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1 to have those funded external to the Department of Defense,
2 too, as well, but if they could not be, I think we could
3 rationalize them being included in the DOD budget.

4 *Mr. Edgar. Thank you. Does the Air Force agree with
5 the results of the educational assistance test program?

6 *Maj. General Usher. We had quite a number of
7 reservations about it. It demonstrated certain things, but
8 I do not think we ought to get carried away with its
9 results.

10 I think the two basic assertions have been that an
11 educational assistance program, of course, helps the Army,
12 and I am certain that it would, but also that a strong
13 educational benefit for one service to the exclusion of the
14 others would not hurt recruiting to the other services, and
15 it is with that second one I find particular difficulty.

16 I have concern about the way the test was designed,
17 how it was implemented, some of the variables that were
18 associated with what was happening at that time, and how
19 they were analyzed out of the problem, if you will, and the
20 strength of the evidence that supports the conclusions drawn.
21 I just do not think it is there. We just should not rely
22 on it.

23 *Mr. Edgar. Thank you.

24 I would like to ask unanimous consent to put in the
25 record a statement that I received from David Schuckers,

1 who is the Director of Government Relations as Penn State
2 University, and he shared a Comptroller General report on
3 the new GI Bill with Brian Clark, who is the Coordinator
4 for Veterans' Affairs at Penn State, and he put together
5 an informal memo which, I think, illustrates the point that
6 you are making, but also that we have heard from others,
7 and I would like to read from this report, while we will
8 put the whole statement in the record.

9 [The material appears on page .].

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1 *Mr. Edgar. Listen to these just several paragraphs.

2 The Comptroller General's report asserts that the
3 Department of Defense test program was, although somewhat
4 flawed, an indicator that some, underlined, benefit in the
5 form of increased enlistment could accrue as a result of
6 the high cost educational program. They contend that the
7 Department of Defense test program was well designed though
8 under-publicized. In fact, based upon the Department of
9 Defense's complete mishandling of the current VEAP program,
10 I would maintain that any positive results from these three
11 additional programs makes a strong case for the efficacy
12 of educational benefits as a recruitment tool.

13 Our experience is that virtually no one in the military
14 establishment understands VEAP even though it has been in
15 effect for five years. The recruiters misapprehend it and
16 even those enlistees who opt for it can typically find no
17 one to explain its intricacies. To include three even more
18 complex options in select areas is to plan for failure.

19 To say that these test programs were under-publicized
20 is to say the least. When you sent me the authorizing
21 legislation, I attempted for two months to find someone who
22 knew anything about it. The VA knew nothing; the recruiters
23 knew nothing; ROTC knew nothing. In frustration, I
24 directly contacted the Chief of Manpower and Training for
25 the Department of Defense, after failing to unearth anything

1 at the educational headquarters of all of the services. I
2 was told by this individual that the programs were in effect
3 and that I probably had not heard of them because
4 Pennsylvania was not a test area. The third largest
5 recruiting State is excluded. How this jives with the
6 Comptroller's report which states that the entire country
7 was tested is beyond me.

8 The statement goes on to say the following.

9 A large point in the Comptroller's argument is to study
10 the issue for a couple of years and test further,
11 particularly since the economy is having a salutary effect
12 on enlistment. We should, they contend, be careful and not
13 commit to a permanent GI Bill. This is, of course, absurd
14 since:

15 A. No GI Bill has ever been permanent. The time limit
16 is discretionary by congressional fiat.

17 B. What we have now, the VEAP program, is as permanent
18 as any has been. VEAP participants have ten years to use
19 their benefits. If we were to discontinue VEAP today, any
20 participant would have ten years from discharge to use his
21 benefits.

22 VEAP has received little publicity and is terribly
23 inadequate as an educational voucher. In spite of this,
24 increasing numbers of vets are opting for it only to find
25 upon discharge that \$75 to \$225 per month does not pay the

1 freight.

2 The arguments against a new GI Bill are weak. In light
3 of the needs of the services, the proven effectiveness of
4 educational benefits in recruiting high quality youth, the
5 elimination of general student aid by the Reaganites, and
6 thus the more pressing need for an avenue of educational
7 opportunity, the social benefits realized by an educable
8 military and an educated citizenry, it is no wonder that
9 H.R. 1400 had 123 signatures and nearly unanimous support.

10 Sorry for all the editorializing. I have see too many
11 veterans benefit by the GI Bill not to believe that it
12 represents the best investment in national defense ever
13 conceived.

14 I took the time to read that because Dr. Korb's
15 satement before indicated that the VEAP and the super-VEAP
16 or ultra-VEAP were super programs, and I think there is at
17 least some body of evidence and data that indicates that
18 that may not be the case and that it may be time to stop
19 the testing programs and get to the long-term program.

20 Let me ask Admiral Cueronni to answer that one question
21 that all of you have, and then I have just a couple specific
22 questions for the rest, and we then can move to our second
23 panel.

24 *Admiral Cueronni. Mr. Chairman, on the aspects of
25 the positiveness of H.R. 1400, we like it in all respects.

1 We like the fact that it is good for recruiting and
2 retention and has the transferability clause.

3 On the negative side, we particularly have concern about
4 the kicker. We would rather see something that is non-
5 discriminatory across the board, and let me just, as an
6 example, we have been going through some rather trying times
7 in my service, and we have had to take some actions which
8 unfortunately have hurt our personnel, but we are not in
9 the same let me use the term luxurious situation that my
10 colleagues are in.

11 One single factor that we are finding in our service
12 is in the application of the selective re-enlistment bonus
13 where it is on the basis of not performance, not particular
14 rating or -- I am sorry -- but on the basis of a particular
15 rating those critical skills are getting higher bonuses.
16 That is the biggest source of frustration and irritation
17 in our crew.

18 It is awfully difficult, and Admiral Zech alluded to
19 this, awfully difficult on a ship when you are out to a cook
20 to say that an electronics technician or a fire control
21 technician is more valuable than he is, and so we would like
22 to see it non-discriminatory.

23 *Mr. Edgar. Thank you very much.

24 This question is for all of you, and the next two
25 questions are actually for the record. I hope that you can

1 submit this information.

2 I realize that you probably do not have this information
3 with you, but could you all supply for the record a list
4 of all current educational programs for active duty
5 personnel and reservists currently being funded by the
6 Department of Defense, a breakdown of the cost of those
7 programs both for Fiscal Year 1983 and projected cumulative
8 costs down the road to 1994, much the same that we have
9 costed out for H.R. 1400? We will make sure that the
10 specific question is shared with you and your staff, and
11 we could like that information provided for the record.

12 Also for the record, we would like to know what are
13 the manpower needs facing your branch of service during the
14 next three to six years, and then into the 1990s.

