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COMMISSIONED OFFICERS OF THE ARMY IN REGULAR GRADES
BELOW MAJOR BE INVOLUNTARILY DISCHARGED WHENEVER
THERE IS A REDUCTION IN FORCE

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HEARING

BEFORE THE

SUBCOMMITTEE ON

MANPOWER AND PERSONNEL

OF THE

COMMITTEE ON ARMED SERVICES

UNITED STATES SENATE

NINETY-THIRD CONGRESS

SECOND SESSION

ON

S. 3191

AN ACT TO AMEND TITLE 10, UNITED STATES CODE, TO
PROVIDE THAT COMMISSIONED OFFICERS OF THE ARMY
IN REGULAR GRADES BELOW MAJOR MAY BE INVOLUN-
TARILY DISCHARGED WHENEVER THERE IS A REDUCTION
IN FORCE

OCTOBER 1, 1974

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(II)

**TO PROVIDE THAT COMMISSIONED OFFICERS OF THE
ARMY IN REGULAR GRADES BELOW MAJOR BE IN-
VOLUNTARILY DISCHARGED WHENEVER THERE IS
A REDUCTION IN FORCE**

TUESDAY, OCTOBER 1, 1974

U.S. SENATE,
SUBCOMMITTEE ON MANPOWER AND PERSONNEL
OF THE COMMITTEE ON ARMED SERVICES,
Washington, D.C.

The subcommittee met, pursuant to notice, at 2:45 p.m. in room 212, Richard B. Russell Senate Office Building, Hon. Sam Nunn, (chairman).

Present: Senator Nunn (presiding).

Also present: Frank Sullivan, professional staff member; Roberta Ujakovich, research assistant; and Mary G. Ketner, clerical assistant. Senator NUNN. The subcommittee will come to order.

I want to apologize for being late. We started voting right at 2 o'clock, and I never could get a break in the vote.

I am going to ask Frank Sullivan, because I have acute laryngitis, to read my opening statement.

I am going to have to vote again in a few minutes. I am very familiar with the legislation that we have before us. We are going to do what we can to have a hearing on it in the full committee, and we are going to do what we can to have it passed this year. I know it means a lot to the Army.

At this time, Frank, would you read my opening statement?

[Opening statement of Senator Nunn as read by Frank Sullivan:]

Mr. SULLIVAN [reading]. The subcommittee meets here today to hear testimony on S. 3191, a bill to authorize the involuntary separation of commissioned Regular Army officers below the grade of major.

Under existing law, in the grades below major only Reserve Army officers can be involuntarily separated during a Reduction In Force. (RIF) S. 3191 would allow the Secretary of the Army to involuntarily separate Regular officers in these grades in the same manner as their counterparts in the Reserve.

It is my understanding that during the Vietnam war, the increased procurement and rapid promotion of junior officers resulted in a "hump" of officers which has not been completely relieved, despite recent reductions in the Reserve commissioned officer force. In order to alleviate this "hump" situation, the Army has found that additional force reduction may be necessary and hopes to be able to divide the burden of this reduction between the Regular and Reserve Officer Corps

This bill before us today affects only the Regular Army and only the permanent grades of lieutenant and captain. In my eyes, there are two basic questions which must be addressed: First, does the Army need the authority to involuntarily separate Regular junior officers? Second, how would such a Reduction In Force affect Army officers?

Our witness is Maj. Gen. G. W. Putnam, U.S. Army Director of Military Personnel Management.

Welcome, General Putnam. We appreciate your being with us today. You may now proceed with your statement.

General PUTNAM. Mr. Chairman, with your permission, I will insert my formal statement in the record.

[The statement follows:]

Mr. Chairman and members of the committee, I am Major General George W. Putnam, Jr., Director of Military Personnel Management, Office of the Deputy Chief of Staff for Personnel.

The Department of the Army has been designated as the representative of the Department of Defense for this legislation. I represent the Department of the Army for that purpose.

This legislation would provide the authority to release Regular officers in the permanent grade of captain and below in the same manner as Reserve officers are now released during a reduction in force. This authority would be used only when there is a reduction in the officer strength of the Army and would expire two years after the date of enactment. Regular officers discharged under this legislation would receive readjustment pay in the same manner and amount as Reserve officers similarly released.

Since the phase-down from Vietnam peak strength, the officer corps of the Army has been reduced by about 40%. Normal attrition, voluntary release programs and reduced procurement have not provided the necessary strength reductions. To achieve the required officer strengths, the Army has had to take extraordinary management actions including two major involuntary release programs, one in FY 72 of approximately 5,000 officers and another in FY 74 of about 4,900 officers. Because of statutory restrictions, these involuntary release programs affected only career-committed Reserve officers.

In short, career Reserve officers in the Army have been carefully screened during the past few years. Regular officers, on the other hand, have not experienced the competitive screening and losses associated with required reductions in strength. To provide equity within similar groupings of career officers and to insure that the Army retains only the best officers during strength reductions, this legislation is needed.

As the legislative proposal states, this authority would be used only during forced reductions. It is a contingency measure for use in future reductions in officers imposed either by budgetary or strength limitations during the next two years. We seek the legislation now because there would be insufficient time for the legislative process when the need for a cut becomes apparent.

There are no cost implications from approval of this legislation since it has no effect on total numbers to be released. It simply permits the substitution of a regular officer for release in lieu of a higher potential reserve officer. Each would be entitled to the same readjustment payment.

The Office of Management and Budget has advised us, from the standpoint of the Administration's program, there is no objection to the presentation of this proposal for the consideration of Congress.

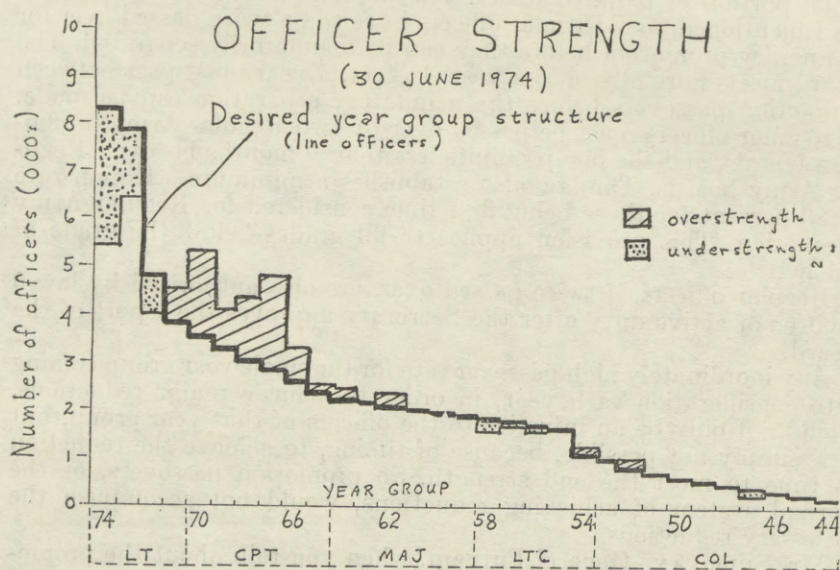
There is one last point I would like to raise, Mr. Chairman. It has to do with eligibility for readjustment pay. When our proposed legislation was being drafted, lower court decisions appeared to indicate that Reserve officers would be eligible for readjustment pay upon completion of 4½ years of continuous active duty. Since our intent was to write this legislation to parallel the laws affecting the involuntary release of Reserve officers, the proposed legislation established eligibility for readjustment pay at 4½ years service. On 23 May 1974, however, the Supreme Court in two related cases (Cass vs US and Adams vs Secretary of the Navy), affirmed that a member must have completed five full years of service to be eligible for readjustment pay. Therefore, our proposed legislation should be amended to that effect.

I appreciate this opportunity of appearing before the Committee and shall be happy to address questions you have on this bill.

General PUTNAM. At the request of Mr. Sullivan, I will make a few additional remarks to explain the situation that faces the Army.

I believe, sir, that you have a copy of this chart which I think can be used to clarify and serve as a basis for a later discussion.

[The chart follows:]



General PUTNAM. The chart depicts on the vertical axis the number of officers in thousands, and along the horizontal axis the officers' year group. By year group we mean the year in which the individual was commissioned. You will see that the chart covers a period of 30 years, considered to be the career of the normal officer. Superimposed on the horizontal axis is depicted the appropriate grades held by the majority of the officers in those year groups. The area under the heavy black line represents the desired year group structure, and is based on a 100,000-man officer corps, but it eliminates from consideration in these year groups the officers of the Medical Department, the Judge Advocate General's Corps, chaplains, and warrant officers. Thus, one might say that the area below the black line represents the line officers of the Army.

It also depicts the year groups to which Mr. Sullivan referred as being overstrength, and is shown by the area containing the diagonal lines. It shows the situation as well, with respect to shortage year groups, as the dotted area below the heavy black line.

The Army must reduce its officer end strength from what we now expect to have at the end of fiscal year 1975, about 102,500 officers, to 98,125, which is our programed strength for fiscal year 1976. This is a reduction of about 4,400 officers.

There are three ways that we can go about making these reductions. The first is by use of the normal promotion system as it exists in the Army. As you probably are aware, with two promotion passovers the Reservist must mandatorily leave. After two permanent passovers for

promotion for the Regular officer up to the grade of colonel, he must mandatorily leave.

The second method is by reduced procurement of new officers. The last is by a Reduction In Force, or the short term, RIF.

With respect to the first, promotion passover can provide only a small portion of required losses. The problem here is one of timing. As I mentioned, non-Regular officers have to be twice passed over for temporary promotion before they can be mandatorily separated. The board meets normally once a year. In fact, a year must pass between promotion passovers before the mandatory separation can be made.

