

leadtimes for such skills are long. In some of these skills, overseas requirements exceed those in the United States with the resultant heavy incidence of overseas duty for the personnel involved. The Air Force is continuing to experience difficulties in retaining airmen trained in highly technical skills. For example, we currently have only 66 percent of the total authorized senior aircraft control and warning radar maintenance airmen, and a reenlistment rate for A.C. & W. radar maintenance personnel of about 17 percent. The interrelationship of expanding requirements, long training times, some adverse balances between overseas and U.S. requirements, and an unsatisfactory retention rate prevents the Air Force from meeting all highly technical requirements in-service, and necessitates contractual assistance.

In the indirect combat support function, the Air Force has developed a number of well-controlled and highly successful contracting programs such as contractual feeding. We are periodically reviewing activities in the indirect combat support area to find improved uses of in-service and contract service resources, and, thereby completely realize our policy objective of effectiveness and economy.

With this framework of general policy and its application, I would now like to turn to specific data on Air Force practices, starting with the relationship between military, civilian, and contract services resources. As Mr. Imirie indicated in his statement, this relationship must be considered in terms of the total Air Force.

Air Force man-year data

Fiscal year	Military	Civilian	Contract	Total
1957.....	911,000	424,000	211,000	1,546,000
1958.....	889,000	379,000	231,000	1,499,000
1959.....	852,000	367,000	244,000	1,462,000
1960.....	823,000	361,000	232,000	1,416,000
1961.....	816,000	349,000	256,000	1,421,000
1962.....	826,000	347,000	226,000	1,399,000

The general trend in our total manpower resource from fiscal year 1957 through fiscal year 1962 is portrayed here. Man-year data was selected as being the most meaningful. All functional areas of in-service and contract services use have been included. Since contractors are not normally required to provide us with an actual count of personnel, we have developed contract services man-years based on a conversion formula which we have used for several years and have found reasonably reliable. Over the period shown, military man-years have declined 9 percent. The dip in fiscal year 1961 was due to unanticipated losses of officers and airmen which caused strength to fall below authorized levels. Civilian man-years, which includes all foreign nationals, have declined 18 percent, though the decline is less sharp in the more recent years. Most of the decline is in foreign nationals with U.S. civilians declining only 9 percent. Contract services man-years have increased 7 percent, although total man-years available to the Air Force have declined 10 percent.