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THE EVOLUTION OF SENIOR AND CHIEF MASTER SERGEANTS

UNITED STATES AIR FORCE

SENIOR NONCOMMISSIONED OFFICER ACADEMY

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The Evolution of Senior and Chief Master Sergeants

On May 20, 1958, President Dwight D. Eisenhower set in motion the wheels that enhanced the prestige of the enlisted force. He signed legislation revising the basic pay structure of the Armed Forces. The legislation, submitted by Representative Paul J. Kilday of Texas, contained subsections allowing the services to create additional enlisted grades. However, two years before hand, Mr. Ralph J. Cordiner, president of the General Electric Company, chaired a committee that introduced the concept of increasing the enlisted grade structure, which forged these wheels. Consequently, their vision led the Air Force in establishing its two highest enlisted grades: Senior Master Sergeant and Chief Master Sergeant. It stands to reason: Air Force enlisted personnel are the heirs of these "Super Grades"; therefore, this study uncovers the roots of these grades to provide an understanding of how these grades evolved and bestowed prestige to their descendants. The study tracks the origins of the Defense Advisory Committee on Professional and Technical Compensation (commonly known as the Cordiner Committee) and the committee's recommendations to provide incentives for career personnel. Next, it covers the trail of the Cordiner Committee's proposals from bill to public law. Finally, it outlines the emergence of the first Senior and Chief Master Sergeants. While Representative Kilday played a key role, the foundation set by the Cordiner Committee is equally important.

On March 23, 1956, Reuben B. Robertson, Jr., Deputy Secretary of Defense, sent a letter to Mr. Cordiner (on behalf of Secretary of Defense, Charles E. Wilson) which outlined the Cordiner Committee's charter and brought the nation's military problems to the forefront. It's important to note that this letter addressed a shared problem among all the military services and an underlining lack of incentives for career personnel. Furthermore, the letter provides an insight into the nation's and the military's atmosphere in the aftermath of the Korean conflict. It read in part:

The Commission on Organization of the Executive Branch of the Government has pointed out that compensation for military and civilian personnel in the upper grades is inadequate to attract and retain the competent management required by our defense activities. Present remuneration is not commensurate with the grave

responsibilities such officials must assume and places the Department of Defense at a competitive disadvantage with private industry ... Consideration must be given to the existing system for recompensing officer and enlisted technicians. The present practice of rewarding technical ability with rank in order to provide adequate pay, depreciates military authority and responsibility. Our most recent efforts to improve the compensation of those in the medical profession are indicative of a piecemeal approach to the problem, dictated by demand and without orientation to our over-all manpower requirements. If feasible, a more suitable solution is desirable and indicated ... I have appointed this committee to advise me in the above matters. I request you consider the present compensation authorized both civilian and military managers and submit recommendations as to what adjustments are required in the upper grades.... (3:xv-xvi)

Although the Cordiner Committee's charter was broad, the main issue here is the rationale that led to recommending an increase in the enlisted grade structure.

In studying the retention problem among the services, changing technology was one of the Cordiner Committee's main concerns, which shifted the services' focus from quantity to quality of personnel. The committee pointed out that "technological change means a change of weapons in the combat units, change in the techniques in weapons maintenance and use, and change in the level of skill and judgment of the user. The day has passed when large portions of the military work-force performed relatively unskilled tasks and major measure of their competence was based upon discipline and physical fitness only." (3:43) While the need for quality personnel was increasing, the retention rates weighed equally as important.

The Cordiner Committee went on to state the time and effort required to train personnel were increasing with a relatively low rate of retention. Since compulsion drove most individuals to serve, few made career commitments, especially in the electronic fields that required a greater investment by the services. The Cordiner Committee concluded that "an acceptable degree of retention of quality manpower in peacetime military service can be secured in a free society only by according those

concerned a reasonable measure of the prestige and benefits they could otherwise achieve in civil pursuits in the mainstream of the economy." The figures showed "approximately 76% of the over-all first term group at the end of initial service periods" returned to civilian life (3:44-45), and "in fiscal year 1959 only 765,000 out of 2,300,000 enlisted men will be serving beyond their first enlistment or inducted service." (16:2466) Keeping individuals in service proved difficult, especially when one considers the wages involved.

Among other factors, the minimum wage added to the dilemma. The committee engaged the services of the McKinsey Company, a management consultant firm. The firm presented three significant facts: "The serviceman concluding this first term of service can normally expect higher pay in a starting civilian job than he is receiving in the military, promotional opportunities in civilian life are greater than those afforded the career enlisted man, and fringe benefits no longer favor the enlisted man over his civilian counterpart except for the 20-year retirement option." (3:59) The following passage explains how the Cordiner Committee examined the consultant firm's findings and suggests why highly skilled personnel left the service:

Under the minimum wage law, the least a man leaving service can expect to earn in covered employment (under the law) is \$1,824 per year after taxes. Computations of average conditions for the first term indicate his income at from \$1,328 to \$1,560 after taxes. Minimum wage law jobs offer the first term nearly \$500 more net cash income than that received by the E-3 and over \$250 more than the E-4, (the) average first term grades.

Actual experience shows the average first term leaving the service receives much better than the minimum wage. In the recent Air Force study of 3,000 airmen leaving the service, the average man started in civilian life at approximately \$2,700 per year after taxes. A year later he was earning \$3,200 after taxes.

More important than initial advantages are the long-term economic opportunities available in civilian life in contrast to the flat, compressed wage progression pattern in the military service. (3:60)

Complicating matters were the concerns of service personnel of their inability to obtain adequate housing for their families. It stood to reason that income, quarters allowance and on base quarters were not enough for service personnel to secure an acceptable quality of life for their dependents. The following description represents a portion of the Cordiner Committee's findings concerning the quality of living conditions endured by service personnel:

The remainder of this report could be filled with an accounting of the often deplorable conditions under which military people are forced to live by reason of their occupation. Converted barracks buildings make a poor substitute for a home. In and around almost every military base can be found sprawling trailer camps and families jammed into "splinter cities" which are five year mobilization barracks stretched years beyond their original life expectancy. Divided families with inevitable inroads into the very heart of the moral fiber of the people involved; injury to the pride, dignity and personal standards of the individual; these are the elements of this tragedy. There is simply not enough on-post housing to go around, and off-post housing is too often too distant or too expensive for service personnel to afford.

(3:123)

One can infer from a statement in Mr. Robertson's letter and from the consultant firm's findings that the services were compensating for the lack of monetary rewards by promoting personnel early in their careers, which in effect created two problems: promotion stagnation of E-7s and pay inversion between supervisory and subordinate personnel. The average person progressed up the rank structure to E-7 by the 12th year of service, leaving 8 to 18 years of service without further advancement in the enlisted grades. Therefore, many E-7s were subordinate to other E-7s, lessening the prestige associated with the rank. Furthermore, the pay system at the time allowed personnel with a lesser grade to earn higher pay based on years of service. The Cordiner Committee concluded that this pay

inversion was not conducive to a military rank structure because it would not reward perhaps the more aggressive, productive individual who had greater responsibility. (3:60-62)

The Cordiner Committee painted a grim picture of the personnel management system and the pay scales of the mid 50s. Although the preceding paragraphs are excerpts of a bigger picture, they do set the stage for the enlisted grade increase. The paragraphs infer a desirable pictorial where enlisted personnel became highly skilled, saw and commit to a long term progression in the career force, received commendable pay, earned prestige and responsibility in their profession, and could provide a comfortable quality of life for their families. Consequently, Cordiner Committee drew the following conclusions, primarily in response to the E-7 stagnation:

- Any significant reduction in the number of persons in the present top grade (E-7) would act as a profound and enduring depressant to career attractiveness.
- Increasing to meaningful amounts the pay of the present top grade and adjusting other grades correspondingly would involve prohibitive cost.
- The unique rank/grade correlation of the military is such that any expansion in the number of grades should be the minimum which would provide a solution to existing problems.
- Two additional grades, E-9 and E-8, represent the optimum desirable increase in enlisted pay grades.
- The number of persons acceding to the newly created grades should be kept small, roughly 1/2% of the total enlisted strength in grades E-9, 1-1/2% in grade E-8, in order to protect the prestige value of the grades. (Representative Kilday adjusted these figures to 1% and 2% and to 10 and 8 years time in service, respectively. (11:5292))
- The number promoted to the new grades should be taken from existing top grade allocations, in order to prevent across the board up-grading in the lower ranks.

- The pay of the new top grades should represent a monetary reward of significant proportions so that it may act as a career incentive for personnel in lower grades.

(3:65-66)

Although the Cordiner Committee justified their recommendations, the nation's other concerns were more pressing until a dramatic event occurred. On May 8, 1957, the Cordiner Committee submitted their report to the Secretary of Defense, Charles E. Wilson. Almost immediately, Representative James E. Van Zandt of Pennsylvania introduced legislation to implement the Cordiner Committee's proposals, followed by legislation in the Senate. However, the political atmosphere prevented any prompted action. The tide turned in October 1957 when a Soviet Union's "Sputnik" rocketed into space, which underscored that the Soviet Union possessed the means to launch intercontinental ballistic missiles at the US. (7:37-41) Representative Van Zandt would later make the following statement on March 25, 1958, representing the shift in thought toward the Armed Forces:

On May 15, 1957, I introduced a bill which would have implemented the recommendations of the so-called Cordiner Committee. Last year we were concerned about economy, but on October 4, 1957, sputnik rose into the skies, and we again became conscious of national security. Every once in a while some dramatic incident comes along to save us from a withering away of our Armed Forces. (11:5281)

In January 1958, President Eisenhower presented his legislation plan to the Congress containing the Cordiner Committee's recommendations, which re-ignited the drive to provide incentives for a career force, and expressed his concern in his budget message to the US Congress stating:

With the development of new weapons systems, the technical proficiency demanded of military personnel has increased tremendously. Personnel trained at great expense in the operation and maintenance of these modern weapons must

have greater incentives to remain in service. For present and long-range efficiency and for greater equity, the military pay system must be recast. (4:Fact Sheet No. 1)

With this as a background on February 18, 1958, Representative Paul J. Kilday of Texas, with 20 years experience in writing complicated laws and chairman of the House Armed Services Subcommittee, opened hearings on the President's legislation. Taking 514 pages of testimony from civilian and military leaders, the subcommittee introduced its own legislation on March 18, 1958, which kept the heart of the Cordiner Committee's recommendations. This legislative bill became House of Representative (H.R.) 11470, and on March 25, 1958, with overwhelming support, the bill passed with 366 yeas, 22 nays, and 41 not voting. (6:4691,5268,5273,5290,5296)

The Senate fared equally well. Filling 894 pages of testimony in 20 days, on April 29, 1958, the Senate passed its version of H.R. 11470 with 87 yeas, 0 nays, and 8 not voting. (12:7625) The debate was equally supportive, following the same theme as in the House of Representatives. Illustrating the support of the proposed legislation and implying that our strategic bombers could not get off the ground in response to a missile attack, Senator Leverett Saltonstall of Massachusetts made the following statement during senatorial debate:

The Senator from Mississippi ... has already stated that six and one-half wings of the Strategic Air Command are always grounded because of lack of trained personnel. To put it briefly, the problem of the Strategic Air Command is twofold. In experience and age, almost three-fourths of SAC's enlisted men are in their first enlistment; most of them are still being trained ... The problem can also be illustrated by the case of trained electronic specialists. This was one of the most significant matters presented to us. About 82 percent of the radar bomber system maintenance experts leave the service after 4 years. Their training has cost the Government and the taxpayer an average total of about \$25,000 each. Yet in that 4-year period the maintenance expert has spent much of his time in school; he has been fully productive, it is estimated, only 37 percent of the time. (12:7619)

Congressional support reflected the nation's renewed interest in the military. With the urgency involved, the House and the Senate accepted each of their conference committee's submissions on May 12, 1958. On May 20, 1958, President Eisenhower signed H.R. 11470, creating Public Law 85-422 and in effect, allowing for the new enlisted grades. (15:148) With the framework laid, the services proceeded to make their E-8 and E-9 selections.

The Air Force programmed two promotion periods for each new grade. During the fiscal year (FY) 1959 (the FY began in July), the Air Force planned to promote 5,000 to Senior Master Sergeant (SMSgt). In anticipation of the first cycle, during May and June 1958, approximately 45,000 Master Sergeants (MSgt) tested using the Supervisory Examination normally administered to warrant officers. Subsequently, command boards screened approximately 30,000 MSgts of which 2,000 of them became SMSgt on September 1, 1958, and the reminding 3,000 selectees progressed to SMSgt on March 1, 1959. (5:-; 6:-; 1:1,14) The first Chief Master Sergeant (CMSgt) promotions were in FY 1960. Taking from the pool of the first SMSgts, December 1, 1959 saw the first wave of 650 CMSgts, with the remaining wave producing 1,070 additional CMSgts on June 1, 1960. (8:49; 2:1,18) The next step involved incorporating them into the personnel management system

Conceptually sighted, Air Force leaders decided to shift the personnel structure up one level instead of creating a new level of management. As a result of the new grades and their intended use at the superintendent level, the Vice Chief of Staff initiated a review of the warrant officer program in late 1958. An Ad Hoc Committee studied the warrant officer program and recommended to discontinue the procurement of warrant officers (6:122) and to utilize and classify current warrant officers as company grade commission officers. The Vice Chief of Staff approved their request in July 1959. "This change in concept removed warrant officers entirely from the airman career structure and necessitated their future careering in the officer area." (7:44) Individuals in the new grades stepped into their new positions, anchoring their roots in the personnel management system at the superintendent level. Consequently, the new SMSgts and CMSgts achieved the Cordiner Committee's vision as they gained increase responsibilities performing duties previously held by warrant officers.

As Air Force enlisted personnel are beneficiaries of what these early professionals left behind, studying the roots of these "Super Grades" provides an insight as to how SMSgts and CMSgts evolved and how they extended their prestige from the onset. Tracking the origins of the Cordiner Committee revealed its recommendations to provide incentives for career personnel, adding E-8s and E-9s to the enlisted grade structure. Next, covering the Cordiner Committee's proposals from bill to public law depicted the military's and the nation's atmosphere in the years following the Korean conflict. Finally, outlining the path to the first Senior and Chief Master Sergeants unveiled how these early professionals embraced the reins of leadership as superintendents. Solidifying the need for a strong force cherished by the nation they serve, Senator Lyndon B. Johnson of Texas made the following statement during debate in the Senate for the passage of H.R. 11470: "The goal we seek is a strong, alert, and completely combat competent armed force, to protect this country and its worldwide obligations ... (and) It is hoped that it (the bill) will provide somewhat the reward so well deserved by our men and women in uniform...." (12:7624)

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BACKGROUND PAPER

on

ESTABLISHMENT OF RANKS E-8 AND E-9 VS WARRANT OFFICER

This background paper is designed to familiarize you, the reader, with the events and rationale that led to the establishment of the E-8 and E-9 ranks in the United States Air Force and the subsequent elimination of the warrant officer program. It first discusses the enlisted rank structure immediately following the establishment of the Air Force as a separate service; second it looks at the changes to the enlisted rank structure to meet the needs of the new service; third it discusses the establishment of the E-8 and E-9 ranks and fourth and finally it covers the impact the establishment of these new ranks had on the elimination of the warrant officer program.

The United States Air Force was born from the funeral fires of the Army Air Corps in 1947. As a fledgling organization the Air Force was merely a mirror image of its former self. With no history or heritage to call its own it would be years before it established itself as a separate entity.

During its infancy the Air Force enlisted rank structure remained unchanged from its Army days. These ranks were private, private first class, corporal, sergeant, staff sergeant, technical sergeant, and master sergeant. Of these original seven ranks, corporal through master sergeant were noncommissioned officer ranks. With the retention of these rank designations and the similarities

in uniforms it was difficult to determine where the Army ended and the Air Force began. This situation was destined to continue for nearly five years.

As part of an effort to establish a distinct and separate identity, Air Force leaders directed a change in the terms of address used to identify its enlisted personnel. In 1952, private became "basic airmen," private first class became "airman third class," corporal became "airman second class," and sergeant became "airman first class." This change of address was significant also in the fact it moved the rank of sergeant from the noncommissioned officer ranks to the airman ranks, a demotion in the eyes of many enlisted personnel.(1:4)

In addition to the changes in the way enlisted personnel were addressed, other changes were made that visibly distinguished Air Force members from those of other services. The color of the uniform was changed from green to blue and a distinct chevron design was adopted. No more would there be a possibility of mistaking members of the Air Force with those of another branch of service. Six years would pass before any significant change in the enlisted force structure would again take place.

By 1958 the Air Force was firmly established and recognized as a viable member of America's defense team. However, growing dissatisfaction in the enlisted ranks over promotion opportunity led to falling retention rates. The primary problem was promotion stagnation which was brought about by individuals being promoted to the grade of master sergeant at their ten to twelve year career

point. Because promotions were made to fill vacancies and vacancies were created by retirements and separations, stagnation was felt at all levels. To remedy this situation, the Air Force Requested and was granted permission by Congress to establish two new enlisted grades, E-8 and E-9.(5:--) On 3 July 1958 a memorandum containing revised promotion policy was forwarded to the Director of Personnel. (2:128)

The first promotions to E-8, senior master sergeant, took place on 1 September 1958. Of the 30,000 eligible master sergeants, 2,000 were selected for promotion. E-9, chief master sergeant, promotions took place the following year on 1 December 1959. These promotion selections proved not only to be the answer to the promotion stagnation problem, but also contributed to the decision to eliminate the warrant officer program.

According to AFR 36-72, Officer__Personnel, 2 June 1953, warrant officer grades were utilized to fill superintendent Air Force Specialty Codes (AFSC) and positions which require qualifications beyond those of master sergeants, but were too narrowly specialized to provide for the most effective officer development. However, when warrant officer were not available to fill these superintendent positions, master sergeants were assigned the duties. In fact, master sergeants had been filling positions designated for warrant officers even before congressional action authorized the creation of the warrant officer program on 29 May 1954. (4:--) The creation of the E-8 and E-9 ranks led to their assuming these positions, in lieu of master sergeants.

Another factor which influenced the decision to eliminate the warrant officer program was economics. Using E-8 and E-9s to fill superintendent positions was significantly less expensive than utilizing warrant officers to perform similar duties.

In February 1959, the Air Force officially announced its decision to discontinue the warrant officer program. The reason given for this decision was that warrant officers amounted to an added layer of supervision between officers and noncommissioned officers and was therefore unnecessary to mission accomplishment.(3:1) This was, in a sense, acknowledgment of the professional capabilities of the enlisted force and their ability to function in positions of increased responsibility.

This paper has looked at the events and rationale leading to the creation of the E-8 and E-9 ranks and the subsequent elimination of the Air Force warrant officer program. It discussed the rank structure immediately after the creation of the Air Force as a separate service and then the changes to the enlisted ranks prior to the creation of the E-8 and E-9 ranks. Finally it covered the establishment of the E-8 and E-9 ranks and the effect their creation had on the decision to eliminate the warrant officer program. This was all accomplished in an effort to familiarize the reader with the events and rationale that led to these actions taking place.

Creation of the E-8 and E-9 ranks not only solved the career stagnation problem within the enlisted ranks, it also provided the Air Force a means of filling superintendent positions with personnel in these grades at a significant cost savings. All this was

accomplished without sacrificing mission effectiveness. The elimination of the warrant officer program removed an unnecessary layer of supervision between the enlisted and commissioned officer ranks and provided senior noncommissioned officers increased responsibility and opportunity for advancement.

Time and history has proven the soundness of the decision to create the E-8 and E-9 ranks. Today E-8s and E-9s fill positions once held by warrant officers and commissioned officers. The fact the performance of those filling these positions far exceed expectations is a tribute to the professionalism of the senior noncommissioned officer corps.

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19-11-8
J.L.B.

ESTABLISHMENT OF RANKS E-8 AND E-9 AND AFFECT
ON THE USAF WARRANT OFFICER PROGRAM

During the 1950s, the armed services were becoming more dependent on complex equipment and systems to project forces/power throughout the world. The dawn of the nuclear missile and space programs re-emphasized the need to train and retain a skilled work force. Unfortunately, skilled, service-trained personnel were leaving the service to take higher paying jobs with private industry. To counter this problem, strong action from the Department of Defense and our national leadership was needed to improve compensation and career opportunities so that high quality personnel could be retained in military service. This paper concentrates on one of these sets of actions - the formation of the Cordiner committee, the eventual public law modeled after its recommendations with special focus on the creation of the top two enlisted pay grades, and the affect these two new grades had on the USAF Warrant Officer Program.

In May 1956, then Secretary of Defense, Charles E. Wilson, appointed a Defense Advisory Committee of Professional and Technical Compensation to recommend to the Defense Department ways and means for the services to acquire combat potential for less money and with the use of fewer people. The committee was composed of eight civilians including the Secretaries of the Armed Forces, and four general grade officers. It later became

known as the Cordiner committee, named for its chairman, Ralph J. Cordiner, President of the General Electric Company. (1:1)

The Cordiner proposals were based on the conclusion that if maximum retention of skilled technicians were achieved, not only would the services benefit by added combat potential, but the taxpayer would save billions of dollars annually through more efficient operation. A brief synopsis of the Cordiner plan had the following enlisted personnel initiatives:

- a. Creation of pay grades E-8 and E-9.
- b. Proficiency pay for pay grades E-4 and above in certain technical career fields.
- c. Limitations on longevity pay to prevent pay "inversions" where some subordinates were getting more money than their superiors.
- d. Qualitative controls would be placed on "soft" skill jobs with cross-training to a more technical career field required for retention in the service.

General Curtis LeMay declared the Cordiner plan as representing "the best solution to the technician problem to date." He went on to say that the Cordiner report "suggests a plan by which ... highly trained specialists would receive additional pay, thus making a service career profitable for them and inducing them to stay in the Air Force." The Cordiner proposals projected a savings of up to \$5 billion annually at a cost of only \$650

million for the first year with funding coming from the existing budgets within the services. (1:8) The report lay dormant for almost a year until Congress decided to act in the spring of 1958.

On 20 May 1958, Public Law 85-422, Military Pay Act, was approved by the 85th Congress, 2d session. This law incorporated the majority of the Cordiner committee recommendations, and while not all of the plan was adopted in law, the majority of the retention and incentive plans remained intact. This legislation created the pay grades of E-8 and E-9 for all the services and authorized that no more than 2 percent of the enlisted members of that uniformed service population could be E-8, and no more than 1 percent could be an E-9. These numbers are based on the number of active duty personnel in the respective services (other than for training) on the 1st of January each year. (7:151)

In the legislative history of Public Law 85-422, it states that the purpose of establishing the two new enlisted pay grades of E-8 and E-9 was to provide for a better delineation of responsibilities in the enlisted structure. There were instances where E-7s supervised E-7s who supervised E-7s. Establishment of the E-8 and E-9 pay grades made it possible to distinguish properly between the different levels of responsibility and at the same time provide the necessary monetary recognition for the jobs being performed by those who hold the higher grades.

(8:2468) An example of this supervisory problem was found in the Maintenance Technical Orders of a fighter squadron where four flight chiefs, two inspectors, and the line chief all held the same pay grade of Master Sergeant. (4:33) The speed by which it was necessary to implement the legislation didn't permit HQ USAF, DCS for Personnel a complete review of the enlisted structure. They therefore determined that the titles and insignia should blend into the system with the least possible changes. The Major Commands were solicited and the title of Senior Master Sergeant for E-8s and Chief Master Sergeant for E-9s were the most popular. They were considered to be the best in clearly indicating ascending grade and to have the advantage of not reflecting unfavorably on those long-term Master Sergeants who would not be selected for the new grades. (4:33)

The first round of promotions to E-8 was conducted on 1 December 1958 (FY59) with 2,000 Master Sergeants being promoted and plans for an additional 3,000 slated for 1 March 1959. No promotions to the grade of E-9 were made in FY59 due to the time in grade requirement of one year for E-8s to be eligible. The majority of these promotions were directed toward the more critical and technical career fields. (4:80)

During this same period, the Classification Standards Branch at HQ USAF, DCS Personnel, Directorate of Personnel Planning, created the 8 skill level and four new superintendent

specialties. (4:105) These were used to reflect changes to unit manning documents and provide authorizations for the new pay grades. These were not new manpower authorizations, but instead came directly out of existing Master Sergeant authorizations. While this relieved the "compression" in the grade of Master Sergeant, no improvement in promotion opportunity resulted to the overall enlisted structure.

The introduction of E-8 and E-9s into the classification structure of the superintendent level necessitated a review of the Air Force Warrant Officer program. In addition to other changes, it was believed this review would establish new guide lines for procurement, classification, and utilization of warrant officers. In the fall of 1958, HQ USAF, DCS for Personnel formed an Ad Hoc Committee to study the warrant officer program and make recommendations. (4:13) In the Spring of 1959, no final determination was made except that the procurement of warrant officers was to be discontinued indefinitely. (5:15) By the summer of 1959, a final decision was made to discontinue further procurement of warrant officers.

The establishment of the two top grades of E-8 and E-9 created a problem of duplication of status with respect to the types of positions for which these grades were created and those occupied by warrant officers. Prior to this period, the Warrant Officer had been considered, essentially, a technical specialist

acting in a supervisory capacity over a technical activity. In the process of developing the top new grades, this type of supervisory duty was allocated to the E-8 and E-9 positions. Accordingly, the Air Force was faced with a determination as to the future of the Warrant Officer group. (6:59)

On 17 July 1959, ALMAJCOM message 971/59 sent instructions that beginning on 29 February 1960, all warrant officers were to be reclassified in company grade officer AFSC authorizations.

(2:9) On 1 April 1960, the Warrant Officer and Superintendent Manning Section was redesignated the Airman Assignment Division and responsibility for allocation, assignment, and reassignment of Warrant Officers was transferred to the Officer Assignment Division. (3:I) This marked the end of separate personnel actions for the warrant officer program at HQ USAF, DCS Personnel. The assigned warrant officer strength had fallen from 4,700 in December 1958 to just over 4,000 by 30 June 1960 with projections out to 1965 showing the warrant officer strength at below 2,500.

The Cordiner report and its eventual adoption into Public Law 85-422, represented an important step forward in efforts of the Armed Services to attract and retain highly qualified personnel. Establishing the E-8 and E-9 pay grades enhanced the prestige of the enlisted force as a career option by providing the necessary monetary incentives and leadership opportunities.

the necessary monetary incentives and leadership opportunities. Also, this new recognition had the effect of eliminating a whole class of expensive management, the USAF Warrant Officer. We can be proud of our past Air Force leadership for recognizing the abilities and potential of the enlisted force. A lesson our present leadership should keep in mind when shaping the force of the future.

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6. Directorate of Personnel Planning, History of. DCS, Personnel, HQ USAF. 1 July 1959 - 31 December 1959.
7. *United States Code: Congressional and Administrative News*. 85th Congress - Second Session, 1958, Volume 1, Laws. St Paul, Minnesota; West Publishing & Co.
8. *United States Code: Congressional and Administrative News*. 85th Congress - Second Session, 1958, Volume 2, Legislative History. St Paul, Minnesota; West Publishing & Co.

NOTE: Items 1 through 6 can be found in the Air Force Historical Research Agency, Maxwell AFB, Alabama.

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Creation of Enlisted Pay Grades E-8 and E-9



The purpose of establishing the two new enlisted pay grades E-8 and E-9 is to provide for a better delineation of responsibilities in the enlisted structure. Today for practical purposes the first two enlisted pay grades merely mark a transition period for an enlisted man in his first term of service. This leaves only five pay grades to provide for delineation of some 275 different skills and skill levels in the enlisted work force.

The result is that a situation exists wherein E-7's supervise E-7's who supervise other E-7's. The establishment of the pay grades E-8 and E-9 will make it possible to distinguish properly between the different levels of responsibility and at the same time provide the necessary monetary recognition for the jobs being performed by those who hold the grades. In recognition of supervisory ability the House bill provided that not more than one percent of the total enlisted members may hold the grade of E-9 and not more than two percent could hold the grade of E-8. Further, the House bill provided that in order to be advanced to the military rank and pay of an E-8 or E-9 (excluding proficiency pay advancement), an enlisted member must have completed eight years of cumulative service to be advanced to E-8 and ten years to be advanced to E-9.



[Public Law 422; 72 Stat 122]
19 May 1958

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eral purchase of the tribe's rights in the ceded lands within the Huntley project, and for the disposal of the lands under the reclamation laws. This will convert the present executive withdrawal into a statutory withdrawal, and the lands could never be restored under H.R. 9617. Of course if H.R. 9617 should not be enacted, the lands would be subject to H.R. 8544.

The committee recommends the enactment of H.R. 8544, as amended.

UNIFORMED SERVICES—BASIC PAY

For text of Act see p. 148

Senate Report No. 1472, Apr. 25, 1958 [To accompany H.R. 11470]

House Report No. 1538, Mar. 20, 1958 [To accompany H.R. 11470]

Conference Report No. 1701, May 8, 1958 [To accompany H.R. 11470]

The Senate Report and the Conference Report are set out.

Senate Report No. 1472

THE Committee on Armed Services, to whom was referred the act (H.R. 11470) to adjust the method of computing basic pay for officers and enlisted members of the uniformed services, to provide proficiency pay for enlisted members thereof, and for other purposes, having considered the same, report favorably thereon with an amendment and recommend that the act, as amended, do pass.

NEED FOR THE LEGISLATION

The basic need for the legislation is to establish a career force for the military services. This can be accomplished only by providing a compensation system which will assist in reducing the tremendous personnel turnover and thereby provide for attracting and retaining highly qualified personnel for careers of proper duration.

If the Armed Forces are manned with personnel with minimum of marginal capabilities they cannot effectively operate the complex weapons systems which are now becoming a basic part of our Armed Forces.

With respect to the need for this legislation a recent paper from the Joint Chiefs of Staff stated:

The Joint Chiefs of Staff believe there is a vital need to increase the overall attractiveness of the professional military career in relation to its civilian counterparts in private industry. It is believed that a program of long-range incentives designed to this end is a matter of highest priority in order to obtain the requisite high professional level in our military force.

EXTENT OF TURNOVER

Enlisted men

Only one-third of the total enlisted personnel in the Department of Defense are in a career status with the result that the remaining two-thirds

LEGISLATIVE HISTORY

1. Legislation has been recommended to the Congress aimed at a better system of quality control of commissioned officers. Specifically, the legislation would provide (1) a solution for the Navy "hump" problem; (2) screening boards for all services to eliminate officers whose services are no longer required; and (3) a more competitive promotion system, together with a provision for accelerated permanent promotions for outstanding officers.

2. The Department of Defense has indicated that the number of officers in the grade of O-6, colonel and captain, will, on the average, be reduced by 10 percent by the end of calendar year 1960.

3. A reexamination is now underway of existing promotion laws with the view toward the possibility of permitting greater opportunity for promotion for outstanding officers with a corresponding deemphasis on seniority.

4. Improved personnel management procedures, generally, throughout the departments.

SIGNIFICANT FEATURES OF THE BILL ONLY BASIC PAY AFFECTED

Except for the special provision authorizing a separate system of proficiency pay (which would be in addition to basic pay) the various provisions of the bill affect only basic military pay. The other pays which make up the total elements of military compensation remain unaffected, including special and incentive pay, hazardous duty pay, overseas pay for enlisted members, and the allowances for quarters, subsistence, and personal money.

CREATION OF TWO NEW GRADES FOR OFFICERS AND ENLISTED PERSONNEL

The bill creates two new pay grades for officers, O-9 and O-10, and two new grades for enlisted men, E-8 and E-9.

Officer grade O-9 and O-10

The purpose of establishing pay grades O-9 and O-10 is to recognize for all purposes the 3- and 4-star ranks. These ranks have been authorized by statute for a considerable period of time. Officers holding those grades, however, are paid the basic pay of the 2-star officer with an additional increment of \$100 per month for 3-star officers and \$200 per month for 4-star officers. Upon retirement 3- and 4-star officers have their retired pay computed on the pay of an O-8. The establishment of pay grades O-9 and O-10 will provide rates of basic pay for those grades and for the first time will enable the retired pay of such officers to be computed on such rates. The bill increases the basic pay of O-9 and O-10 grades by 28 and 33 percent, respectively, and, in terms of total compensation, 23 and 25 percent over present rates.

New enlisted pay grades E-8 and E-9

The purpose of establishing the two new enlisted pay grades E-8 and E-9 is to provide for a better delineation of responsibilities in the enlisted structure. Today for practical purposes the first two enlisted pay grades merely mark a transition period for an enlisted man in his first term of

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service. This leaves only five pay grades to provide for delineation of some 275 different skills and skill levels in the enlisted work force.

The result is that a situation exists wherein E-7's supervise E-7's who supervise other E-7's. The establishment of the pay grades E-8 and E-9 will make it possible to distinguish properly between the different levels of responsibility and at the same time provide the necessary monetary recognition for the jobs being performed by those who hold the grades. In recognition of supervisory ability the House bill provided that not more than 1 percent of the total enlisted members may hold the grade of E-9 and not more than 2 percent could hold the grade of E-8. Further, the House bill provided that in order to be advanced to the military rank and pay of an E-8 or E-9 (excluding proficiency pay advancement), an enlisted member must have completed 8 years of cumulative service to be advanced to E-8 and 10 years to be advanced to E-9.

MODIFICATION OF PRESENT LONGEVITY PAY SYSTEM

What is considered to be one of the evils of the longevity pay system is the fact that officers and enlisted men continue to accrue pay increases for excessive periods of service beyond normal promotion points and while continuing in the same grade. This has the effect, among other things, of permitting individuals in lower ranks to receive more pay than their superiors who have been selected for promotion but who have lesser total service.

In lieu of the step-in-grade system of pay recommended by the Department of Defense, H.R. 11470 retains the present system of pay but makes a number of important changes therein. In effect, these changes provide significant pay amounts earlier in the individual's career and eliminate longevity pay increments after normal promotion points. The table below sets forth the years of service in the various grades under which members continue to accrue longevity increments under present law and under the bill.

Grade	Present law		H. R. 11470	
	Years		Years	
O-4, colonel.....	30		26	
O-5, lieutenant colonel.....	26		22	
O-4, major.....	22		18	
O-3, captain.....	22		14	
O-2, 1st lieutenant.....	14		6	
O-1, 2d lieutenant.....	14		3	

In the enlisted grades longevity increases have been drastically cut back. For example, under present law an E-2 continues to receive longevity increases until he completes over 10 years of service. The bill provides for no further increases after he completes over 2 years of service. In the E-4 grade, under present law, longevity increases continue to accrue until over 18 years is completed. The bill rescinds any further increases after more than 10 years of service.

Inversions

Under the bill, it will still be possible in the future for inversions to exist although to a far lesser extent than is possible under present law.

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4-816(a)),¹⁸ relating to longevity increases of officers and members of the Fire Department of the District of Columbia, is amended by inserting immediately following the first sentence thereof the following new sentence: "In computing service for the purpose of determining longevity increases under this section, service in the grade of inspector or assistant marine engineer, and service in the grade of private, shall be deemed to be service in the same grade."

(b) Subsection (f) of such section 202 (D. C. Code, sec. 4-816 (f))¹⁹ is amended by striking out the last sentence thereof.

Sec. 2. (a) The amendments made by this Act shall take effect as of the first day of the first pay period of the Fire Department of the District of Columbia which began after July 24, 1956.

(b) No compensation shall be payable, by reason of the enactment of this Act, for any period prior to such effective date.

Approved May 19, 1958.

UNIFORMED SERVICES—BASIC PAY

See Legislative History, p. 2465

PUBLIC LAW 422; 72 STAT. 122

[H. R. 11470]

An Act to adjust the method of computing basic pay for officers and enlisted members of the uniformed services, to provide proficiency pay for enlisted members thereof, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That:

The Career Compensation Act of 1949, as amended, is amended as follows:

(1) Section 201(a), as amended (37 U.S.C. 232(a)),²⁰ is amended by striking out the tables therein and inserting the following tables in place thereof:

"COMMISSIONED OFFICERS

"YEARS OF SERVICE

"Pay grade	Under 2 years	Over 2 years	Over 3 years	Over 4 years	Over 5 years	Over 6 years	Over 10 years
O-10 ¹	\$1,200.00	\$1,250.00	\$1,250.00	\$1,250.00	\$1,250.00	\$1,300.00	\$1,300.00
O-9.....	1,063.30	1,100.00	1,122.00	1,122.00	1,122.00	1,150.00	1,150.00
O-8.....	963.30	1,000.00	1,022.00	1,022.00	1,022.00	1,100.00	1,100.00
O-7.....	800.28	860.00	860.00	860.00	860.00	900.00	950.00
O-6.....	592.80	625.00	670.00	670.00	670.00	670.00	670.00
O-5.....	474.24	503.00	540.00	540.00	540.00	540.00	560.00
O-4.....	400.14	424.00	455.00	455.00	455.00	455.00	520.00
O-3 ²	376.04	346.00	372.00	415.00	440.00	460.00	430.00
O-2 ³	259.36	291.00	260.00	270.00	280.00	280.00	280.00
O-1 ⁴	222.30	251.00	214.00	214.00	214.00	214.00	214.00

18. 1953 U.S. Code Cong. & Adm. News p. 86; 1955 U.S. Code Cong. & Adm. News p. 534.

19. 1954 U.S. Code Cong. & Adm. News p. 1177; 1956 U.S. Code Cong. & Adm. News p. 724.

20. 37 U.S.C.A. § 232(a).

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"Pay grade	Over 12 years	Over 14 years	Over 16 years	Over 18 years	Over 20 years	Over 22 years	Over 24 years	Over 26 years
O-10 ¹	\$1,400.00	\$1,400.00	\$1,500.00	\$1,500.00	\$1,600.00	\$1,600.00	\$1,700.00	\$1,700.00
O-9.....	1,200.00	1,200.00	1,300.00	1,300.00	1,400.00	1,400.00	1,500.00	1,500.00
O-8.....	1,150.00	1,150.00	1,200.00	1,250.00	1,300.00	1,350.00	1,350.00	1,350.00
O-7.....	950.00	1,000.00	1,100.00	1,175.00	1,175.00	1,175.00	1,175.00	1,175.00
O-6.....	670.00	690.00	800.00	840.00	860.00	910.00	935.00	935.00
O-5.....	590.00	630.00	680.00	720.00	745.00	775.00	775.00	775.00
O-4.....	550.00	570.00	610.00	630.00	630.00	630.00	630.00	630.00
O-3 ²	510.00	525.00	525.00	525.00	525.00	525.00	525.00	525.00
O-2 ³	380.00	380.00	380.00	380.00	380.00	380.00	380.00	380.00
O-1 ⁴	314.00	314.00	314.00	314.00	314.00	314.00	314.00	314.00

¹ While serving as Chairman of Joint Chiefs of Staff, Chief of Staff of the Army, Chief of Naval Operations, Chief of Staff of the Air Force, or Commandant of the Marine Corps, basic pay for this grade is \$1,875.00 regardless of cumulative years of service.

² Does not apply to commissioned officers who have been credited with over 4 years' active service as an enlisted member.

"COMMISSIONED OFFICERS WHO HAVE BEEN CREDITED WITH OVER 4 YEARS' ACTIVE SERVICE AS AN ENLISTED MEMBER"

"YEARS OF SERVICE"

"Pay grade	Over 4 years	Over 6 years	Over 8 years	Over 10 years	Over 12 years	Over 14 years	Over 16 years	Over 18 years	Over 20 years	Over 22 years	Over 24 years	Over 26 years	Over 28 years
O-3.....	\$415.00	\$440.00	\$460.00	\$480.00	\$510.00	\$535.00	\$535.00	\$535.00	\$535.00	\$535.00	\$535.00	\$535.00	\$535.00
O-2.....	370.00	380.00	395.00	415.00	435.00	450.00	450.00	450.00	450.00	450.00	450.00	450.00	450.00
O-1.....	314.00	335.00	350.00	365.00	380.00	400.00	400.00	400.00	400.00	400.00	400.00	400.00	400.00

"WARRANT OFFICERS"

"YEARS OF SERVICE"

"Pay grade	Under 2 years	Over 2 years	Over 3 years	Over 4 years	Over 6 years	Over 8 years	Over 10 years	Over 12 years
W-4.....	\$332.90	\$376.00	\$376.00	\$383.00	\$399.00	\$416.00	\$435.00	\$465.00
W-3.....	302.64	343.00	343.00	348.00	353.00	380.00	398.00	412.00
W-2.....	264.82	298.00	298.00	307.00	323.00	342.00	355.00	369.00
W-1.....	219.42	266.00	266.00	285.00	299.00	313.00	334.00	345.00

"Pay grade	Over 14 years	Over 16 years	Over 18 years	Over 20 years	Over 22 years	Over 24 years	Over 26 years	Over 28 years
W-4.....	\$486.00	\$504.00	\$516.00	\$525.00	\$543.00	\$575.00	\$595.00	\$615.00
W-3.....	427.00	441.00	453.00	470.00	487.00	506.00	506.00	506.00
W-2.....	381.00	393.00	406.00	417.00	440.00	440.00	440.00	440.00
W-1.....	354.00	364.00	375.00	390.00	390.00	390.00	390.00	390.00

"ENLISTED MEMBERS

"YEARS OF SERVICE

"Pay grade	Under 2 years	Over 2 years	Over 3 years	Over 4 years	Over 6 years	Over 8 years	Over 10 years	Over 12 years
E-9.....							\$380.00	\$390.00
E-8.....						\$310.00	320.00	330.00
E-7.....	\$206.39	\$236.00	\$236.00	\$250.00	\$260.00	270.00	285.00	300.00
E-6.....	175.81	200.00	200.00	225.00	235.00	245.00	255.00	265.00
E-5.....	145.24	180.00	180.00	205.00	210.00	220.00	240.00	240.00
E-4.....	122.30	150.00	160.00	170.00	180.00	190.00	190.00	190.00
E-3.....	99.37	124.00	124.00	141.00	141.00	141.00	141.00	141.00
E-2.....	85.80	108.00	108.00	108.00	108.00	108.00	108.00	108.00
E-1.....	83.29	105.00	105.00	105.00	105.00	105.00	105.00	105.00
E-1 (under 4 mo.)	78.00							

"Pay grade	Over 14 years	Over 16 years	Over 18 years	Over 20 years	Over 22 years	Over 25 years	Over 30 years
E-9.....	\$400.00	\$410.00	\$420.00	\$430.00	\$440.00	\$440.00	\$440.00
E-8.....	340.00	350.00	360.00	370.00	380.00	380.00	380.00
E-7.....	310.00	325.00	340.00	350.00	350.00	350.00	350.00
E-6.....	275.00	280.00	290.00	290.00	290.00	290.00	290.00
E-5.....	240.00	240.00	240.00	240.00	240.00	240.00	240.00
E-4.....	190.00	190.00	190.00	190.00	190.00	190.00	190.00
E-3.....	141.00	141.00	141.00	141.00	141.00	141.00	141.00
E-2.....	108.00	108.00	108.00	108.00	108.00	108.00	108.00
E-1.....	105.00	105.00	105.00	105.00	105.00	105.00	105.00"

(2) Section 201(b) (37 U.S.C. 232(b)),²¹ is amended by striking out the table therein and inserting the following table in place thereof:

"Pay grade	Army, Air Force, and Marine Corps	Navy, Coast Guard, and Coast and Geodetic Survey	Public Health Service
O-10.....	General.....	Admiral.....	
O-9.....	Lieutenant general..	Vice admiral.....	
O-8.....	Major general.....	Rear admiral (upper half)....	Surgeon General. Deputy Surgeon General. Assistant Surgeon General having rank of major general.
O-7.....	Brigadier general...	Rear admiral (lower half) and commodore.	Assistant Surgeon General having rank of brigadier general.
O-6.....	Colonel.....	Captain.....	Director grade.
O-5.....	Lieutenant colonel..	Commander.....	Senior grade.
O-4.....	Major.....	Lieutenant commander.....	Full grade.
O-3.....	Captain.....	Lieutenant.....	Senior assistant grade.
O-2.....	1st lieutenant.....	Lieutenant (junior grade)....	Assistant grade.
O-1.....	2d lieutenant.....	Ensign.....	Junior assistant grade"

(3) Section 201(c), as amended (37 U.S.C. 232(c)),²² is amended by adding the following at the end thereof: "However, except as provided in section 209 of this title, an enlisted member may not be placed in pay grade E-8 or E-9 until he has completed at least eight

21. 37 U.S.C.A. § 232(b).
22. 37 U.S.C.A. § 232(c).

years or ten years, respectively, of cumulative years of enlisted service creditable in the computation of his basic pay. Except as provided in section 209 of this title, the authorized daily average number of enlisted members on active duty (other than for training) in any uniformed service in pay grades E-8 and E-9 may not be more than 2 per centum and 1 per centum, respectively, of the number of enlisted members of that uniformed service who are on active duty (other than for training) on January 1 of each year."

(4) Section 201(d) ²³ is amended by striking out the last sentence and inserting the following in place thereof: "Any payments accruing under any law to any member of a uniformed service incident to his release from active duty or active duty for training or for his return home incident to release from that duty, may be paid to that member before his departure from his last duty station, whether or not he actually performs the travel involved. If a member receives a payment under this subsection but dies before that payment would but for this subsection have been made, no part of that payment is recoverable by the United States."

(5) Section 201(f) (37 U.S.C. 232(f)) ²⁴ is repealed.

(6) (A) That part of the table in section 204(b) (37 U.S.C. 235 (b)) ²⁵ relating to commissioned officers is amended to read as follows:

"COMMISSIONED OFFICERS"

Pay grade	Years of service						
	Under 2	Over 2	Over 3	Over 4	Over 5	Over 6	Over 10
O-10.....	\$165.00	\$165.00	\$165.00	\$165.00	\$165.00	\$165.00	\$165.00
O-9.....	165.00	165.00	165.00	165.00	165.00	165.00	165.00
O-8.....	155.00	155.00	165.00	165.00	165.00	165.00	165.00
O-7.....	150.00	150.00	160.00	160.00	160.00	160.00	160.00
O-6.....	200.00	200.00	215.00	215.00	215.00	215.00	215.00
O-5.....	190.00	190.00	205.00	205.00	205.00	205.00	205.00
O-4.....	170.00	170.00	185.00	185.00	185.00	195.00	210.00
O-3.....	145.00	145.00	155.00	165.00	180.00	185.00	190.00
O-2.....	115.00	125.00	150.00	150.00	160.00	165.00	170.00
O-1.....	100.00	105.00	135.00	135.00	140.00	145.00	155.00

Pay grade	Years of service						
	Over 12	Over 14	Over 16	Over 18	Over 22	Over 26	Over 30
O-10.....	\$165.00	\$165.00	\$165.00	\$165.00	\$165.00	\$165.00	\$165.00
O-9.....	165.00	165.00	165.00	165.00	165.00	165.00	165.00
O-8.....	165.00	165.00	165.00	165.00	165.00	165.00	165.00
O-7.....	160.00	160.00	160.00	160.00	160.00	160.00	160.00
O-6.....	215.00	215.00	220.00	245.00	245.00	245.00	245.00
O-5.....	210.00	225.00	230.00	245.00	245.00	245.00	245.00
O-4.....	215.00	220.00	230.00	240.00	240.00	240.00	240.00
O-3.....	200.00	205.00	205.00	205.00	205.00	205.00	205.00
O-2.....	180.00	185.00	185.00	185.00	185.00	185.00	135.00
O-1.....	160.00	170.00	170.00	170.00	170.00	170.00	170.00"

23. 37 U.S.C.A. § 232(d).
24. 37 U.S.C.A. § 232(f).

25. 37 U.S.C.A. § 235(b).

(B) That part of the table in section 204(b) (37 U.S.C. 235(b)) relating to enlisted members is amended to read as follows:

"ENLISTED PERSONNEL

"Pay grade	Years of service						
	Under 2	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10
E-9.....	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00
E-8.....	105.00	105.00	105.00	105.00	105.00	105.00	105.00
E-7.....	80.00	85.00	85.00	85.00	90.00	95.00	100.00
E-6.....	70.00	75.00	75.00	80.00	85.00	90.00	95.00
E-5.....	60.00	70.00	70.00	80.00	80.00	85.00	90.00
E-4.....	55.00	65.00	65.00	70.00	75.00	80.00	80.00
E-3.....	55.00	60.00	60.00	60.00	60.00	60.00	60.00
E-2.....	50.00	60.00	60.00	60.00	60.00	60.00	60.00
E-1.....	50.00	55.00	55.00	55.00	55.00	55.00	55.00
E-1 (under 4 months).....	50.00						
Aviation cadets.....	50.00						

"Pay grade	Years of service						
	Over 12	Over 14	Over 16	Over 18	Over 22	Over 26	Over 30
E-9.....	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00
E-8.....	105.00	105.00	105.00	105.00	105.00	105.00	105.00
E-7.....	105.00	105.00	105.00	105.00	105.00	105.00	105.00
E-6.....	95.00	100.00	100.00	100.00	100.00	100.00	100.00
E-5.....	95.00	95.00	95.00	95.00	95.00	95.00	95.00
E-4.....	80.00	80.00	80.00	80.00	80.00	80.00	80.00
E-3.....	60.00	60.00	60.00	60.00	60.00	60.00	60.00
E-2.....	60.00	60.00	60.00	60.00	60.00	60.00	60.00
E-1.....	55.00	55.00	55.00	55.00	55.00	55.00	55.00"

(7) The table in section 206 (37 U.S.C. 237)²⁶ is amended to read as follows:

"Pay grades	Monthly rates
E-9.....	\$22.50
E-8.....	22.50
E-7.....	22.50
E-6.....	20.00
E-5.....	16.00
E-4.....	13.00
E-3.....	9.00
E-2.....	8.00
E-1.....	8.00"

(8) The following new sections are added after section 208:

"PROFICIENCY PAY

"Sec. 209. (a) An enlisted member of a uniformed service entitled to basic pay and designated as possessing special proficiency in a military skill of the service concerned may—

—"(1) be advanced to any enlisted pay grade prescribed in section 201(a) of this Act that is higher than his pay grade at the time of

26. 37 U.S.C.A. § 237.

designation and receive the pay, allowances, and special or incentive pays of the higher pay grade in accordance with his cumulative years of service for pay purposes; or

"(2) in addition to any pay, allowances, special or incentive pays to which he is entitled under this Act, be paid proficiency pay at a monthly rate not to exceed the maximum rate prescribed in the following table for the proficiency rating to which he is assigned:

Proficiency Rating	Maximum Monthly Rates
P-1	\$50
P-2	100
P-3	150

"(b) An enlisted member who has less than eight or ten, as the case may be, of cumulative years of enlisted service for basic pay purposes and who is advanced under subsection (a) (1) to pay grade E-8 or E-9, respectively, is entitled to the minimum amount of basic pay, allowances, and special or incentive pays prescribed for that pay grade until such time as his cumulative years of service for pay purposes entitles him to a higher rate of such pays.