Regular officers must be passed over by two Regular Army promotion boards, and the law prohibits less than 9 months between Regular Army boards. The law also establishes a minimum selection rate of 80 percent for those being first time considered for Regular Army promotion. This provision applies to all grades below the grade of colonel.

Regular officers, if twice passed over, are also authorized by law 6 months of active duty after the Secretary approves the report of the board.

Any inordinately high passover rate for the single year group coming into consideration each year, in order to achieve major reductions, would not only be an injustice to the officers of that year group, but it is simply not possible, because of timing, to achieve the reduction in time to meet the end strength. So promotion passovers, or the normal system of achieving reductions, would not accomplish the necessary reductions.

MR. SULLIVAN. General Putnam, when you talk about the promotion system, are you referring to the temporary promotion system?

General PUTNAM. I am referring to both the temporary promotion system as it applies to Reservists and the permanent promotion system as it applies to Regulars. A Regular officer has tenure until he comes up for the next Regular promotion. In other words, temporary promotion passover does not have the same impact on a Regular as it does on a Reservist. The Reservist must leave at two passovers and the Regular can stay until he comes up for the next Regular promotion.

The reduction in the procurement of new officers below what is required to replace losses is a method that we use to achieve end strength reduction. As a one-time solution it is attractive because it avoids the more distasteful alternative of increasing losses by involuntary separation. But, if this reduction in procurement below the numbers required is continued over an extended period of time, the shortage of junior officers simply increases, and we also create future problems as these understrength year groups come into the promotion window in their later years of service.

The Army has already reduced procurement to what we consider to be the minimum acceptable level. Displayed on the chart you can see that we have reduced procurement in fiscal year 1974 from what the desired level would be of 8,200 line officers to about 5,100.

The immediate problem of a shortfall in these younger year groups has for the time being been offset by the overage displayed on the chart in the older year groups.

As we see it, for the long-term benefit of the Army we shouldn't continue to shortfall in procurement. This is especially true as we

move toward a 16 division force where we require more lieutenants in the combat arms.

Mr. SULLIVAN. General Putnam, on the chart that you have here, how much of the 1965 to 1970 year groups is overstrength?

General PUTNAM. In year groups, 1966 through 1971 the overstrength is about 8,200 officers.

Mr. SULLIVAN. Then how much is the understrength in lieutenants or in junior officers as a result of procurement?

General PUTNAM. The understrength in lieutenants now is about—a little over 4,000. The reason the figures don't balance is because the chart is a requirement model based on a 100,000 officer structure. Our actual authorized strength of the officer corp at the end of fiscal year 1974 was 105,600 officers. Thus, the overage and shortage, since they are based on a 100,000 officer model, will not balance on this chart.

Mr. SULLIVAN. In other words, you have an overage of 8,000 both in authorized and in actual strength of the more senior people. How much of a shortage do you have in actual strength of your junior people, your brand new lieutenants?

General PUTNAM. We have a shortage now of about 4,000 in the younger year groups (YG 1972-74), as we move into this fiscal year. Our procurement for fiscal year 1975 is programed at the 5,500 level. So we will add another 2,700 shortage of lieutenants to the shortage which already exists. That will be ameliorated or offset by the overstrength year groups but we have to reduce some of the overstrength in order to meet the end strength that has been mandated for fiscal year 1976.

Mr. SULLIVAN. Thank you.

General PUTNAM. Since neither the promotion system nor reduced procurement alone provide the means to meet this end strength, the only remaining solution we have is RIF. We have made considerable study of this problem, because of the traumatic effect that RIF's have on the officer corps, having already gone through a large one of about 5,000 officers in fiscal year 1972, and another of almost 5,000 officers in this past fiscal year.

Mr. SULLIVAN. Those are all Reserve officers?

General PUTNAM. All have been Reserve officers. Our current forecast calls for involuntary release of about 2,300 officers in fiscal year 1976 to achieve our end strength, and that is after using all other methods of achieving losses.

Mr. SULLIVAN. That is the magnitude of the RIF that you expect to have in fiscal 1976?

General PUTNAM. Yes sir, to achieve the end strength of 98,125 which has been established for us by the Office of the Secretary of Defense.

I would like to point out here, sir, that these officers we must RIF in these year groups are largely officers who have combat experience and have served the Nation well. We would like to retain their leadership, and particularly the combat experience that they represent. But, if we have to reduce, and we must to meet our end strength, we have no alternative except to select from within that group those of the lowest quality, and involuntarily release them from active duty.

Since we must RIF, we consider it only fair that the RIF fall equitably on all career officers in these overstrength year groups. We consider this legislation essential to provide that additional measure of equity within the officer corps, and more importantly, to retain the best officers for the future.

I think another very important point here is that if this legislation is not passed, and we as we now see it have another reduction in force impacting only on Reserve officers, we could have a situation with a battalion commander having four subordinate company commanders, four entirely satisfactory subordinate commanders, two being Regulars who are not performing up to the level of the other two who are Reserve officers. We could conceivably have a situation where these two reservists, who in the eyes of those who know them are the best company commanders, would be released from active duty, while we retain the two Regulars who are not the best. We believe this would be not only an injustice and inequitable to the individuals concerned, but it is simply not in the best interests of the Army, since it would be perceived as such in the eyes of all of the others, several hundred others, who are in the battalion or associated with it.

That completes my informal remarks, Mr. Chairman.

Senator NUNN. We have a series of questions we want to ask you. I have been over this legislation with Mr. Sullivan. Our problem, as you know, is that we are running out of time this year.

Subject to these questions being asked and answered as anticipated, I favor this bill. I think you should have been able to select on merit. I think the question of Regular and Reserve is becoming somewhat outmoded. I understand in the DOPMS legislation that distinction will be somewhat eliminated—as proposed by DOD. We may or may not pass it that way next year, however. I am not certain that the House is going to be able to act on this. We are getting down to the very end of the session, and I don't know whether the full committee is going to be able to act. All I can assure you is that, one way or the other, the subcommittee will take some action on this legislation this week or early next week.

Subject to the questions—Frank, why don't you ask the questions and I will try to save my voice.

Mr. SULLIVAN. Yes, sir.

General, you mention that you expect to RIF about 2,300 junior officers in fiscal year 1976. How many of these would be Regulars and how many reservists? In other words, assuming you had this legislation, about how would the split be between Regulars and reservists?

General PUTNAM. We expect that somewhere between 900 and a 1,000 would be Regulars. I base this prediction on an analysis made when the RIF of fiscal year 1974 was underway. At that time we asked the managers of the officers to review all of the records of the Regulars who were in the same year groups as the Reserve officers being RIFed, and to give us their best estimate of the numbers of Regulars who would have been included had the RIF been conducted without regard to component. The answers—the accumulated answers, equaled about 19 percent of the total officers being RIFed. That equals about 1,000 Regular officers who would have been included in the

RIF had it been conducted in that fashion. Most are still on active duty. So I would presume that based on that analysis the number would approximate 900 to 1,000.

Mr. SULLIVAN. You mentioned three ways of reducing the numbers of officers in these grades: slowing down the promotions, RIFing or reducing procurement—are there any steps the Army could take to reduce the numbers through voluntary separations?

General PUTNAM. During the period of these RIF's we have permitted the voluntary release of any officer who has other than a statutory requirement for service—for example, graduates of the military academies must serve 5 years—graduates who have been provided ROTC scholarships must serve 4 years. With the exception of those and others who were in high cost training or serving a commitment incurred through high cost training, we have permitted the voluntary release without regard to commitment to service. But, we have been unable to achieve the numbers.

Mr. SULLIVAN. In other words, you have not been able to encourage enough voluntary separations?

General PUTNAM. May I point out that any officer who is in those overstrength year groups has the option of leaving unless he is committed to some sort of high cost training that carries with it a fairly long obligation to service—for example, civil schooling.

Mr. SULLIVAN. Has the Army considered forgiving the commitment that goes with high cost training?

General PUTNAM. We have released officers involuntarily who were in the career advanced courses, for example. And that training lasts for about 35 weeks. That is fairly high cost training. We have done this in the past. But, we have not released in the RIF officers who were in fully funded civil schooling, or, for example, in flight training.

Mr. SULLIVAN. Let me ask the question differently. Under voluntary conditions would you allow an officer to separate himself if he had a commitment from previous high cost training?

General PUTNAM. Yes; we have done that.

Mr. SULLIVAN. You have done that?

General PUTNAM. Yes.

Mr. SULLIVAN. But still, as I understand you now, you don't have enough officers to meet the size of this RIF who would leave voluntarily?

General PUTNAM. We do not.

Mr. SULLIVAN. Let me ask another question on the urgency of the bill. I guess the question is, why is this legislation needed now? I think you have come close to answering that. Let's see if we can pin that point down. Why do you need this now as opposed to sometime off in the future?

General PUTNAM. To answer that, I would have to go through the steps of backward planning. For example, on the date of release we are required by our own regulations to give the individual 90 days notice. So he must have received in hand a letter informing him of his release 3 months prior to release date. In the past it has taken about 30 days on the average once the letters are dispatched to insure that they are in the hands of the individuals, since we also send them through commanders. Once the boards have completed their action, it takes about another month and a half for the internal administration, the checking, preparation of the letters, approval of the board

reports, and all that sort of thing, before we can dispatch them. And then there is a period of 2 to 3 months before that is taken up with the screening process and the operation of the board. We are talking really about a minimum of 8 months from the time we have the authority in hand until such time as we could release the first individual. We have already passed the point where we could use this legislation in 1975. Furthermore, we don't have the money for the severance pay in 1975; it hasn't been budgeted. So fiscal year 1976 is the first year that we could use the legislation. We would like to be able to release the officers as early in the fiscal year as possible in order to save the costs incurred through pay and allowances for the balance of the year.

Mr. SULLIVAN. This legislation only lasts for a 2-year period the way it is proposed now?