15 Finally, General Thurman, a recent study entitled
16 "Profile of American Youth," released by the Department of
17 Defense, indicates that even after the banner recruiting
18 year and what was called a favorable economy, the services
19 produced a crop of recruits that scored in mental categories
20 about on par with their civilian counterparts in Fiscal Year
21 1981, but the study showed that even with this success, the
22 military is not drawing as many above average youth as it
23 used to.

24 Since 1955 the number of category one enlistees, the
25 highest mental category, has dropped from 9.6 percent to

1 2.2 percent in 1981. Are you satisfied that the Armed
2 Forces can continue to rely on only meeting the standard
3 of mediocrity, or should the services draw on a more
4 representative cross-section of mental groups and social
5 classes; and would the GI Bill help in the recruitment of
6 those persons in a little higher mental category?

7 *Lt. General Thurman. Mr. Chairman, I would not refer
8 to anybody as mediocrity, but the statistics you cite are
9 correct. Now, I have a chart which I would like to provide
10 for the record. I have anticipated the current recruiting
11 year, 1982, against those same statistical data that may
12 be of interest to you, but in mental category one, for
13 example, test category one, while the youth population of
14 America is 4 percent, this year we will get about three,
15 and for the upper half, one to three A, that is running about
16 53 percent in the youth cohort of America and will come in
17 about 51 or 52 percent this year.

18 So as contrasted with the statement that you read or
19 the letter that you got, I will not defend all of it, but
20 I will say, and I think this is the underlying cause of the
21 statements that you have had from the Department of Defense
22 at the time, the current ultra-VEAP is helping make that
23 switch in the Army.

24 From the period of 1981, we only had 39 percent upper
25 half scoring youngsters, and this year we have got 51

1 percent.

2 *Mr. Edgar. Can I interrupt you at that point?

3 *Lt. General Thurman. Yes.

4 *Mr. Edgar. It seems to me that almost what the Army
5 is saying is that they have invented a GI Bill, calling it
6 ultra-VEAP, and it is working to meet their recruitment needs,
7 and you know, I can agree with that statement for the short
8 term, but I think you are almost using or the Department
9 of Defense, not you, but the Department of Defense is using
10 the success of ultra-VEAP as one of its decisions as to why
11 we do not at the present time need GI Bill, and yet, in
12 fact, it is a GI Bill.

13 *Lt. General Thurman. Of course it is, and the point
14 is it does not enfranchise the other people in the service
15 nor the reservists and all the rest of the service people
16 here. So I just say to you that the powerful notion I want
17 to echo one more time is that an educational benefit does,
18 in fact, draw upper scoring youth, and we have to have one
19 of those in the long term.

20 General Bronars, Admiral Zech, General Usher and the
21 rest, we all have to have high quality youngsters to assure
22 that we operate the system that we are going to operate on
23 the battlefield we perceive tomorrow. We need the GI Bill
24 to undergird that in order to attract those people.

25 *Mr. Edgar. Does anyone have any comments given

the broad spectrum of questions that were asked?

*Vice Admiral Zech. I think, Mr. Chairman, if I may, from the Navy standpoint, although we are making our recruiting goals and our retention goals at the moment and we are very pleased with the success we have had and the support from Congress, I think it is important that we look ahead. I think that is what you and your committee are trying to do, and I believe that although in the Navy we have been very successful this past year and we project success in this coming year, the economy has been helpful to recruiting, and the Congress, in their support, has given the compensation that we felt has been lacking.

So although we are at the moment in the short term in a relatively good position in the Navy, my personal concern is for the future, again, looking ahead, and I do think that as we look ahead, recognizing the tremendous benefits of an educational bill to the Navy and to the other services, that our country needs a GI Bill, and I think in the long haul we are doing the right thing to bring in the quality people that we foresee we need in the Navy and the other services in the future by addressing, as soon as possible, if not this year, as soon as possible an educational program that will bring in that cross-section of America and the talent we need for all of our services.

*Mr. Edgar. Thank you. All of you are put in a very

1 difficult position, and that is you either have to hope for
2 a terrible economy or the passage of a GI Bill because while
3 you say you are being helped in your recruiting goals by
4 the economy, what you are really saying is because we are
5 going to face by July 1st 10 percent unemployment and
6 cutbacks in educational programs, there is an economic
7 incentive to perhaps look at some of the military service,
8 and I do not think any of you are hopeful that the economy
9 stays in its stagnant position and helps your recruiting
10 goals.

11 We all have a common cause, and that is to have the
12 best military that we can conceivably have, given the
13 resources that we have, and I think you have made a strong
14 case for the fact that personnel may be equal to some of
15 the sophisticated equipment that you get, and that in order
16 to have a strong military, we need a well-rounded military
17 force.

18 Thank you for your statements today. They have been
19 very helpful.

20 *Lt. General Thurman. Thank you, Mr. Chairman.

21 *Mr. Edgar. The second panel will include a number
22 of recruiting commands. Let me ask the Army recruiting
23 command, the Navy, the Marine Corps, the Air Force and the
24 Coast Guard to come forward.

25 Gentlemen, thank you for coming, and thank you for

1 your patience today. I would like each one of you to do
2 as we did with the first panel, and that is to give a very
3 brief opening statement, if you have one to make.

4 We heard last year specifically from the recruiting
5 commands, and they had some strong statements to make, and
6 in fact, they and those who were here last year invented
7 the phrase "make it equitable, make it simple, make it
8 permanent" in terms of their concerns.

9 We are very pleased that you have taken the time to
10 come and participate today, and we are very pleased that
11 you have been willing to share your views and your concerns
12 given your experience as people involved in the process of
13 recruiting.

14 We will first hear from Sergeant First Class James
15 Eagle, Jr., Minneapolis, Minnesota District, the U. S.
16 Army Recruiting Command.

17 STATEMENT OF SERGEANT FIRST CLASS JAMES D. EAGLE,
18 JR., MINNEAPOLIS, MINNESOTA DISTRICT, U.S. ARMY
19 RECRUITING COMMAND.

20 *Sergeant Eagle. Thank you, Mr. Chairman.

21 I would like to take this opportunity to thank you for
22 your support in the recent pay raise in the last couple of
23 years. It has done a lot for the morale of the serviceman
24 and the quality of the life in the Army at this time.

25 The only opening statement that I have is I do agree

1 along with the other services and the current bill, H.R.
2 1400, that we do need a permanent sort of education system
3 to attract higher mental category people into the service.

4 *Mr. Edgar. Master Chief Adams.

5 STATEMENT OF MASTER CHIEF JOHN M. ADAMS, CHIEF
6 RECRUITER, RECRUITING COMMAND, U. S. NAVY.

7 *Master Chief Adams. I would like to echo the
8 Sergeant's thanks to all of you and all of Congress for the
9 recent pay raises and benefit changes that have helped us,
10 and particularly to recruiting and to better the retention,
11 and the easier it may make our job.