"(c) The Secretary concerned shall determine whether enlisted members of any uniformed service under his jurisdiction are to be paid proficiency pay either under subsection (a) (1) or (a) (2). However, he may elect only one of these methods of paying proficiency pay for each uniformed service under his jurisdiction. If he elects to have proficiency pay paid under subsection (a) (1), enlisted members in a military rank assigned to pay grades E-8 and E-9 may be paid proficiency pay at a monthly rate not to exceed the maximum rate prescribed in subsection (a) (2). If he elects to have proficiency pay paid under subsection (a) (2), he shall prescribe, within the limitations set forth in subsection (a) (2), the amount of such pay for each proficiency rating prescribed therein. He shall also designate, from time to time, those skills within each uniformed service under his jurisdiction in which proficiency pay is authorized, and shall prescribe the criteria under which members of that uniformed service are eligible for a proficiency rating in each such skill. He may, whenever he deems it necessary, increase, decrease, or abolish proficiency pay for any such skill.

"(d) This section shall be administered under regulations prescribed by the Secretary of Defense for the uniformed services under his jurisdiction, and by the Secretary of the Treasury for the Coast Guard when the Coast Guard is not operating as a service in the Navy.

"SPECIAL PAY—CERTAIN DESIGNATED OFFICERS

"Sec. 210. (a) The Secretary concerned may designate positions of unusual responsibility which are of a critical nature to the service concerned, and is authorized to pay special pay, in addition to any other pay prescribed by law, to any officer of an armed force who is entitled to the basic pay grade O-3, O-4, O-5, or O-6 and is performing the duties of such a position, at a monthly rate as follows:

"Pay grade	Monthly rate
O-3.....	\$50.00
O-4.....	50.00
O-5.....	100.00
O-6.....	150.00*

The Secretary shall prescribe the criteria and circumstances under which officers of the armed forces under his jurisdiction are eligible for pay under this section and may, whenever he considers it necessary, abolish such special pay.

"(b) Not more than 5 percent of the number of officers on active duty in any armed force in pay grade O-3, and not more than 10 percent of the number of officers on active duty in any armed force in any of pay grades O-4, O-5, or O-6, may receive special pay under this section.

"(c) This section shall be administered under regulations to be prescribed by the Secretary of Defense for the armed forces under his jurisdiction, and by the Secretary of the Treasury for the Coast Guard when the Coast Guard is not operating as a service in the Navy.

"(d) This section does not apply to any person who is entitled to special pay under section 203 of this Act.

"(e) The Secretary of Defense shall report to Congress by March 1 of each year on the administration of this section within each military department during the preceding calendar year. The Secretary of the Treasury shall make a similar report for the Coast Guard when the Coast Guard is not operating as a service in the Navy."

(9) The table in section 302(f) (37 U.S.C. 252(f))²⁷ is amended to read as follows:

27. 37 U.S.C.A. § 252(f).

"Pay grade"	With dependents	Without dependents
O-10.....	\$171.00	\$136.80
O-9.....	171.00	136.80
O-8.....	171.00	136.80
O-7.....	171.00	136.80
O-6.....	136.80	119.70
O-5.....	136.80	102.60
O-4.....	119.70	94.20
O-3.....	102.60	85.50
O-2.....	94.20	77.10
O-1.....	85.50	68.40
W-4.....	119.70	94.20
W-3.....	102.60	85.50
W-2.....	94.20	77.10
W-1.....	85.50	68.40
E-9.....	67.50	45.00
E-8.....	67.50	45.00
E-7.....	67.50	45.00
E-6.....	67.50	45.00
E-5.....	67.50	45.00
E-4 (7 or more years' service) ²⁸	67.50	45.00
E-4 (less than 7 years' service) ²⁸	45.00	45.00
E-3 ²⁹	45.00	45.00
E-2 ²⁹	45.00	45.00
E-1 ²⁹	45.00	45.00

²⁸ Service authorized to be credited in computation of basic pay pursuant to sec. 202 of this Act.

²⁹ Considered at all times as without dependents pursuant to subsection (a) of this section.

(10) Section 302(h) (37 U.S.C. 252(h)) ²⁸ is amended by striking out the words "E-6 and E-7" and inserting the words "E-6, E-7, E-8, and E-9" in place thereof.

(11) Section 304(c) (37 U.S.C. 254(c)) ²⁹ is amended by adding the following new sentence at the end thereof: "An officer entitled to receive basic pay shall, while serving as Surgeon General of the Public Health Service, in lieu of any other personal money allowance authorized by this section but in addition to any other pay or allowance authorized by this Act, be entitled to receive a personal money allowance of \$1,200 per annum."

Sec. 2. The tables in section 1(c) of the Act of May 19, 1952, chapter 310 (66 Stat. 79), ³⁰ are amended to read as follows:

"Pay grade"	Not over 2 dependents	Over 2 dependents
E-9.....	\$77.10	\$96.90
E-8.....	77.10	96.90
E-7.....	77.10	96.90
E-6.....	77.10	96.90
E-5.....	77.10	96.90
E-4.....	77.10	96.90

28. 37 U.S.C.A. § 252(h).
29. 37 U.S.C.A. § 254(c).

30. 37 U.S.C.A. § 252.

"Pay grade	1 dependent	2 dependents	Over 2 dependents
E-3.....	\$51.30	\$77.10	\$96.90
E-2.....	51.30	77.10	96.90
E-1.....	51.30	77.10	96.90"

Sec. 3. (a) Notwithstanding any other provision of law, except sections 4 and 7 of this Act and subsection (b) of this section, the changes in rates of basic pay made by this Act do not increase the amount of retired pay, retirement pay, retainer pay, or equivalent pay to which any person is entitled on the day before the effective date of this Act.

(b) Notwithstanding any other provision of law, except section 6483(c) of title 10, United States Code,³¹ a member of a uniformed service who became entitled to retired, retirement, or retainer pay before the effective date of this Act, and who performed a period of continuous active duty of at least one year after becoming entitled to that pay, is entitled, upon release from that active duty on or after the effective date of this Act, to recompute that pay based on the rates of pay set forth in the Career Compensation Act of 1949, as amended by this Act.

(c) Notwithstanding any other provision of law, except subsection (b) of this section, a member of a uniformed service who became entitled to retired or retainer pay before the effective date of this Act, and who on or after that date is advanced on the retired list to, or is transferred to a retired list in, a grade higher than the grade he held on the date when he became entitled to that retired or retainer pay, shall have his retired pay computed on the basis of the basic pay set forth in the Career Compensation Act of 1949 on the day before the effective date of this Act, plus 6 per centum of that pay.

Sec. 4. (a) Except for members covered by section 7 of this Act and persons with two or less years of service for basic pay purposes who were retired for physical disability or placed on the temporary disability retired list, members and former members of the uniformed services who are entitled to retired pay, retirement pay, retainer pay, or equivalent pay, on the day before the effective date of this Act, shall be entitled to an increase of 6 per centum of that pay to which they were entitled on that date.

(b) Notwithstanding any other provision of law, a member of a uniformed service retired under any provision of law, or transferred to the Fleet Reserve or Fleet Marine Corps Reserve, on the effective date of this Act shall have his retired pay or retainer pay computed on the basis of the rates of basic pay set forth in the Career Compensation Act of 1949, as amended by this Act, or on the rates of basic pay set forth in the Career Compensation Act of 1949 on the day before the effective date of this Act, plus 6 per centum of that pay, whichever is greater.

31. 10 U.S.C.A. (New) § 6483(c).

(c) Section 5 of the Career Incentive Act of 1955 (69 Stat. 22)³² does not apply to any person who is retired, or to whom retired pay, retirement pay, retainer pay, or equivalent pay (including temporary disability retired pay) is granted, on or after the effective date of this Act.

Sec. 5. Section 4(a) (1) of the Armed Forces Leave Act of 1946 (37 U.S.C. 33)³³ is amended by striking out the word "three" and inserting in place thereof the word "five".

Sec. 6. Title 10, United States Code, is amended as follows:

(1) Footnote 1 of section 3991³⁴ is amended to read as follows:

"¹ For the purposes of this section, determine member's retired grade as if section 3962(d) did not apply and, for an officer who has served as Chief of Staff, compute at the highest rates of basic pay applicable to him while he served in that office."

(2) Section 5083³⁵ is amended by striking out the words "and with retired pay based on that grade" and adding the following new sentence at the end thereof: "The retired pay of such an officer shall be computed at the highest rates of basic pay applicable to him while he served in that office."

(3) Section 5201(c)³⁶ is amended by striking out the words "and with retired pay based on that grade" and adding the following new sentence at the end thereof: "The retired pay of such an officer shall be computed at the highest rates of basic pay applicable to him while he served in that office."

(4) Section 5233³⁷ is amended by inserting before the period at the end of the first sentence the words "and with retired pay based on that grade", and by striking out the last sentence thereof.

(5) Section 6483³⁸ is amended by adding the following new subsection:

"(c) If recalled to active duty in the grade he holds on the retired list under section 6150 of this title, or under any other law which authorized advancement on the retired list by reason of a special commendation for the performance of duty in actual combat, he may, upon release from active duty on or after the effective date of this sentence, have his retired pay recomputed on the basis of the then monthly basic pay of the grade he holds on the retired list only if he has served on that duty for a continuous period of at least two years."

(6) Footnote 1 of section 8991³⁹ is amended to read as follows:

"¹ For the purposes of this section, determine member's retired grade as if section 8962(c) did not apply and, for an officer who has served as Chief of Staff, compute at the highest rates of basic pay applicable to him while he served in that office."

(7) Chapter 71 is amended as follows:

(A) Column 1 of formula 1 and column 1 of formula 2 of section 1401⁴⁰ are each amended to read as follows:

"Monthly basic pay 1 of grade to which member is entitled under section 1372 or to which he was entitled on day before retirement or placement on temporary disability retired list, whichever is higher, increased, for members credited with two or less years of service for basic pay purposes, by 6%."

32. 37 U.S.C.A. § 321a.
33. 37 U.S.C.A. § 33.
34. 10 U.S.C.A. (New) § 3991.
35. 10 U.S.C.A. (New) § 5083.
36. 10 U.S.C.A. (New) § 5201(c).

37. 10 U.S.C.A. (New) § 5233.
38. 10 U.S.C.A. (New) § 6483.
39. 10 U.S.C.A. (New) § 8991.
40. 10 U.S.C.A. (New) § 1401.

(B) By adding the following footnote at the end of section 1401:

"4 For an officer who served as Chairman of the Joint Chiefs of Staff, Chief of Staff of the Army, Chief of Naval Operations, Chief of Staff of the Air Force, or Commandant of the Marine Corps, compute at the highest rates of basic pay applicable to him while he served in that office."

(8) Column 1 of formulas C and D of sections 3991 and 8991⁴¹ are each, respectively, amended to read as follows:

"Monthly basic pay² to which member was entitled on day before he retired."

(9) Section 6326(c) (2)⁴² is amended by striking out the words "grade in which retired" and inserting the words "pay grade in which he was serving on the day before retirement" in place thereof.

The amendments made by clauses (1)–(3), (6), (7), (8), and (9) of this section do not apply to any person who is retired, or to whom retired pay (including temporary disability retired pay) is granted, before the effective date of this Act.

Sec. 7. (a) Notwithstanding any other provision of law, each officer entitled to pay and allowances under any of the following provisions of law shall continue to receive the pay and allowances to which he was entitled on the day before the effective date of this Act:

- (1) The Act of March 23, 1946 (60 Stat. 59).⁴³
- (2) The Act of June 26, 1948 (62 Stat. 1052).⁴⁴
- (3) The Act of September 18, 1950 (Private Law 957, Eighty-first Congress).

(b) Notwithstanding any other provision of law except subsection (a) of this section and sections 3(b) and 6(5) of this Act, the retired pay of any officer entitled to retired pay on the day before the effective date of this Act who served on active duty before that date in the grade of general or admiral for a period of at least 180 days, shall unless he is entitled to a higher amount under some other provision of law, be recomputed on the basis of the monthly basic pay of pay grade O-8 for the cumulative years of service creditable to him on the day before the effective date of this Act, plus \$200, multiplied by the number of years of service creditable to him for use as a multiplier in computing his retired pay, multiplied by 2½ per centum, but not to exceed a total of 75 per centum of such monthly basic pay as increased by \$200, plus 6 per centum of the product thereof.

(c) Notwithstanding any other provision of law except subsection (a) of this section and sections 3(b) and 6(5) of this Act, the retired pay of any officer entitled to retired pay on the day before the effective date of this Act who served on active duty before that date in the grade of lieutenant general or vice admiral for a period of at least 180 days, shall, unless he is entitled to a higher amount under some other provision of law, be recomputed on the basis of the monthly basic pay of pay grade O-8 for the cumulative years of service creditable to him on the day before the effective date of this Act, plus \$100, multiplied by the number of years of service

41. 10 U.S.C.A. (New) §§ 3991, 8991.
42. 10 U.S.C.A. (New) § 6326(c) (2).
43. 50 U.S.C.A. Appendix, §§ 1691, 1692, 1711, 1721 notes.

44. 5 U.S.C.A. § 625c note; 10 U.S.C.A. § 606a note; 34 U.S.C.A. § 1 note.

creditable to him for use as a multiplier in computing his retired pay, multiplied by $2\frac{1}{2}$ per centum, but not to exceed a total of 75 per centum of such monthly basic pay as increased by \$100, plus 6 per centum of the product thereof.

Sec. 8. Section 110 of the Federal Executive Pay Act of 1956 (70 Stat. 740)⁴⁵ is repealed.

Sec. 9. This Act becomes effective on the first day of the month following the month in which it is enacted.

Sec. 10. The enactment of this Act shall not operate to reduce—

(1) the basic pay or retired pay to which a member or former member of a uniformed service was entitled on the day before the effective date of this Act; or

(2) the rate of dependency and indemnity compensation under section 202 of the Servicemen's and Veterans' Survivor Benefits Act⁴⁶ which any person was receiving on the day before the effective date of this Act or which thereafter becomes payable for that day by reason of a subsequent determination.

Sec. 11. (a) Title 10, United States Code, is amended as follows:

(1) Chapter 71 is amended—

(A) by adding the following new section⁴⁷ at the end thereof:

"§ 1405. Years of service

"For the purposes of section 1401 (formula 4), 3888(1), 3927(b) (1), 3991 (formula B), 6151(b), 6325(a) (2) and (b) (2), 6381(a) (2), 6383(c) (2), 6390(b) (2), 6394(g) (2), 6396(c) (2), 6398(b) (2), 6399(c) (2), 6400(b) (2), 8888(1), 8927(b) (1), or 8991 (formula B) of this title, the years of service of a member of the armed forces are computed by adding—

"(1) his years of active service;

"(2) the years of service credited to him under section 233

(a) (7) of title 37;

"(3) the years of service, not included in clause (1) or (2) with which he was entitled to be credited, on the day before the effective date of this section, in computing his basic pay; and

"(4) the years of service, not included in clause (1), (2), or (3), with which he would be entitled to be credited under section 1333 of this title, if he were entitled to retired pay under section 1331 of this title.

For the purpose of this section, 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."; and

(B) by adding the following new item at the end of the analysis:⁴⁸

"1405. Years of service."

(2) Formula 4 of section 1401 is amended by striking out the words "in computing basic pay" and inserting the words "under section 1405 of this title" in place thereof.

45. 5 U.S.C.A. § 2203.
46. 38 U.S.C.A. § 1112.

47. 10 U.S.C.A. (New) § 1405.
48. 10 U.S.C.A. (New) prec. § 1401.

(3) Section 3888 (1)⁴⁹ is amended by striking out the words "credited to him in computing his basic pay" and inserting the words "that may be credited to him under section 1405 of this title" in place thereof.

(4) Section 3927(b) (1)⁵⁰ is amended by striking out the words "credited to him in computing his basic pay" and inserting the words "that may be credited to him under section 1405 of this title" in place thereof.

(5) Formula B of section 3991⁵¹ is amended by striking out the words "credited to him in determining basic pay" and inserting the words "credited to him under section 1405 of this title" in place thereof.

(6) The following sections are amended by striking out the words "creditable for basic pay" wherever they appear therein and inserting the words "that may be credited to him under section 1405 of this title" in place thereof:

(A) 6151(b).⁵²

(B) 6325(a) (2) and (b) (2).⁵³

(C) 6381(a) (2).⁵⁴

(D) 6383(c) (2).⁵⁵

(E) 6390(b) (2).⁵⁶

(F) 6394(g) (2).⁵⁷

(G) 6396(c) (2).⁵⁸

(H) 6398(b) (2).⁵⁹

(I) 6399(c) (2).⁶⁰

(J) 6400(b) (2).⁶¹

(7) Section 8888(1)⁶² is amended by striking out the words "credited to him in computing his basic pay" and inserting the words "that may be credited to him under section 1405 of this title" in place thereof.

(8) Section 8927(b) (1)⁶³ is amended by striking out the words "credited to him in computing his basic pay" and inserting the words "that may be credited to him under section 1405 of this title" in place thereof.

(9) Formula B of section 8991⁶⁴ is amended by striking out the words "credited to him in determining basic pay" and inserting the words "credited to him under section 1405 of this title" in place thereof.

(b) Section 423 of title 14, United States Code,⁶⁵ is amended by striking out the words "for which he was entitled to credit in the computation of his pay when last on active duty" and inserting the words "that may be credited to him under section 1405 of title 10" in place thereof.

49. 10 U.S.C.A. (New) § 3888(D).

50. 10 U.S.C.A. (New) § 3927(b) (1).

51. 10 U.S.C.A. (New) § 3991.

52. 10 U.S.C.A. (New) § 6151(b).

53. 10 U.S.C.A. (New) §§ 6325(a) (2),

6325(b) (2).

54. 10 U.S.C.A. (New) § 6381(a) (2).

55. 10 U.S.C.A. (New) § 6383(c) (2).

56. 10 U.S.C.A. (New) § 6390(b) (2).

57. 10 U.S.C.A. (New) § 6394(g) (2).

58. 10 U.S.C.A. (New) § 6396(c) (2).

59. 10 U.S.C.A. (New) § 6398(b) (2).

60. 10 U.S.C.A. (New) § 6399(c) (2).

61. 10 U.S.C.A. (New) § 6400(b) (2).

62. 10 U.S.C.A. (New) § 8888(1).

63. 10 U.S.C.A. (New) § 8927(b) (1).

64. 10 U.S.C.A. (New) § 8991.

65. 14 U.S.C.A. § 423.

May 22

D. C.—ALCOHOLIC BEVERAGES P.L. 85-423

(c) Section 16(a) of the Act of June 3, 1948, chapter 390 (33 U.S.C. 853o (a)),⁶⁶ is amended by striking out the words "for which entitled to credit in the computation of his pay while on active duty" and inserting the words "that may be credited to him under section 1405 of title 10, United States Code, as if his service were service as a member of the armed forces" in place thereof.

Approved May 20, 1958.

DISTRICT OF COLUMBIA ALCOHOLIC BEVERAGE
CONTROL ACT—AMENDMENT

PUBLIC LAW 85-423; 72 STAT. 132

[H. R. 7300]

An Act to amend section 15 of the District of Columbia Alcoholic Beverage Control Act.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That:

Section 15 of the District of Columbia Alcoholic Beverage Control Act, as amended (sec. 25-116, District of Columbia Code, 1951 edition), is amended by inserting "(a)" immediately after "Sec. 15."; by inserting "(b)" immediately before the second paragraph; and by adding thereto the following new subsections:

"(c) The provisions of subsection (a) of this section shall not apply in any case where an application is made for the issuance or transfer of a retailer's license for a place of business conducted in a residential-use district as defined in the zoning regulations and shown in the official atlases of the Zoning Commission if the zoning of such place of business was changed from a less restricted use to such residential use during a period when a license of the same class for which application is made was in effect at such place of business: *Provided*, That a license of the same class at such place of business is in effect on the date the application for the new license, or transfer, is filed.

"(d) The provisions of subsection (b) of this section shall not apply in any case where an application is made for the issuance or transfer of a wholesaler's or manufacturer's license for a place of business conducted in a residential- or first commercial-use district as defined in the zoning regulations and shown in the official atlases of the Zoning Commission if the zoning of such place of business was changed from a less restricted use to such residential- or first commercial-use during a period when a license of the same class for which application is made was in effect at such place of business: *Provided*, That a license of the same class at such place of business is in effect on the date the application for the new license, or transfer, is filed.

"(e) Nothing contained in this section shall be construed as entitling a licensee to any preferential treatment or be construed as making inapplicable any provision in any other section of this Act,

66 33 U.S.C.A. § 853o(a).

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HISTORY OF
DIRECTORATE OF PERSONNEL PLANNING
DEPUTY CHIEF OF STAFF, PERSONNEL
HEADQUARTERS, USAF
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PART THREE - Airman and Warrant Officer Career Planning BranchGeneral

This Branch had four major projects under development during the period 1 January through 30 June 1958. The Proficiency Pay Plan, originated initially in 1956, was nearing finalization at the close of the period. Public Law 35-422 established two new airman pay grades, E-3 and E-9. Promotional procedures to implement the program were also nearing completion at the close of the period. During the period of this report this Branch assumed the functional responsibility for airman training from the Directorate of Personnel Procurement and Training. Retraining policies pursuant to the retraining of surplus airmen were forwarded to the Director of Military Personnel. A short range program designed to increase the prestige and quality of noncommissioned officers was given permanent status when those policies considered permanent in nature were incorporated in AFR 39-30 (Administrative Demotion of Airmen).

Airman Proficiency Pay

In January 1958 this office was awaiting final instructions from OSD for implementing proficiency pay as authorized by the Department of Defense Directive No. 1340.2, dated 3 October 1957. This was the directive which permitted the advancement of airmen in pay grades E-3 and above, to two pay grades above the military grade which they held except E-6's could be advanced only one grade and E-7's could not be advanced at all. Implementing procedures, phasing, and determination as to which airmen would receive such proficiency advances had all been completed for the Air Force, however, final authority for establishing the program was not forthcoming from OSD.

On 18 March 1958, Mr. Kilday, Chairman of the Armed Services introduced H. R. 11470 into the House of Representatives. This bill contained an entirely new approach to proficiency pay in that it provided for a 3-step proficiency rating system to which airmen would be assigned. In addition, the bill contained a version of the original OSD proficiency proposal which permitted an airman to be advanced for proficiency to any higher grade regardless of his actual military grade. Grades E-8 and E-9 were provided for by allowing them to be paid under the P-rating system. Subsequently, on 20 May 1958, H. R. 11470 was enacted as PL 85-422 without major change to the two proficiency systems contained therein.

A detailed study was made of the two plans contained in H. R. 11470, and it was decided that the proficiency rating system (P-1, 2, and 3) was the most advantageous to the Air Force. Results of the study were documented and it was recommended to the Secretary of the Air Force that the proficiency rating system be adopted in the Air Force. The Secretary of the Air Force approved this plan for the Air Force in April 1958. At a meeting held in the Office of the Assistant Secretary of Defense (MP&R), this same proficiency system was approved for all the Services by OSD on 16 May 1958. PL 85-422, mentioned above, was approved on 20 May 1958. On 10 June 1958 the Deputy Assistant Secretary of Defense forwarded to the Assistant Secretary of the Air Force (MP&AF) draft copies of proposed directives covering proficiency pay policies for enlisted personnel. These directives were reviewed and appropriate recommendations were made consistent with approved Air Force policies on proficiency pay. Subsequently,

a changed draft of the proposed directive was received from the Deputy Assistant Secretary of Defense (MP&R). This draft directive was in accord with the recommendations previously made by the Air Force, and OSD was informed that it could be implemented expeditiously upon receipt of final instructions from OSD. As of 30 June 1958, these had not been forthcoming.

Airman Promotion

The airman promotion program was revised to compute command vacancies by the career field subdivision of the Control AFSC instead of the Primary AFSC. Promotion quotas are allocated to commands in consideration of their vacancies and eligibles, which means that hereafter commands would receive quotas based on the vacancies and eligibles they report by Control AFSC.

Pursuant to the provisions of Public Law 85-422, plans were developed for the promotion of airmen to grades E-8 and E-9. Back-up data was provided for Air Force representatives attending legislative hearings on the bill. Briefings were prepared and given to the Secretary and Assistant Secretary of the Air Force, the Department of Defense, the Vice Chief of Staff, various Air Staff agencies, and major air commands. Revised promotion policy covering promotion to grades E-8 and E-9 was forwarded to the Director of Military Personnel by memorandum, subject: Revised Promotion Policy - E-8 and E-9, dated 3 July 1958. (Tab M).

Retraining of Surplus Airmen

Recent action by AFOMC in reducing authorizations to 55% in the

3. The ACE in the Selective Recruiting Program.

The Selective Recruiting Program implemented by APTTR was designed to test the aptitudes of potential Air Force enlistees prior to enlistment. In this manner, the Air Force could recruit enlistees by quota with known aptitudes to fill requirements. This program represented a large step forward over the past procedure of testing aptitude after enlistment and making do with what was available. The program was implemented on 1 April 1958, with the Airman Qualifying Examination (AQE) being used as the aptitude test. The test was given at each Recruiting Main Station to all applicants who scored 21 or higher on the Armed Forces Qualifying Test. Implementation of this testing program involved the establishment and maintenance of close cooperation with the Department of Army who had executive control over the Recruiting Main Stations. In addition, a system of continuous evaluation was set up to assess the effectiveness of the program.

4. The Supervisory Examination in the E-3 and E-9 Program.

During the months of May and June 1958, approximately 45,000 master sergeants from all commands were tested with the Supervisory Examination as a first step in the final selection of 2000 for eventual promotion to E-4. Due to the speed with which the Air Force desired to promote to E-3 as a result of congressional action, an accelerated testing program involving local scoring (not the usual centralized scoring) was implemented with the assistance of the Personnel Laboratory. The testing program was carried out effectively with a minimum of confusion.

The Supervisory test had screened out approximately 15,000 applicants, permitting approximately 30,000 to be further screened by command boards from which 2000 would be selected initially.

5. Transfer of the Airman Proficiency Test Branch.

As of 13 June 1958, the 2200th Test Squadron (renamed the Airman Proficiency Test Branch and consolidated with the Personnel Laboratory) was transferred from Mitchel Air Force Base to Lackland Air Force Base to join the Personnel Laboratory. The Test Branch, which develops and scores all Airman Proficiency Tests and develops Air Force Job Knowledge Tests, was transferred without interference to the normal scoring of approximately 25,000 answer sheets a month, a feat which required the most detailed planning. With the arrival of the Airman Proficiency Test Branch, the development, revision, scoring where applicable, and research in support of all Air Force Personnel Evaluation Programs was to be accomplished at the Personnel Laboratory, Lackland Air Force Base, Texas.

6. The IBM Answer Card and the 650 Electronic Brain.

A giant step in the mass administration and scoring of personnel tests has been pioneered by the Air Force. Heretofore, the approximately 250,000 examinees per year in the Airman Proficiency Testing Program used a traditional IBM answer sheet which was scored at the rate of several hundred an hour in a scoring machine. Results were recorded in longhand which required transfer to rosters and semiautomatic conversions to standard scores. This system was the

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19-11-8

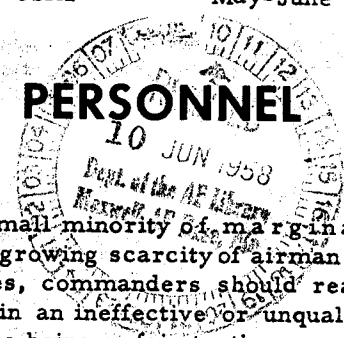
PERSONNEL NEWSLETTER

VOL. XI, NUMBER 1
UNLISTED HERITAGE HALL
GUNTER AFB, AL 36114

DCS/PERSONNEL - HEADQUARTERS USAF
WASHINGTON 25, D. C.

May-June 1958

QUALITY CONTROL IN THE PERSONNEL PROGRAM



Keeping the Air Force manned with people who possess essential qualifications and produce effectively is an overall Air Force concern. Highly qualified personnel are needed for the command-management-operation function and for maintenance of vital and extremely costly Air Force weapon systems. These systems impose far greater requirements for highly qualified personnel than we have ever before experienced.

We have told Congress that an adequate compensation system would improve retention of trained people, provide them with incentive to progress, and permit better management of our personnel resources. Congress has taken action on the compensation system. The interest of Congress and the Air Force is centered on realizing maximum return for defense dollars spent. How adequate the returns are depends directly on the degree of interest and effort of commanders and supervisors to achieve practical objectives in a quality control program in the personnel field.

We do not assume that the improved pay system will solve all of our personnel problems, but it will be a big factor in attracting and retaining more of the people who meet our qualification requirements. Modern weapons should give us proportionately increased defense with the same number of men, but the men must be better than ever. Twenty-four-hour defense requirements and complex equipment demand greater numbers of these more highly skilled men. Stringent selection for enlistment, training, reenlistment, and retraining will be required. While the vast majority of our people are trainable, willing, effective producers,

there is also a small minority of marginals. Considering the growing scarcity of airman promotion vacancies, commanders should realize that if they retain an ineffective or unqualified airman, they are being unfair to the more deserving. The incompetents must be weeded out and current standards maintained or raised. To do this, administrative screening is necessary.

ADMINISTRATIVE SCREENING OF AIRMEN

The objective of the Air Force administrative screening program is to separate, during their term of enlistment, those who indicate by performance that they are non-producers, inept, unsuitable, or untrainable. Fully as important as the screening out of the inept is the needed effort to insure that skill and performance comparable to grade level are maintained by all. It is in the best interest of the Air Force that the vast majority of our airmen who are now meeting the desired standards be given the maximum opportunities for proper utilization and advancement. Administrative screening and other quality control programs will contribute to this end.

Inherent in the administrative screening program is the necessity of assuring that commanders and supervisors have exercised reasonable and justifiable judgment in the application of screening procedures while carrying out an aggressive program. Policies and instructions to cover the judgment areas involved in the administrative screening program of airmen include:

- AFR 39-62, Airman Performance Report, establishing the program for evaluation of the performance of airmen.

USAF ENLISTED HERITAGE HALL
GUNTER AFB, AL 36114

- AFR 39-30, Administrative Demotion of Airmen, authorizing the nonpunitive demotion of any airman to a grade commensurate with his demonstrated skills and abilities.
- AFR 39-16, Discharge for Inaptitude or Unsuitability, relating to conditions, procedures, and authority for discharging enlisted personnel for inaptitude or unsuitability. Supplements to this AFR, issued in ALMAJCOM letter and message, simplify the discharge processing of airmen with less than eight years' service and in grades below airman second class, who indicate a lack of general fitness, want of readiness or skill, unhandiness, or inability to learn.
- AFR 39-17, Discharge for Unfitness, outlining the conditions, procedures, and authority for discharge of enlisted personnel for unfitness by Undesirable Discharge action.

Vigorous and discriminating use of the administrative screening program by each command should effectively reduce the number of persons who have failed to contribute to the Air Force as much in the way of effort and skill as the Air Force has both the right and the responsibility to require. These marginal groups include:

- Untrainables accumulated in the past, largely as a result of requirements to enlist persons from a broad group after 2 percent mental tests alone, without additional pre-enlistment screening. (The new program of pre-enlistment aptitude testing discussed elsewhere in this issue will operate to reduce substantially the future intake of untrainables.)
- Airmen who have received several "Unsatisfactory" Airman Performance Reports. ("Fair" or "Unsatisfactory" reports prior to October 1957.)
- Noncommissioned officers who evidence indifference to duty assignments or failure to accept responsibilities vested in their status.
- Noncommissioned officers who are not qualified in an Air Force specialty commensurate with their rank.

Measures to improve the level of airman proficiency, such as the enlarged retraining program and the training programs to salvage marginal airmen instituted by several commands, are discussed in other articles in this issue. However, it must be recognized that these measures will not always succeed. It is at this point that command responsibility requires application of the administrative screening program to accomplish a "weeding out" of the force.

SELECTION FOR E-8 AND E-9

Commands have been notified to start testing master sergeants to establish their eligibility for consideration for the new E-8 and E-9 grades. All E-7's who will meet the service requirements of 10 years active service and 2 years service in grade E-7 as of 1 March 1959, and who possess a 7-level control AFSC, will be given the USAF Supervisory Examination, PRT 28. All who attain a satisfactory score in this examination will be eligible for consideration for promotion to E-8 under additional selection criteria. For promotion to E-9, service minimums will be set at 11 years active service and 1 year service in grade E-8.

Specific implementation procedures may be further limited by OSD guidance. In the meantime Air Force planning in the policy and

procedures area is being firmed up insofar as possible. A briefing group will leave this headquarters late in May or early June to visit a number of the major commands and brief them on details of the program as finally determined.

In establishing these new grades, consideration was based on:

- Correlation of rank and pay with responsibility.
- Relieving compression in the compensation structure.
- Improving airman career goals.
- Providing incentive to excel.

The number we can promote is governed by several factors. The legislation limits E-8's to 2 percent of the authorized enlisted force, and E-9's to 1 percent of the authorized enlisted force. This would limit us to around 14,000 E-8's and 7,000 E-9's under our present force structure. The identification and distribution of the new grades based on the skill ratio guides of AFM 26-1, and the availability of funds may further limit numbers and distribution. Allocation of the E-8 and E-9 grades to the various skill categories is a major problem, with career fields in the "highly technical" category presenting the heaviest demand for decompression of their current grade ceiling.

Overall policy on promotions is highlighted by these principles:

- Promote only to fill requirements.
- Promote on "best qualified" basis.
- Air Force vacancy must exist for a promotion.
- All eligibles must receive consideration.
- Delegate authority as far as possible.

To promote on the "best qualified" basis requires consideration of the candidates against one another, rather than against a fixed standard.

In the delegation of promotion authority, it is anticipated that, where feasible, promotion to E-9's would be delegated to major commands with no redelegation allowed, and E-8 promotions would be delegated to major commands and some redelegation would be allowed. Feasibility of delegation in either grade is affected by availability of workable quotas. It appears now that some career field quotas will be so small that procedure for nomination from commands to a Headquarters USAF selection board will be necessary.

Selection prerequisites now being determined to assure uniformity in the consideration of all eligibles will provide for:

- Demonstrated leadership and supervisory ability.

- Supervisor's evaluation and recommendation.
- Commander's indorsement.
- Promotion board evaluation and recommendation (at wing or similar level).
- "Best qualified" selection.

PROMOTION CYCLES

Promotion of airmen is currently on a quarterly cycle. Planning is aimed at establishing an annual cycle of promotions for the three top grades (E-7, E-8, and E-9). The annual cycle would:

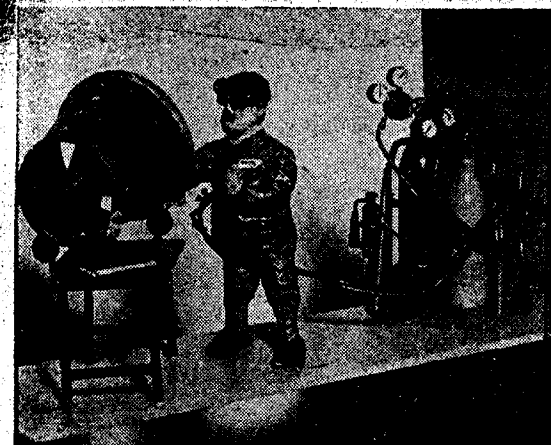
- Relate to the officer and warrant officer cycles.
- Be more economical.
- Provide longer evaluation period.
- Permit better phasing of new skills.
- Provide consideration of personnel in pipeline status.

From the standpoint of economy and good management less frequent cycles in the higher grades are a must. While any period longer than the quarterly cycle could be adopted to do the job, it seems that the annual cycle would provide the best control. To phase in the annual cycle, promotions to E-7 will go on a semiannual cycle as of 1 September 1958 and 1 March 1959, to coincide with the first E-8 cycle. Subsequently 1 December 1959 will be the first annual cycle with promotions to E-7, E-8, and E-9.

RESPONSIBILITY OF COMMANDERS

The E-8 and E-9 program has been established to do a specific job. The program must receive the careful attention of commanders and their staffs, and of all personnel associated with the selection procedure, so that we get the right men in these key positions. Thoughtful, objective review and evaluation of all candidates is the cornerstone of the selection process. On this will depend whether we achieve the objectives listed above and for which the new legislative authority was granted.

Feb 19-11-8



CREATIVE WELDING, a job and hobby with M/Sgt. Arthur Purkypyle of the 3520th Field Maintenance Sq. at McConnell AFB, Kans., is put to work here showing one of the squadron's routine jobs. The miniature man here, welding a B-47 engine tail cone, was made of welding rod beads. NCOIC of the welding shop, Sergeant Purkypyle has used his welding torch creatively for 13 years.

Drive Urging Masters To Seek Warrant Sped

WASHINGTON—The Air Force is accelerating its drive to induce master sergeants to vie for Regular warrant officer appointments when the application chance reopens Oct. 1.

A career "fact sheet" outlining the warrant officer program and its benefits is nearly ready for dispatch to the field. Commanders will use it in urging outstanding masters to apply for Regular warrant.

Within commands, SAC has just announced that it has 246 WO vacancies. This represents approximately one-quarter of the 1000 WO vacancies AF-wide, officials here stated.

ONLY 400 vacancies will be filled via the Regular appointment route during the current fiscal year, however. Appointments by skill have not been announced by USAF, although SAC has broken out its 246 vacancies by skill fields as follows:

Personnel (previously frozen), 51; supply, 41; communications center operations, 24; ground radar, 10; armament systems, 13; inside wire maintenance, 14; engine, 20; motorized and miscellaneous equipment maintenance, 9; firefighting, 21; food service, 15; petroleum supply, 7; administrative, 15; and air police, 6.

As previously reported in these

pages, the warrant officer corps ceiling is scheduled to rise from about 4000 now to 6000 in mid-1958. Intake routes include (1) master to Regular WO, (2) call up of masters holding Reserve warrant appointments, and (3) masters and techs in the AC&W field to active duty Reserve WO. Other openings could be added.

The reopening of applications next month is under AFR 35-27, is for Regular appointments only, with applications remaining valid for two full years. There is talk of broadening this route to allow active duty Reserve appointments for high caliber persons not selected for Regular.

In any event, USAF wants a large number of applications to guarantee appointment of only well qualified persons.

Individual, Permanent Flight Gear Ordered for Air Crew Members

WASHINGTON.—Flying clothing and equipment will be issued to all fliers individually in the future, the Air Force said this week and the crews will carry their own gear so long as they stay on flying status. The policy, which ends the old system of drawing

"pool" system was adopted and fliers checked out coveralls, chutes, oxygen masks, etc. from supply rooms on the line. Earlier this year the Air Force changed the rules again to allow individual issue of certain "hygienic" items like masks and some clothing.

General rules apply to all aircrewmembers on duty status, TDY, PCS or PCA. They will be issued their own equipment and either carry it or have it shipped by the losing command during any move.

Types of equipment involved are not spelled out in detail by the wire. It says only that items of clothing and equipment for common use will be issued permanently. That used only on designated aircraft types will be kept by the individual only as long as he flies that type of plane.

Items which will probably be involved are flying coveralls, light jackets, sunglasses, helmets, oxygen masks, etc., officials said this week. Crews of planes which require "G" suits and other special gear will probably get it only for the period of such duty. Life preserver, normally carried on all planes that fly over water, are generally considered aircraft equipment and will probably not be issued individually.

The question of parachutes has not yet been settled, officials say. There is still some doubt whether these should be issued or supplied for each flight.

THE FLIGHT gear policies have changed a number of times in Air Force history. During War II, most crews were issued virtually all equipment. More recently, the

It will be some months before all of the items required by the new policy can be supplied, every aircrewman, headquarters says. AMS is now working up procurement plans and will furnish commands full instructions for handling and packing the gear as it is issued.

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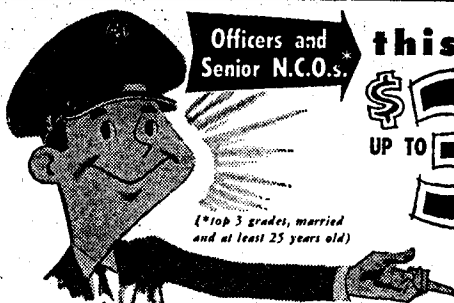
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Active Duty \$ Contracts Plan Urged

By ED GATES

WASHINGTON — The services are supporting a bold new active duty contract plan that pays large cash bonuses — perhaps \$1000 a year — to each non-Regular officer signing up. It's another Cordiner offering. Draft legislation has already been shaped.

While many wrinkles remain to be ironed out, current USAF thinking is that it would offer the contracts to all or most of its non-Regulars.

Retention of the younger officer, who has received expensive training, is the main objective. Contracts could be offered for as little as one year, but AF is more interested in long-term contracts. A series of contracts would be authorized.

All contract pay would be in addition to basic and other pays.

Contract pay would be two months' base for each year of active commissioned service under contract. Rate would be figured at grade at time of release from service. Limit on contract pay would be 24 months base.

THE PENTAGON staff study on the proposition cited the example of a captain leaving service after 12 years who would, under com-

(See SERVICES, Page 43)

Alter More EM Fields

WASHINGTON.—The trend toward more specialization continued this week as the Air Force revamped several more enlisted career fields. The changes, enroute to the printers, will bring the total number of skill "shred-outs" to 345.

The career changes are included in Change "D" to the classification manual. These, plus earlier "C" changes, will take effect in June. Another batch of minor changes may also take effect on that date and another major revision is already in the works for next December. Again, the trend is toward more shreds.

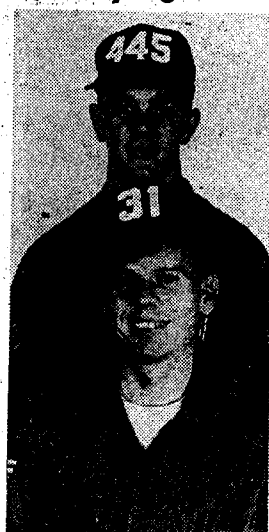
The shred-outs—more narrow specialties within the same AFSC—tag the airmen by both skill and the type of equipment on which they are trained.

The number of shreds has climbed rapidly in recent months. In December, there were about 275. By June, if any more changes are added, it may reach 350.

The trend follows the AF's increasing tendency to speed training of technicians, particularly during their early years, by schooling them on a limited amount of equipment. This "first job concept" is designed to get the airman into a job where he will

(See NEW Page 10)

Identifying Lids



NEW BASEBALL caps for Wurtsmith AFB, Mich., airmen and officers identify each person's outfit. Wearing their new squadron toppers are (top) S/Sgt. Jack E. Skillman, 445th Fighter-Interceptor Sq., and A/IC Bill Church, of the 31st FI Squadron. The 445th has F-89Hs. The 31st has F-102As.

Cordiner Rates Hold Special Raise For NCOs Moving to Officer Rank

WASHINGTON — Tech and master sergeants moving to officer rank will receive pay raises, not cuts, under the Cordiner proposals, Pentagon officials emphasized this week. Raises will range up to \$85 a month.

Authorities moved to spike protests pouring in from enlisted men that the proposals would not provide incentive to move up. Other complaints — from both officers and enlisted men — centered on the plan to end the longevity system.

Officers here also disclosed that the final pay proposals, soon to appear, will recommend the following heretofore undisclosed features:

- Additional O-3 pay steps for nurses.
- Limited duty officer pay at

HELP ON WAY

Many Fail To Receive Base Pick

WASHINGTON — Relatively few airmen are getting their bases of choice under the AF's various "career incentives" plans, Headquarters revealed this week. But, many want it and their chances of scoring in the future look brighter.

The base choice program scores high among wanted improvement among airmen. On the AF's latest survey, more than 13 percent of all airmen listed a better base choice as the one improvement which would do most to increase the value of an AF career for them. Only one other item—increased pay—scored higher.

The batting average for getting the choice is not too high. There are two main routes to a base of choice—by re-enlistment or on return from overseas.

On the same survey, nearly 25 percent of the airmen said they had not heard of the re-up base choice deal or didn't remember hearing about it. Of those who re-enlisted within the past year after full tours, about 37 percent said they did get their bases of choice.

About the same number did not apply, two percent got the state of their choice and four percent the area. Eighteen percent said they were eligible but did not get even the area.

Of those who did not get the base they wanted, 35 percent said they did not know why. Another 26 percent said the base had no requirement and 13 percent said

(See MANY Page 12)

the warrant officer pay rates; (in case the Air Force and Army should adopt an LDO system).

- No change in current overseas pay and no immediate change in quarters allowances. But Cordiner will ask for an increase in quarters money to take effect after the pay system (which officials say requires first attention) has been revised.

Finding enough money to pay for the proposals continues as the number one problem in moving the Cordiner package through the government agencies.

It now appears that several weeks will pass before the services, Defense, and the Administration's Budget Bureau can process the legislation for Congress.

Cordiner pay scales (Feb. 2)

Air Force Times

VOL. XVII--No. 28

FEB. 16, 1957

Midwest Edition

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AF Demands Faster Action On Retraining

By BRUCE CALLANDER

WASHINGTON—The Air Force put teeth in its fast-growing retraining program for airmen this week by ordering commands to "report" what they are doing to trim overages. The order applies only to one field (the 59) but of- ficials said more will be spotlighted weekly.

Mail messages to commands with the biggest overages in the 56 (marine) field asked them to "take action immediately" to retrain airmen from the field by either OJT or tech school training. Similar letters will focus on overages in one or two other fields each week, officials say.

The machinery for retraining has been expanding for some months. Main routes are (1) through on-the-job training (under AFR 50-38) and (2) through the new tech school volunteer program (message AFPM-11 172536, Jan. 17).

The OJT program is limited to reschooling between neighboring skills where the training can be done in the field. The tech school

program is more drastic. Under it, some 300 surplus seven level airmen in more than 40 overage skills will be allowed to volunteer for formal schooling in one of more than 40 hard core courses.

Surplus airmen, from all reports, are anxious to snap up one or the other retraining opportunities. Most have been frozen from promotion in their present fields for months, even years. They get a generally poorer break on such deals as base of choice and re-enlistment benefits. And they are fast learning that conditions are not likely to get better in the overage skills for some time. If the Cordiner pay proposals are adopted, most realize, their future

(See FIELD Page 12)

Reserve to Expand Assignee Program

By BILL McDONALD

WASHINGTON.—An expansion of the mobilization assignment program is underway within the Air Force, designed to end training for training's sake and fit individ-

ual Reservists into actual M-Day needs of the active duty force.

Known as "match-merge," the program calls for filling skill and grade requirements of the major commands with Reserve assignees tabbed for definite jobs "if the bell rings." Unit training will not be affected directly by the new policy.

Instructions sent to the field show match-merge working this way:

Major commands determine the number of Reservists they will need to beef up for their assigned role in the mid-range (1959) war plan.

Mobilization assignees already training with the command are deducted from the total require-

(See RESERVE Page 14)

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Cordiner Rates Hold Pay Raises For NCOs Advancing to O-1 Rank

(Continued from Page 1)

a first lieutenant, which is \$335. Thus for an E-6 in the "over two-year pay step" (\$260), the raise would be \$75.

E-7s, E-8s, and E-9s appointed O-1 would receive pay at the "over four-year pay step" for first lieutenants—\$375. Thus an E-7 in the over six-year pay step (\$330) would increase \$45; most E-8s appointed

second lieutenant also would improve pay-wise.

E-9s, the top super-grade under Cordiner would not get a similar raise, because the \$375 they would draw as second lieutenants would not equal the \$400-\$440 asked for E-9s. But thinking is that men in E-9 would be truly "career" enlisted men not interested in officer bars, or they would be beyond the age limit for commissioning.

In time of war or mobilization, when such individuals could expect to be commissioned, plan is that they would receive a higher grade than that of second lieutenant.

How long would non-coms moving to second lieutenant rank draw the special rates cited above? Take the E-6 going to O-2 entry pay of \$335. He stays at that figure until he has been promoted to first lieutenant (18 months) and then completes one year in that grade. Then he would advance a step to the \$345 first lieutenant rate in the normal manner.

In short, the \$222 basic pay entry rate for second lieutenants is for AFROTC and Academy graduates, direct appointees and other persons who before commissioning received less than that amount.

CORDINER will not recommend that the Air Force adopt a limited duty officer program, officials said. But the final report will point out the desirability of keeping advancement chances open.

LDO pay rates, if AF adopts the system, will be the same as those for warrant officers: O-4, W-4; O-3, W-3; O-2, W-2; and O-1, W-1.

In Cordiner dollars these are (entry level) \$530, \$462, \$396, and \$350 respectively. Healthy in-grade step increases are provided.

Because nurses and medical specialists in O-3 normally wait extraordinarily long periods for promotion, Cordiner will ask three additional in grade step raises as follows:

Over eight years in grade, \$350; over 10 years, \$562; and over 12 years, \$596.

Overseas pay for enlisted persons would remain unchanged from today's rates. Such pay for the super E-8 and E-9 grades will be the same as now prescribed for E-7 (\$22.50 per month).

THE SAME APPLIES to quarters allowances and basic allowance for quarters—no change from the present. E-8s and E-9s would receive the same as E-7s; O-9s and O-10s; the new super officer grades, would be the same as for O-8.

This does not mean the Cordiner Committee and ranking officials here feel that quarters allowances and housing are adequate. Far from it. Trouble is that the pay aspects of the Cordiner package may cost \$750 million the first year,

a whopping sum, which officials say must be attacked first.

Accordingly, the final report will point out that:

1. Defense should get the housing program on the road.

2. After the main Cordiner proposals are adopted, quarters allowances should be increased so that service families can cope with today's high rents and utilities.

Aviation cadet and Academy pay remain virtually unchanged under the proposals—50 percent of entry pay of a second lieutenant.

OTHER KEY features of the Cordiner Package as spelled out in previous articles, include: active duty pay supplemental of \$50-\$300 for O-5s and above; step-in-grade increases instead of the longevity raises each two years; enlisted proficiency pay, built into the new enlisted pay structure; recognition of lieutenant general and full general rank at the pay table; adjusted medical-dental officer incentive pay, to decline with promotion; inauguration of special veterinary pay; adjustment of flying pay to correspond with basic in-grade steps, although rates would remain about the same as now; option of choosing retired pay under present or proposed systems; and "saved pay" provisions which prevent anyone from an immediate pay reduction.

The latter applies to persons with long years pay credit. Ending longevity is eliciting gripes from "old timers" who, were it not for the saved-pay feature, would take a cut. Their big complaint is that the periodic longevity increases they have been receiving will stop under Cordiner.

