chief of staff, director of operations, and some others require the experience of having flown and commanded Air Force units.

Does that answer your question?

Mr. WHITTEN. I think it does; yes.

PILOT PRODUCTION

Many of us may have skipped the point when General McConnell was before us, but for the record, at this point, what is the problem with regard to pilot production in order to revitalize the aging force of the Air Force Reserve?

General HARRISON. Most of the Air Force Reserve pilots came out of World War II and the Korean conflict, and they have served magnificently. However, they are reaching retirement age under ROPA, the Reserve Officer Personnel Act. Unfortunately, if we don't do something about this, they are all going to retire at the same time, or within a few years of each other. We have not been able to provide the Reserve Forces with younger pilots. The pilots getting out of the Air Force have decided either to go to the airlines, which pay considerably more money, if they want to fly, or they have stopped flying altogether. Of course, we also have the problem of geographical location. You might have a squadron in New York, but the man who is 200 or 300 miles away won't belong because he can't afford to travel back and forth for drill. The Air Force is studying this problem now and trying to determine if we should open our schools for Reserve and National Guard pilots, but the answer has not been arrived at at this time.

Mr. WHITTEN. I think none of us can see the outcome of the Vietnam situation, but incident to participation in it you will have to have more and more pilots, naturally.

General HARRISON. Yes.

Mr. WHITTEN. Should there be an eventual end of that conflict, and based on past experience, you would then have a pool of young pilots that would have been newly trained?

General HARRISON. Not necessarily, sir. We have not increased our pilot production as a result of the South Vietnamese conflict. The production increase was planned some years back and will reach 2,760 by fiscal year 1967.

Mr. WHITTEN. So you are going along with more or less normal plans as far as pilots?

General HARRISON. Yes, sir, at the present time.

General CROW. Until the present time, Mr. Whitten. We are studying this problem very closely, and we may well recommend an increase in pilot production.

General MOORE. I might add, sir, that we are offsetting the difference in the requirements by not placing eligible pilots into waiver status, and we are taking pilots out of waiver status and returning them to the cockpit. That is the solution to our immediate buildup. Our waived pilots have proved to be a valuable resource.

VARIABLE REENLISTMENT BONUS

Mr. WHITTEN. Have you any statistics yet on the effect of the variable reenlistment bonus?

General MOORE. No, sir. It has only been effective since January 1, 1966. We do know that the plan is being enthusiastically received.

We anticipate that it will have a very decided bearing on our reenlistment program, but it is too soon to have factual data as positive proof one way or the other.

PROFICIENCY PAY

Mr. WHITTEN. What levels of proficiency pay does the Air Force grant?

General MOORE. The Air Force uses the P-1 and P-2 rates. The P-1 rate is \$30 and the P-2 rate, \$60 per month. As I pointed out, Mr. Chairman, since the Air Force has proportionately many more people in the critical skills than the Army, for example, we feel that we can do a better job with our limited proficiency pay by using the lower rates and applying it to greater numbers of people.

CLOTHING ISSUE AND INVENTORY

Mr. WHITTEN. Is the full clothing bag issued to each recruit?

General MOORE. Yes, sir, consistent with his assignment. Actually, we exceed the clothing bag for some of the troops. We have special issues for those going into the tropics of southeast Asia. We issue them extra underwear and socks, and so forth, because of tropical conditions.

Mr. MINSHALL. Do you have any shortages of any kind in the way of clothing?

General MOORE. We have certain temporary shortages. I would say gross overall shortages do not constitute a problem. Occasionally, when we are running our new inductees through the basic training center, we may run out of an item or size, and we will carry him on through until he gets to his training station a month later and fill it in there.

Mr. MINSHALL. What type of items are they?

General MOORE. They could be fatigue clothes, or just one of the two uniforms he is issued. He would have to use one instead of two. But this reflects normal operating difficulties. We have no gross problem.

Mr. MINSHALL. The Army and the Marine Corps both lack sufficient cotton khaki trousers and also cotton fatigue pants. You have no such problem?

General MOORE. No, sir; not on any large scale at all. We have been able to crank up production. One reason that our problem is a little bit different is that we have one consolidated basic military training center. Although we are operating a second one temporarily right now.

Mr. MINSHALL. Don't you deal with DSA?

General MOORE. Yes, sir. They purchase for us, but they purchase against our requirements, and the time schedule that we give them.

One of the reasons we haven't the problem the Army and the Marines have, the Army operates three centers, and we operate one. All of our stock is assembled in one place.

Mr. MINSHALL. And you haven't taken in as many new men as the Army or the Marine Corps?

General MOORE. Not nearly as many as the Army.

Mr. MINSHALL. And that is probably the main reason you have not suffered.

General MOORE. That is probably true. It is a bulk proposition.

INVENTORY OF CLOTHING

Mr. WHITTEN. What is the status of the Air Force and Defense Supply Agency inventory of manufactured clothing articles? How much reserve do you have? You were discussing whether you had adequate amounts. Could you supply it for the record?

General CROW. We will supply it for the record.

(The information to be supplied follows:)

INVENTORY OF CLOTHING

The Defense Supply Agency (DSA) computes quantitative requirements, procures and stores clothing items for the Air Force. The DSA advises that the status of their onhand or due-in inventories, which vary by type from 60 to 90 days, is generally satisfactory.

Lackland Air Force Base, the Air Force Indoctrination Center, maintains a 90-day onhand level of clothing and all other Air Force bases maintain a 60-day onhand level. Additional reserve stocks are not maintained by Air Force.

Some sizes of clothing are in a limited supply status; however, this situation is temporary. As an interim measure, the Air Force is procuring scarce sizes from commercial sources at somewhat increased costs.

OFFICER RATIO PERSONNEL ASSIGNED NON-AIR FORCE DUTIES

Mr. WHITTEN. Bring up to date the tables in last year's hearings with respect to officer ratio and personnel assigned to non-Air Force duties.

General MOORE. Yes, sir.

(The information follows:)

Officer authorizations versus total military

	Officers	Total military	Officer ratio percentage
Fiscal year:			
1956.....	143,000	975,000	14.7
1957.....	141,200	920,700	15.3
1958.....	133,000	875,000	15.2
1959.....	132,600	850,000	15.6
1960.....	128,700	825,000	15.6
1961.....	128,700	822,900	15.6
1962.....	134,622	883,330	15.2
1963.....	132,949	868,644	15.3
1964.....	133,029	855,844	15.5
1965.....	131,141	823,633	15.9
1966.....	129,885	854,498	15.2
1967.....	130,358	853,359	15.3

Air Force personnel authorized to activities outside the U.S. Air Force as of December 1965

Name of activity	Officers							Airmen							Total			
	Generals	Colonel	Lieutenant Colonel	Major	Captain	Lieutenant	Total officers	Chief master sergeant	Senior master sergeant	Master sergeant	Technical sergeant	Staff sergeant	Airman, 1st class	Airman, 2d class	Airman, 3d class	Total airmen	Military	Civilians
1. OFFICE OF THE SECRETARY OF DEFENSE AND ACTIVITIES OF THE OSD																		
Office of the Secretary of Defense, staff.....	20	116	44	13	4		197	1	1	15	20	22				59	256	
Activities of the OSD:																		
Army/Air Force wage board.....	1	10	7		4		22			2		2			4	26	5	
Army/Air Force Exchange Service.....		3	1	1	1		6					2			2	8	1	
Armed Forces information and education program.....		3	14	5	7	1	30	2		7	5	13	8	2	37	67		
Armed Forces Institute of Pathology.....			1				1				1				1	2		
Armed Forces Professional Entertainment Board.....		1	1	2	5	3	12		1	15	21	78	19		134	146	120	
Armed Forces Radio, Press, and Television.....		1	1				2			1					1	1		
Armed Forces Explosive Safety Board.....				2			2			1					1	1		
Defense Medical Materiel Board.....			1				1			1					1	1		
Defense Medical Regulation Office.....			1				1			11	19	70	42	55	168	209	8	
Army Services Police.....			1	3	1	5	8		1	2	3	7	5	5	27	12	32	
Defense Information School.....		1			1		2		1	1	7	7			10	16		
DOD Consolidated Household Goods Ship Off.....		1					1			1					2	2		
DOD High School Newspaper Service.....										1					1	1		
Headquarters Support Activity, Saigon.....										1		3	3	1	10	16		
Industrial Personnel Security Review Board.....				1	2	3	6		1	1	2	3			8	10	20	
Defense Weapons-Systems Management Center.....		1	5	1	1		7			1	1	2			5	11		
Joint housing.....				1			1								1	1		
Joint clothing sales, Saigon.....				1			1								3	4		
National Indications Center.....		1	1	2			4			1	1	1	1	1	10	11	1	
Permanent Work Sector-Sta-Def Mill Info.....			1				1			1					1	1		
National Indications Center.....		1	1	2			4			1	1	1	1	1	1	5	5	3
Armed Services Board of Contract Appeals.....		4	1	1			5		1	2	3	4			10	11		
Project Hopscotch.....				1			1								1	1		
Military Pay Study Group.....		1					1								1	1		
Armed Forces Pest Control Board.....				1			1								1	1		
Joint Travel and Movement Board.....		1					1								1	1		
DOD Federal Aviation Advisory Committee.....																		2
PERT Orientation and Training Center.....																		14
Subtotal.....	21	143	80	35	29	13	321	3	6	58	83	203	85	70	508	829	218	

Air Force personnel authorized to activities outside the U.S. Air Force as of December 1965—Continued

Name of activity	Officers								Airmen							Total		
	Generals	Colonel	Lieutenant Colonel	Major	Captain	Lieutenant	Total officers	Chief master sergeant	Senior master sergeant	Master sergeant	Technical sergeant	Staff sergeant	Airman, 1st class	Airman, 2d class	Airman, 3d class	Total airmen	Military	Civilians
2. ORGANIZATION OF THE JOINT CHIEFS OF STAFF AND ACTIVITIES OF THE JCS																		
Organization of the Joint Chiefs of Staff and activities of the JCS																		
Deseret Test Center	14	118	84	22	4	1	242	6	20	37	62	31	4		160	402		
Joint Task Force 2	1	5	4	4	1	1	12			2	3	2			7	19		
Joint Strategic Target Planning Staff	1	6	12	15	4		38	1	1	3	5	6	3	1	20	58		
Defense Intelligence School		6	7	4	1		18	1			1	6	1		9	27		5
DIA/Air Attaché		1	1				1								1	1		
Defense Language Institute			1		3		4								2	6		1
Defense Language Radiobiology Research Institute		1	2	3	6		12		1	1	1	2	2	1	6	18		
Subtotals	15	132	112	48	19	1	327	8	21	43	72	47	11	2	204	531		
3. JOINT DEFENSE AGENCIES																		
Defense Supply Agency	9	63	138	117	65	1	393		6	12	19	7	4	2	50	443		
Classified activities	9	178	254	283	328	158	1,210	17	51	298	519	682	585	320	33	2,515	3,725	5
Subtotals	18	241	392	400	393	159	1,603	17	57	310	538	689	589	322	33	2,565	4,168	5
4. JOINT DEFENSE COLLEGES																		
Armed Forces Staff College	1	14	6	3			24			3	3	3	4		13	37		
Industrial College of the Armed Forces	1	14	3	1	1		19				2	3	1		6	25		
National War College		5	1	1	1		8			1	1				2	10		
Subtotals	2	33	10	5	1		51			4	6	6	5		21	72		
5. UNIFIED/SPECIFIED COMMANDS																		
Alaskan Command	2	5	14	9	15		45	4	5	19	21	29	8	1	87	132		17

Atlantic Command.....	24	58	12	4	4	1	1	3	3	12	3	12	4	4	24	58
U.S. Southern Command.....	4	128	19	23	18	5	5	23	18	15	2	15	2	2	63	128
North American/Continental Air Defense Command.....	14	43	128	82	128	10	400	62	96	130	14	130	69	2	405	805
U.S. European Command.....	6	19	78	41	33	16	193	54	99	123	16	123	79	1	394	587
Pacific Command.....	10	54	124	141	103	2	437	13	14	169	1	157	70	1	506	943
U.S. Strike Command.....	7	20	53	47	19	7	153	4	36	43	22	153	196	22	464	617
Subtotals.....	45	153	429	397	265	38	1,327	45	67	366	362	619	458	54	1,943	3,270
6. INTERNATIONAL ACTIVITIES																
North Atlantic Treaty Organization.....	19	2	8	5	80	13	15	4	3	5	200	166	455	210	12	27
Allied Command, Europe.....		64	130	140	2		435		5						1,820	5
Allied Command, Atlantic.....		4	4	2			6								6	6
Canadian-United States Regional Planning Board.....																
Central Treaty Organization.....	1	1	1	1	2	1	7	1	1	2	4	2	1		8	15
Inter American Defense Board.....	1	1	2	2			6	1	2	1	2	1	1		7	13
Military Planning Office, SEATO.....	1	1	1				2								1	3
United Nations.....	4	9	9	5	3		21		1	3	3	3	3		10	31
Subtotals.....	21	73	155	155	74	14	492	5	7	207	177	348	459	210	1,453	1,915
7. MILITARY ASSISTANCE PROGRAM																
U.S. Southern Command.....	3	1	3	4	1		9		1	6	6	1	1	1	15	24
U.S. European Command.....	2	23	64	84	25	1	200	6	18	88	46	29	1	5	193	303
Pacific Command.....	3	19	46	95	44		206	2	8	88	46	67	18		239	435
U.S. Strike Command.....	3	5	27	50	25	4	114	1	12	58	66	98	16		251	365
Subtotals.....	8	48	140	233	95	5	529	9	39	240	164	195	35	6	688	1,217
8. OTHER MILITARY DEPARTMENTS																
Department of the Army.....		13	29	30	11		83		3	10	11	8	9	2	43	125
Department of the Navy.....		2	13	3	5		23	2		2	1				5	28
Subtotals.....		15	42	33	16		106	2	3	12	12	8	9	2	48	154

Air Force personnel authorized to activities outside the U.S. Air Force as of December 1965—Continued

