

"You must have the runways, the air bases, and the personnel. We do not have them to the extent we need."

But why don't we have enough skilled soldiers willing to make a career of defending our country? Military observers say one reason is our failure to provide adequate housing for the families of servicemen. All of us have seen pictures of the tar-paper shanties occupied by military dependents near some Army camps.

Another reason given for the shortage of career soldiers is the military pay scale. The modern army is virtually an army of technicians. These days, technical skills are worth more to private industry than to Uncle Sam. Here again are the words of Congressman Flood:

"We do not pay proper money to enlisted men in any branch of the service, especially the Air Force. We pay them according to grade, not skills."

"How would you like to be a crew chief working alongside of me? I leave the Air Force at the end of my hitch and come back as a technical representative getting \$1,200 a month. You get \$250. I say to you, 'Hello, sucker.'"

"What is a man going to do when his hitch is up? He is going to get out of the Air Force, get his \$1,200 as a civilian, and work alongside your son who will be getting \$250 a month."

A RECENT ANALYSIS by the Defense Department showed that at practically every level—from private to major general—civilian jobs pay better. "A civilian career offers much greater reward than does the military," the department declared. "While the military career offers traditional rewards which are not measurable in money, there is no question but that the tangible incentives of a civilian career offer compelling inducements."

The department estimated it costs \$3,200 to give basic training to the average man donning a uniform—much more to the man taught some skilled job. It costs \$120,000 to train a jet pilot, and with an estimated 4,500 pilots leaving the service this year, the nation loses an investment of some \$540,000,000—the approximate cost of 1,600 jet fighters!

After receiving this expensive technical training, four out of five men put their skills to work for more money in private business, the Senate armed services committee was informed. "We are training technicians for business," said Lieut. Gen. Emmett O'Donnell, who is chief of Air Force personnel.

General O'Donnell said the shortage of highly trained men apparently will exceed 50,000 by next Summer. And he said the Air Force is so seriously undermanned that we need quick action for the protection of our national security.

It's not only the men in the ranks. Better-paid officers also are forsaking the service for private life. Last year, for example, the enlistments of 43,800 officers

expired. Only one in four re-enlisted.

Most of these officers were younger men, close to the beginning of their working careers. But the roster of high-ranking officers who recently have switched to private industry reads like a "Who's Who" of American military genius.

The base pay of our generals and admirals runs from \$12,000 to \$15,000 a year. This doesn't begin to compare with the money they can make as private citizens. Gen. Lucius D. Clay, for example, went on the Continental Can Co. payroll as chairman of the board at more than \$100,000 a year. As board chairman of Jones & Laughlin Steel Co., Adm. Ben Moreel has a reported salary of \$150,000.

Other top officers now in private business include Lieut. Gen. Albert Wedemeyer, director of Rheem Mfg. Co.; Adm. Louis E. Denfeld, consultant to Sun Oil Co.; Vice Adm. E. Dorsey Foster, vice-president of Radio Corporation of America; Lieut. Gen. James H. Doolittle, vice-president of Shell Oil Co.; and Gen. Walter Bedell Smith, vice-chairman of American Machine & Foundry Co.

Some high-ranking officers even do better taking civilian jobs within the government. For instance, Lewis L. Strauss, a retired rear admiral, earns \$20,000 as chairman of the Atomic Energy Commission. As president of the Export-Import Bank, Maj. Gen. Glen E. Edgerton's salary is \$17,500.

What can America do to make military careers attractive enough to maintain an adequate defense force of skilled professionals? Obviously, the Federal government cannot match the money paid by big business, and the pride of protecting one's country must always remain part of the reward of military service. Still, several improvements have been recommended.

Besides adjustments in military pay and allowances, the Defense Department has urged better housing for servicemen's families, more generous medical care for dependents, and improved life insurance.

What is needed, too, according to General O'Donnell, is "a radical change" in the present across-the-board pay structure to provide greater compensation for highly trained technicians and special incentives for men serving in remote overseas locations.

Such changes would require Congress to increase our military budget, perhaps even raise taxes—both bitter pills to the average citizen.

But besides dollars-and-cents improvements, former Assistant Defense Secretary Carter L. Burgess has said America may have "to protect the investment we make in a man's training" by requiring him to stay in uniform for a longer time. Basically, Burgess believes our armed forces need a new *esprit de corps*, "a profound dedication to high purpose" like that which motivates teachers and clergymen.

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