General PUTNAM. Yes.

Mr. SULLIVAN. So from the date of enactment it would expire 2 years thereafter?

General PUTNAM. Yes. We think that we can achieve the balance of strength that the Congress and the OSD will permit us to keep within the 2-year period following the passage of the legislation.

Mr. SULLIVAN. Let me shift a little bit and ask a question. Exactly what officers are affected by this legislation? Who are they, and how many of them, and are there exceptions to the rule?

General PUTNAM. The officers affected by this legislation would be those regulars who have not been selected for promotion to permanent major. They would be captains of the Regular Army, or lieutenants of the Regular Army. RA majors or officers who have been selected for promotion to major in the Regular Army are not affected. That translates into—if we look at this in terms of years of service—impacting on officers who have 14 years and 7 months of service or less. The maximum period of time that a Regular officer could have, the maximum period of service, would be 14 years and 7 months, since by law the individual should have been promoted by his 14 years of service.

Mr. SULLIVAN. Would most of the officers have 14 years, or would most have less, or how would that work?

General PUTNAM. Nearly all would come from year groups 1967 through 1970. As you can see on the chart, those are the year groups on which we would concentrate our efforts.

Mr. SULLIVAN. The Regular appointment has been a fairly coveted thing, a very coveted thing by career officers, largely because of the career stability that it offers. That is one of the major reasons why people would like to be Regular officers I would think. This bill would appear to be interrupting that concept of tenure. I wonder, how do you respond to the question of what effect will passage of such legislation have on the morale of the Regular junior officer corps?

General PUTNAM. It is a very difficult question to answer, because we have to project attitudes into the future. I would answer it this way. We have publicized what we intend to do in all the media available to us. The Army Times has publicized it extensively. We have made presentations to large groups of officers who would be affected by the RIF. We have used the communications available to us within the Army to publish our intentions. I have personally addressed groups of 200 to 500 officers who would be largely affected by this legislation. Others in my office have done the same.

The indications that we get are that the Officer Corps is fully in support of equity. That includes the Regular and the Reservist. This comes about because for almost 30 years now we have had two groups of career officers in the Army. They have been doing the same things, undergoing the same hardships, fighting the same wars, and yet governed by two separate bodies of legislation. They look upon themselves as equals. We checked with the editor of the Army Times, Gene Famiglietti on the letter mail, since he has published some reactions of the Officer Corps to this legislation. Initially he received opposition, although not in large numbers, from Regulars of all grades, to this legislation. Recently his mail has been almost totally in support of this legislation. I think there will be adverse reaction after implementation because the Regulars who are affected by it are going to be vocal, and they are going to write. But they are not writing now.

Mr. SULLIVAN. Are there previous precedents for this type of legislation? This is a 2-year piece of legislation which basically suspends the tenure of the junior Regular officer.

General PUTNAM. I could find no direct, exactly similar piece of legislation. There was a bill passed in 1941 which permitted the Army to discharge through board action officers with 7 or less years of service. If the officer had more than 7 years of service, he would retire with 2½ percent of his basic pay for each year of service completed. While similar, it is not exactly the same, since this bill would permit discharge of Regular officers with as much as 14 years of service, with only the severance payment.

All of the other legislation that has been passed which might be considered similar is applied only to officers who are eligible for retirement.

Mr. SULLIVAN. But Regular officers?

General PUTNAM. That is right.

Mr. SULLIVAN. I wonder if you could provide for the record at this point a table which shows the Regular grade and the years of service you would expect the officers to be that are affected by this legislation. In other words, those officers who are eligible under this legislation, by grade and by years of service?

General PUTNAM. Yes.

Mr. SULLIVAN. As I understand it, the person who has 14 years of service would have a higher temporary rank than captain, he may be a major at that point?

General PUTNAM. Yes, he would probably be a major.

Mr. SULLIVAN. So would you also show, in addition to years of service, what the temporary grade would be, so that it matches up the Regular grade with years of service and temporary grade?

General PUTNAM. Yes, sir.

[The information follows:]

The field of Regular officers to be most affected if this legislation is enacted are in year groups from 1966 through 1970. Current population of Regular officers by permanent and temporary grade within the total field that could be affected is as follows:¹

¹ Includes only those officers with permanent grade of captain, first lieutenant, or second lieutenant.

Year group	Years AFCS ¹	Temporary grade				Permanent grade			Total
		Lieutenant commander	Major	Captain	1st lieutenant	2d lieutenant	Captain	1st lieutenant	
1974	0	-----	-----	-----	6	1,999	1	0	2,007
1973	1	-----	-----	1	21	2,424	0	5	2,446
1972	2	-----	-----	7	1,800	662	1	16	2,469
1971	3	-----	-----	45	2,191	9	6	2,122	2,245
1970	4	-----	-----	2,006	2,99	-----	9	2,047	2,105
1969	5	-----	-----	2,007	4	1	19	1,967	2,012
1968	6	-----	-----	1,939	1	-----	50	1,882	1,940
1967	7	-----	-----	2,188	-----	-----	1,933	1,882	2,188
1966	8	-----	29	1,948	1	-----	1,922	53	1,977
1965	9	-----	177	1,599	-----	-----	1,754	19	1,776
1964	10	-----	1,619	266	-----	-----	1,873	12	1,885
1963	11	-----	1,780	46	-----	-----	1,823	7	1,830
1962	12	4	1,916	23	-----	-----	1,937	9	1,946
1961	13	7	1,695	16	-----	-----	1,749	1	1,750
1960	14	7	325	4	-----	-----	336	0	336

¹ Active Federal commissioned service.

Mr. SULLIVAN. Shifting a bit, let me ask, how would the process work for selecting people who would be discharged or retired under the provision of this bill? Who would have the authority? How would the process work? Would there be due process, would there be boards, and so forth? Could you describe that?

General PUTNAM. Under current law and regulations, an annual screening of the records of all officers is required. This screening is now accomplished by what we refer to as the career branches. They are really managers charged with managing the officers of the Army. These career branches would be required by the Secretary, or his delegated authority, to screen the records and select those officers with the lowest potential from among the designated year groups. The number selected would be probably at least 20 percent more than the number required to be released. This total, then, would be presented to a board of senior officers, convened under the authority of the Secretary of the Army, and directed to determine from the total officers submitted for consideration the exact number of individuals recommended for release. Each of the board members would review each record and vote on that record. They would establish then what we could refer to as an order of merit list for release. From that, we would take the specific numbers that we must release, and then go through the notification process which I have described previously.

Mr. SULLIVAN. Would the Regular officers and the Reserve officers be considered together?

General PUTNAM. Our current plan would be to consider them together, because then the board members could apply the same standards to each group.

Mr. SULLIVAN. So the Reserves and the Regulars then would be considered as one body, so to speak?

General PUTNAM. Yes.

Mr. SULLIVAN. And you would essentially select those you thought were the best to keep?

General PUTNAM. That is our current plan.

Mr. SULLIVAN. Who would have the authority to discharge them?

General PUTNAM. The board report would be forwarded through the Office of the Deputy Chief of Staff for Personnel, then through the Office of the Chief of Staff to the Secretary of the Army, who would have the final approval authority.

Mr. SULLIVAN. So the Secretary of the Army, then, would approve all discharges?

General PUTNAM. Essentially, yes. He would approve the report of the board.

Mr. SULLIVAN. How much notice would an individual get that he was being discharged or retired early under the provisions of this bill?

General PUTNAM. A minimum of 90 days notice.

Mr. SULLIVAN. A minimum of 90 days?

General PUTNAM. Yes.

Mr. SULLIVAN. As I understand you, now, this bill would not discharge somebody that is eligible for retirement, is that correct?

General PUTNAM. The bill would require the retirement or if the individual did not elect to apply for retirement, then he would be discharged as an officer.

Mr. SULLIVAN. Can you give us an estimate of about how many people, in these junior grades, might be eligible for retirement as opposed to discharge? In other words, are we talking about—

General PUTNAM. We are talking about a few. I can provide that for the record, but the number would be small.

Mr. SULLIVAN. Would you do that for the record, and then show how many of the eligible group would be eligible to retire versus those who would have to be discharged?

General PUTNAM. Yes sir.

[The information follows:]

In the 14 year groups by the RIF, 241 officers would have 18 years service and be eligible to continue to retirement. 12 officers will actually be retirement eligible with 20 years service as of June 1975.

In the 14 year groups which would be affected by the authority in this legislation there are 28,912 officers. Since 253 of these are either eligible to continue to retirement or eligible to retire in June 1975, the remaining 28,659 officers would be eligible to be discharged under the provisions of this bill.

Mr. SULLIVAN. On the readjustment pay that is in this bill, I wonder if you could describe that computation and explain how it relates to what reservists get—give us some examples of how much money each man would get, and so forth?

General PUTNAM. First, in the wording of the bill itself. When this legislation was prepared there had been a ruling in Federal court that in order to determine eligibility for severance pay the rounding-up principle should be used. In other words, if an individual had 4½ years of service, the court found that for the purposes of receiving severance pay he had completed 5 years of service. When we prepared the legislation we took this court ruling into account. Since that time there have been two Supreme Court decisions which have overruled the lower court and established a minimum of 5 years of commissioned service as the basis for eligibility for severance pay. That is a change which we are proposing in the legislation in order to make the legislation for the Regular the same as is in law now for the Reserve officer.

An officer who has 5 years of service will probably be a captain. If he has a minimum of 5 years of service he would get approximately \$10,500 severance pay, since it is computed on the basis of 2-months' base pay for each year of service. At 7 years of service, the same captain would receive the maximum of \$15,000 severance pay. An officer with less than 5 years of service is not eligible for severance pay.

Mr. SULLIVAN. But he is eligible to be separated under the provision of the bill?