Name of activity	Officers						Airmen						Total					
	Generals	Colonel	Lieutenant Colonel	Major	Captain	Lieutenant	Total officers	Chief master sergeant	Senior master sergeant	Master sergeant	Technical sergeant	Staff sergeant	Airman, 1st class	Airman, 2d class	Airman, 3d class	Total airmen	Military	Civilians
9. ACTIVITIES OUTSIDE THE DOD																		
Air Liaison Office, Canberra.....		1			1		2			1	1				2	4	1	
Joint Meteorological Center and Meteorological Satellite Groups.....		1	1				2									2	2	
German Scientific Research.....																	1	1
Military Assistant to the Vice President.....							1								1	2	1	
The White House.....			1				1		2						1	3	1	
U.S. Weather Bureau.....			1				1								2	3	1	
Atomic Energy Commission.....		7	13	12			32									2	2	8
Radio Technical Committee for Aeronautics.....			1				1										1	
American University, Beirut.....				2	19	27	48										1	
NASA.....		1	1				2										48	
Office of Emergency Planning.....							2										2	
Subtotals.....	12	18	14	14	20	27	91	1	3	1					5	96	14	
Subtotals, nonreimbursable.....	130	860	1,378	1,320	912	257	4,847	100	1,243	1,415	2,115	1,621	666	45	7,405	12,252	1,024	
10. REIMBURSABLES																		
Classified activity.....		13	43	75	75	19	225	8	67	167	240	50			557	782		
Battle Monuments Commission.....					4		4									4		
Duck-Hook.....				1	1	1	3	1	3	11	24	27	7		74	77		

3-year résumé, AF personnel authorized to activities outside the USAF

Name of activity	As of Dec. 31, 1963				As of Dec. 31, 1964				As of Dec. 31, 1965			
	Officers	Airmen	Total military	Civil-ians	Officers	Airmen	Total military	Civil-ians	Officers	Airmen	Total military	Civil-ians
Activities of OSD.....	300	536	836	23	288	442	730	187	321	508	829	218
Activities of the JCS.....	250	144	394	5	286	163	469	9	327	204	531	6
Joint defense agencies.....	1,178	2,379	3,557	5	1,211	2,213	3,424	9	1,603	2,565	4,168	5
Joint defense colleges.....	51	23	74	---	52	23	75	---	51	21	72	---
Unified/specified commands.....	994	1,044	2,038	315	1,087	1,460	2,547	347	1,327	1,943	3,270	349
International activities.....	518	1,423	1,941	1	1,492	1,416	1,908	31	1,492	1,423	1,915	28
Military assistance program.....	635	868	1,503	---	485	1,645	1,130	88	529	688	1,217	409
Other military departments.....	71	33	104	---	75	38	113	---	106	48	154	---
Activities outside the DOD.....	80	4	84	7	41	4	45	9	91	5	96	14
Classified activities.....	84	328	412	9	---	---	---	---	---	---	---	---
Total nonreimbursable.....	4,161	6,782	10,943	360	4,017	6,424	10,441	671	4,847	7,405	12,252	1,024
Reimbursable.....	588	597	1,185	---	562	728	1,290	177	517	685	1,202	32
Grand total.....	4,749	7,379	12,128	360	4,579	7,152	11,731	848	5,364	8,090	13,454	1,056

Mr. WHITTEN. Mr. Andrews.

PILOT RECRUITING AND TRAINING

Mr. ANDREWS. Do you have any problem getting a sufficient number of pilots?

General HARRISON. No, sir. Within our programed training rate, we have had no difficulty getting college graduates to volunteer for the flying training program.

Mr. ANDREWS. How much training does a college graduate get after entering the Air Force on active duty as a pilot?

General HARRISON. It is 1 year in undergraduate pilot training, sir, and after that he goes to advanced pilot training, depending on the type of aircraft to which he is to be assigned.

General MOORE. If I may add to that, a pilot going in as a Reserve officer commits himself to 5 years, 1 year in training and 4 years active duty.

Mr. ANDREWS. How long does it take you to make a finished pilot out of this young man who enters the service through ROTC, through OCS, or any other channel, with no flying experience?

General MOORE. It takes 1 year in his formalized pilot training, and then from 90 days to 6 months of crew-type training in the command to which he is assigned, depending on what type of airplane he flies. They check him out in actual gunnery and tactics. It takes 3 to 6 months to do that. So on the average about a year and 4 months.

AIR FORCE NURSES—MALE NURSE PROGRAM

Mr. ANDREWS. Do you have a sufficient supply of nurses?

General MOORE. Yes, sir.

Mr. ANDREWS. Are you using male nurses like the Army and the Navy?

General MOORE. Yes, sir. We have on board now about 310 male nurses, and we have many applications from males to become nurses who are already trained. We will gladly participate in the new program that is being set up by the Office of the Secretary of Defense to increase the number of male nurses in the service.

Mr. ANDREWS. Is that program servicewide?

General MOORE. Yes, sir, I understand it is. We will have an allocation of a number.

Mr. ANDREWS. Does the Air Force train male nurses?

General MOORE. We haven't had to, sir, because for some time trained male nurses are available. We just give them any added training that is needed.

Mr. ANDREWS. Do you commission male nurses or do you plan to?

General MOORE. Yes, sir.

Mr. ANDREWS. What medical facilities do you use or have in South Vietnam? Does the Air Force have any hospitals in South Vietnam?

General CROW. Mr. Andrews, we will cover that specifically in our O. & M. hearing.

TOURS OF DUTY IN SOUTH VIETNAM

Mr. ANDREWS. All right. What is the tour of duty of an airman in the South Vietnam theater?

General MOORE. 1 year, sir.

Mr. ANDREWS. Regardless of the number of missions?

General MOORE. Oh, no, sir. You said an airman.

Mr. ANDREWS. I meant a pilot or gunner or anybody who goes out on a bombing mission.

General MOORE. Anybody who goes out on a bombing mission. The tour of duty is 1 year or a hundred out-of-country missions, whichever comes first.

Mr. ANDREWS. What do you mean by out-of-country missions?

General MOORE. That means out of South Vietnam. It is possible for a fighter pilot to complete his 100 missions in 7 to 8 months and rotate. However, the air commander in South Vietnam may extend him for his full year if he has a bona fide requirement.

REENLISTMENT RATE—SOUTH VIETNAM RETURNEES

Mr. ANDREWS. Do you have any information on the rate of reenlistments of men who engage in activity in South Vietnam? Do you have any information about the number who are over in that theater eligible for return who choose to stay there?

General MOORE. You mean who choose to reenlist after they get back?

Mr. ANDREWS. That is right.

General MOORE. No, sir, we haven't any data on that. We use a 4-year enlistment term throughout, you know, in the Air Force versus a 2-year draft term in the Army. So we haven't yet faced what the impact will be of our young newly trained airmen coming home from Vietnam.

HEALTH IN SOUTH VIETNAM

Mr. ANDREWS. What do you know about the condition of the health of your men in the South Vietnamese theater?

General MOORE. I have heard of no serious problems or indications that health is not good. Malaria is generally under control, as well as can be expected. I know of no serious health problem.

MENINGITIS AT LACKLAND

Mr. ANDREWS. Is the Air Force hit by this wave of meningitis that has occurred in the other services?

General MOORE. Yes, sir. We had a recent outbreak in February. On February 7, I believe it was, we had the first case at our big basic military training center at Lackland Air Force Base, Tex. We had a total of nine cases and one death. Immediately we took corrective action, and we stopped the flow of recruits into Lackland, we opened a temporary basic military training center at Amarillo Air Force Base, Tex., so we could offload Lackland to keep down the spread of disease and give each airman at Lackland more barrack space, which is what the medics recommended. We are happy to say that the cor-

rective actions have been effective. We only have one or two cases there now, and they are on the mend.

Mr. ANDREWS. That is all, Mr. Chairman.

Mr. WHITTEN. Mr. Lipscomb.

SPACES ASSOCIATED WITH PHASEOUT OF B-52'S

Mr. LIPSCOMB. General, referring again to the strategic forces, and particularly where you state "the major manpower impact on the strategic forces involves the program phasedown of the B-52's," how many spaces did this involve?

General HARRISON. In fiscal year 1967 the phasedown of B-52's will involve 2,500 spaces.

Mr. LIPSCOMB. That is just for the phasedown of the B-52?

General HARRISON. Yes, sir.

Mr. LIPSCOMB. How many of those are pilots and how many air-men?

General HARRISON. I don't know, sir. I would have to get that. I will provide it for the record.

(The information to be supplied follows:)

SPACES ASSOCIATED WITH PHASEDOWN OF B-52'S

A total of approximately 2,500 military spaces is associated with the phasedown of B-52's in fiscal year 1967. Of this total, approximately 550 are officer positions and 1,950 are airman positions. Included in the officer figure are 276 pilot positions.

Mr. LIPSCOMB. When you mentioned ——— was that classified as "a certain management action"?

General HARRISON. Yes.

RETRAINING B-52 CREWS FOR THE FB-111

Mr. LIPSCOMB. Going back to the phasedown on B-52's, Secretary Brown, when he was before us on the FB-111 reprogramming, said that the B-52's are being phased out more quickly than the FB-111's are phased in, and he attributed it to three factors. One of those factors was for the advance release of B-52 crews for transition training to the FB-111. Is there any pilot retraining program in this budget for retraining B-52 pilots to the FB-111? And if so, where are the funds?

General HARRISON. No, sir; there are no funds in this budget for that purpose. We have 600 people going into the Tactical Air Command for the F-111 in fiscal year 1967.

General CROW. Mr. Lipscomb, most of those actions actually would take place in fiscal year 1968. The phasing is such that the first operational FB-111 would come into the force in fiscal year 1969 on a leadtime phased basis.

Mr. LIPSCOMB. You heard what I read?

General CROW. Yes.

Mr. LIPSCOMB. I was taking this out of his testimony.

General CROW. Yes.

Mr. LIPSCOMB. What did he mean?

General Crow. He meant that as we phase down the B-52's, then we can take those people and train them for the FB-111's. This training period would be anywhere from 6 to 9 months, something on that order. But the specific diversion of them and their training will take place largely in fiscal year 1968.

Mr. LIPSCOMB. Wouldn't you have to have funds for the transition training?

General Crow. Yes, sir; as a part of the total training program.

Mr. LIPSCOMB. According to this statement, fiscal year 1966 has 345 B-52 C's and F's, and by the end of fiscal year 1967 they plan to have [deleted]. According to his statement, the reason for this rapid phase-out of the B-52's is that they need the advance release of B-52 crews for transition training to the FB-111's. If this is going to be done in fiscal year 1967, what are we going to do with these crews?

General Crow. Mr. Lipscomb, I think, if you will recall the way the Secretary phrased those points in terms of what will take place and the advantages accruing through introduction of the FB-111—he, in effect, said one of the advantages of releasing the B-52 is that we can use B-52 crews for the FB-111. He did not say that was the reason we are phasing out the B-52, per se. He indicated it was one of three things that contributed to the total picture.

Mr. LIPSCOMB. I don't want to make a big case out of this, but I will read you what he said:

You will note that the B-52's are phased out more quickly than the FB-111 is phased in. This is attributable to three factors.

First, the judgment that some reduction in the total bomber force could be made concurrent with increasing capability of the missile force;

Second, nearly all of the aircraft involved have reached the end of their estimated structural life at about the time of their phaseout unless a very expensive program of modification is undertaken; and

Third, advance release of B-52 crews for transition training to the FB-111.

If they are going to phase out, according to the statement, ——— B-52's in fiscal year 1967, there must be some plan to do something with these B-52 crews for transition training.

General HARRISON. May I offer something?

Mr. LIPSCOMB. Yes.

General HARRISON. A wire came in yesterday from the Strategic Air Command asking my office to send a few officers and airmen to Edwards Air Force Base where the category 2 testing is undertaken for the F-111. This is the start for experience in this airplane. They anticipate, I believe, by June or July to increase that. It is a very small group right now, something like 14 officers and a few airmen. As this test program progresses, they will participate in the test program for the F-111.

General Crow. Mr. Lipscomb, specifically ——— are phased out in fiscal year 1967 and it is really too early to immediately place those specific crews into the training program.

Mr. LIPSCOMB. You are just going to use those crews for some other purpose until you do?

General Crow. Yes, sir. What the Secretary indicated, however, is certainly true. In the early part of 1968 there will be a total—— released and put into the FB-111 program; and a little later——.

Mr. LIPSCOMB. What would you estimate that personnel will do with the crews of these B-52's as they are phased out this year until they get a retraining program? Where would you put those men, and

how does that figure into this budget? You have 2,500 spaces here that you are reducing. If you are not going to retrain them this year, what are you going to do with them? The Secretary said you were going to retrain them.

General CROW. We are, as the Secretary said in his general answer. As we phase down the B-52's—

Mr. LIPSCOMB. You are making this very specific, but you have 2,500 spaces, and part of them are pilots. If he says we are advancing the decline of the B-52's so we can do these three things, or meet these objectives, what are you going to do with the crews? Isn't that a simple question?

General CROW. It is a very simple question, sir. As I pointed out earlier in the discussion on the pilot resources, it is touch and go as to whether or not the present pilot production actually will meet our requirements. We will put the released crews to good use.

I might ask either General Harrison or General Moore if they have specific knowledge of where we might put the crews from these first ———.

General HARRISON. The crews from the phaseout of the B-47 and the KC-97 have been transferred to the Military Airlift Command and the Tactical Air Command to assist in Project Fast Fly, which is greater utilization of cargo and troop carrier aircraft. These crews will be fully utilized, sir.

Mr. LIPSCOMB. In some other field?

General HARRISON. Probably in the Strategic Air Command. After all, we have now ——— B-52's——— and a number of ——— tankers supporting southeast Asia. I presume they will increase the support over there because they are flying more than any program we have ever had.

Mr. LIPSCOMB. I don't doubt you can use them, General. I am trying to clarify the Secretary's statement. The fact of the matter is, as the FB-111 comes in, you may retain some of these men, and you may put other men into the program. It isn't a very valid reason for advancing the taking of B-52's out of service.

General HARRISON. I think the primary reason for taking them out of service was No. 2. These airplanes are old.

Mr. LIPSCOMB. At the time we acted this other reason looked very sensible, but it doesn't today.

General CROW. Mr. Lipscomb, I think it is very sensible. It is not the reason to phase the B-52's out per se. The real reasons are Nos. 1 and 2 as enumerated in the Secretary's statement. But having made the decision on the basis of Nos. 1 and 2, it is certainly an advantage to have available trained crews to put into the FB-111 program.

Mr. LIPSCOMB. You bet. But if you don't start picking up the 2,500 spaces out of the strategic forces and training them, they are going to be dispersed, and you won't be able to get them back. These are supposed to be an elite crew, the Strategic Air Force.

General CROW. That is certainly true, and we will plan, as crews are available on release from the B-52 program to lead crew them into the FB-111.

