

I would like General Jones perhaps to answer this question of civilianization.

General JONES. Specifically on civilianization, the answer to your question, sir, is "Yes." We are civilianizing more this year. Our target for the 12 months ending May 31 is 7,100 personnel.

In other words, we will lose military authorization for that many military spaces, and they will be replaced with civilians, within the 1st Logistical Command. This does not include other civilianization in Vietnam, which I am not prepared to talk to.

Mr. ROBACK. I understand.

General JONES. But we have the bulk of it, sir.

General HEISER. May I clarify that, sir?

General Jones said he would lose. He is speaking of the 1st Logistical Command as opposed to the entire Army complex.

Mr. ROBACK. If you lose so many military, if you need to do the work, you have replaced them to the extent that you can with civilians?

General JONES. Yes, sir.

Mr. ROBACK. Let me ask you this: In other connections we will be discussing logistics and supply personnel requirements. Is the civilianization trend or effort contradictory to or contrary, I should say, to the development of properly trained military personnel for logistics assignments in a theater?

General HEISER. Sir, may I answer this one because it is involved really Armywide, and I might add that you will get into this later. But you already know that there is a project coordinator for the redistribution of local excesses within the Department of Defense. I happen to be that project coordinator.

As a result of this responsibility, I have had the opportunity in the last 6 months of observing other services and their practices. I would like to take my hat off to the Air Force in this regard, because of what I have seen in the last several months.

The Air Force has a formal way of setting up civilians to back up the military in the field. They have various teams that are organized here in CONUS and they are dispatched overseas as the requirement is necessary, to do various things that require professional capability that is not always available within a military base overseas.

We have been doing this in the U.S. Army on an informal basis, but not formally. We have to structure ourselves to do this, in my humble opinion.

Now, what this leads to is this, sir: We are in a sophisticated logistical structure and system. As you well know, we have the responsibility of conducting this in a military combat environment, using the bulk of our people, being 2-year men who have a year or a little more to serve, and of course in Vietnam 1 year no matter what.

In a sophisticated system, it is difficult to maintain know-how of the bulk of the soldiers in this regard; and secondly, sir, it is also difficult to maintain the level of proficiency required in many of our more sophisticated types of jobs.

One of them, for example, is the program design and supervision maintenance of programs of automatic data processing equipment.

As a result, we are and we intend in the future to lean, if anything, more heavily on civilian personnel who are available to do certain