12 I personally am looking from a recruiting viewpoint.
13 I am looking at the decline in male American youth,
14 particularly in 1985, when that decline starts sloping
15 rather steeply. A GI Bill would be beneficial to recruiting
16 in that, number one, it is a door opener to our educators,
17 to get us into the high schools, to the junior colleges,
18 to where we actually recruit for the quality youth.

19 Secondly, it helps us work better with the parents.
20 This is a benefit that they can see for their child, that
21 they perhaps have earned, maybe the fathers did during the
22 Korean War or even earlier, and it helps us target ourselves
23 into the brighter student and allows us to provide an
24 opportunity to look further down range on not only will our
25 service, and we are all service-unique for the type of

1 training we offer, but there is something even beyond that
2 that is going to help you become a better citizen.

3 So the necessity of it, if we are serious, and I know
4 you all are, about building a quality Armed Forces, all
5 volunteer Armed Forces, in the future, I believe it is
6 absolutely imperative that we have something like H.R. 1400.

7 *Mr. Edgar. Thank you.

8 Gunnery Sergeant Taylor.

9 STATEMENT OF GUNNERY SERGEANT ROBERT M. TAYLOR,
10 NON-COM OFFICER IN CHARGE OF RECRUITING SUB-STATION,
11 HYATTSVILLE, MARYLAND, U. S. MARINE CORPS.

12 *Gunnery Sergeant Taylor. I would just like to say
13 thank you for giving us the opportunity to come and to speak
14 to you about this subject.

15 From the recruiting standpoint, we definitely do need
16 a permanent GI Bill. The Veterans' Education Assistance
17 Program has not worked as far as recruiting.

18 On the other hand, the super-VEAP or the ultra-VEAP
19 that the Army has I feel is unfair for one service to have
20 and not the other three. A lot of young men and women who
21 come into my outfit have spoken to the Army first, and then
22 they stop by and check all the rest of the services. They
23 do mention from time to time this ultra-VEAP.

24 It is hard for us to come back and say that we have
25 something similar because we do not. What we have to offer

1 is the Veterans' Education Assistance Program. So I feel
2 it is unfair that one service has it and the others do not.
3 Either give it to all four branches or take it away.

4 *Mr. Edgar. Thank you very much. Master Sergeant
5 Jacques.

6 STATEMENT OF MASTER SERGEANT ROBERT E. JACQUES,
7 AIR FORCE RECRUITING SQUADRON, U. S. AIR FORCE.

8 *Master Sergeant Jacques. Mr. Chairman, I would like
9 to thank you for inviting us here today.

10 On behalf of the United States Air Force and its
11 recruiters across the United States, we would like to thank
12 you for the recent pay raise in the last two years.

13 I have no formal opening statement to make, but being
14 a recruiter for over 10 years, I was there when we had the
15 draft. I was there when we had the recession in 1975, when
16 recruiting was good. In 1979 things started to get kind
17 of worse. In that year the Air Force did not make its goal.
18 In 1980 and 1891, we started to kind of see the unemployment
19 situation help us quite a bit.

20 I would like to see a GI Bill established at a front
21 end for the new people coming on board and also to extend
22 the 1989 deadline for the people that are presently on
23 active duty that may retire in the future, and see the
24 transferability clause in there also.

25 *Mr. Edgar. Thank you.

1 Master Chief Petty Officer Love.

2 STATEMENT OF MASTER CHIEF PETTY OFFICER LOVE,
3 RECRUITING, U. S. COAST GUARD.

4 *Master Chief Petty Officer Love. Mr. Chairman, I
5 appreciate your invitation to testify before the subcommittee
6 on behalf of the Coast Guard.

7 I would also like to thank you for the pay raise that
8 we got in the last couple of years.

9 *Mr. Edgar. You all should take time to go over to
10 the Armed Services Committee and thank them, too,
11 particularly Bill Nichols who chairs the subcommittee that
12 this H.R. 1400 was referred to. Thank you and then also
13 ask him to report the bill out.

14 [Laughter.]

15 *Master Chief Petty Officer Love. Some educational
16 programs have always been popular with members of the Armed
17 Forces. I think we should have one in order to maintain
18 a successful force.

19 I have reviewed H.R. 1400. I think it is a good bill,
20 but at this time I do not think the Coast Guard could
21 afford it out of its current budget.

22 *Mr. Edgar. What was the last sentence?

23 *Master Chief Petty Officer Love. I do not think the
24 Coast Guard can afford H.R. 1400 out of its own budget.

25 *Mr. Edgar. I appreciate your opening statements.

1 Let me go back to Master Sergeant Jacques. I had a
2 chance to look over your biography, and was really quite
3 impressed with your background, and I have just a couple
4 of basic questions.

5 Why did you join the Air Force?

6 *Master Sergeant Jacques. I joined the Air Force, sir.
7 My dad was a veteran of the United States Navy, a disabled
8 veteran. He died when I was 20 years old, and I was brought
9 up in an atmosphere where service the military, service the
10 country was a big part of my life, and that is why I became
11 a member of the Air Force.

12 *Mr. Edgar. You will have been in the military for
13 20 years in 1985. Do you plan to continue an active duty
14 career after that point?

15 *Master Sergeant Jacques. Yes, sir, I do.

16 *Mr. Edgar. You made a statement about the
17 transferability that I thought was important. You suggested
18 that transferability was an important provision to keep in
19 the legislation. Can you define why?

20 *Master Sergeant Jacques. Well, sir, I look at my son
21 and my daughter who are right now -- my son is a teenager
22 and my daughter is going to be 11 years old, and having the
23 career in the United States Air Force, I feel that I have
24 been given the opportunity to go ahead and expand my horizons.
25 I would like to go ahead and give them the opportunity also

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1 to exercise themselves, whether it be to go to college, and
2 I believe with the transferability that that opportunity
3 would be available to them.

4 *Mr. Edgar. Thank you.

5 Sergeant Eagle, what type of recruits are coming in
6 to your office, into the recruiting offices?

7 *Sergeant Eagle. The type of people, recruits, that
8 we are getting in our office at this time are basically your
9 high school seniors, high school diploma graduates, looking
10 for education. Minneapolis, the area that I am presently
11 working in, they are very college oriented. The parents
12 want to see them get an education.

13 *Mr. Edgar. What is bringing them in? They are
14 motivated to go to college; their parents want to see them
15 achieve. They are coming now to the military and coming
16 to the office. What is bringing them to those offices?