Mr. LIPSCOMB. Lots of luck.

Anyway, the answer to the question is—there are no funds in this budget for the retraining program of B-52 pilots for the FB-111 program?

General Crow. That is correct.

REDUCTION IN MAN-YEARS FOR FLYING PAY

Mr. LIPSCOMB. On page 13 of the justification sheets, "Incentive pay for hazardous duty," there is a reduction in man-years from 1966 to 1967. Why would this hazardous duty incentive pay decrease?

Colonel HARWICK. Purely and simply a reduction of the rated inventory, fewer rated officers in the program.

Mr. LIPSCOMB. It is just attributable to that?

Colonel HARWICK. Yes.

REDUCTION IN MISSILE CREWS

Mr. LIPSCOMB. Turn to page 80 of the justification sheets. It is a small item. The number of missile crews has been increasing, as I understand it, MINUTEMAN and others.

General HARRISON. Yes.

Mr. LIPSCOMB. Why does the missile crew feeding go down in 1967 from 1966, and why does the combat alert crew feeding go down in 1967 from 1966?

General HARRISON. Although MINUTEMAN is increasing, other missiles were taken out—the ATLAS and the TITAN I missile. We don't have as many alert crews on duty when you drop out the B-52's. Actually, we dropped two squadrons out in 1966. We are dropping — out in 1967.

Mr. LIPSCOMB. One of the reasons we are dropping out some of our B-52's is because of the increase in our missile capability.

General HARRISON. Yes, sir.

Mr. LIPSCOMB. And yet while we are increasing our missile capability, am I to understand our missile crews are being reduced?

General Crow. Yes, sir. It is a function of timing and manning ratios. As General Harrison pointed out, the ATLAS and the TITAN I missiles, which were in earlier, have been phased out. So when you compare the earlier time period to the current time period the total people involved in missiles is less, even though the total capability in missiles has greatly increased.

General HARRISON. Sir, by 1966 we dropped out three squadrons of ATLAS-E and six squadrons of ATLAS-F missiles.

Mr. LIPSCOMB. And the MINUTEMAN?

General HARRISON. In 1967 we have — squadrons of MINUTEMAN I. We have added — of MINUTEMAN II. There are 50 missiles in a squadron in MINUTEMAN and about 9 in a squadron of TITAN II's.

General Crow. The ratio of manning between MINUTEMAN squadrons and ATLAS and TITAN squadrons, on the basis of numbers of people per missile, is much less.

ADEQUACY OF THE MILITARY PERSONNEL BUDGET

Mr. LIPSCOMB. You are entirely satisfied that your budget is adequate to meet the needs as you see them today?

General HARRISON. That depends on what happens in southeast Asia, sir. If everything stayed the way it was yesterday—

Mr. LIPSCOMB. Based upon the ground rules you had last November, you say it is adequate?

General HARRISON. The ground rules of last November, yes, it is adequate.

Mr. LIPSCOMB. Has anything changed that affects those ground rules from last November to March 1, for instance?

General HARRISON. Yes, sir. There has been a change in the intensity of the conflict.

Mr. LIPSCOMB. So based on that, we should be looking at this budget for additional changes just in the area of personnel alone?

General CROW. Mr. Lipscomb, if you noted Secretary McNamara's statement yesterday—

Mr. LIPSCOMB. I sure did.

General CROW. There are additional personnel being sent—

Mr. LAIRD. Just a minute, General. There is no additional personnel according to the Secretary's own statement from the standpoint of what he said was budgeted. He said this personnel was budgeted up to—

General CROW. That is right, sir.

Mr. LAIRD. What is your point?

General CROW. My only point is that, if we, in fact, as a consequence of later plans, do increase activity rates, or send additional people over above those now planned, the budget would not be adequate. It is generally adequate for current plans.

Mr. LAIRD. Over—

General CROW. — covers all three services, sir.

Mr. LAIRD. That is what he said—there was enough in the budget to take care of — men in South Vietnam. His statement is on the record—I questioned him. I don't believe it, but he does, he testified to it. And he has got to live with it.

Mr. Lipscomb just asked the question of the general as to what are the changes in the ground rules. Let's have those changes. What are they?

General CROW. At this time—

Mr. LIPSCOMB. I would like to have the answer from General Harrison.

General HARRISON. At this point, right now, there are no changes. However, we are always trying to be prepared for increased activity in Vietnam, and there might be some increase.

Mr. LAIRD. I am sorry, Mr. Lipscomb. I understood he said there were changes between November 1 and March 1, and now I understand there are no changes. This is a very confusing record, General.

General HARRISON. I misunderstood you, sir.

Mr. MINSHALL. It is a confusing administration.

General HARRISON. I thought you meant had there been any changes in the intensity, the extent of the conflict in southeast Asia, and, of course, there has been a considerable increase, I would say.

Mr. LAIRD. But it hasn't gone above anything the Secretary said was anticipated as of this time?

General CROW. That is true, sir.

General HARRISON. That is right.

Mr. LIPSCOMB. Thank you, Mr. Chairman.

Mr. WHITTEN. Mr. Laird.

Mr. LAIRD. I would say the best thing we could do would be to listen to the Secretary's press conferences, because you can sit around and ask questions for a couple of days about the classification used by the Department of Defense on our record, and I have found that there is one man in this country who decides what security is, and he decides it in order to protect himself politically rather than any other thing. You can argue for many weeks with the Department of Defense over what is a classified bit of information, and the Secretary in the heat of a press conference decides what is classified and what is not. This is the kind of a double standard being used.

(Discussion off the record.)

Mr. WHITTEN. Mr. Minshall.

Mr. MINSHALL. I have no questions.

Mr. WHITTEN. Gentlemen, we appreciate your appearance here. We appreciate the forthright way in which you have submitted the information. Thank you.

We will recess until 2 p.m.

AFTERNOON SESSION

RESERVE PERSONNEL, AIR FORCE
NATIONAL GUARD PERSONNEL, AIR FORCE

WITNESSES

MAJ. GEN. THOMAS E. MOORE, DIRECTOR OF PERSONNEL PLANNING, DEPUTY CHIEF OF STAFF, PERSONNEL

MAJ. GEN. CURTIS R. LOW, ASSISTANT CHIEF OF STAFF FOR RESERVE FORCES

MAJ. GEN. WINSTON P. WILSON, CHIEF, NATIONAL GUARD BUREAU

MAJ. GEN. DUWARD L. CROW, DIRECTOR OF BUDGET, COMPTROLLER OF THE AIR FORCE

RESERVE PERSONNEL, AIR FORCE

Object classification

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate
Direct obligations:			
11.7 Personnel compensation, military personnel.....	40,183	45,000	49,600
12.1 Personnel benefits, military personnel.....	8,346	10,730	10,830
21.0 Travel and transportation of persons.....	1,877	2,400	2,700
22.0 Transportation of things.....		20	20
25.1 Other services.....	79		
26.0 Supplies and materials.....	5,840	6,200	6,500
42.0 Insurance claims and indemnities.....	13	50	50
Total direct obligations.....	56,338	64,400	69,700
Reimbursable obligations:			
26.0 Supplies and materials.....	25	18	15
Total reimbursable obligations.....	25	18	15
99.0 Total obligations.....	56,363	64,418	69,715

Program and financing

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate
Program by activities:			
Direct program:			
1. Reserve component personnel.....	47,969	54,024	58,916
2. Reserve officer candidates.....	8,369	10,376	10,784
Total direct obligations.....	56,338	64,400	69,700
Reimbursable program:			
1. Reserve component personnel.....	24	17	14
2. Reserve officer candidates.....	1	1	1
Total reimbursable obligations.....	25	18	15
10 Total obligations.....	56,363	64,418	69,715
Financing:			
Receipts and reimbursements from:			
11 Administrative budget accounts.....	-6	-8	-5
14 Non-Federal sources ¹	-19	-10	-10
25 Unobligated balance lapsing.....	518		
New obligational authority.....	56,856	64,400	69,700
New obligational authority:			
40 Appropriation.....	59,200	60,500	69,700
41 Transfer to "Emergency fund, Defense" (78 Stat. 480).....	-2,344		
43 Appropriation (adjusted).....	56,856	60,500	69,700
44 Proposed supplemental for military pay increase.....		1,200	
56 Proposed supplemental for southeast Asia support.....		2,700	
Relation of obligations to expenditures:			
10 To all obligations.....	56,363	64,418	69,715
70 Receipts and other offsets (items 11-17).....	-25	-18	-15
71 Obligations affecting expenditures.....	56,338	64,400	69,700
72 Obligated balance, start of year.....	7,786	9,318	13,718
74 Obligated balance, end of year (-).....	-9,318	-13,718	-23,418
77 Adjustments in expired accounts.....	-118		
90 Expenditures excluding pay increase supplemental.....	54,689	59,000	59,900
91 Expenditures from military pay increase supplemental.....		1,000	100

¹ Reimbursements from non-Federal sources are derived from sale of meals to officers from enlisted messes (10 U.S.C. 9621).

NATIONAL GUARD PERSONNEL, AIR FORCE

Object classification

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate
Direct obligations:			
11.7 Personnel compensation: Military personnel.....	53,264	65,300	64,800
12.1 Personnel benefits.....	5,823	6,500	6,800
21.0 Travel and transportation of persons.....	1,737	2,300	2,300
22.0 Transportation of things.....	7	50	50
26.0 Supplies and materials.....	3,849	6,300	6,800
42.0 Insurance claims and indemnities.....	41	50	50
Total direct obligations.....	64,721	80,500	80,800
Reimbursable obligations:			
26.0 Supplies and materials.....	112	135	135
Total reimbursable obligations.....	112	135	135
99.0 Total obligations.....	64,833	80,635	80,935

Program and financing

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate
Program by activities:			
Direct program: Reserve component personnel.....	64,721	80,500	80,800
Reimbursable program: Reserve component personnel....	112	135	135
10 Total obligations.....	64,833	80,635	80,935
Financing:			
Receipts and reimbursements from:			
11 Administrative budget accounts (-).....	-9	-10	-10
14 Non-Federal sources (-) ¹	-103	-125	-125
25 Unobligated balance lapsing.....	179		
New obligational authority.....	64,900	80,500	80,800
New obligational authority:			
40 Appropriation.....	69,300	71,300	80,800
41 Transfer to "Emergency fund, Defense," (78 Stat. 480)....	-4,400		
43 Appropriation (adjusted).....	64,900	71,300	80,800
44 Proposed supplemental for military pay increase.....		3,500	
56 Proposed supplemental for southeast Asia support.....		5,700	
Relation of obligations to expenditures:			
10 Total obligations.....	64,833	80,635	80,935
70 Receipts and other offsets (items 11-17).....	-112	-135	-135
71 Obligations affecting expenditures.....	64,721	80,500	80,800
72 Obligated balance, start of year.....	11,039	10,784	16,284
74 Obligated balance, end of year (-).....	-10,784	-16,284	-21,084
77 Adjustments in expired accounts.....	504		
90 Expenditures.....	65,481	72,000	75,700
91 Expenditures from military pay increase supplemental....		3,000	300

¹ Reimbursements from non-Federal sources derived from sale of meals to officers from enlisted messes (10 U.S.C. 9621).

Mr. MAHON. The subcommittee will be in order.

We will include in the record at this point the usual justification material.

(The justifications follow:)

RESERVE PERSONNEL, AIR FORCE

Summary of requirements

[In thousands]

Title	Fiscal year 1965 actual	Fiscal year 1966 estimate	Fiscal year 1967 estimate
(1)	(2)	(3)	(4)
Reserve personnel.....	\$47,993	\$54,041	\$58,930
Reserve officer candidates.....	8,370	10,377	10,785
Total program requirements (obligations).....	56,363	64,418	69,715
Less actual/anticipated reimbursements.....	-25	-18	-15
Total direct obligations/appropriation.....	56,338	64,400	69,700

Personnel summary

	Pay group	Paid drills	Paid days of active duty for training	Fiscal year 1965 (actual)		Fiscal year 1966 (current year)		Fiscal year 1967 (budget request)	
				Average	End	Average	End	Average	End
Officers	A	48	15	8,094	8,138	8,285	8,220	8,532	8,891
Enlisted				31,413	32,014	32,571	33,355	33,600	35,810
Officers	B	24	15	4,411	2,577	2,442	2,575	2,473	2,350
Enlisted				6,937	1,895	1,760	1,910	1,889	1,860
Enlisted	F	0	(1)	1,359	1,664	2,051	1,695	2,802	1,900
Drill pay, plus nonprior service:									
Officers				12,505	10,715	10,727	10,765	11,005	11,241
Enlisted				39,709	35,573	36,382	36,960	38,291	39,570
Total				52,214	46,288	47,109	47,775	49,296	50,811
Officers	D	0	15	3,191	3,191	4,605	4,605	6,225	6,225
Enlisted				283	283	745	745	990	990
Officers	E	0	30	100	100	115	115	135	135
Enlisted				118	118	135	135	150	150
Other paid status:									
Officers				3,291	3,291	4,720	4,720	6,360	6,360
Enlisted				401	401	880	880	1,140	1,140
Total				3,692	3,692	5,600	5,600	7,500	7,500
Total paid participants:									
Officers				15,796	14,006	15,447	15,515	17,365	17,601
Enlisted				40,110	35,974	37,262	37,840	39,431	40,710
Total				55,906	49,980	52,709	53,355	56,796	58,311

14 months minimum.

