

Mr. WOOL. Because you have the draft authority and you have a draft system, so we have that flexibility and we want to continue it.

Representative RUMSFELD. Right. Now you talked about the problem of semantics, and I guess maybe that is a problem, because you say when we didn't have draft calls, and you used the word "need." The trouble that comes to my mind, did you need them then as badly as you thought, or if by adjusting pay and other things, that need might have been moved farther in the distance.

In other words, at a certain manpower level, you decided, the Department, the administration, you are their spokesman here today and a very able one, but somebody decided that the need was there, and admittedly it was, given that pay policy.

Now don't you agree that revising those pay policies will change the point where need can in fact be demonstrated?

Mr. WOOL. I think our own estimates show that a substantial increase in pay should produce some increase in volunteering.

Representative RUMSFELD. Right.

Representative CURTIS. And retention. You keep talking about volunteering in your papers but you never say anything about retention or staying with it and making a career of it. This is where your savings and your quality go up. Pardon me, I couldn't restrain.

Representative RUMSFELD. I would like some comment from Mr. Wool or Dr. Schelling or Dr. Oi on the estimates and the study figures that were cited by Mr. Wool with respect to the impact that pay policies can or cannot have.

Isn't it true that your studies were based on all below a level that had any relationship at all with what the Federal minimum wage or what the private sector is paying?

I don't see how you could get a good study, if you are dealing substantially below a competitive level. Do you follow me?

Mr. WOOL. I think we should clarify the pay question to this extent. That so often what is cited as pay for the enlisted man is the basic pay or even the total compensation of the private when he first enters service in his first few months of service.

Now this pay is for the private at pay grade E-1. Now the typical time for advancing from that grade to the next one is 3½ months.

Representative RUMSFELD. I am not talking about that. I am talking about your studies.

Mr. WOOL. Yes. Now actually, the facts of life are that if the true compensation of military service was so terribly low we would not be getting even the numbers that we estimate would be available as true volunteers. We say that about 60 percent of the volunteers among enlistees whom we were getting in during the previous few years came in without draft motivation, based upon our surveys, and that is a substantial number of young men in this country. Thus it may be that the alternatives available to them were much worse than these comparisons suggest, in other words, that they could not really earn as much money in civilian life.

There is a tremendous range of earning potential in civilian life, and that many of the young men who in fact volunteer, either because of economic reasons or other reasons, found that the economic opportunities in military service, even under existing pay scales, were better for them.