General PUTNAM. Yes, sir.

Mr. SULLIVAN. How does that make the Regular compare to the reservist?

General PUTNAM. The same. The bill has been prepared to make the payment exactly the same for the Regular as for the reservist.

Mr. SULLIVAN. General Putnam, you mentioned that there is a Comptroller General ruling on the computation of years of service for eligibility. There have been a number of other technical changes we have discussed earlier about the bill. I understand now that you have a draft of revisions to the bill, is that correct?

General PUTNAM. We do, which we will submit. They are largely technical administrative changes, with only the substantive change that I have mentioned, Mr. Chairman.

Mr. SULLIVAN. I wonder if you could put that in the record at this point?

General PUTNAM. We will provide that for the record.

[The information follows:]

(a) Under regulations prescribed by the Secretary of the Army, whenever he determines that a reduction in the active duty officer personnel strength of the Army is required, he is authorized to remove from the active list of the Regular Army any commissioned officer below the grade of major if such officer is recommended for removal from the active list by a board of officers appointed by the Secretary of the Army, or his designee, for the purpose of recommending the removal of officers from the active list.

(b) Any officer selected for removal from the active list of the Regular Army under subsection (a) shall—

(1) if he is eligible, and so requests, be retired under section 3911 of this title on the date requested by him and approved by the Secretary but not later than 90 days after such officer receives notification that he is to be removed from the active list of the Regular Army;

(2) if he is not eligible for retirement under section 3911 of this title, but is eligible for retirement under any other provision of law, be retired under that law on the date requested by him and approved by the Secretary, but not later than 90 days after the date such officer receives notification that he is to be removed from the active list of the Regular Army; or

(3) if he is not eligible for retirement under section 3911 of this title or any other provision of law, or does not request retirement under section 3911 of this title or any other provision of law if he is eligible, be honorably discharged on the date requested by him and approved by the Secretary, but not later than 90 days after the date such officer receives notification that he is to be removed from the active list of the Regular Army and be granted a readjustment payment as provided in subsection (c) of this section.

(c) Any officer discharged under subsection (b)(3) and who has completed, immediately before his discharge, at least five years of continuous active duty is entitled to a readjustment payment computed by multiplying his years of active service, but not more than eighteen, by two months' basic pay of the grade in which he is serving on the date of his discharge. Such an officer may not be paid more than two years' basic pay of the grade in which he is serving at the time of his discharge or \$15,000, whichever amount is the lesser.

(1) For the purposes of computing the amount of a readjustment payment under subsection (b)(3), a part of a year that is six months or more is counted as a whole year, and a part of a year that is less than six months is disregarded.

(d) If any officer who received a readjustment payment under this section qualified for retired pay under any provision of this title or title 14 that authorizes his retirement upon completion of twenty years of active service, an amount equal to 75 per centum of that payment, without interest, shall be deducted immediately from his retired pay.

(e) This section does not apply to any officer who is required to be discharged or retired for failure of promotion to the grade of first lieutenant, captain, or major under section 3298 or 3303, as appropriate, or who is found to be disqualified for promotion under section 3302 of this title.

(f) *When, under regulations prescribed by the Secretary, any officer has been recommended for removal from the active list of the Regular Army under chapter 359 or 360 of this title, and that recommendation has been received by Headquarters, Department of the Army, or when under regulations prescribed by the Secretary, any officer has been selected by Headquarters, Department of the Army, for discharge under section 3814 of this title, he may not be considered for removal from the active list under this section. However, the mere initiation of action by any headquarters subordinate to Headquarters, Department of the Army, to consider any officer for discharge under chapter 359 or 360 or section 3814 of this title will not prevent him from being considered for removal from the active list under this section. Further, the removal of any officer from the active list under this section is not prevented if he was previously considered for discharge under chapter 359 or 360 or section 3814 of this title and was recommended for retention under such provision of law.*

(g) Under regulations prescribed by the Secretary, any regular officer who is within two years of becoming eligible for retired pay may not be involuntarily discharged under this section before he becomes eligible for that pay, unless his discharge is approved by the Secretary.

SECTION 2. This Act is effective on the date of enactment and expires two years after that date.

Mr. SULLIVAN. I think a question comes up as to why the Army feels it can discharge these officers whom you mentioned have combat service and who have done their duty—how do you justify releasing them in view of the investment you have in training them and preparing them for military service? In other words, that is a fairly high cost proposition. We are talking about terminating people who have been through several schools or at least basic schools, and so on. I wonder if you could get into that?

General PUTNAM. For the most part, it is not a total loss, because these officers have Reserve commissions. Many, if not most elect to join the Reserve component in order to protect what retirement benefits, or equity in retirement, they have accrued. And in the same sense, we will offer the Regular officer a Reserve commission when his Regular appointment is terminated. It is not a total loss. Most will become, I suspect, members of the Reserve, as have their Reserve predecessors who have undergone the same process.

Mr. SULLIVAN. Perhaps I misunderstood you. You say these men have Reserve commissions?

General PUTNAM. The Reservists have Reserve commissions, and those commissions aren't terminated, the officers simply separated from active duty and revert to Reserve status, or inactive status. The Regulars do not have Reserve commissions. Our plan is to offer a Reserve appointment to the Regular officer who is released.

Mr. SULLIVAN. Why do you plan to do that?

General PUTNAM. Because these officers in our view are entirely qualified and satisfactory for continued active duty, and should they join the Reserve, would be an asset in any time of mobilization or recall of Reserves.

Mr. SULLIVAN. Let me ask another question. Would there be officers who are Academy graduates who would be discharged under the provisions of this bill?

General PUTNAM. I suspect that there would be some, sir.

Mr. SULLIVAN. How do you account for the high cost of Academy training invested in these people, and then turning around and discharging them?

General PUTNAM. At this point in time I am not able to tell you how many Academy graduates would be discharged. While graduation from a military academy is an accomplishment, it is not necessarily a predictor of outstanding performance through the entire range of service of the individual. Because of that, I would suspect that there will be some Academy graduates who fall in the category of the lower performers who would be released under this legislation.

Mr. SULLIVAN. Would they be released before they served their 5-year commitment for the Academy training?

General PUTNAM. Our current plan is to restrict the releases to those officers who make up year groups 1967 through 1970, because those, as you see on the chart, are the year groups of the greatest overage. Military Academy graduates of year group 1970 released

in fiscal year group 1976 would have completed the legal requirement for service of 5 years.

Mr. SULLIVAN. In other words, your current plan is that you would not release any Academy graduate—let me try to restate what I think you just said, and that is, you would not plan to release any Academy graduate until he had served the 5 years that you would normally expect.

General PUTNAM. There might be—but if so, this would be an aberration—there might be a Military Academy graduate who had civil schooling immediately following graduation who could be in year group 1970 and thus if RIFed would not have completed the obligated years of service. Since the Secretary already has the authority to discharge now Academy graduates who fail to meet certain standards, such a release would not be a radical departure from current policy.

Mr. SULLIVAN. But you feel it is justified to meet the requirements?

General PUTNAM. Yes sir, we feel that this would be justified in the light of our objectives of retaining the best officers and equity within the officer ranks.

Mr. SULLIVAN. Let me ask you, how did the Army get itself into this position where you have a problem, and you have to release people who have experience, who have training, commitments, and so forth, how did the Army get to this point?

General PUTNAM. A short answer, I think, would be almost 10 years of war in Vietnam during which the Army built up from a strength in 1964 of about 970,000 to 1.6 million, and without mobilization of any size. The Army expanded by taking in privates and second lieutenants. We were faced throughout the war in Vietnam with shortages of captains and shortages of majors. We deliberately adopted programs to increase the retention of officers beyond their obligated service so that we would meet the requirements in Vietnam and elsewhere for experienced officers in the higher grades. Those officers, that we invited to stay in the Army as career officers, now form these overstrength year groups. Had we mobilized and brought in officers of all ranks from the civilian components to flesh out the Army during the period of that conflict, we would not be faced with this problem today, or if we were faced with the problem, it would be of lesser magnitude.

Mr. SULLIVAN. Let me ask a little bit about promotion policies and promotion practices from Vietnam to the present time. What has been the history of promotion, say, to the grade of captain and major from Vietnam to the present time? In other words, my understanding is that promotions are slowing down from that point. I wonder if you could describe that and perhaps put the specifics in the record.

General PUTNAM. Vietnam was characterized by a much shorter period of time in service for promotion in the lower grades than now exists. I will use two examples and submit the rest for the record if that is satisfactory.

For promotion to captain in the peak years of Vietnam, the total required time in service was 2 years. Now, for promotion to captain,

the total required time in service is 4 years. Majors were promoted to that grade, or were selected for promotion to that grade with as little as 7 years of service. Now, the time in service for promotion to major is about 10 years of service.

Mr. SULLIVAN. That is at the present time?

General PUTNAM. At the present time, yes.

Mr. SULLIVAN. What would happen to the promotion rates for major if this hump you have described would continue in the future—what would happen to future promotion rates to the grade of major?

General PUTNAM. Our last promotion board to major was held at the beginning of this calendar year. That was the first board to be held since 1969. That board considered primarily those officers in year group 1965. The selection rate from the primary zone was 58.7 percent. Our selection rate to major over the years has been—over the last 10 years has been in the neighborhood of 80 percent. So that was a substantial departure from past selection rates to major. If this group of officers continues in service, the promotion selection rates to major will be at 60 percent or less for the next 8 years. This will have a very adverse effect, in our view, on the attitudes of younger officers who see their chances of being promoted to major as very small and if not promoted, they will be released. We think it will effect adversely retention rates of the best officers, and cause very, very serious problems.

Mr. SULLIVAN. I would think that the better people would tend to be the ones who would leave under those circumstances.

General PUTNAM. That is our view.

