

deferments tend to be highly correlated with some of the things that at least in the civilian society are called quality.

I would emphasize that through being better able to keep the people you have trained, keeping them around for longer than the 2-year stint, and through being willing to pay for specific kinds of quality, it may be that the military services can do just as well with military manpower as with civilian manpower. The real question is whether we taxpayers are willing to let them pay for it.

Now, there is a sense in which we have to recognize that they will lose quality. I wish they would lose it. There are a lot of splendid yeomen stenographers who are being used to do what lady GS-7's could do, but we do not permit the Navy to hire as good quality stenographers as they can get if they use men under military discipline. There are a lot of high quality jobs in which drafted men and enlistees are being used to do what, in the old days, used to be called women's work.

Senator PERCY. Mr. Oi, do you want to give a short answer to this question?

Mr. Oi. All I want to say is I agree with Mr. Schelling, and I believe that Secretary Morris, in his statement before the Kennedy Senate Labor Committee, stated unequivocally that the Army can take into a specialized training and enlistment program up to 100,000 men with mental test scores between the 15th and 80th percentile, and that these have been shown to fill many of the requirements equally well. I think that for such tasks our qualification standards are too high, and we are not utilizing civilians sufficiently.

Senator PERCY. One last question, please.

Would you favor a pay bonus to men who enlist or to those who are drafted in order to try to encourage more enlistments? Do you think it would be effective?

Mr. Oi. Yes, if tied to a longer period of service. I would like to base the size of bonus on the length of commitment. But I would first like to eliminate the financial inequity of the draft. I think to tie a bonus on now would be adding insult to injury.

Senator PERCY. Mr. Wool, I presume you dissent?

Mr. Wool. Well, no, I would rather not comment on pay policy matters, because an intensive pay study is underway in the Department of Defense.

Senator PERCY. But it has been your feeling that pay is not a major motivating factor in military service; is that right?

Mr. Wool. I would say that is always a factor in any pursuit. I think that it is much too easy to exaggerate its influence in terms of getting people to choose a career as different as military service is from most civilian pursuits.

Senator PERCY. Mr. Schelling?

Mr. SCHELLING. I substantially agree with Mr. Oi on this.

Senator PERCY. Thank you, sir.

Chairman PROXMIRE. Congressman Rumsfeld?

Representative RUMSFELD. Mr. Chairman, first I want to join you in welcoming all three.

Chairman PROXMIRE. I want to interrupt at this point to say that this very interesting panel this afternoon is very largely a result of