17 *Sergeant Eagle. Primarily the recruiters offering
18 them the ultra-VEAP at this time, sir. Your high school
19 seniors and your graduates within the last three or four
20 months, they all have jobs. Both of their parents work.

21 The unemployed person is not the people that we are
22 looking for. Competition, being that we do have an ultra-
23 VEAP to offer them, it is very successful. For example,
24 we have a delayed entry program when a person swears in.
25 My office at present has 34 people in the delayed entry

1 program. I would say that most of those went for the ultra-
2 VEAP.

3 They are looking for an education.

4 *Mr. Edgar. Let me ask the same question of the Navy.
5 You do not have the opportunity of using the ultra-VEAP.
6 What kind of reaction are you getting at your offices?

7 *Master Chief Adams. Mr. Chairman, no, we do not offer
8 the ultra-VEAP, but we do offer education, and we feel it
9 is the best education that any of the four services offer
10 for enlisted training, our six-year programs, and as a matter
11 of fact, travel and adventure and all that kind of stuff
12 the Navy is supposed to be, that is not the primary motive
13 of the young American today. They are after education.

14 So if they are mentally qualified, and we are talking
15 your top cut, we will offer them nuclear power training or
16 advanced electronics training, advanced technical field
17 training, which by the way, requires a six-year enlistment,
18 and we would see an earning of benefits at the six-year
19 point detrimental in that we are unique. We are the only
20 service that recruits 13 to 14,000 of those individuals a
21 year. We are talking a two-year training pipeline for them,
22 and to maximize their benefits at the six-year point would
23 be detrimental.

24 I think the Marine Corps recruits a few thousand for
25 their aviation, but in the spinoff of that, that is our

1 best sales tool, other than we have some in-service
2 education.

3 *Mr. Edgar. Why do you think a few more people came
4 in in the last couple of years?

5 *Master Chief Adams. Mr. Chairman, I feel unemployment
6 has helped, not that I am sure -- the 17 year old that
7 dropped out of high school, he had a tough time finding a
8 job in 1956 as well as 1982. If the parents are out of work,
9 pop has probably told him, "Hey, it's tough and don't get
10 into the factories. Find something different for yourself."

11 So unemployment has had a help, but I feel the attitude
12 of the American public as we have left Vietnam further behind
13 us, and that has been further enhanced by leaders within
14 the Administration and in Congress speaking out that the
15 military service is an honorable thing to do for American
16 youth. I feel that attitude is really coming on strong
17 across the country.

18 I feel very strongly that our recruiters are professional
19 sales people, and they are aggressively trying to point out
20 and contact and let the individuals know what benefits await
21 them if they should choose to enlist in the Navy. So I think
22 those three things.

23 *Mr. Edgar. Sergeant Taylor, what kinds of people are
24 coming into your offices, and what are you finding in the
25 recruitment area? What is bringing them in?

1 *Gunnery Sergeant Taylor. High school seniors and high
2 school graduates are basically. We have a number of
3 activities we go through to generate activity to find these
4 respective applicants. We work the high schools through
5 ASBAB, high school visits, career talks, things of this
6 nature.

7 My station, in particular, is in a suburban recruiting
8 area and is more or less a walk-in station. I have 111 in
9 my program in my pool, and they also bring in referrals.
10 We school them on what type of person it takes to be a
11 Marine, what type of person that can pass the physical and
12 things of this nature, and they bring us referrals. So there
13 are a number of ways to get people in the outfit.

14 *Mr. Edgar. Sergeant Taylor, if you were going to stand
15 up in front of this room with all the people here in this
16 hall and teach them how to use the VEAP program and go through
17 the 16 different categories of VEAP, would you be able to
18 do that at this point?

19 *Gunnery Sergeant Taylor. No, sir.

20 *Mr. Edgar. What would be the problem?

21 *Gunnery Sergeant Taylor. You mentioned 16 categories
22 of VEAP?

23 *Mr. Edgar. Well, somebody showed me a chart. There
24 are 16 or so different ways you can use the VEAP program
25 and the test programs that are out there. The variety;

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1 let's not use the term 16. The variety of different options
2 under VEAP, could you explain it, and I am not giving you
3 a test. I am trying to point out the fact that it is a
4 little confusing to some people how the system works.

5 *Gunnery Sergeant Taylor. Yes, sir. For every one
6 dollar that the individual contributes to this educational
7 program, the Marine Corps or the U. S. Government will give
8 him two to one, and at the end of a four-year period, it
9 could end up to \$8,100.

10 *Mr. Edgar. Yes, it is different in a different service.

11 *Gunnery Sergeant Taylor. That is my understanding
12 of the way it works in the Marine Corps, sir.

13 *Mr. Edgar. All right.

14 *Gunnery Sergeant Taylor. And that is the way we
15 portray it to prospective applicants.

16 *Mr. Edgar. Do you find that your prospective
17 applicants get excited about that?

18 *Gunnery Sergeant Taylor. No, sir, they do not.

19 *Mr. Edgar. They do not?

20 *Gunnery Sergeant Taylor. Eight thousand one hundred
21 dollars is not very much money. I believe the national
22 average for a year of college is \$9,000. I believe that
23 is the national average for college per year. Eight thousand
24 one hundred dollars, and these young kinds know that. They
25 know that. So it is very hard to portray to them that this

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1 is a super program and they should take advantage of it and
2 this is why you should join the Marine Corps.

3 But then again, we do not sell programs and we do not
4 sell education in the Marine Corps recruiting service. It
5 is there as a tool. We sell the Marine Corps, and the
6 bottom line is the Marine Corps will sell itself because,
7 sir, if you asked me why I joined the Marine Corps, I joined
8 because I wanted to be a Marine. There was no so-called
9 job. I thought a job was to be a Marine when I came in,
10 and I understand the situation.

11 *Mr. Edgar. That is why you have succeeded.

12 *Gunnery Sergeant Taylor. Yes, sir.

13 But the attitude of the generation nowadays has changed,
14 and we have to have those tools and we have to have that
15 education to entice these young people to join the Marine
16 Corps.

17 *Mr. Edgar. Let me ask all of you a question, and
18 perhaps, Sergeant Taylor, you might begin by answering it.
19 We received some testimony out in the field last year that
20 it is nice in specialized skills to get a cash bonus, but
21 there is a different value put on education, particularly
22 if we think of it as an entitlement program.

23 Do you feel that there is a different impact of bonuses
24 versus the GI Bill as a recruiting tool, a permanent,
25 consistent entitlement versus a cash bonus? Is there any

1 value given to those that are different?

2 *Gunnery Sergeant Taylor. Yes, sir. The way I
3 understand it, the bonus is for once you have served a
4 number years for your first-year enlistment, first term of
5 enlistment. If you are in a critical MOS, you are entitled
6 to a bonus, a re-enlistment bonus.