[The information follows:]

A five year history of temporary promotion pattern (FY 69-74) by grade (through 04) number promoted, time in service and selection rate is as follows:

5-YR HISTORY OF TEMPORARY (AUS) PROMOTIONS (FISCAL YEARS)

To—	Number promoted	Time in service (years)	Selection rate ¹
1969			
1st lieutenant.....	(²)	1.0	0.99
Captain.....	13,998	2.0	.98
Major.....	6,687	7.5	.79
1970			
1st lieutenant.....	(²)	1.0	.99
Captain.....	14,808	2.0	.98
Major.....	3,828	7.6	(³)
1971			
1st lieutenant.....	(²)	1.0	.99
Captain.....	13,522	2.0	.98
Major.....	3,147	7.8	(³)
1972			
1st lieutenant.....	(²)	1.1	.98
Captain.....	4,387	2.6	.98
Major.....	134	8.6	(³)
1973			
1st lieutenant.....	(²)	1.7	.99
Captain.....	1,461	3.6	.98
Major.....	962	9.3	(³)
1974			
1st lieutenant.....	(²)	2.0	.99
Captain.....	3,875	4.0	.94
Major.....	1,363	10.0	.58

¹ Selection rate, first time considered.

² Decentralized.

³ No board.

Mr. SULLIVAN. One of the things I wanted to get back to, General Putnam, if I could, was the question of this quality selection. I wonder if you could give us a little better understanding of what you mentioned earlier, that one board would consider Regular and Reserve officers for selection under the provisions of this bill, selection for discharge. Could you give us some insight as to what criteria in general are used by these selection boards? Second, in providing your estimate of about 900 Regulars who would be discharged under these provisions, have those criteria been applied to them? Do you follow me?

General PUTNAM. Yes. In the analysis that we conducted, the same criteria were used by the screening branches as was applied to the Reservists. This criteria is, in large part, judgmental, and is based on the whole record, of the individual as it exists at the Department of the Army. The most important part of that record is the efficiency report—the performance report. For those officers most affected there would probably be from 10 to 20 efficiency reports in the file submitted by different raters and indorsers. The major consideration, or the major criterion, is really the relationship of the performance as reported by these individuals in comparison with the performance of others. Other criteria are also considered such as education, combat service, the types of jobs the individual has had, professional training, et cetera.

Senator NUNN. One question at this point. Who selects the selection boards?

General PUTNAM. The selection board is approved by the Secretary of the Army, sir. The records of the individuals who make up the board are forwarded to the Secretary along with the letter of instructions, and he personally approves the membership of the board.

Senator NUNN. Are you going to try to balance that between reserves and Regulars?

General PUTNAM. Yes sir. In fact, on all of our boards, whether they be promotion or RIF boards or what have you, we try to get as wide a range of experiences and background as we can, so that we can bring the greatest amount of expertise to bear on this very important process.

Mr. SULLIVAN. Do you foresee this sort of legislation being required in the future? In other words, this bill, as I understand it, would principally be effective during fiscal year 1976 based on the times you mentioned that it takes to process people. There may be a little bit in fiscal year 1977 where the bill is still active, assuming that it were put in the law that way. My question really is, do you foresee the need for this kind of legislation?

General PUTNAM. If the current approved 5-year program remains in effect, then I do not see the need for this legislation beyond the 2-year point. But programs change. If our strength as programmed for fiscal year 1980, is reduced below the 94,000 level now included in the program, I would expect that we would have to ask for an extension of the legislation.

Mr. SULLIVAN. The 94,000 is the 1980 total officer end strength for the Army?

General PUTNAM. Yes.

Mr. SULLIVAN. But my question really is, can you get down to that? You mentioned before you are going from—

Senator NUNN. General, I am going to have to leave, and I may not get back before the hearing is over. Mr. Sullivan is going to continue and finish the questions.

I appreciate your being here. I am sorry that I held you up.

General PUTNAM. Thank you, Mr. Chairman.

Mr. SULLIVAN. My question is, this legislation is aimed at the fiscal year 1976 plan which will bring it down to 98,000 officers roughly, I believe you said earlier. Now, the question is to get it down the additional 4,000 to 94,000 officers. Is this type legislation going to be required again?

General PUTNAM. Not under our current forecast, no.

Mr. SULLIVAN. How far down would the officer strength of 1980 have to go before such legislation would be required again?

General PUTNAM. I will have to furnish that for the record, because I am not sure how much we would reduce procurement in the out-years below what we currently are programming. I suspect very little. If our authorized end strength for fiscal year 1980 or fiscal year 1979 were reduced below that now in the program, I suspect that we would have to ask for an extension of this legislation.

Mr. SULLIVAN. You say that, but you have also mentioned you have had a shortage of lieutenants, of junior officers coming in for the past several years. In the light of that, it would seem to me you simply wouldn't have people there to RIF, would you? In other words, as the 1970 and 1971-1972 year groups, which are low year groups, go off into the future you think you would still require this sort of legislation?

General PUTNAM. Yes, because we can't eliminate all of this overage. The overage is still going to exist in part. Some of it will be taken care of through promotion passover in that 5-year period. Some of it will be permitted to continue through continuation of reduced procurement. But there will still be some of that overage left. If our end strength is further reduced below the current program, and if we cannot reduce procurement of new officers, the only alternative available to us is to again RIF.

Mr. SULLIVAN. Wouldn't these people then have become Regular Army majors, many of them?

General PUTNAM. If the DOPMA, the Defense Officer Personnel Management Act is passed, those with 11 years of service would either have to leave or become Regulars. The answer to that is yes, some of them will. For instance in fiscal year 1978, year group 1966 and 1967 will have more than 11 years of service.

Mr. SULLIVAN. What we don't want to do is get in a situation of passing this bill for a 2-year period and then find out next year that we are going to need it again, you see. That is what I am driving at here.

General PUTNAM. Under our current program we don't anticipate the need for this bill for more than 2 years.

Mr. SULLIVAN. But you indicate that plans change. What I am saying is, I am trying to get an understanding of the likelihood of whether the plans are going to change sufficiently to require additional legislation, or perhaps—you mentioned the DOPMS legislation. If that is enacted in the meantime, would that solve this problem?

General PUTNAM. No; DOPMS will not solve this problem. Until the 11th year of service, we could still have a combination of Regular and Reserve officers on active duty.

Mr. SULLIVAN. Up until the 11th year of service?

General PUTNAM. Yes. Under DOPMS, in the 11th year of service, an individual must be given a Regular commission, or be released.

Mr. SULLIVAN. I think that is an important point, General. We need to understand how sensitive the timing of this legislation is to those 1980 assumptions, if you follow what I am getting at.

General PUTNAM. We initially wanted this legislation for a 5-year period because at that point in time, we were reducing to a 12.5-percent officer content, and we saw continuing RIFS for at least 3 years under the program. However, we prepared this legislation nearly 2 years ago. In the interim period we have had a major RIF, the RIF in fiscal year 1974, of almost 5,000 officers. We lost that number specifically to avoid a RIF in fiscal year 1975 to meet the 12.5-percent officer content that was our objective at that point in time. Through negotiation with the Department of Defense, we changed the 5-year period to 2 years. Again, under our current 5-year plan, if that stays in effect, we won't need the legislation for more than 2 years. If the plan is changed, we will probably have to ask for an extension. The Army would not object to the legislation being extended to 3 or 4 years.

Mr. SULLIVAN. In other words, you would see no impact of that at all?

General PUTNAM. Yes, there would be an impact, because after the first year of RIFing Regulars' the Regular would perceive the potential for his release on 90 days notice. We think this would have an adverse effect. We must have it for at least the 2-year period, because we simply can't reach our end strength equitably without utilizing the legislation.

Mr. SULLIVAN. I wish you would provide for the record exactly how low the 1980 end strength would have to get in total officers before such legislation would be required again.

General PUTNAM. All right.

Mr. SULLIVAN. And the circumstances under which you think it might be needed.

[The information follows:]

It is difficult to determine this far in the future precisely how low officer strength could go in 1980 before a RIF would be required. Looking a little more closely, at FY 78, we are certain the Army could not reduce its officer strength any lower than is now programmed without conducting a RIF. Procurement in FY 78 could not be reduced further to absorb any part of a greater reduction. In FY 80, procurement is planned to be returned to an acceptable level. However, the Army would be reluctant to reduce procurement again to avoid a RIF because it is essential that low procurement levels not be maintained over several years. Thus, based on our currently projected losses and planned procurement, the programmed officer end strength for FY 80 probably cannot be reduced further, without the involuntary release of officers to meet the increased reductions.

The current Army Five Year Program anticipates further reductions in end strength in FY 78 through FY 80. If current loss estimates prove to be accurate, a RIF in FY 78 may not be necessary to absorb the reductions. Should officer losses be less than anticipated or any additional reductions in officer strength be imposed, a RIF will be required. Under these circumstances and assuming the passage of this legislation in FY 75, it would be necessary to ask for extension of the legislation for a third year to accomplish equitably a RIF in FY 80. To preclude the need for Congressional action to obtain an extension, the legislation should be amended now to provide for expiration three years after the date of enactment.

Mr. SULLIVAN. If this legislation is passed and the RIF takes place in 1976, would the procurement go up above the levels you show on this chart? In other words, would you increase the number of new officers coming in?

General PUTNAM. Not over the current program. Our current program calls for about 5,500 new line officers each year from now through about 1976, with an increase in 1977. Then it goes higher. I will provide the exact numbers for the record. But this reduced procurement under our current program—and our current program includes the RIF—would stay at about 5,400 or 5,500 level through fiscal year 1976.