Summary of requirements by project

[In thousands]

Title (1)	Fiscal year 1965, actual (2)	Fiscal year 1966, estimate (3)	Fiscal year 1967, estimate (4)
Training, pay group A.....	\$32,154	\$37,063	\$38,516
Training, pay group B.....	7,046	2,842	2,928
Training, pay group D.....	1,643	2,643	3,379
Training, pay group E.....	137	156	180
Training, pay group F.....	3,291	5,100	6,232
School training.....	1,208	1,766	2,622
Special training.....	2,456	3,822	4,361
Administration and support.....	58	649	712
Total program requirements (obligations).....	47,993	54,041	58,930

RESERVE OFFICER CANDIDATES

Summary of requirements by project

[In thousands]

Title (1)	1965 actual (2)	1966 estimate (3)	1967 estimate (4)
Senior A ROTC.....	\$8,370	\$9,683	\$9,273
Scholarship program.....		694	1,376
Junior ROTC.....			136
Total program requirements (obligations).....	8,370	10,377	10,785

Program introduction

ENROLLMENT—SENIOR ROTC (EXCLUDING SCHOLARSHIP PROGRAM)

	Actual, fiscal year 1965			Estimated, fiscal year 1966			Estimated, fiscal year 1967		
	Begin	End	Average	Begin	End	Average	Begin	End	Average
Aerospace studies I.....	57,221	44,694	50,958	42,000	35,000	38,500	35,000	27,500	31,250
Aerospace studies II.....	29,987	25,393	27,690	26,300	22,355	24,328	22,400	19,040	20,720
Aerospace studies III.....	6,829	5,976	6,403	7,200	6,000	6,600	6,000	5,580	5,790
Aerospace studies IV.....	7,580	6,313	6,947	7,450	6,705	7,078	6,400	5,860	6,080
Total.....	101,617	82,376	91,998	82,950	70,060	76,506	69,800	57,980	63,840

ENROLLMENT—SCHOLARSHIP PROGRAM

	0	0	0	1,000	1,000	1,000	1,000	1,000	1,000
Aerospace studies III.....	0	0	0	1,000	1,000	1,000	1,000	1,000	1,000
Aerospace studies IV.....	0	0	0	0	0	0	1,000	1,000	1,000
Total.....				1,000	1,000	1,000	2,000	2,000	2,000

TOTAL ENROLLMENT

Aerospace studies I.....	57,221	44,694	50,958	42,000	35,000	38,500	35,000	27,500	31,250
Aerospace studies II.....	29,987	25,393	27,690	26,300	22,355	24,328	22,400	19,040	20,720
Aerospace studies III.....	6,829	5,976	6,403	8,200	7,000	7,600	7,000	6,680	6,790
Aerospace studies IV.....	7,580	6,313	6,947	7,450	6,705	7,078	7,400	6,860	7,080
Total.....	101,617	82,376	91,998	83,950	71,060	77,506	71,800	59,980	65,840

Students attending field training

Fiscal year 1965	Fiscal year 1966	Fiscal year 1967
Senior ROTC (excluding scholarship program) 4-week field training: 3,021 students during July 1964 for 11 days. 2,681 students during July-August 1964 for 28 days 2,908 students during June 1965 for 18 days.	2,908 students during July 1965 for 10 days. 2,628 students during July-August 1965 for 28 days. 3,240 students during June 1966 for 12 days. 419 students during July 1965 for 24 days. 538 students during August-September 1965 for 42 days. 1,600 students during June 1966 for 12 days. 500 students during June 1966 for 12 days.	3,240 students during July 1966 for 16 days. 3,240 students during July-August 1966 for 28 days. 2,700 students during June 1967 for 13 days. 1,600 students during July 1966 for 30 days. 1,600 students during August-September 1966 for 42 days. 1,600 students during June 1967 for 13 days. 500 students during July 1966 for 16 days. 500 students during July-August 1966 for 28 days. 500 students during June 1967 for 13 days.
Senior ROTC (excluding scholarship program) 6-week field training.		
Scholarship program, 4-week field training.		

SCHOLARSHIP PROGRAM

Summary comparison of fiscal years 1966 and 1967 fund requirements

Subproject	Fiscal year 1966	Fiscal year 1967
Subsistence allowance.....	\$480,960	\$981,960
Uniforms: Issue in kind.....	32,360	32,370
Uniforms: Commutation in lieu.....	106,800	106,800
Pay and allowances: Field training.....	30,697	145,876
Subsistence in kind.....	7,526	37,147
Travel.....	36,000	72,000
Total Project 782—Fund requirements.....	694,343	1,376,153
Rounded to.....	694,000	1,376,000

During fiscal year 1967 it is estimated that there will be 9 units of the Air Force Junior ROTC, with an average student enrollment of 250 per unit. The funds included in this estimate will provide uniforms for students enrolled in the program:

New units

Number units.....	9
Average strength per unit.....	250
Total cadet strength.....	2,250
Average initial cost per uniform.....	\$60.60
Requirement.....	\$136,350
Rounded to.....	\$136,000

NATIONAL GUARD PERSONNEL, AIR FORCE

Summary of requirements by project

[In thousands]

Title (1)	Fiscal year 1965, actual (2)	Fiscal year 1966, estimate (3)	Fiscal year 1967, estimate (4)
Training, pay group A.....	49,720	58,916	60,622
Training, pay group F.....	6,935	9,998	9,082
School training.....	4,372	6,658	7,176
Special training.....	2,726	3,642	2,622
Administration and support.....	1,080	1,421	1,433
Total program requirements (obligations).....	64,833	80,635	80,935

Personnel summary

	Pay group	Authorized paid drills	Authorized paid days of active duty for training	Fiscal year 1965 (actual)		Fiscal year 1966 (current year)		Fiscal year 1967 (budget request)	
				Aver- age	End	Aver- age	End	Aver- age	End
Officers.....	} A F	48 0	15 (1)	10,006	10,268	10,420	10,564	10,590	10,600
Enlisted.....				60,636	63,097	62,981	64,058	65,318	65,092
Do.....				3,160	3,045	4,699	5,178	4,462	4,108
Total paid participants:									
Officers.....				10,006	10,268	10,420	10,564	10,590	10,600
Enlisted.....				63,796	66,142	67,680	69,236	69,780	69,200
Total.....				73,802	76,410	78,100	79,800	80,370	79,800

4-month minimum.

Mr. MAHON. Will you proceed, General Moore.

STATEMENT ON RESERVE PERSONNEL, AIR FORCE

General MOORE. Mr. Chairman and members of the committee, as Director of Personnel Planning, which includes responsibility for both the Regular Air Force and Air Force Reserve, I will present to you the requirements of the Air Force Reserve personnel appropriation for fiscal year 1967. First I will mention briefly the developments in fiscal year 1966.

RESERVE OPERATING PROGRAM FOR FISCAL YEAR 1966

In last year's fiscal year 1966 budget hearings, I requested \$60.5 million for the Air Force Reserve personnel appropriation. This included funds to pay for an end fiscal year 1966 drill pay strength of 45,550. However, southeast Asia commitments and increased manning of select C-124 units to 100 percent of UMD authorizations has resulted in an increase of 2,205 drill pay spaces for end fiscal year 1966. Including the additional funds associated with the pay increase, the total funds required for fiscal year 1966 are now estimated to be \$64.4 million.

RESERVE PERSONNEL BUDGET PROGRAM FOR FISCAL YEAR 1967

For fiscal year 1967 we are requesting \$69.7 million, of which \$58.9 million is for the Air Force Reserve, and \$10.8 million for the Air Force ROTC program. The total request is \$5.3 million more than the revised amount estimated for fiscal year 1966.

The appropriation request will provide support for the following (figures rounded) :

TABLE I.—*Department of the Air Force, Air Force Reserve drill pay status*

	End, fiscal year 1966	End, fiscal year 1966	End, fiscal year 1967
Total drill pay.....	46,288	47,755	50,811
Officers.....	10,715	10,795	11,241
Enlisted.....	35,573	36,960	39,570
48 drills, total.....	40,152	41,575	44,701
Officers.....	8,138	8,220	8,891
Enlisted.....	32,014	33,355	35,810
24 drills, total.....	4,472	4,485	4,210
Officers.....	2,577	2,575	2,350
Enlisted.....	1,895	1,910	1,860
Nonprior service, total.....	1,664	1,695	1,900
Officers.....			
Enlisted.....	1,664	1,695	1,900

(a) 50,800 Air Force reservists participating in a drill pay status, which includes 43,600 in units, 5,300 in the individual program, and 1,900 in the non-prior-service program. (Reference table I.)

(b) 7,500 Air Force reservists who are paid only for their annual active duty tours.

(c) 147,400 active duty man-days for special training tours.

(d) 93,500 active duty man-days for service school training tours.

(e) 71,800 student enrollment in AFROTC with an annual average of 65,800 which includes 2,000 in the scholarship program. Also an enrollment of 2,250 is programed under the Junior ROTC program.

UNIT PROGRAM

The Air Force Reserve flying units at end fiscal year 1967 will consist of 8 troop carrier wings with 21 groups; 6 military airlift wings with 19 groups, and 5 aerospace rescue and recovery squadrons. There are 178 nonflying units. These include medical and aeromedical evacuation groups, air terminal squadrons, air postal groups, support squadrons (mobile en route), maintenance and supply squadrons (mobile), and a censorship squadron. All of these units have a war-time mobilization assignment to major air commands, and they receive the same training, supervision, and inspection as Active Force units.

The Air Force Reserve program is continually evaluated to determine new and better ways for Reserve units and individuals to provide needed augmentation to the Active Force. Recent studies resulted in

plans to activate 20 new Air Force Reserve units and to inactivate 3 mobile communication squadrons in July 1966.

The new units, scheduled for activation, consist of six support squadrons (mobile en route), seven maintenance squadrons (mobile) and seven supply support squadrons (mobile). The support squadrons (mobile en route) will furnish overseas terminal services for Military Airlift Command (MAC). The Air Force Logistics Command gains the other squadrons which will provide overseas depot-level maintenance capability during contingency or limited war situations.

Another facet of USAF's continual search for improvement is its assignment of more modern aircraft to Reserve flying units. C-124's are being assigned to replace C-119's in the Air Force Reserve flying units. Eleven groups will employ the C-124's by end fiscal year 1966 and 19 groups will employ the C-124's by end fiscal year 1967. As they do, their missions and gaining commands change, going from assault airlift for the Tactical Air Command to assisting the Military Airlift Command in accomplishing its global airlift requirements.

In addition, we are continuing to study our overall needs for intra-theater and assault airlift under a wide variety of contingencies. To provide time for this study we are retaining eight C-119 troop carrier groups, previously scheduled for inactivation during fiscal year 1967, to augment our Active Force assault airlift capability.

Two of the five aerospace rescue and recovery squadrons are to be reequipped with HC-97 aircraft this fiscal year which will increase their capability to conduct wider and longer search and recovery missions. Each of the three remaining squadrons will receive an increase in HU-16 aircraft from four to six. In addition, the five squadrons will be allowed an increase in their drill pay strengths from a total of 530 to 730 for end fiscal year 1966.

The 43,600 drill pay strength programed in the Reserve units for end fiscal year 1967 will give us an average of 95 percent manning in the flying units and 65 percent in the nonflying units. Within the flying units, the 19 C-124 units are authorized 100 percent manning with an aircraft utilization rate of 5 hours to meet worldwide airlift requirements. The C-119 units which remain part of TAC's assault force are authorized an average of 89 percent manning. The aerospace rescue and recovery squadrons are authorized 89 percent manning also.

Reservists assigned to all inactivated units are being encouraged to retain their military proficiency by seeking assignments with other organized units of the Air Reserve Forces; individual mobilization assignments with major commands; or other individual training programs of the Air Force Reserve.

INDIVIDUAL PROGRAM

In fiscal year 1967, the individual reserve program will have 1,100 reservists in 48 drill pay status; 4,200 in 24 drill pay status; and 7,500 paid for active duty training only, for a total of 12,800 in a paid status.

As part of the continuing evaluation of the Reserve program, a new concept of specialty training for individual reservists was devised.

A test phase of this concept was instituted November 1, 1965. Eight squadrons and twenty-seven specialty training flights were activated on that date, and training began January 1, 1966. Assigned reservists will train within a single specialty or related groups of specialties. The program calls for nonpay inactive duty training plus a paid 12- to 15-day annual tour of active duty. Six hundred tours have been authorized for this program.

A revised Continental Air Command management plan has been approved in the interest of efficiency and effectiveness. This plan calls for the inactivation of the 16 Air Force Reserve sectors and consolidation of 2 regional headquarters. The five remaining Air Force Reserve regions will coincide with the Continental Army areas. Based on these actions, the Reserve drill pay strength is decreased by 165 officers and 120 airman spaces for fiscal year 1967.

ACCOMPLISHMENTS

The Air Force Reserve is playing an important part in these days of unrest around the globe. No longer can activities of units and individuals be categorized as training alone. The difference now is that, while reservists train, a byproduct is produced which tangibly contributes to the defense efforts of the Nation.

Air Force reservists have made a significant contribution to Air Force objectives by furnishing immediate airlift augmentation during periods of crises, in joint training exercises, and in accomplishing humanitarian missions.

The 1965 crisis in the Dominican Republic placed a heavy airlift requirement on the Air Force. Operation "Power Pack" began April 30 and that same day, within hours after being notified, Reserve aircrews responded. Throughout the crisis the reservists flew missions directly into Santo Domingo, or to other areas of the world, relieving active duty units for greater participation in the "Power Pack" and southeast Asia airlift. These missions included destinations such as Saigon, Iceland, Greenland, Alaska, Brazil, Canada, Newfoundland, Puerto Rico, and Labrador.

In the current buildup of military resources in southeast Asia, the long-range capability of the Reserve C-124's continues as a resource of vital support to the Military Airlift Command (MAC). On a daily basis, these reservists accomplish domestic and overseas missions airlifting cargo and personnel to such places as the Republic of Vietnam, Japan, Thailand, and the Philippines. Recently, the Reserve airlift units also began flying MAC missions to Europe.

This assistance to the Active Air Force during periods of crises was accomplished without resorting to mobilization. Part of the support occurred during annual 15-day active duty tours. In most cases, the aircrews volunteered for short tours of active duty when the missions were in addition to their normal training requirements.

Each day since July 1, 1965, C-119 aircraft and crews have been supporting MAC, flying cargo to overseas destinations and within the Nation. Reserve C-119 aircraft and crews have also been supporting the Tactical Air Command daily by performing airlift missions within the United States and overseas.

JOINT TRAINING EXERCISES

Joint exercises are a major source of practical training for reservists. They give the reservists opportunities to work side by side with their active duty counterparts. For the past several years, they have furnished more than 50 percent of the Air Force support of the Army in troop and equipment drop training within the United States. Over 94,000 paratroopers were dropped from Reserve aircraft during fiscal year 1965.

Two recent examples of joint training are "Arctic Shore X", which ended November 13, 1965, and "King Crab X" held during October 1965. In the "Arctic Shore" exercise in Alaska, reservists of the 440th Troop Carrier Wing from Gen. Billy Mitchel Field, Wis., augmented Army airborne and ground forces dropping paratroopers and equipment. They also trained in assault airlift operations.

In "King Crab X", the 302d Troop Carrier Wing from Clinton County Air Force Base, Ohio, flew similar support missions for the Army's 60th Infantry Battalion during their maneuvers near Nome, Alaska.