7 An entitlement, to me, is similar to a benefit, be it
8 medical or education or something of that nature, but a bonus,
9 I myself have received a bonus. I got \$15,000 for re-
10 enlistment for six years, which I greatly appreciate, but
11 then again, there is another man, a Marine, that sits by
12 my side that is the same rank at the same time in the Marine
13 Corps, but he is not in a critical MOS, and he only got
14 \$3,000, and he has served honorably alongside me.

15 *Mr. Edgar. Sergeant Jacques.

16 *Master Sergeant Jacques. Yes, sir. I believe that
17 we need a GI Bill, but I also believe in the bonus area that
18 we have to be, I guess, kind of flexible, like you say, that
19 we are flexible because as the economy changes and as the
20 world is, we may have to be competitive with a lot of
21 different industries to retain our people on board in the
22 services, and I would like to see that it is flexible so
23 as the times change, if we have the need for a critical job,
24 that we can be able to go ahead and use that incentive or
25 the bonus to retain them.

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1 *Mr. Edgar. That is a point that has been raised. I
2 have no problem with that, to give a cash bonus for a
3 critical skill. I do have a problem in using educational
4 benefits as a bonus for critical skills, and some of the
5 proposals that have been before us say if you work in a
6 particular field, you get an educational incentive, you know,
7 and causes the problem that Sergeant Taylor was mentioning.

8 Here are two people that have served honorably. They
9 have come into the service at the same time, and he has
10 pointed out the difference between a \$15,000 bonus and a
11 \$3,000 bonus for what is perceived by the Marine Corps as
12 more critical than another skill that they have had.

13 If, on top of that, the gentleman who only got the
14 \$3,000 bonus for re-enlistment also got less educational
15 benefits because he did not fit into that particular
16 category, he would feel further put upon by the service,
17 and I guess I am assuming that it makes sense to keep the
18 bonuses on the salary side, but to limit the educational
19 area to entitlements and not play the bonus game with that.

20 *Master Sergeant Jacques. Yes, sir. I would like to
21 see an equitable process as far as the education process.

22 *Mr. Edgar. I appreciate that.

23 Congressman Dowdy, who has joined us, who is on the
24 House Veterans' Affairs Committee and on the subcommittee,
25 we appreciate your taking the time to join us.

1 Do you have any questions of the recruiters here before
2 I continue?

3 Mr. Dowdy. Mr. Chairman, I have no questions. I
4 appreciate the input, but I have no questions.

5 *Mr. Edgar. Thank you.

6 I wonder if the Coast Guard might tell us a little bit
7 about your recruiting offices and what kinds of people you
8 are finding coming to the Coast Guard.

9 *Master Chief Petty Officer Love. Mr. Chairman, we
10 always need substantially smaller numbers than the other
11 services naturally. For instance, in FY '81 --

12 *Mr. Edgar. You will have to speak right into the
13 microphone, sir.

14 *Master Chief Petty Officer Love. In FY '81 we only
15 recruited slightly over 5,000 people. So we are not looking
16 at the great numbers that the other services need.

17 However, most of our people are high school graduates.
18 Most of the people that come into the recruiting office are
19 looking for some type of educational advancement. Most of
20 the people or some of our people come in looking for some
21 of the things the Coast Guard has to offer, such as
22 humanitarian services and some of the services that apply
23 to the public.

24 *Mr. Edgar. Thank you for that.

25 Let me ask each of you to think for a moment. As you

1 look at the next five years and the tools which you have
2 in your tool chest right now to recruit people within the
3 service, if the economy turns around, if we do not have 10
4 percent unemployment, if we do not have the kinds of pressure
5 on the economy that we presently have, what kinds of things
6 are you going to need in that tool chest three or four years
7 down line in order to recruit quality people within the
8 service?

9 Let's start with Master Chief Adams.

10 *Master Chief Adams. Yes, sir. As I stated earlier,
11 I feel very strongly we have a professional sales
12 organization, and two things we are going to need to recruit
13 quality people or anybody, one of them is we are going to
14 need money so we can better support our recruiters.

15 We are one of the services that took an advertising
16 cut this year and other support items.

17 As I stated earlier, if you are going to recruit quality
18 people, you have to pique their interest. Should the economy
19 change, and I know the Navy, in particular, is going to need
20 larger numbers over the next five years with the CG-47 and
21 the FIGS coming out and the F-18 aircraft. I can see nothing
22 but our manpower needs increasing.

23 If you want to recruit somebody of quality, and the
24 primary interest of our youth in America today is improving
25 their education, we are going to have to offer them something,

1 whether it is in service or after service, and from
2 everything I have seen that is available today, I think
3 H.R. 1400 comes pretty close.

4 I do have the reservation with the six-year kicker
5 because, again, I look at retention, the better the
6 retention, the easier our job becomes at the front end. I
7 lost my train of thought there for a second.

8 *Mr. Edgar. Well, I think you have made a good point,
9 you know, that there is going to be a need, and you have
10 got specific things you need in your tool chest to be able
11 to get the quality people to man the equipment and the
12 service needs you have within your service.

13 *Master Chief Adams. Yes, sir. One thing that has
14 come up is the bonuses, and just like the Navy, for some
15 of those people that we desire for critical skills or sea-
16 intensive skills, we have offered them 1,000 to 1,500 to
17 \$2,000 bonus, but that is just a short-term thing, and
18 everybody can figure that out, and that will not even make
19 you a down payment on a good car any longer.

20 Here if you want to recruit trainable people, and they
21 are not all going to be nuclear power types, I would like
22 to address myself to the GI Bill being equitable across the
23 board. You can take what would normally be associated to
24 be a support type person, a supply petty officer or a cook.
25 When you put them on a ship and that ship deploys, she is

1 combat ready, and they are no longer support personnel. They
2 are a part of a combat unit. They earn something just like
3 the gunners mate, the fire control technician, the sonar
4 technician, everything else. Their worth in value to us,
5 it is equal across the board.

6 But I see this as the only long-range solution coming
7 up here in the eighties, to go after and recruit quality
8 personnel and help convince their parents and the educators
9 that we have got something to offer because we compete today
10 against Honeywell and IBM and what have you as far as sharp
11 young people.

12 *Mr. Edgar. One of the things that we learned last
13 year was that part of your job as a recruiter is to have
14 something you can explain to parents and counselors in high
15 schools that is simple and easy to understand. Would you
16 agree that it is important if we move to a GI Bill that it
17 be simple, understandable, permanent, something that parents
18 and counselors could easily understand?