[The information follows:]

Programed line officer accession/procurement is planned for fiscal years 1975 and 1976, and projected for fiscal years 1977 and 1980 as follows:

Fiscal year:	5470	Fiscal year	Continued	
1975-----		1978-----		5322
1976-----	5475	1979-----		6715
1977-----	6230	1980-----		6368

Procurement for fiscal year 1977 and beyond is subject to adjustment based on changes in projected loss estimates and currently planned end strengths. Fiscal year 1978 programed procurement cannot be reduced further.

Mr. SULLIVAN. General Putnam, I have a few other questions here which I think we can submit for the record. So at this time, do you have any further comments you would like to make?

General PUTNAM. I have no further comments.

[Prepared questions submitted by Senator Nunn:]

Question. What has the Army done to its Regular appointment program to increase the quality of the officers tendered an appointment?

Answer. The following actions have been taken to improve selection procedures for RA integration:

a. A centralized RA selection board is convened twice annually to consider RA integration of line officers.

b. The Deputy Chief of Staff for Personnel establishes the maximum number of officers that can be integrated during the fiscal year. The number of line officers allowed RA integration has been reduced to less than 50 percent of the number previously integrated annually.

c. Controls have been established to preclude RA integration of officers into overstrength branches or year groups except for a few truly outstanding officers. The number of such outstanding officers has been limited to not more than 15 percent of the total applicants selected for RA appointment.

Question. Aside from the promotion list categories you intend to exempt from consideration, and the exemption stated in the bill, are there any other reasons that would preclude certain other Regular officers from consideration?

Answer. The majority of the officers to be involuntarily released in the planned FY 76 reduction will come from the overstrength year groups of 1966 through 1970.

Question. Describe the Army's recent reductions in force. How have they been accomplished?

Answer. In the past five years, RIF's were executed only in fiscal years 72 and 74. Numbers selected for release by grade were:

	Fiscal years—	
	1972	1974
Lieutenant colonel.....	16	0
Major.....	266	243
Captain.....	3,967	4,133
Lieutenant.....	152	524
Warrant officer.....	677	0
Total.....	5,078	4,900

The actual selections of those officers to be released in a reduction in force are made by the Department of the Army Active Duty Board. This is a board of experienced senior officers, headed by a general officer. Their task is difficult, but it is a task which they are charged to complete with care, equanimity and the utmost integrity. Their selections are based on a comprehensive and impartial review of the official record of each eligible officer. Those who are selected are officers who, in the board's judgment, have demonstrated performance and potential below that of their contemporaries who are retained. The board deliberates in confidence and does not divulge the exact reason for selection or non-selection of an individual. Competition for retention is extremely keen, and, as each successive reduction occurs and the number affected increases, the personnel cut goes deeper into the ranks of capable, solid-performance officers.

Question. What is the general pattern of post-war involuntary separation? Is the most recent series of reductions-in-force similar to this pattern?

Answer. After every war, the Army has faced the need to rapidly reduce the total end strength. In each case, there have been overstrength year groups, or a "hump" of career-committed officers who did not wish to leave the Army. In each case, procurement was reduced to the minimum levels. In each case the Army resorted to an involuntary reduction in force where Reserve officers had to bear the burden of the reduction.

Question. What is the Fiscal Year end strength by grade of the commissioned officer corps and what are the planned end strengths for Fiscal Years 1975 and 1976. Will voluntary separations allow the Army to reach these planned end strengths?

Answer. The Fiscal Year 1974 actual end strength by grade of the officer corps and the preliminary planned end strengths for Fiscal Years 1975 and 1976 (exclude Civil Works and statutory tour officers) are as follows:

	Fiscal year 1974 actual	Planned, fiscal year 1975	Planned, fiscal year 1976
General.....	466	440	440
Colonel.....	5,052	4,900	4,771
Lieutenant colonel.....	11,379	11,178	11,120
Major.....	17,656	17,173	16,763
Captain.....	31,852	32,616	30,819
1st lieutenant.....	11,985	12,404	11,167
2d lieutenant.....	13,057	10,366	10,045
Warrant officer.....	14,125	13,445	13,000
Total.....	105,572	102,522	98,125

The Army can arrive at the adjusted end strength in Fiscal Year 1975 through voluntary separation and reduced procurement. Reduced procurement and voluntary separations alone do not permit the Army to obtain its end strength objective in Fiscal Year 1976, therefore a RIF must be conducted.

Question. What will be the cost of this Bill if it is passed?

Answer. This Bill would not have an additional budget impact. The cost of releasing a Regular Officer/Reserve with the same time of service would be the same.

Question. Reserve officers discharged from active duty are permitted to remain in the Reserve in active or inactive status. Will there be similar provisions for retaining discharged Regular Army Officers in the Reserves?

Answer. Regulars who are selected for release from active duty will be offered a Reserve commission, and will be permitted to remain in the Reserves in an active or inactive status if they so desire. The intent is to insure that the Regular officers receive the same benefits as Reservists selected for release, and that they remain in an equitable position with their Reserve contemporaries.

Question. It has been the policy of the Army to use the Reserves to respond to fluctuations in the strength needs of the Army. Does this legislation represent a movement away from this policy?

Answer. No. That policy remains in effect. The current problem of the over-strength year groups, or "hump", is a result of not calling up the Reserves in the peak years of the Vietnam conflict. Lieutenants were encouraged to remain on active duty to increase the strength of the Army and now represent the over-strength "hump".

Question. What sort of review procedures are carried out when an officer becomes eligible for a promotion to permanent grade at the "mandatory" promotion levels? How would a review procedure help avoid the need for a quality control measure such as this legislation?

Answer. Each year a centralized promotion board considers officers eligible for promotion to captain, major, lieutenant colonel, and colonel in the Regular Army (RA). In accordance with law, RA officers must be promoted to these grades not later than their 7th, 14th and 21st year of Regular commissioned service respectively. Promotion to RA colonel is not statutorily prescribed, as are the other grades, but is set by Army policy at 25 years commissioned service. The review system is the promotion board process. The files of certain eligible officers are reviewed by a nine member promotion board. The best qualified officers are recommended for promotion. The law requires that a number be prescribed by the Secretary of the Army to the board for promotion that is at least 80% of those considered for promotion for the first time. This proviso, in effect, establishes a legal minimum which must be promoted. RA officers who are twice not selected for RA promotion must be separated from active duty.

This review (promotion) procedure can be used to help the quality control of the Regular Army structure but cannot replace the need for the requested legislation. This is due to the fact that only certain narrowly defined parts of the structure come into promotion consideration each year. That is, only a single year group of accessions is considered annually for RA promotion to each grade. The losses caused by promotion passover can only be applied to those specific year groups being considered. The overstrength year groups 1966 through 1970 cannot be considered nor reduced equitably through promotion passover. The requested legislation would allow qualitative review of the Regular Army without the year group limitations inherent in the promotion process.

[The following correspondence was received subsequent to the hearings:]

NON COMMISSIONED OFFICERS ASSOCIATION
OF THE UNITED STATES OF AMERICA
Washington, D.C., October 1, 1974.

HON. SAM NUNN,
Chairman, Subcommittee on Manpower and Personnel, Senate Committee on Armed Services, Old Senate Office Building, Washington, D.C.

DEAR MR. CHAIRMAN: It is respectfully requested that the attached statement with enclosures be included in the record of hearings conducted this date on Senate bill, S. 3191, to provide that commissioned officers of the Army in regular grades below major may be involuntarily discharged whenever there is a reduction in force.

As you may be aware, the Non Commissioned Officers Association has been active in its attempt to have legislation enacted that will provide severance or readjustment pay for regular enlisted military members who are denied reenlistment, or who are the victims of reductions in force, and have served honorably for five or more years of continuous active duty. Since the bill, S. 3191, will make an exception to the law and authorize readjustment pay for regular commissioned

officers below the grade of major, we believe that a request for like-treatment of regular enlisted members is germane to the measure before your subcommittee at this time.

With appreciation for your continued interest in the military community, we remain,

Sincerely yours,

C. A. "MACK" MCKINNEY,
Sergeant Major USMC (Ret.),
Director of Legislative Affairs.

The Non Commissioned officers Association of the USA (NCOA) is involved in a concentrated effort to have legislation passed that will provide severance or readjustment pay for regular enlisted members of the U.S. Armed Forces.

To date, the NCOA has been somewhat successful in having three bills introduced in the House: H.R. 13032, H.R. 14089, and H.R. 14840; and one, S. 3330, introduced in the U.S. Senate. Sponsors and co-sponsors of the bills are as follows: the Honorable Messrs. Thomas N. Downing, Les Aspin, Richard C. White, G. William Whitehurst, and Charles H. Wilson, all Members of Congress; and the Honorable Senators Vance Hartke, Dick Clark, Gale W. McGee, Pete V. Domenici, Walter F. Mondale, Strom Thurmond, John Tower, Ted Stevens, and Warren G. Magnuson.

Recently, the distinguished Chairman of the House Committee on Armed Services requested a report from the Department of Defense on H.R. 13032. The report has been received by the Chairman, but the Department does not favorably endorse the measure since it prefers to have the provisions of H.R. 12505 discharged in lieu thereof.¹

H.R. 12505 is the proposed new military modernization retirement system. It is a complex piece of legislation that will take some time to study. The bill, by the way, is not favorably endorsed by the NCOA nor the majority of military organizations who have had an opportunity to review its purposes. It is unlikely that the bill will be passed by the 93rd Congress.

Certain provisions of H.R. 12505 would, if enacted, provide severance pay for military personnel, officers and enlisted, who are denied further active duty commitments in the U.S. Armed Services and who are further entitled to honorable discharges.

Other provisions would offer severance pay to certain members of the Armed Services who voluntarily accept honorable discharges in lieu of serving on active duty.