Take an E-5 with 16 years service for pay. He's now drawing \$234 basic. Top Cordiner E-5 rate is \$230. Assuming the person receives no promotion, he would (under present scales) advance to \$241.80 after 18 years service. Under Cordiner, the "saved-pay" proviso keeps him at his present \$234, but doesn't advance him.

The same pattern follows for long-service officers. The periodic longevity raises would cease.

This philosophy—reward for those who advance but nothing more for those who "just put in their time"—is the backbone of the Cordiner system, officials here say.

Legion Names Post for Norton

NORTON AFB, Calif.—The newly formed Leland F. Norton Post 506 of the American Legion held its first meeting here recently.

The post is named after Capt. Leland F. Norton, flight officer of this base who was killed in action during War II, and for whom the base is named.

Al Sechrist was elected Commander of the post. Others elected included Dean McCall, Sr. Vice Commander; James Woolvorton, Jr. Vice Commander; Henry Houdek, 3d Vice Commander; Mitchell V. Buyak, Adjutant and Chaplain; George Rosandich, Sergeant at Arms; M/Sgt. M. McGinn, Asst. Sergeant at Arms; John Mullen, Finance; Merton Grindahl, historian; Eugene F. Sommers, Service officer; Andy Condrack, Judge Advocate; Andy Paulick, M/Sgt. M. McGinn and Jay Hodges, executive committee.

Safe-Driving Class

RAMEY AFB, P.R.—Puerto Rican safety representatives were on hand at Ramey to observe Dr. R. T. Sawyer, an expert in driver education, begin a safe-driving program for military personnel.

AAFSE Chief

By Art Brewster



New 'Shreds' Accelerate EM Specialization Trend

(Continued from Page 1)

begin "producing" as early as possible after training.

Along with the narrower training and AFSCs, the AF is now beginning also to test in more limited specialties. Shred-out airman proficiency tests (APTs) have already been developed for some skills in the armament systems maintenance field (32). Headquarters is now working on shred-tests for other ladders in this field and in the 43171 AFSC—aircraft maintenance technician. Object is to give airman a chance to climb to higher skill levels without necessarily broadening to the full AFSC.

If the new Cordiner pay proposals are adopted, this trend toward narrower specialties could be important money-wise for many airmen. The plan calls for "proficiency pay" for certain critical specialists. But earning it will still depend on winning higher skill levels. The narrower specialization may give the critical airmen an even better edge over those in "soft core" skills in terms of the fast climb to higher rank and pay.

THE CHANGES going into printing for June implementation affect the following fields:

Guided missiles (31)—several "interim" AFSCs announced earlier now become permanent. These include the 31470/50/30 and 31451/31 covering missile systems analysis. The new ladders are now separate (314X0 and 314X1) at the three- and five level, splitting to guidance systems analyst and control systems analyst. A mandatory advanced course is needed to go to the single seven level AFSC.

A second new ladder is also added (31570/30). It covers missile test equipment and input is from any related career field through a mandatory course.

New shredouts for the 31 field

are added in the changes. The line-up, including the new shreds, is now as follows: In the 311 ladder—B, C, E, H, J, K, and L shreds, in the 312 ladder—B, C, H and J shreds, in the 314 ladders—B, C, G, J, K and N shreds and in the 315 ladder—B, C, G, J, L, M and N shreds.

The shreds identify the following missiles and equipment: B—SM-62; C—GAM 63; E—GAR, G—TM-61B; H—TM-61C; J—drone; K—GAM 63 director aircraft; L—SM-62 (optical mechanic) in 311 and control in 315; M—SM-62 guidance and N—automatic SM-64, 65, 68, 73, GAM—72 and 67 and TM-99.

Aircraft and engine maintenance (43)—interim AFSCs 43272/52/32 and 43175/55/35 become permanent. The 432X2 ladder covers missile technicians and specialists and the 431X5 ladder covers aircraft fuel system repair. The new changes spell out in detail the jobs of each.

Atomic weapons (33) gets new A and B shreds for 33150 and 30. The A shred covers weapons, electronic weapons fusing systems and the B shred electrical weapons fusing systems. Both were earlier interim shred-outs which are now permanent.

Utilities (56)—the 567X0 and 567X1 ladders get A shreds for 100-600 kilowatt equipment and B shreds for over 600 kilowatt equipment. Earlier AFSCs are also implemented for the 566 ladder. The A shred covers "comfort" air conditioning and refrigeration. The B shred covers other types involved with cooling equipment such as the SAGE navigational gear.

Preaching Mission

MALMSTROM AFB, Mont.—A Catholic Preaching Mission was conducted for Catholic personnel here recently.

Pay Group's New Plans Told to SAC

WASHINGTON.—Cordiner Committee staff members journeyed to Offutt AFB, Nebr., this week to brief SAC's Gen. Curtis E. Lemay on the Pentagon's new pay proposals.

The briefing of SAC is considered significant because that command has been a leader in the drive to push through pay innovations. Lemay's indorsement of the Cordiner requests could enhance chances of passage in Congress, it is held.

SAC information officials told Air Force Times they hope to have a command position on the proposals soon.

SAC's ideas on pay, as explained in the Oct. 27, 1956, Air Force Times, called for enlisted technician pay ranging up to \$120 a month—payable in four in-step increments of \$30 each, one for each 18 months. "Less critical—but still needed—personnel would receive lesser amounts of technician pay.

For officers, SAC called for huge increases in the colonel and general officer grades, so as to properly align compensation with responsibility.

In these respects the original SAC plan and the Cordiner proposals do not seem far apart. Analysis of the enlisted technician pay scales of both plans indicates that the Cordiner figures the more generous, and apparently would be less difficult to administer.

SAC proposals to improve benefits, and hence personnel retention, also place heavy emphasis on housing, overseas pay, quarters allowances, etc.

So have the Cordiner studies, but the group is not expected to recommend immediate action on some of these items because the pay revisions themselves will be extremely costly. It's a matter of first things first, officials say.

Biggs B-47 Logs 20,000th Hour

BIGGS AFB, Tex.—A B-47 of the 97th Bombardment Wg. touched down at Biggs recently to set a new mark for the wing.

The jet bomber had completed its 20,000th hour of flying time, a record for B-47s of the 97th.

Crew of the aircraft first reaching the 20,000-hour mark here was Capt. John J. Murphy, aircraft commander; Lt. Frederick W. Holmes, co-pilot; and Capt. Robert R. MacRae, observer, all members of the 341st Bomb Sq.

Crew chief for the aircraft is S/Sgt. Robert L. Orth, A/IC. Billy LeGrand is assistant crew chief. M/Sgt. Frank G. Hunter is flight chief.

Quarles Calls Budget 'Sound'

WASHINGTON.—The \$17.7-billion AF budget President Eisenhower requested is "sound," AF Secretary Donald A. Quarles told a national TV audience this week.

Facing newsmen on "Meet the Press," the secretary said the \$900 million tacked onto the fiscal 1957 budget by Congress represented a "substantial increase" when asked about the need for more funds.

Mr. Quarles also said B-52 production is now 10-12 a month with a target of 20-a-month set. Jet tanker production also has a 20-a-month target.

Budget Bureau Asks Cut in Pay Bill Rates

(Continued from Page 1)

ers may cut only part of what Defense wants cut or they may not cut anything at all. Similarly the President doesn't have to accept any measure not to his liking.

At press time, the Stennis pay subcommittee in the Senate was studying the tables in closed session. It was expected to be a number of days before they reached a decision.

THE NEW DEFENSE rates have a goodly raise in one case: brigadier generals with over 16 years are given a \$50 increase; those with over 18 years get a \$75 increase. A spokesman said this was to put back some of the money the Kilday group cut from this rank.

The new proposed rates make no change in the first three enlisted ranks—E-1, E-2 and E-3 and no cuts in the O-1 rank. This is because any cuts would put raises in these ranks, below six percent. There is no change in the raise in any rank for those with less than four years service.

At press time Defense had not presented any analysis of its revisions to the Senate subcommittee but it appeared the Pentagon planners—who wanted the Kilday bill but were forced to make reductions by the Budget Bureau—are simply cutting as judiciously as they can.

The cuts are comparatively light in the O-5 and O-6 ranks presumably because this is where the Kilday group had heavily reduced the original Defense proposals. There is no cut for O-6s below 22 years and a \$10 cut from there through 30 years.

There is a \$10 cut for O-5s with between ten and 16 years service,

no cut for those between 16 and 22 years, and a \$20 cut for those with over 22 years.

The knife lands more heavily on the higher enlisted ranks. There are believed to be two reasons for this: the House committee had raised these above Defense's request and pro pay, which will go to 50 percent of the men in grades E-4, E-5 and E-6, makes a basic pay slash more palatable.

The new enlisted grades E-8 and E-9 are cut \$20 all along the line.

A FIGHT can be expected in the House over the cuts for junior officers. House members, led by Leon Gavin (R., Pa.), fought hard to raise the rates of O-3s and O-4s.

In the cases where the bill cut back the longevity raises for those considered too long in grade, the new proposal cuts them back further. For instance, O-2s with 20 years, who now get \$413, were cut to \$389 by the bill, are down to \$380 in the new plan.

With all the cuts being proposed, there is nevertheless a strong possibility that Sen. Stennis will tack an amendment onto the bill providing a special leadership pay for officers.

It would go to such as wing commanders, missile experts, the categories to be named by the Defense Secretary. Up to 10 percent more pay would be authorized. Defense doesn't like the proposal one bit.

Legislators were not commenting on Defense's new rates until they had studied them further. One Senator indicated the committee would probably vote what it thought was adequate for a set rank without regard to an overall cost limit. One House member close to the situation remarked, "A \$150 million is a lot to cut from such a bill."

Defense, House, Present Pay Rates

Here are the pay rates proposed by the Defense Department as a means of trimming cost of the pay bill. Shown for comparison purposes are the rates approved by the House and (rounded off to nearest dollar) the present pay rates. No changes in pay are involved for those with less than two years' service in any grade. Defense proposes no change in the pay as voted by the House for O-1s and for E-1s, E-2s and E-3s. Note that pay of O-7s actually would be increased a bit more. The plus-two-years' pay of \$150 for E-4, proposed by the House would not be changed. Present pay of O-10 includes \$200 of active-duty-only pay. Present O-8 pay includes \$100 active-duty-only pay.

Grade	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12	+13	+14	+15	+16	+17	+18	+19	+20	+21	+22	+23	+24	+25	+26	+27	+28	+29	+30	
COMMISSIONED OFFICERS																													
O-10 Present	\$1225																											\$1270	
HR 11470	1220																												
DOD Rev.	1220																												
O-9 Present	1121																											1170	
HR 11470	1110																												
DOD Rev.	1120																												
O-8 Present	1023																											1070	
HR 11470	1023																												
DOD Rev.	1025																												
O-7 Present	920																											960	
HR 11470	920																												
DOD Rev.	920																												
O-6 Present	823																											870	
HR 11470	820																												
DOD Rev.	820																												
O-5 Present	727																											770	
HR 11470	720																												
DOD Rev.	720																												
O-4 Present	629																											670	
HR 11470	620																												
DOD Rev.	620																												
O-3 Present	531																											570	
HR 11470	520																												
DOD Rev.	520																												
O-2 Present	431																											470	
HR 11470	420																												
DOD Rev.	420																												
O-1 Present	331																											370	
HR 11470	320																												
DOD Rev.	320																												
OFFICERS WITH FOUR OR MORE YEARS OF ENLISTED SERVICE																													
O-9 Present	0	574	640	641	642	643	644	645	646	647	648	649	650	651	652	653	654	655	656	657	658	659	660	661	662	663	664	665	666
HR 11470	0	570	630	631	632	633	634	635	636	637	638	639	640	641	642	643	644	645	646	647	648	649	650	651	652	653	654	655	656
DOD Rev.	0	570	630	631	632	633	634	635	636	637	638	639	640	641	642	643	644	645	646	647	648	649	650	651	652	653	654	655	656
O-8 Present	0	520	580	581	582	583	584	585	586	587	588	589	590	591	592	593	594	595	596	597	598	599	600	601	602	603	604	605	606
HR 11470	0	510	570	571	572	573	574	575	576	577	578	579	580	581	582	583	584	585	586	587	588	589	590	591	592	593	594	595	596
DOD Rev.	0	510	570	571	572	573	574	575	576	577	578	579	580	581	582	583	584	585	586	587	588	589	590	591	592	593	594	595	596
O-7 Present	0	470	530	531	532	533	534	535	536	537	538	539	540	541	542	543	544	545	546	547	548	549	550	551	552	553	554	555	556
HR 11470	0	460	520	521	522	523	524	525	526	527	528	529	530	531	532	533	534	535	536	537	538	539	540	541	542	543	544	545	546
DOD Rev.	0	460	520	521	522	523	524	525	526	527	528	529	530	531	532	533	534	535	536	537	538	539	540	541	542	543	544	545	546
O-6 Present	0	420	480	481	482	483	484	485	486	487	488	489	490	491	492	493	494	495	496	497	498	499	500	501	502	503	504	505	506
HR 11470	0	410	470	471	472	473	474	475	476	477	478	479	480	481	482	483	484	485	486	487	488	489	490	491	492	493	494	495	496
DOD Rev.	0	410	470	471	472	473	474	475	476	477	478	479	480	481	482	483	484	485	486	487	488	489	490	491	492	493	494	495	496
O-5 Present	0	370	430	431	432	433	434	435	436	437	438	439	440	441	442	443	444	445	446	447	448	449	450	451	452	453	454	455	456
HR 11470	0	360	420	421	422	423	424	425	426	427	428	429	430	431	432	433	434	435	436	437	438	439	440	441	442	443	444	445	446
DOD Rev.	0	360	420	421	422	423	424	425	426	427	428	429	430	431	432	433	434	435	436	437	438	439	440	441	442	443	444	445	446
O-4 Present	0	320	380	381	382	383	384	385	386	387	388	389	390	391	392	393	394	395	396	397	398	399	400	401	402	403	404	405	406
HR 11470	0	310	370	371	372	373	374	375	376	377	378	379	380	381	382	383	384	385	386	387	388	389	390	391	392	393	394	395	396
DOD Rev.	0	310	370	371	372	373	374	375	376	377	378	379	380	381	382	383	384	385	386	387	388	389	390	391	392	393	394	395	396
O-3 Present	0	270	330	331	332	333	334	335	336	337	338	339	340	341	342	343	344	345	346	347	348	349	350	351	352	353	354	355	356
HR 11470	0	260	320	321	322	323	324	325	326	327	328	329	330	331	332	333	334	335	336	337	338	339	340	341	342	343	344	345	346
DOD Rev.	0	260	320	321	322	323	324	325	326	327	328	329	330	331	332	333	334	335	336	337	338	339	340	341	342	343	344	345	346
O-2 Present	0	230	290	291	292	293	294	295	296	297	298	299	300	301	302	303	304	305	306	307	308	309	310	311	312	313	314	315	316
HR 11470	0	220	280	281	282	283	284	285	286	287	288	289	290	291	292	293	294	295	296	297	298	299	300	301	302	303	304	305	306
DOD Rev.	0	220	280	281	282	283	284	285	286	287	288	289	290	291	292	293	294	295	296	297	298	299	300	301	302	303	304	305	306
ENLISTED PERSONNEL																													
E-9 HR 11470	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
DOD Rev.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
E-8 HR 11470	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
DOD Rev.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
E-7 Present	223	225	226	227	228	229	230	231	232	233	234	235	236	237	238	239	240	241	242	243	244	245	246	247	248	249	250	251	
HR 11470	220	222	223	224	225	226	227	228	229	230	231	232	233	234	235	236	237	238	239	240	241	242	243	244	245	246	247	248	
DOD Rev.	220	222	223	224	225	226	227	228	229	230	231	232	233	234	235	236	237	238	239	240	241	242	243	244	245	246	247	248	
E-6 Present	197	198	199	200	201	202	203	204	205	206	207	208	209	210	211	212	213	214	215	216	217	218	219	220	221	222	223	224	
HR 11470	190	192	193	194	195	196	197	198	199	200	201	202	203	204	205	206	207	208	209	210	211	212	213	214	215	216	217	218	
DOD Rev.	190	192	193	194	195	196	197	198	199	200	201	202	203	204	205	206	207	208	209	210	211	212	213	214	215	216	217	218	
E-5 Present	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	1			

Letters to the Editor

(Continued from Page 15)

and supervisory ability for reapplication in the future" was suggested.

I have been a military instructor since 1944. Recently I completed over two years of college. I feel that I have some knowledge of testing, and evaluating test results.

In the fall of 1953 I submitted my application for W/O and took the required exams. One exam of approximately 150 questions on leadership, management, etc. The other consisted of 300 questions, 250 of which were mental mathematical gymnastics and 50 of which were psychological self-evaluation. The second test (300 questions) appeared to be the more important of the two due to its length and the manner in which it was administered.

I have two questions for which I would like an answer from you or anyone in the Air Force.

1. In what way can my answers to these mathematical questions tell any one how well qualified I am for an appointment to the W/O grade?

2. Should my tests be returned with my application what areas of my job should I study and improve in order to get a better score on math when and if I re-apply?

PUZZLED

Homesteading

SOUTHLAND.—Reference the letter of the airman first class who likes "Homesteading in Alaska, (April 6). I admire his interest in saving the good old AF dollar by staying in his present job until he retires in six more years.

It appears to me that he has become stagnant in his job, and in attitude toward the Air Force. I have seen too many Homesteaders become complacent and confused. I have been in the position to recommend disapproval on overseas extensions, solely on the basis of attitude.

Consider an airman who has been at the same job, same base for five years. Normally you would say that this man is well checked out on his job, and still has the same amount of drive that he had when he was assigned. There is a tendency for a person placed in this position to "Look straight down the long hallway, and look neither to the right or the left," thinking that because we did it that way last year and the year before, we will continue to do it that way this year.

Remember the scene in the movie "Sergeant York" when the traveling salesman found his way into an isolated section of the Tennessee hills. He asked a man standing around the country store this question, How did so many of you get here? The old fellow replied, "Well, Son, we were born here." They too were Homesteaders, they too were stagnant.

PERSONNEL OFFICER

Cup of Cheer

WEST COAST.—In reading Letters to the Editor (April 10) and that from the Master Sergeant who proposes to raise the re-enlistment rate simply by calling the first three graders NCOs instead of airmen, we were inspired to come up with our own solution. Our proposal is this: furnish everyone in the Air Force with free coffee on a sliding scale of one cup per day per stripe and one doughnut for each completed hitch.

This would increase morale as the men could get their grumping done while drinking the coffee.

The free doughnuts would contribute toward a desire to reup.

As master sergeants don't do anything anyway, the six cups of free coffee would keep them out of the way of the working Air Force, and who ever heard of a master sergeant turning down anything that was free. Instead of calling them airmen or NCOs, I suggest they be called one copper, two copper, 2-STRIPE SPOOFER

Discharges

STATESIDE.—Is an officer eliminated under AFR 36-2 eligible for employment under Civil Service regulations? OFFICER

(Character of discharges under AFR 36-2 will be honorable, "under honorable conditions," or under other than honorable conditions. Discharge under honorable conditions gives a veteran a Civil Service preference; whereas a discharge under other than honorable conditions does not.—Ed.)

Service Medal

WEST COAST APO.—It amazes me that the Air Force is almost 10 years old and is still using the Army Good Conduct Medal. The Army, Navy, Marine Corps and Coast Guard all have their own Good Conduct Medals.

I further suggest that the medal be called the "Air Force Service Medal" rather than the "Air Force Good Conduct Medal." Also that the requirements for presenting the medal be such that it will truly be awarded and not merely presented to a person for being in the Air Force.

I feel that the sergeant who suggested NCOs exchange their present stripes for small collar or lapel grade insignia has an excellent suggestion. M/SGT.

House Has This One

STEWART AFB, N.Y.—Some time ago you had a piece that there was a bill to equalize the retirement pay of enlisted men with reserve time on the same basis as the Officers with reserve time are now getting by counting the time for pay purposes for retirement pay which the enlisted man can not do under the present regulation.

I believe this a very good bill to equalize the difference between enlisted men and Officers with reserve time for retirement pay. What's the status?

M/SGT. GEORGE W. FISCHER (The measure is H. R. 3512. On January 24 the House Armed Services Committee asked the Pentagon for comment—to find out how it feels about the bill. Last week the Pentagon said it had not reached a position. The Committee (and Congress) could, of course, act on its own. We will report any action.—Ed.)

'Dual Pay' Again

ALABAMA.—Your recent article regarding the Dual Compensation Act and the Dual Office Act of 1894 was most interesting, particularly in view of the current movement within the Air Force to induce Reservists to switch to Regular status.

It certainly behooves those Reserve officers of wartime vintage to look into the Dual Office Act of 1894 very meticulously, inasmuch as the acceptance of a Regular commission would certainly delete many, many job possibilities upon their retirement. I was surprised to read the decision that warrant

officers are "officers" in the eyes of the Dual Office Act, since this seemed to conflict with present Air Force policies. For example, when reference is made to a particular subject covering "warrants," the subject matter is normally referred to as pertaining to both warrant officers and airmen.

I read your article not only with consternation but a great deal of regret. Consternation—that a law so antiquated was permitted to remain on the books. Regret—for having jumped on the "Regular" band wagon. I planned to retire on May 31, 1957, after 24 years' service, predicated on the availability of a civil service position at a level which would enable me to stay within the \$10,000 limit.

REGULAR CWO

HICKAM AFB, Hawaii.—Reference article on "Dual Pay Gripe" April 3 edition. Proof that the mill sometimes grinds too slow and not so exceedingly fine is the fact that the Pay Act of 1894 is still holding retired regulars out of Civil Service opportunities. To Rep. Craig Hosmer of California for his new bill H. R. 1943—gracias senior.

REGULAR CAPTAIN (See last week's Air Force TIMES for Defense position on "dual pay" laws.—Ed.)

Advancement at 30

NORTH CAROLINA.—I served as a CWO in the Marine Corps during War II. Will I be advanced to that grade upon completion of 30 years active and retired list service? If so, to what present WO grade?

USAF TECH

(No, not under present legal rulings. However, former Army persons who switched to AF under the 1847 law establishing AF as a separate service ARE entitled to their highest grade at 30 years. In the case of the "old CWO" grade, advancement (when authorized) is to W-2.—Ed.)

Locator

Please limit requests for Locator service to one to a letter.

HIGGINBOTHAM, Raymond, Lt. Col., or anyone knowing him or the late Lt. Col. Charles A. (Bunker) Hill between Sept. 8, 1945 and July 31, 1947, please contact Mrs. Charles A. (Bunker) Hill, 622 Daverside, Houston 22, Tex.

ISAAC, Kenneth Capt. and/or CAPT. ALVIN T. M. GALLY, both stationed with the 602d AC&W Sq. in Germany in 1953, please contact Donald F. Quinn, 6188 Chinquapin Parkway, Baltimore, Md.

MATLOCK, J. D., M/Sgt., last known address 4424th Helicopter Flight, Langley AFB, Va., please contact M/Sgt. Harvey P. Hammer, 2565th ARFC, Miami International Airport, Fla.

NOFTZ, Cleo A., M/Sgt., last known address Hamilton AFB, Calif., in 1950, please contact Capt. Henry C. Barnes, 13701 South 8th St., Grandview, Mo.

RICHARDS, John R., recently promoted to Colonel, please contact M/Sgt. Aubrey Fielding, 326th MATRON, Paine AFB, Wash.

REID, Michael T., A/IC, separated Bolling AFB, D. C., in late 1955, believed to be in Chula Vista, Calif., please contact Robert Shenton, (USAF-Ret.), 73 Pelton Ave., Staten Island 10, N. Y.

WHELESS, Jack, M/Sgt., last known address 1807th AACWS, Wiesbaden, Germany, please contact T/Sgt. Kenneth W. Lyles, YMCA, Riverside, Calif.

Plan Offered by NCOs Would Add WO Slots

WEST.—After reading your articles "Hikes to W-1 Postponed to Summer" and "Retention Won't Solve All Manpower Woes" in the 6 and 13-March editions, it is time master sergeants rise to speak.

We have followed the warrant officer appointment program closely since War II. It seems not much was done to improve the status of WI or the incentives for noncoms to become WOs until about 1944. At that time the Air Force became concerned with keeping career men and started working on the situation.

Your article in August 1950, "Target Now 6000 WOs," stated the following important points: (1) More support is evident for expanding warrant officer opportunities as an incentive for noncoms. (2) Numerous officials feel a channel from WO to officer should be opened. (3) Continuation of the annual 400 man intake into the Regular Warrant Officer establishment from M/Sgt. ranks seems firm for several years. (4) Raising the WO strength to 6000 and allowing for normal attrition would provide a regular warrant officer input at nearly a 300 man annual clip.

You reported the Officer-Warrant Officer total in the budget submitted to Congress is 143,500 including 6000 spaces for WOs. And, although the 6000 is only slightly over 4 per cent of the total Officer-WO authorization, in order to stay within the authorized officer ceiling of 142,000-143,000, it appears the extra 1200 WO billets will be scratched.

Now, it looks like the 6000 ceiling has been changed to 4800, and with the 200 appointments this Summer, that ceiling will just about be reached. Where does that leave the thousands of master sergeants looking for WO appointments?

All this indicates to us no one is seriously concerned with the warrant picture.

Here are some recommendations to improve the situation for WOs and all ranks below:

(1) Many of our career M/Sgts. would make good WOs and would probably stay for 30 years instead of 20 if they could be appointed. Many of our WOs are capable of performing in commissioned officer jobs and have proved this. Many more of the commissioned officer jobs, especially those requiring specialization, should be converted to WO slots.

(2) With the conversion of positions, the warrant ceiling should be raised to about 10 per cent of the total officer strength or to about 14,350 warrant officer positions. If the present ceiling is fixed by law, let's get the law changed.

(3) With the above action and subsequently fewer commissioned officer spaces, the officer input must

be slowed down. This should be done in the ROTC source rather than any other. Continue to slow down the input to the number the Air Force can handle within its authorized active duty strength.

(4) The warrant officer grade should be attained by promotion instead of appointment. Since the WO grade is at the top of the airmen career fields, masters should be able to expect promotion to WO just as Warrant Officers and officers now expect to be promoted. Allowing M/Sgts to expect promotion would of course require a channel for WOs to be promoted to officer status. Moving WOs and M/Sgts up should also help relieve the tight promotion situation of T/Sgts and so on down.

The following scale has been worked out from a career standpoint to show the time in grade now required to go from Airman Basic to Master Sergeant. The cumulative active service shown is based on a man being promoted to each grade when eligible. It can be noted that a Basic Airman can possibly be promoted to M/Sgt within 5 years. We have indicated on the chart that a M/Sgt should have 10 years service to be eligible for WO. We think this is fair, as the average service of M/Sgts at present is about 14 1/2 years.

Also, to be consistent with the career pattern of each grade in the enlisted structure requiring more time in grade for the next higher grade, it seems a M/Sgt should have a minimum of 2 years in grade to be eligible for WO. Whether promoted to WO or appointed WO as under the present system, this should aid senior Masters seeking WO and preclude some junior Masters from being eligible for the grade.

Under this plan it can be seen a M/Sgt can make CWO W-3 at 16 to 20 years service depending on temporary or permanent promotions. This should, we feel, be a good incentive for a man to stay for 30 years.

For promotion to—Time in grade—Cumulative active service.

CWO W-4, 4 to 6 years as W-3, 20 to 26 years.

CWO W-3, 4 to 6 years as W-2, 16 to 20 years.

CWO W-2, 2 to 4 years as W-1, 12 to 14 years.

WOJG W-1, 2 years as M/Sgt, 10 years required.

1/Sgt, 16 months as T/Sgt, 4 years 11 months.

T/Sgt, 14 months as S/Sgt, 3 years 7 months.

S/Sgt, 12 months as A/IC, 2 years 5 months.

A/IC, 8 months as A/2C, 1 year 5 months.

A/2C, 6 months as A/3C, 9 months.

A/3C, 3 months as A/B, 6 months.

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Air Force Times

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Eastern Edition

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Medicare Cut In House Unit

By BILL McDONALD

WASHINGTON—The House of Representatives was expected to take the first step this week toward reducing free choice of medical facilities for dependents, cutting \$10 million from a Defense Department medicare request. If the anticipated action is upheld in the Senate, the services will have no choice but to let fewer dependents use civilian medical facilities.

Defense Department officials said they probably will contest the cut when the bill gets to the Senate, but they do not appear to have much of a case. The House Appropriations Committee, which put a \$60 million ceiling on civilian medicare for service families, sternly rapped the services' knuckles for letting 11,000 hospital beds stand empty daily while their dependents went to civilian hospitals.

The \$60 million limit was contained in the FY 1959 Defense Department appropriations bill which cleared the House appropriations committee last week. The Armed Forces had estimated medicare costs for FY 1959 at \$70 million.

PENTAGON officials, generally divided on limiting free choice in medicare, agree to a man that any curb on choice will create immediate morale and administrative problems. It will be "taking something away," which always has an adverse effect on service morale, they point out.

The prospects of administering a partial cut in free choice also has set off Pentagon head-scratching. Defense probably will try to toss this back into Congress' lap when DOD contests the \$10 million reduction in Senate hearings. Conceding that there is little hope of winning restoration of the funds, officials say they will ask Congress, in effect, "how do you suggest we do this thing?"

The Air Force, which came in (See HOUSE, Page 35)

Key Officer Special Pay Study Starts

By ED GATES

WASHINGTON — USAF this week began formal study of officer "responsibility pay" to determine how it can be applied and who gets it in case the Defense Department gives the green light.

A three-man officer team under the office of Brig. Gen. Jack Merrell, deputy personnel planning chief in DCS/P, has the task of working up a "position." The group conducted two brief meetings early this week, but because of the subject's complexity it is expected to toll long weeks.

Delays at Defense Department level also continued to block launching enlisted proficiency pay, which like officer responsibility pay is "authorized" under the new pay law. Meantime, there are a few other "problem areas" in the new pay measure which Hq. USAF has asked commands to report (see below).

Some commands have told Hq. USAF they are enthusiastic about officer responsibility pay; others are unhappy with it. In short, General Merrell pointed out, there is a wide difference of thought on (See RESPONSIBILITY, Page 14)

New AF Medal to 4 at AMC



FOUR AMC staffers at Wright-Patterson AFB, Ohio, admire a photo of the new Air Force Commendation Medal, hardware they will receive next December when the device is produced. Formerly the plain "Commendation Medal," the Air Force tag is part of the program to identify most medals AF persons receive with their own service. The AMC recipients, among the first in AF to win the new medal, are (from left): T/Sgt. Claude P. Hockett, M/Sgt. Max H. Toney, Lt. Col. Rosalie R. Feldman, and Lt. Col. William C. Robinson.

Congress Complains Of Flight Pay 'Abuse'

WASHINGTON—Flight pay for proficiency fliers, long a popular target for Congressional committees, was under fire again this week. Unless the services police their own flying rules, they were told, Congress may lay restrictions on the flight pay funds.

At the same time the House Appropriations committee gave its most recent warning, Headquarters was itself gearing for some major changes in its rated assignment policies. Coming, say officials, is a gradual shift in officer strength to put fliers in slots newly earmarked for rated officers.

The Congressional attack on the flight money for proficiency fliers appeared in the report accompanying the House committee's approval of the FY-1959 appropriations bill. The bill itself carried no restrictions on the flight money but the committee warned that future bills might if "abuses" continue.

"It is evident," said the report, "that a great deal of this (proficiency) flying is continued for the sole purpose of qualifying for continued flight pay." The pay, which the committee said was originally designed as hazardous duty pay, has been continued for officers assigned to non-flying duty "under the guise of maintaining proficiency."

The committee said it had no quarrel with the pay for flying fast, dangerous, combat type aircraft

but said that people should only draw it when they have a "real combat proficiency requirement." With the substantial increase in pay under the new pay law, the committee concluded, "now is a good time to make the adjustment." Specifically, it recommended dropping fliers from the flight pay rolls when they do not qualify as combat ready.

The Air Force came in for some slight praise when the committee noted that it had already grounded some 1000 fliers in its annual rated review. The House group said this

(See CONGRESS, Page 37)

AF Cites Economy of Airlift

By BRUCE CALLANDER

WASHINGTON — The Air Force this week told commands to fly at least 85 percent of all overseas-bound members, civilian employees and dependents. Desired goal is 100 percent air travel.

A strong new policy for the use of air travel in all possible cases was passed to commands with the clear declaration that they should promote the airlift and discourage sea travel in order to save dollars.

Air space will be used, says Headquarters, for all accompanied and unaccompanied members, civilian employees and dependents unless:

- There is no airlift available at the time or to the area involved.
- The member has approval to travel to the overseas base by privately owned conveyance (to Newfoundland, Alaska, Labrador, etc.)

- The dependents' refuse to fly and the member is allowed to accompany them.
- Air travel is prohibited or not recommended by a medical officer for medical reasons.

Short of these conditions, members and employees will be expected to use the lift. In addition, civilian employees returning to the ZI on re-employment leave will fly unless there are the same reasons to prevent it.

AIM FOR FY-1959, Headquarters has told commands, is to fly at least 85 percent of all passengers bound for all overseas areas. Some, like the Azores are already served completely by air. The remaining 15 percent or less will go by surface travel. Commands are "encouraged" to exceed the 85 percent figure wherever they can.

Reason for the heavy emphasis on airlift, say officials, is the saving of travel money. Savings on fare for a family flying to the Far East run from \$300 to as much as \$525, depending on the grade. Savings for travel to Europe run from \$250. Biggest saving is in the unproductive pipeline time of the member.

Congress has consistently scored USAF for excessive travel costs.

Problem with reaching the 100 percent airlift point has long been that of the return trips. About 85 percent of all families moving concurrently agree to go by air and almost all dependents

(See MORE, Page 35)

Briefing Team Outlines Plan for Super Grades

WASHINGTON—A special team of Hq. USAF officials is briefing personnel chiefs of all major commands on AF plans for promoting master sergeants to the new super grades, E-8 and E-9. The group was half-way through its work this week, and full details are slated to be disclosed momentarily.

Testing for the first round of E-8 hikes—to be awarded Sept. 1—is slated to wind up June 20. Masters not tested by then and otherwise eligible can take tests during a make-up period beginning

June 21, but they will not rate promotion consideration until next March. Under the new scales, promotion to E-8 will add \$20-\$35 a month to a person's basic pay. No USAF promotions to E-9 are slated for some time.

Rank titles and stripes or insignia for the new super grades have not been disclosed, but E-8s will probably be identified as "M/Sgt. E-8" for an interim period.

Marine Corps already has named 667 E-8s for E-8 and 944 for E-9.

1352 Get Regular LC; Board Passes Over 92

WASHINGTON—USAF and the President have approved 1352 Regulars for permanent lieutenant colonel but 92 others were passed over, 43 for the second time. Fortunately for the latter, most or all have 18 years service and thus will be retained for 20 years to complete minimum retirement.

Thirty of the officers selected for promotion will receive insignia changes; promotion officials here said.

Permanent LC hikes (line) are

now being made at the 18 years (promotion list service) point, but by 1961 will have been stretched out to a 21 years and remain there thereafter.

Line officers selected last week who have completed 18 years service will assume their new rank July 1; others will be promoted during the first half of FY 1959 as they complete that time.

Medics, dentists, veterinarians and chaplains selected are nearing

(See 1352, Page 36)

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5000 to Make E-8 In Next 10 Months

By BRUCE CALLANDER

Five-year Hike Schedule Chart, Page 37

WASHINGTON—The Air Force will promote 5000 M/Sgts. to the new E-8 supergrade in the next 10 months, Headquarters said this week. The first 2000, about one out of every 26 masters now aboard, will get the promotions September 1.

The first promotions, to E-9 (1700 of them) will be made in December 1959. And by FY-1963, nearly one out of every two M/Sgts. currently aboard will have been promoted one or two grades.

This forecast for AF promotions to the new super NCO grades was being given this week to major commands. Unless the plans are changed by Defense, the AF intends to follow a tight promotion timetable to get its first 2000 E-8 hikes out by early fall and 3000 more by next month.

Eligibility rules for this and later rounds require, that M/Sgts. must meet the following criteria:

- A seven-level AFSC.
- A passing score of 90 or above on the NCO supervisory exam.
- Minimum total active service criteria (10 years for E-8 and 11 for E-9).
- Minimum time in grade of 24 months as a M/Sgt. (for E-9) and 12 months as an E-8 (for E-9).

(See 2000, Page 37)

Probe Nears On 'Charger'

WASHINGTON — The services this week were preparing their statements and testimony for the "White Charger" legislation in anticipation of early hearings in the Senate. Air Force officials said the earlier estimate of 3385 officers likely to be retired or separated during the first six years Charger was in operation has been withdrawn.

There were no revised estimates available early this week. But officials indicated that the more than 100 AF Regulars passed over for permanent colonel some 10 times and the 1000 or so passed over three or four times would be particularly vulnerable.

Senate Armed Services Committee sources say there is a good chance of hearings soon on the controversial legislation. A subcommittee headed by Sen. John Stennis (D., Miss.) is slated to conduct the initial probe.

There apparently has been no major change in the services general position on Charger since the legislative proposal went to Congress April 1.

Air Force has indicated it would welcome the authority contained in Charger to check out some Reg-

(See PROBE, Page 16)

'Best Qualified' Governs in '59

By ED GATES

WASHINGTON—USAF this week disclosed its FY 1959 temporary promotion program for officers and placed all hikes but those to captain on a best-qualified basis. The cut-

off zones for consideration follow the same pattern as this past year; that is, officers must have approximately three years in grade for consideration to captain, five for major, and four each for LC and full colonel.

An important change in FY 1959 makes identification of pipeline officers (except patients) unnecessary.

Every eligible officer will be reported either by the losing or gaining command, under the new single EDCSA system which went into effect May 1. This streamlines administration of the program and lessens chances of an eligible officer being overlooked for consideration.

Procedures for selecting first lieutenants for captain will be the same as used in the FY 1959 program.

UNDER THE SWITCH to best qualified for major and LC hopefuls (full colonel choices have been on a "best" basis right along), the previous EWQ-QBD assessment system which gave concession to seniority and length of service is dropped.

This ties in with renewed AF emphasis on "quality control" and with the "White Charger" legislation. (See BEST QUALIFIED, Page 35)

Sub-Pars to Be Ousted Not Sent to Other Sites

WASHINGTON. — USAF this week told the field to separate sub-par airmen and hold those on "probation" at their present bases until their cases are settled. Officials said too many marginal types are being transferred rather than separated when their bases want to get rid of them.

It is up to commanders to identify "non-progressive, marginal, and substandard airmen" and separate them under the early release program on standing dis-

charge directives, this week's message said.

Meantime, a new series of early release orders reportedly calling for an increase in the number of early releases planned for FY 1959 was being readied at the Pentagon at mid-week. AFTimes plans to report details.

The probationary airmen referred to above are those who have been given a certain period of time in which to come up to proper standards or be released.

Graham Salutes Fathers



SPECIAL EVENTS, among them the opportunity to watch their sons go through flight training, were set up for dads of Cadets at Graham AB, Fla., over the Father's Day weekend. Looking in on his Aviation Cadet son Don is Lt. Col. Gordon K. Hazeltine, Sheppard AFB, Tex. Many of the fathers were given rides in T-37s.

Pro Pay Raises Due Sept. 1; Cycles Scheduled Quarterly

WASHINGTON—The Air Force hoped this week to grant its first round of proficiency pay allowances to several thousand airmen September 1, the same date on which it expects to promote 2000 M/Sgts to E-8. Pro pay advances are slated to be made quarterly.

Final action on the proficiency pay plan still hinges on a Defense directive to all services which, Pentagon sources said this week, is expected about July 1. The services would still have to have their individual plans approved by Defense and possibly the Budget Bureau.

Whether all this can be accomplished in time to pay the first proficiency money by Sept. 1 is a question but some payments soon after that date seem assured.

The "P-pay" system, which would give critical specialists a fixed allowance, is officially favored by the Air Force, officials told major commands this week. They

said that the Army, Navy and Marine Corps have "tentatively" picked this system also. The plan would allow allowances

of up to \$50 (P-1 pay), \$100 (P-2 pay) and \$150 (P-3 pay) to selected specialists. The Air Force had

(See PRO PAY, Page 39)

Pentagon Protests Medicare Fund Cut

WASHINGTON.—The House last week passed the FY 1959 military appropriations bill which carries a slash in dependent medicare funds, and the Pentagon immediately protested the cut.

Defense Secretary Neil McElroy asked the Senate Appropriations Committee to restore the \$10.2 million the House cut from the \$70 million request for kin care in civilian hospitals. He said further that the original request (all services), probably would not be enough and that the FY 1959 estimate would be more like \$90 million.

He said his Defense medical chiefs would soon outline plans the services would take "to accomplish the objective of making full use of existing military medical facilities and personnel."

This is expected to mean some inroads on the "free choice" of facilities that dependents now enjoy, regardless of whether the funds are restored.

Air Force would like to invoke a voluntary or honor system whereby more families on their own volition choose military instead of civilian hospitals. Service families are protesting

the elimination of free choice of facilities.

House leaders, before voting the medicare cut, left the door open to a restoration to at least some of the funds before the measure clears Congress.

THE BIG MONEY bill as it went to the Senate carried appropriations as follows: Air Force \$17.3 billion; Army \$8.7 billion; Navy

(See MEDICARE, Page 35)

R&D Issue Near

THE OFFICERS and airmen behind USAF's mighty research and development program — their training, where they work and what they do — and the weapons and devices they are producing are subjects of AFTimes' "third missile issue," to appear July 12.

New material prepared by the TIMES' staff will spotlight the "R&D officer tour," opportunities for civilians in AF research, the R&D NCO Academy, physical barriers in space flight, Office of Scientific Research, and related topics.

Eight-Level AFSC Authorized For NCOs in Super Grades

WASHINGTON—The Air Force has set up a new "eight-level" AFSC to identify airmen promoted to the new E-8 and E-9 grades. The eight-level skills, which officials stressed are only temporary, fit between the present seven (top level for M/Sgt.) and the "OO" level (warrant officer superintendent). The title will be the same as that for the superintendent.

There will be an eight-level AFSC for every present superintendent skill now on the books according to message ALMAJCOM 845/58, dated June 3. (The full list of eight level skills follows this story.)

The new codes will take effect August 31, which means the first round of E-8s promoted September 1 will step into the new AFSCs immediately. The classification manual (AFM 35-1) is being changed to show the proper use, control and classification procedures for airmen in the E-8 and E-9 grades.

How long the "interim" eight-level AFSCs will remain in force was not known this week. It may take as much as a year or more of assigning and using the E-8 and E-9 airmen before the final system is developed, officials say.

FINAL PLAN may include some system of "assistant" superintendent slots for the new super NCOs. This could mean that there would be more eight level AFSCs than superintendent AFSCs. But there would probably be fewer eight than sevens. In effect, this would follow the present trend of channeling airmen into fewer, but broader skills as they climb toward the warrant ranks. This would put the super NCOs into a leadership position somewhere between the top masters and the lower warrant grades.

The fact that all of the career fields get one or more eight-level AFSCs does not imply that all will get some of the September promotions to the E-8 grade, however. There will be some slots marked in each field but the key word, as in all NCO promotions, will be "vacancy." The new classification instructions merely put the new skill levels on the books. Before they are filled, manning documents must be changed to create the actual positions. This process was under way this week. (See other story this issue). The first cycles of promotions will doubtless be limited to fields where the AF has the greatest need for the top level talent.

The creation of the new eight-level AFSCs may break loose some of the AF's other plans for more advanced skill level training for outstanding NCOs. Given the top level slots, the AF may eventually open eight-level training with or instead of the long-discussed pre-warrant training which has been pushed for years as the chief lack in the airman career program.

THE EIGHT-LEVEL AFSCs which take effect on August 31

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include the following, all temporarily to be called superintendent AFSCs: cryptanalytic (20180), radio traffic analysis (20280), language (20380), intelligence operations (20480), photo interpretation (20680), photomapping (22080), weather observer (25280), weather forecaster (25380), air traffic control (27280), aircraft control and warning (27380), communications center operations (29180), radio and ECM operations (29380), balloon launcher (29480).

Air electronics (30180), weather equipment (30280), ground radar (30380), ground radio maintenance (30480), electronic communications and cryptographic machine systems (30680), guided missile systems (31080), bomb navigation systems (32180), fire and weapons control systems (32280), armament systems test equipment (32480), atomic weapons (33180), training devices (34080), outside wire maintenance (36180), inside wire maintenance (36280), intricate equipment maintenance (40180), photographic equipment maintenance (40280).

Aircraft accessories systems (42180), instrument and mechanical accessories (42280), aircraft electrical (42380), aircraft maintenance (43180), missile maintenance (43380), production control (45180), munitions (46180), weapons maintenance (46280), nuclear weapons maintenance (46380), motorized and miscellaneous equipment maintenance (47080).

Metal working (53080), construction (55080), utilities (56080),

firefighting (57080), fabric leather and rubber (58080), marine (59080), air transportation (60180), surface transportation (60280), food service (62080), supply (64180), sales store (64280), fuel supply (64380), procurement (65080), accounting and finance (67180), auditing (67380), statistical and analysis (68180), data processing and programming (68580).

Chaplain services (70180), administrative (70280), printing (71080), information services (72080), personnel (73080), manpower management (73380), ground safety (73480), special services (74080), education and training (75180), band (76080), air police (77180), investigations (82180), medical services (90080), aircrew protection (92080) and dental (98080).

Construction Ends On Sage Facility

McCHORD AFB, Wash. — Completion of the construction phase of the first SAGE facility on the Pacific Coast was commemorated here recently.

SAGE is the abbreviated name for Semi-Automatic Ground Environment, an advanced system of air-surveillance and air-defense weapons control.

Brig. Gen. Charles R. Bond, Jr., commander of the 25th Continental Air Division, cut the ribbon marking official occupancy of the SAGE buildings by the Air Force.

'Don't Block Class Q,' Finance Tells Bases

WASHINGTON — Airmen are not to be denied the right to apply for Class Q allotments for dependent parents, the Air Force said this week, even when the finance office thinks they do not have a case.

Too many finance offices are turning down the Class Q applications, according to the latest AF Accounting and Finance Digest. The result has been a stream of letters from congressmen, parents and welfare agencies.

Main offenses, according to the Digest, have been (1) refusing to accept the Class Q applications, (2) refusing to help airmen fill out their applications and (3) advising airmen their parents do not qualify as dependents.

All three are taboo. All airmen have a right to apply if they desire. All of the applications go to the Determinations Branch of the Accounting and Finance Center in Denver, Colo. for a reading on the dependency status.

Credit for the quarters money will not be allowed, an airman until the Finance Center makes the approval.

While all airmen who think they have a case for the quarters payments to their dependent parents may apply, they should be sure the claim is in order. The Air Force makes regular checks on the

allotments to parents to make sure they are, in fact, dependents.

RULE OF THUMB in most cases is that the member must (1) have an allotment in effect to the parents and (2) be contributing at least half of their support.

The second criteria is usually decided by the "family unit rule." This means that both parents are considered as a single family unit. Before either can be claimed as a dependent, the member must be supplying at least 50 percent of the unit's total living expenses. This means that a mother cannot be claimed if her husband is making enough to support himself but not her. In this case the airman may make a Class E allotment (all his own money) but not expect the government to put up any quarters money.

There are exceptions to the unit rule, however. The finance manual (AFM 173-20) says it may be waived where it would cause an injustice and the principle of "equity and good conscience" applied.

Once a Class Q is established for a dependent parent, and his status changes, the airman should also move quickly to change or cancel his allotment. If he knowingly continues an allotment after his parents become self-sustaining, he may not only be docked for repayment of some of the quarters money but may also be in trouble for **FALSE ENLISTED HERITAGE HALL**

Airman of the Year



REGISTERING at a hotel in Las Vegas, Nev., compliments of the house as a result of being named Airman of the Year at Indian Springs AFB, Nev., is A/IC and Mrs. Richard C. Callentine. Airman Callentine also received \$15, a letter of commendation from the base commander, an inscribed plaque and free meals and entertainment while in Las Vegas.

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Pay Raise Cash Asked Of Congress

WASHINGTON—Congress has received a \$590 million supplemental appropriation request to finance the military pay increase during the year starting July 1. The pay law recently passed was, in effect, an "authorization" measure and must be backed up with actual funds.

If the special appropriation is not passed by July 1, the raises will be paid anyway via a temporary extension procedure Congress frequently employs.

In a supplemental budget message, the chief executive put the figure at \$590,023,000 and said the raise will provide increased efficiency which will allow savings in some categories. These expected savings were reflected in a request to decrease some items.

The message gave this breakdown of FY 1959 cost for the pay bill:

Retired pay, all services, \$40 million.

Army personnel, \$179,561,000; Army Reserve, \$9,500,000; National Guard, \$12,374,000.

Navy personnel, \$122,152,000; Navy Reserve, \$5,363,000; Marine Corps, \$31,636,000; Marine Reserve, \$760,000.

Air Force personnel, \$190,873,000; Air Force Reserve, \$3,246,000; Air National Guard, \$2,235,000.

The supplemental also contained cuts in other spending areas totaling \$7.7 million.

SINCE THE NET amount asked was \$590,023,000, the Administration estimates the actual cost of the pay raises themselves at \$597,700,000 in the year starting July 1.

This is over \$100 million more than the Administration originally planned on for military pay hikes. However it is almost exactly the amount the Administration indicated it would accept.

The late Assistant Defense Secretary William H. Francis, after the House passed the Kilday pay version, told Air Force TIMES he thought the government "would settle" for a bill costing no more than \$600 million the first year of operation.

The Administration this week asked for still another supplemental appropriation, this one to finance military construction projects. There are also funds in the measure for pay increases for certain civilians employed by the military.

Timely Topic



DEFYING SUPERSTITION, this pair of brave Dover AFB (Del.) airmen climbed under a ladder (on Friday the 13th yet) to inspect the new vehicle sticker which turned out to be number 13. M/Sgt. Alton Jones, left, NCO Club Manager, points to the day his leave begins while A/IC Henry Lombardozzi, 1607th Air Base Gp., points to sticker No. 13. The photographer was going to do this with mirrors (sort of a double horror effect) but he tripped over a black cat and smashed the mirrors. Seven years from now he'll try again.

AF Secretary Ends 23-Day Pacific Tour

WASHINGTON—Air Secretary James H. Douglas has concluded a 23-day, 35,000-mile tour of the Pacific and Far East. During the jaunt he inspected Pacific AF installations in the Philippines, Japan, Korea, Okinawa and Iwo Jima; SAC bases, Guam; and visited friendly air force headquarters in Thailand, Viet Nam, Japan, Korea, Hong Kong and Formosa.