19 *Master Chief Adams. Yes, sir, and like our EATP that
20 we had scattered all over the country, you had a high school
21 student living across the State line or some arbitrary
22 boundary, maybe down the middle of the State. You had a
23 recruiter over here that could talk, "Well, we can give you
24 this," and the recruiter on the other side of the county
25 said, "Well, we really do not give you very much," and it

1 was so complicated. Recruiters talked to one another all
2 over the country. They just confused one another, and how
3 do you interface with America when you have got, number one,
4 the recruiter confused; and you are confusing educators and
5 parents all over.

6 It has to be simple and understandable and across the
7 board, yes, sir.

8 *Mr. Edgar. Thank you for that.

9 Sergeant Taylor, I confused you in my earlier question,
10 and I want to apologize. I was confusing in my head the
11 Veterans' Educational Assistance Program with the educational
12 assistance test program, and my question came out confusing,
13 but the whole issue is somewhat confusing.

14 Of course, the VEAP program that is provided is pretty
15 simple, and you explained it very well, for your service.
16 The program that I was talking about with all the different
17 varieties was picked up by Master Chief Adams when he talked
18 about county lines and different jurisdictions who had the
19 educational assistance test programs and all of the
20 complications and confusing aspects of that, and so I want
21 to apologize to you.

22 Let me just ask you all to be very brief at this point.
23 You have got five years. Looking out at those five years,
24 what kinds of things do you need in your tool chest to get
25 people to be excited about being a Marine?

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1 *Gunnery Sergeant Taylor. Well, number one, sir, for
2 whatever benefits that we have or whatever tool that Congress
3 approves or gives to the Marine Corps or all four branches,
4 the Marine Corps is going to make the mission with whatever
5 we have to work with.

6 Number two, we need a GI Bill, sir. We need a simple,
7 non-contributory participation education program.

8 I personally would like to see transferability because
9 down the road I would like to transfer some of the benefits
10 to my children.

11 We need a requirement for honorable service. When a
12 young man does his time and does it honorably, then and only
13 then he should rate the GI benefits, education benefits.

14 *Mr. Edgar. Thank you.

15 Sergeant Eagle, could you respond to that question as
16 well?

17 *Sergeant Eagle. Yes, Mr. Chairman. I feel that the
18 Army definitely needs a permanent education program, along
19 with bonuses.

20 I would like to comment on the education program GI
21 Bill. I was in the recruiting command when we used to have
22 the old GI Bill. In the month of December of 1976,
23 the recruiting station I will refer to as Brooklyn Center,
24 Minnesota wrote an average of about 15 contracts a month.
25 In the month of December they wrote 52 contracts to beat

1 the deadline of the GI Bill, and I think that is evidence
2 enough to show that we do need something permanent.

3 Along with this, I think that the Army needs the
4 kicker. The propensity to enlist into the military, the
5 Air Force and the Navy are a little glamorized. People seem
6 to think that in the Army you live in a tent and in a fox
7 hole. So the kicker would give us the equal edge that we
8 need, the competitive edge.

9 I feel as part of the tools the education program,
10 training, short-term bonuses for highly skilled technicians,
11 that is what I feel we need.

12 *Mr. Edgar. I had a fantasy about better tents and
13 fiberglass fox holes as an image that you advertise. I
14 appreciate your statement, and I think you have said it well.

15 Master Sergeant Jacques.

16 *Master Sergeant Jacques. Yes, sir. In Southwestern
17 New York and Northwestern Pennsylvania where my recruiters
18 cover -- I cover two areas -- there are many schools that
19 are beginning to close, and I believe in the 1990s that we
20 are going to be looking probably at this point from one out
21 of every three individuals to look at the military. I
22 think we have to keep pay comparable with the civilian
23 sector. I think that is a big part.

24 The education, a lot of the civilian industries today
25 pay the individuals to go to school and work for them. I

1 believe with the GI Bill with the transferability clauses,
2 the \$300 for the initial enlistment, \$600 after a point
3 there, I believe we will retain many people in the United
4 States Air Force, as well as the rest of the services.

5 But I also believe that the American people in general
6 are very patriotic. They want to serve, but they also want
7 to get back something for doing their part for their
8 country.

9 *Mr. Edgar. Thank you very much.

10 Finally let's hear from the Coast Guard in terms of
11 what tools you need in your tool chest.

12 *Master Chief Petty Officer Love. Mr. Chairman, again,
13 because we need such a small number, I think that the pay
14 equivalent to that in the civilian sector and with high
15 unemployment, we will probably do all right in the next five
16 years. I think that we all have reasons to hope that the
17 economy will improve though. So if there would be an
18 improvement in the economy, I think we would probably need
19 some type of an education bill and have adequate pay, a bill
20 that is relatively simple to understand, a bill that is
21 funded outside of the service budget, and a bill that we
22 could all explain relatively simply and easily to
23 prospective recruits.

24 *Mr. Edgar. Thank you very much for your statement.

25 All of you have been helpful, and we held this hearing this

1 morning to kind of reaffirm what was said a year ago, and
2 while we do not have a lot more questions for all of you,
3 you have in a sense reaffirmed the strong statements that
4 were made a year ago about the need for GI educational
5 benefits, the need for recruitment, and the need to fix the
6 roof when it is sunny out and not when it is raining, and
7 the fact that our economy may not stay in the shape it is
8 in at this point, hopefully, and that you may find it
9 difficult to meet your recruiting needs at some time in the
10 future, and you may have the need for some additional help.

11 One of those additional pieces of the puzzle besides
12 pay increases, which we have moved on in the last two years,
13 is this educational component.

14 Thank you for your time today.

15 Our third panel includes Staff Sergeant Greenwell,
16 Master Chief Trentham, Master Sergeant DePersig, Master
17 Sergeant Kelley and Master Chief Petty Officer Bonnet.

18 Before you begin, my staff is briefing me and
19 underscoring the fact that Master Sergeant Kelley was born
20 in Darby, Pennsylvania. Is that correct?

21 *Master Sergeant Kelley. That is correct, sir.

22 *Mr. Edgar. Darby happens to be in my congressional
23 district.

24 *Master Sergeant Kelley. I moved before I could vote.

25 *Mr. Edgar. I was born in Yeadon. I think you know

1 where that is.

2 *Master Sergeant Kelley. I have ridden by there many
3 times.

4 *Mr. Edgar. That is right. Thank you for coming and
5 thank you for your patience in sitting through this morning
6 as we listened to the first two panels.

7 I am going to ask each of you to think about the
8 questions that were asked. There are a number of different
9 aspects of this whole question.

10 I note from your resumes and from the list of people
11 we have represented on this panel that we have career
12 counselors, we have people in charge of re-enlistment, we
13 have career planning branch people, we have people who are
14 advisors to persons thinking about leaving the service as
15 well as people thinking about staying in the service.

