

man or a young woman, will answer the question: "Where am I going to go if I adopt this as a career?"

We have the same problem here.

Mr. ROBACK. And there is also partly the problem with the military classifications too, is there not, that is to say the incentive for officers in the supply area?

General MILLER. Well, I do not think it is so much incentives for the officers. I would say it is more in the enlisted area. They get into the proficiency pay, and certain training and schooling that they have.

An officer is generally looking forward to the time when he can become the manager at the top. This is his goal. He is not so much geared to incentives as he is to training, schooling, and the capacity, when he gets to the peak of his career to manage the whole thing.

Mr. ROBACK. And will this require the development of a new, I mean rather drastic change in, approach?

General MILLER. No, not drastic change. It is to insure that in our redevelopment of these systems, in our realignment of things, that we do not drop things through the crack, and that we improve wherever we can.

I am sure you recognize that with the new innovations in civilian industry, for example, and particularly with our civil service employees, we are in a terrifically competitive field, and unless our employees have a visible career pattern, we cannot attract young men to these jobs. They want to know where they are going.

Mr. ROBACK. This is the subject of this Defense manpower program?

General MILLER. This is what Mr. Morris is looking into by assembling this group.

Mr. ROBACK. Mr. Chairman, it is the noon hour. Tomorrow we will have the Defense Supply Agency representatives.

We will ask the Army to supply information that we have requested, either in this or in previous hearings, and if there is any question about whether some of the items have already been covered, that will be taken care of by consultation with the staff.

Mr. MOORHEAD. Thank you very much, General. We appreciate your testimony.

The committee will stand in recess until tomorrow at 10 o'clock.

(Whereupon, at 12 noon, the committee recessed, to reconvene at 10 a.m., Tuesday, July 2, 1968.)