Accompanying Mr. Douglas on the trip were his wife; PACAF chief Gen. Laurence S. Kuter, Mrs. Kuter; Lewis Thompson, AF deputy secretary for military assistance programs; Mrs. Thompson, Lt. Robert S. Douglas, the Secretary's son, and staff officers from Hq. USAF and Pacific Air Forces.

Douglas conferred with President Syngman Rhee in Korea and President Chiang Kai-Shek in Formosa. His Majesty Bhumibol Adulyadej received the Secretary in Thailand.

Senators Hit President's Defense Bill

WASHINGTON.—President Eisenhower's plan for waging his crucial Defense reorganization battle in the Senate has already drawn fire from three Democratic senators.

Leading the attack was Senate Armed Services Committee Chairman, Richard Russell, (Ga.) Russell advised that Congress intends to keep its constitutional authority over the military.

Other criticisms were levied by Sens. Mike Mansfield, (Mont.) and Henry Jackson, (Wash.) Jackson is also a member of the Senate Armed Services Committee which takes up the bill after House action.

The bill is expected to reach the House floor within a few days, and indications are that it will pass without change, although several Representatives have indicated that they will sponsor amendments that the White House is backing.

The provisions Eisenhower wants changed are those giving:

• Congress the final say over the transfer or abolition of the functions of an individual service.

• The individual service secretaries the administration of their respective departments.

• Service secretaries and members of the Joint Chiefs of Staff the right to carry their problems and proposals directly to Congress without going through the Secretary of Defense.

Earlier, Defense Secretary Neil H. McElroy, backing administration proposals, told the 1958 West Point graduating class that conflicts among the armed forces should be settled by the Executive branch.

While stating the bill, as presented by the House Armed Services Committee "goes far toward meeting the objectives" of the President's reorganization proposals, the Defense chief added,

"Improvements in the bill are required to permit flexibility in meeting unpredictable situations, to clarify the authority of the Secretary of Defense and to eliminate invitations to take disagreements to Congress instead of settling them within the Executive department."

Bulk of Supergrades Go to Highly Technical

WASHINGTON—The lion's share of the AF's E-8 and E-9 grades, like the bulk of its other NCO ranks, will go to the "highly technical" skills, Headquarters has announced.

A total of 4.4 percent of the airmen strength in the highly technical fields can be slotted to the E-8 and E-9 grades according to new manpower instructions. The technical skills may have only 2.5 percent in the two supergrades. And the semi-technical skills may have only .9 percent.

These rules, which will have strong impact on the number of E-8 and E-9 hikes given in specific fields, fall within the pay law's overall limit on the top grades. The law says no more than two percent of the AF's total enlisted strength may be in grade E-8 and no more than one percent in E-9.

The manpower instructions shift these percentages to supply a higher percentage of top graders to the more technical fields. While it will be some years before the AF actually promotes to fill all the allowable supergrade slots (about 7000 E-8s and 14,000 E-9s are allowed), the early promotions will doubtless follow the same pattern.

Source of the E-8 and E-9 spaces will be the present M/Sgt. slots. This means that in each skill category, some of the spaces marked for masters will be spread through the higher grades. In the highly technical skills, for example, the present 11 percent for M/Sgt. drops to 6.6 percent. The total E-7, E-8 and E-9 strength authorized now adds up to 11.

Below M/Sgt., the present ratios remain the same under the new program.

The revision of the airman strength picture also includes a new eight skill level which will be held by the E-8s and E-9s (see other story page 2). This level fits between the warrant and seven level slots and may eventually become something like an "assistant superintendent" AFSC.

THE RATIO of grades in the various skill categories follows. Note that these are "authorizations," not necessarily promotion plans (as reported in other stories in this issue). The actual strength ratios may vary considerably in specific grades and the authorizations themselves may change within specific AFSCs, but this breakdown gives a fair picture of the relative weight given the fields:

Highly technical skills are broken out to include 1.5 percent E-9; 2.9 percent E-8; 5.6 percent E-7; 1.6 percent T/Sgt.; 20.5 percent S/Sgt.; 31.3 percent A/IC; 21.2 percent A/2C and no A/3C.

The highly technical fields include intelligence, weather, air traffic control and warning, communications operations, radar, guided missiles, armament systems maintenance, atomic weapons, training devices, wire maintenance, intricate equipment maintenance, aircraft accessories maintenance, aircraft and engine maintenance, munitions and weapons maintenance, and education and training.

Technical skills are broken out to authorize .7 percent E-9; 1.8 percent E-8; 3.7 percent E-7; 12.3 percent T/Sgt.; 19.8 percent S/Sgt.; 29.6 percent A/IC; 27.8 percent A/2C and 2.3 percent A/3C.

The technical fields include production control, metal working, procurement, finance, statistical, administrative, information services, personnel (including first sergeants), special investigations, medical, aircrew protection, and dental.

Semi-technical skills are broken out to include 2 percent E-9; 7 percent E-8; 3.6 percent E-7; 6.7 percent T/Sgt.; 19.2 percent S/Sgt.;

28.9 percent A/IC; 33.4 percent A/2C and 7.3 percent A/3C.

The semi-technical fields include photomapping photographic, motorized and miscellaneous equipment maintenance, construction, utilities, fire fighting, fabric leather and rubber, marine, transportation, food service, supply, printing, special services, band and air police.

Probe Nears On 'Charger' Legislation

(Continued from Page 1)

ulars earlier than it can under present law. Army, an authority stated this week, will not employ Charger's provisions if they are enacted.

Air Force this week adopted a "best qualified" system for temporary promotions (see other story this issue), a key feature of Charger.

ALLIED TO the Charger preparations at the Pentagon is activity of an inter-service board headed by the Navy's R. Adm. D. C. Varian, who is Defense's personnel policy director.

The Varian group is examining the services' various promotion policies and laws to see where they can be strengthened and perhaps standardized.

ROPA, Officer Personnel Act, and temporary hike procedures all are coming under scrutiny, an official said.

Air Force members on the board include personnel planners Brig. Gen. Jack Merrell and Col. W. W. Berg.

Pentagon plans in the grade structure area also call for reducing the number of officers in the grade of O-6 by 10 percent, to be accomplished by the end of calendar year 1960.

12 Celebrities To Go O'seas

WASHINGTON.—Twelve of the nation's top celebrities have offered to entertain at military installations in Europe this summer, according to Lt. Col. Lionel Layden, chief of the Armed Forces Professional Entertainment Branch.

The stars will do the camp shows in between movie, night club and radio engagements and vacations. Dates and sites for each performance were not available at press time.

Scheduling of the acts are part of the Defense Department's new policy to augment the standard USO Shows overseas program with volunteer celebrity acts, Layden said.

The list of entertainers include Larry Storch, Irving Fields, Martha Ray, Johnny Ray, Tony Martin, Carmen Cavallero and his band, Eddie Fisher, Debbie Reynolds, Gisele McKenzie, the Deep River Boys, and Johnny Pullee.

In addition, the USA has signed up bandleaders Claude Thornhill and Tony Pastor for shows in Newfoundland and Greenland. Thornhill is slated to tour the area in early July; Pastor around Aug. 1. Thornhill toured military installations in Europe last year.

Some Reserve Officers Allowed Retirement Delay

WASHINGTON—Air Force is allowing certain Reserve officers scheduled for retirement this summer to postpone their retirement up until Oct. 31. Affected are officers who have or soon will reach "maximum or near maximum retirement benefits," i.e., attained 28 or 30 years pay service.

Several requests for extension have been received which were based on "hardship circumstances or other cogent reasons." Accordingly, headquarters told the field that a short extension of retirement dates may be appropriate.

Any officers "currently undergoing difficulties in effecting their transition to civilian life may re-

quest delay of retirement to be effective no later than 31 October," the wire to the field says. Requests must be forwarded through channels to Hq. USAF with recommendations by commanders concerned.

Officials said this is a "one-shot policy that has no connection with the recession. They said there are no other retirement policy changes in the wind.

Numerous persons, airmen as well as officers, recently withheld their retirement applications to get in under the higher rates of the new pay law. Officials expect an upsurge of retirement requests this summer as a result.



BROUGHT TO Houston, Tex., on her first flight in a plane, Mrs. B. A. Hocutt, 76, Clayton, N.C., visited Ellington AFB and viewed an oil painting of her brother, Lt. Eric Lamar Ellington, who died in an airplane crash in San Diego, Calif. in 1913, and for whom the base was named. Mrs. Hocutt attended the Southern Baptist convention in Houston.

2000 to Make E-8 September 1; First E-9 Hikes by December '59

(Continued from Page 1)

The time in grade will be dropped to nine months for the first round of E-9 promotions.

SELECTION from among airmen who meet the basic eligibility criteria will be based on recommendations of "mandatory" promotion boards at wing or similar level. (Headquarters will select in some skills). Plus the board study, selection will hinge on (1) the airman's "demonstrated leadership and supervisory ability," (2) his supervisor's evaluation on an airman proficiency report or other forms, (3) the commander's recommendation and (4) "best qualified" selection.

This last rule means that all eligible airmen will be considered

Supergrade Hike Schedule

	FY-1958	FY-1960	FY-1961	FY-1962	FY-1963
Grade	Sept. '58	Mar. '59	Dec. '59	Dec. '60	Dec. '61
E-9	None	1700	1900	1900	1677
		(1 in 3)	(1 in 4)	(1 in 5)	(1 in 7)
Total	None	1700	3600	5500	7177
E-8	2000	3000	4250	4250	3781
	(1 in 26)	(1 in 16)	(1 in 11)	(1 in 10)	(1 in 9)
Total	2000	5000	7550	9900	14,354
E-7	1600	1500	—	—	—
Total	56,065 (begin)	46,815	42,565	38,315	34,534
	51,065 (end)				

PLANNED PROMOTION schedule for the next several years calls for 5000 hikes to E-8 in two cycles during FY-1959 and first E-9 promotions in FY-1960. Reading from top down in each column shows (1) the number of promotions to each grade scheduled for the fiscal year, (2) the "selectivity ratio"—number selected vs. number of eligibles and (3) the cumulative total of airmen in that grade each year. The chart does not allow for any attrition from the grades and officials warn that anything beyond the end of FY-1960 is "purely tentative." Note, however, the planned drop in M/Sgt. strength as the super NCO grades are phased in.

Supergrades Still Unnamed

WASHINGTON. — The Air Force did not have new titles or insignia picked this week to go along with its planned promotions to E-8 and E-9 grades in September.

Tentatively, the AF plans to call the new grades "M/Sgt.-8" and "M/Sgt.-9" until it can develop something better. Headquarters is considering a number of stripes ideas, including a one and two star arrangement over the present M/Sgt. insignia, but again, none has been "bought."

Officials insisted, however, that whatever system of names and stripes AF adopts, it will take nothing away from present NCOs. The other services, particularly Army, have found strong opposition to their plans for re-naming their enlisted corps.

for promotion regardless of skill. It is possible for some airmen to be promoted in a specialty where there is no command authorization. This could mean reassignment to a new base or even a new command after promotion.

THE ODDS on being promoted, despite the "best qualified" system will favor airmen in the most technical skills. (See story page 10 for more details on the specific break out of skills). This is because the commands will get authorizations for the new super grades with strict controls on the skills where they may use them. The total E-8 and E-9 slots will be passed down on a bulk basis but must be spread among units within certain "grade-skill" ratios.

Specifically, Headquarters will

tell commands to spot 73 percent of their E-9 slots and 65 percent of their E-8 slots in the "highly technical" career fields. They are to put no more than 20 percent of their E-9 slots and 23 percent of the E-8 slots in the "technical" fields. And, they may not put more than seven percent of their E-9 and 12 percent of their E-8 slots in the "semi-technical" fields. Command vacancies will be based on the authorizations within the various specialties after these ratios have been applied.

At present, about 49 percent of the AF's airmen are assigned to the highly technical skills, 19 percent to the technical and about 32 percent to the semi-technical fields.

Promotion quotas will be passed to commands on the basis of the total number of eligibles AF-wide as related to the number of eligibles in commands. Say, for example, that the AF plans to promote a total of 120 airmen to E-8 in a given specialty and there are 3000 eligibles in this specialty AF-wide. Command "A" has 302 eligibles in the specialty. The command has 10 percent of the eligibles so will get 10 percent of the quota—12 E-8 stripes.

FOR AIRMEN, this skill-grade ratio will be the key to the odds for or against their getting promoted. In the September cycle, for example, one out of 21 M/Sgts. in the highly technical fields will make E-8. One out of 25 will make it in the technical skills and one out of 44 in the semi-technical.

In the first round of E-9 promotions, every 22 present M/Sgts. in the highly technical fields will make E-9. One out of 44 in the technical area and one out of 87

Hike Criteria

Grade	Rank	Skill	TIG*	Service	Cycle
E-9	M/S-8	7	24	10 yrs	Annual
E-8	M/S-7	7	24	10 yrs	Annual
E-7	M/S-6	7	16	—	—
E-6	T/S-6	7	14	—	Quarterly
E-5	S/S-5	5	12	—	Quarterly
E-4	A/C-5	5	8	—	Quarterly
E-3	A/C-3	3	8	—	Quarterly
E-2	A/C-2	1	4	—	Varies

CRITERIA for promotion to the new super NCO grades, and others are indicated above. Skill levels may vary in some fields. Airmen promoted to E-8 will automatically carry an eight level but no new criteria have been set for them. The time in grade (TIG*) rules, listed in months, are most likely to change. Those listed for hikes up to M/Sgt. are present requirements. AF was planning this week to increase the wait in some of them. Annual cycles for M/Sgt. and higher promotions take effect December 1958.

in the semi-technical area will make E-9 by that time.

By FY-1963, when the Air Force has made the allowable number of supergrade hikes (7177 E-9s and 14,354 E-8s), close to half the masters in the more technical skills will have been promoted. Specifically, in the highly technical area, one of every two airmen currently wearing six stripes will be E-8s or E-9s. In the technical area, one out of three will have made it and in the semi-technical area one out of five.

Promotion cycles will gradually change over the phase-in period. This year only, there will be two E-8 cycles (September and March). In FY-1960 and later years, all promotions to M/Sgt. and above will be on an annual basis.

Timetable for E-8 Quotas Sketched for Commands

WASHINGTON — Almost all of the 50,000 M/Sgts. originally in the running for the first E-8 promotions are already riding the tight timetable the AF has set for making the Sept. 1 hikes.

Deadline for taking the NCO supervisory exam is June 20. M/Sgts. not tested by then may still take the test but cannot be considered until the next (March 1) cycle.

The timetable for the rest of the promotion actions, as officials sketched it for major commands this week, runs like this:

June 21 is the "pipeline cutoff date." M/Sgts. assigned to a command before this date will be con-

sidered for promotion by that command. Those moving after that date will be considered by the gaining command.

June 21 to July 10 will be used for determining the airmen eligible for promotion (checking test scores, skill levels, time in grade, etc.).

July 15, commands will report to Headquarters the number of M/Sgts. eligible within each superintendant (eight level) specialty.

July 25, commands will get their promotion quotas from Headquarters by specialty. At the same time, commands will be told to nominate airmen for Headquarters selection where the quota is so small that there would be fewer than one promotion per command. July 11 to August 31 commands and Headquarters will do their final selection of airmen.

September 1, the first round of E-8 promotions will take effect.

While the testing of airmen has been running on schedule, officials admitted this week that the timetable is "highly optimistic," meaning apparently that the dates could vary somewhat.

USO Award

BERGSTROM AFB, Tex.—CWO Ralph F. Webster was awarded a Meritorious Service Award recently by the Austin, Tex., USO. Webster represented Bergstrom on the Austin USO Board.

Twining, LeMay Honored

NEW YORK.—Gens. Nathan F. Twining and Curtis E. LeMay have been nominated for the 1957 Winchester Outdoorsman of the Year Award.

Twining, chairman of the Joint Chiefs of Staff, and LeMay, USAF vice chief of staff, are being nominated for their roles in pushing conservation and shooting as a sport at AF bases.

Other large vote-getters are Carmen Basilio, Ted Williams, Walt Disney, Biggie Munn and Ross L. Lofler, head of the U.S. Fish and Wildlife Service.

The poll is opened to USAFers, according to Winchester officials. Nominees should be ranked in order of preference and replies sent to Winchester News Bureau, 460 Park Avenue, New York 22, N.Y.

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Supergrade Designations

USAF IN announcing its E-8 and E-9 promotion plans this week is withholding a decision on titles and insignia. For the present airmen promoted to a supergrade will continue to be called "master sergeant."

This is a delay we won't protest; if more time is needed to select appropriate nomenclature and identifying devices, then take it. The matter is sufficiently important to be weighed from all angles.

We don't presume to have the specific answers, but it is obvious that whatever titles and insignia are approved should be based on the principle of "adding something," not a "take away" system as adopted last week by the Army.

The Army system (see story page 4) among other things actually takes away a stripe for present master sergeants, sergeants first class (equivalent of AF techs), and sergeants (equal to AF staffs). Army men who have held their ranks and stripes for many years are justifiably indignant.

Air Force, which says it will avoid any "take away" plan and shoot for something acceptable to all airmen, might take its suggestions to the persons directly affected by whatever action is taken—the airmen themselves.

Air Force has a powerful moral weapon in the new pay scales and the supergrades. It would be a shame to dull it, as the Army has done, with a set of insignia and titles not acceptable to the bulk of the recipients.

Emergency Fund Needed

CONGRESS has shown a tendency in this session to allow the services more freedom in spending their appropriations. The House Armed Services just this week, for example, loosened the reins on construction money for USAF missiles facilities, lumping ballistic, strategic, and air defense birds into one item in the military construction bill. This allows the Air Force to transfer money from one area to another to meet emergencies.

The House Committee balked, however, at giving USAF a \$50 million "emergency fund" from which it could draw money to shoot into trouble spots. The Air Force last received such an appropriation in fiscal 1957 and has, we think, made good use of it over the past two years.

Air Force spokesmen cited three items alone that make a strong case for this type appropriation. Planners drew on that \$50 million to speed by a full year the pull-back of Pacific Air Force from Japan to Hawaii. They gained nearly a year in putting a later model fighter-interceptors into Thule AB, Greenland. And they saved invaluable time replacing runways that cracked up under the weight of B-52s at a ZI Base.

There were other projects, of course, but these three speak strongly for an emergency fund. USAF now has only about \$3 million remaining of the original \$50 million. The item will come up when the bill reaches a Senate-House conference. Congress could do worse than to reinstate this relatively small, but extremely useful, fund.

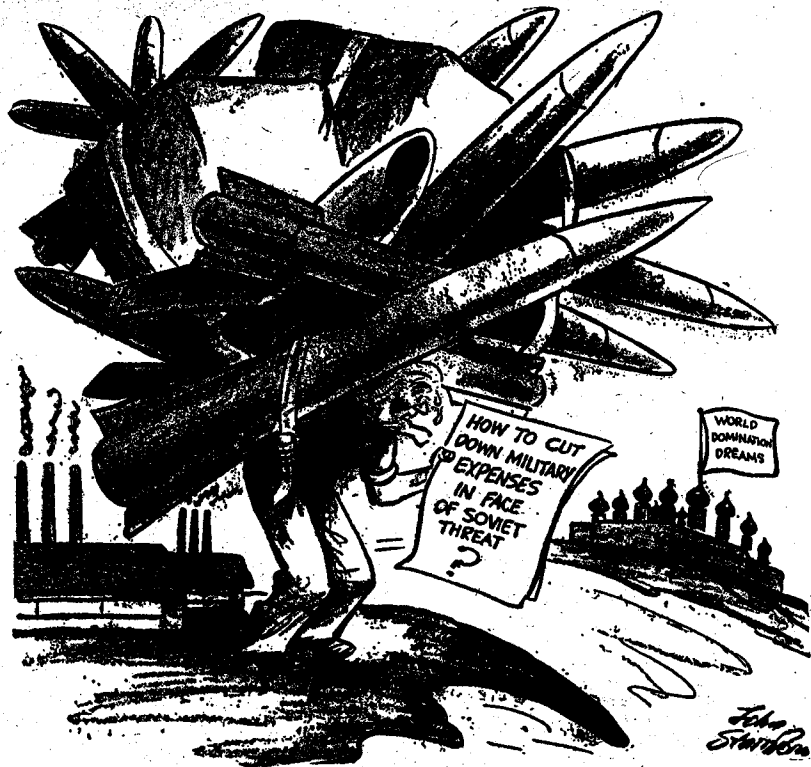
Personnel Quality Control

ACCOMPANYING the pay raise is increased USAF emphasis on "quality control" of personnel, particularly in the officer ranks. Service chiefs simply are saying that with the extra benefits and incentives built into the pay law, AF can and should be more selective in whom it retains, promotes and eliminates.

Policies have been tightened and regs rewritten to reflect these goals. Commands are being told to screen their officers more thoroughly.

All this may strike considerable fear and trembling in the office corps, but we don't think it should. True, demotions are being stepped-up, passovers are increasing slightly. But the number being hit represents only a tiny percentage of the 130,000 officers on board.

This is no purge. In a group of this size it is inevitable that a few non-effectives have escaped detection. Air Force like any other responsible organization is simply putting the finger on them, not on the great bulk of the force who are doing a real job.



Letters

Uniform Uniforms

TEXAS—Why can't we have a "uniform" uniform? Not only do commands differ among themselves, but bases within the same command have different requirements.

This results in a hardship, financial and otherwise, for all of us.

One command allows fatigue sleeves to be cut off at the elbows; another does not, hence a new uniform must be purchased. Two bases, side by side, have different uniform regulations.

The only way to alter these conditions is for Hq. USAF to enforce uniform regulations or to "legalize" what various commands are doing anyway.

NCO

Courage

ALTUS AFB, Okla. — Re. "Staff's" letter on extra pay for Air Policemen.

I don't know how much time he has in service. I'm speaking from 12 years experience in the Marines during War II and Korea during which I saw frontline action. Much of this time, there was no combat pay for infantrymen.

Staff says it takes a lot of courage to carry a gun on sentry duty. If he means in the States, I say "Nuts." Let him try sentry duty on the line with only a knife sometime. There were times when guns were forbidden because they would give away our position.

I'm no more brave than the next man but I've done it; I received no extra pay because it was part of the job. I say it takes more courage to cross a street than to carry a gun.

Staff forgets this: When a base is hit by surprise, everyone is going to be in the same situation: DEAD or WOUNDED. So, give a damn about the sentry duty pay.

THE BIG HANGAR

AF's PERSONNEL Council has named over 400 "distinguished" AFOTC graduates (now graduating) for Regular commissions. List will move through Hq. USAF offices momentarily, then go to the President. Look for names in these pages soon. List will be accompanied by about 600 other names of soon-to-be Regular officers, mostly persons selected for FY 1958 augmentation who are just completing required service for appointment in higher grades.

LOOK FOR quickie approval of a third rating for navigators: This has been on-again-off-again, as pilots and navigators clashed on the name for the super-senior slots. Definitely "on again," the project this week was headed for top-level decision. No prediction whether the star-gazers would get a "command" rating like pilots, or some other nomenclature.

THE OFFICE of personnel chief Lt. Gen. Emmett O'Donnell has some firm words for airmen not pulling their weight: "Incompetents must be weeded out." Full details appear in the May-June Personnel Newsletter.

OVER 20,000 SACmen submitted entries in the Command's contest to name the B-70, North American mach 3 bomber now under development. The winner—after Hq. USAF names one—gets a \$500 savings bond and a trip to Hollywood.

MEDICARE SIDEBAR. Despite common belief that all servicemen and their kin can get complete medical and dental care, an authoritative poll shows differently. Items: one of five AF master sergeants and one of every four captains spends \$100-\$250 annually for medicare. Other grades spend comparable amounts. On dental expenses, many AFmen shell out amounts up to \$250 annually, i.e., one in every four LCs pays out \$100-\$240.

BEING DISCUSSED among promotion officials here is a promotion manual. All current promotion rules and regs would be placed under one cover, make it easier for personnel officers and individuals alike to find answers to promotion queries.

NAMES IN THE NEWS. William R. Large, Jr., ballistic missile procurement executive, is now a BG; he's rather junior—#929 on the permanent colonel's list... CWO Robert N. Graves, able—and very much a veteran—administrator in the General Officers Branch at DCS/P here, moves to California as administrative aide to Maj. Gen. John Mills at San Bernardino AMA... John McCone AF Undersecretary during the Truman Administration, replaces Adm. Lewis L. Strauss on the Atomic Energy Commission... Richard E. Keefe, 13th in his Naval Academy class this year, is the highest ranked midshipman of the 184 joining the Air Force.

THE PENTAGON has asked Congress to let it provide markers for the unmarked graves of Reservists, Guardsmen and members of the ROTC who die incident to military service. This would give them the same consideration accorded Regulars who die in service. The function would be handled by the Army, which takes care of all cemetery services.

70,000 to Get Early Releases

Officer ER System Revised

Frequent Ratings Ordered

WASHINGTON — Officers will get more frequent ratings, a more precise write-up and a chance to reply personally to "marginal" as well as "unsatisfactory" reports under a major change in the AF's officer effectiveness report program.

Both the rating form and the regulation covering ERs and training reports (AFR 36-10) have undergone extensive re-writing. The new OER form (AF-77) will be used as soon as copies are available in the field, probably early next month.

The revision of the OER policies, in the mill for several months, are designed to give a better reading on the performance of officers without the "literary padding" officials say has crept into too many of the reports. This, says the reg, "is usually a smoke-screen to cover inadequate observation or unrealistic evaluation."

Besides ordering concise, factual language in the descriptions of the officer, the reg makes the following key changes in policy:

- Officers will get a personal look at marginal reports written on them and on those "when there is doubt as to whether they are derogatory."
- The time between reports, particularly on junior officers, has been cut. Officers with less than five years service will have OERs submitted every six months. (Earlier the average was about one year). Even more frequent reports are allowed in some cases.
- The report form has lost most of the rating instructions (now in the reg) and has more space for comments. But, raters are encouraged to hold their comments within this space.
- The form's "performance factors" section puts more emphasis on executive and managerial qualities and promotion potential. And the "marginal" category is added to the overall evaluation.
- Frequency of reports, varies but officers will usually get an OER if they have had a 120-day period of supervision and (1) change reporting officials (2) change duty

(See MANY, Page 35)

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Air Police Badge OK'd

WASHINGTON. — All air policemen will soon be wearing a badge of their own, one that will replace the present arm band. Approved last week after long months of study, the new device is for on-duty wear only. AP officers on "operational duty" as well as regular airman policemen are eligible to wear it, officials said.

The accompanying picture of the new device is the exact size of the real article. Procurement of the badges — officially it is called the Air Police Shield — will get underway soon and they should be available in a few months.

A regulation on proper wear is expected in about two months. The badge will be worn "below the flap on the center left breast pocket of the coat, jacket, or fatigues when worn as an outer garment and in the same relative position when worn on the summer shirt, overcoat, topcoat, flight jacket or raincoat."

"It must be displayed at all times when on duty," the instructions will say.

Purpose of the badge is to boost prestige and enhance appearance. Providing badges, which are permanent, instead of arm bands, which wear out and must be replaced, should also save AF money, officials said.

The AF device is the second new piece of hardware AF has okayed in recent weeks. Just recently missilemen were granted a special insignia.

Some Clothing Prices Change

(See Price Lists, Page 35)

By BILL McDONALD

WASHINGTON—Price changes in the airmen clothing bag for FY 1959, announced this week, were pretty well mixed, leaving a net increase in the total cost of only 74 cents.

New prices on 18 items, however, vary enough from the old to warrant a check to determine whether to buy now or wait until the changes become effective July 1.

WAF shopping for replacement clothing will find a different story. Major price boosts in several major garments and shoes resulted in a total increase of \$16.83 in the female clothing bag for the coming year.

The basic and standard maintenance allowance of \$4.20 and \$6 are unchanged, as reported earlier. Special supplementary allowances for airmen and WAF in duties requiring unusual uniform wear also show no major change.

Total cost of the airman clothing bag this year will be \$210.14 as compared with \$209.40. The WAF total, however, jumps from \$226.60 to \$243.43.

In addition to the \$243.43 required to outfit WAF recruits, each girl is given a special \$42 cash allowance. This is to buy mainly under garments which are not provided in the issue bag.

Big price boosts for male airmen are in the shade 505 cotton jacket which goes from \$13.80 to \$15.30; utility trousers, \$15.15 to \$16.65; blue wool trousers, \$8.35 to \$8.55; and shade 505 cotton short sleeve shirts, up 15 cents each at \$2.15.

WAF price boosts are more (See PRICES, Page 35)

Ike to Check Special Pay Regulations

By ED GATES

WASHINGTON — The President has thrown cold water on any early action to approve officer responsibility pay and says he wants to check personally service directives on both it and enlisted proficiency pay before any money is passed out.

Mr. Eisenhower stated his views on the two special pays in a letter this month to Defense Secretary Neil McElroy. Ike indicated he wants the services to be certain the proper persons are earmarked for proficiency pay before directives are finalized.

On responsibility pay, he called for great care in any decisions regarding which officers might receive it. He made a special point of the fact that promotions are a means of rewarding the exceptional person.

(See SPECIAL, Page 10)

60-Day Rollback For Most

By BRUCE CALLANDER

WASHINGTON — A big new early release program, designed to separate an estimated 70,000 airmen from three to nearly 12 months before their normal discharge dates, has been sent to the field.

The program, dispatched in all commands message AFPMP 132437, scraps most previous early-out policies and replaces them with one five-point plan. Briefly, it provides

No Officer 'Outs' in '59 ... P. 14

the following early-out opportunities to various groups. All except helper level airmen must have FY-1959 normal discharge dates:

- Three level airmen who have not climbed above A/3C will be discharged during July. Those overseas where transportation is delayed may be discharged up to August 31.
- A/2Cs and A/1Cs scheduled for discharge Oct. 1, 1958 thru June 1959 will be let out 60 days early, if they do not intend to re-enlist.
- Helper level airmen (O10s) who complete two years active duty in FY-1959 will be discharged the month after they reach two years.
- Airmen in all grades who become surplus by inactivation of the unit or change in manning requirements and who cannot be used at the same base will be separated when they are declared surplus, if they do not intend to re-up.
- Airmen in all grades whose AFSCs are listed as surplus (in AFR 39-8, attachment 4) and who are surplus to unit documents and do not intend to re-up will be separated as they fall into such status. The current surplus skills list follows this story.

INVOLUNTARY release is ordered in all cases. For the three level A/3Cs and below and helper level airmen with two years, this is literally the case. They will be forced out and not eligible for re-enlistment.

For airmen in the other three categories, however, discharge will not be ordered if they indicate they intend to re-enlist. But, if they do accept the early out, none may re-up for at least 91 days. This means they will get no bonus and, depending on the status of their AFSCs at the time they re-up, they may lose

(See EARLY, Page 14)

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Race for First E-8 Slots Narrows; 65% Passing Test for Supergrade

WASHINGTON — The race for the first crop of E-8 promotions narrowed this week as (1) the Air Force reported that about 65 percent of the M/Sgts being tested were passing the E-8 exam and (2) commands got manning document "spaces" for 9396 E-8 superintendents.

The reading on the percentage of M/Sgts passing the E-8 test was still incomplete but officials said it was running considerably below

earlier predictions. With about 50,000 M/Sgts, slated to take the test, a 35 percent rate of failures would leave about 32,500 M/Sgts in the running for the 2000 E-8 grades AF hopes to give out September 1.

The odds on an individual master sergeant making it also came a bit closer to focus this week as the Pentagon gave commands their first quotes of E-8 and E-9 authorizations. The full list by superintendent (eight

level) AFSC follows this story.

The list gives only a general indication of the skills in which the E-8s will be made. By no means all of the slots will be filled in September or even this fiscal year. The 9396 E-8 and 4328 E-9 slots represent 65 percent of the total number of supergrade NCOs which can be made under the law. The Air Force has tentatively planned to

(See E-8 SLOT, Page 33)

E-8 Slot Competition Continues; 65% Passing Screening Exams

(Continued from Page 1)

take at least four years to reach this point.

Some clues to the way the super grades will be allotted are indicated however. For one, the AF will make no more promotions in the indicated AFSCs than there are authorizations. Nor is it likely to stray too far from the general ratio of specialties to the AF-wide total of authorizations.

The list also supplies some indication which skills will be promoted centrally by Headquarters. The Air Force has already said it will not supply command quotas where there is less than one promotion to be made per command. This is because it wants the "best qualified" M/Sgts. promoted in each AFSC, regardless of whether he is in a command with a vacancy. Thus, if the authorization in a given skill is very small, Headquarters will hold back the promotions, ask commands for recommendations and promote centrally.

The plan for the first (September) cycle runs like this:

• The quotas of eight-level authorizations will reach commands shortly. Commands will get a bulk allocation of slots in each AFSC and may spot them on their manning documents where they most need them.

• Commands will report to Headquarters by July 15 the number of eligible M/Sgts. they have in each specialty.

• By about July 25, Headquarters will give commands promotion quotas in the skills where hikes will be made at command level. At the same time, Headquarters will ask commands to recommend for promotion their eligible airmen in the skills where quotas are too small to pass down.

When the first promotion cycle is over, there will be some E-8s in units or commands which have no slots for them (because Headquarters and commands have promoted the best qualified). These will be reassigned to units with vacancies.

Later, as the E-8s are lined up

with the units having vacancies, Headquarters will pass down more authorizations. Officials say they will probably give commands up to 95 percent of the allowable E-8 and E-9 slots this fiscal year.

Philosophy behind the assignment of the super grade authorizations follows the AF's general policy of giving the more technical career fields a higher percentage of the higher airmen grades. The breakout works like this:

Highly technical skills are allowed 1.5 percent of their airmen strength in the E-9 grades, 2.9 percent in E-8 and 6.6 percent in E-7. The fields include: intelligence, weather, air traffic control and warning, communications operations, radio-radar, guided missiles, armament systems maintenance, atomic weapons, training devices, wire maintenance, intricate equipment maintenance, aircraft and engine maintenance, munitions and weapons maintenance, and education and training.

Technical skills may have 7 percent in E-9, 1.8 in E-8 and 5.7 in E-7 and include production control, metal working, procurement, finance, statistical, administrative, information services, personnel (including first sergeants), special investigations, medical, aircrew protection and dental.

Semi-technical skills may have 2 percent in E-9, 7 percent in E-8 and 3.6 percent in E-7 and include photomapping, photographic, motorized and miscellaneous equipment maintenance, construction, utilities, fire fighting, fabric leather and rubber, marine, transportation, food service, supply, printing, special services, hand and air police.

Officials have warned that these breakouts may change as the AF gets into new equipment and skills. Some of the eight-level authorizations listed below do not match career field changes which will take effect later this year. Affected specifically are some skills in the 20, 30, 32, 36 and 75 fields. Supplemental changes in the authoriza-

tions will be passed to the field as these are brought into manning tables.

THE FULL AUTHORIZATION quota list follows with the first column indicating the career field subdivision, the next the eight-level superintendent AFSC, the next quota of E-8 slots and the last the quota of E-9 slots:

	AFSC	E-8	E-9
Ladder	20180	4	3
Cryptanalytic	20180	11	17
Radio traffic	20280	14	8
Language	20380	35	19
Intelligence Ops.	20480	1	—
Tech. intelligence	20580	1	—
Photo interpretation	20680	19	10
Photomapping	22080	32	14
Photographic	22180	19	6
Motion picture	22380	2	—
Weather equipment	22580	10	5
Weather Observer	22680	50	26
Weather Forecaster	22780	31	16
Air traffic control	22880	324	165
AC and W	22980	123	62
Communications Ctr	23080	244	126
Radio and ECM	23180	190	90
Balloon launcher	23280	1	—
Air electronics	23380	350	182
Ground radar	23480	186	98
Ground radio	23580	269	142
Guided missile systems	23680	91	47
Armament systems	23780	419	217
Atomic weapons	23880	30	16
Training devices	23980	83	32
Outside wire	24080	35	4
Inside wire	24180	17	7
Comm. and crypt	24280	41	15
Intricate equip	24380	5	2
Photo equipment	24480	28	10
A/C accessories	24580	43	18
Instrument	24680	72	28
A/C electrical	24780	322	171
A/C maintenance	24880	131	67
Mime. maintenance	24980	45	17
Production control	25080	29	14
Munitions	25180	131	67
Weapons maintenance	25280	32	14
Nuclear weapons	25380	104	28
Motorized equip	25480	85	35
Training devices	25580	61	18
Construction	25680	34	17
Utilities	25780	28	10
Firefighting	25880	1	—
Fabric, leather, rub.	25980	1	—
Marine	26080	1	—
Air transportation	26180	45	12
Surface transport	26280	84	19
Food service	26380	97	27

Speeding Augmentation Bids



EVERY APPLICATION from a Fifteenth Air Force officer seeking augmentation was reviewed by Maj. Gen. Archie J. Old, Jr., the 15th's commander. To speed the job, the general set up a conveyor system using supermarket carts. Some 3459 applications have been received in 1958, bringing to 8300 the total number of augmentee candidates the 15th AF scanned.

Supply	64180	336	102	Medical	90980	286	111
Sales store	64280	11	3	Aircrew protection	92080	31	12
Fuel supply	64380	44	13	Dental	92180	26	18
Procurement	65280	15	7	Recruiter	92280	61	26
Accounting/finance	67180	113	45	Special Weapons	92380	6	2
Auditing	67280	3	1	Total		8300	4358
Statistical analysis	68180	51	21				
Data process program	68280	34	22				
Chaplain services	70180	12	4				
Administrative	70280	616	340				
Printing	71080	7	10				
Info. services	72080	22	10				
Personnel	73080	367	141				
Manpower/management	73180	14	8				
Ground safety	73280	7	2				
Special services	74080	12	2				
Education/training	75080	96	42				
Band	76080	12	2				
Air police	77180	116	32				
Special investigations	82080	27	7				

LOANS

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SEE PAGE 12

Senate Space Proposals Give Military Bigger Role

WASHINGTON. — The Senate has approved its own plan for a United States space agency, placing policy control under a seven-man board and giving the Defense Department clear-cut responsibility for development of weapons.

These two provisions differ from a House blueprint for space exploration and are bound to find opposition in the Administration. President Eisenhower had requested—and the House had given him—a space agency with control in the hands of civilians and with policy decisions resting with a director reporting directly to him.

Differences between Senate and House blueprints for space exploration will have to be settled in conference.

The seven-man policy board which would guide the National Aeronautics and Space Agency under the Senate bill would consist of the Secretaries of State and Defense, the Director of the Space Agency, the Chairman of the Atomic Energy Commission, and three as yet undesignated representatives of Federal agencies interested in space development. One of the last three would come from Defense, giving the military two voices on the board.

In maneuvering the bill through the Senate, Lyndon Johnson emphasized this civilian dominance

of the policy board in an effort to sell supporters of civilian control. The bill, however, gives the military a considerably stronger position than that provided by the House.

IT SPECIFICALLY provides, for example, that the Defense Department control exploration and development "peculiar to or primarily associated with the development of weapons systems or military operations." The House bill called for the Agency's merely cooperating with the Defense Department in the military aspects of space development.

The Senate bill also allows the Secretary of Defense to appeal actions of the seven-man policy board directly to the President.

Both bills would set up a director of the agency at \$22,000 per year and give him a free hand in hiring up to 260 super-grade employees at salaries ranging to \$21,000. This was a major portion of the Administration plan for manning the agency.

Vance to Use TACAN

VANCE AFB, Okla.—One of the Air Force's newest navigational aids, TACAN, will be put into operation at Vance by July 1, Capt. Samuel L. Dean, 2011th AACs Sq. commander, has reported.



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Quotas for E-8 Grades Allotted

Travel Discount

A travel discount club has been organized by the Army Times Publishing Co. offering ten percent discounts to members initially in some 1500 hotels, motels and restaurants all over the nation. For full details on the plan, see Page 13, this issue.

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Service Care Beef-Up Seen

By ED GATES

WASHINGTON—As the services this week waited for Defense's official order curtailing "free choice" in dependent, medicare, USAF announced a multi-point program to improve its in-service care and better acquaint personnel with available services and facilities.

AF's energetic approach is beamed partly at easing the impact of the upcoming restrictions in "free choice" — whereby dependents choose military or civilian hospitals as they please. AF's project also includes steps to beef up out-patient service and other aspects of services at military hospitals.

Two-hundred more general practitioners—"family doctors"—are to be placed in USAF hospitals, the Surgeon's office said.

There has been an angry howl from numerous service wives ever since it became clear that dependent care in civilian hospitals would be restricted. Charges of "breach of contract" and "removal of fringe benefits" are being hurled.

Air Force is presenting evidence that these squawks may not be truly representative. The Surgeon's office states that more and more dependents are "coming back" to military hospitals on their own volition.

And Air Force has just disclosed recent service-wide survey results showing that 29 percent of the officers (and presumably their wives) when asked if they preferred military or civilian hospitals, said they had no preference. Another 28 percent would choose military.

(See IN-SERVICE, Page 41)

Compassion Assignment Rule Eased

WASHINGTON. — A series of major changes in AF assignment policies was en route to the field this week, including more lenient compassionate transfer rules, new blocks against repeated tours at isolated sites and more restrictions on airmen volunteering for overseas.

The package of new policies is included in a complete revision of the assignment manual (AFM 35-11). With it, the field is getting a series of message changes, including two on officer assignment policies, which "revise" the revision. More will follow shortly, officials say, and will make still more changes to the airmen policies on consecutive overseas tours and assignments of territorialists.

Airmen rules on re-enlistment for technical training and for direct assignment to an overseas area are included in the revised manual. However, both carry the notation that the policies will not be implemented until further notice. The school and overseas choice programs were suspended last year.

Compassionate reassignment and deferment rules have been eased for both officers and airmen. One major change is that mothers-in-law and fathers-in-law are now included with spouses, children and natural parents in the list of "family" members. This means that members may put in for compassionate reassignment in some cases when illness or hardship strikes their in-laws as well as their own parents.

The reasons justifying compassionate reassignment are also broadened. For the first time, the Air Force lists polio, tuberculosis and similar diseases in a family member as the basis for asking for a new station.

The manual is also more lenient in its ruling on conditions under which compassionate may be granted. Earlier, it had said that they would be allowed only if the conditions or situation calling for the move can be cured within a

(See COMPASSION, Page 39)

Gulf Gold'



SHRIMP BOATS of Tampa, Fla. pour out their Gulf gold for Lt. Col. J. N. Thomas, MacDill AFB veterinarian, who looks at 50 tons of shrimp some weeks for Armed Forces contractors.

Chief of SOS



NEW commandant of the Squadron Officer School, Maxwell AFB, Ala., is Col. Robert J. Loughry succeeding Col. Charles D. Chitty, Jr., who joins Alaska Air Command.

Times Papers Now 25¢

WASHINGTON.—Due to rising costs in production and distribution, the single copy sales price of Army Times, Air Force Times and Navy Times has been increased from 20 cents to 25 cents, effective with this issue. The subscription rate of each paper continues at \$7.50 a year.

Re-Upping Quickly Pays Off

WASHINGTON. — Thousands of airmen and officers will benefit from new Comptroller rulings on "saved pay" and other aspects of the new pay law. For many, the effect will be an immediate "retroactive" salary increase.

Biggest impact will probably be from the decision that the saved pay of enlisted men carries over from one enlistment to another if re-enlistment is "immediate." A break in service of any length, however, will cost the difference between the old and new pays.

The rulings are those passed down in answer to questions asked by the Defense Military Pay and Allowance Committee. Involved besides entitlement to saved pay after a break in service are the carry-over of saved pay to Reserve status and the enlisted service creditable toward increasing the pay of company grade officers.

The services had previously agreed that when a question of entitlement existed they would pay at the lower rate until the Comptroller ruled. This was to prevent need for possible later recoupment. Now, in a number of important cases, the Comptroller has okayed added pay, and members affected will draw the in-

(See COMPTROLLER'S, Page 43)

First List To Appear By Sept. 1

By BRUCE CALLANDER

WASHINGTON — Commands were in the process this week of selecting 1874 master sergeants for the first round of promotions to the new E-8 (senior master sergeant) grade September 1.

Besides this number whom commands will pick and promote directly, the field will nominate another 876 airmen for Headquarters selection. From this number, a Pentagon board will select 128 more masters to bring the total number promoted to 2002.

The full quota, broken out by AFSCs and command allocations appears on page 12.

Quota and nominations messages were dispatched late last week to all major commands and to separate units with promoting authority. Included were:

Quotas, by skill, for the command-level selection of masters.

Lists of the skills in which com-

See Page 12 for rundown on additional freeze of Career Fields with specific fields cited where going for stripes will be tough.

mands will name their best qualified (or two best qualified) masters for selection by Headquarters.

The skill breakout should give airmen their best picture to date of their chances for promotion.

To figure their exact "odds" they would still need to know how many masters are eligible in the same career ladders in their commands. But, the breakout shows whether they will be competing for a command quota, one or two nomination slots or, in rare cases, both.

For masters nominated to the headquarters boards, competition will be on an Air Force wide basis against all others in their skills. Since Headquarters will pick 128 of the 876 nominees, roughly one out of seven nominated will be selected for promotion. Again,

(See QUOTAS, Page 12)

Selections Begin Soon For 3450 Augmentees

WASHINGTON. — Headquarters has announced a FY 1959 augmentation quota of 3450 slots and says that initial selections may be disclosed by mid-September. The quota—the total for all year groups—is separate from spaces reserved for Academy and "distinguished" graduates, which total about 1000.

Headquarters told commands that in view of limited vacancies and large number of applications (43,195) this year, year group vacancies would not be released until completion of selection action. The selectivity ratio will vary from 1 to 6 in certain year groups to as much as 1 to 20 in others. All will rate some appointments, even though the action actually will place some groups in an "over strength" position. Biggest chunk of the vacancies are in the 1-5 year groups.

Rated officers are slated to receive about three-fourths of the appointments.

(See AUGMENTEE, Page 39)

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Freeze List Expands; Competition Toughens

WASHINGTON.—The NCO promotion chances of airmen in all but nine career ladders hinged this week on (1) whether the AF will permit hikes in their skills at all and (2) if it does, whether their commands have vacancies in the grades.

This outlook was drawn from the latest Headquarters "freeze" list—the "control" which blocks promotions in some skills and opens them in others. The complete list follows this story.

With the total promotion quota for September at an all-time low of 19,500 stripes, the list gains added importance. It means, in effect, that the competition within the promotable skills has narrowed to a matter of competition among airmen within the same command.

Biggest shift in the control policy over the past year has been among the skills "wide open" to promotion. In the September 1957 cycle, a total of 14 ladders were open to promotion in all grades without regard to command vacancy. Now, there are only nine ladders where any "wide open" promotions are allowed and only two (314 and 315) where the rule applies to all grades.

Elsewhere, the hikes are either completely forbidden or commands must have vacancies in the grade to which they are promoting and no overriding surplus in the grades above it.

FREEZES still affect roughly one third of the skill ladders. Seven full fields are frozen Air Force-wide for promotion to all grades in all ladders.

Hardest hit are the 23, 62, 74 and 82 fields where the freezes have applied for at least a year and often longer. The 40 field, and 65 are comparatively new to the list in at least some ladders and the 72 field has been off and on the freeze list in some grades for some time.

As predicted earlier, there are some small shifts in the skills between the freeze and command vacancy lists. These are largely the result of a change in reporting systems which now credits airmen against authorizations by their control AFSCs rather than their primaries. These changes have only minor effect on the total list but may make it easier for some airmen to get stripes if their problem has been the AF-wide ban rather than a command freeze.

The promotion quota, as reported by Air Force TIMES last week, includes 500 hikes to M/Sgt, 700 to T/Sgt, 2800 to S/Sgt, 3500 to A/1C and 12,000 to A/2C for a total of 19,500.

Instructions accompanying the freeze list note that it reflects revisions in the career fields which

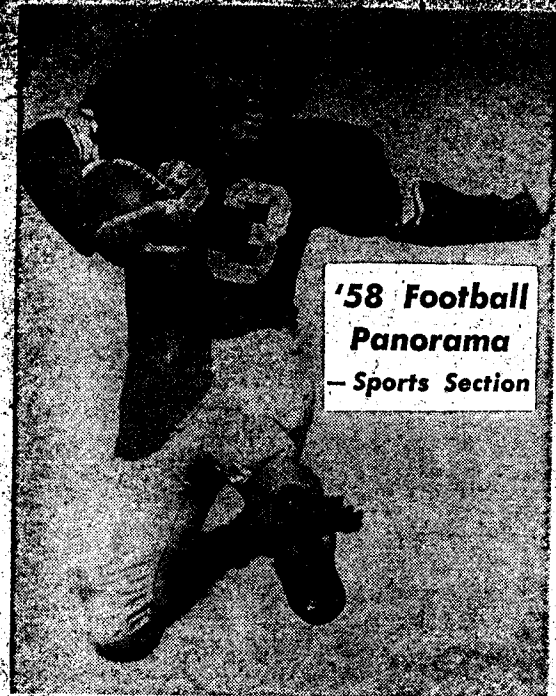
take effect with the August 31 changes to the airman assignment manual (AFM 35-1). Airmen whose AFSCs are affected by the revisions will be considered on the basis of the new skills in which they are reclassified; the instructions say.

As in the June cycle, the reporting code 991 is added to cover airmen in duties like recruiting, scientific aide duties, ground observer corps assignments, etc. Instructions note that airmen in the military training instructors code (99128) are also included.

THE FREEZE LIST follows with the career field ladder (AFS) in the left-hand column followed (left to right) by the codes for M/Sgt (M), T/Sgt (T) and S/Sgt (S). Coding indicates whether promotions in the grade and skill are wide open to promotion without regard to command vacancy (W), frozen for promotion AF-wide (F) or open only where the commands have vacancies (O).

One ladder (323) carries the code (S), which indicates that promotions in AFSC 32371 are prohibited to T/Sgt and M/Sgt. Elsewhere in the ladder and for S/Sgt in this skill, hikes are on a command vacancy basis. Ladder 432 was not on the list. At press time this week a message was expected to leave the Pentagon momentarily making freezing promotions to staff and tech in this ladder but leaving master hikes open to command vacancy.