HUMANITARIAN MISSIONS

The readiness and versatility of Air Force Reserve airlift units make them uniquely suited to assist in this Nation's humanitarian objectives. Natural disasters, foreign and domestic, continually serve as the cause for the employment of the Reserve's airlift forces.

In the 4 days immediately following "Hurricane Betsy," in sections of Southeastern United States, 13 troop carrier wings accomplished 138 airlift missions, carrying 520 passengers and over 540 tons of cargo consisting of communications equipment, cots, blankets, food, field kitchen equipment, and other emergency supplies.

Six Air Force Reserve C-119's of the 945th Troop Carrier Group, Hill Air Force Base, Utah, airlifted 60,000 pounds of cots, blankets, and medical supplies for distribution to flood victims in Colorado.

In Montana, snowbound cattle were saved from starvation by reservists dropping hay from 349th Troop Carrier Wing aircraft, from Hamilton Air Force Base, Calif.

CONAC recently served as coordinator for project "Christmas Star." The project was an outstanding demonstration of cooperation by Air Force Reserves, Air National Guardsmen, and members of the Active Duty Forces, as well as the employers who gave reservists the necessary time off to participate in such missions. As a result of the ANG/AFR efforts using C-97's, C-121's, and C-124's, 475 tons of Yuletide gifts were collected within the United States and transported to their destinations in the Republic of Vietnam.

SUPPORT OF NASA

The 446th Troop Carrier Wing at Ellington Air Force Base, Tex., holds the distinction of being the only Air Force Reserve flying unit supporting the Nation's men-in-space program. They have been conducting airborne tests for NASA's Manned Space Center at Houston, since 1962. Employing the versatile C-119, the reservists have carried out 182 flights for NASA, test-dropping Mercury and Gemini space

capsules, and will do the same with the Apollo spacecraft. Also, air-drops were made to test retrorockets, flotation gear, and sea dye marker. Missions also were flown to test electronic search and rescue devices to be used in capsule recovery operations.

AIR FORCE ROTC

The majority of our new Air Force officers are trained and commissioned through the AFROTC program. The ROTC Vitalization Act of 1964, providing scholarships, a new 2-year program, and increased subsistence rates; has extended this opportunity to many more young men and assisted us in our selection of high quality officer candidates. In fiscal year 1967, the Air Force ROTC program will be offered in 171 colleges and universities and 8 subdetachments. Also, 174 institutions are offering flying training to Air Force ROTC cadets during fiscal year 1966.

The anticipated student begin enrollment for fiscal year 1967 is 71,800, of which 57,400 will be in the general military (basic) course and the remaining 14,400 in the professional officer (advanced) course. This will enable us to bring 4,500 Air Force ROTC commissioned officers to extended active duty during fiscal year 1967.

One thousand scholarships were awarded to Air Force ROTC 4-year program students in fiscal year 1966, and 2,000 will be awarded in fiscal year 1967. Costs for scholarships amounting to \$815 per student are included in our O & M appropriations budget.

The Air Force Junior ROTC program is planned for implementation in fiscal year 1967. Where possible units will be located in schools near an existing Senior AFROTC detachment and an Air Force base to provide maximum support for the new program. This policy should insure the establishment of units at quality schools and provide a model program to serve as a basis for future expansions of the Air Force Junior ROTC program.

The fiscal year 1967 request for the ROTC program is \$10.8 million, and the estimated cost of fiscal year 1966 is \$10.4 million. The increase is required to expand the scholarship program and to implement the new Junior ROTC program.

In conclusion, Mr. Chairman, may I say that in view of the essential support being given to the Regular Air Force and our Nation, I recommend that the Reserve personnel appropriation request for fiscal year 1967 be given your full support. Thank you.

General CROW. Mr. Chairman, may we proceed with the Guard statement and have questions after that.

Mr. MAHON. Very well.

STATEMENT ON NATIONAL GUARD PERSONNEL, AIR FORCE

General WILSON. Mr. Chairman and members of the committee, once again, it is my privilege to appear before this committee to present the Air National Guard requirements for the coming fiscal year and to give you a report on the accomplishments and progress made by the Air National Guard.

The past year has been recorded as another eventful and most rewarding period for the Air National Guard. The individuals and units comprising this force have continued to excel in every respect by achieving new accomplishments and establishing unprecedented milestones. Examples of these achievements are many and include such things as: Combat peaking of selected Air Guard tactical units for possible mobilization and deployment to areas of conflict; accelerated training of the airlift units; additional missions to augment MAC's airlift capability to Vietnam; assuming part of the MAC aeromedical evacuation program with Guard airlift units; and Guard participation in Exercise Christmas Star, a mission that contributed to the morale and welfare of personnel serving in Vietnam. Gentlemen, the achievements I have just mentioned are significant for many reasons but probably the two most important ones are: First, the country is assured of having units available to augment the active forces with an immediate combat effectiveness, and second, the Guard has been able to materially assist the Air Forces in accomplishing its greatly expanded mission tasks. Very briefly I will relate some of the achievements to assist this committee in its considerations and evaluation.

PEAKING OF TACTICAL UNITS

The first achievement I mentioned was the peaking of certain tactical units. In September of 1965 we were given the authority and resources to bring nine F-100 units, four RF-84 units and one tactical control group to 100 percent manning and to accelerate their training. This objective is being met and all units are attaining an operational ready status. Unscheduled operational readiness inspections in the forthcoming months will confirm that these units are maintaining this status.

AIRLIFT SUPPORT

Our C-97 and C-121 airlift units are concentrating on a greatly expanded flying training program for the purpose of providing maximum support to MAC in the movement of overseas cargo. We estimate these units will provide MAC between 1,100 and 1,200 outbound cargo flights in the last 6 months of this fiscal year.

The personnel in these units are to be commended for their motivation and the time they are contributing to assist in the movement of this cargo.

DEPLOYMENT EXERCISES

During the past year we have again deployed units to distant locations as a part of their annual field training. The 152d Tactical Control Group, with headquarters in New York and units in Connecticut, Ohio, Pennsylvania, Massachusetts, and Rhode Island, deployed to Germany with approximately 600 personnel. They trained with the Active Air Force 601st Tactical Control Group under the same environment as would be the case in event of their mobilization.

Also the 130th Air Commando Group of West Virginia and the 129th Air Commando Group from California deployed to Panama to conduct their annual field training.

AEROMEDICAL EVACUATION PROGRAM

In August of 1965, the Guard volunteered to augment the MAC aeromedical evacuation program designed for expedient airlift of patients between units and hospitals and between hospitals. Guard participation has met every expectation. From August 1 through January 1 the ANG flew 66 trips including 31 offshore trips and transported 3,045 patients in addition to 1,604 passengers. 1,515 flying hours were logged over a period of 300 trip-days. The Guard is prepared to continue this participation as long as the requirement exists.

CHRISTMAS STAR

In December 1965, the Guard was asked to assist MAC to fly Christmas packages, mail, and other supplies to our troops in Vietnam with a target date for completion by not later than December 25. In 75 trips to Vietnam we met our commitment and airlifted over 400 tons of Christmas Star packages plus 140 tons of MAC cargo. All Guard airlift units in 17 States participated.

EFFECTIVENESS OF UNITS

With that brief résumé of our achievements I will now quickly review the effectiveness of our units. All of our organizations are measured by the same standards that apply to like units in the Active establishment. They are tested through the media of operational readiness inspections (ORI's), and general inspections. During calendar year 1965, our units received a total of 50 ORI's and 711 general inspections, and attained a passing rate of 98 percent.

SURPRISE ALERT PROGRAM

We also have a program in the ANG for testing our response capabilities. Each unit is required to perform two test surprise alerts during the year. Results of the surprise alerts have revealed that, on an overall basis, 27 percent of the guardsmen report within 30 minutes and 80 percent within 3 hours. Our air defense units have had the highest response capability as evidenced by these tests, and this is as it should be due to the nature of their mission.

SPECIAL ATTENTION AREAS

I have highlighted the past year's activity, but before getting into our fund request for fiscal year 1967 I want to mention some items requiring special attention. Shortage of pilots continues to be a problem. We have taken every reasonable action for retention to include a 5-year contract with pilot trainees as a condition of training. Also, the Air Force has under consideration a plan to provide additional pilot training spaces in fiscal year 1967 to help alleviate the problem. For the first time the stability of our air technician program gives us concern. Our losses in the past year are in excess of our normal rate. High employment in industry offers competition for skills which we can't match with pay—particularly in the elec-

tronic field. Also, the announced inactivation of some of our units has generated a sense of personal and family insecurity. This, of course, tends to encourage our air technicians to seek and accept other employment. To retain these highly skilled personnel and to instill confidence, we have taken action to identify position vacancies in the system and offer relocation to employees displaced by base closures, unit inactivations, and reductions in force. We intend this to include transportation for the individual, his dependents, and household goods. This parallels Department of Defense procedures for civilian employees under like circumstances.

NATIONAL GUARD PERSONNEL, AIR FORCE

The programmed strengths for the Air National Guard in fiscal year 1967 are 79,800 beginning and 79,800 ending, with an average strength of 80,370. This compares to an average strength of 78,100 in fiscal year 1966, and 79,800 ending strength. Concerning increased strength, I would like to say that we have had no problems with recruitment of personnel; we are putting ever-increasing emphasis on publicizing our Air National Guard program at the local level. Our recruiting program is also directed toward civilian industry to encourage them to give added recognition to their employees who are members of the Air National Guard, its importance to national defense, and its place in the community. We are requesting \$80.8 million in the National Guard personnel, Air Force appropriation to support this program. This will provide pay and allowances of airmen and officers on active duty training, unit training assemblies, special tours of active duty in support of Active Force exercises, clothing, subsistence, travel, and other personnel expenses.

The amount requested exceeds the appropriation for fiscal year 1966 by \$0.3 million. In past years, I have identified for you the reasons for substantial appropriation increases. This time, because the request is so nearly the same as our current funding level, I believe it would be more meaningful to the committee if I compare fiscal year 1966 and fiscal year 1967 by subject matter and explain the pluses and minuses.

The functional comparison between fiscal year 1966 and 1967 is as follows:

UNIT TRAINING ASSEMBLIES

The increased average strength, the full-year impact of the pay raise and an increase of subsistence rates result in an increase of \$1.1 million in this area.

ANNUAL FIELD TRAINING

The annual field training program reflects an increase of \$0.6 million attributed to the same reasons. However, we will again realize a saving in transportation costs in this area through the use of our own air transport units in airlifting personnel to and from the field training sites. This will be the fifth year that we have utilized our own air transport units in airlifting Army and Air Guard personnel and equipment to and from field training. In fact the cost avoidance last year amounted to \$2.1 million.

SPECIAL TRAINING

Our normal supplemental training program is \$1.0 million less than in fiscal year 1966 for National Guard participation in joint exercises with units of the active establishment. We plan on using our field training man-days to the maximum extent possible to support these exercises.

NONPRIOR SERVICE BASIC AND TECHNICAL TRAINING PROGRAM

For the current fiscal year our nonprior service and technical training program was increased in scope to accomplish 100 percent manning of selected units. During this year we will enter 11,700 nonprior service individuals into training; of this number 3,200 are associated with the unit buildup. For fiscal year 1967, however, we will enter only 9,500 into training. This number will maintain our units at their programmed strength. All of our nonprior service personnel will receive a minimum of 4 months' active duty training. Thirty percent of these trainees will receive 6 weeks of basic military training at Lackland AFB, Tex., and the balance of their 4 months will be spent in on-the-job training at an active Air Force base or at one of our Air National Guard bases. The other 70 percent of these trainees will receive their basic military training at Lackland and then go to a technical school to obtain the minimum training necessary to enable them to perform in their assigned specialty. The decreased input to this program in fiscal year 1967 results in a decrease of \$0.9 million.

FLIGHT TRAINING

The flight training program reflects an increase of \$0.8 million over the current year. This represents an increased input of 93 pilot trainees for fiscal year 1967. However, we will still have a deficiency in total pilot strength. All possibilities are being explored to satisfy this deficiency.

SERVICE AND TECHNICAL SCHOOLS

This year we will again provide our officers and airmen with a comprehensive advanced technical training program through formalized school courses. During fiscal year 1966 we will enter approximately 1,239 officers and airmen into the training program and expect, during fiscal year 1967, to enter 1,034 with a decrease cost of \$0.3 million. The formal school training is an important aspect of our overall training program; however, our total training requirements are not achieved through formal schools alone. An analysis of our training program reflects that 90.4 percent of our personnel will receive all, or part, of their training at home stations by means of on-the-job training. Within the last year 14,962 individuals were upgraded through on-the-job training and over 29,000 individuals are enrolled in correspondence courses. We have placed strong emphasis on the on-the-job training program along with encouraging our guardsmen to enhance their civilian educational level.

In summary, I have covered the highlights of our program accomplishments during the past year and what we expect to accomplish during fiscal year 1967.

The trust and support of this committee over the past years has permitted the Air National Guard to progress to its present high state of readiness. We appreciate your guidance and understanding, and we will continue to do everything possible to justify your confidence in our program.

This concludes my presentation in support of the "National Guard personnel," Air Force appropriation request. I will endeavor to answer any questions you may have.

ROTC PROGRAM

Mr. MAHON. What do you think of the future of the ROTC?

General MOORE. It is quite productive for us, sir. The Vitalization Act has really stimulated the program. We are quite optimistic.

Mr. MAHON. I believe the Army testified that their procurement from ROTC was declining. Is yours declining?

General MOORE. Actually, it is on the increase. We will take in 4,500 officers this year as compared to a couple hundred less last year and the years before. It is the biggest source of our procurement for the fiscal year 1967 program period; however, as you know, our officer training school is the one that has the flexibility to go up and down.

Mr. ANDREWS. What percentage of your ROTC students become pilots, roughly?

General MOORE. Out of 4,500 of them coming in next year, 1,762 will be pilots; almost half.

AIRLIFT SUPPORT TO VIETNAM

Mr. MAHON. You spoke of airlifting cargo and personnel to Vietnam. How many reservists have participated in airlifting cargo and personnel to Vietnam?

General WILSON. All 25 of our airlift units in the Guard are participating on a voluntary basis. We have programed from now until the end of this fiscal year approximately 200 flights a month from our C-97 and C-121 squadrons. These don't all go to southeast Asia. We assist in airlift to both Eastern and Western Hemispheres, but I would say that out of the 200, approximately 120 flights per month will go to southeast Asia, sir, or in that area. These are completely voluntary crews who agree to come on active duty for a short period of time.

Mr. ANDREWS. Do they get extra pay for that, General?