The NCOA, however, reserves its present statement for the benefit of those regular enlisted members involuntarily separated under honorable conditions. It requests that this distinguished Subcommittee insert a new provision into the legislative proposal at hand, S. 3191, to provide readjustment pay to regular enlisted members of the U.S. Armed Forces (as recommended in Exhibit "A" to this statement).

The regular enlisted members of the military forces have been denied severance or readjustment pay under the United States Code. All other members of the Armed Forces, including regular, reserve, and temporary commissioned officers and warrant officers, and reserve enlisted members and those enlisted members without component in the Army and Air Force, are entitled to either severance or readjustment pay under certain conditions.

Other provisions of the law grant severance or readjustment pay to federal employees, and the railroad workers and postal service employees whose salaries are subsidized by the federal government.

Only regular enlisted members of the Armed Forces are presently denied special pay for nondisability severances under any and all circumstances—truly a disparate inequity under the laws of this Nation.

The question may be posed as to why the NCO Association chose to bring this matter to the attention of the Subcommittee and to Congress, when the subject of the present bill under consideration at this time deals with "reductions in force for regular Army officers?"

In answer, the NCO Association believes its request for enlisted readjustment pay is germane to S. 3191 because certain provisions in the bill pertain to "payments of readjustment pay."

As noted earlier in this statement, the Department of Defense has rejected separate legislation that would introduce enlisted severance pay. The justification is that the matter is addressed in its legislative proposal, H.R. 12505.

¹ Identical report received by Senate Committee on Armed Services re: S. 3330.

H.R. 12505 also contains provisions for severance pay for officers, yet H.R. 12405,² H.R. 11113,³ and H.R. 11745,⁴ all suggested by DOD, or with its approval subsequent to H.R. 12505, contain identical themes. The NCO Association feels it is justified in seeking equitable and fair treatment for regular enlisted members at the same time identical provisions are brought before the Congress for commissioned officers.

Basically, the NCO Association's request would provide that regular enlisted members be authorized the payment of readjustment pay as is now authorized under the law for regular commissioned and warrant officers. If qualified, regular enlisted members would be entitled to two months basic pay for each year of continuous active duty not to exceed 12 years, or a maximum of \$15,000.

Exhibits "B", "C", "D" and "E" are further submitted in relation to the NCO Association's statement. We respectfully request that they be inserted for the record.

EXHIBIT "A"

PROPOSED AMENDMENT TO S. 3191

On page 4, between lines 14 and 15, insert a new section as follows:

SEC.—Chapter 59 of title 10, United States Code, is amended by adding the following new section after section 1172 and inserting a corresponding item in the chapter analysis: "& 1173. Regular enlisted members: readjustment pay.

"(a) A regular enlisted member of the U.S. Armed Forces who has served a minimum of five continuous years but less than 20 years of active service for retirement purposes, and is involuntarily separated from or denied immediate reenlistment in the U.S. Armed Forces, shall, if having served honorably and not entitled to disability severance pay under some other provisions of the law, be entitled to readjustment pay. The pay will be computed by multiplying the enlisted member's years of active service by two months' basic pay in the grade in which the member is discharged. Total payment, however, shall not exceed 12 years, or a maximum of \$15,000, whichever is the lesser, for one individual member.

"(b) For the purpose of this section, including eligibility for and computation of readjustment pay, a part of a year that is six months or more is counted as a whole year, and a part of a year that is less than six months is disregarded in determining the years of service.

"(c) A regular enlisted member of the U.S. Armed Forces who is a prior recipient of severance pay or readjustment pay under this or any other provision of law, shall not be entitled to a second payment if the member is involuntarily separated subsequent to another enlistment, reenlistment or appointment in another department of the U.S. Armed Services."

EXHIBIT "B"

U.S. HOUSE OF REPRESENTATIVES,
COMMITTEE ON ARMED SERVICES,
Washington, D.C., January 15, 1974.

Mr. MACK McKINNEY,
Director of Legislative Affairs, Non-Commissioned Officers Association, National
Capital Office, Washington, D.C.

DEAR MR. MCKINNEY: Thank you for your letter of January 2 in which you present your Association's views on H.R. 11745. *I am certainly aware of the discriminatory treatment between the officers and enlisted personnel upon being released involuntarily from the military.* We are going to review a number of the items of military compensation this year including the retirement package submitted by the Department of Defense and H.R. 11745. I will see to it that your letter is made a part of the file so that the ideas of your Association may be made known to those responsible for considering this legislation.

With best regards.

Sincerely,

F. EDW. HÉBERT, *Chairman.*

² Defense Officers Personnel Management Act.

³ Same as S. 3193.

⁴ Same as S. 3191.

EXHIBIT "C"

MILITARY REDUCTIONS IN FORCE AND ITS EFFECT ON CAREER ENLISTED

(Mr. Downing asked and was given permission to address the House for 1 minute to revise and extend his remarks and include extraneous matter.)

Mr. DOWNING. Mr. Speaker, I am privileged to introduce legislation that will, if enacted, correct an injustice that exists in the Federal laws. This measure will at long last provide severance pay for Regular enlisted members of the U.S. Armed Forces.

A review of statutes pursuant to Federal employment indicates that Congress has seen fit, and rightfully so, to enact legislation that offers varied payments, severance and readjustment, to Government employees, railroad workers, and to most of the active duty military, including reservists and guardsmen.

Unfortunately, we have overlooked the men and women of the Regular enlisted components in the Army, Marine Corps, Navy, Air Force, and Coast Guard.

Under title 10, United States Code, all Regular commissioned and warrant officers past their third year of active service are entitled to severance pay equal to an amount not to exceed 1 year of their basic pay if they are dismissed from the service honorably. Reserve officers and even Reserve enlisted members having a minimum of 5 years of active service are entitled to readjustment pay not to exceed \$15,000 if they are returned to an inactive status. Temporary commissioned officers and Army and Air Force members without component are entitled to readjustment pay, and the former group may reenlist as a Regular enlisted member and receive a reenlistment bonus on top of the readjustment pay.

I might add that a commissioned or warrant officer may be removed from active duty for cause; that is, substandard performance of duty, moral turpitude, and other. But if he or she is entitled to an honorable discharge, severance or readjustment payments may be made under the law.

It is not the intent of this remark to demean the officer corps because they have this advantage over the enlisted corps. We are all aware that these men and women have served their country in war and peace. They deserve the support of a grateful Nation. Should we hand them their walking papers, our system of government provides them with some financial aid for readjustment in the civilian communities.

On the other hand, the Armed Forces, because of a congressional edict to reduce forces, release thousands of noncommissioned and petty officers and offer them not 1 cent for their service to the United States. We have done this following World War II, the Korean conflict, and now the Vietnam conflict—without sympathy, without concern and without offering them anymore than their normal pay up to the date of their discharge.

There is one group, however, that is concerned, the Non-Commissioned Officers Association of the United States of America—NCOA. They brought this inequity to my attention, and I turn to my colleagues in the Congress. It is time to act now, and I have urged my colleagues in the House to properly and gratefully acknowledge the contributions of our noncommissioned officers and petty officers by passing this legislation at the earliest.

EXHIBIT "D"

PAY FOR ENLISTED PERSONNEL

Mr. THURMOND. Mr. President, there appeared in the March issue of Non-Commissioned Officer Association Journal an article entitled. "Why Not Severance Pay for the Enlisted?"

As a supporter for severance pay for enlisted personnel I ask unanimous consent that this article be printed in the Record at the conclusion of my comments.

There being no objection, the article was ordered to be printed in the Record, as follows:

WHY NOT SEVERANCE PAY FOR THE ENLISTED?

CONGRESS AND MILITARY LAWS

Congress, and rightfully so, has over the years enacted legislation that offers beneficial protection in many ways to many members of the military community: on active duty, retired, in the reserves or national guard, and their dependents and survivors.

The majority of the measures, contained in Titles 10 and 37, U.S. Code, may readily be described as "laws normally protecting the well-being of the military member." They encompass about everything from "tenure of service" through "retirement" from "medical services" to "burial," and from "dependents' assistance" to "survivors' benefits."

Yet, in most of the military laws enacted, the regular enlisted member of the U.S. Armed Services is not the beneficiary of, nor is included in those protective measures that normally pertain to regular commissioned and warrant officers, or reserve and temporary officers, or even certain enlisted personnel.

To be more specific, the regular enlisted member, from initial enlistment to the date of retirement, is in most cases not protected by law.

LAWS VS. REGULATIONS

The Department of Defense or the individual Services have regulations that do offer some sheltered protection for regular enlisted personnel. These, however, are normally found in the administrative procedures for promotion and discharge. But comparatively speaking, regulations are not true protective features. They are frequently changed overnight without due process of consideration for the affected persons.

An excellent example, might be a promotion regulation. It is frequently changed to fit the whims or needs of the individual services or their commander. One commander may instruct a promotion board for enlisted personnel to consider time-in-grade as a primary prerequisite for promotion, while another chooses to select time-in-service as the main ingredient. Others may call for educational backgrounds, duty in one specialty or another, and so on.

As noted in the "Legislative Digest" in February's Journal, warrant officers are guaranteed an automatic promotion to the next highest grade on the day following the last day of fulfillment of three years of satisfactory service in a former grade.

THE BIG ONES

"Probably the most inequitable measure in the law is the one that offers 'special pay' to a military member involuntarily released or discharged from the Services. The law provides for almost every category of military personnel except regular enlisted members. They are not included nor entitled to these special payments of 'readjustment' or 'severance' pay."

REDUCTIONS-IN-FORCE

For the third time in less than 30 years, the U.S. Armed Services are involuntarily separating numerous members for cause.

As it happened in the postwar years of World War II and the Korean War, Congress is again reducing the size of the Armed Forces following Vietnam conflict.

Congress calls for cutbacks and DOD orders the Services to discharge or release thousands of commissioned officers, noncommissioned and petty officers, and junior enlisted personnel. Of the three groups, only the NCOs and POs are truly affected by these reductions in force.

