

Mr. MORRIS. This is still a separate effort, although there is, of course, correspondence between the two groups. The manpower effort is, of course, a very broad one, in which we are concerned with the quality and quantity of manning in all logistics functions—requirements determination, depot operation, inventory management, transportation, communications—all functional fields.

Mr. ROBACK. Do you have a letter of reference or memorandum on that?

Mr. MORRIS. We have a plan of study on this which I would be pleased to furnish.

Mr. ROBACK. Thank you.

(The information referred to follows:)

MAY 1, 1968.

Personal memorandum for Secretary Brooks, Secretary Shillito, Secretary Charles.

Subject: Initiation of a 6-month project to develop long-range logistics manpower plans and objectives.

Confirming our recent discussions on this matter, I would like to propose that we jointly agree upon the immediate initiation of the following project.

The "long-range manpower planning project" should be under the continuing policy direction of a policy board consisting of the materiel secretaries, the Deputy Chiefs of Staff (Logistics), the Director, DSA, and the J-4, who, as a body, will comprise the Logistics Manpower Planning Board.

It is proposed to establish an ad hoc planning task force to develop facts and prepare proposals for consideration of the Board. The chairmanship of this task force would be assigned to Col. Peter DeLonga, USAF (on detail to this office), with one representative of each of the materiel secretaries and the Director, DSA. The group would work full time.

It should be stressed that this is an ad hoc factfinding and idea-creation group, and that it will not assume responsibilities for administration of any facet of the logistics manpower program, such as the joint training program, now being supervised by Mr. Lyons at the OSD level.

The procedures and objectives envisioned for the group are as follows:

(1) First, by direct discussion with key logistics officials in all services and DSA, obtain a factual profile of current manning of key logistics functions (primarily procurement, contract administration, maintenance, depot and warehousing operations). The profile should statistically display the current manning of these functions, by key manpower characteristics; i.e., age, education, grade or rank, qualifications possessed, and type of career development programs provided numerical staffing versus workload. The factfinding should not bog down in detail, but obtain the best possible data. In the conduct of the factfinding, the team should give special attention to the lessons learned as a result of the Southeast Asia conflict. A visit to CINCPAC and Vietnam would possibly be desirable.

(2) Second, project the profile as far in the future as feasible (say 10 to 25 years) under present policies; that is, assuming no change in recruitment practices, personnel ceilings, training, assignment, and promotion practices.

(3) From the above two steps, and again in consultation with key logistics officials, identify the key problems in respect to both quantitative and qualitative characteristics of the logistics manpower force today, and at projected intervals in the future.

(4) Based on the above findings, develop various solutions to these problems, including a 5-year initial plan of correction, with annual goals (expressed in quantitative terms) covering the numbers of people of given educational attainment to be recruited; the numbers to be given various basic types of DOD training; the numbers to be reassigned, rotated, promoted, etc.

I would appreciate receiving your views (and, if possible, those of your Logistic Chief) as early as possible so that we can begin formulation of a study plan, leading to initiation of the task force work by June 1, 1968.

(Signed) Thomas D. Morris
THOMAS D. MORRIS.