General WILSON. They draw full pay and allowances for the number of days they serve on active duty.

Mr. MAHON. In other words, the budget provides funds for this kind of operation?

General WILSON. Yes, sir. We have a normal training requirement, which our budget covers, and which is about 125 overseas flights per month for normal training. Additional flights are funded by us as a part of supplemental training, or by the Active Air Force.

Mr. MAHON. Are your new enlistees well motivated?

General WILSON. I certainly think they are; yes, sir.

Mr. MAHON. What is the statement from the standpoint of the Reserve in regard to these problems we have been discussing?

General MOORE. Generally the same.

INACTIVATION OF AIRLIFT SQUADRONS

Mr. LIPSCOMB. General Wilson, on page 5 of your statement you mentioned the announced inactivation of some of our units has generated a sense of personal and family insecurity. In what areas are these units of inactivation?

General WILSON. These are three air squadrons, one in Pittsburgh, one in White Plains, N.Y., and one in Van Nuys, Calif., sir.

Mr. LIPSCOMB. In view of what you have just said about augmenting the Active Air Force airlift with your Reserves, how do you reconcile these statements? What is happening?

General WILSON. Well, sir, this was part of a program that has been under consideration for 2 years. The Active Air Force has increased capability with the C-141's and the C-5's to come in later on. The requirement for Reserve airlift units is thus being reduced.

Mr. LIPSCOMB. Has this been changed in any way because of the situation in Vietnam and what we find our position is in relation to our worldwide commitments.

General WILSON. No, sir; there has been no change in the program in the past 2 years.

Mr. LIPSCOMB. When are these inactivations supposed to take place?

General WILSON. They are supposed to take place in October 1966; this coming October.

Mr. LIPSCOMB. Will our capability be such then that we can still handle what you are doing now in supplementing the Regular Air Force?

General WILSON. It will definitely reduce our capability on a voluntary basis to meet this. All three of these units are manned, capable, and they have the equipment. The people can't understand why they are being eliminated while still being asked to perform additional airlift missions.

Mr. LIPSCOMB. From what I have read in various publications and from what I know personally, they have been doing a terrific job.

General WILSON. They have been doing a fantastic job, Mr. Lipscomb.

In our Reserve and Guard units with crews of 8 to 10 people, they are able to get off from their job as long as 10 days to take a trip.

DOMINICAN REPUBLIC SUPPORT

Mr. LIPSCOMB. We have been talking about Vietnam. How about the Dominican Republic? What was the case there?

General WILSON. That was primarily the Air Force Reserve and their C-119's. We furnished a Talking Bird aircraft for mission support as required. Most of our support has been for strategic lift—long-distance airlift to Europe and to the Far East.

Mr. LIPSCOMB. When the Reserve was involved in the Dominican Republic situation, did the Guard pick up some of the other requirements then?

General WILSON. Yes, sir, we picked up quite a bit during that time both in the East and West area to help meet the commitment.

Mr. LIPSCOMB. Is there active attention being given to this particular problem now? I know we are bringing C-141's in and all that, but our commitment is increasing, too. Is there a study going on?

RESERVE FORCES AIRLIFT PROGRAM

General CROW. Yes, there is. When General Wilson indicated there had been no change in the program, he was addressing the Guard units. As a matter of fact, as Secretary Brown brought out during our earlier appearance before you, eight Reserve squadrons previously scheduled to phase out will now be retained through 1967. I would like to compare total numbers of aircraft in the program as we discussed it with you last year, for the Air Force Reserve and the Guard, with our currently planned program. When we appeared last year the program at end of 1967 called for a total of 544 aircraft. It now calls for a total of 672. We are continuing to study the entire problem, keeping in mind total requirements. I think also, as was brought out in an earlier appearance, in terms of total airlift capability, the figures we cited to you were that the capability had increased threefold, in 1966 as compared to 1961—

Mr. LIPSCOMB. I wish you hadn't brought that up. That is an awfully hard question to deal with at the present time, as that concerns the future, too. The C-141—we need it now and we might as well recognize it.

General CROW. We do have this increased capability for 1966 as compared to prior years.

Mr. LIPSCOMB. So is there a greater problem with us right now.

VAN NUYS, CALIF. UNIT

What happens to a unit like the Van Nuys, Calif., unit, when it is inactivated? Do you transfer that capability someplace else?

General WILSON. No, sir. At Van Nuys we are in a little better shape than at White Plains because we have two squadrons there. Therefore, any shortages in the remaining squadron can be filled by some of the personnel from the unit phasing out. The balance of the unit personnel and equipment will be inactivated. You can't transfer people because they are in civilian jobs in that locality and therefore it is a loss of those people to the program, sir.

Mr. LIPSCOMB. I hope this is looked at very carefully before it is finalized. I know in other programs the Secretary has changed his mind. I hope he looks at this with a little more care.

That is all I have, Mr. Chairman.

NUMBER OF GUARD PLANES USED

Mr. ANDREWS. How many Guard planes have been used in these operations, General?

General WILSON. Well, sir, I would say that all 25 squadrons, which is about 220 airplanes, have been used in this operation, sir.

Mr. ANDREWS. They are all Guard planes?

General WILSON. They are all planes assigned to the Guard.

Mr. ANDREWS. Have you had any accidents?

General WILSON. No accidents, sir, in this airlift program.

Mr. MAHON. Thank you very much, gentlemen.

RETIRED PAY, DEFENSE

WITNESSES

LeROY J. SPENCE, OFFICE OF THE DEPUTY ASSISTANT SECRETARY OF DEFENSE (MILITARY PERSONNEL POLICY)

BRIG. GEN. WILLIAM W. BERG, U.S. AIR FORCE, DEPUTY ASSISTANT SECRETARY (MILITARY PERSONNEL POLICY), OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE (MANPOWER), OFFICE OF THE SECRETARY OF DEFENSE

COL. HERBERT ALLEN, U.S. ARMY, OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE (MANPOWER) OFFICE OF THE SECRETARY OF DEFENSE

Program and financing

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate
Program by activities:			
1. Nondisability.....	927,083	1,090,797	1,235,593
2. Temporary disability.....	34,749	35,601	37,269
3. Permanent disability.....	256,768	280,799	295,103
4. Fleet reserve.....	161,683	186,665	205,157
5. Survivors' benefits.....	5,295	6,138	6,878
10 Total obligations (object class 13.0).....	1,385,578	1,600,000	1,780,000
Financing:			
25 Unobligated balance lapsing.....	13,422		
New obligational authority.....	1,399,000	1,600,000	1,780,000
New obligational authority:			
40 Appropriation.....	1,399,000	1,529,000	1,730,000
44 Proposed supplemental for military pay increase.....		71,000	
Relation of obligations to expenditures:			
71 Total obligations (affecting expenditures).....	1,385,578	1,600,000	1,780,000
72 Obligated balance, start of year.....	11,701	11,290	31,590
74 Obligated balance, end of year.....	-11,290	-31,590	-61,590
77 Adjustments in expired accounts.....	-1,703		
90 Expenditures excluding pay increase supplemental.....	1,384,286	1,509,000	1,749,700
91 Expenditures from military pay increase supplemental.....		70,700	300

Mr. MAHON. The last item in title I of the bill is that for "Retired pay, Defense." The estimate for 1967 is \$1,780 million compared with appropriations for 1966—including the pay supplemental—of \$1,600 million. We are glad to have Mr. Spence with us again as the principal witness for this matter.

Before you begin, we should insert the justification material in the record.

(The matter referred to follows:)

Appropriation introduction

[In thousands of dollars]

	Fiscal year 1965	Fiscal year 1966	Fiscal year 1967
Appropriation or estimate.....	1,399,000	1,529,000	1,780,000
Proposed supplemental for military pay increases.....		71,000	
Unobligated balance of appropriation.....	13,422		
Total obligations.....	1,385,578	1,600,000	1,780,000

Summary of obligations by major category

[Dollars in thousands]

Category	1965 (actual)		1966 (estimate)		1967 (estimate)	
	Amount	Percent	Amount	Percent	Amount	Percent
1. Nondisability.....	\$927,083	66.91	\$1,090,797	68.17	\$1,235,593	69.41
2. Temporary disability.....	34,749	2.51	35,601	2.23	37,269	2.09
3. Permanent disability.....	256,768	18.53	280,799	17.55	295,103	16.58
4. Fleet Reserve.....	161,683	11.67	186,665	11.67	205,157	11.53
5. Survivors' benefits.....	5,295	.38	6,138	.38	6,878	.39
Subtotal.....	1,385,578	100.00	1,600,000	100.00	1,780,000	100.00
Available for reprogramming.....	13,422					
Total.....	1,399,000	100.00	1,600,000	100.00	1,780,000	100.00

Comparison of gains and losses

NONDISABILITY RETIREMENTS

Category	Number on rolls beginning of year	Gains during year	Losses during year	Net change	Number on rolls end of year	Man-year average
Actual, fiscal year 1965:						
Regular officers.....	50,475	5,649	886	4,763	55,238	53,713
Regular enlisted.....	134,832	26,694	3,338	23,356	158,188	148,359
Non-Regular officers.....	68,898	10,250	1,205	9,045	77,943	77,123
Non-Regular enlisted.....	1,953	378	94	284	2,237	2,155
Total.....	256,158	42,971	5,523	37,448	293,606	281,350
Estimated, fiscal year 1966:						
Regular officers.....	55,238	6,222	1,032	5,190	60,428	58,447
Regular enlisted.....	158,188	30,547	3,847	26,700	184,888	172,275
Non-Regular officers.....	77,943	9,918	1,357	8,561	86,504	85,905
Non-Regular enlisted.....	2,237	436	119	317	2,554	2,489
Total.....	293,606	47,123	6,355	40,768	334,374	319,116
Estimated, fiscal year 1967:						
Regular officers.....	60,428	6,552	1,080	5,472	65,900	63,731
Regular enlisted.....	184,888	30,708	4,390	26,318	211,206	198,920
Non-Regular officers.....	86,504	10,172	1,479	8,693	95,197	94,940
Non-Regular enlisted.....	2,554	466	139	327	2,881	2,857
Total.....	334,374	47,898	7,088	40,810	375,184	360,448

TEMPORARY DISABILITY RETIREMENTS

Actual, fiscal year 1965:						
Regular officers.....	1,784	436	539	(103)	1,681	1,805
Regular enlisted.....	10,613	4,847	5,463	(616)	9,997	10,241
Non-Regular officers.....	1,114	313	476	(163)	951	1,045
Non-Regular enlisted.....	736	341	423	(82)	654	683
Total.....	14,247	5,937	6,901	(964)	13,283	13,774
Estimated, fiscal year 1966:						
Regular officers.....	1,681	510	451	59	1,740	1,760
Regular enlisted.....	9,997	4,755	4,659	96	10,093	10,024
Non-Regular officers.....	951	466	463	3	954	959
Non-Regular enlisted.....	654	399	321	78	732	690
Total.....	13,283	6,130	5,894	236	13,519	13,433
Estimated, fiscal year 1967:						
Regular officers.....	1,740	551	509	42	1,782	1,801
Regular enlisted.....	10,093	5,078	4,671	407	10,500	10,293
Non-Regular officers.....	954	524	471	53	1,007	984
Non-Regular enlisted.....	732	505	329	176	908	821
Total.....	13,519	6,658	5,980	678	14,197	13,899

Comparison of gains and losses—Continued

PERMANENT DISABILITY RETIREMENTS

Category	Number on rolls beginning of year	Gains during year	Losses during year	Net change	Number on rolls end of year	Man-year average
Actual, fiscal year 1965:						
Regular officers.....	13,556	996	620	376	13,932	13,692
Regular enlisted.....	30,068	6,936	3,300	3,636	33,704	31,712
Non-Regular officers.....	39,152	1,430	933	497	39,649	39,384
Non-Regular enlisted.....	2,467	219	252	(33)	2,434	2,409
Total.....	85,243	9,581	5,105	4,476	89,719	87,197
Estimated, fiscal year 1966:						
Regular officers.....	13,932	906	562	344	14,276	14,112
Regular enlisted.....	33,703	6,758	3,062	3,696	37,399	35,575
Non-Regular officers.....	39,649	1,561	926	635	40,284	39,993
Non-Regular enlisted.....	2,434	217	147	70	2,504	2,471
Total.....	89,718	9,442	4,697	4,745	94,463	92,121
Estimated, fiscal year 1967:						
Regular officers.....	14,276	1,037	598	439	14,715	14,493
Regular enlisted.....	37,399	7,032	3,288	3,744	41,143	39,284
Non-Regular officers.....	40,284	1,754	951	803	41,087	40,681
Non-Regular enlisted.....	2,504	280	156	124	2,628	2,568
Total.....	94,463	10,103	4,993	5,110	99,573	97,026

FLEET RESERVE

Actual, fiscal year 1965.....	72,072	11,429	3,718	7,711	79,783	75,734
Estimated:						
Fiscal year 1966.....	79,783	11,552	5,455	6,097	85,880	83,230
Fiscal year 1967.....	85,880	12,931	4,815	8,096	93,996	90,583

SURVIVOR'S BENEFITS

Actual, fiscal year 1965.....	4,187	546	90	456	4,634	4,408
Estimated:						
Fiscal year 1966.....	4,643	663	116	574	5,190	4,921
Fiscal year 1967.....	5,190	744	129	615	5,805	5,506

Comparison of deductions and payments to survivors

SURVIVORS' BENEFITS

[In thousands of dollars]

	1965 actual	1966 estimate	1967 estimate
Accumulated deductions, net, start of year.....	61,719	74,869	89,869
Plus current deductions during the year.....	18,446	21,057	23,818
Less payment of survivors' benefits.....	5,296	6,057	6,917
Accumulated deductions, net, end of year.....	74,869	89,869	106,770

Mr. SPENCE. Mr. Chairman and members of the committee, I appreciate the opportunity to appear before this committee in behalf of the Department of Defense to discuss the appropriation for retired pay for fiscal year 1967.

The appropriation requested is a consolidation of the estimates of the military departments for retired pay of military personnel on the retired lists of the Army, Navy, Marine Corps, and Air Force;

retainer pay for members of the Fleet Reserve of the Navy and Marine Corps and payments to survivors of retired military personnel under the retired serviceman's family protection plan.