AFS	M	T	S	541	F	O	O
001	O	O	O	542	F	O	O
002	O	O	O	543	F	O	O
003	O	O	O	544	F	O	O
004	F	F	F	545	F	O	O
005	O	O	O	546	F	O	O
006	O	O	O	547	F	O	O
007	O	O	O	548	F	O	O
008	O	O	O	549	F	O	O
009	F	F	F	550	F	O	O
010	O	O	O	551	F	O	O
011	O	O	O	552	F	O	O
012	O	O	O	553	F	O	O
013	F	F	F	554	F	O	O
014	O	O	O	555	F	O	O
015	O	O	O	556	F	O	O
016	O	O	O	557	F	O	O
017	O	O	O	558	F	O	O
018	O	O	O	559	F	O	O
019	O	O	O	560	F	O	O
020	O	O	O	561	F	O	O
021	F	F	F	562	F	O	O
022	F	F	F	563	F	O	O
023	F	F	F	564	F	O	O
024	F	F	F	565	F	O	O
025	F	F	F	566	F	O	O
026	F	F	F	567	F	O	O
027	F	F	F	568	F	O	O
028	F	F	F	569	F	O	O
029	F	F	F	570	F	O	O
030	F	F	F	571	F	O	O
031	F	F	F	572	F	O	O
032	F	F	F	573	F	O	O
033	F	F	F	574	F	O	O
034	F	F	F	575	F	O	O
035	F	F	F	576	F	O	O
036	F	F	F	577	F	O	O
037	F	F	F	578	F	O	O
038	F	F	F	579	F	O	O
039	F	F	F	580	F	O	O
040	F	F	F	581	F	O	O
041	F	F	F	582	F	O	O
042	F	F	F	583	F	O	O
043	F	F	F	584	F	O	O
044	F	F	F	585	F	O	O
045	F	F	F	586	F	O	O
046	F	F	F	587	F	O	O
047	F	F	F	588	F	O	O
048	F	F	F	589	F	O	O
049	F	F	F	590	F	O	O
050	F	F	F	591	F	O	O
051	F	F	F	592	F	O	O
052	F	F	F	593	F	O	O
053	F	F	F	594	F	O	O
054	F	F	F	595	F	O	O
055	F	F	F	596	F	O	O
056	F	F	F	597	F	O	O
057	F	F	F	598	F	O	O
058	F	F	F	599	F	O	O
059	F	F	F	600	F	O	O
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077	F	F	F	618	F	O	O
078	F	F	F	619	F	O	O
079	F	F	F	620	F	O	O
080	F	F	F	621	F	O	O
081	F	F	F	622	F	O	O
082	F	F	F	623	F	O	O
083	F	F	F	624	F	O	O
084	F	F	F	625	F	O	O
085	F	F	F	626	F	O	O
086	F	F	F	627	F	O	O
087	F	F	F	628	F	O	O
088	F	F	F	629	F	O	O
089	F	F	F	630	F	O	O
090	F	F	F	631	F	O	O
091	F	F	F	632	F	O	O
092	F	F	F	633	F	O	O
093	F	F	F	634	F	O	O
094	F	F	F	635	F	O	O
095	F	F	F	636	F	O	O
096	F	F	F	637	F	O	O
097	F	F	F	638	F	O	O
098	F	F	F	639	F	O	O
099	F	F	F	640	F	O	O
100	F	F	F	641	F	O	O
101	F	F	F	642	F	O	O
102	F	F	F	643	F	O	O
103	F	F	F	644	F	O	O
104	F	F	F	645	F	O	O
105	F	F	F	646	F	O	O
106	F	F	F	647	F	O	O
107	F	F	F	648	F	O	O
108	F	F	F	649	F	O	O
109	F	F	F	650	F	O	O
110	F	F	F	651	F	O	O
111	F	F	F	652	F	O	O
112	F	F	F	653	F	O	O
113	F	F	F	654	F	O	O
114	F	F	F	655	F	O	O
115	F	F	F	656	F	O	O
116	F	F	F	657	F	O	O
117	F	F	F	658	F	O	O
118	F	F	F	659	F	O	O
119	F	F	F	660	F	O	O
120	F	F	F	661	F	O	O
121	F	F	F	662	F	O	O
122	F	F	F	663	F	O	O
123	F	F	F	664	F	O	O
124	F	F	F	665	F	O	O
125	F	F	F	666	F	O	O
126	F	F	F	667	F	O	O
127	F	F	F	668	F	O	O
128	F	F	F	669	F	O	O
129	F	F	F	670	F	O	O
130	F	F	F	671	F	O	O
131	F	F	F	672	F	O	O
132	F	F	F	673	F	O	O
133	F	F	F	674	F	O	O
134	F	F	F	675	F	O	O
135	F	F	F	676	F	O	O
136	F	F	F	677	F	O	O
137	F	F	F	678	F	O	O
138	F	F	F	679	F	O	O
139	F	F	F	680	F	O	O
140	F	F	F	681	F	O	O
141	F	F	F	682	F	O	O
142	F	F	F	683	F	O	O
143	F	F	F	684	F	O	O
144	F	F	F	685	F	O	O
145	F	F	F	686	F	O	O
146	F	F	F	687	F	O	O
147	F	F	F	688	F	O	O
148	F	F	F	689	F	O	O
149	F	F	F	690	F	O	O
150	F	F	F	691	F	O	O
151	F	F	F	692	F	O	O
152	F	F	F	693	F	O	O
153	F	F	F	694	F	O	O
154	F	F	F	695	F	O	O
155	F	F	F	696	F	O	O
156	F	F	F	697	F	O	O
157	F	F	F	698	F	O	O
158	F	F	F	699	F	O	O
159	F	F	F	700	F	O	O
160	F	F	F	701	F	O	O
161	F	F	F	702	F	O	O
162	F	F	F	703	F	O	O
163	F	F	F	704	F	O	O
164	F	F	F	705	F	O	O
165	F	F	F	706	F	O	O
166	F	F	F	707	F	O	O
167	F	F	F	708	F	O	O
168	F	F	F	709	F	O	O
169	F	F	F	710	F	O	O
170	F	F	F	711	F	O	O
171	F	F	F	712	F	O	O
172	F	F	F	713	F	O	O
173	F	F	F	714	F	O	O
174	F	F	F	715	F	O	O
175	F	F	F	716	F	O	O
176	F	F	F	717	F	O	O
177	F	F	F	718	F	O	O
178	F	F	F	719	F	O	O
179	F	F	F	720	F	O	O
180	F	F	F	721	F	O	O
181	F	F	F	722	F	O	O
182	F	F	F	723	F	O	O
183	F	F	F	724	F	O	O
184	F	F	F	725	F	O	O
185	F	F	F	726	F	O	O
186	F	F	F	727	F	O	O
187	F	F	F	728	F	O	O
188	F	F	F	729	F	O	O
189	F	F	F	730	F	O	O
190	F	F	F	731	F	O	O
191	F	F	F	732	F	O	O
192	F	F	F	733	F	O	O
193	F	F	F	734	F	O	O
194	F	F	F	735	F	O	O
195	F	F	F	736	F	O	O
196	F	F	F	737	F	O	O
197	F	F	F	738	F	O	O
198	F	F	F	739	F	O	O
199	F	F	F	740	F	O	O
200	F	F	F	741	F	O	O
201	F	F	F	742	F	O	O
202	F	F	F	743	F	O	O
203	F	F	F	744	F	O	O
204	F	F	F	745	F	O	O
205	F	F	F	746	F	O	O
206	F	F	F	747	F	O	O
207	F	F	F	748	F	O	O
208	F	F	F	749	F	O	O
209	F	F	F	750	F	O	O
210	F	F	F	751	F	O	O
211	F	F	F	752	F	O	O
212	F	F	F	753	F	O	O
213	F	F	F	754	F	O	O
214	F	F	F	755	F	O	O
215	F	F	F	756	F	O	O
216	F	F	F	757	F	O	O
217	F	F	F	758	F	O	O
218	F	F	F	759	F	O	O
219	F	F	F	760	F	O	O
220	F	F	F	761	F	O	O
221	F	F	F	762	F	O	O
222	F	F	F	763	F	O	O
223	F	F	F	764	F	O	O
224	F	F	F	765	F	O	O
225	F	F	F	766	F	O	O
226	F	F	F	767	F	O	O
227	F	F	F	768	F	O	O
228	F	F	F	769	F	O	O
229	F	F	F	770	F	O	O
230	F	F	F	771	F	O	O
231	F	F	F	772	F	O	O
232	F	F	F	773	F	O	O
233	F	F	F	774	F	O	O
234	F	F	F	775	F	O	O
235	F	F	F	776	F	O	O
236	F	F	F	777	F	O	O
237	F	F	F	778	F	O	O
238	F	F	F	779	F	O	O
239	F	F	F	780	F	O	O
240	F	F	F	781	F	O	O
241	F	F	F	782	F	O	O
242	F	F	F	783	F	O	O
243	F	F	F	784	F	O	O
244	F	F	F	785	F	O	O
245	F	F	F	786	F	O	O
246	F	F	F	787	F	O	O
247	F	F	F	788			



**'58 Football
Panorama
— Sports Section**

TYPICAL of the Air Force football talent this season is Eglin AFB's (Fla.) Lou Roth, a former Southwestern Louisiana Institute halfback. The 5'9", 190-pounder was Eglin's leading ground gainer last season. For a roundup of the football outlook—AF wide, see sports section.

Regular Hike Slated For 6000 Officers

WASHINGTON. — Almost all of the more than 6000 Regular officers up for permanent major and captain consideration late last month hurdled the passover and demotion

threat and were selected for upgrading next calendar year. Hundreds of insignia changes are involved, particularly among those moving to major.

The passover and demotion drop contrasts sharply with last year's board actions for these same grades. Then, for example, four percent of the officers vying for permanent captain were passed over. This compares with less than one-half of one percent this time.

In a related officer action this week, Air Force released its revised officer demotion regulation. The changes are minor (see below).

The high percentage of selections by last month's boards does not reflect any change in AF's (See REGULAR, Page 43)

Retraining Expanded

WASHINGTON — Commands have so far put about one third the required quotas of airmen into retraining from five highly surplus skills under a "directed" schools program, Headquarters said this week.

The fast growing retraining program got a number of routine course and input skill changes this week with still another "major expansion" predicted for later this month.

Commands, which were given quotas for retraining NCOs late last April, got a reading this week on their progress in supplying volunteers for retraining from 431X1A, 630X0, 622X0, 641X0/71/72 and 771X0.

Retrainees were to be supplied from among volunteers but Headquarters had made obvious the point that it expected commands to "encourage" training out with the possible alternative of later involuntary training for those who failed to apply.

Air University has produced the greatest percentage of volunteers (69 percent of its quota). AMC produced 67 percent, Headquarters Command, 52 percent, and Air Training Command 53 percent. Other commands have filled less than half their quotas.

The number of volunteers is still too low, however, Headquarters notes. NCO overages in the five skills was over 10,000 as of late June. At that time, only 815 applications had been received against the quotas. There should have been (See RETRAINING, Page 41)

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106 new listings in this issue

VOL. XIX—No. 5 SEPTEMBER 6, 1958 Eastern Edition \$7.50 Per Year By Subscription 25¢

First E-8s Selected; Gain Title, Benefits

By BRUCE CALLANDER

WASHINGTON.—The 2000 M/Sgts promoted this week to the new senior master sergeant (SMC) grades will fall heir to eight level AFSCs, top billing on base housing lists and longer for their official records to match their new grades and as much as seven years in some cases for "permanent" senior sergeant status.

Names of most M/Sgts promoted to the new grades are listed by commands and AFSCs on page 16. Air Force TIMES will publish additional names supplied by commands in a later issue.

Classification of the new senior masters to the eight level will be automatic, according to instructions passed down by all commands message. In each case, the NCO will get the eight level of the superintendent AFSC in which he was promoted. Regardless of any other skills he may hold, the message says, this will be his primary, control and duty AFSC and will not be changed for at least a year. This means that all assignments, training, re-ups, etc. must be in the promotion skill.

Main exception to the rule is where an E-8 is retraining from the promotion skill to a technical or highly technical AFSC. Then, his command is to ask Headquarters for special instructions.

TITLES, abbreviations and terms of address were also made "official" for the super grades this week. New AFR 39-36 notes E-8s will be "senior master sergeants" and E-9s "chief, master sergeants." Official abbreviations are "SMS" and "CMS."

The AF will have no "chiefs," however. The super grade airmen, (See FIRST, Page 14)

Medicare End Possible in '59

By ED GATES

WASHINGTON.—The Pentagon has spelled out its dependent medicare restrictions effective Oct. 1 and has forecast a temporary end to the entire program early next year unless more money is made available. One official indicated a shut-down of the entire kin care program by January, while others felt it could be continued until April—on the basis of money already earmarked for such care.

Regardless of what happens next year, severe cuts are definitely going into effect Oct. 1, as a new Defense directive to contractors titled "Changes to the Dependents' Medical Care Program" makes clear.

A key feature of the change is a "permit" system, under which dependents residing with the servicemen will use service facilities unless they receive a "permit" that such facilities are not available. They would then present the permit to the civilian hospital and physician and receive authorized services.

Authorized services in civilian facilities are being sharply curtailed, however, both for (1) persons living with sponsors who get (See MEDICARE, Page 10)

Kin Housing Delay O'seas Lengthened

WASHINGTON — Members headed to almost any area of the world without their dependents can expect waits of up to a year or more for government housing, the Air Force predicted this week.

The wait for private rentals, where they are available, is generally shorter, according to the latest official delay forecast (AFM 34-9-1). But, the quarters are often scarce, usually expensive and frequently below U.S. standards.

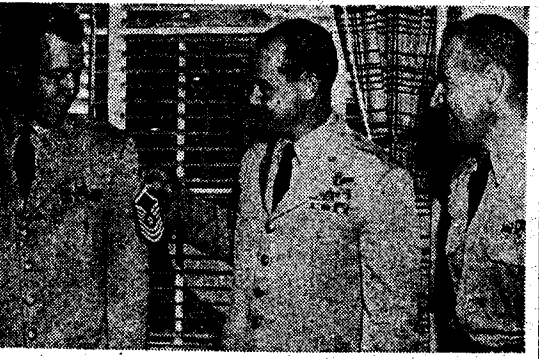
The complete forecast for all areas for both government and private housing follows this story.

While all of the 27 foreign areas where dependents are allowed now permit some form of concurrent travel, most allow it automatically only for colonels and general officers. Other members must make advance application. Approval often depends on the availability of housing. Thus the accompanying list should provide a key to both the wait for unaccompanied families and the chances of approval of concurrent applications.

As in most recent months, there is little improvement in the outlook for government quarters. Main trend seems to be in the gradually decreasing delay for top-ranking NCOs, often shorter than that for company grade officers and sometimes equal that for field grades.

M/Sgts., and in one case (Iceland), T/Sgts. are also included with officers among those who may apply for concurrent travel. Iceland, Labrador, Panama, Puerto Rico, Saudi Arabia make this distinction. Shortest waits, generally ranging from 1 to 3 months, are in (See LATEST, Page 41)

The New Elite



CONGRATULATIONS are in order for M/Sgt. James K. Gaizer, left, and M/Sgt. Paul Skreptock, 1100th AB Wg., Headquarters Command, Bolling AFB, on the promotion of Edwin B. Miller, commander at Bolling, pins a medal strip on the arm of Sergeant Gaizer. For other news, see (See FIRST, Page 16)

Watching the Time Go By



WAR II NAVIGATOR Tennessee: Ernie Ford visited Hamilton AFB, Calif., recently as guest of the 303d Air Reserve Rescue Sq. which was taking its two-week active duty tour at the time. At left, Capt. Edward L. Markley helps the TV entertainer "catch up" on developments. Ford was an instructor with ATC during his wartime service.

Commands, Reserve Pick Top Airmen for AFA Meet

WASHINGTON — Outstanding airmen, representing 13 commands and the Reserve forces, have been named to attend the Air Force Association convention at Dallas, Tex., Sept. 25-28. For the first time, the airmen's wives also will be honored guests of AFA, as the International Business Machine Corp. pays their expenses.

The outstanding airmen will take part in all convention activities, such as the first public unveiling of the ATLAS-ICBM, the airpower panorama, the space symposium, space age luncheon, western winging party, etc.

They will meet USAF Secretary James Douglas, C/S Gen. Thomas D. White, and Vice C/S Gen. Curtis LeMay.

Some of the major events at the conclave include:

- Reserve Forces Seminar and Workshop. Assistant Secretary David S. Smith, Rep. Overton Brooks (D., La.); Col. B. P. Blasingame, head of the new Department of Astronautics for the AF Academy, and General LeMay will participate.

- Space Symposium. Speakers include SAC chief Gen. Thomas Power, Dr. Hugh Dryden of NASA, and Lt. Col. Rufus R. Hessburg of the AF Missile Development Center, Holloman AFB, N. Mex.

- Space Age Luncheon. Gen. White will be the principal speaker.

THE OUTSTANDING airmen selected to represent their commands are:

Air Force Academy—M/Sgt. Roscoe R. Staley. He's a first sergeant. ADC—M/Sgt. Lee H. Rodgers, base sergeant major, Paine AFB, Wash.

AMC—M/Sgt. Ledley B. Symmes, base sergeant major, Robins AFB, Ga.

ARDC—M/Sgt. Edmund T. Tyson, Jr., project engineer at the Wright Air Development Center, Wright Patterson AFB, Ohio.

ATC—M/Sgt. Charles E. Shane, line chief, Mather AFB, Calif.

AU—M/Sgt. Samuel G. Karat, aeromedical technician the School of Aviation Medicine.

Headquarters Command—M/Sgt. James K. Gaiser, base operations NCOIC, Hamilton AFB, D. C.

TAC—M/Sgt. James A. Glenister, line chief Ardmore AFB, Okla. USAF Security Service—M/Sgt. Fred Barrett, Special Communications Center, San Antonio, Tex.

MATS—M/Sgt. Edward L. Collins, NCO Academy instructor, Orlando AFB, Fla.

SAC—M/Sgt. Howard R. Womeldorf, Offutt AFB, Nebr.

Alaska—M/Sgt. Douglas P. Eastery, Elmendorf AFB.

ConAC—T/Sgt. James D. Whittle, Pittsburgh Airport, Pa.

Others include M/Sgt. Harry Kilpatrick, from Hancock Field, N.Y., representing the Air Guard; M/Sgt. Lewis J. Rasmussen of San Francisco, Calif., representing the Air Reserve; and M/Sgt. Edward T. Badder, of the 3506th Recruiting Group, serving in Tucson, Ariz., representing the Recruiting Wing.



M/SGT. E. T. TYSON
ARDC's finest

First Super Sergeants Selected; Job Brings New Title, Benefits

(Continued from Page 1)

classed with E-5s and above will be NCOs and, like the lower-ranking noncoms, will be addressed simply as "sergeant."

The reg says that personnel records and orders issued before Sept. 1 will not be changed just to reflect the new grades. Changes will be made when revisions for other reasons are necessary.

SPECIAL PRIVILEGES for the new SMSs were already becoming apparent, however. In the housing area, new AFR 30-6 tells base commanders to consider the member's "lineal seniority" in assigning quarters (see other story this issue). While senior sergeants are not specifically mentioned, this rule would put them at the top of the waiting list for quarters earmarked for airmen at many bases.

Priority for overseas movement of dependents probably also will go to the SMSs in many areas. Since availability of housing is usually the key to the travel delay and many areas make a distinction among NCO grades, officials expect delays will be shorter for many. The wait lists, already broken out by grades, date of rank and "key personnel" (see other story this issue) will doubtless indicate special waits for SMSs in the future.

PAY RAISES, by no means the least of the E-8 incentives, will be substantial. The \$30 to \$35 per month boost, following closely on the heels of the July 1 pay raise already amounts to a fair increase. For some E-8s, another increase is probably in the cards this fall as the AF lays on its proficiency pay program. As it stands now, eight level as well as lower AFSCs would be included in the pro pay list.

FURTHER PROMOTION and still more pay also will be added for about one third of the SMSs

promoted this month and next March. Current AF plans call for promotion of 1700 seniors to E-8, CMS, grades December 1959. Although future selections will require a year in E-8 before promotion, AF will relax the rules to allow the 3000 masters promoted to

Total Service Requirements

To Grade	USAF Policy	Law	Perma- nent
E-8 CMS	9 yrs	11 yrs	20 yrs
E-8 SMS	8	10	17
E-7 M/Sgt *	4 11/12	14	14
E-6 T/Sgt *	3 7/12	11	11
E-5 S/Sgt *	2 5/12	8	8
* Not specified			

E-8 in March to compete with this month's 2000. Thus a total of 5000 SMSs will be in the running for the 1700 CMS stripes. The one in three ratio is probably the best in AF history.

PERMANENT GRADES for the super sergeants will be slower in many cases. The AF opened competition for the first round of E-8s to masters with 10 or more years of service. But, it will require a total of 17 years service to make the grade permanent and 20 years to earn a permanent CMS "warrant." Thus, a M/Sgt. who earned his seventh stripes at the minimum of 10 years must wait as much as seven to gain permanent title. Most will probably be closer and those with over 17 years service already will get their permanent grades quickly. See accompanying chart for the total service requirements for promotion under law and USAF policy for the various grades.

Insignia changes will take a while for the first SMSs. The AF has predicted it probably will be late this month before the new

seven-stripe insignia are available.

FURTHER DISTINCTIONS will doubtless be added as the AF moves to give the super grades the prestige to attract outstanding masters. At the same time, those who earn the new ranks will doubtless earn their money in terms of added responsibilities and duties.

Small added privileges bases or commands may add could parallel those already adopted for NCOs—less red tape in cashing checks, exemption from details and unit duties, preferred space or rooms in barracks, broader pass privileges, etc.

Added duties may include added responsibilities for supervision, more squadron leadership chores, more duties on special boards, more assignments to "airmen adjutant" type jobs where authority falls just short of that of officers or warrants, etc.

Not likely are formation of "Super Sergeant Associations" or similar elite grade groups (AF policy discourages them). Senior Sgt. Clubs or Messes (there will be too few to support them), distinctive uniforms (AF has apparently dropped any plans in this area) or salutes, "sirs" or similar officer-type distinctions accorded warrants (all will remain "airmen," pay and privileges notwithstanding).

New Regs

AFR 6-1, Aug. 20. — Guide to Indexes to Departmental Publications.

AFR 6-2, Aug. 20. — Numerical Index of Publications. Addition to 1 Aug. 1958 reg.

AFR 6-1A, Aug. 18. — Subject and Numbering System. Change to 2 Jan. 1958 reg.

AFR 6-4, Aug. 19. — Declassification and Other Markings. Defines terms, tells how they are procured and distributed.

AFR 20-4, Aug. 20. — Assignment and Occupancy of Public Quarters and Rental Housing. Sets up a uniform plan for commanders to use in determining eligibility of personnel.

AFR 25-12, Aug. 18. — Military Recognition Program. Announces revised story, this issue.

AFR 39-24, Aug. 20. — Appointment to Cadetship in the U.S. Coast Guard. See story, this issue.

AFR 50-30A, Aug. 20. — Commercial Feeding Establishment Training. Change to 17 June 1957 reg.

AFR 52-25, Aug. 11. — USAF Fighter Weapons School (Tactical). Transfers responsibility for the school, from ATC to TAC.

AFR 60-34, Aug. 27. — Pilot's See-See Report.

AFR 61-51, Aug. 21. — Emergency Maintenance Support. Military Assistance Program. Tells how it will be provided to MAAP recipients under Mutual Security Military Sales, set forth in AFR 60-6.

AFR 62-1, Aug. 16. — Rewards for Recovery of Lost Air Force Property. See story, this issue.

AFR 60-14, Aug. 19. — Tooling and Evaluating. Establishes in the Operational and Technical Programs, and Engineering Services.

AFR 60-37, Aug. 19. — Air Force Aircraft Furnished the National Advisory Committee for Aeronautics. Reg carries out the memorandum agreement between USAF and the NACA regarding the loan or transfer of AF aircraft to NACA.

AFR 95-7A, Aug. 22. — Tinting, Identification and Disposition of USAF Aerial Photographic Negatives. Change to 1 Apr. 1958 reg.

AFR 100-14, Aug. 20. — Teletypewriter Exchange Service.

AFR 140-3A, Acceptance of Checks and Other Negotiable Instruments. Change to 25 Feb. 1957 reg. Tells how commanders and finance officers will process cashed checks.

AFR 144-5A, Aug. 20. — Reimbursement for Meals. Change to 4 Oct. 1956 reg.

AFR 147-7D, Aug. 18. — General Policies. Change to 26 April 1957 reg.

Many Good E-8 Prospects Lost Out to Tight Quotas

WASHINGTON — The 13 senior colonels who composed the first E-8 promotion board here last month termed the project successful in every way, although they regretted that quota ceilings prevented their picking more nominees.

Many excellent men were not chosen, a spokesman for the board said. But he noted that 3000 more E-8s will be made next March and that many not selected here—and in the field—should rate another chance.

The board here considered records of 734 E-7s nominated by commands, in career fields too small to give every command at least one advancement. The board here selected 125, three short of its quota. Officials said the three slots were not filled because it was felt the persons nominated were not qualified.

When the next selections are

made in March, the board here expects to handle about the same number of applications—in small career fields—it did this time.

A possible change next March could find commands getting authority to delegate their selections to lower echelons. This first ground found field boards at command level only.

THE ALL-COLONEL panel here last month contained representatives from all 21 commands. The spokesman said they were impressed with the talent reflected in the men's records, although in some cases they felt records could have been more complete.

But all were adequate to the extent that it was unnecessary to rely on seniority as a key selection factor in any single case. Some panel members, before they dug into the records, felt they might have "to rely on seniority."

Airmen performance reports were called the major aid in making the selections. Where there were several reports on a person, a fuller picture was presented. Where reports were few or sketchy, the board's job was more difficult.

In all cases, however, the board carefully examined the files and went to great lengths to "pick the quality," the spokesman said.

The next central E-8 board is expected to convene here in February. Similar panels will convene, probably in November, 1959, for the first time, at each of the 21 commands.

Clark Unit Wins Safety Plaque

TACHIKAWA AFB, Japan—The MATS 1503d Air Transport Wg., Tachikawa, has announced that its 1506th Support Sq., Clark AB, P. I., has won a MATS "Five-Year Accident-Free" plaque.

The award was made to seven units world-wide for operating their aircraft for five consecutive years, 1953 through 1957, without an accident. Maj. John R. Gorge, commander, 1506th, said:

Still Leads



SUPER GRADES kept Sylvia Lyon from catching up with her husband in grade. The 35th AirDiv pair are now SM/S Mose S. Lyon and (Mrs.) M/Sgt. Sylvia Lyon. Both were promoted Sept. 1. Stationed at Dobbins AFB, Ga., they may be the only married E-8 & E-7 combination in service.

E-8 Status Endangers Flying Pay

WASHINGTON. — Headquarters planners were working fast this week on policy changes required to protect recently made senior master sergeants from unjust loss of flight status and pay. Affected are those who had flight status as crew members, when promoted to E-8.

Current flying regulations do not provide for putting E-8 level airmen in aircrew positions with pay as crewmen. Unless USAF changes the regulation quickly, some or all of the flight money could be lost in the promotion process.

Two types of flight pay are open to airmen. One is paid to airmen whose duties call for flights during a brief period. These airmen are placed on noncrew member status. Their pay is a flat \$55.

(See RULE, Page 37)

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9000 More Will Retrain

Air Force Times

VOL. XIX—No. 6

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Eastern Edition

25¢

More Rated Stay In As Retention Climbs

By ED GATES

WASHINGTON. — Air Force is gradually solving the rated officer retention puzzle but is in trouble in the non-rated area where the stay-in rate for young officers is only 10 percent. Among young, non-rated, research and development types only five percent of the youthful officers are remaining beyond their minimum service, officials here said.

An organized officer retention program has been underway for two and one-half years. Officials report definite progress in the "rated area." The same is true in the airmen ranks where re-enlistments are up sharply.

In bringing the officer retention drive up-to-date for Air Force TIMES this week, officials disclosed that as of mid-year the composition of the entire officer force had changed considerably—but, favor-

(See RETENTION, Page 39)

Some RIFs Due Bonus

WASHINGTON. — Some rated officers who re-enlisted may have re-up bonus money coming. The Comptroller General has ruled that aviation cadet time counts as enlisted time for bonus purposes. His ruling came in the case of a former officer now an A/IC (Ruling B-136765).

The man became a cadet in 1941, was discharged to take a commission in 1942, served as an officer until November 1957 and a few days later enlisted. AF's pay manual says only that a re-up bonus is payable if an officer had EM time immediately before being commissioned and re-upped within 90 days of release as an officer. It is silent on whether cadet time counts as EM time for re-up bonus purposes.

It was not known here whether any field finance officers have been recognizing cadet time for bonuses in such cases. If they have not, many persons should be in line to claim the fat "first re-enlistment" bonus. A good many RIFed officers with cadet time behind them have signed on as airmen.

The fact that an officer switched from Army to AF when the latter service was created does not affect the bonus entitlement.

Greetings From the Chief

DEPARTMENT OF THE AIR FORCE
OFFICE OF THE CHIEF OF STAFF
UNITED STATES AIR FORCE
WASHINGTON, D. C.

18 August 1958

Dear Mr. Mace:

The men and women of the United States Air Force join me in sending you congratulations on the occasion of the eleventh anniversary of the Air Force Times.

For over a decade now, Service men have depended on the Air Force Times as a speedy, accurate and authoritative source for news and views of the Air Force. Your dedication to the welfare of the country and the Air Force which provides for its military security is reflected in the high esteem in which your publication is held.

Knowing you are not content to rest on past laurels, I extend my best wishes for your future success.

Sincerely,

Thomas D. White
THOMAS D. WHITE
Chief of Staff

Mr. Don Mace, Editor
Air Force Times
2020 M Street, N. W.
Washington 6, D. C.

Lack of Funds to Delay Wherry Rehabilitation

WASHINGTON. — USAF last week acquired 4000 more Wherry housing units, giving it control over 30,736 altogether, but the service has not nearly enough money to fix them all up this fiscal year. It's AF's hope to spend \$2500 to \$3000 on each unit it acquires—on repairs, additional rooms, etc.

Defense has just authorized \$45 million for AF to improve its Wherrys. Together with \$11.3 million in carry-over money from FY 1958, the total FY 1959 Wherry improvement fund is \$56.3 million. This is approximately half the amount needed to improve properly

in all the quarters acquired and the remaining ones which may be acquired later. The total Wherry inventory for AF persons is over 37,000 units.

Unless Defense approves more funds this fiscal year, and there is no indication it will, many of the acquired quarters will not be fixed up for some time. This makes USAF officials here, to say nothing of the Wherry occupants, downright unhappy.

Air Force long ago took the lead on the acquisition-improvement

(See LACK, Page 37)

30 Skills Included In Quotas

By BRUCE CALLANDER

WASHINGTON. — The Air Force this week gave commands quotas for retraining of another 9000-plus NCOs from 21 overage skills into 30 more technical and seriously short AFSCs.

The quota action, plus still another expansion of the whole retraining effort (expected later this month), will add another 15,000 volunteers to the tech school program between now and next June. This is in addition to any surplus airmen cross trained on the job into related skills.

This week's addition to the retraining program was passed to the field by all-ZI-commands message AFPMP-11, dated Sept. 8 from Maj. Gen. R. J. Reeves, AF director of military personnel. It includes:

• A list of 20 AFSCs in which the Air Force has "projected over-

(See RETRAINING, Page 35)

Thaw Strikes 17 Limited Job Areas

WASHINGTON. — Officers in occupational fields were freed this week from the assignment limitations of the "limited resource" list.

Another five skills, involving electronics and supply fields, were added to the freeze list tying the officers to those skills until they are less critical. Only nine AFSCs, mainly in the missiles and nuclear fields, remain on the LRS list.

The list is included in AFM 35-11 and was changed by all-commands message (AFPMP-1-B-1 32933, dated Sept. 2). Officers whose AFSCs are listed are generally not reassigned to duties in any other field. In some cases, they may be allowed to train into equally critical skills or to take flight training. But usually they are frozen until the list drops their AFSCs.

Added by the new message are the following limited resources skills: electronic warfare officer (1575), weapons director staff officer (lieutenant colonel only—1716), weapons controller (major only—1744), supply officer (captain only—6424), and fuel supply officer (captain only—6454).

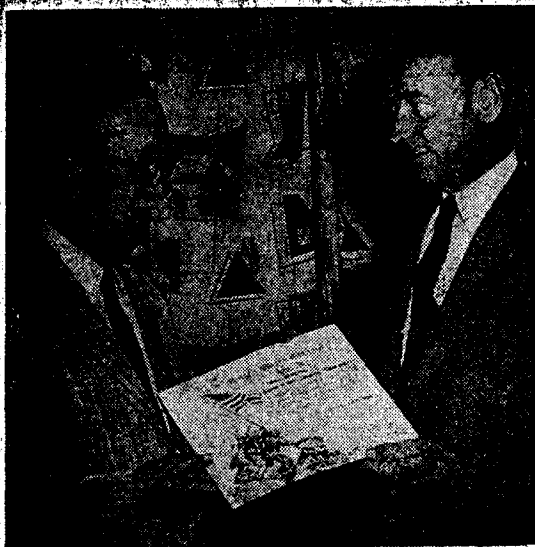
Carried over from the old list and still frozen are: guided missile operations staff officer (1816), guided missile operations officer (1824), advanced weather officer (2546), guided missile maintenance staff officer (3116), guided missile maintenance officer (3124), nuclear weapons officer (3275), Procurement staff officer (lieutenant colonel and major only—6636), auditor (all grades except 2d lieutenant—6784) and auditor staff (6796).

The specialties apply only to officers in the grade spreads set for them in the classification manual (AFM 36-1) for each skill, unless otherwise noted.

Dropped from the limited list

(See OFFICER, Page 16)

Cited for Bond Work



AN AWARD from the U.S. Treasury Department for stimulating the sale of U.S. Savings Bonds was presented recently to Maj. Gen. J. J. McCormick, (USAF-Ret.) right, by B. B. McGimsey, President of Kelly Field (Tex.) National Bank. General McCormick is Vice President of the bank and Military Chairman for the Payroll Deduction Program. Kelly Field National Bank serves Air Force and civil service personnel on a world-wide basis.

Lack of Funds to Delay Wherry Rehabilitation

(Continued from Page 1)
program, realizing that Wherries were in poor shape and falling apart fast. Taking them over and repairing them into adequate quarters was held urgent, but roadblocks—actually generating from Congress which has cut military construction funds—have delayed the program.
Wherryites, before units were acquired, paid rent. Now they surrender their quarters allowances, which in some instances is a larger outlay than the rental figures.

PROJECTS ACQUIRED Sept. 1, and number of units in each, are as follows:

Brookley AFB, Ala.—175; Conally AFB, Tex.—500; Craig AFB, Ala.—225; Lowry AFB, Colo.—480; Reese AFB, Tex.—412; Shaw AFB, S.C.—(project #2)—400; Walker AFB, N.Mex.—400; Warren AFB, Wyo.—500; and Williams AFB, Ariz.—500.

This makes 30,736 units acquired to date, and 6376 yet to be taken over by USAF. All of the latter may not be acquired, officials said.

Projects at Chanute AFB, Ill., Patrick AFB, Fla., and Eglin AFB, Fla., are the farthest along in improvement-wise.

USAF Officials here feel it would be cheaper in the long run to complete the improvement program without further delay, before houses deteriorate further. Defense, of course, has many construction requests from all the services to consider before deciding on what building funds to release. And the Pentagon undoubtedly recalls Congress' criticism of the services' overall construction programs.

It must be acknowledged, however, that numerous legislators made a special point of praising Air Force for its energetic Wherry acquisition program.

MacDILL AFB, Fla.—The 800 Wherry units here have passed from private to government ownership. Acquisition of the units by the

Air Force from Tampa Bay Gardens, Inc., was ordered Friday. The units have been declared adequate public quarters; officers, warrant officers and airmen now occupying the units will forfeit their basic allowances for quarters.

Retired military personnel and their families occupying 25 of the units are being given 60 days to vacate. Another 121 Air Force, Navy, and Army families, whose sponsors are serving overseas, are being notified that unless their sponsors elect to forfeit basic rental allowances it will be necessary, by regulations, for them to vacate their quarters not later than Oct. 31, 1958.

TIMES Offers Free List Of Vet Benefit Deadlines

WASHINGTON.—A checklist of deadlines for various federal veteran benefits is available, free, from the Air Force Times Service Center.

The report shows time limits and deadlines for GI Bill rights, job restoration, homesteading, VA compensation or pension, VA domiciliary and medical care, GI insurance, retirement travel allowance and household goods shipment and retirement or discharge review.

For survivors, there is a list of deadlines for burial allowances, National Cemetery burials, VA compensation or pension awards, homesteading and GI Bill loan guarantees.

To receive a copy, send a stamped, self-addressed envelope to the Air Force Times Service Center, 2020 M St., N.W., Washington 6, D.C., and ask for Report No. 10.

HERE ARE 12 other AIR FORCE TIMES Reports of interest to military personnel. The complete set of 12 is available at the special price of \$1 postpaid.

1. Retirement Pay for Reserves (Title III, PL 810)
2. Veterans and GI Insurance
3. GI Bill Loans
4. FHA In-Service Loans
5. Korea Bonus Laws
6. Medicare for Dependents
7. Survivor Benefits Act
8. Dual Compensation
9. Social Security for Military Personnel
10. Widows' Indemnity Compensation Rates (Survivor Benefits Act)
11. Government Jobs for Retirees
12. Armed Forces Pay and Allowances

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Rule Change Needed to Assure Flying Pay for Senior Masters

(Continued from Page 1)

a month. Commanders usually place men in this status regardless of AFSC; if they are required to fly.

The second type is open to airmen in nearly 50 skills including some where E-8s were made. These may be put on flight status as crew members.

The latter must meet two criteria in order to be put on flight status:

- Hold one of the 50 AFSC (listed in AFM 35-13), making them eligible.
- Fly frequently and regularly.

This more elite group of rated airmen draw different rates of pay depending on grade.

M/Sgts. with over 10 years, the group from which the E-8s were picked, get \$100 to \$105 flight pay as crew members. Senior and chief master sergeant rates are \$105.

THEORETICALLY, no flying master loses when he goes to E-8 and a few, those with 10 to 12 years, would get a five dollar raise on the pay tables. This is plus the \$30 to \$35 pay increase for the grade.

The hitch is that there are no 8-level AFSCs on the list allowing aircrew status and pay.

The new SMSAs no longer hold the primary 7-level AFSCs which were tickets to their crew status. The 8-levels to which they were promoted become primary, duty and control AFSCs and they will not be reclassified for at least a year normally. In short, the AF wants masters promoted to SMS to work in the promotion skills and no others.

The flying orders manual requires crew members to "hold a principal duty assignment in one of the AFSCs listed."

Net effect of the AF's look at various policies has been to raise some strong doubts as to what status and pay a flying E-8 can claim. At the moment, commands are reportedly making no status changes while they wait for a Pentagon ruling.

The number of airmen involved is unknown.

Greatest number of aircrew AFSCs are in the aircraft and engine maintenance field (43) which includes helicopter technicians, aircraft technicians, inflight refueling technicians and flight engineers, all 7-level men. In these AFSCs, alone, several hundred M/Sgts. were promoted to E-8. Not all will be in jobs calling for aircrew status, but chances are many will be. E-8 hikes were also made from the aerial photo, airborne weather, AC&W, airborne radio, and ECM, rescue and aeromedical AFSCs. Some airmen in these fields too are doubtless fliers.

If the AF has to drop any of the E-8s from aircrew status, it could be a costly process for the airmen. While they gain \$30-\$35 on the promotion, a switch to non-crew status would cost \$45 to \$50 in flight pay. Loss of all flying status would cost \$100 to \$105. Net loss for the promotion could range from \$10 to about \$75 per month.

The Air Force, naturally, is not anxious to inflict this penalty on acceptance of the top grade by some of its most select masters where their duties do, in fact, call for flying and their commanders want them on flight status.

Quickest answer would probably be simply to give the field a new list of 8-level AFSCs which call for flight status. This would mean amending the list in AFM 35-13.

The problem here, however, is one of the job. The E-8, 8-level slots are designed to top aircrew career ladders and denote additional supervision and leadership.

In effect, they amount to "junior" warrant officer positions. This means the senior sergeants are expected to take on more than the duties of their somewhat narrower 7-level AFSCs. An 8-level aircraft maintenance superintendent, for example, may be expected to boss several ladders including those of the helicopter, aircraft, mainte-

nance's inflight refueling and flight engineer technicians.

The point is whether a flight engineer, for example, should take on the 8-level AFSC and E-8 grade and remain on status. There are arguments on both sides. The most common view, however, is that the status should be granted where the AF needs the airman in a flying slot.

The question is unlike that of officer flying status. Officers may refrain in jobs calling either for flying or for current flying knowledge. There are currently no such conditions for airmen.

The case of warrant officers is somewhat different also. While there are no "rated" warrants, WOs may be put in crewmember status (1) during a course of flight instruction, (2) as weather observers, or (3) when ordered to fly by the chief of staff or officers specifically designated by the chief to issue such orders.

Legally, there appears to be no doubt that the AF can fly E-8s as crew members and pay them as such. The new pay law provides flight pay rates for both SMS and CMS (chief master sergeants) as both crew members and noncrew members. The problem staffers were studying at mid-week was the relationship of job and status for the newly promoted masters.

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On the Road to 30



ANOTHER FOUR years of Air Force service is begun by M/Sgt. James E. Flanagan who is administered the re-enlistment oath by Gen. Earle E. Partridge, Commander-in-Chief of the North American Air Defense Command. Sergeant Flanagan, who has completed 21 years' service, has been on General Partridge's staff for eight years.

No Officer RIFs Seen In Current Fiscal Year

WASHINGTON — Fears of an officer RIF this fall or winter, repeated continually in recent weeks by legislators and Reserve officer groups, appear unfounded and none is expected this fiscal year.

Air Force has said right along it plans no RIF, although its planning is always subject to change if high authority so directs. Air Force TIMES has learned on good authority that Defense, as of now, has no actions cooking that would force Air Force to launch a RIF program.

As for the year starting next July (FY 1960), force levels are less certain and are tied to the budget for that period. The FY 1960 "budget cycle"—processing budget plans through the various executive agencies—is underway, and if Air Force wishes prevail strength surely will not be cut back below 850,000 in that year.

That figure is AF's target for next June 30.

AIR FORCE PLANS to arrive at that figure—about 25,000 lower than present strength—without a RIF. Authority to continue at 850,000 overall strength throughout FY 1960 would assure no RIF during that period, also, it is held.

Administration chiefs more than once recently have mentioned the possibility of future personnel cut-backs, perhaps during the FY 1960 period. With defense costs mounting, personnel is one likely cutting area. And the recent pay increase, if it improves personnel quality, should provide for personnel space savings, it is held.

Thus, sometime during the present processing of the FY 1960

budget, force level changes could pop up. Chances are the FY 1960 strength picture will not be revealed until the President sends his annual budget message to Congress. That will be next January.

The recent Middle East crisis and now the Far East controversy in the Formosa area are cited as factors reducing any current RIF threat.

Earlier, there was fear in the Pentagon that mandatory promotions might generate a RIF of sorts in some services, if there were insufficient spaces in the higher grades to which the persons were promoted, some non-Regulars would have to leave to make room. This year at least, this is not in the cards, officials indicated.

It was just a year ago that Air Force dispatched its first RIF list in the FY 1958 action. Congress then, as this year, had only recently closed shop. Some legislators were fighting mad when they returned in January, saying the Pentagon took the RIF action after the lawmakers' "backs were turned."

During the off season they were deluged with protests against the RIF from officers of all services.

ANOTHER ACTION working against a RIF this fall is the fact that AF has launched a small officer recall program. Because of individual quality and requirements factors, it would not necessarily be illogical to conduct a RIF and selected recall program at the same time. But it would undoubtedly cause controversy and, further, unpleasant publicity in the RIF area, something all the services would like to avoid.

"RIF," in short, is a dirty word throughout staff offices in the Pentagon. If service officials have their way RIFs (not individual force-out actions) will become a thing of the past.

Reservists Graduate

MATHER AFB, Calif.—Sixteen AF Reserve officers from the Sacramento area have completed a special two-week navigator instructor course at Mather.

Graduates of the course will take over navigator instructor duty in the event of a national emergency.

Additional Commands Report Promotions to Super Grade

WASHINGTON.—The roster of M/Sgts. eligible to sport the new seven stripe E-8 insignia grew a few hundred names longer this week as additional commands reported on their Sept. 1 promotions. The following list includes the senior master sergeant hikes in Air

Defense Command, Continental Air Command, Air University, Civil Air Patrol and USAF Security Service. Plus these, Military Air Transport Service adds the names of 13 masters selected by Hq USAF but put on orders too late for inclusion of last week's Air Force TIMES list.

With most major commands now reported, only a few more supplemental rosters were unpublished this week.

ADC

37290 Bonk Ralph F
42188 House Martin C
37290 Smith, Lawrence C
17280 Robbins Wm Jr
Green Chester J
Quade William L
Palmer Roy S
Turner Floyd P
Lena Raymond E
Bennett Ernest
Vaidner James
Hill Jack G
Provost Dorsey A
Lomen Donald J
Borum, Raymond E
Berdner Weidon R
Bullock James
Cushing Thomas V
Booty Lummie J
Taylor James L
Hill Stanley J
Mack Robert A
Donnellan Alfred T
Alex Joseph P
McLarney Leonard J
29190 Cox Harry O
Wittala Wendell C
Lynn Ross S
Segal Harry C
Scott Gregg C
DeGroot Irvin S
Miller Millard W
Canter Francis M
38160 Harmon Paul K
Turner Nelson R
Johnson Robert N
Gates Robert E
Cantarella Raymond
Chalms Leslie A
Ayers Stuart D
Moffatt Grover W
Howard William J
33280 Bremer Gustavus A
Fresser Roy W
Brady Vincent O
Riedell William G
Harding Warren G
Dickinson Joe M
Ashburn William A
Dahlin Melvin L
Rehman Douglas E
Kish Stephen J
30400 Bob Lawrence R
Gibbs R C
Kohnnek Edward H
Kornegay Alfred N
Colbenson Robert D
Finch Harold A
Anderson Roger P
Fogle Benjamin R
31680 Devore George W
Rice Cecil L
32280 Stauffer Waldon M
Southern David E
Goins Hugh W
Colvin Leonard K
Oss Daniel
Cox William S Jr
Coutlet Victor L Jr
DeHart Kenneth E
Marsh Charles H J
34080 Waller Oran L
34280 Windham Donald E

42280 Adecock Gerald G
Rasmussen Verd J
Syrjala Arthur N
Williams Leslie W
Foster James
Scott Walter N
Kubilus Joseph D
Fausel Floyd P
Washburn Robert C
Van Hecke Wm L
Moss Harry E
McMann Leo J
Mortensen Jay M
Loewen Cloud A
Linn William E
Ames Thomas E
Fulton Arthur N
Burdette A J
Brewer Douglas B
Schacterle Eug T
Smith Jack O
Zinnert Gale B
Nee Alexander B
McDermott John A
Heltman Gunnar M
Berger John C
39160 McGurk Robert D
Chambers Arthur C
Hudson Joseph A
York Gene
Learach John D
Bradley Jack D
Harrison W W
Wells Wm G
Rana Paul
Schaffner Ed W Jr
Harter Drue P
Hall Jesse V
Meyer Lawrence
Ford Charles A
Oakland Thomas E
Peterson Palmer W
Peterson William J
Morgan Roy H
Mott Joseph T
Turner Robert P Jr
Johnson Harold E
Peterson John W
Schaefer Carl W
Nentl Walter J
Holt Clayton W
Rising Thomas P
Lining James F
Fraser James E
McBeath John K
Tayson Dale D
Brenne Malcolm K
Purke
Niemeyer Paul H
Maloney Elmer L
Hudson Roland M
Kellary Bruce A
Kotalski Joseph P
Mackenzie Eric B
Albertson Boyd C
Bjornson Milton L
36280 Thibadeau Jack L
Debon Harry L
Farmer Samuel P
Brochardt R F
Gonzalez John D
Hazard Everett W
Schell Teah A
46180 Randall Howard J
Rickrose Joseph E
Ray Brickey J Jr
Duncan Hickman E
Chandler Newton

Cunningham Arth H
47080 Senkbell Arth E
Webb Floyd C
32080 Karpstein Rudolf
Marla Robert C
Wilson James O
56880 Lombard Harry
Jistner Lester G
40280 Tenhulzen Harry J
42080 Adams Timmy E
Duffy Peter J
44180 Cook Ivy D
Slackweather R A
McEala Oliver H
Day Stanley C
Goodepoe Vince E
Beuchamp Geo D
Peterson Ray W
47180 Hutchison Robt L
Rosa John G
Anderson Glenn A
Van Deusen C J
Card John E

79280 McCoy Thomas D
Brown Robert W
Sak John J
Thorburn Wm A
Osborne William E
Tinervin Harold R
Davis Grover C
Boyd Douglas E
Edkins Eugene D
Earley William
Sill Peter W
Poutre Leo A
73060 Oltker Leonard D
Calhoun Malcolm D
Nephew Elmo R
Pestain George H
Hulgan Paul G
Schiller Gerald A
Whitlock Harry C
73180 Blount George E
Swindle Paul J
77180 Dees Robert W
Morton Leroy M
Bowden Grath C
Bernhard Marvin A
Quick Jack G
Springer Harold L

AIR RESERVE
RECORDS CENTER
Blakely C D 300
HQ CONAC
Barrens T J 702

Gruber A J Jr 709
Martin R A 720
O'Dowd J H 702
Robbins M L 720

AU

Bignarrell Emilio M
Cobb Odean J
Dalgo Charles W
Duncan Thomas P
Edwards Norman E
Glenn Raymond L
Gordy Cecil L
Karus James N
Karat Samuel G
Lambert Jordan B

CAP

73880 Wells, Edie M.
Jackson, James A.

USAFSS

Allman Chas W 483
Barrett Fred 702
Cooper Ralph R 641
D'Arcy Chas E 292
Dyches M S 304
Farmer Jos R 431
Fleischmann E 202
Griffin Geo F 302
Guttmann John V 306
Gwin Louis H 312
Hall Jewell L 303
Haug Robert T 303
Holliday Robt L 302
Johnson Chas R 291
Jostyn Virgil L 292
King Lawellon A 304
Murphy E L 702
Osborne Wm E 702

CONAC

FOURTH
AIR FORCE
Thompson G R 431
Ube Dean W 702
Walrich Rob A 431
Walton E W 291
FOURTH
AIR FORCE
Babcock M E 304
Slake Earl D 431
Brown J N Jr 301
Campbell R T Jr 705
Cassell George A 431
Hudson C Edw 431
Hull Russell R 431
Herr James E 640
Humphreys Leo 431
Leathery Ray J 431
Merris Gayle S 301
Newton R P 431
Richards R 290
Spencer Will M 750
Spilchal M L 431
Steele D D 431

MATS

Boelen R D 431
Hughes B C 352
Thompson E W 361
Rauson Eli 362
Barger Ray 431
Yarbrough L J 570
McAroy W E 630

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Airmen Put 'Jobs on Line' to Shoot for More Rank, Pay

WASHINGTON.—Airmen shooting for retraining, promotions, proficiency pay and other career improvements are often putting their present stripes and jobs "on the line" in the process.