16 The last group of gentlemen were focused primarily on
17 the recruitment aspects, how do you recruit somebody to
18 serve in your branches, and what we are hoping from this
19 panel is for you to teach our subcommittee something about
20 retention. What are the ingredients in retention? What
21 does it take to retain somebody within the all volunteer
22 military? Can education be an helpful tool to that
23 retention? What kinds of problems do you have with H.R.
24 1400 or other educational bills? What kinds of positive
25 aspects could they be to retaining people within the

1 service?

2 Also, what is the impact of the 1989 delimiting date
3 pressure? While it would be nice to lift that deadline,
4 there is some hesitancy and resistance on the part of the
5 House and Senate in lifting that ten-year delimiting date,
6 not because it would not be helpful, but because there is
7 a whole lot of questions it raises in terms of lifting it
8 for every, including all the Vietnam Era veterans who
9 bumped up against the ten-year delimiting date and were
10 unable to use their benefits.

11 So with that backdrop of questions, I would hope that
12 each of you would give us your honest views and comments,
13 and again, if we do not ask you a lot of penetrating
14 questions, it is only because we are focusing in on the
15 questions we think are important this morning, and this is
16 the eighth in a series of hearings that we have had.

17 Let me ask Staff Sergeant Greenwell to begin and talk
18 from the point of view of the Army, and then we will move
19 to the others.

20 STATEMENT OF STAFF SERGEANT GERRY I. GREENWELL,
21 CAREER COUNSELOR, U. S. ARMY.

22 *Staff Sergeant Greenwell. Well, Mr. Chairman, I think
23 that we do need a new GI Bill to enhance retention
24 especially with the two tiered system and also the
25 transferability. I think these are the major points as

1 far as we in the re-enlistment business are concerned.

2 We have to have a GI Bill that does not force the
3 individual out of the service in order to use the benefits,
4 and I think the two tiered system is in the right direction.

5 I personally would like to see in-service personnel
6 be able to use their benefits while still in service, in
7 other words, collect the monthly allowance just as we do
8 when we get out of the service. I think this would influence
9 many people to stay in rather than get out of the Army and
10 the other services because they would not be losing anything
11 by getting out.

12 The Air Force General echoed this sentiment also, and
13 he brought up the idea of people being able to collect the
14 monthly benefit after 12 months of service, and I agree with
15 that completely.

16 As far as why people re-enlist in the Army, through
17 my experience it is a combination of pay and benefits, and
18 also the spouse has a great deal to do with it. I do feel
19 with the transferability clause that the spouse would play
20 an important part because if the spouse and/or children felt
21 that they could use the benefits, they would encourage the
22 service member to re-enlist.

23 *Mr. Edgar. Thank you for that helpful statement. I
24 am going to come back to you on a couple of questions that
25 your statement raises.

1 Master Chief William Trentham.

2 STATEMENT OF MASTER CHIEF WILLIAM J. TRENTHAM,
3 COMMAND CAREER COUNSELOR, U. S. NAVY.

4 *Master Chief Trenthan. Thank you, Mr. Chairman.

5 I appreciate the opportunity to come up here today,
6 and I would also like to say that we in the fleet appreciate
7 the generosity of Congress recently that brought our pay
8 and benefits up to a level that was much more desirable.

9 With regards to the GI Bill, I have some personal
10 priorities that I have developed, I guess, over the years.
11 The first thing I would like to see happen is an elimination
12 of the 1989 cutoff date. Perhaps some period after
13 separation, five to eight years to take advantage of that,
14 but eliminate the 1989 cutoff date. It is a very strong
15 dissatisfier among the very people that I am trying to keep
16 in the Navy.

17 I am supportive, very supportive, of House Bill 1400
18 with some minor exceptions, or maybe they are not so minor.
19 The six-year feature is very unpalatable to me because we
20 have an awful lot of people who we try to keep beyond six
21 years, specifically the six-year obligor. We bring in about
22 12 or 14,000 people a year, and we try to keep as many of
23 them as we can into the advanced electronics, nuclear power
24 field.

25 If we give them maximum benefits at the precise point

1 where they have completed their obligation, I can see that
2 they are liable to go out the door in even greater numbers.

3 *Mr. Edgar. Can't you use bonuses for that?

4 *Master Chief Trentham. Yes, sir.

5 *Mr. Edgar. Pay bonuses?

6 *Master Chief Trentham. Bonuses are a very good tool,
7 but I would just like to see it moved up to, say, eight
8 years, at least eight years just to remove that temptation,
9 as it were, and give us a little bit more reason for keeping
10 them.

11 These people are generally seeking education. They
12 are very intelligent, highly trained, and they are interested
13 in education.

14 I would also like to see any new GI Bill, such as
15 House Bill 1400, only apply to honorable service. It is
16 a major irritant to sailors to see somebody kicked out of
17 the Navy as unsuitable and receive some sort of GI Bill
18 educational benefits, and it is personally an irritant to
19 me.

20 I think that the retention increase that we have seen
21 in the Navy is attributable, in large degree, to the
22 increases in compensation, recent increases. I think also
23 though that the effect of the economy has definitely been
24 positive with regards to retention.

25 *Mr. Edgar. Let me ask you a question before we move

1 on. I am just speculating. Suppose we had a two tier
2 system where we had \$300 for the first tier, \$600 for the
3 second tier, and let the service determine when the second
4 tier kicked in so that those services that felt six years
5 was applicable could kick the second tier in, and those that
6 felt they had to wait until eight years could kick it in.

7 *Master Chief Trentham. Well, I think that the Navy
8 probably would definitely opt for the eight-year point.
9 However, I think it might also give us a slight disadvantage
10 in recruiting.

11 *Mr. Edgar. Okay. I have got the message.

12 Let me move now to Master Sergeant DePersig, who is
13 in charge of the Elisted Section at the Career Planning
14 Branch of the U. S. Marine Corps.

15 STATEMENT OF MASTER SERGEANT MARCEL J. DePERSIG,
16 IN CHARGE OF THE ENLISTED SECTION, CAREER PLANNING
17 GRANCH, HEADQUARTERS, U. S. MARINE CORPS.

18 *Master Sergeant DePersig. Thank you, Mr. Chairman.

19 Gentlemen, we need the GI Bill, and only for one reason.
20 One, it is going to help the economy of this country because
21 I look at the GI Bill not as a cost, but as a benefit, a
22 benefit to, one, the service member, one, to the community,
23 also the different units of our education, your colleges.

24 Economically speaking, if we look at it today, we can
25 see that a lot of institutions of higher learning are

1 shutting their doors, and that is because the people
2 cannot afford to get into the institutions because of the
3 cost of tuition, and also it would be due to the fact that
4 a lot of the federal grants and everything else have been
5 cut off.