Last year we gave you a comparison of the growth of the retired population with the attendant increase in funding since June 30, 1956. We will not update that comparison at this time but wish to point out that our fiscal year 1966 and fiscal year 1967 estimates have been revised to include the additional costs resulting from the enactment of Public Law 89-132 which became effective on September 1, 1965. You will recall this legislation increased pay rates for those individuals on active duty and also provided a 4.4-percent increase for members on the retired rolls, based upon an increase in the Consumer Price Index, which had occurred over the average increase for calendar year 1962.

The appropriation request for fiscal year 1967 is \$1,780 million compared with \$1,529 million appropriated for fiscal year 1966 plus a supplemental request for \$71 million. The amount requested will provide for payments to an average of 567,462, an increase of 54,641 over fiscal year 1966.

MAJOR CATEGORIES OF PERSONNEL

NONDISABILITY

This category includes personnel who were retired for age or length of service.

It is estimated that \$1,235.6 million or 69.4 percent of the total appropriation request will be required to provide for an average of 360,448 annuitants in the nondisability category in fiscal year 1967. This compares with an average of 319,116 annuitants estimated for fiscal year 1966.

TEMPORARY DISABILITY

The temporary disability category is an interim classification for disabled personnel where there is some doubt as to the degree of permanence of their disability. Personnel are placed on the temporary disability list for a period of not to exceed 5 years in accordance with title IV of the Career Compensation Act of 1949, which has now been codified as chapter 61 of title 10, United States Code. During this 5-year period, physical examinations are required at least once every 18 months to determine whether such individuals (a) have recovered from their disability and can be returned to active duty; (b) should be discharged; or (c) should be transferred to the permanent disability rolls.

It is estimated that \$37.3 million or 2.1 percent of this appropriation will be required to provide for an average of 13,899 annuitants as compared with 13,433 in fiscal year 1966.

PERMANENT DISABILITY

This category is composed of personnel whose disability has been definitely established as "permanent." Persons may be placed on the permanent disability rolls immediately following the termination of their active duty status or by transfer from the temporary disability

rolls. It is estimated that \$295.1 million or 16.6 percent of the appropriation will be required in fiscal year 1967 for an average of 97,026 permanently disabled retired military personnel. This compares with an average of 92,121 for fiscal year 1966.

FLEET RESERVE

The fleet reserve category is composed of Navy and Marine Corps enlisted personnel having 20 but less than 30 years of service who elect to transfer from active duty to the fleet reserve. Upon completion of 30 years of combined active service and service in the fleet reserve or upon being found physically unfit for further military service, such personnel are transferred to the regular retired rolls. It is projected that a total of 93,966 fleet reservists will be on the rolls by June 30, 1967, as compared with 85,880 as of June 30, 1966, an increase of 8,086. It is estimated that \$205.2 million or 11.5 percent of the appropriation will be required in fiscal year 1967 to provide for an average of 90,583 fleet reservists. This compares with an average of 83,230 for fiscal year 1966.

SURVIVORS' BENEFITS

The "Survivors' benefits" category includes the amounts estimated to be required to make payments to survivors of retired personnel pursuant to the retired serviceman's family protection plan. This act permits members of the uniformed services to receive a reduced amount of retired pay in order to provide one or more annuities specified in the act for his survivors. The amount of the reduction in each member's case is computed by the actuarial equivalent method; that is, the total amount of reduced retired pay received by the member and the benefit payments made to his survivors will, on the average, not exceed the total amount of retired pay the member would have received had he not participated in the program.

It is estimated that \$6.9 million or 0.4 percent of the total appropriation request will be required to provide for an average of 5,506 in fiscal year 1967. This compares with an average of 4,921 in fiscal year 1966.

The amounts included for each of the categories are mathematical computations of the rates presently prescribed by law applied to the best available projections of the number of personnel to be carried on the rolls in fiscal year 1967.

Payments under this appropriation are required by law and any funds not required revert to the Treasury at the end of the fiscal year.

Mr. Chairman, Brig. Gen. William W. Berg, USAF, Deputy Assistant Secretary of Defense (Military Personnel Policy) and Col. Herbert Allen, USA, from his office are with me today. We will attempt to answer any questions the chairman or committee members may have.

EFFECT OF PAY LEGISLATION

Mr. MAHON. Has there been any noteworthy change in the retired pay situation since last year?

Mr. SPENCE. No, sir. The number of people who are going on the retired rolls is about what we expected and there has been no radical change in any way in the situation.

Mr. MAHON. Pay legislation has affected it some?

Mr. SPENCE. Yes, sir. The pay bill which became effective last September provided for an increase based upon the Consumer Price Index for those on the retired rolls and for those retiring after September 1, their retired pay would be based upon the pay scales provided by that act.

FUTURE RETIRED PAY COSTS

Mr. MAHON. As you look out into the future 10 or 12 or 20 years, what will happen here?

Mr. SPENCE. As far as numbers of people on the retired rolls are concerned, in dollars? Very briefly, it is going to continue to go up and will be going up, we estimate, until probably around the year 2000 anyhow. We have some specific cost estimates of the amount which we expect will be required for this appropriation based upon the present pay scales, present strength, and so forth which we can supply for the record.

In 1972, for example, we estimate there will be about 822,000 people on the retired rolls and the obligations based upon current pay scales would be \$2,611 million. The trend will continue up, we are sure, until at least the year 2000.

Mr. MAHON. Where might we possibly be as to numbers of retired people and dollar cost by the year 2000? Of course, this is highly speculative because no doubt there will be changes in rates from time to time.

Mr. SPENCE. We do have an estimate. As you indicate when you get that far out, it is quite speculative. I am sorry I don't have that particular estimate with me today.

Mr. MAHON. About what figure will it reach from the standpoint of money?

Mr. SPENCE. Based upon present dollars and the present strength it could reach \$5 billion.

Mr. MAHON. This is the figure that I had in the back of my mind.

General BERG. As I recall, the number was about 1.4 million.

ADDITIONAL JUSTIFICATION DETAIL

Mr. MAHON. I assume you have brought the usual set of charts and tables for the record, and they should appear here.

Mr. SPENCE. Yes, sir.

(The matter referred to follows:)

Increases in yearend strengths, by category for the fiscal years 1965, 1966, and 1967

Category	Fiscal year 1965		Fiscal year 1966		Fiscal year 1967	
	Actual	Percent	Estimate	Percent	Estimate	Percent
Nondisability.....	37,448	76.2	40,768	77.8	40,810	73.9
Temporary disability.....	(964)	-1.9	236	.4	678	1.2
Permanent disability.....	4,745	9.1	4,754	9.1	5,110	9.2
Fleet reserve.....	7,711	15.7	6,097	11.6	8,096	14.6
Survivor's benefits.....	456	.9	574	1.1	615	1.1
Total.....	49,126	100.0	52,420	100.0	55,309	100.0

Actual end strengths, obligations, and expenditures, July–December 1965

[Dollars in thousands]

	End strengths	Obligations	Expenditures
July	489, 118	\$122, 063	\$121, 884
August	494, 959	123, 498	123, 987
September	500, 670	129, 502	124, 678
October	503, 876	134, 088	137, 644
November	507, 291	131, 607	132, 583
December	508, 702	134, 094	132, 996
Total		774, 852	773, 772

New obligational authority, obligations, and unobligated balance fiscal years 1950–65

[In thousands of dollars]

Fiscal year	New obligational authority	Obligations	Unobligated balance
1950.....	\$306, 016	\$304, 376	\$1, 640
1951.....	342, 000	324, 089	17, 911
1952.....	345, 000	330, 598	14, 402
1953.....	357, 000	356, 385	615
1954.....	387, 000	386, 298	702
1955.....	423, 500	422, 102	1, 398
1956.....	495, 000	478, 932	16, 068
1957.....	515, 000	510, 784	4, 216
1958.....	567, 000	560, 962	6, 038
1959.....	640, 000	634, 542	5, 458
1960.....	715, 000	692, 922	22, 078
1961.....	789, 500	787, 806	1, 694
1962.....	920, 000	895, 854	24, 146
1963.....	¹ 1, 029, 000	1, 014, 775	10, 925
1964.....	1, 228, 000	1, 211, 215	16, 785
1965.....	1, 399, 000	1, 385, 578	13, 422

¹ 3.3 million transferred to "claims, Defense."

Retired serviceman's family protection plan

[Dollars in thousands]

Fiscal years	Number of annuitants electing to participate	Reduction in retired pay	Number of deceased annuitants	Payment to survivors
Actual:				
1954 (last 8 months)	11, 243	\$1, 597	149	\$67
1955.....	11, 401	4, 308	499	462
1956.....	12, 580	4, 692	814	797
1957.....	14, 859	5, 424	1, 128	1, 136
1958.....	17, 890	6, 251	1, 469	1, 479
1959.....	19, 846	7, 204	1, 881	1, 881
1960.....	22, 967	7, 786	2, 312	2, 422
1961.....	27, 997	8, 933	2, 807	3, 003
1962.....	33, 659	10, 806	3, 271	3, 495
1963.....	43, 254	13, 141	3, 713	3, 992
1964.....	52, 143	14, 906	4, 187	4, 595
1965.....	60, 996	18, 447	4, 634	5, 296
Estimated:				
1966.....	69, 964	21, 057	5, 190	6, 057
1967.....	79, 524	23, 816	5, 805	6, 917
Total		148, 368		41, 599

Retired personnel electing survivors' benefits and amount of deduction in retired pay

[Dollars in thousands]

Category	Actual, fiscal year 1965		Estimate, fiscal year 1966		Estimate, fiscal year 1967	
	Number on rolls, June 30	Amount of deduction	Number on rolls, June 30	Amount of deduction	Number on rolls, June 30	Amount of deduction
Nondisability:						
Regular officers	12,973	\$6,148	14,680	\$7,020	16,519	\$7,909
Regular enlisted	11,889	1,692	14,702	2,091	17,617	2,508
Nonregular officers	15,772	5,850	18,244	6,759	20,840	7,733
Nonregular enlisted	287	43	334	49	386	56
Subtotal	40,921	13,733	47,960	15,919	55,362	18,206
Temporary disability:						
Regular officers	582	331	627	357	674	382
Regular enlisted	603	73	636	75	672	78
Nonregular officers	283	68	298	70	306	72
Nonregular enlisted	63	7	69	8	76	9
Subtotal	1,531	479	1,630	510	1,728	541
Permanent disability:						
Regular officers	1,997	1,348	2,178	1,477	2,382	1,620
Regular enlisted	1,196	228	1,525	289	1,866	353
Nonregular officers	4,091	1,513	4,319	1,603	4,575	1,708
Nonregular enlisted	48	3	53	3	61	5
Subtotal	7,332	3,092	8,075	3,372	8,884	3,686
Fleet reserve	10,493	950	11,485	1,041	12,645	1,147
Total receiving reduced retired pay	60,277	18,254	69,150	20,842	78,619	23,580
Number of individuals making cash contributions	719	193	814	215	905	236
Grand total	60,996	18,447	69,964	21,057	79,524	23,816

Military personnel receiving retired or retainer pay as of June 30, 1965

Retired pay grade	All retirements ¹			Nondisability retirements ¹			Disability retirements		
	Number of persons	Monthly amount	Average monthly retired pay	Number of persons	Monthly amount	Average monthly retired pay	Number of persons	Monthly amount	Average monthly retired pay
O-10	101	\$125,754	\$1,245	61	\$75,851	\$1,243	40	\$49,903	\$1,248
O-9	240	261,284	1,089	150	163,513	1,090	90	97,771	1,086
O-8	1,355	1,236,657	913	906	800,489	884	449	436,168	1,971
O-7	1,475	1,123,351	762	1,042	765,154	734	433	358,197	827
O-6	27,530	15,265,807	554	22,232	11,943,685	537	5,298	3,320,122	627
O-5	44,936	18,711,838	416	38,212	15,715,242	411	6,724	2,996,596	446
O-4	42,936	15,138,471	353	34,175	12,135,195	355	8,761	3,003,276	343
O-3	25,662	7,227,666	282	12,510	3,777,498	302	13,147	3,450,168	262
O-2	15,259	3,312,139	217	3,010	3,759,356	252	12,249	2,552,783	208
O-1	5,488	1,013,262	185	503	111,164	221	4,985	902,068	181
W-4	4,599	1,689,827	367	4,200	1,529,189	364	399	190,638	403
W-3	6,750	1,862,669	276	6,185	1,691,300	273	565	171,369	303
W-2	12,500	3,130,565	250	10,859	2,724,138	251	1,641	406,427	248
W-1	3,736	822,687	220	2,304	537,298	233	1,432	285,389	199
Total officers	192,567	70,919,977	368	136,354	52,729,072	387	56,213	18,190,905	324
E-9	5,700	1,517,587	266	5,313	1,405,714	265	387	111,873	289
E-8	15,278	3,383,185	221	14,308	3,142,827	220	970	240,358	248
E-7	139,122	26,937,987	194	126,229	24,361,114	193	12,793	2,596,873	203
E-6	65,532	10,496,485	160	56,636	9,073,148	160	8,896	1,423,337	160
E-5	38,442	5,197,684	135	29,400	4,045,400	138	9,042	1,152,284	127
E-4	² 13,059	2,338,003	102	6,609	4,730,422	111	2,645	2,607,581	94
E-3	6,311	455,895	72	1,275	105,680	83	5,036	350,265	70
E-2	2,931	166,815	57	1,293	19,632	67	2,638	147,183	56
E-1	2,627	35,595	57	75	5,039	67	2,552	30,556	55
Total enlisted	287,002	49,549,236	173	240,238	42,888,926	179	46,764	6,660,310	142
Grand total	479,569	120,469,213	251	376,592	95,617,998	254	102,977	24,851,215	241

² Including 12 NAVCADS.

¹ Including fleet reserve.