This situation, confirmed this week by officials in a number of Headquarters staff shops, is the growing result of the AF's attention to quality control.

A series of studies and Pentagon conferences on the quality subject have to date yielded few new policy measures. Expected are increased re-enlistment restrictions on surplus and untrainable airmen and some steps in the direction of forced retirement.

Meanwhile, however, the trend toward a closer look at airmen and particularly at those in the NCO grades who do not measure up to standard is increasing. Commands are reportedly translating the Headquarters "philosophy" into action.

In USAF, for example, NCOs in trouble for uniform code violations, civilian offenses or substandard conduct will soon be listed on "control rosters". In effect, this puts them on probation for a specific period after which a performance report will be written on each. NCOs with one or two bad reports face possible demotion or elimination. Other commands have similar programs.

NEW SPARK to the quality program was this summer's screening of masters for E-8 promotion and of airmen generally for "certification" of skills for later proficiency pay. With the close look at both skill and leadership qualities, Headquarters and commands spotted need for still more controls.

The AF's growing retraining program has similarly focused attention on the skill-job quality of the airman body. In an effort to meet the needs for talent in the more technical fields, the Air Force has reached deeply into the surplus career fields.

For airmen, the process of shooting for more rank, pay, job responsibility or career advancement promise amounts to something of a

gamble. In effect, they are betting their current stripes and status on the chance their abilities will warrant the close scrutiny involved.

THE RETRAINING program, for example, requires a volunteer to meet the aptitude and other requirements for tech school. Once in, he must make good or risk wash out. As a matter of record, the wash out rate among retrainees is considerably lower than that for other airmen, but some airmen fail to make it.

Airmen eliminated from one course may be able to shoot for another. If not, they are returned to their old bases or others, with some chance of expressing a preference. But return to a surplus skill can be difficult. Unless the airman can find a slot for his AFSC, chances are good that he will face retraining on the job.

E-8 TESTING this summer, plus that scheduled for October, puts M/Sgts in competition with their fellow masters. In the first cycle of testing, an unexpected 40 percent or more of the masters failed to get qualifying scores.

Flunking the test itself does not have direct effect on the status of the master. But a glaringly low score on an examination of leadership abilities, supposedly a top NCO's prime asset, is likely to rate him a closer watch by his superiors.

The later selection process at Headquarters and command levels brought the "eligible" master sergeants into one of the most intensive screening systems the AF has developed to date. Officials admit it turned up at least a few cases in which airmen were not only not promoted but unqualified enough to raise question of their title to their present grades.

Chief gap in the selection process, according to Pentagon sources close to the board, was the lack of complete records on many airmen, particularly those giving a clear picture of their abilities. Likely now is still closer attention to the problem of getting current and meaningful performance reports on airmen generally.

There is no plan, the Air Force says, to use failure to qualify for E-8 alone as basis for a check on individual M/Sgt quality. Overall, however, the experience of the promotion effort may serve to point up weak spots in the quality check program.

MORE DIRECT is the effect of screening for proficiency pay. Well in advance of the pro pay target date, AF asked commands to check the AFSC qualifications of airmen in a specific list of skills. Board action was required. Where an airman was found not qualified, he could appeal for a further hearing. Failing this, however, he stood to lose his skill level. If the AFSC drop put him below the skill level demanded of his grade, a demotion was probable, and in some cases, discharge was possible.

Continuing demotion possibilities are seen in the AF's increasing attention to the relation of skill to grade and conduct to NCO status. Commands already have power to demote or discharge substandard, unsuitable, or inept airmen. Headquarters recently made a strong request that they use these tools

rather than reassignment as a means of removing their unwanted airmen.

The majority of airmen have emerged from the various inspections with a clean bill.

The E-8 selection boards report

they were generally well pleased with the airmen competing for the super grades. For the few airmen who lack skills or aptitudes needed by the AF or fall below required standards, a long standing threat is fast becoming reality.

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42 Reserve Officers Get Recall For Active Duty With SAC Units

(See Editorial, Page 8)

WASHINGTON—Forty-two Reserve officers have been chosen for recall under the "limited" FY 1959 call-up program, with orders cut on 38 of them last week. All are SAC-types and they will report to SAC sites in October. All are young company graders who

left active service in the recent past but who then "kept in touch" with the command with recall in mind. Their names appear below.

The bomber command has been pushing the recall program, pressuring Air Force for larger quotas. As of last week it was understood that no additional quota—above the 42 just chosen—had been authorized.

Applications for recall continue to come in to the Reserve Records Center, Denver, Colo. The original announcement of recall this fiscal year missed the August issue of the Air Reservist, which goes to each Reserve member.

It is felt here, therefore, that when the entire Reserve receives the publication's September issue and learns of the "recall program," many more applications will pour in. Whether any additional quotas will have been allocated to accommodate some of the applicants remains to be seen, although SAC obviously wants the program expanded considerably.

SAC'S POSITION is that by carefully selecting young fliers who want back in, AF saves experience and re-training cash. The Command's personnel Chief, Brig. Gen. H. M. Wade, in commenting on this week's selections, mentioned the hundreds of thousands of dollars invested in the training of these young officers "which the command is recapturing. He called their return to active duty a "bonus dividend."

General Wade said the recall program is not an answer to AF's

quality retention program, but "it will contribute materially to the quality manning requirements of our professional crew force."

There is a difference of opinion among other elements of the AF regarding recalls. Numerous officials here support the SAC stand as an economical way to fill an important job with a qualified person who probably can be counted on to serve for a long time voluntarily.

Just because the individual "made the mistake" of leaving active service once is no reason the door to re-entry should remain shut—if the AF really needs him—is the feeling of many.

But force levels continue their downward trend and RIF-rumors persist. Against this backdrop, high authorities apparently are reluctant to okay a recall program of any significance. Pentagon officials still feel the sting of Capitol Hill criticism over last year's RIF; a combination of RIF and recall at the same time would be extremely difficult to explain (see editorial, page 8).

NAMES OF the 38 Reserve officers chosen for recall on whom orders were cut last week follow (bases listed are their last station prior to release):

Cpts. William T. Altschul, McConnell AFB, Kans.; David Woodward, Loring AFB, Me.; and Stanley A. White, Hunter AFB, Ga.

The remainder are all first lieutenants:

Clinton H. Aslin, Forbes AFB,

Kans.; Walter Barnes, Biggs AFB, Tex.; Kenneth Brush, Hunter AFB, Ga.; Frank D. Chamberlain, Plattsburgh AFB, N. Y.; Jack M. Graves, Laughlin AFB, Tex.; Dallam M. Henkle, Hunter AFB, Ga.

Kaye D. Jackson, Lincoln AFB, Neb.; Joe E. Jones, Hunter AFB, Ga.; Benjamin M. Kaegi, Biggs AFB, Tex.; Bill F. Keaton, Davis-Monthan AFB, Ariz.; James T. Owen, Mountain Home AFB, Ida.; Charles W. Reynolds, Lincoln AFB, Neb.; Ralph L. Semann, Lockbourne AFB, Ohio.

Elmer J. Slaten, Schilling AFB, Kans.; Jerome Starkweather, Mountain Home AFB, Ida.; Alan Thomson, Walker AFB, N. M.; Armen D. Vartanian, Lockbourne AFB, Ohio; Charles Buchanan, Dow AFB, Me.; Charles E. Day, Lockbourne AFB, Ohio; Alan S. Meadows, MacDill AFB, Fla.

William T. Russell, Barksdale AFB, La.; Malcolm S. Shepley, Schilling AFB, Kans.; Robert I. Thompson, MacDill AFB, Fla.; Thomas C. Vanevenhoven, Lincoln AFB, Neb.; Carl R. Venberg, Schilling AFB, Kans.; Donald E. Helm, Schilling AFB, Kans.; William T. Irwin, MacDill AFB, Fla.; Martin A. Jarosick, Walker AFB, N. M.

John A. McNett, Barksdale AFB, La.; Marion A. Meckstroth, March AFB, Calif.; William Neff, March AFB, Calif.; David F. Nicolson, Lockbourne AFB, Ohio; Dietrich Cellerick, Biggs AFB, Tex.; Thomas J. Pickett, Biggs AFB, Tex.; Donald F. Scales, Loring AFB, Maine.



T/SGT. JOHN P. Forbes here receives the new Air Force Commendation Medal for his work in the Pentagon as editor of the Air Force News Service. Forbes' dispatches go to more than 400 base newspapers. Col. Eugene B. LeBailly, deputy Director of Information Services, congratulates Sgt. Forbes after making the presentation.

Second E-8 USAF Board Due to Convene Feb. 2

WASHINGTON—The second Hq. USAF E-8 selection board is slated to convene here Feb. 2 to name a small number of senior master sergeants effective Mar. 1. Commands again will pick the bulk of the AF-wide quota, which this time will be 3000. The Hq. USAF panel considers nominees submitted by commands in those skills where quotas

do not permit all commands one or more selections.

The second round of testing, for M/Sgts. bucking for March 1 promotion, begins in mid-October. Originally, the Air Force had planned to test only once in FY-1959. When an unexpected number of masters (about 40 percent) flunked the test last Summer, however, it was decided to give them another crack at it.

If the same cutoff score is used this time, masters must score 90 percent or higher to get into the running. From these on, the selection process will probably follow that used for September selections. This means Headquarters will give commands hike quotas based on the ratio of command eligibles to AF-wide eligibles in each skill. These quotas will be filled by command selection.

Plus the quotas, Headquarters will probably again give commands power to nominate one or two airmen in a number of skills. From these, the Headquarters board will pick the best qualified. They will be promoted by commands. It is this Headquarters board which is slated Feb. 2.

The March 1 cycle also will be the next promotion go round for T/Sgts. shooting for M/Sgt. Under a recently revised plan, the AF will promote up to and including T/Sgt. four times a year and to M/Sgt. and above only twice. A total of 500 M/Sgts. were made in September. Even though 2000 masters moved to the new SMS grade at the same time and another 3000 will follow in March, the March quota for M/Sgt. is not expected to climb above the 500 for September.

Promotion rules in general are being reworked at Headquarters. Some changes may be made in the basic criteria particularly in the NCO grades. First drafts of the new hike regs were making the rounds this week, but a final version is not expected to go into publication for some weeks. It was still unknown this week whether it would hit the field in time to affect Dec. 1 promotions.

Unknown too was whether promotions to A/C will be "controlled" by Headquarters in December.

Airmen Deposits Subject to Tap for Delinquent Tax

WASHINGTON.—Airmen who owe the government back taxes and have a "little nest egg" salted away in airmen's deposits can have their accounts tapped to settle the tax debts, the Air Force reported this week.

The ruling that the deposits can be hit for the delinquent money came recently from the Comptroller General. To date, officials say, they know of no cases where the savings have actually been taken to satisfy taxes. If any airmen with deposits have been tapped by the Revenue people, they have apparently either settled up or worked out a pay-back arrangement acceptable to the government.

The back tax collection process is a complicated one for the Air Force and could get more compli-

cated if the Treasury Department applies another new ruling. In the case of some civilian employers, it can now simply write a letter to the boss, tell him one of his workers is behind with his tax money and garnish his wages by mail.

THE AIR FORCE has an agreement which requires the tax men to present themselves in person. They must identify themselves as Internal Revenue Service agents and present their levies when the member's pay record is actually in the hands of the finance officer. If the IRS men come at the wrong time, they have to wait another month.

The Air Force's Accounting and Finance Digest noted this week that the Air Force is going to stick to its deal with IRS to require in-person visits unless the agreement is changed. Finance officers are not to accept the mailed requests for payments until the question is settled.

For AF members who owe taxes, however, the decision is no protection. They still are required to pay and probably are wise to settle up when the IRS asks them directly. The agency is normally willing to listen to offers to pay up on the installment plan whenever it looks as though the debt could be wiped off within a reasonable time. When it gets no satisfaction from the member, however, and goes to the finance office with a levy, it gets harder to make such arrangements. The member can still ask to settle with small deductions but the IRS can hit him for practically everything he would draw across the pay table. Some allotments are usually exempt, but the member cannot start any new allotments

until he is clear with the tax people.

Now, the IRS can apparently reach even into the deposits, which the Comptroller has ruled part of the money owed him by the government.

This is the second ruling affecting deposits in recent months. The other one, which finance officials admit came as something of a surprise, concerned death benefits. In this case, a member had died leaving his brother beneficiary for any uncollected pay and allowances and his sister beneficiary for other survivors' benefits. Some officials assumed this meant the brother

would get only whatever back pay the man had coming and the sister would get everything else including his airmen's deposits. But the Comptroller ruled the deposits money owed by the government and gave it to the brother.

The whole deposits program has been a problem for the services for some time. Many finance officials make no secret of their belief that it is more complicated and expensive than the number of airmen using it warrants. Only a small percentage of airmen have deposits. Those who do cannot allot to it (they must make cash deposits), they cannot withdraw until discharge (short of a serious emergency) and must withdraw and re-deposit on discharge or the interest ceases to accrue.

Plus these drawbacks, officials point out, the government gets no use out of the deposits. It cannot use them and must pay the interest from government funds. In effect, critics of the plan, including servicemen, say taxpayers are forced to pay the interest on money the government holds but cannot put to work.

A NUMBER of proposals have been made to change or drop the deposits plan. Late this month, the Defense pay and allowance committee will include the deposits plan among a number of pay areas slated for an all-services study. Specifically, it will explore the question of a wife's claim on the deposits in a state where there is a community property law which theoretically gives her half her husband's property. Also on the docket for the group is discussion of the services' views on ending the deposits program altogether.

12 Robins Pilots End First Phase Of Jet Training

ROBINS AFB, Ga.—A ground course on T-33 operating procedures was completed recently by 12 pilots assigned to Robins and the flying phase is underway.

Under the direction of Maj. Zander V. Dean, Base Operations Officer, the course was set up by Lt. H. J. Wallace of Flight Operations. Ground school instruction was given by J. J. Ness of Maintenance.

First in the class to solo was Maj. G. A. Priestley. Instructor pilots were Capt. Cecil A. Laxton, Lt. Robert E. Westbrooks, G. J. Schultz, and G. E. Bergquist.

Pilots participating in the course are Col. Norman C. Spencer Jr., Walter R. Washburn and Thomas O. Lawton, Lt. Col. Beatty, Lt. John W. Robey, and Lt. Powell.

Mather Officers Hear Gen. White

MATHER AFB, Calif.—Gen. Thomas D. White recently began a two-day base open house when he spoke at the Base Officers Club.

The occasion was in honor of Mather's 40th anniversary and the arrival of the first B-52, which will be based here.

Sponsored by the base, the Sacramento, Calif. City County Chamber of Commerce, the local Air Power Council, and the city's chapter of the Air Force Association, the open house featured a demonstration by the Thunderbirds, USAF's official aerial demonstration team.

TAC Strike Force Strengthens U.S. Defenses in Pacific Area

HQ. 12TH AF, WACO, Tex.—A new Tactical Air Command composite strike force, commanded by Brig. Gen. Avelin P. Tacon, has been deployed to the Far East to augment the U.S. forces already there. Announcement of the movement came from Maj. Gen. Chester E. McCarty, commander of the Twelfth Air Force.

General Tacon, former commander of the 450th Fighter Wg., Foster AFB, Tex., was assisted by a staff from the 12th AF Headquarters and TAC bases in the western part of the country.

Col. Victor Warford, inspector general of the 12th, was Tacon's deputy commander for the movement.

Earlier, it was announced that the 388th Fighter Sq., Cannon AFB, N. Mex., flying F-100Ds, had left for the Far East through George AFB, Calif. Col. Arleigh Blood commands the 388th and was in charge of the unit of F-100Ds which last December took part in Exercise Mobile Zebra which established speed records from Japan to Hawaii and from Hawaii to California.

Two C-130s airlifted the air strike force headquarters staff. Support personnel, supplies and spare parts for the fighter craft were moved via C-130s from Ardmore AFB, Okla., and Sewart AFB, Tenn. Military Air Transport Service C-124s also supported the movement.

General McCarty said the task force had been placed under command of Pacific Air Forces. Specific overseas locations were not revealed nor were plans for their use made known.

Col. Fred Grey, DCS/Operations for the 12th, was in charge of the control center which planned and directed the strike force.

Kindley Fights Fire in Hotel

KINDLEY AFB, Bermuda.—Firemen from Kindley and the U.S. Naval Station helped the Hamilton Fire Brigade when fire gutted the Bermudiana Hotel.

Fire broke out in the upper stories and quickly ate its way downwards in the six-story structure.

Kindley had two 750-gallon per minute pumps on the scene.

Twenty to 25 regularly assigned personnel accompanied Kindley's apparatus assisted by many volunteers.

Kindley also had 15 Air Policemen on duty, directing traffic and performing other duties.

Lt. Lloyd Forcum, Lt. Donald Harrel and A/2C Albert Jones flew a helicopter over the fire area, ready to give assistance should evacuation become necessary.

Portland 'Copter Rescues Woman

PORTLAND INTERNATIONAL AIRPORT, Ore.—Portland Air Base's Helicopter Rescue Crew, Lts. Thomas E. Fallows, Dennis M. Chase and T/Sgt. William Zorn, recently performed their second air rescue of the year.

Mrs. Arthur Allen was injured in a fall at Aneroid Lake, 35 miles southeast of LaGrand, Ore. Because of hazardous terrain, overland removal might further injure Mrs. Allen.

Portland was alerted and the 337th Fighter Gp.'s chopper accomplished the rescue at an altitude of 7300 feet in a mountain area. Mrs. Allen was flown to a hospital at Enterprise, Ore.

Territorials Urged to Ask Home Base Shift Sooner

WASHINGTON—Territorial residents who want to get home for discharge are waiting too long to apply, the Air Force said this week.

The AF policy is to let territorials ask assignment to their home territories when they are (1) based in the ZI and (2) do not intend to re-enlist. They are supposed to apply for the assignment, however, in time to get their applications to Headquarters from 90 to 120 days before their discharge dates.

The AF has recently had to turn down many of the requests, officials say, because they were either started too late or spent too long in channels to Headquarters.

Full rules on enlistment, assignment and separation of territorials are included in AFM 35-11. It applies, at the moment, to members from Puerto Rico, Hawaii, Alaska and other territories and possessions. Changes will probably be made when Alaska officially becomes a state and the whole territorial policy is scheduled for revision in the near future.

Meanwhile, territorials must still get their application for separation at home entered early enough for the AF to process and approve them and still make the reassignment in time to get the airmen home before their tours expire. Otherwise, their time will run out in the ZI.

Prestige E-8-9 Program Laid Out by Air Defense

COLORADO SPRINGS, Colo.—The Air Defense Command this week announced plans to beef up the prestige and authority of its new senior and chief master sergeants (E-8 and 9).

Included in this plan would be excuse from additional duties now required of master sergeants such as NCO of the day, staff CO, etc.; excuse from standby in-ranks inspections, authority to sleep off base and ration separately for bachelors; and others.

Thus far, a total of 205 airmen in ADC and the North American Air Defense Command have been

promoted to the new rank of senior master. The first promotions to chief master are due Dec. 1.

A message sent throughout the command from ADC headquarters here said "Positive actions on the part of all commanders to increase the prestige and authority of these airmen are essential."

The message further pointed out that the newly promoted AFmen are dedicated career airmen who have worked long and hard to achieve these grades, and that actions which recognize these achievements will provide incentives for lower grade airmen to remain in the Air Force.

Industrial College Greets Students at Star Party

WASHINGTON.—New students of the Industrial College of the Armed Forces were welcomed last week at a reception given by the school's commandant, AF Lt. Gen. George W. Mundy in the Officers' Mess at Fort McNair.

Members of the student body and the staff and faculty of the college and their wives and guests were among the more than 400 who attended. Heading the list of guests were Gen. Nathan F. Twining, Chairman of the Joint Chiefs of Staff, and Mrs. Twining.

Others guests included Adm. Arleigh A. Burke, Chief of Naval Operations, and Mrs. Burke; Gen. Lyman L. Lemnitzer, Army Vice Chief of Staff, and Mrs. Lemnitzer; Lt. Gen. Emmett O'Donnell Jr., AF's Deputy Chief of Staff for Personnel and Mrs. O'Donnell; and Lt. Gen. Verne J. McCaul, As-

sistant Commandant of the Marine Corps, and Mrs. McCaul.

Classes at the college, a Joint Chiefs of Staff supervised effort, started on Aug. 25 and opened a ten months course in the study of economics of national security and national defense.

The student body is made up of senior officers from all the services and key civilians from those governmental agencies having official interests in national security matters.

Chanute Officials At Film Meeting

Col. Frank X. Krebs, Deputy Commander of the 349th Field Training Wg. and Capt. Gerald F. Paulson, 349th Field Training Gp., technical advisor, attended a script approval conference recently at Headquarters, USAF, on a film titled, "The Field Training Program in the U.S. Air Force."

Also attending were top officials from the Air Photographic and Chemical Center, AFB, AFB, Fla., and from Headquarters, Air Training Center, Randolph AFB, Texas.

News in Brief

Budget Requests Indicate No RIF

WASHINGTON.—The services in their FY 1960 budget requests have established personnel strength levels at the same figures carried in the current year's budget. If the FY 1960 planning figures prevail, therefore, Air Force will carry its planned end-fiscal 1959 force of 850,000 uniformed persons through until June 30, 1960.

This would further prolong the no-RIF period, which as reported last year, is expected at least through June 30, 1959.

Events between now and the time the FY 1960 budget is presented to Congress next January, could of course bring changes to the planned force levels.

Air Force military strength, as of the first of last month, stood at 871,600.

Retirement of 3 Generals Listed

WASHINGTON.—Three retirements and a job change marked personnel activity among the general officers this week.

Maj. Gen. Kingston E. Tibbetts retired from active duty Sept. 14, while Brig. Gen. Ethelred L. Sykes and Maj. Gen. Merrill D. Burnside will retire on Sept. 22 and Sept. 30 respectively.

General Sykes served as vice commander of the Air Force Missile Test Center, Patrick AFB, Fla. General Burnside is special assistant to the commander at Air Material Command Headquarters and General Tibbetts was Director of Plans and Programs for AMC.

In the single assignment change this week, Brig. Gen. Von R. Shores has been named commander of the Boston Air Defense Sector, Stewart AFB, N.Y. He was Deputy of Operations for the Eastern Air Defense Force, also at Stewart.

Newspaper Judging Rules Changed

WASHINGTON.—Air Force this week announced two major changes in the rules of the annual AF base newspaper award program. One provides that major commands may now submit two entries in each category instead of one.

The other change establishes a new category (V) for command papers which serve more than one base. Entries in Categories I through IV will be limited to those papers which serve a single base.

The new changes will be in effect for the 1958 judging. Entries will be due at Hq. USAF on Jan. 10, 1959.

Full particulars on the changes and other rules will be forwarded to base ISOs, officials said.

Permanent Major List Due Soon

WASHINGTON.—The roster of Regular officers selected for permanent major was nearing final approval early this week. Promotion officials, meantime, were preparing to notify commands of individuals selected, and a public release date of approximately Sept. 22 was indicated. The next issue of Air Force TIMES will carry the names if they are available.

Retired Trial Ruling Expected

WASHINGTON.—The United States Court of Military Appeals is expected to hand down soon its first ruling on whether courts-martial have authority over military people after they retire.

The judges heard arguments in the first such case last spring. The Navy in 1957 court-martialed a rear admiral and sentenced him to dismissal and forfeiture of retired pay.

He had retired in 1948. The Code of Military Justice lists retired persons as among those subject to its provisions. Previous laws to the same effect have been on the books since before the Civil War.

The admiral's lawyers contend all these laws are unconstitutional. They argued that the trend in Supreme Court decisions has been to limit military trials strictly to people in active military service.

The Court of Military Appeals next month begins its new fall term. Since the judges make a point of cleaning up all old cases before a new term begins, the decision is expected soon.

Guard Parley to Hear Norstad

WASHINGTON.—Gen. Lauris Norstad, Supreme Commander, Allied Powers in Europe, will address the Annual States Dinner of the 80th National Guard Association Convention in Atlantic City, October 1.

Also scheduled as a dinner speaker is New Jersey Gov. Robert B. Meyner.

"The role of the National Guard on the country's defense team of the future" will be the theme of the Conference, which will be attended by nearly 5000 NG officers and their guests, including a dozen governors, ranking military leaders and others.

Gen. Thomas D. White, USAF Chief of Staff, will be one of the speakers at the convention's business sessions.

General Norstad has been NATO Commander for the last two years.

Appeal Likely on Trial of Civilian

WASHINGTON.—The U.S. Supreme Court will probably be asked to rule on the legality of a military trial for a civilian for crimes committed while he was employed overseas by the Armed Forces.

The U.S. Court of Appeals recently ruled that the military courts have power to conduct such trials. The Air Force, after studying the decision, said it would recommend to the Justice Department that the case be appealed to the Supreme Court. Justice has not yet been officially asked to do so.

The decision, made in an AF case, raises the question of military jurisdiction over civilian dependents as well as employees. In two earlier cases, the Supreme Court ruled that the military had no authority to try dependents for capital crimes.

USAF ENLISTED MEMBERS
QUARTERMASTER

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Eligibility Narrows For Next E-8 Cycle

By BRUCE CALLANDER

WASHINGTON—The field of "eligibles" for the next (March) round of E-8 promotions was trimmed this week as Headquarters announced it would promote only in primary and control seven-level AFSCs. Three thousand men will be promoted, according to present plans.

Besides limiting the senior master sergeant hike to one of the "working" AFSCs, new promotion instructions require a specific recommendation by the immediate commander in each AFSC in which he is competing.

Effect of these rules will probably not be to cut many M/Sgts. out of initial eligibility unless their only seven level AFSCs are additional. But, it should limit the number of skills in which each can be considered.

For the first cycle, airmen could be considered on the basis of any "awarded" AFSCs. This meant an airmen who had shifted career several times could have been considered in any of his past skills and thus had several chances for promotion.

For retrainees, the rule will not necessarily block promotion possibilities, officials say. Those whose control AFSCs are below the seven level in the fields where they are training can still be considered while they hold another primary. They are promoted in the primary, moreover, it does not necessarily mean they will be yanked out of the retraining.

Depending on how far they have gone into the retraining program, their promise of success, officials say, retrainees will probably be allowed to remain in the new skill. They will be on probation, however, with a definite time limit.

(See ELIGIBILITY, Page 43)

Inside...

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Special Features

WEAPONS-BOMBING MEETS.

Run down on the meets compared, and a progress report on one still on P. 12, 13.

MESS RIGHT! A guide to the well-dressed AF should wear. Story and P. 20.

Augmentation Favors Youth

By ED GATES

WASHINGTON — FY 1959 augmentation resulted in 2242 Regular officer commission selections, paced by the three-year group's 497 and the four-year group's 395. Among the older contestants, the 13-year group with 310 selections was the leader. A final summary of the program reveals.

Early Outs Due Dec. 1

WASHINGTON. — Many members whose discharge dates have already rolled back several months may be let out still earlier. Headquarters announced this week, as it set up its annual Christmas early release program for both airmen and officers.

This year's policy will allow release any time after Dec. 1 of airmen, and officers whose normal or "adjusted" release dates fall between Dec. 15 and January 31. The discharge is "subject to the discretion of the commander concerned," however.

The deal is also hedged with other restrictions. It is not open to members whose separation or retirement is directed individually by Hq. USAF or AF special orders. The member must also request the early separation and there must be no "military considerations to the contrary."

FOR THOSE still in the running after these limits are applied, separation can be made after Dec. 1. For those who arrived in the ZI after that date but will not finish processing by Dec. 20, Headquarters allows assignment to the base nearest their homes or points where they entered active duty.

This deal depends on the member's having enough leave to cover the trip without going past the discharge date. Members who hit the port after Dec. 26 will be separated by the facility serving the port.

Airmen released early under the Christmas program and/or earlier roll-back will be ineligible to reenlist for 91 days, however. This means, under steadily tightening enlistment rules, they will lose any chance for bonuses, may drop one

(See EARLY OUTS, Page 45)

Virtually all of the selections were among officers identified as "Priority 1." The percentage of rated to non-rated selected was approximately 72 percent fliers, 28 percent non-fliers.

Figures breaking down selections among "old" and "new" applicants were not available, nor were those revealing the educational level of the chosen ones. Officials said they expect to compile these statistics soon.

HERE ARE THE exact selections by year group:

Zero year group, 61; one year, 176; two year, 392; three year, 497; four year, 395; five year, 176; six year, 158; seven year, 152; eight year, 150; nine year, 121; 10 year, 121; 11 year, 203; 12 year, 80; 13 year, 310; 14 year, 91; 15 year, 107; and 16 year and over, 52.

Only names of the first three groups have been announced (Air Force TIMES last week). Selectees in the three through eight year groups probably will not be disclosed until early or mid-November, officials said this week. These

(See YOUNGER, Page 42)

Supergrade, Warrant Difficulty Under Study

WASHINGTON.—Changes which may reshape the awkward supergrade - warrant officer alignment could result from intensive studies in the "WO problem" now underway at Hq. USAF. The dilemma now commanding attention of staff offices here is to what degree the new supergrades have overlapped the WO program—and what to do about it.

Personnel planners are studying the matter; so are manpower organization staffs. There are differences of opinion, which come as no surprise. The warrant program was highly controversial before pro

pay and supergrades arrived and is more so now.

An air staff "position" will be hammered out, nevertheless. It seems clear that WO spaces will be reduced—there were 4489 active duty warrants serving on Sept. 30. It is also held that if input into the WO structure is continued, "progression" will be opened to E-8s and E-9s.

Officials, meantime, said there is no change in the scheduled 100 new WO appointments this fiscal year. Tests have not been returned

(See SUPERGRADE, Page 45)

Combat World Series Winners



TOP CREW in the March-Castle AFB, Calif., Strategic Air Command Bomber-Navigation world competition is Fairchild, Wash., AFB's entry from 92d Bomb Wg. shown here. Score was 450.2 points on a B-52 mission during SAC's Tenth annual meet. The 306th at MacDill AFB, Fla., won the wing honors—see story, Page 13. Crewmen L to R: Capt. Carl E. Fleece, P; Maj. Donald M. Holmes, R-N; Capt. Ray A. Elliott, Acft. Comdr; Capt. Leonard J. Siegert, N; Capt. Ronald R. Fox, ECM Opr; and M/Sgt. Howard A. Most, tail gunner.



CHAMPION TEAM of the Worldwide Weapons Meet hosted by Tactical Air Command at Nellis AFB, Nev., is shown here: (L to R) Capt. Charles W. Maultsby, Capt. Waymond C. Nutt, Col. Bruce Hinton, Capt. Dean A. Pogreba, and Maj. Jack F. Brown. Brown, with 7478 points, was high scorer. See story, Page 13.

Grade Limits Block Hikes; Relief Sought

WASHINGTON — USAF would like some relief from the officer grade limit law which threatens to bring a virtual halt to temporary promotions after the FY 1960 hike cycle.

Continuation of the strict ceilings could also result in more drastic

actions three or four years hence, officials stated as they acknowledged the service is shooting for a change in the Officer-Grade Limitation Act.

The course would be to lift to some degree the numerical limits now imposed on field grades. OGLA studies are part of the overall look the services are taking of the various key officer personnel laws, like OPA and ROPA, in connection with the White Charger preparations.

Charger, a personnel "management" package, is undergoing revisions in the Pentagon, preparatory to expected dispatch to Congress early next year. Whether OGLA changes will be included with Charger, or separately, or at all, has not been determined.

OGLA BECAME law in 1954. The act directs each service to control its officer distribution under separate "sliding scale" tables.

If total commissioned strength drops, the individual grade limits drop although generally at a slightly slower rate. Theory is that a higher proportion of officers are

(See FY '60, Page 47)

Supergrade, WO Relation Under Study

(Continued from Page 1)

from the Lackland AFB, Tex., test grading unit. When they return, application files will be screened by the Personnel Council here.

AIR FORCE has well understood that the new pay scales and super enlisted grade structure have tangled up the WO program. The urgent need to lay on E-8s, E-9s and pro pay, however, and the detailed planning involved, prevented an immediate attack on the WO headache. Now the issue has been joined.

Where will it lead? While officials were keeping quiet, several possibilities are seen. Making no change does not figure; it has the basic management flaw of possibly elevating to WO some persons turned down for E-8 and E-9. Some quarters feel the solution rests with scuttling the warrant program entirely. But this probably would require a long hassle with Congress, a course the Pentagon would not likely relish.

There have been several suggestions that at least a partial solution is in scrubbing the W-1 and W-2 steps in the warrant ladder. Two warrant grades—at the W-3 and W-4 levels—would remain, sitting above E-9. Progression would flow up the enlisted structure, through E-9 directly into W-3. (E-8s and E-9s might become known as junior warrants.)

Pay-wise, this would appear logical. An E-9 with 17 years service, for example, draws \$410 basic monthly. Advancement to the W-3 level turns it into \$441 (instead of \$441 for W-1 and \$393 for W-2).

It is understood there is no current legal bar to moving a person to the warrant structure at the W-3 level, although there may be other complications which do not appear on the surface.

Structure-wise, the "supergrade-to-W-3" arrangement also appears logical. AF is programmed for nearly 50,000 E-7s, 14,000 E-8s, and 7000 E-9s. Mainaining 4500 warrants "on top" of that breakdown does not figure. But a two-grade WO, forcing perhaps 2000-3000 might.

A clear-cut avenue up the enlisted ladder, through the supergrades to W-3 with eventual promotion and retirement at the W-4 level would probably better satisfy more men as a career target; there would be little pressure for direct commissions from the NCO ranks, some

Enlisted Group Meets



DIRECTORS of the Armed Forces Enlisted Personnel Benefit Association met recently as the association ended its first year of operation. Seated from left are SMaj. Raymond A. Schum, USMC, and Army MSgt. John J. Klasinski, president. Standing are Chief Yeoman Donald H. Pike, USN; TSgt. Richard J. Spicer, USAF, and Chief Yeoman Harry L. Tiede, USCG, vice president.

authorizations, while avoiding a RIF, is no easy task. A shift of say 2000 spaces would ease this particular problem, it is held.

Another point concerns future promotions within the NCO and supergrade ranks.

When the entire 21,000 supergrade slots are filled—some four years away—AF will find itself in the position it faced before supergrades were authorized: little promotion room to supergrade.

Thus, a supergrader will have to quit, retire, die or progress to warrant before another can move up. Progression direct from supergrade to W-3 would provide some relief here.

"REQUIREMENTS" further complicate the WO dilemma. Not too long ago AF listed requirements for about 900 warrants; most warrants held jobs specifically earmarked for officers.

More recently, on Headquarters' orders, commands came in with WO "requirements" running into five figures. They said there were that many jobs for warrants. Now most warrants serve in "WO jobs," not officer jobs, although the charge has been leveled that the nature of some of the jobs remains basically unchanged—that "WO" has been substituted for captain, major or even LC in job titles. This is denied by others who contend that WO-designated jobs are properly defined and that requirements are valid.

Bearing on the requirements issue, to a lesser degree, is the practice of not differentiating between WO levels on manning documents—a W-1, 2, 3, or 4 can be assigned to a "WO position."

This arrangement would appear at odds with AF's basic assignment policy, now more than ever directed at assigning a person to work calling for his precise grade and skill. Here again, the "two-grade" warrant set-up could ease the problem, some believe.

Whatever decisions may be forthcoming are awaited with keen interest by thousands of NCOs, who under present rules can be expected to ignore the WO program. They recall that as recently as two years ago the service was plugging the WO opportunity hard.

Two annual appointment cycles brought in 400 new Regular warrants each year, and there were special Reserve increments of aircraft and warning specialists. Plans to increase the corps to nearly 8000 men were scratched, and a cut below present levels is now indicated for the future.

Happy Holiday, At No Expense To Uncle Sam

WASHINGTON—It is all right for a commander to wish his troops a Merry Christmas provided he does it "at no expense to the government."

This is the gist of the AF's annual warning against production of fancy Christmas cards with government facilities or funds or the use of base mail channels for the extension of the greetings.

Various AF regulations put the clamps on printing personal or unit cards with AF presses and urge people who do send the greetings to address them to homes instead of offices.

The latest TIG Brief asks commanders to spread the word well in advance of the holidays so there will be no mistakes about the policy.

Officially, says the Brief, the AF "fosters the traditional manifestations of 'good will toward men.' But it doesn't want the official mail channels clogged with 'manifestations' to a point there they cannot handle important official mail.

Let anyone get the impression the AF is a bit Scrooge-like in its policies, the Brief notes several ways in which commanders can express their "benevolence toward his personnel" without tapping government funds or taxing the mail room.

Base papers, periodicals, official or semi-official publications, bulletin boards and administrative media are all good channels for dispensing holiday cheer without violating regs.

Masters Conduct Laughlin Review

LAUGHLIN AFB, Tex.—October's Wing Review saw Master Sergeants in charge instead of officers. The Master Sergeants, all graduates of NCO Academies, filled command and staff positions except reviewing officer who was Brig. Gen. Austin J. Russell, wing commander.

M/Sgt. Raymond Lucas, wing sergeant-major, was commander of troops. Sergeant Lucas is head of the Laughlin NCO Alumni Board.

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Early Outs Scheduled Beginning December 1

(Continued from Page 1)

or more grades and could be blocked from returning altogether.

This is because after a 90-day break in service they become "prior service" men and are covered by rules restricting enlistment of men in all but "required" skills.

The Christmas early release message (AFPMP 147867 dated Oct. 17) urges commanders to make sure that airmen understand these penalties before they ask for discharge. Biggest emphasis is on the price an airman would pay for the trip home if he intends to re-up after Christmas.

For airmen who do not re-enlist, a complete discharge will be available only if they have no remaining service obligation. Regulars with an obligation will go to the Ineligible Reserve Section; Reserve and Air Guard members will be released from active duty.

Aside from the blocks against re-enlistment, airmen let out early will get the same benefits as though they were being discharged on their normal separation dates. These include payment for accrued leave, mustering out pay and travel allowances if otherwise eligible.

Full early release package for FY-1959 includes some discharge provisions for all grades but puts emphasis on separation of airmen who have not made progress in either their career fields or grades.

BESIDES THE Christmas program, the following early release policies for airmen are still in effect (covered by messages AFPMP

132437 dated June 11, 134419 dated June 30 and 145337 dated Oct. 2): A/Bs and A/3Cs with FY-1959 dates are eligible for immediate release unless their commanders want to keep them.

A/2Cs and A/1Cs with FY-1959 dates may have their dates rolled back up to 60 days if they do not intend to re-up.

Demoted airmen now serving as A/Bs or A/3Cs will be immediately

Holiday Leave

WASHINGTON—No special new Christmas leave policies are expected to be applied this year, Headquarters officials said this week, but there is standing authority for the holiday time off.

Included some years ago in AFR 35-22, the Christmas leave rule puts it up to commanders to grant as much leave as training and military requirements permit. Bases have considerable leeway in approving the leaves and are to consider such as transportation facilities, forces needed to maintain alerts and individual mission requirements.

Unless some unforeseen situation develops between now and Christmas, this will be the policy this year as in the past.

separated unless their commanders want to keep them.

Airmen who have finished two years service, are still at the helper level and are "marginal producers" are released the month after they hit two years "at the discretion of their commanders."

Airmen in all grades who are ruled surplus by immediate commanders, or are surplus because of unit inactivation and are surplus to base requirements are separated if they have FY-1959 dates and do not intend to re-up.

AF-wide surplus airmen (as listed in attachment 4 of AFR 39-8) may be separated in all grades if they do not intend to re-up.

SAC Designer At Vandenberg

VANDENBERG AFB, Calif.—The designer of the Strategic Air Command insignia is now stationed at Vandenberg. He is T/Sgt. R. T. Barnes of the Graphic Presentations Section, 1st Missile Division. While at Fairchild AFB, Wash., in 1951, he drew the SAC insignia and won a \$100 U.S. Bond.

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Japanese Expert On Tour of U.S.

TRAVIS AFB, Calif.—Dr. Hide-Arakawa, director of the Japanese Meteorological Research Institute, opened a 30-day visit to the base with a tour of Travis.

He is scheduled to visit Scott AFB, Ill.; El Paso, Tex.; Andrews AFB, Md.; Boston, Mass.; and San Francisco.

He will give technical lectures and will participate in consultations with USAF personnel on electronic Computer developments and applications in Japan.

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"Pop" Keilson—Sergeant's friend away from home

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16,000 Try for Major

By Ed Gates

Hottest Skills: P. 12

ENLISTED HERITAGE HALL
WASHINGTON 14
being considered for about 10,625 quota spaces as the big temporary majors board at presstime went into its second week. Another 1300 officers were in the final running for secondary zone promotion, Hq. USAF officials said.

Approximately 16,000 primary zone captains were

The 10,625 quota figure, based on 85 percent of the estimated 12,500 officers eligible in the primary zone for the first time, is to include whatever secondary zone hikes are made. The rules allow the board to select up to five percent of the total quota, or 531 of the 10,625 figure.

Thus, the final primary zone allocation could drop almost to 10,000. In any event, primary zone passovers figure to hit well above the 5000-mark. The passover will be spread

among three groups: (1) first-time eligibles; (2) those who suffered their first deferment last year; and (3) captains deferred more than once who have been "continued" on active duty.

Officials here said the to-major board is set up to last three weeks, due to the huge number of records that must be examined. The recent promotion relief legislation opened consideration to thousands of younger officers who otherwise would not be in contention.

Eligible medical, dental, chaplain and veterinarian officers have a slight advantage.

(See 16,000, Page 18)

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Criteria Given In Top-4 Hikes

By Bruce Callander

WASHINGTON — Airmen nearing retirement can enter the race for supergrade promotion this year and make the retirement decision after they see whether they were picked for the hike. AF still expects to make about 5050 E-8s and E-9s next April. At the same time, however, Headquarters has ruled that men eligible for promotions to MSGT in the December 1 cycle will have to withdraw from the race before selection if they do not want to risk the added two years. New instructions on both the TSgt-MSGT cycle and the April 1 round for the supergrades were passed to the field in separate messages last week. They included the command quotas for tech and master which appear at the end of this story.

Main change in the supergrade instructions is the one for retirement-eligibles. Airmen are barred from retirement for two years after a promotion to MSGT and higher grades.

Until now, men who wanted to avoid the two-year ban have had to declare their intent to retire and make themselves ineligible for promotion. This year, AF says the rule will not apply in the supergrade cycle. An airman will not be

(See SUPER, Page 18)



Exotic Excursion

VIETNAMESE pedicab used by Capt. John M. Slattery, 1001st Helicopter Sq., Bolling AFB, D.C., takes his sons, Matt and Michael, on a tour of their Oxon Hill, Md., neighborhood was a gift from Vietnamese AF men when he ended his year's tour at Tan San Nhut AB.

Tax Break Set For Officers In War Zone

By Bob Horowitz

WASHINGTON — Military officers in Vietnam and elsewhere in the combat zone are assured a big cash benefit when Congress last week voted to exempt the first \$500 a month of their military pay from federal income taxes, retroactive to Jan. 1, 1966.

Approval came just as Congress was about to adjourn, and then only after Sen. George Smathers (D., Fla.) took the initiative to bring the measure up for a vote. Most of the senators still in the chamber didn't even know what the bill contained, but when Smathers explained it they went along. At presstime the measure awaited the president's signature.

The effect of the bill is to increase combat zone officers' tax exclusion from the present \$200 a month to \$500 a month. If an officer is paying the minimum tax rate of 14 percent, this will mean a minimum saving of \$42 a month. Since the bill is retroactive to the first of the year, he saves more than \$400 in taxes on income already earned. Higher-ranking officers, and those with additional

(See TAX, Page 18)

For U.S. Use

Canadian Pay Plan Eyed

By Bob Schweitz

WASHINGTON — U.S. servicemen should take a careful look at the new Canadian "equal-pay-for-equal-work" military pay system, because there are indications their own pay system is headed the same way.

Canadian officials here say they have had conferences with the Military Compensation Review now being conducted at the Pentagon under the leadership of Rear Adm. Lester E. Hubbell.

The Canadians recently wiped out the differences in pay between married and single men. The result has been a large pay boost for single men and a not insignificant one for the married men. The average increase over two years was 14 percent but it ranged much higher for the single men, although exact figures were not available here.

U.S. pay group officials hinted long ago they were eyeing something along the lines the Canadians have followed.

Specifically, quarters pay, subsistence, and the Canadian marriage allowance were ended. Now the active duty forces there get

(See EQUAL, Page 18)

Military Measures Die As Congress Adjourns

WASHINGTON—Congress, in its rush to adjournment late last week, approved several important bills for service people, but a long list of other measures, some long on the burner, were rejected. Major bills to win approval include ones to (1) aid servicemen home owners hurt by base closings; (2) increase dependency-indemnity compensation for deceased servicemen's parents and children; and (3) give officers in combat zones a big tax break. Details of the tax bill are reported in a separate story on page 1. Killed, because the full Congress did not act, were bills to:

• Permit men in Vietnam to accumulate more than 60 days leave, although a bill to give 30 days' leave to Vietnam men who volunteer to extend for six months was passed.

• Create by statute, a Pentagon post for the top enlisted man in

(See MILITARY, Page 18)

TV Booms in Vietnam

WASHINGTON—Television is becoming so popular among U.S. forces in Vietnam that the Army and Air Force Exchange Service has upped its shipments of TV sets to 10,000 a month. This is double the previous shipping orders.

Last month, ground TV broadcasting began from Saigon, Da Nang and Qui Nhon.

Reception from the ground stations is reported excellent and that may be the reason for the big buying spree for television sets. The high input of TV sets makes Vietnam a TV repairman's paradise; the exchange system provides no repair service.

Big Medicare Boost Seen

By Bob Schweitz

WASHINGTON — Decisions are coming within the next few weeks which could lead to the following major improvements in the medicare program for military families:

- Outpatient care in civilian facilities on the same basis that hospital care is now provided.
- Health insurance for retirees and their families.
- Medicare coverage for long-term care for mentally handicapped children of active duty military personnel.

All of these things are being proposed in the Pentagon, but have not yet had top-level Administration approval. The biggest hurdle next year may be the increased costs of the Vietnam war. All of the programs mentioned above are expensive, and budget planners may decide to delay them.

On the other hand, there are strong pressures for the measures. The outpatient care, which would be a major breakthrough for military families, is being pushed by Vice President Hubert Humphrey. He has assurances from Deputy Secretary of Defense Cyrus Vance that medical coverage would get a restudy with an eye to sponsorship of outpatient care.

Humphrey has also written to the chairmen of the Armed Services Committee (See MEDICARE, Page 39)

Coming Next Week:

20-Page Special Report On MATS

Units Now Go PCS In Vietnam Buildup

By Ed Gates

WASHINGTON — USAF troop strength in Vietnam increased to 16,360 in mid-November and further boosts, including an apparent switch to substantial numbers of unit PCS moves, are under way. For the first time, Air Force has disclosed the PCS assignment of TAC fighter units to Vietnam for a full year's hitch. The long-standing practice heretofore assigned most on a short-tour TDY rotational basis.

At the Pentagon, Defense Secretary Robert McNamara announced further buildup of men and weapons in Vietnam, involving all services. He did not release figures, but estimates call for at least a

50,000-man augmentation by next June over and above the nearly 200,000 U.S. servicemen there now. The latter figure includes U.S. naval forces off-shore.

McNamara confirmed earlier reports that he will close down more bases. The closings, which aim to save a half-billion dollars a year, will help finance the mounting costs of the war. An announcement of the bases to be axed is due momentarily.

AF spokesmen here would not comment directly on reports that the number of U.S. aircraft in Vietnam will be doubled by next March, but they acknowledged that "the operation is increasing rapidly."

Assigning tactical air units PCS is apparently under way in earnest. It is seen as an important way of getting more mileage from the already thinly-spread TAC organization.

Various units have pulled a rotational tour in Vietnam, been sent back to the States, then pulled another short tour, and repeated the process again.

An example is the 510th Tac. Ftr. Sq. from England AFB, La. This F-100 outfit was TDY to Da Nang AB only last summer, but it has just returned to Vietnam and will stay put for a full year, the Air Force announced. (It was assigned earlier to Clark AB, P.I.)

Meantime, the "first element" of the 558th TFS from MacDill AFB, Fla., flying F-4Cs, has just arrived

(See UNITS, Page 39)

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USAF To Weigh All for E-8, E-9

By Bruce Callander

WASHINGTON — Nearly 30,000 airmen "qualified and recommended" for promotion to the supergrades will be considered for these grades by a single central board early next year. Air Force has announced there will be no command-level nominations or pre-screening boards for the E-8 and E-9 hikes this round.

In what is probably the biggest central board effort AF has ever attempted, the USAF Military Personnel Center, Randolph AFB, Tex., will run the E-8 board for two weeks beginning February 18 and the E-9 board for one week beginning March 7.

Commands will supply the recommendations. (See CENTRAL, Page 39)

The Winner

MAKING a face at the opposing catcher apparently made young Harry Feikert happy; catching his son's expression surely made TSgt Harry Feikert happy. He won a \$2500 third prize in a national photo contest with this picture. He's at Osan AB, Korea.



Civil Service, Military

Pre-Retirement Time About Equal

By Bob Horowitz

WASHINGTON—Who works longer to earn retirement—a civil servant or a serviceman? The answer: they both serve approximately the same number of years. Amid Congressional proposals to reduce the time federal civilian workers must work in order to retire and rumors that 20-year military retirements may be curtailed, the following fact stands out:

Military people, on the average, serve a little more than 21 years on full-time duty before they start collecting retirement checks. So do civil servants.

An important reason for the relative short work span of CS retirees is the fact that servicemen can count their military service when determining time required to qualify for CS retirement—and more than half of all civil servants have had some military service.

The latest available figures show the military retirement situation as of mid-1964. Personnel experts say the figures are still valid. Comparable statistics for CS retirees by and large, show that "traditional"

30-year CS careers are not very common. Less than one-third of the 482,131 people collecting civil service retired pay in mid-1964 actually served a full 30 years. Only about half served as much as 20 years.

The figures thus show that while a 30-year civil service career is considered normal and traditional, most civil servants start collecting their annuities long before they complete 30 years of government service.

On the other hand, military retirement over the years has become "traditional" at 20 years. But do military people actually serve out their full 20 years?

The answer is a clear yes. Even when early retirements for disability reasons are counted the average military man more than serves his traditional 20 years before collecting his retired pay.

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SAF ENLISTED HERITAGE HALL
GUNTHER AFB, AL 36114

3163

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Medicare Expected to Increase Aid for Outpatients and Retirees

(Continued from Page 1)

Committee asking for outpatient care for the military.

Reasoning behind the drive to out-patient care in civil facilities goes something like this: Medical science has progressed so much since the medicare program began nearly a decade ago that many of the ailments which used to require hospitalization can now be treated on an outpatient basis.