OFFICERS

Commissioned and warrant officers removed from active duty of these cutbacks are in the majority, entitled to either severance pay or readjustment pay dependent upon their service component. They may receive an amount equal to one year's pay or \$15,000, whichever applies.

In the case of certain temporary and warrant officers, they may receive severance pay then immediately enlist as a regular enlisted member and further receive a re-enlistment bonus. They may then continue on active duty until they have sufficient service to retire and subsequently receive a monthly retirement annuity for the rest of their natural lives.

JUNIOR ENLISTED

In order to reduce the number of junior enlisted members, the Services may reduce enlistment quotas and/or provide early discharges. In the latter case, the early releases from active duty are voluntary and normally concern only those members who do not desire to remain on active duty.

NCOs AND POS

The "man in the middle" is the one who suffers. As career-oriented military members, the NCOs and POs have anywhere from 5 to 18 years of honorable service and are planning to retire following the attainment of sufficient years of active duty. With normally no more training than received in the military, and with families to support, they are suddenly released from the Armed Services or denied the authority to reenlist.

They receive no "mustering out" payments, no severance pay nor readjustment pay. The Services pay only their normal wages to the date of discharge and provide for their travel and transportation of dependents and household goods to their homes of record.

In most cases, the NCO/PO fares worse than the civil service or civilian employees who are "riffed" in their local communities. The NCO/PO has been away from home for years and does not have the feel of the economy. He may return unknowingly to an area that is suffering from a lack of available employment, housing, schooling, or whatever.

Even if all is well, the NCO/PO must find housing, seek and obtain employment, and accomplish all the normal commitments forced upon a person who moves with a family. All this without a penny in his pocket other than a final paycheck!

A commissioned officer may be separated from the service because he has failed in his performance of duty or is morally unfit, yet the law will provide him with the same entitlements of travel and transportation as accorded the NCO/PO plus a payment of severance pay in an amount equal to one month's basic pay in grade multiplied by his years of active service (not to exceed one full year of basic pay).

THE INEQUITIES

Because regular commissioned officers are protected by a tenure of service, there is really no requirement of time for most regular officers to qualify for severance pay, and reserve officers may receive up to \$15,000 in readjustment pay for serving a minimum of five continuous years on active duty. Yet the NCO/PO receives absolutely nothing regardless of the time involved and the reason for the separation.

HOW IT WORKS

Primarily the Services convene certain boards of officers (and sometimes senior enlisted) to screen the records of NCOs/POs to determine those who shall be separated or denied reenlistment. All things being normal, the boards will recommend separations for the NCOs/POs who fail to maintain satisfactory performances of duty, or because of personal deficiencies.

However, when there is a large-scale reduction of force (as we are experiencing today), the boards must work extra hard to find enough NCOs/POs to "riff." There just aren't enough "bad cases" to go around, so they search until they find something on which they may base an unfavorable determination.

For example, the NCO Association discovered a young married Army Staff Sergeant (E-6) who was being denied reenlistment because of "misconduct." A review of his records, however, indicated that his misconduct occurred some years ago when he first entered the service. Meanwhile, in six successive years, he received a promotion in every one of those years, had been issued a "Top Secret Clearance," and possessed an exemplary conduct and performance record since his last court-martial.

In another case, a Master Sergeant (E-7), U.S. Army, with five dependent children was denied reenlistment after 16 years of honorable service to his country.

Neither one would receive a "plug nickel" from the Nation they served in war (both were Vietnam veterans) and in peace.

THE QUESTIONS

Why is it that the Services will retain these men (and women) on active duty when they are needed, but suddenly find they are unfit for duty whenever cut-backs are necessary?

Why are these men (and women) promoted to or within the NCO/PO grades, some with normal time-in-grade and time-inservice, yet are suddenly "riffed" because the same Service that promoted them is now declaring them "unfit for further duty?"

Why is it that these men (and women), many who entered the Services when the pay was insufficient and remained on active duty beyond their first enlistments, are not entitled to some remuneration for their years of service?

Why has this inequity existed for so many years without some action on the part of the Senate and House Armed Services Committees?

Why has Congress continued to authorize funds for the recruitment of these enlisted members; provided further funds for their training and for their reenlistments; authorized more funding for their permanent changes of stations to and from combat zones, but has refused to provide them with severance pay when the lawmakers decide they are no longer needed in the Services of their country?

DOD CONCURS

The Department of Defense, under its proposed Uniformed Services Retirement Modernization Act, believes that the enlisted member should receive severance payments.

It has recommended that enlisted, as well as officer members, who have completed 5 to 19 years of active service, and who are involuntarily separated, should have two possible payment options to select from upon release or discharge.

One would be a lump sum adjustment payment equal to 6% of the product of 12 the monthly basic pay to which the member was entitled at the time of discharge or release multiplied by years of service, plus a deferred monthly annuity beginning at age 60 calculated at the rate of 1/12 of his final annual pay times 2½ percent for each year of service.

OPPOSING VIEWS

There are those in Congress and in the Department of Defense who oppose separate legislation to provide severance pay for regular enlisted members. Some arguments are as follows:

1. Enlisted personnel receive enlistment and reenlistment bonuses and proficiency pay. Officers do not.

Answer: Initial enlistment bonuses just recently appeared on the military legislative field and are not available to the majority of enlistees. Reenlistment bonuses normally add up to a maximum of \$2000 for the average enlisted member. Proficiency pay is of course paid only to certain enlisted personnel who are in the minority. On the other hand, many officers receive federal monetary assistance in the ROTC program, the Marine Corps Platoon Leaders Class, and in attendance at the Service Academics. They are also the recipients of higher basic pay, subsistence pay, better living quarters and other accommodations and privileges not available to the average enlisted member.

2. The Department of Defense states that it cannot agree to separate legislation that will provide severance pay for enlisted personnel because they are to be considered in the new proposed Uniformed Services Retirement Modernization Act.

Answer: Commissioned officers are considered also in the new proposed Act, yet the Secretary of the Army, with the approval of the Department of Defense, has requested separate legislation for regular commissioned officers below the grade of major (H.R. 11745 introduced Dec. 3, 1973). The Department has further requested separate legislation providing "lump sum transition payments" for commissioned officers in grades 05 and 06 (H.R. 11113 introduced Oct. 25, 1973).

ESTIMATED COSTS

With figures supplied by the Department of Defense, legislation to provide severance pay for regular enlisted members would cost the federal government an estimated \$7,074,200 (low 6 yr. figure) upward to \$41,600,000 (high figure) if the legislation is retroactive to cover those enlisted personnel discharged in Fiscal Year 1973.

TO PROVIDE SEVERANCE PAY FOR ENLISTED PERSONNEL—ENLISTED REDUCTIONS IN FORCE

[Formula: 1 mo pay in grade at time of discharge multiplied by the number of continuous years of active service preceding date of discharge not to exceed 12 yr]

Pay grade	Fiscal year 1973 (actual)	18-yr high	6-yr low	Fiscal year 1974 number (estimate)	Estimated costs ¹	
					18-yr high	6-yr low
E9-----	0			3	\$36,200	\$27,600
E8-----	7	\$69,400	\$40,700	3	31,600	18,500
E7-----	99	875,300	361,000	164	1,539,800	635,000
E6-----	537	4,233,700	1,733,100	564	4,720,700	1,932,900
E5-----	1,859	12,441,200	5,444,300	955	6,876,600	2,968,700
E4-----	985	6,657,100	3,328,500	433	2,554,900	1,277,400
E3-----	206	1,002,600	501,300	78	402,900	201,500
E2-----	21	86,300	43,100	4	17,400	8,700
E1-----	10	36,900	18,400	2	7,800	3,900
Total-----	3,724	25,402,400	11,470,400	2,206	16,097,900	7,074,200

¹ All costs to the nearest \$100.

Note: Fiscal year 1974 estimate is based on Army and Marine Corps figures only. Navy and Air Force did not provide estimates. E9's and E8's are required to have 10 and 8 years respectively, of creditable service for basic pay before they may receive pay in those grades. Low cost figures for these grades are therefore 10 and 8 years respectively in lieu of 6. Fiscal year 1973 estimated costs per pay grade are based on pay scales in effect on Jan. 1, 1973. Fiscal year 1974 estimated costs per pay grade are based on pay scales in effect on Oct. 1, 1973.

OTHER INEQUITIES

Previous chapters have already reviewed the inequity of paying severance or readjustment pay to regular and reserve commissioned officers, certain reservists, temporary officers, and members of the Army and Air Force without component, while the regular enlisted member is not so entitled.

There are other inequities noted in the treatment of regular enlisted military personnel as compared to federal employees and railroad employees subsidized by the federal government. For example, federal employees receive up to six month's pay if they cannot be placed in another job, and if forced to take another position in a reduced pay level they continue to receive the same pay for two years or until reaching the former grade level, whichever occurs first.

Railroad employees are also protected by law from being separated from their employment (see P.L. 93-236).

SUMMARY

The NCOA strongly feels that "honorable separation without remuneration for regular enlisted members denied further active duty in the Armed Forces" is the most unjust of our Nation's military laws.

Of the greater dedications offered to our Country by its living veterans, none may be as important to our future defense posture than that provided by the NCO/PO corps—"the backbone of our Armed Forces." It was they, and will be them who recruit, train, mold and supervise and set the example for the young men and women who man our Armed Services today and tomorrow.

For those NCOs and POs no longer needed in the Nation's shrinking military forces, the NCOA submits that they deserve better than a slap in the face.

Mr. SULLIVAN. At this time, then, the hearing is adjourned.

[Whereupon, at 3:50 p.m., the subcommittee was adjourned, subject to the call of the chair.]