Analysis by fiscal years of the number of retired personnel and cost

[Cost in thousands of dollars]

DEPARTMENT OF DEFENSE

Category	Actual, fiscal year 1965			Estimate, fiscal year 1966			Estimate, fiscal year 1967		
	Yearend	Average number	Cost	Yearend	Average number	Cost	Yearend	Average number	Cost
Nondisability:									
Regular officers.....	55,238	53,713	\$290,256	60,428	58,447	\$330,361	65,900	63,731	\$363,842
Regular enlisted.....	158,188	148,359	320,139	184,888	172,275	390,864	211,206	198,920	458,267
Non-Regular officers.....	81,057	77,123	313,891	89,966	85,905	366,154	99,098	94,940	409,473
Non-Regular enlisted.....	2,302	2,155	2,796	2,655	2,489	3,418	3,059	2,857	4,011
Subtotal.....	296,785	281,350	927,082	337,937	319,116	1,090,797	379,243	380,448	1,235,593
Temporary disability:									
Regular officers.....	1,681	1,805	10,969	1,740	1,760	11,276	1,782	1,801	11,723
Regular enlisted.....	9,997	10,241	18,041	10,093	10,024	18,665	10,500	10,293	19,497
Non-Regular officers.....	951	1,045	4,790	954	959	4,641	1,007	984	4,856
Non-Regular enlisted.....	654	683	949	752	690	1,019	1,908	821	1,193
Subtotal.....	13,283	13,774	34,749	13,519	13,433	35,601	14,197	13,890	37,269
Permanent disability:									
Regular officers.....	13,932	13,692	70,856	14,276	14,112	76,394	14,715	14,463	78,555
Regular enlisted.....	33,703	31,712	54,054	37,399	35,575	64,011	41,143	39,284	71,261
Non-Regular officers.....	39,649	39,384	128,937	40,284	39,963	137,262	41,087	40,681	142,654
Non-Regular enlisted.....	2,434	2,409	2,321	2,504	2,471	2,532	2,628	2,568	2,633
Subtotal.....	89,718	87,197	256,768	94,463	92,121	280,799	99,573	97,026	295,103
Fleet reserve.....	79,783	75,734	161,683	85,880	83,230	186,665	93,996	90,583	205,157
Survivors' benefits.....	4,643	4,408	5,295	5,190	4,921	6,138	5,805	5,506	6,878
Total.....	484,212	462,463	1,385,577	536,989	512,821	1,800,000	592,814	567,462	1,780,000

DEPARTMENT OF THE ARMY

Nondisability:	10,495	10,110	\$73,306	11,735	11,115	\$83,085	12,815	12,275	\$92,716
Regular officers.....	72,657	67,673	142,322	142,322	78,668	172,469	96,270	90,475	200,666
Regular enlisted.....	51,507	49,707	198,734	55,880	53,694	222,752	60,445	58,163	239,750
Non-Regular officers.....	1,809	756	672	915	862	798	1,015	965	908
Non-Regular enlisted.....									
Subtotal.....	135,468	128,246	415,034	153,210	144,339	479,704	170,545	161,878	534,040
Temporary disability:									
Regular officers.....	159	172	1,221	160	159	1,171	185	172	1,282
Regular enlisted.....	1,655	1,745	3,356	1,670	1,662	3,343	1,955	1,813	3,683
Non-Regular officers.....	412	462	2,062	414	415	1,918	470	443	2,072
Non-Regular enlisted.....	213	229	210	270	242	233	430	350	347
Subtotal.....	2,439	2,608	6,849	2,515	2,477	6,665	3,040	2,778	7,354
Permanent disability:									
Regular officers.....	5,674	5,699	30,451	5,655	5,664	31,330	5,705	5,680	31,395
Regular enlisted.....	12,338	12,111	21,145	12,975	12,657	22,941	13,755	13,365	23,770
Non-Regular officers.....	25,977	26,037	84,254	25,945	25,961	87,096	26,060	26,018	89,395
Non-Regular enlisted.....	1,205	1,228	923	1,225	1,215	953	1,295	1,260	89,997
Subtotal.....	45,194	45,075	136,776	45,800	45,497	142,320	46,845	46,323	145,557
Survivors' benefits.....	2,280	2,190	2,332	2,545	2,418	2,599	2,830	2,688	2,859
Total.....	185,391	178,119	560,991	204,070	194,731	631,288	223,260	213,667	689,840

DEPARTMENT OF THE NAVY

Nondisability:	32,277	31,687	\$151,431	34,470	33,723	\$168,392	36,723	35,961	\$179,317
Regular officers.....	25,046	24,354	56,653	28,621	26,911	65,591	31,307	30,083	72,976
Regular enlisted.....	3,884	5,560	13,095	6,789	6,380	18,320	7,726	7,296	21,180
Non-Regular officers.....	1,385	1,313	2,014	1,603	1,508	2,458	1,827	1,723	2,855
Non-Regular enlisted.....									
Subtotal.....	64,602	62,914	225,193	71,483	68,522	254,761	77,583	75,063	276,328
Temporary disability:									
Regular officers.....	1,082	1,152	7,107	1,144	1,152	7,477	1,181	1,204	7,911
Regular enlisted.....	5,719	5,231	9,559	5,192	5,187	9,806	5,233	5,214	10,100
Non-Regular officers.....	238	247	1,178	232	241	1,213	227	233	1,195
Non-Regular enlisted.....	394	400	683	420	407	736	442	431	799
Subtotal.....	6,893	7,030	18,327	6,988	6,987	19,232	7,083	7,082	20,005

Analysis by fiscal years of the number of retired personnel and cost—Continued

[Cost in thousands of dollars]

DEPARTMENT OF NAVY—Continued

Category	Actual, fiscal year 1965			Estimate, fiscal year 1966			Estimate, fiscal year 1967		
	Yearend	Average number	Cost	Yearend	Average number	Cost	Yearend	Average number	Cost
	Permanent disability:								
Regular officers.....	5,337	5,275	\$24,530	5,358	5,345	\$26,051	5,400	5,371	\$25,908
Regular enlisted.....	8,276	7,892	12,453	8,852	8,566	14,265	9,406	9,120	15,009
Non-Regular officers.....	3,336	3,341	10,495	3,350	3,339	11,009	3,363	3,349	10,913
Non-Regular enlisted.....	830	871	1,064	871	852	1,218	915	894	1,253
Subtotal.....	17,779	17,235	48,542	18,431	18,102	52,543	19,082	18,743	53,083
Fleet reserve.....	71,309	67,706	143,985	76,740	74,431	166,400	80,620	80,248	181,127
Survivors' benefits.....	1,310	1,248	1,553	1,445	1,383	1,791	1,381	1,319	1,962
Total.....	161,898	156,133	437,600	175,087	169,425	494,817	188,355	182,655	532,505

MARINE CORPS

Non-disability:									
Regular officers.....	5,149	5,050	\$24,139	5,374	5,336	\$26,369	5,715	5,578	\$27,797
Regular enlisted.....	2,048	1,950	4,586	2,277	2,166	5,289	2,502	2,425	5,963
Non-Regular officers.....	457	442	1,459	537	500	1,871	633	595	2,248
Non-Regular enlisted.....	33	30	46	36	34	53	39	37	59
Subtotal.....	7,687	7,472	30,230	8,218	8,056	33,582	8,949	8,635	36,067
Temporary disability:									
Regular officers.....	328	364	2,007	320	325	1,651	297	307	1,802
Regular enlisted.....	1,709	1,734	2,579	1,760	1,712	2,507	1,817	1,783	2,717
Non-Regular officers.....	68	64	236	61	59	223	62	61	231
Non-Regular enlisted.....	41	43	41	34	34	39	27	31	35
Subtotal.....	2,136	2,205	4,863	2,175	2,140	4,810	2,203	2,182	4,785

Comparison of retired pay expenditures with Department of Defense expenditures

[Dollar amounts in millions]

Fiscal year	All military functions	Retired pay	Percent
1937.....	\$934	\$55	5.89
1938.....	1,033	59	5.71
1939.....	1,075	61	5.67
1940.....	1,492	66	4.42
1941.....	5,898	73	1.22
1942.....	23,570	84	.36
1943.....	62,664	49	.08
1944.....	75,797	57	.08
1945.....	80,048	57	.07
1946.....	42,044	85	.20
1947.....	12,838	140	1.09
1948.....	10,937	175	1.60
1949.....	11,573	193	1.67
1950.....	11,891	193	1.62
1951.....	19,764	321	1.62
1952.....	38,897	329	.85
1953.....	43,606	357	.82
1954.....	40,326	386	.96
1955.....	35,531	419	1.18
1956.....	35,792	477	1.33
1957.....	38,436	511	1.33
1958.....	39,070	562	1.44
1959.....	41,223	641	1.55
1960.....	41,215	694	1.68
1961.....	43,227	786	1.82
1962.....	46,815	894	1.91
1963.....	48,252	1,015	2.10
1964.....	49,760	1,209	2.43
1965.....	46,173	1,384	3.00
1966 (estimated).....	52,925	1,580	2.99
1967 (estimated).....	57,150	1,750	3.06

Actual and estimated obligations for military retired pay, fiscal years 1950-71—
Under existing law

[In thousands of dollars]

Actual:	Actual—continued
1950.....	\$304,376
1951.....	324,089
1952.....	330,598
1953.....	356,385
1954.....	386,298
1955.....	422,102
1956.....	478,932
1957.....	510,784
1958.....	560,962
1959.....	634,542
1960.....	692,922
1961.....	787,806
1962.....	895,854
1963.....	1,014,775
1964.....	1,211,215
1965.....	1,385,578
1966.....	1,600,000
1967.....	1,780,000
1968.....	1,952,000
1969.....	2,125,000
1970.....	2,291,000
1971.....	2,448,000

Department of Defense: Retired pay—Title III, Public Law 810, retirements—
Fiscal year 1967 (10 U.S.C. 1331)

[In thousands of dollars]

	Yearend number	Average number	Amount
Officers.....	27,016	25,842	\$65,956
Enlisted.....	2,129	1,997	2,569
Total.....	29,145	27,839	68,525

Mr. MAHON. Are there questions?

Mr. LIPSCOMB. No questions, Mr. Chairman.

ENTITLEMENT TO RETIRED PAY

Mr. MAHON. Retired personnel are entitled to these funds as a matter of law, is that correct?

Mr. SPENCE. Yes, sir.

Mr. MAHON. The amount of money requested is largely a matter of arithmetic?

Mr. SPENCE. That is exactly right, sir. We take the people we now have on the retired rolls, the numbers of people who experience indicates will be added to the retired rolls, apply those to average dollar rates and arrive at the dollar amount that is included in the requested appropriation.

Mr. MAHON. If Congress should not provide the funds, what is the right of the person who is eligible for these payments? Could he go into court and collect? Do you know?

Mr. SPENCE. You are asking a question of fundamental law here, I think, as to whether or not the sovereign can be compelled to pay these retirement benefits of which these people have been assured by law.

If Congress should refuse to appropriate the money for them, I don't see what could be done. Certainly it is looked upon by everybody concerned as a matter of right.

Mr. MAHON. Colonel, did you have an idea on this?

Colonel ALLEN. No, sir; I am in complete accord with Mr. Spence. It is a very interesting question. I was just pondering it.

Mr. MAHON. There has been no disposition on the part of Congress not to pay the sum requested for retired pay. Of course, as time goes on, these funds can get quite high indeed. This would seem especially true if we maintain a rather sizable Military Establishment which would seem most likely.

Of course it can be argued that, as the gross national product goes up and the population goes up, the figures will not seem so large in relation to everything else as we approach, for example, the year 2000.

Thank you very much, gentlemen.

THE UNIVERSITY OF CHICAGO

The University of Chicago is a private research university in Chicago, Illinois. It was founded in 1837 as the first American university to be organized on the basis of the German model. The university is known for its commitment to academic excellence and its diverse student body. It is a member of the Association of American Universities and the Ivy League.

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LIST OF WITNESSES

No.	Name	Address
1	John A. Smith	123 Main St., New York, N.Y.
2	James B. Jones	456 Broadway, New York, N.Y.
3	William C. Brown	789 Park Ave., New York, N.Y.
4	Robert D. White	1010 Fifth Ave., New York, N.Y.
5	Thomas E. Black	1212 Madison Ave., New York, N.Y.
6	Charles F. Green	1414 E. 86th St., New York, N.Y.
7	Edward G. Hall	1616 Lexington Ave., New York, N.Y.
8	Frank H. King	1818 York Ave., New York, N.Y.
9	George I. Lee	2020 42nd St., New York, N.Y.
10	Harold J. Miller	2222 34th St., New York, N.Y.
11	Arthur K. Davis	2424 26th St., New York, N.Y.
12	Benjamin L. Wilson	2626 18th St., New York, N.Y.
13	Richard M. Moore	2828 10th St., New York, N.Y.
14	Samuel N. Taylor	3030 2nd St., New York, N.Y.
15	Joseph O. Anderson	3232 1st St., New York, N.Y.
16	Alfred P. Roberts	3434 1st St., New York, N.Y.
17	Walter Q. Phillips	3636 1st St., New York, N.Y.
18	Henry R. Evans	3838 1st St., New York, N.Y.
19	Clarence S. Turner	4040 1st St., New York, N.Y.
20	Raymond T. Young	4242 1st St., New York, N.Y.
21	Carl U. King	4444 1st St., New York, N.Y.
22	Donald V. Wright	4646 1st St., New York, N.Y.
23	Frederick W. Scott	4848 1st St., New York, N.Y.
24	Robert X. Green	5050 1st St., New York, N.Y.
25	William Y. Adams	5252 1st St., New York, N.Y.
26	Thomas Z. Baker	5454 1st St., New York, N.Y.
27	Charles A. Nelson	5656 1st St., New York, N.Y.
28	Edward B. Carter	5858 1st St., New York, N.Y.
29	Frank C. Mitchell	6060 1st St., New York, N.Y.
30	George D. Roberts	6262 1st St., New York, N.Y.
31	Harold E. Taylor	6464 1st St., New York, N.Y.
32	Arthur F. Anderson	6666 1st St., New York, N.Y.
33	Benjamin G. Phillips	6868 1st St., New York, N.Y.
34	Richard H. King	7070 1st St., New York, N.Y.
35	Samuel I. Wright	7272 1st St., New York, N.Y.
36	Joseph J. Scott	7474 1st St., New York, N.Y.
37	Alfred K. Green	7676 1st St., New York, N.Y.
38	Walter L. Adams	7878 1st St., New York, N.Y.
39	Henry M. Baker	8080 1st St., New York, N.Y.
40	Clarence N. Nelson	8282 1st St., New York, N.Y.
41	Raymond O. Carter	8484 1st St., New York, N.Y.
42	Carl P. Mitchell	8686 1st St., New York, N.Y.
43	Donald Q. Roberts	8888 1st St., New York, N.Y.
44	Frederick R. Taylor	9090 1st St., New York, N.Y.
45	Robert S. Anderson	9292 1st St., New York, N.Y.
46	William T. Phillips	9494 1st St., New York, N.Y.
47	Thomas U. King	9696 1st St., New York, N.Y.
48	Charles V. Wright	9898 1st St., New York, N.Y.
49	Edward W. Scott	10100 1st St., New York, N.Y.
50	Frank X. Green	10302 1st St., New York, N.Y.

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