Denying military families civilian outpatient care, it forces them to spend money for treatment which formerly could have been paid for by the government.

Furthermore, the proponents say, outpatient facilities in military hospitals are so crowded that patients can't get the kind of treatment they need without long waits.

Humphrey's interest in outpatient care for retirees was aroused when he visited his home state of Ohio who was treating a wife with eight children and a husband in Vietnam. The plan apparently would alleviate the situation.

He wrote to the Vice-President suggesting that something be done to take care of military families in this kind of fix. The President carried the ball.

Services surgeon general in their annual medicare report that the lack of outpatient care was hurting morale.

PROPOSAL for care for retirees is fairly far along, too. One of the approaches being considered is to put retirees in families under some sort of health insurance program (the Cross) in which they pay a small premium and

then be able to use civilian medical facilities just as civilian health insurance policy holders do.

There are a number of variants to this proposal being considered and final decisions have yet to be made. Some of the alternatives would make care available to 30-year men at a lower cost than to 20-year men, for example, and to mandatory retirees at lower cost than voluntary retirees.

The plan finally submitted to Congress may get a warm reception from the House Armed Services Committee, at least, because Committee Chairman L. Mendel Rivers has been asking Defense to come up with a program soon. The Pentagon knows from its pay bill experience that Rivers is quite ready to take up the ball if Defense fumbles it.

Military hospital space for retirees and their families is becoming acute at bases in California and Florida, and threatens to become tight elsewhere (see last week's Air Force Times). The Pentagon's plan apparently would alleviate the situation.

THE PROPOSAL to bring retarded child care under medicare is the result of efforts by the National Association for Retarded Children, the Air Force, the Department of Defense and Rep. F. Edward Hebert. The latter recently introduced a bill to provide care for retarded children in military families. Hebert's bill sparked increased interest in the Pentagon, officials said.

Last year, the National Association for Retarded Children found that service families generally have a tougher time than civilians getting care for their handicapped children because they have difficul-

ty in establishing legal residence. This makes public institutional help difficult to obtain in some states. NARC recommended that the medicare law be changed so that care could be extended to the handicapped children.

Defense, after studying the problem, found that the NARC report was correct and that something, indeed, had to be done. The President's Panel on Mental Retardation estimated that, in all, there are 75,000 mentally retarded children of servicemen who require special facilities. Air Force recently put its handicapped children total at 21,000.

The Hebert bill would provide resident care for mentally retarded children of members of the armed forces. The Air Force suggested some improvements which were agreed upon by the other services. The main point of the AF bill was that the children should be provided for by the states under Social Security Act programs now in effect and that the states would be reimbursed by the Defense Department.

It is understood that the Defense proposal would bring the whole program under the Dependent's Medical Care Act.



Tops in Recruiting

TURNING IN the best production record for Fiscal 1965 in the 3506th USAF Recruiting Gp., Det. 609 in Los Angeles, Calif., wins a Group trophy. Accepting on behalf of his nearly 75 recruiters is Lt. Col. James Hurn, right. Doing the honors at the presentation at Mather AFB, Calif., is Col. Martin A. Foster, Group commander.

Central Board Slated to Consider All Eligibles for E-8, E-9 Hikes

(Continued from Page 1)

ords of all qualified and recommended masters and senior masters. This will include virtually all who meet the basic criteria (time in grade, total service, skill level, etc.) in AFR 39-29 except those not recommended for promotion by their immediate commanders. Generally, recommendation is withheld only when the airman has slipped below standards.

A passing score on the USAF supervisory exam is required, but AF will stretch a point to give airman who are just taking the test this month a crack at the stripes. Commands will report them as "conditionally eligible" until their

test scores are known (probably in mid-December). If they pass, the condition will be removed. If they fail, they will be withdrawn from the race.

Under these ground rules, AF estimates that more than 20,000 MSGts will be considered for promotion to senior master and about 9000 senior masters will compete for chief. In past years, the Headquarters board has picked airman in only the skills which draw smaller quotas. Even then, if looked at only one or two nominees from each command in each skill, command-level boards having selected the candidates from their eligibles.

AF PLANS call for about 16 panels of at least three members each on each of the selection boards. The members must be field grade officers and the board may use technical advisors if it chooses, under the promotion reg. AF does not disclose the names of board members.

Quotas, yet to be announced, will still be broken out by skill (nine-level AFSCs). This means that, while all of the qualified and recommended airman will be in the running, they will be competing only with other airman in the same skills. There are well over 100 nine-level skills with widely different size populations and quotas. Promotions will be effective April 1.

Besides a passing test score, and the commander's recommendation, candidates for the supergrades must meet skill level requirements (seven for E-8 and nine for E-9), time in grade (24 months for both), total active federal service minimums (10 years for E-8 and 11 for E-9) and enlisted service requirements (eight for E-8 and 10 for E-9).

AF recently gave commands power to waive the test rule for promotion to E-8 where men are in combat zones.

After promotion to either E-8 or E-9, airman must serve at least two years before they may retire. Airman who do not want to take on the commitment even if promoted, should pull themselves out of the race before the promotion round begins.

Whether the candidates for supergrades will favor the system of promoting all airman from Headquarters over the past practice of issuing command promotion and nomination quotas is a question.

On one hand, top grade NCOs are used to being considered by boards at levels where they are not known personally. Most supergrade hikes have been made at command or USAF levels for some time.

On the other hand, the fact that all candidates will go to Headquarters may disturb some. In the past, even where AF retained the quota in a skill, commands nominated eligibles.

Units Go PCS In Viet Buildup

(Continued from Page 1)

in the war zone, also to stay a year, according to official word from the AF.

Assigning operational units now stationed in Europe to Vietnam has been rumored as another step to support the personnel and firepower build-up in Southeast Asia. AF had no comment when asked about it.

But it was reliably reported elsewhere that in addition to hiking the number of tactical aircraft in Vietnam, there would be a big increase in helicopters, Army troops and Marine Corps Forces.

McNamara said the expansion could be accomplished without involuntary extensions of active duty tours and without a call-up of Reserve forces. Numerous AF Reserve forces units, however, are continuing on accelerated training schedules designed to make them combat ready by the end of this year.

Air Force recently (last week's AFTimes) announced that crewmembers who complete 100 "combat" missions "within North Vietnam" will be allowed to rotate, provided there is no further need for their services in a "non-mission flying capacity." Presumably, this could shorten the stay for some of the TAC fliers.

Bannon Gives Assurance Viet Casualty Air Evac

INGTON—Maj. Gen. Richard Bannon, AF Surgeon General, expressed confidence Air Force will be able to continue air evacuation of casualties from Vietnam "no matter what may turn out to be."

Bannon made the announcement in an address opening session of the 10th annual meeting of the Association of Military Surgeons of the United States. He did so after reporting the rate of evacuating from Vietnam by air has increased in the last two months and is expected to quadruple.

General said battlefield casualties have been airlifted to the Philippines "in time as five hours" after they were wounded.

At the same meeting, Brig. Gen. Wilbur, Deputy Surgeon General of the Army, declared that the Army is in adequate support and steps have been taken to insure a continuous flow of supplies.

Gen. B. B. Brown, Navy Surgeon General, told the meeting that the Navy will be sailing to Vietnam within the next few days. The Repose, which is carrying frozen blood, is expected near the big

Marine base at Da Nang, Vietnam. Admiral Brown said the Repose and a 400-bed hospital now under construction at Da Nang will provide a tremendous increase of "in-country" medical capability.

Variable Bonus Guidelines Set by DOD and Services

(Continued from Page 1)

gram still require final okay, these general principles were laid down at a recent Defense-service meeting:

1. The new program won't push any skills off the pay list. This could change in later years, but for now the services are unwilling to stir up the morale problems such a shift would generate;
2. Some skills will qualify for both pro pay and the variable reenlistment bonus;
3. Some skills will continue to get neither and some will get one or the other.
4. It is unlikely that there will be any recoupment of the bonus from men who are later shifted out of the skill for which the bonus was paid, but there will be strong inducements for men not to shift.

Of major significance is the one about retaining all the skills presently on pro pay — or at least not deleting them to substitute the bonus.

THE BONUS is paid only to men making their first reenlistment and it can amount to the usual reenlistment bonus plus four times that amount.

This is an expensive benefit, and for a long time it was thought Defense might substitute the bonus for some of the skills now on pro pay. This would work a hardship on men drawing pro pay in those skills now on pro pay. This would work a hardship on men drawing pro pay in those skills — men who have already made their first reenlistment. If the skill were removed, they would lose the extra cash they have been getting.

Sentiment among those working on the program appears to be against such an approach, although as the bonus program shakes down over the years it is possible it will edge out some pro pay skills.

There appears to be the usual air of "cost consciousness" in the deliberations, and the services may have to make some hard decisions which will be governed on the basis of the amount of money the Defense Department will allow them for some of these incentive programs. These dollar ceiling pressures could limit any further expansion of the pro pay system and will undoubtedly hold down the number of variable bonuses to be paid.

Thatcher Speaks at Banquet

FIELD, Wis. — Lt. Gen. Thatcher, commander, 1st Air Force Command, was the guest of honor at the 1965 Air Force Officers' Banquet sponsored by the Aviation Affairs Committee of the Wisconsin Chamber of Com-

File
19-11-8

XB-70 to Aid Studies For Jet Liner

WASHINGTON — The Air Force's XB-70 will become a flying laboratory for super-sonic transport (SST) studies as well as weapons research next year.

The Air Force and the National Aeronautics and Space Administration have announced a new agreement under which the 2000-mile-per-hour bomber will be flown by both NASA and AF pilots to obtain data on aerodynamics, structures and operational factors in large supersonic aircraft.

NASA says the joint program will go after more fundamental information than the design configuration data the Air Force is collecting with current flights. The joint program is scheduled for "first priority," NASA says.

The civilian agency had an early hand in the development phase of the North American-built bomber. More recently, NASA installed \$2 million worth of scientific instruments, recording equipment and other gear in the two XB-70s now flying to get more information on flight characteristics of the big ship.

The XB-70 was picked for the studies in the national supersonic transport program because it is the only existing plane with the

For the earlier days of the 'XB-70,' see 'Mission With Le-May' beginning on page 1.

size, weight and speed of the projected next generation transport. It will be used for research that is impossible to get in ground facilities.

The big plane has been the center of controversy for about the last 10 years. Originally designed to be the successor bomber to the B-52, the project was the subject of a three-way tug-of-war among Air Force leaders, the Defense Department and the Congress.

Funds were voted for the project a number of times but only a portion has been spent. Over several years, AF and Defense debated the need for any advanced bomber. After long delay, even the champions of the B-70 conceded the design had been outdated.

THE CURRENT program has produced only two research aircraft and all thought of a production version has been abandoned. The Air Force is still pressing for another advanced manned strategic aircraft (AMSA), has the engines and some avionics gear under development and believes a flying version of the ship can be built quickly.

The Defense Department already has ordered a beefed-up version of the F-111 (the B-111) as an advanced bomber but it is not expected to have the range or payload capability AF has sought in the new weapon.

Meanwhile, the XB-70 is making regular flights, some of them at the designed 2000-mph speeds and presumably providing data which will be useful to the Air Force if it gets its preferred bomber.

The new AF-NASA agreement may find the controversial plane in the middle of another aircraft debate, however. The supersonic transport is subject of a number of studies. Besides the NASA effort, firms, Boeing and Lockheed, are developing designs and the British-French Concorde is being developed with an eye on the U.S. as well as foreign markets.

Supergrade Race

Hikes Based on Old AFSCs

WASHINGTON — Airmen in the race for supergrade stripes will compete in the skills they held on November 30, Air Force says, rather than those they may have picked up in December.

The order, passed to commands by recent message, refers to a number of career field changes which took effect in December. Among them were additions and changes to a number of superintendent AFSCs. Many of the NCOs competing for the supergrade promotions will have converted their AFSCs before the board meets.

Air Force has set up its supergrade quotas using the old AFSCs,

however. It wants commands to supply rosters, selection folders and other records showing the AFSCs the airmen held as of the November 30 cut-off date for the promotion cycle. Personnel records (AF Forms 7) may show the new converted AFSCs.

Men recommended in two AFSCs must have held both as of November 30, the message said.

THE SUPERGRADE selections will be made by a central board at the USAF Military Personnel Center, Randolph AFB, Tex., beginning February 18. Quotas for E-8 and E-9 to be issued January 10.

There will be fewer promotions than there would have been if Defense had approved the Air Force's bid for a major increase in supergrade strength. AF wanted to push the strength close to the legal one and two percent limits (for E-9 and E-8, respectively). It is understood

the totals will be closer to the present percentages.

The central selections, the first Air Force has attempted for the supergrades, will occupy the board with E-8s for two weeks and with E-9s for another week after that. The process will be completed by early March, with promotions taking effect April 1.


Orlando Aero Club Names New Officers

ORLANDO AFB, Fla. — Aero Club officials here announced recently a new slate of officers for 1966.

They are SSgt Paul W. Stierwalt, president; A1C Arthur Glenn, vice

president; A1C Donald Ford, secretary-treasurer; Jefferson Montgomery, operations officer; SSgt William L. Cook, maintenance officer; and SSgt Arline J. Mosher, custodian.


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NEWS IN BRIEF

War Slowing HHGoods Shipments

WASHINGTON — There has been a general slow-down in the shipment of household goods and unaccompanied baggage, officials report, because the war in Vietnam has caused large-scale diversions of air and sea carriers.

As ships and planes are transferred to Southeast Asia runs, military families are experiencing long delays in getting their goods shipments from and to Europe and from other places in the world. Intra-state shipments are not affected.

Single military travelers are feeling the pinch too, officials say, because their unaccompanied baggage (the amount they ship above the few pounds allowed on their tickets) is being held up for the same reasons.

Regular O-4 List Okayed

WASHINGTON—The permanent-Regular majors selection list has been approved and will be available for publication in next week's Air Force Times, officials said at press-time. More than 2500 names are understood to be on the list. Most of the officers are already serving as major, but some in the zone are captains who have been twice deferred for temporary major. Thus, making it via the permanent route is probably the most important thing in their lives at the moment. The promotions are effective in calendar 1966.

Court Bars Extra Auto Taxes

WASHINGTON—The U.S. Supreme Court has ruled that states can't pile extra auto fees on servicemen who already have paid license tag and registration charges. The extra fees can't be a requirement levied before servicemen are issued tags, the court held.

The cases involve Air Force men who challenged tax laws in California and Mississippi and, in effect, the decision upholds the 1940 Soldier's and Sailor's Relief Act.

The decisions, which affect all servicemen were announced at press-time. They will be explained in more detail in next week's Air Force Times.

AFIT Board to Meet February 7

WASHINGTON—Another AFIT selection board will meet February 7 to fill remaining vacancies for Fiscal 1966 entry and to pick the first group for Fiscal 1967 entry into the special officer study program.

The board will meet at the Military Personnel Center, Randolph AFB, Tex. It will consider the records of about 1600 applicants, AF said. The remaining FY-66 vacancies are in engineering and other technical programs, and officers chosen are slated to enter school next June.

Additional boards choosing officers for FY-67 entry are slated to meet May 9, in late summer, and in the late fall.

Five-Year Viet Toll for AF: 125

WASHINGTON—Total U.S. deaths from hostile action in Vietnam from January 1961 to Jan. 10, 1966, total 1682, the Defense Department has announced. The Air Force figure is 125.

In addition 475 U.S. servicemen, including 82 USAF, have died from casualties not the result of hostile action. The Defense report listed 81 AFmen as "missing" and 11 as "detained."

U.S. men wounded by enemy action since January 1961 total 8083; 100 died. Air Force in this category has had 369 nonfatal wounded and six deaths from wounds.

Less Duty on Viet Gifts Sought

WASHINGTON—American servicemen in combat zones would be able to send home gifts worth up to \$100, without paying any duty, under a bill submitted by Sen. Frank Carlson (R., Kan.).

Present law limits duty-free gifts to \$10.

Carlson said the low \$10 limit came to his attention this Christmas when the families of 1st Infantry Div. men received Christmas presents from Vietnam and had to go to local post offices in Kansas to pay duty on their own gifts.

He cited the case of one Army wife in Kansas who received a gift of two sweaters from her husband in Vietnam. She had to pay \$8 duty on the sweaters, which were valued at \$19. Carlson pointed out that if the soldier had mailed the sweaters in two separate boxes on two different days, his wife would have had to pay no duty to the government. Carlson's proposal, S. 2767, would be limited to men serving in combat zones.

Hikes 'Good' for NCOs in Info Jobs

WASHINGTON—NCOs in the information field are "far better off" than average airmen promotion-wise, according to SAF-OI, their Washington "home office."

SAF-OI (Secretary of the Air Force, Office of Information) says the December cycle allowed promotion of half the assigned SSgts in the 721 skills and 41 percent of the assigned TSgts. This, says SAF-OI, is a better "promotion opportunity" for both grades than airmen in most of the other 150 career ladders face. A total of 136 ladders had tougher restrictions for tech sergeant hikes and 129 had tighter controls for master hikes.

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Hike Chances To Supergrade About One in 8

WASHINGTON — About one out of every eight NCOs in the race for supergrade promotions will win the additional stripe April 1, Air Force estimates.

The overall promotion ratio is based on AF's forecast that about 26,500 airmen will be eligible for the 3247 E-8 and E-9 hikes. The actual odds will narrow sharply later this month when Air Force divides the quotas by career fields. Still uncertain is whether AF will bar promotions in some of the overstrength fields or allow at least token promotions in all.

Meanwhile, AF has supplied very general figures based on the total numbers to be considered if all eligibles come before the board.

There are about 8000 SMSgts in the running for 734 promotions to chief master sergeant.

There are about 18,500 MSgts at least technically eligible for the 2513 promotions to SMSgt. This means almost one out of every seven candidates can make it, on the average.

Through the April 1 cycle, AF has distributed quotas for 142,856 promotions to grades A2C through CMSgt so far in Fiscal 1966. By comparison, it made only 131,938 hikes to the same grades during the same period in FY-65.

THE NEW E-9 quota is 100 stripes smaller than that for FY-65 but an increase of 249 E-8s more than offsets the drop. The situation report for other grades shows these actions so far this year:

MSgts—the 6348 stripes given out so far amount to about 1000 fewer promotions than last year. There is one cycle yet to go.

TSgts—the 10,955 tech promotions are also down (about 745) from last year but the second-half is slow to come.

SSgt and below — The FY-66 totals have already topped last year's allocation. In two cycles, AF has given out 17,688 SSgt hikes (3588 more than last year) 45,470 A1C stripes (1980 more than in FY-65) and 58,948 A2C hikes (up 6798 over last year).

Centurian With Wings

USS FORRESTAL — Air Force Capt. C. W. Wright made his 100th landing on a naval aircraft carrier while serving with Fighter Squadron 74. The event earned him the symbolic name of Centurian.



Top TAC Unit

TAC COMMANDER Gen. Gabriel P. Disosway presents the command's quarterly trophy for an Outstanding Unit On-the-Job Training Program to Col. William G. Duncan, commander of the 516th Troop Carrier Wg., Dyess AFB, Tex. The wing was cited for outstanding command support, management and application of its OJT program.

Defense Plans Investigation Of Disability Retirements

WASHINGTON—Defense Department officials are going to probe disability retirements in an effort to find out why there is such a variance in the numbers of people retired for disability among the services.

Air Force, the youngest and second largest service, has nearly as many retired for disability as the other services combined.

Officials said the study will aim to find out how the services are administering the rules, where the differences exist and if there are logical reasons for the differences.

If it is found that each service is interpreting the rules differently without good cause, then apparently some effort will be made to insure more uniformity.

Air Force had 4538 disability retirements in Fiscal 1965; the largest service, Army, had only 2149. Navy had 1865 and the Marine Corps 585. (See last week's Air Force Times).

The review and analysis of disability retirements and separations procedures is under the direction of Brig. Gen. William Berg, who is Deputy Assistant Secretary of Defense for Manpower.

About 22 percent of the Air Force's retirements in Fiscal 1965 were for disability, compared to 12 percent for Army and 12½ percent for Navy.

Because of the income tax advantage of disability retired pay, there is a constant scramble among many retirees to attain a high disability rating. Disability retired pay is figured on the basis of years of service or the percentage of disability. In the latter case, it is entirely tax-exempt. In the former, the part which is equal to the amount a retiree would receive if

his retirement years were computed solely on the basis of disability is tax exempt, and only the balance is taxable.

The disability retirement rules were overhauled in 1949 and have remained basically the same since.

Sudanese at Randolph

RANDOLPH AFB, Tex.—Five Sudanese aviation cadets have begun flight training with the 3512th Pilot Training Sq. The first from their country to train with the 3512th, the cadets are learning to fly T-28s and C-47s.

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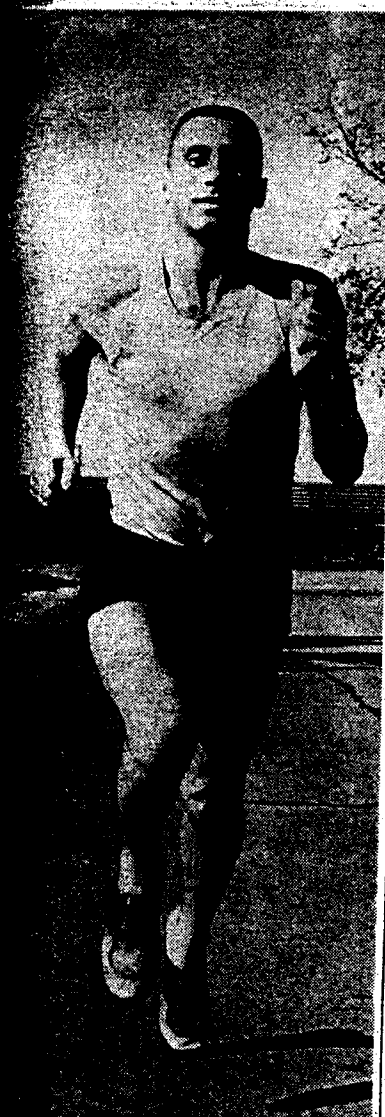
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Calendar of Key Events*

Permanent-Regular Majors Selection List	Next Week
2 Year Life Augmentation List	Let's January
Non-AD ROPA Majors List	Let's January
Temporary LC Selections Board	January 24
FY 1966 AFIT Selection Board	January 24
AFIT Selection Board	February 7
Promotions to A2C through 55gt	February 14
Central E-4 Selection Board	February 14
Active Duty ROPA Majors List	Let's February
Central E-4 Selection Board	March 7
Non-AD ROPA LC Selection Board	March 14
Permanent WO Selection Board	March 21



Speedy Return

"GROUNDED" 30 months ago by a cardiac condition, Capt. Arthur Yarrington has run all the way back to flying status. In a strenuous exercise program, the captain has run as much as 25 miles a day. Now at Scott AFB, Ill., the fighter pilot who made a comeback has volunteered for combat duty in Vietnam. See page 5 for more about the man who wouldn't stay grounded.

Air Force Times

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25¢

LBJ Indorses Raise of 5.6%

(See Chart, Page 3)

WASHINGTON—Almost immediately after the President last week asked Congress to raise basic military pay 5.6 percent, a bill was introduced and the legislative machinery was greased for action. The President's proposal, forecast exclusively by Air Force Times two weeks ago, would be effective October 1. In

addition to the basic pay increases for all, the measure also calls for:

- A nine percent raise in Dependents Assistance Act (DAA) rates for 270,000 lower-ranking EM. A married E-4 with less than four years service, for example, would get a \$7.50 monthly raise here—from the present \$83.10 to \$90.60.

- Providing bachelor E-4s (with over four) and above a basic allowance for quarters while in a travel or leave status between permanent duty stations. This is not paid now.

- Providing all bachelor EM a dislocation allowance when transferred to a permanent duty station.

(See PAY, Page 3)

E-8, E-9 Hikes Hang on Skills

By Bruce Callander

WASHINGTON—Nearly one out of every three NCOs shooting for supergrade stripes this year made it, but the hike ratio in specific skills ranged all the way from zero to 100 percent. Some of the unpromoted airmen who were considered may get another crack at the stripes before next year, if the Air Force goes into its planned monthly hike schedule this summer. This could mean promotion for men who stood high on the AF selection lists but not high enough to be covered by the quota. It is unlikely

to do much for those barred by large overages in their skills, because monthly hikes would also be controlled by AFSC.

The sharp differences between promotion ratios in different skills were underscored as Headquarters reported to commands the number of airmen considered in each AFSC, the number promoted and the percentage of selections. The full report by skills follows this story.

Most dramatic hike ratios were those in six skills where AF promoted all the candidates to E-8 and six where it promoted all those considered for E-9. This 100 percent selection ratio is tempered by

(See HIKE, Page 10)

For Bachelors

In-Town Home Plans Speeded

By Bob Schweitz

WASHINGTON—Defense has ordered a speed-up in its new program to allow bachelor E-7s and up to live off base and draw quarters allowance if adequate quarters are not available on base.

Originally, Defense planned to start the program July 1 (December 28 AF Times). Now, Assistant Secretary of Defense Thomas D. Morris says the order is to be effective "not later than July 1," which means the services will start right now to implement it.

The services have had their regulations ready for some time and, with receipt of Defense's new speed-up order, will send them to the field.

(See IN-TOWN, Page 10)

RegAF Quota Up, Two Groups Added

By Ed Gates

WASHINGTON—Air Force has increased the FY 1967 regular line officer appointment (augmentation) quota to 4475, and in the bargain has brought five- and six-year group officers into the competition.

Earlier, AF established a total year's quota of 3800, which was an increase from the previously planned 3000. Heavier than expected attrition, increased field grade ceilings recently authorized by law, and an improved system for computing long-range losses have paced the way for the appointment increases personnel officials at the Pentagon said.

As usual, boards are slated to (See REGAF, Page 10)

Crew' May Return

U-Neck Shirts Issue Revived

By Len Famiglietti

WASHINGTON—That controversial U-neck tee shirt is in the news, as Defense has asked Air Force if it wants the Army in returning to the crew-neck shirt.

Air Force "is studying" the request, an AF uniform official told AF Times. There was no indication when it will reach a decision.

The Army, following its annual sergeants major meeting late last year, has decided to return to the crew-neck. Regardless of the AF decision, enough U-neck shirts are on hand to last until March 1968, according to the Defense Supply Agency.

Pressure may mount on AF to come off its insistence that personnel wear U-necks—for open-collar wear — because Defense wants clothing items standardized among the services. DSA does the buying for all the services.

Neither Navy nor the Marine Corps uses the U-neck tee shirt.

Last year (AF Times, September 14) AF indicated it would not back down on the U-neck shirt issue, despite protests from AFmen. AF laid on the U-neck because it felt the shirt to be neater than the crew-neck. Protests over the U-neck claimed it stretched out of shape after a few washings. Others objected to exposing chest hair.

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Family Magazine Inside This Week

Many Travel Benefits Asked

By Bob Horowitz

WASHINGTON — The Defense Department has sent Congress a bill loaded with travel pay benefits for thousands of servicemen and their families.

Several of the benefits were approved by the House last year, but they died in the Senate.

The new package would:

- Authorize the reimbursement

to servicemen for the actual costs of parking fees, ferry fares, and bridge, road and tunnel tolls incurred during official travel performed in private cars. This would include all such charges paid during a PCS move. Navy Secretary Paul Nitze, in submitting the proposal to Congress for all the services, said these expenses "exceed by a considerable margin the monetary allowance in lieu of transportation currently authorized."

• Authorize the services to pay travel allowances to men who are transferred from a temporary duty to a permanent station. Under existing law, many of these men cannot collect travel pay to go back to their old permanent station to settle their personal affairs.

• Permit the payment of a dislocation allowance to a man whose family moved before the effective date of PCS orders, when the orders later are canceled or modified. An example would be the case of a man stationed in New York who is on orders to California; he sends his family to California and then his orders are changed to Illinois. Under existing law, the family would be simply out of luck.

• Authorize a dislocation allowance when dependents make an authorized move in connection with a serviceman's prolonged treatment in a hospital. "Prolonged" means the treatment is expected to take at least six months. Because of a Comptroller General ruling, dependents now cannot get dislocation pay, although they are entitled to transportation.

- Authorize the transportation

of dependents and shipment of household goods at government expense when a serviceman is transferred from sea duty to sea duty, when the vessels involved have the same home yards or home ports. Nitze estimated that the first provision, which pays for road tolls and the like, would be worth about \$2.5 million a year to members of the Army, \$1.2 million to Navy and Marine Corps men, and \$1.7 million to AF men.

Honored

FIRST WINNER of the Outstanding Senior NCO Award for Security Police is CMSgt Charles E. McCreedy Jr., Chief of Presidential Aircraft Security, 89th Military Airlift Wg., Andrews AFB, Md. Sergeant McCreedy won over 13 command finalists. The trophy award will be presented to the sergeant at the Worldwide Security Police Conference in Los Angeles, Calif., this spring.

Kelly to Supervise New Fuels Division

KELLY AFB, Tex. — The San Antonio Air Material Area here has been given the responsibility of implementing and managing the new Aviation Fuels Division.

The expansion of the Aerospace Fuels Division will mean an annual billion-dollar business for SAMA operations. A part of the DOD plans to establish an integrated programming and financial management system, the operations will begin July 1, and work similar to the inventory and capital management techniques used in clothing stores and commissaries.

RegAF Quota Up, Two Groups Added

(Continued from Page 1)

select more than the established quota for each year group, to allow for expected declinations.

The latest increase raises the quota in the hotly-contested 8-10 year service group from 400 to 780. This provides for a "selection opportunity" of 31 percent, AF said.

Adding the five and six-year group people to the competition this year is a surprise. The respective quotas are set at 155 and 304. Thus, last year's four-year group competitors who failed of selection get another quick chance, albeit a slender one of 11 percent.

The FY 1967 program is furnished below. AF officials said that next year, during the FY 1968 program, appointments probably will not be offered in the five, six and 8-14 years service groups. However, the quotas in the other groups next year should be "somewhat higher" than this year, they said.

The FY 1967 two-year group appointments already have been made. The four-year and seven-year group boards meet May 1, and the 8-14 year group non-regular officers will be considered June 5. Board dates for the five- and six-year groups have not been set, AF officials said. An exceptional selection opportunity of more than 50 percent goes to the seven-year group competitors this year.

Various commanders and staff elements have been pressuring for increased appointment quotas, particularly among the older year groups. Heretofore, officers who didn't make regular when in the seventh year group had no more chance, other than via secondary zone temporary promotion. AF said the secondary zone chance will remain open.

Officers not sure which year group they fall in should check Table 7, Page 14, of AFR 365.3, shows, for example, that FY 1967 six-year group covers officers with a TAFSCD, between July 1, 1959 June 30, 1960. Officers in this year's nine-year group have a TAFSCD between July 1, 1959 June 30, 1957, to cite another example of how officers can fix their group by examining the chart.

The FY 1967 regular appointment program in capsule form follows:

Year	Old	New	%
Group	Quota	Quota	Opportunity
Accd. DMO	130	1350	Not Given
2-yr	400	800	20%
4-yr	400	400	20%
5-yr	155	155	11%
6-yr	304	780	25%
7-yr	500	500	15%
8-10 yr	400	780	31%
11-14 yr	155	155	11%
Total	3650	4475	23%

Hike Ratios for Supergrades Range From Zero to 100%

(Continued from Page 1)

the fact that the number of eligibles was small in all cases. Except for two civil engineering skills where as many as 24 men were considered and all promoted, each of the AFSCs had less than 10 eligibles.

At the other extreme, a few AFSCs allowed promotion of only two or three percent of those considered. In the first sergeant AFSC, for example, the board looked at 272 men but could promote only seven of them.

In the middle, some of AF's most-populated skills did well. The 43190 skill, for example, saw 884 promotions to E-8 and 391 to E-9, allowing promotion of about 22 percent to E-8 and 31 percent to E-9. Both percentages are much higher than those for the same skills last year.

Not shown by the Headquarters report are several skills in which AF issued no quotas at all. It made no E-8s in the first sergeant field and none in AFSCs 22392, 32390, 90390, 99120 and 99128. It made no E-9s in 00590, 29390, 32190, 32390, 36190, 36390, 43390 and 90491. There were no quotas in a few other AFSCs, but this was because there were either no authorizations in the skill or no eligibles.

A major point of concern for some supergrade candidates this year was the rule that airmen would be considered only in their control AFSCs. This includes reporting identifiers such as 99120 (recruiter), 99125 (special electronics technician) and 99128 (military training instructor). Retraining NCOs could be considered eligible on the basis of their primary AFSCs but only in terms of meeting the skill level requirements. Once in the running, they had to compete on the basis of their controls.

Although this rule has been applied to previous cycles for other grades, its addition to the supergrade brought complaints from some NCOs, particularly in the

first sergeant, instructor, and recruiting skills. All are drawn from other fields and carry their CAFSCs only while in the specialized duty.

First sergeants especially argued that they should compete in their primaries since many were picked for their top-kick jobs on the basis of PAFC. This is the second year in which AF has made no promotions in the 01090 skill and only seven E-9s.

The selection process, however, followed the same pattern at last

year's. All selections were made by two boards at the Military Personnel Center, Randolph AFB, Tex. The E-8 board was headed by a brigadier general and included 38 full colonels representing all commands. The E-9 board, also chaired by a BG, was made up of 26 colonels. AF did not identify any of the board members.

Accompanying this story is the report of the supergrade boards by AFSC of the quota, numbers considered and percent selected for E-8 and E-9:

SENIOR MASTER SERGEANT				CHIEF MASTER SERGEANT			
AFSC	Quota	Elig.	Pct.	AFSC	Quota	Elig.	Pct.
00290	2	9	22.2	00290	55	83	66.3
00390	2	8	25.0	00390	27	31	87.1
20290	20	49	40.8	20290	14	48	29.2
20390	14	36	38.9	20390	77	125	61.6
20490	8	120	6.7	20490	31	44	70.5
20590	3	30	10.0	20590	209	716	29.3
21190	4	18	22.2	20690	46	166	27.7
21290	4	32	12.5	20790	47	166	28.3
21390	4	32	12.5	20890	47	166	28.3
21490	4	32	12.5	20990	47	166	28.3
21590	4	32	12.5	21090	47	166	28.3
21690	4	32	12.5	21190	47	166	28.3
21790	4	32	12.5	21290	47	166	28.3
21890	4	32	12.5	21390	47	166	28.3
21990	4	32	12.5	21490	47	166	28.3
22090	4	32	12.5	21590	47	166	28.3
22190	4	32	12.5	21690	47	166	28.3
22290	4	32	12.5	21790	47	166	28.3
22390	4	32	12.5	21890	47	166	28.3
22490	4	32	12.5	21990	47	166	28.3
22590	4	32	12.5	22090	47	166	28.3
22690	4	32	12.5	22190	47	166	28.3
22790	4	32	12.5	22290	47	166	28.3
22890	4	32	12.5	22390	47	166	28.3
22990	4	32	12.5	22490	47	166	28.3
23090	4	32	12.5	22590	47	166	28.3
23190	4	32	12.5	22690	47	166	28.3
23290	4	32	12.5	22790	47	166	28.3
23390	4	32	12.5	22890	47	166	28.3
23490	4	32	12.5	22990	47	166	28.3
23590	4	32	12.5	23090	47	166	28.3
23690	4	32	12.5	23190	47	166	28.3
23790	4	32	12.5	23290	47	166	28.3
23890	4	32	12.5	23390	47	166	28.3
23990	4	32	12.5	23490	47	166	28.3
24090	4	32	12.5	23590	47	166	28.3
24190	4	32	12.5	23690	47	166	28.3
24290	4	32	12.5	23790	47	166	28.3
24390	4	32	12.5	23890	47	166	28.3
24490	4	32	12.5	23990	47	166	28.3
24590	4	32	12.5	24090	47	166	28.3
24690	4	32	12.5	24190	47	166	28.3
24790	4	32	12.5	24290	47	166	28.3
24890	4	32	12.5	24390	47	166	28.3
24990	4	32	12.5	24490	47	166	28.3
25090	4	32	12.5	24590	47	166	28.3
25190	4	32	12.5	24690	47	166	28.3
25290	4	32	12.5	24790	47	166	28.3
25390	4	32	12.5	24890	47	166	28.3
25490	4	32	12.5	24990	47	166	28.3
25590	4	32	12.5	25090	47	166	28.3
25690	4	32	12.5	25190	47	166	28.3
25790	4	32	12.5	25290	47	166	28.3
25890	4	32	12.5	25390	47	166	28.3
25990	4	32	12.5	25490	47	166	28.3
26090	4	32	12.5	25590	47	166	28.3
26190	4	32	12.5	25690	47	166	28.3
26290	4	32	12.5	25790	47	166	28.3
26390	4	32	12.5	25890	47	166	28.3
26490	4	32	12.5	25990	47	166	28.3
26590	4	32	12.5	26090	47	166	28.3
26690	4	32	12.5	26190	47	166	28.3
26790	4	32	12.5	26290	47	166	28.3
26890	4	32	12.5	26390	47	166	28.3
26990	4	32	12.5	26490	47	166	28.3
27090	4	32	12.5	26590	47	166	28.3
27190	4	32	12.5	26690	47	166	28.3
27290	4	32	12.5	26790	47	166	28.3
27390	4	32	12.5	26890	47	166	28.3
27490	4	32	12.5	26990	47	166	28.3
27590	4	32	12.5	27090	47	166	28.3
27690	4	32	12.5	27190	47	166	28.3
27790	4	32	12.5	27290	47	166	28.3
27890	4	32	12.5	27390	47	166	28.3
27990	4	32	12.5	27490	47	166	28.3
28090	4	32	12.5	27590	47	166	28.3
28190	4	32	12.5	27690	47	166	28.3
28290	4	32	12.5	27790	47	166	28.3
28390	4	32	12.5	27890	47	166	28.3
28490	4	32	12.5	27990	47	166	28.3
28590	4	32	12.5	28090	47	166	28.3
28690	4	32	12.5	28190	47	166	28.3
28790	4	32	12.5	28290	47	166	28.3
28890	4	32	12.5	28390	47	166	28.3
28990	4	32	12.5	28490	47	166	28.3
29090	4	32	12.5	28590	47	166	28.3
29190	4	32	12.5	28690	47	166	28.3
29290	4	32	12.5	28790	47	166	28.3
29390	4	32	12.5	28890	47	166	28.3
29490	4	32	12.5	28990	47	166	28.3
29590	4	32	12.5	29090	47	166	28.3
29690	4	32	12.5	29190	47	166	28.3
29790	4	32	12.5	29290	47	166	28.3
29890	4	32	12.5	29390	47	166	28.3
29990	4	32	12.5	29490	47	166	28.3
30090	4	32	12.5	29590	47	166	28.3
30190	4	32	12.5	29690	47	166	28.3
30290	4	32	12.5	29790	47	166	28.3
30390	4	32	12.5	29890	47	166	28.3
30490	4	32	12.5	29990	47	166	28.3
30590	4	32	12.5	30090	47	166	28.3
30690	4	32	12.5	30190	47	166	28.3
30790	4	32	12.5	30290	47	166	28.3
30890	4	32	12.5	30390	47	166	28.3
30990	4	32	12.5	30490	47	166	28.3
31090	4	32	12.5	30590	47	166	28.3
31190	4	32	12.5	30690	47	166	28.3
31290	4	32	12.5	30790	47	166	28.3
31390	4	32	12.5	30890	47	166	28.3
31490	4	32	12.5	30990	47	166	28.3
31590	4	32	12.5	31090	47	166	28.3

SALUTE TO SCOTT

The only base named in honor of an enlisted man will celebrate its 50th anniversary on September 2. See page 18 for the latest word on the base and the people stationed there, a full-page birthday greeting to Scott.

Revised Plan Studied

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Air Force Times

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Referral Service at Bases

Housing Aid Ordered

By Bob Schweitz

WASHINGTON—The Pentagon has ordered the services to establish housing referral offices "at each stateside base, and every serviceman seeking off-base housing must clear through them. "Mandatory clearance" is the term AF applied to the new program, via its all-commands message launching the Defense-sponsored project. The base referral offices,

Pentagon Chief Robert McNamara has declared, "will offer complete referral services and a full range of personal assistance" to personnel needing off-base housing. McNamara said studies reveal that servicemen have not sought help from military housing offices and "typically fend for themselves" in trying to find housing.

This failure to use local assistance is a major reason many military people can't find adequate dwellings and are dissatisfied, McNamara told the military services.

The new program also ties closely with McNamara's determination to eliminate housing barriers against Negro servicemen in areas surrounding military bases.

Air Force said that its housing referral offices, required at all stateside sites with 500 or more personnel, will be staffed with "military personnel." Commands have been asked to estimate how many military and civilian manpower needs will be needed for what appears to be a large project.

The AF implementing message, sent to commands by the HQ USAF DCS/Personnel, Lt. Gen. Horace M. Wade, noted that family

(See OFF-BASE, Page 10)

Criteria Released For E-8,9

WASHINGTON—Thousands of SMSgts will be considered for promotion to chief as much as four months before they are eligible. At the same time, some MSgts who might have made E-8 in 1968 under past schedules will not get into the race until 1969.

The eligibility criteria for the calendar year 1968 supergrade promotions have just been passed to the field. As predicted, they will allow consideration for some very junior E-8s.

To qualify for CMSgt, senior masters must have met skill level requirements (nine level AFSC)

(See CRITERIA, Page 10)

ZI Bases Get Hike In Welfare Funds

By Ed Gates

WASHINGTON—All USAF stateside commands will receive \$6 per man per quarter in nonappropriated welfare funds, beginning in October. This is a boost from the present \$2.25, or \$3 more on an annual basis. This becomes big money when multiplied by large troop strengths. It is used to build recreational facilities, buy sports equipment, and otherwise support recreational and morale programs throughout the service. Commands cut the funds to their bases.

Overseas commands, except the 7th Air Force in Vietnam, will suffer a loss in regular income from welfare funds, from the present

(See ZI, Page 10)

Officer Skills Ripe for SEA

WASHINGTON—More than 40 officer skills have been tagged as critical for Southeast Asia and the Air Force is laying on special policies to make sure the officers holding them are available for these areas.

The critically-skilled officers will be (1) barred from ConUS long-tour assignments while they are eligible for short ones and (2) tapped for involuntary consecutive tours to short-tour areas when they finish long tours.

AF says the special rules, previously used mainly to provide pilots for SEA, are necessary to meet war zone and short-tour requirements. Without the changes, AF said, it could not fill the combat and short-tour slots through 1968.

A USAF message told com-

(See 40 OFFICER, Page 9)

More Stress May Be Put On Tests to Win Stripes

By Bruce Callander

WASHINGTON—The Air Force is giving very serious study to a radically different airman promotion system which would include point scores and periodic skill and promotion-fitness testing.

Like the Navy's?

It would be "parallel in some respects to the system used by the Navy," said Lt. Gen. Horace M. Wade, but it would preserve some features of the current AF system, in-

Details of proposed overhaul of airman promotion system. P. 13

cluding board selection and use of "whole man" evaluations.

Wade, AF's DCS/P, revealed the proposed plan in a 40-page statement to the House subcommittee on enlisted promotions (see page 13 for his statement in detail). He said

(See SHARPLY, Page 10)



Helping Hands

SERVING patients in the Colonial Nursing Home, Madison, Wis., are SSgts Harold Strode, rear, and Scott Freeman of the 4631st Air Base Sq., Truax Field, Wis. The airmen are two of four noncoms who have volunteered to help at the home during their off-duty time. The other volunteers are MSgt Robert Terrell and TSgt Niles Woodley.

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Sharply Revised Plan For Stripes Weighed

(Continued from Page 1)

the plan was the result of nearly a year's study and AF still has a lot of work to do before it decides whether to adopt it. But, he said he is pushing the study with "deliberate speed" and will give major command representatives a chance to discuss it within the next six months.

The proposal would establish promotion lists by skill "based on measurable and weighted criteria," including these factors:

- Performance as shown by a revised airman performance report form with "new elements of control over ratings."
- Skill knowledge test scores "with provision for the eventual adoption of a periodic combination skill knowledge test and promotion fitness examination based on general military subjects."
- Seniority (time-in-grade and time-in-service).
- Education, decorations and favorable communications.
- Selection board evaluation "using the current whole-man concept but having limited weight in the overall process."

The approach, if all of these elements are bought, would be a drastic departure from AF's past promotion philosophy. Wade himself told the subcommittee AF had discouraged commands from using mechanical scoring systems because they leaned too much on seniority and ruled out human judgments.

The Wade plan apparently includes some formula with which AF could develop something much like the Navy's final "multiplier" for each enlisted man. Navy's is a composite of test scores plus per-

formance marks, seniority and awards. Test scores are weighted 43 percent.

Air Force would presumably give different weights and emphasis to these factors and work in the additional ingredient of a whole-man score from the selection board.

AF has opposed numerical point scores in the past and also objected to the use of actual test scores in promotion selection. At present, AF has only one skill test for each skill level of an AFSC, and an airman must pass each one only once. When he earns a new skill level, it is good for two promotions. An airman can get to MSGT by passing only three skill tests and from there to CMSgt by passing only the supervisor's exam.

Except for the supervisor test, AF has no general military knowledge exam. The new proposal includes both the use of skill tests and "eventual" adoption of a periodic combination skill test and promotion fitness exam. If Air Force follows the Navy practice, this could mean annual or more frequent testing for promotion. Navy tests twice a year, and each man must retake the exam each cycle until promoted.

Wade's mention of a revised APR form and new controls is not a complete surprise. Air Force Times reported earlier that AF is considering changes in the APR form and system. The main one is a control to allow raters to give only a certain percentage of the men rated top-box scores.

Some such control would be necessary to the kind of point score system Wade described.

Without a better spread of ratings, promotion scores would be almost a straight total of test scores and points for seniority, education, and other factors. Even the board's whole-man score would be more or less cut and dried unless the board could see some difference in ratings.

The key concern for airmen, if AF adopts the plan, will be the weights given various factors. If main weight were given to seniority, for example, a high test score would be little better than a low one. Or, if tests were given the kind of weight Navy gives them, it would take a great deal of seniority to overcome a bad score. The trick is to find a fair balance of factors.

One important point about the system Wade described is that it would be used to set up promotion lists "by skill." Still to be explained is how the by-skills list would be developed and used. Presumably, AF would have to find some way of melding the selectees in different skills without giving undue advantage to men in the AFSCs which have gotten few promotions in the past. If too much attention went to seniority without some balancing skill controls, AF could again find itself overpromoting senior men in some specialties and creating new "humps."

One solution could be some provision for forced separation in the skills that become overcrowded with men whom AF does not want to promote, cannot retrain to other AFSCs and does not want to keep in their present grades and skills. Wade, like his counterparts in the other services, said a severance pay plan might be useful in the future for this kind of thinning. He said, however, that AF probably would not need it until it had the top-six grade authorizations it wants (about 70 percent of the enlisted force) and depended on losses for promotion. This would be in the late '60s or early '70s.

Wade gave less support to the statutory promotion system which the subcommittee has suggested as an all-services solution. He said AF has studied the idea of legal strength ceilings, phased promotion points by years-service and an "up or out" promotion system, but its first look was unconvincing. He said it would lack flexibility and probably be resented by airmen who stood to be forced out if not promoted. Wade said, however, that AF still has an open mind about the statutory approach and would continue to study it.

He joined the other services' spokesmen in opposition to a single selection system for all. He said there are valid reasons for differences among the services and they will probably continue.

Circuit Testing Conference Held

GRIFFISS AFB, N.Y. — The Ground Electronics Engineering Installation Agency (GEEIA) has been assigned the responsibility of circuit testing and conditioning for the Air Force.

The Defense Communications Agency (DCA) has directed that circuit testing and conditioning programs must be implemented in connection with the government-owned portions of the Defense Communications System.

Conferees from the five GEEIA regions met recently at Griffiss with headquarters personnel to discuss workloads, manpower and funds. Goal of the conference was to ascertain workloads and additional personnel and equipment needed.

Off-Base Housing Aid Setup Ordered

(Continued from Page 1)

services volunteers have provided "a form of referral service" and that this service has provided housing assistance.

However, because of McNamara's "expressed desires and the emphasis being placed on providing equal opportunity to all military personnel for renting or leasing off-base housing, we propose to operate the central referral office at each installation with duty personnel," Wade said.

The new referral offices, Wade continued, will:

- Counsel and refer AFmen to suitable housing for which "non-discriminatory statements" have been received.
- Maintain listings of suitable off-base rental housing whose owners have filed statements "indicating they maintain an open housing policy."
- Inspect the facilities listed for "suitability."
- Investigate complaints from tenants or landlords which emanate from within their assigned geographical areas.
- Maintain liaison with real estate boards, property owners, etc., to advise them of military family housing requirements, and maintain school, transportation and other community facilities information.
- Review rental and sale advertising in media under the installations control, such as daily bulletins.

The base referral offices also will "determine that all military personnel have found suitable housing," General Wade said.

McNamara, in his original order, said the new aid would be provided "to all married personnel."

AF's implementing rules refer to "all personnel."

So far, the Defense Department

has put housing which does not rent to Negro servicemen off-limits only in a few Maryland areas near Washington. AF last week sent a separate message to commands explaining about a "coordinated housing referral system" for the Washington area.

It says, for example, that persons coming to Andrews AFB, Md., will be advised "that they will not enter into a rental or lease agreement without first contacting the base referral office. The office will tell them which surrounding apartments have open occupancy rules and are thus okay to rent."

If the family moves into a place which discriminates against Negroes, disciplinary action may be taken, although Defense has not revealed what the nature of such action might be.

Similar "off-limits" rules could be applied later to other than the Washington area. The mandatory clearance order by McNamara for newcomers at all major bases is seen as a prelude to setting up similar procedures elsewhere.

Meantime, Assistant Defense Secretary for Manpower Thomas Morris told a congressional committee studying urban problems that the referral service at bases in the Washington area has resulted in an increase in the number of registered rental units from 11,153 to 34,382.

Morris said the number is growing each week and that "we are now providing assistance to an average of 100 families per day—about 10 percent of whom are Negro."

"This successful experience will be duplicated in coming months at all of our bases in the United States having large military populations," Morris said.

ZI Bases Get Hike In Welfare Funds

(Continued from Page 1)

\$9 per man per quarter to \$6. However, Hq. USAF officials said the Air Force central welfare fund here will provide overseas commands "special grants" when more funds are needed for construction and "essential equipment."

Most of the welfare money comes from BX profits, while the motion picture service furnishes a small amount.

AF's welfare board here, after a detailed review of funds, has decided that the "concept of basing allocations to commands on the ratio of exchange net profits, ConUS vs. overseas, is no longer completely valid."

