

I think that when we are talking about pay in relation to job choices, young men think in terms of certain levels of jobs. The college man, for example, is choosing among professional jobs. The high school boy is choosing among those jobs which might be available to him.

A tremendous quantum jump in military income would, over a period of time, certainly contribute to a change in that image, I mean to some extent, and that is the mechanism through which this curve we talk about would work.

Chairman PROXMIRE. I just have one final question. As I recall, the President in his message on the draft said something about the thousands of civilians moved into military jobs; is that correct?

Mr. WOOL. 114,000 in last year and the current year.

Chairman PROXMIRE. What kind of study has been done by the Defense Department to determine what other military jobs now could be taken over by civilian personnel?

Mr. WOOL. Well, this program, incidentally, was again part of the initiatives which started from our draft study, and again this whole matter has been under intensive study within the Department of Defense continuously in the past 2 years.

Chairman PROXMIRE. Are there fiscal limits on it?

Mr. WOOL. No.

Chairman PROXMIRE. In other words, do they say it is too expensive to hire—

Mr. WOOL. No; on the contrary, it was not affected by fiscal considerations. The practical situation is that although the short-term immediate costs of the civilian are higher, the long-term costs of the civilian may well be lower because of the fact that the military man does have a training and turnover cost above his direct compensation. This was done as a policy matter primarily rather than in terms of economy, though I think it has longrun economies associated with it.

Chairman PROXMIRE. In your Quartermaster, in your Finance Department, all that kind of thing, the Pay Department, so many of those jobs can be done strictly by civilians, can't they? Are they still being done by military personnel?

Mr. WOOL. One has to keep in mind that there are many quartermaster troops and even pay troops in Vietnam and all over the world, and on ships at sea. In other words, it is not the occupation involved but where that occupation is performed.

Chairman PROXMIRE. Oh, you have civilians in Vietnam, too, as well as all over the world.

Mr. WOOL. Yes, but as part of combat organizations, no. We have some civilians there, but the typical requirement is that if you have units which are part of operating forces, whether ships at sea, or combat divisions, or similar organizations which are deployable in combat areas, that these must be subject to military discipline; that these types of jobs have been, and in my judgment, always have to be military. That is the very nature of the military job.

Representative CURTIS. Would the gentleman yield on that?

Chairman PROXMIRE. Yes, indeed.

Representative CURTIS. There are company technicians right up in the aviation branch in naval air, at least where I was. We had company technicians right up in the front. This is some of the malarky