The new rate allocations are based on the principle of an equal "standard of living" in recreation and morale programs for AF people everywhere. Maj. Gen. John H. Bell told major commanders in announcing the changes. Bell is chairman of the AF Welfare Board here.

Speaking of the "special grants" overseas commands may receive, General Bell said requests for such funds must "be fully substantiated and related to maintaining standards for morale, welfare and recreation activities overseas equitable to those typical in the ConUS."

Bell said it is planned that requests for special grants will be called for and approved on an annual basis. Commands abroad, whose regular income will shrink because of the rate cut, will be asked to state their "needs beyond

their funding capability" for the rest of FY 1968. These requests will be submitted about November 15.

General Bell said past policy will apply for Stateside commands, which get a regular income boost. Special grants will be favorably considered only as exceptions to policy and under unusual circumstances.

Unchanged too is the long-standing rule of allowing commands to distribute welfare fund income to meet varying local conditions. Thus, Lackland AFB, Tex., with a huge population might not receive all of its \$6 per man each quarter, but training command would use some of it for smaller bases with large building or equipment needs.

Larger amounts of AF welfare money are going each year for salaries of employees at non-appropriated fund activities, due to mandatory wage increases.

AF Spiritual Life Conference Slated

HQ, TAC, LANGLEY AFB, Va. — The fifteenth annual Southeastern Area USAF Spiritual Life Conference will be held at Ridgecrest, N.C., from August 31 to September 4.

The conference will be sponsored by Tactical Air Command. It is estimated that 1200 to 1400 servicemen and their families, representing 30 AF installations, will attend.

Criteria Released For E-8, E-9 Hikes

(Continued from Page 1)

and have their commanders' recommendations as of August 20. However, they do not have to meet seniority requirements until April 1, 1968. These include 24 months in grade, 11 years' active federal service and 10 years enlisted service.

This means that some NCOs who made E-8 as recently as April 1966 will be in the race for chief. Theoretically, some even could be promoted between January and March 1968 when they still do not have the required two years in grade. This is unlikely, however, because AF will promote the most senior men first once it has made selections. It will be rare that an E-8 with less than two years' TIG would make it much before April 1.

AF shaved the TIG for this cycle so it could bring new eligibles before the chiefs' board, November 27-December 8. The last board considered men promoted in April 1965 and before, and the men it selected have all been promoted.

The E-8 race will be restricted to MSGts who have the required TIG and service as of January 1.

This means the most junior to be considered will be men who made master in December 1965. This rules out NCOs who made E-7 in June 1966 even though they would have been eligible some time during the calendar year. Unlike the situation with E-8s shooting for E-9, officials say, the E-8 board will not be hurting for new eligibles in 1968. The last

board considered MSGts with dates of rank from December 1964 back. The new one will consider men promoted in either June or December 1965.

The MSGts must also meet skill level requirements, pass the supervisor test, and have their commanders' recommendations as of August 20. The E-8 board meets October 23-November 10.

Other instructions for the super-grade cycle are similar to past years. AF will allow retraining airmen to compete with the skill levels in their primary AFSCs but they will be considered only against the quotas for the super-intendent skills toward which their control AFSCs lead. Only exceptions are men in reporting codes 99120, 99125, or 99128.

As in the past, boards will look at the selection folders of the candidates, pick the best in each skill as far as quotas permit, and line all the selectees up by seniority. Each month, AF will allow a specific number to be promoted from the selection list.

The list, to be published about December 15, will show all the men to be promoted to E-8 and E-9 within calendar year 1968. Some selectees will be dropped off if they have too little remaining service to serve two years after the promotion and do not want to re-up or extend to gain the time. Where they are dropped, AF will not substitute other airmen.

For airmen not eligible for 1968 promotions or eligible but not picked, the next round will begin

Moving Up in '68

5089 NCOs to Get E-8 Hike

(List on Page 14)

WASHINGTON — Headquarters has named 5089 NCOs picked to move up to Senior Master Sergeant in 1968 and has issued quotas to promote 8054 airmen to E-8 and 5089 NCO grades in January.

The E-8 selection list covers the full calendar year. Actual promotions will be made in monthly increments, starting in January, from promotion seniority lists. The selection list for E-8s was expected to be issued at prestime.

The January quotas for NCO grades call for 229 aikes to CMSgt., 100 to SMSgt. (from the group listed in this issue), 834 to MSgt.,

1374 to TSgt., 2004 to SSgt. and 3009 to Sgt. (E-4).

These monthly advancements are from three different sets of AF master lists for the grades.

The E-8s and E-9s are the first to be promoted from the new supergrades lists now being published. This is from the year-long total of 1378 E-8s and 5089 E-9s.

The staffs, techs and masters promoted in January will be the second monthly group advanced from the December-May lists. They are from six-month totals of 6445 promotions to MSgt., 10262 to TSgt. and 23,854 to SSgt.

The January quota for Sgts is the last issued against the October-January allocation for E-4. AF has already announced that the next

(February-May) period will see the promotion of 35,715 airmen to Sgt.

Still to come and due shortly are both the E-9 selection list for 1968 and the E-4 list for February through May.

When these are issued, airmen will know who is to be promoted in grades E-4 through E-7 from now through next May and in the supergrades for the full year. This still leaves one month to go in FY-1968 for grades E-4 through E-7.

June promotions will be based on the next series of selection lists, which will cover the period of June through December for E-5s, E-6s and E-7s, and June through September for E-4s. While this schedule cuts across fiscal years, it allows AF to gear its June quotas to the

maximum number of promotions it can make it FY-1968.

The strength in all NCO grades is tied to a June 30 strength ceiling set by the Defense Department. Air Force can now wait until last spring for its end-year forecasts and promote as far down the next selection lists as the gap between strengths and ceilings permits.

The selection lists, including the one in this issue, are now being developed for all NCO grades on an AF-wide basis. This gives airmen more protection against losing out on a stripe because of moving during the promotion period. But it also poses some problems.

Officials are stressing the point that a man's name on the selection list is not an absolute guarantee he will be promoted during the hike

period. Some men have to be dropped because they have become unqualified since they were put up for promotion.

Others are redlined "for cause" and some drop out, particularly in the upper grades, because they do not want to serve the added time a promotion requires. AF advises airmen not to consider the promotion firm until they get actual orders.

On the other hand, the vast majority of those listed will be promoted. Moreover, by knowing their promotion sequence numbers (standings on the seniority list) and keeping track of the quotas issued each month, they can make some pretty fair predictions about the month in which the big day will fall.

Computers Set for EM

RANDOLPH AFB, Tex. — The Military Personnel Center here has finished readying its computers for the increased input of information about enlisted men it will be receiving this month when the Airman Personnel Data System goes into effect.

The new system will have some information on every EM in the Air Force. At the moment, the center's computers are only fully up to date on officers and E-6s and up to date, AFSC and similar data.

By August and September, the system—along with representatives from all major commands—put the system through its paces. EM officials said, was on input to the system—such as changes in a man's AFSC, pay grade, permanent duty station, etc.

Beginning momentarily, the base personnel reports to the commands will be consolidated into weekly abbreviated reports on all EM by the commands and input into Randolph in much the same way as is now done for officers.

The new system will give the Personnel Center more current information for strength accounting and reports.

Weapons Center to Replace Unit at Tyndall

ADC, Ent AFB, Colo. — The Air Defense Weapons Center at Tyndall AFB, Fla., will be discontinued effective Jan. 1, 1968, officials at the Defense Command headquarters have announced. It will be replaced by an Air Defense Weapons Center, which was ordered October 31 and is expected to be fully operational by the time the old unit is deactivated.

Officials here stress that the organizational change will not affect the number of personnel presently assigned at Tyndall to any appreciable degree.

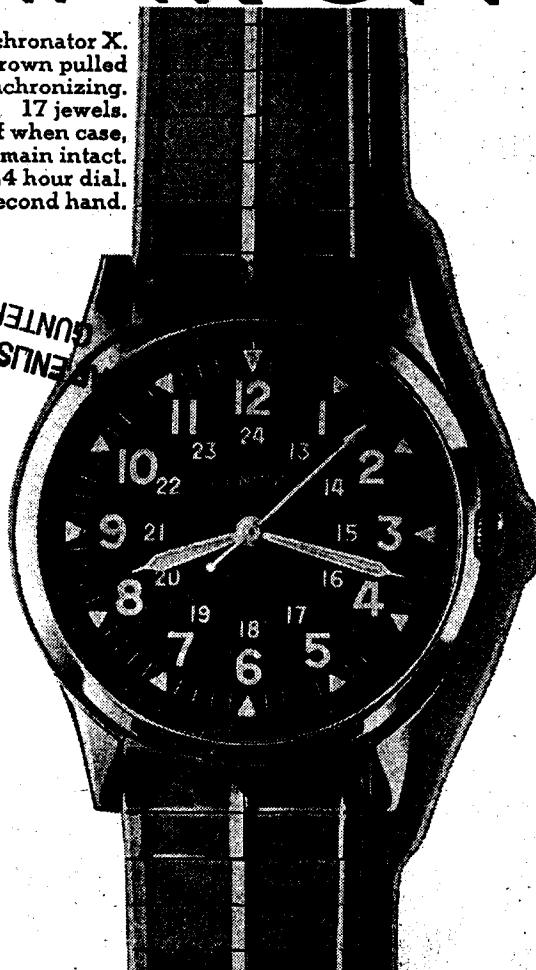
Under the old configuration, the center came under the Fourteenth Air Force along with Perrin AFB, units at Webb AFB, Tex., and units assigned in Florida. The new center will come directly under the ADC and absorb the units of the Air Defense Missile Sq. at Eglin AFB, Fla., as well as units currently assigned to the Tyndall wing.

What is different from the old center is that the Air Defense Weapons Center will concentrate on the development of operational and technical concepts, tactics and doctrine for the optimum air battle management. It will be commanded by Col. Price, who was scheduled to be assigned from Paine Fld.,

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5089 NCOs to Get E-8 Hike

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Sergeant Major Setup Suggested

WASHINGTON—A plan to give airmen a "friend in court" at all levels of command, including the Air Staff here, has been recommended for Air Force study.

The Air Force Association's Airmen Council suggested that the Air Force adopt something similar to the Marine Corps Sergeant Major Program. The recommendation is expected to get quick approval from AFA's executive board and go from there to the Air Force as a suggestion for improving airman morale and effectiveness.

The Marine system was described for the council by Marine Sergeant Major Thomas J. McHugh. Under it, commanders at each level pick their own sergeants major to act as advisors on enlisted problems. At Marine headquarters, there is a sergeant major in the commandant's office (currently Sgt. McHugh) and in the offices of each of his main deputies.

For enlisted Marines, the Sgt Maj system offers a channel for passing suggestions up the chain of command through other enlisted men. The theory is that communication is less restricted than it would be between enlisted men and officers.

The Air Force has some sergeant major slots but no formal AFSC or grade with that title. Under the system proposed by the Council, the job would be removed from the administrative category and given somewhat the status of a staff position.

Air Force Times

Ready Room

By Jackson V. Rambeau

AFA DIRECTOR OF MILITARY RELATIONS

Unit Vacancy, ROTC Bills in Work

Rep. F. Edward Hébert (D.-La.) of the House Armed Services Committee has indicated he will push two bills of particular interest to the Reserve Forces in the near future. One calls for a one-year extension of the unit vacancy promotion authority. The second is his bill revising the ROTC program. The latter bill had been introduced earlier this year under a House rule which would have required a two-thirds majority. When a congressman sought to amend the bill by denying ROTC funds to any segregated institution, the bill failed to get the two-thirds consent and was referred back to the Committee.

As for the unit vacancy bill, this writer does not believe a one-year extension is adequate in meeting the problem. The hump in field grade officer strength in the Reserve Forces which makes this legislation necessary will continue at least until 1970. The bill should extend unit vacancy promotion authority at least for five years or, better yet, make it permanent.

Direct Line to the Chief *

A channel through which enlisted personnel can freely express their opinions and recommendations on matters ranging from mission effectiveness to personal problems has been recommended to Air Force Headquarters by AFA's Airmen's Council.

This channel could be provided through a Sergeant Major system similar to that adopted in 1957 by the Marine Corps, the Council suggested.

Meeting in Washington late in March, the Council was given a briefing by the Sergeant Major of the Marine Corps, Thomas J. McHugh. Sergeant Major McHugh, reporting directly to the Commandant of the Marine Corps, reviews all proposed policies affecting enlisted personnel and gives his views on them in confidence to the Commandant. He also travels with the Commandant on tours of field installations, where he meets with the base sergeant major and sergeant majors of other command elements on the base.

Through this system, any enlisted member of the Marine Corps is assured an opportunity to air his views to his unit sergeant major and through him to whatever command echelon is capable of acting on his recommendation, up to the Commandant himself. At each echelon the confidential



Col. Leland A. Walker, Jr., left, is slated to succeed Col. Carroll A. Geddes, right, as Commander of the Air Reserve Records Center, Denver, Colo., when Colonel Geddes retires later this year. Colonel Walker has been Deputy Director of Manpower and Organization at Air Force headquarters.

relationship between the sergeant major and his commander assures that there will be no recrimination against the individual making the original suggestion or against intermediate commanders.

The Airmen's Council was fortunate to have Maj. Gen. William K. Martin, Assistant Deputy Chief of Staff for Personnel at Hq. USAF, as a guest at its luncheon. General Martin talked with Sergeant Major McHugh and promised the Council that USAF would look into the possibility of developing a comparable program.

We understand that a message has since gone out to all major commands requesting their comments on the proposal. We'll keep you posted on developments.

Reserve Pilot Training

A pilot-training program for the Air Force Reserve and for Air Guard conventional aircraft units has been approved in principle by the Air Force to commence in FY 1966. The program is now being priced out with an objective of 250 pilot graduates a year—180 for the Reserve and seventy for the Guard. This would augment the existing Air Guard pilot-training program for jet fighter and tactical reconnaissance units.

Use Your Councils

Four AFA Councils are meeting in Washington in June. The Civilian Personnel Council, led by Nicholas E. Allen, meets June 4; followed by the Reserve Council under Reserve Maj. Gen. Jess Larson, on June 15; the Retired Council, chaired by Lt. Gen. William E. Hall, USAF (Ret.), on June 22; and the Airmen's Council, headed by MSgt. Robert Sanders, USAF (Ret.), on June 29.

(Continued on following page)



Air Commando teammates, active and Air Guard, met recently at the USAF Special Air Warfare Center, Hurlburt Field, Fla. From left are Lt. Col. Richard Lynch, Commander, 135th Air Commando Group, Maryland ANG, Baltimore; Brig. Gen. Gilbert L. Pritchard, SAWC Commander; Brig. Gen. George Gelston, Deputy Adjutant General of Maryland; and Col. Victor Kilkowski, Maryland's Assistant Chief of Staff for Air. ANG has four Air Commando groups.

BAQ Equality Pushed by AF

WASHINGTON — Air Force has developed, and now is preparing to send to the other services for coordination, a legislative proposal to equalize the housing allowance (BAQ) paid to married and single service members. Once bought by all the services, it'll go forth as one element of the Defense all-vol force legislative program.

Inequality in payment of housing allowances long has been a sore point among unmarried servicemen who claim the current system, which provides for up to \$50 per month more in housing allowance for married servicemen than their single counterparts, discriminates against the single man, and often pushes the young enlisted troop into wedlock.

Both married and single members got boosts in housing allowances last year. The legislative proposal, details of which have not been disclosed, is expected to call for increasing the rates payable to single servicemen to levels equal to those currently in effect for married members.

The proposal is based on the principle of "equal pay for equal work," which was boosted last year by a special Presidential panel studying military compensation.

In a related area, Defense intends to push next year for passage of a bill to provide female service members the same benefits and entitlements as those received by male service members, including BAQ at the married rate. There currently are three bills before Congress which would do the job. But so far, there's

been no action on any of them.

Under existing law, when male and female service members are married to each other the husband is permitted to draw BAQ at the bachelor rate at all times. But the female, unless she's a major or above, can't draw BAQ unless there actually are no quarters available to her on base, and then she only gets the single BAQ payment.

When a servicewoman is married to a civilian, she can draw BAQ only if there's proof that her husband is in fact dependent upon

LUKE AFB, Ariz. — Written on a bulletin board at St. John Vianney's Day Care Center in Avondale is the slogan, "We call it laughter when a smile makes noise."

For the children who attend the center, sons and daughters of migrant workers and mothers who must work, the laughter-making smiles are largely the result of volunteer work by about 25 Luke airmen and their wives.

Most of the volunteers come from Detachment 11, 4th Weather Wing and Detachment 15, 42nd Aerospace Rescue and Recovery Squadron. Additional help has come from men at the hospital and field maintenance squadrons, as well as the chaplain's office, Trift Shop, Officers Wives and NCO Wives Clubs and the Catholic Women of Luke.

her for at least half of his support.

Female service members have complained about the inequities involved in the law for many years, and the hue and cry has

The most recent example of Luke's good will was when Capt. Jay Hansen of Detachment 15 drove up to the center and deposited several new tricycles and bicycles into the waiting arms of the children. Pleas of "I want the red one," and "Can I have the big bike?" greeted him as he handed out the new toys.

The Luke Officers' Wives Club had donated \$100 for new toys, and after they had been purchased, several men volunteers assembled them for Captain Hansen to deliver.

Initial involvement for Luke people began about a year ago when Maj. Donald J. Waterman of Detachment 15 and his wife began giving free time to the cen-

ter. Waterman fixed toys and his wife began setting up the center's health program.

Others followed and, in the past year, much has been done. Volunteer workers have enlarged doorways and removed obstacles from other exits to comply with fire regulations. Eye tests and other health work has been done. Wiring has been repaired and outdoor swings installed. As a result, the center has been able to care for children as young as two.

How successful is all this help? "You can see the reaction in the children. They love it," beams Sister Anne Catherine, director of the Diocese Migration Child Development Center. Thanks to many Luke people, the children laugh from happiness at the smiles that make noise.

grown louder in recent years, as the push has been on for relief from sexual discrimination in the military, and improvement of the women's roles in uniform.

Testifying recently before a

Congressional committee, the heads of all the women's services individually urged the legislators to push for action which would bring relief to servicewomen in the area of equalization of allowances and benefits.

Project Volunteer Needs Outlined

Half of NCOs Retire in Top Grades

WASHINGTON — Approximately half of AF's enlisted retirees the last two fiscal years retired in the top three grades, a decided escalation in outgoing rank over the two previous years. For most of the current fiscal year, however, the number of men retiring in the top three has dropped sharply.

In the USAF officer ranks, lieutenant colonel continues as the leading retirement rank by far. However, the percentage of officers retiring as full colonels is increasing noticeably—from 15 per cent of the force in FY 1968 to 22 per cent of the officers retiring during the first eight months of FY 1972.

These are among the highlights of an updating of key AF retirement statistics provided by Headquarters last week. The charts below tell the by-grade retirement story for almost the past three fiscal years.

Authorities said the full FY 1972 retirement total is expected to be

32,000. FY 1973 is expected to produce 31,000 USAF retirements. These figures compare with 30,310 retired in FY 1970 and 31,831 retired in FY 1971.

During FY 1968 and FY 1969, only 37 and 42 per cent of the airmen retirements were in the top three grades. The chart reveals that for the two subsequent years the corresponding figures were close to the 50 per cent mark.

However, in the first two-thirds of the present year, only 37 per cent of the EM retirements are in the top three.

The statistics also show that about two-thirds of the officers retiring are now going out as LCs or higher. A few years ago about half went out as LC or higher and half departed as majors or lower.

The accompanying statistics do not indicate how many of the officers who retired did so in a ROPA grade higher than their active duty grade. Headquarters said, however, that 112 such officers were slated to retire during

the first six months of the current calendar year.

AF also said that 47 airmen have been projected to retire this current fiscal year in their Reserve officer grades, while 101 persons are slated to do the same in FY 1973. These persons have at least 10 years of active duty offi-

GRADE	FY 1970	FY 1971	FY 1972 (Jul 71-Feb 72)
AB	43	45	35
ABM	131	39	210
A1C	465	38	57
Sgt	322	835	513
Sgt1	3414	4181	4441
TSGT	5541	7945	6878
MSGT	4463	7946	4970
MSGT1	2542	2772	1479
CMMSGT	1701	1635	848
Total	21,258	25,828	19,341
W3	2	2	114
W4	427	12	11
1LT	19	22	10
CPI	565	448	245
MAJ	2347	1725	724
L-C	4147	2299	1897
Col	1396	1153	773
BrG	42	40	22
MG	37	17	2
Gen	11	5	2
Total	9052	6003	3470
Grand Total	30,310	31,831	22,811

Black Expression Shown at England

ENGLAND AFB, La. — An entertainment program to express and communicate black ideas and heritage has been termed a success here by the base's Black Expression Group.

They recently presented a program featuring black history, art, poetry, dress and music. The group is also promoting intercultural seminars, improved race relations, and organization of black airmen.

Academy Deer Being Studied

AF ACADEMY, Colo. — Three deer on Academy land are sporting new neckwear — large bright yellow tags — to help Academy and Colorado officials study their migratory patterns.

The deer, two does and a buck, are part of an estimated 150-200 permanent deer population roaming the Academy. They are one of the Air Force school's visitor attractions and can often be seen browsing by the roads.

"We want to study their movements and find out whether they ever migrate off the Academy," said Mel Rezac, base forester who was in charge of the tagging program.

I.W. Harper has a few medals of his own.

I.W. HARPER
GOLD MEDAL KENTUCKY BOURBON



All Eligibles Due Crack At Next Super Stripes

WASHINGTON — Headquarters began this week to crank up the machinery for the next round of promotions to the supergrades.

More than ordinary steps are being taken this year to see that all eligibles get a crack at the competition because (1) AF has slipped the cycle by about six months and more NCOs should be eligible for promotion and (2) some special one-time waivers are being allowed to prevent some senior noncoms from missing the race.

The selection process begins this month with bases putting

the E-8/E-9 selection folders in shape and will end tentatively on May 24 with release of the selectees' names.

Between these points lie a number of key dates in the process including: the eligibility cutoff date (Nov. 30 for both grades), Senior Master Sergeant screening at the Military Personnel Center (Feb. 15), the E-9 board (Feb. 25), Master Sergeant screening at the center (Mar. 25) and the E-8 board (April 8).

Headquarters has supplied CBPOs with 20 pages of instructions for seeing that all eligibles are considered on time and are

given a fair crack at the stripes. Some highlights:

ELIGIBILITY RULES are about the same as in past years. Dates of rank for eligibles are Jan. 1, 1973, for E-9 and July 1, 1973, for E-8. NCOs with approved retirement dates of July 1, 1974, are ineligible, except that AF is granting special waivers for certain NCOs who would miss eligibility because of forced retirement.

Control AFSC will rule eligibility in all cases except for NCOs holding reporting identifiers or special duty identifiers as CAFSCs on the cutoff date. Retraintees can be considered eligible for promotion in a primary skill but will compete in CAFSCs.

Two rosters will be furnished units. One will list eligibles, and it is up to commanders to verify that they want to recommend the NCOs listed. The other lists ineligibles and is to be initiated by each listed NCO to show that he or she understands the listing.

Selection folders are to be updated and verified by the turn-in date. Citations, APRs and other data changes effective after Nov. 30 will not be included or forwarded. Missing items with earlier dates, can be referred to by statement in the folder and forwarded later.

EACH FOLDER is to include (1) a promotion card showing personnel data, (2) all APRs with closeout dates from Dec. 1, 1963, through Nov. 30, 1973, with the newest on top, (3) citations for all decorations (but not service awards), (4) an AF Form 2095 showing the airman's current duty, (5) a promotion brief and (6) a selection folder checklist.

Review of the folder by the eligible NCO includes checking the contents and certifying that each item is complete and correct.



Stairwell Decor

Climbing the stairs in the 21st AF dormitory at McGuire AFB, N.J. might prove to be an artistic experience. Ski buffs will enjoy the skiing scene being completed above by creator A1C Ben Burgraff, or the Ghost Ship between the third and fourth floors. Burgraff worked in his spare time to create the wall murals.

Waste Hit By Brown

WASHINGTON — A large gathering of Defense contractors were told recently that AF is going to provide them with the "motivation" to curb costs and that the services are joining the "consumer movement."

The tough remarks came from AF Chief of Staff Gen. George S. Brown and were directed at the Defense Security Industrial Association here.

Brown told some of the biggest Defense contractors in the nation that the days of easy Defense contracts are over. He said that AF is putting an end to "cases where indirect costs exceed the bounds of legitimacy and necessity."

He said that cost increases in many cases are from "carelessness and outright abuse."

The AF chief of staff said that progress has been made since 1969 at controlling direct costs, but that indirect costs such as overhead have inflated some contracts beyond acceptable limits.

For example, Brown said, the AF Systems Command spent \$7 billion in FY 1972 and out of that figure, "roughly \$3.5 billion went for overhead. The control and reduction of overhead is going to be a subject of intensive attention, concern, and action," he said.

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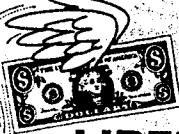
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Okie admits that it takes a lot of perseverance to regain the premium overcharge. "Help simply isn't going to come from the insurance companies," he says. "I've tried to get them to get this project moving from the top — to get them to do what I've done for a few people — but there is no response. Perhaps because it would cost too much money to search out the records for ex-POWs who have been rated and are due money back."

Okie also has written letters to other returnees insurance companies in an attempt to "get a few bucks back" for other men besides Flesher: One Navy commander received \$1800 from New England Life on the first go around. Then, with some persistence and a second request, he received another \$500 refund.

Now he has finished with his "mission," he says, but feels that ex-POWs should be aware they can ask their insurance companies to consider them for a refund of their risk premiums while they were in POW status.

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28 October 1976

Brigadier General James R. McCarthy, U. S. Air Force
Commander
42d Air Division (SAC)
Blytheville Air Force Base, Arkansas 72315

Dear General McCarthy:

I welcome the opportunity to provide information concerning the role of the First Sergeant within the Marine Corps. In so doing I will initially address the rank of First Sergeant and the selection systems which result in the promotion to that rank, and then briefly discuss duties.

In the U. S. Marine Corps, First Sergeant is first and foremost a rank, E-8, within the enlisted rank structure. Additionally, he is assigned a Military Occupational Specialty (MOS) which identifies him within the Manpower Management System. Normally, on the fitness (evaluation) report prepared on every Gunnery Sergeant (E-7) to evaluate his performance, the Marine reported upon options the promotion track that he desires to be considered for; i.e., the more generalized leadership, managerial track of First Sergeant (E-8)/Sergeant Major (E-9), or the technically-oriented track of Master Sergeant (E-8)/Master Gunnery Sergeant (E-9). In the evaluation, the Gunnery Sergeant's reporting senior is required to recommend a preferred track based upon observed performance. There is, however, another alternative available to both the individual and his reporting senior. If either so desires, they may elect to state that the selection of the career track should be determined by the promotion board. As stated earlier, if selected for promotion to First Sergeant, a new MOS is assigned. If selected for Master Sergeant, the Marine retains an MOS that identifies his technical expertise within the Manpower Management System.


The duties of the First Sergeant can be summarized by stating that he acts as the principal enlisted assistant to the Commander. Enclosed is an excerpt from the Marine Corps MOS Manual which describes in detail the duties of First Sergeant. The rank of Sergeant Major (E-9) is the normal rank progression within this promotion track and the duties remain essentially the same. They would, however, be accomplished at a higher or larger organizational level. In this respect it is noted that the Marine Squadron is the equivalent of the infantry battalion and that a Sergeant Major is assigned.

The duties and responsibilities of the USAF First Sergeant that you have delineated in your straw man and your proposed regulation seem in consonance with how the Marine Corps views the role of the First Sergeant/Sergeant-Major. One obvious difference in philosophy is the fact that you state that the First Sergeant/Sergeant Major is not necessarily the ranking enlisted man in the unit. Most Marine Corps commanders feel that it is imperative that he be the ranking enlisted man. The fact that his duties encompass the entire unit requires that he be senior in rank to the NCOIC of each subordinate section in the unit. Marine Corps policy recognizes this requirement in that the Marine Corps Promotion Manual states that First Sergeants (E-8), regardless of date of rank, take precedence over all Master Sergeants (E-8). This same precedence exists in the case of Sergeants Major (E-9) and Master Gunnery Sergeants (E-9).

The question of the First Sergeant's/Sergeant Major's technical know-how is a matter to be considered when addressing aviation units with their high degree of technical orientation. The diversity of occupational fields within the Marine Corps; ranging from infantry, artillery and armor to aircraft maintenance, avionics and missile technicians, may be viewed as a difficult situation from which to choose and assign personnel. For example, a Marine with his total years of experience in the infantry may be promoted to First Sergeant/Sergeant Major and assigned to a fighter squadron. The question then arises as to how he grasps the technical aspects of the unit. In fact, he is not required to. The management of the technical aspects are left to his counterpart, the Master Sergeant/Master Gunnery Sergeant. The First Sergeant has to acquaint himself with differences in organization, training and mission, but the management and leadership principles essentially remain the same. In this respect there is a six-week First Sergeant's course held at the Marine Corps Recruit Depot, Parris Island, South Carolina, which is designed to prepare newly selected First Sergeants for assuming their duties.

I hope that my review of the position of these ranks within the U. S. Marine Corps will assist you. We are very proud of our First Sergeants and Sergeants Major, and hold them in great esteem. Without detracting from the contributions made by the technically oriented E-8's and E-9's, many feel that Marine Corps First Sergeants and Sergeants Major epitomize the enlisted rank structure of the Corps; within the enlisted structure of the unit they reflect the commander in toto."

Sincerely,



RICHARD E. CAREY

Major General, U. S. Marine Corps
Commanding General



DEPARTMENT OF THE NAVY
CHIEF OF NAVAL TECHNICAL TRAINING
NAVAL AIR STATION MEMPHIS (75)
MILLINGTON, TENNESSEE 38054

Code 00/WPC

14 JAN 1977

BGEN James R. McCarthy, USAF
Commander
Headquarters 42D Air Division (SAC)
Blytheville Air Force Base, Arkansas 72315

Dear General McCarthy,

Thank you for the opportunity to comment on the role of the First Sergeant within the U.S. Air Force and on the Navy's equivalent Master Chief Petty Officer of the Command (MCPOC). My comments will, of necessity, be directed in large part to the Navy's Master Chief Petty Officer of the Command program and will amplify the guidelines of the enclosed OPNAVINST on this subject matter.

Your contention that Naval Air Wings are as technical as Strategic Air Wings seems to be quite valid because within the Navy's air arm our wings are tasked with varied tactical missions (fighter, attack, anti-submarine warfare, reconnaissance, search and rescue, electronic warfare, and logistics). Furthermore, the Navy's Master Chief Petty Officer of the Command program has to incorporate not only the air arm, but also submarines, surface ships, Civil Engineer Corps, Supply Corps, and other specialty groups. The single most obvious common denominator of all these groups is their intense technical nature. Nonetheless, technical expertise is not a factor in the Commander's MCPOC selection process unless the loss of such expertise would degrade the operational mission of the command. It is noted that each Commanding Officer selects his MCPOC from within his command's personnel resources.

In the Navy we have seventy-three ratings which roughly correspond to your Military Occupational Specialty/Air Force Specialty Code (MOS/AFSC). Each of our pay grades within the Navy have an order of precedence by rating which identifies seniority among enlisted men with the same promotion date. Only those personnel of the senior equivalent paygrade are considered for the MCPOC; precedence within paygrade is not a factor. We do not, however, have men of a lower pay grade in positions senior to other enlisted men. Our senior paygrades have not only proven technical expertise within their own specialty fields but have demonstrated sound leadership qualities, management abilities, and Naval/general military knowledge as well. Consequently, we feel that any Master Chief Petty Officer would be quite uncomfortable taking orders from a Senior Chief Petty Officer or Chief Petty Officer. We do not have a career field/rating/MOS/AFSC for our Master Chief Petty Officer of the Command. The MCPOC is selected from all of our ratings and may go from a Master Chief

Petty Officer of the Command billet, which is largely a leadership and management position, back to sea as a supervisor in an operational capacity commensurate with his technical rating specialty.

The Navy selected the first Master Chief Petty Officer of the Navy in 1967 and has since formalized the program and expanded it with a better definition of duties and responsibilities. However, all submarines had a Chief of the Boat, all aviation squadrons had a Leading Chief, and all ships had a Chief Master-at-Arms who were each called upon to perform many of the functions of today's Master Chief Petty Officer of the Command. MCPOC's can best be summarized as being Senior Enlisted Advisors to our Commanders and, as such, are frequently called upon to provide an in-depth appraisal, from the enlisted viewpoint, on any of a variety of subjects affecting the men in the Navy. His functions cross the lines of Chaplain, Inspector General, Legal Officer, and other special advisors and assistants to any Commanding Officer. The MCPOC acts as an added communications link to the Commanding Officer and his role as Senior Enlisted Advisor is widely advertised and well received throughout the Navy's Officer/Enlisted structure. Our system has worked quite well.

I hope the above information, together with the instructions enclosed, will assist you in examining the role of the First Sergeant in the Air Force. Our Master Chief Petty Officers in the Navy, together with our Warrant Officers, are the backbone of our force. We have many Master Chief Petty Officers of the Command who have come from technically oriented ratings who have done outstanding jobs. They are justifiably held in high esteem.

Warm regards,

Lando W. Zech Jr.

LANDO W. ZECH, JR.
Rear Admiral, U.S. Navy

Personnel

Last 33-year chief to retire in October

When she leaves, an era will end

By G.W. Poindexter
Times staff writer

SAN ANTONIO — The last of the chief master sergeants serving 33 years will retire this fall.

Some of the Air Force's chiefs — the service's senior enlisted rank, were allowed to serve three years more than the 30-year cap under what was known as the "high year tenure" chiefs program.

Currently, about 3,600 chiefs serve in the Air Force out of about 375,000 enlisted people.

About 33 people were selected by a special board for the program every year, so only about 100 were on duty at any one time. Only seven still remain in the waning days of the program.

Because of the drawdown, this is the last year members are allowed to stay past 30 years. When Chief Master Sgt. Linda J. Giglio retires Nov. 1, no more 33-year chiefs will remain on duty.

Giglio will become the chief with the most time in service in October and will serve two months as the enlisted person with the most years in the Air Force before she retires.

Giglio has worked in the personnel field her whole career and currently heads the group that provides computer support to the officers' promotion system at the Randolph Air Force Base Military Personnel Center.

She thinks the high-year tenure program was a good idea but understands its elimination.

"I always hope there's some forum where Air Force managers can get the input from senior chiefs, but with the drawdown, I know the high-year program can't keep going," she said.

Chiefs maintain the traditions of the enlisted ranks, according to Chief Master Sgt. Thomas G. Nurre, the head of the chiefs' assignments branch at the personnel center.

"We are the ones who are the conservators of the enlisted traditions and attitudes," said Nurre, who also retires this year with 33 years of service. "I've had two opportunities — this job and one at the Pentagon — that would have been outside my reach if I had retired at 30 years," Nurre said. "Hopefully, there was some value in having an older chief in those jobs. There are going to be times when chiefs will run out of time."

The loss of the 33-year chiefs is two-edged sword, Nurre said. Because the num-



End of an era: Chief Master Sgts. Linda J. Giglio and Thomas G. Nurre, both from the Military Personnel Center at Randolph Air Force Base, Texas, are the last of only a few remaining chiefs with more than 30 years service.

ber of chiefs is capped by law at 1 percent of the enlisted force, every high-year chief holds a spot that could be given to a younger senior master sergeant.

Eight chiefs out of about 3,600 have

more than 30 years of service, seven of them under the high-year program. The eighth, Chief Master Sgt. of the Air Force Gary R. Pfingston, serves under another directive with 32 years.

OFFICER PERSONNEL

Air Force Warrant Officer Utilization Policy

	Paragraph
Purpose and Scope	1
Policy	2
Definition	3
General	4
Criteria for Identification of Requirements	5

1. Purpose and Scope. This Regulation establishes provisions governing the utilization of warrant officers. It is applicable Air Force-wide.

2. Policy. Air Force policy is to:

a. Identify, with superintendent AFSCs, positions that require qualifications beyond those of master sergeant but are too narrowly specialized to provide for the most effective officer development.

b. Utilize warrant officers in positions identified by superintendent AFSCs or to substitute the best qualified master sergeants from appropriate career fields when warrant officers are not available. (NOTE: Pending identification of positions as stated in a above, the procedures contained in paragraph 8g, AFR 36-59, 16 April 1953, and paragraph 25, AFM 36-1, 1 January 1952, will continue to apply to those warrant officers in excess of superintendent authorizations.)

c. Provide stability in airman career fields by continued assignment of each warrant officer in the specialty for which best qualified.

3. Definition. A warrant officer is a technical specialist, with supervisory ability, who is appointed for duty in one superintendent Air Force specialty. Warrant officers comprise a group of personnel subordinate in rank to commissioned officers and senior to all airmen.

4. General. Superintendent specialties in the Airman Career Program provide for the progression of outstanding airmen to positions requiring knowledges, skills and other abilities developed through extensive practical experience in their fields of specialization.

This background of experience limits the assignment and training of warrant officers to their respective career fields and normally precludes reclassification except upon determination that the Air Force no longer has a requirement for their specialty.

5. Criteria for Identification of Requirements. The superintendent specialties are designed to provide for the identification of specific manpower requirements in manning documents.

a. These requirements include such types of positions as:

- (1) Supervisors of specialized operating activities appropriate to the grade and field of specialization.
- (2) Technical assistants or advisors to staff officers within the field of specialization.
- (3) Commanders of non-tactical units or detachments when command responsibility is within the scope of warrant officer qualifications and grades.

b. The above types of positions are appropriate for warrant officers when:

- (1) Supervision exercised is limited to subordinate warrant officers, airmen or civilians.
- (2) Responsibilities could be effectively discharged by senior noncommissioned officers in the temporary absence of warrant officers.
- (3) Positions require specialization to a greater degree than essential or desirable for career development of junior officers.

AFR 36-72

- (4) Positions demand a higher degree of responsibility than desirable for noncommissioned officers.
- (5) Positions do not require training outside the scope

of one superintendent specialty.

- (6) Duties do not conflict with statutory limitations imposed on utilization of warrant officers.

BY ORDER OF THE SECRETARY OF THE AIR FORCE:

OFFICIAL
K. E. THIEBAUD
Colonel, USAF
Air Adjutant General

HOYT. S. VANDENBERG
Chief of Staff, United States Air Force

DISTRIBUTION: WARRANT OFFICERS - AIR FORCE
D

Jul 19-11-8

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SUBJ: AIR FORCE NEWS RELEASES AND NEWS SUMMARY FOR JULY 31, 1980 PACKAGE

1. LAST WARRANT OFFICER RETIRES

PARA. MCGUIRE AFB, N.J. (AFNS) -- AN AIR FORCE FRA ENDED JULY 31 WHEN THE LAST ACTIVE-DUTY WARRANT OFFICER IN THE AIR FORCE RETIRED. CWO JAMES H. LONG RETIRED HERE FROM THE 438TH TRANSPORTATION SQUADRON AFTER SERVING 29 YEARS WITH THE MILITARY.

PARA. MR. LONG JOINED THE ARMY IN 1943 AND ROSE TO THE GRADE OF MASTER SERGEANT BEFORE SEPARATING IN 1945. HE JOINED THE AIR FORCE IN 1953 AND BECAME A WARRANT OFFICER IN 1955.

PARA. THE AIR FORCE WARRANT OFFICER PROGRAM BEGAN IN 1955. WARRANT OFFICERS, WHO WERE ADDRESSED AS MISTER, RANKED BENEATH SECOND LIEUTENANTS AND ABOVE MASTER SERGEANTS, THE TOP ENLISTED

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GRADES AT THAT TIME.

PARA. THE PROGRAM WAS DISCONTINUED IN 1958 ¹⁹⁵⁴ ¹⁹⁵⁹ ~~WHEN~~ THE GRADES OF SENIOR AND CHIEF MASTER SERGEANT WERE CREATED.

PARA. "I WOULDN'T HAVE STAYED AROUND IF I DIDN'T ENJOY IT." MR. LONG SAYS OF HIS AIR FORCE CAREER.

PARA. BUT HE BELIEVES THAT IF THE SERVICES DON'T GET SOME MORE INCENTIVES THE PRESENT EXODUS OF SERVICE PEOPLE WILL CONTINUE.

PARA. "THEY'VE GOT TO MAKE IT MORE ATTRACTIVE. THEY'RE WHITTLING AWAY AT BENEFITS. CONTRIBUTORY RETIREMENTS AND EDUCATION ARE GOING TO HAVE AN ADVERSE EFFECT ON PEOPLE VOLUNTEERING FOR THE SERVICES," THE CHIEF WARRANT OFFICER SAID.

PARA. MR. LONG BELIEVES THAT ONE OF THE REASONS FOR THE PRESENT SITUATION THE MILITARY SERVICES ARE IN IS THE LACK OF VOTER INTEREST IN THE U.S. ARMED FORCES.

PARA. "IF MORE CONGRESSMEN HEAR FROM PEOPLE -- NOT THE SAME PEOPLE ALL THE TIME, THEY DON'T HEAR FROM ENOUGH OF A VARIETY OF PEOPLE IN DIFFERENT GRADES -- IT MIGHT HELP," HE CONCLUDED.

PARA. MR. LONG PLANS TO RETIRE AND "GET THE SCHOOLING THAT I DIDN'T TAKE ALONG THE WAY."

PARA. HE WILL SETTLE IN THE AUBURN, N.Y., AREA AND ATTEND A COMMUN-PAGE 3 RUVKAA7078 UNCLAS
ITY COLLEGE TO STUDY ELECTRONICS.

ROUTINE

PAGE 1

ROUTINE

PARA. AFTER ALMOST 30 YEARS OF MILITARY SERVICE, ONE THING HE WON'T HAVE TO GET USED TO AS A CIVILIAN IS HIS NEW TITLE -- MR. LONG.

2. AIR FORCE EVACUATION EARNS THANKS

PARA. WASHINGTON (AFNS) -- THE STATE DEPARTMENT HAS PRAISED AIR FORCE ASSISTANCE IN THE MEDICAL TREATMENT AND EVACUATION OF FORMER IRANIAN HOSTAGE RICHARD QUEEN.

PARA. DR. EBEN H. DUSTIN, DIRECTOR OF THE STATE DEPARTMENT OFFICE OF MEDICAL SERVICES AND HEALTH PROGRAMS, COMMENDED EVERYONE INVOLVED IN THE EFFORT FOR A "SUPERLATIVE JOB."

PARA. "ONCE AGAIN THE AIR FORCE HAS RESPONDED TO THE NEEDS OF THE FOREIGN SERVICE COMMUNITY AND THE NATION. NOT ONLY WAS THE MISSION ACCOMPLISHED IN A SUPERIOR MANNER, AT EVERY TURN THERE WAS THAT TOUCH OF PERSONAL CARING THAT SHOWS THE INVOLVEMENT OF THE PERSONNEL IN THEIR WORK AND THEIR EMPATHY FOR THOSE THEY SERVE," HE SAID.

3. AFNS SUMMARY FOR JULY 31.

A. GENERAL GABRIEL TO COMMAND USAFE.

PARA. GEN. CHARLES A. GABRIEL TOOK COMMAND OF ALLIED AIR FORCES CENTRAL EUROPE AND THE UNITED STATES AIR FORCES IN EUROPE DURING CEREMONIES AT RAMSTEIN AB, WEST GERMANY, JULY 29. (6 LINES)

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B. SAC PILOT RECEIVES KOLLIGIAN TROPHY.

PARA. MAJ. DAVID M. PETERS, AN AIR FORCE PILOT ASSIGNED TO THE 9TH STRATEGIC RECONNAISSANCE WING, BEALE AFB, CALIF., RECEIVED THE 1979 KOREN KOLLIGIAN JR. TROPHY FROM AIR FORCE CHIEF OF STAFF GEN. LEW LLEN JR. (15 LINES)

C. HUGHES ACHIEVEMENT AWARD PRESENTED.

PARA. THE 32ND TACTICAL FIGHTER SQUADRON, CAMP NEW AMSTERDAM, THE NETHERLANDS, HAS RECEIVED THE 1979 HUGHES ACHIEVEMENT AWARD AS THE BEST AIR DEFENSE UNIT IN THE AIR FORCE. (9 LINES)

D. OTHER STORIES

M-X NEEDED FOR NATION'S DEFENSE, SAYS GENERAL ELLIS. (26 LINES)

PHYSICIST RECEIVES HAROLD BROWN AWARD. (11 LINES)

MECHANIC IS AIR FORCE'S TOP HANDICAPPED EMPLOYEE. (23 LINES)

TOUR LENGTH FOR TURKEY REDUCED. (12 LINES)

FACT SHEET EXPLAINS TRAVEL AND TRANSPORTATION ENTITLEMENTS. (7 LINES)

OPERATION CONCERN SHOWS INTEREST. (14 LINES)

CHIEF OF STAFF URGES VOTING. (14 LINES)

END OF MESSAGE.

BT

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ROUTINE

PAGE 2

Jul 19-11-8
B

Answers to questions by Bernard Kaliski:

1. The Warrant Officer rank was first established by the U.S. Army. Suggest you address your query to Chief of Military History, Department of the Army, Forrestal Building, Washington, D.C., 20314, or to U.S. Army Military History Institute, Carlisle Barracks, Pa., 17013.
2. For information concerning insignia of rank contact the above and AFMPC/DPMSAC, Randolph AFB, TX, 78148.
3. Warrant officers were specialists, highly trained and, experienced, but they were not pilots. A parallel rank of flight officer was established for pilots.
4. We know of no Warrant Officer Corps. Warrant Officers in the U.S. Army, including the Army Air Corps and the Army Air Forces, were not members of any branch. There is no such categorization in the Air Force.
5. According to the Air Force Dictionary, a warrant officer is an officer who holds his rank by virtue of a warrant. A commissioned officer holds his rank by virtue of a commission.
6. We have no knowledge of a Warrant Officer Association.
7. Airmen (enlisted men) were appointed to Warrant Officer rank, normally as a result of passing a written examination in his specialty and after attending schools in his technical specialty as an enlisted man.
8. Same as 1 above.
9. We have no knowledge of an official definition of warrant. However, the dictionary gives as one of its definitions "a certificate of appointment issued to an officer of lower rank than a commissioned officer."
10. The Air Force has no warrant officer program at this time and professes no intent to reestablish such a program.
11. A Warrant Officer has the same rights and privileged as a commissioned officer; he is addressed as "Mister." The principal differences lie in the document awarding his rank and his relatively lower rank position.

Articles from the Air Force Times

- "Warrant reg cites appointment rules," 16:2, Oct 15, 1955.
- "Responsibilities of WO defined for senators," 18:7, Sep 7, 1957.
- "Supergrade, warrant difficulty under study," 19:1, Oct 25, 1958.
- "Army, USAF far apart on warrant officer plans," 19:10, Nov 1, 1958.
- "Long period of indecision seen on future of warrant program," 19:7, Apr 18, 1959.
- "NCO, warrant overhauls start," Bruce Callander, 19:1+, July 25, 1959.
- "WOJG grade headed for extinction," 19:41, July 25, 1959.
- "Low number, faster retirement won't wipe out WO's by 1970," 21:40, Sep 17, 1960.
- "Retirement bar eased for WO's, Airmen," 26:4, Oct 13, 1965.
- "WO's, captain's cut set -- new moves keep force near ceiling," 26:1, Nov 3, 1965.
- "DOS plan set for warrants," 26:3, Nov 17, 1965.
- "Small WO force to stay around until late '70's," 27:2, Dec 14, 1966.
- "Phase-out of WO's saves \$\$, Hill told," 27:7, May 3, 1967.
- "Fewer ask switch to Army as WO's," 30:1+, Sep 10, 1969.
- "WO strength dwindles," 31:11, Nov 4, 1970.

Historical Articles from Army-Navy-AF Register

- "World War I brings Army warrant rank," 81:43, Oct 15, 1960.
- "Act of 1920 establishes four WO grades," 81:43, Nov 5, 1960.
- "First WOA originated at Fort McPherson," 82:43, Jan 28, 1961.
- "An Army warrant officer remembers early days," 82:43, Feb 25, 1961.

Articles from other Periodicals

- "Warrant Officers," Air Force, 36:59, November 1953.
- "Warrant officer appointments," AF Personnel Newsletter 10:2-3, May 1957.
- "New WO policies," AF Personnel Newsletter, 9:3-4 Mar 1956.
- "AF releases extract of warrant officer study," Army-Navy-AF Journal 96:8, July 25, 1959.

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K

Warrant Officer Program in USAF

In general, the rationale used by the Air Force in discarding the limited duty officer concept in 1953 seems to have been an intention to apply the concept to the warrant officer, for which legislation was pending at that time, the law (Public Law #379, 83rd Congress) being enacted 29 May 1954.

The rationale used by the Air Force in eliminating accessions to the Warrant Officer Program seems to have involved the following pertinent factors:

- a. The functions of the WO were assumed by the two NCO supergrades (E-8, senior master sergeant; E-9, chief master sergeant) created in 1958.
- b. The supergrades were more economical for the Air Force to support than warrant officers performing similar duties.
- c. In 1962, the Air Force decided that 95 percent of its new officers were to be college graduates.

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DEPARTMENT OF THE AIR FORCE
HEADQUARTERS 3525TH PILOT TRAINING WING (ATC)
WILLIAMS AIR FORCE BASE, ARIZONA 85224



REPLY TO
ATTN OF: CBPO-CAC


2 JUL 1971

SUBJECT: LIMITED DUTY OFFICER AND WARRANT OFFICER PROGRAMS

TO: AIR UNIVERSITY
AU (AFCHO)
MAXWELL AFB, ALA 36112

1. THIS WING HAS ORGANIZED A RETENTION STUDY GROUP WHOSE RECOMMENDATIONS WILL BE PRESENTED BY THE COMMANDER TO THE COMMANDER, AIR TRAINING COMMAND. ONE SUBJECT UNDER STUDY IS METHODS OF IMPROVING OPPORTUNITIES FOR ENLISTED PERSONNEL TO ACHIEVE OFFICER STATUS.
2. A NECESSARY ADJUNCT TO THIS STUDY IS REVIEW OF THE RATIONALE USED BY THE AIR FORCE IN DISCARDING THE LIMITED DUTY OFFICER CONCEPT AND ELIMINATING ACCESSIONS TO THE WARRANT OFFICER PROGRAM. REQUEST YOUR ASSISTANCE IN PROVIDING PERTINENT DATA FROM AIR FORCE HISTORICAL FILES TO ASSIST US IN THIS ENDEAVOR.

FOR THE COMMANDER


RICHARD N. CREGO, LT COLONEL, USAF
CHIEF, PERSONNEL DIVISION