6 By having a GI Bill and affording the service member
7 the opportunity once he leaves the service to avail himself
8 of this opportunity to go to college, one, he is going to
9 be a benefactor to the community, increased tax dollars,
10 skills. He can assist the community in many ways.

11 By having a GI Bill, either the one we presently have
12 extended beyond 1989 or by having a new GI Bill for everybody
13 equally can share in this GI Bill, just like the Master
14 Chief said, with honorable service to utilize the in-service
15 benefits while they are in the service.

16 One, myself, was afforded the opportunity to do this,
17 and I am going to continue to do this until the day I leave
18 the service.

19 Also, the transferability clause, I think that is a
20 necessary feature of the bill that is needed. One, again,
21 it all comes down to basic economics. The service member
22 has received additional pay raises in the past two years,
23 but with the economy the way it is and inflation, by the
24 time he leaves the service and he wants to put his children
25 through college, the man almost has to be a millionaire in

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1 order to do it. So by having the transferability, he can
2 use part of it for himself and part of it for his family,
3 and I think, one, as a retention tool it would be a good
4 selling point.

5 The VEAP program, what I am faced with as far as
6 retention, we lose a lot of people out of the VEAP program
7 for the simple reason that they just feel, you know, it is
8 not, you know, economically sound for them. The amount of
9 money that they put in there, they do not feel that they
10 receive any benefit from it at all, and again it gets down
11 to the basic bucks. It is not the cost of the education.
12 The money that they put aside and what the Government is
13 going to give them just will not pay for the education. So
14 a lot of these people just opt to drop out of the system
15 or out of the program.

16 One thing I think that the GI Bill should be equitable;
17 it should be for everybody, both enlisted and officer. We
18 should not define either one because just like on, you know,
19 a Navy carrier or in a fox hole, an officer is going to be
20 beside me.

21 *Mr. Edgar. Like a health care benefit is for everyone.

22 *Master Sergeant DePersig. That is right exactly. It
23 should be across the board.

24 But, again, you know, I cannot emphasize the honorable
25 portion of it. A man must have faithfully served honorably

1 in order to, you know, avail himself of the opportunity.

2 *Mr. Edgar. The whole concept of honorable is included
3 in H.R. 1400, and your point is well taken.

4 Any additional points?

5 *Master Sergeant DePersig. Yes, sir. One, I think
6 that it should be VA funded and administered because the
7 old GI Bill, that was all part of the Veterans' Administration,
8 one, because the majority of the people that would be
9 utilizing the GI Bill would be veterans.

10 *Mr. Edgar. We take the position that it should be
11 both, that the first tier benefit is a basic VA traditional
12 funded benefit similar to what you had in the GI Veterans'
13 Bill and others, and that the second tier benefit, the kicker
14 benefits, leave of absence benefits, those kind of things,
15 really should be cared for as a retention feature paid for
16 out of the Department of Transportation -- the Department
17 of Defense. Excuse me. I am also on the Transportation
18 Committee, and my mind went mush yesterday.

19 *Master Sergeant DePersig. One thing, Mr. Chairman.
20 I know as far as the educational leave of absence in regards
21 to the bill, I do not think we need that for the simple
22 reason that most of the services -- and I can speak for the
23 Marine Corps myself -- is we have our own in-service programs
24 where individuals where individuals are for the opportunity
25 to, one, get a college education while they are in the

1 service, and it is a pay-back. In other words, if they have
2 to go to college for two years, then they have to agree to
3 sign up for an additional years of service, and it has paid
4 off well.

5 I mean our numbers are limited because of fiscal
6 constraints and the number of seats available, but as far
7 as tying this in with the GI Bill, I do not think -- I mean,
8 just like General Bronars said, it would be disruptive.

9 *Mr. Edgar. Thank you.

10 Master Sergeant Kelley.

11 STATEMENT OF MASTER SERGEANT JAY G. KELLEY, CANNON
12 BASE CAREER ADVISOR, CANNON AIR FORCE BASE, NEW
13 MEXICO, U. S. AIR FORCE.

14 *Master Sergeant Kelley. Mr. Chairman, first of all,
15 I would like to thank you for having us all here. This has
16 been a very valuable experience for all of us, I am sure.

17 I certainly echo most of the things that have been said
18 here today, and basically I like the provisions of H.R.
19 1400.

20 Obviously the Air Force is doing pretty well right now
21 with retention. The last two pay raises had a lot to do
22 with that, but I think right now the major factor is the
23 job market.

24 I have had many people sitting at my desk that they
25 make the decision right in front of me that the job market

1 is such on the outside that they are just afraid to take
2 a chance. Also we have many people that get out and do take
3 a chance and it does not work out, so they come back in
4 under the delayed re-enlistment program. So we know that
5 it is bad out there right now.

6 Retention will certainly be a big challenge when the
7 economy improves, and with private industry we need the
8 incentives to compete with private industry for the people
9 that we have trained in the Air Force. It is a shame to
10 lose these people, and we have many training dollars going
11 down the drain.

12 One point I would like to make is I feel that we need
13 a blanket GI Bill. There seems to be a perception out there
14 that many of the benefits that have been traditional with
15 the military are being eroded, and by a blanket GI Bill,
16 I mean a simple one that pertains to everybody and not one
17 that is selective as in the bonus system and some of the
18 other programs that exist.

19 I think it is very important that they apply to
20 everybody. This will help re-establish credibility. You
21 may be surprised when you talk to some of the younger people
22 and some of the older people also about the overall feeling
23 that -- I would not say it is running rampant, but it is
24 quite widespread -- about the eroding benefits.

25 We read articles in the newspaper, particularly the

1 Air Force Times and the other service papers, and I think
2 all this discussion over the current GI Bill with very
3 little action being taken is just another nail in the coffin,
4 so to speak. It keeps this feeling building.

5 Just for your information, when I found out I was
6 coming, I sort of ran frantically around and performed a
7 grass roots survey. I talked to as many people as I could.
8 I did not take any statistics. Obviously all the military
9 people I talked to were in favor of some sort of a GI Bill,
10 but I was very interested to find out the many civilians
11 that I talked to that had actually no connection with the
12 military. I even talked to some people in the planes as
13 I came over here. All of them, with no exceptions, felt
14 very strongly that we should have a GI Bill, and quite
15 frankly, they were surprised that we did not have one. Not
16 having any connection with the military, they were not aware
17 that we do not have one right now.

18 I feel that it is incumbent upon all of the military
19 services to provide some sort of a blanket GI Bill.

20 *Mr. Edgar. Sergeant Kelly, your last statement is
21 really helpful. You know, I came to this a little bit open
22 ended in terms of my opinion. The chairman had introduced
23 H.R. 1400 before I became chairman of this subcommittee,
24 and when we set out for our hearings last year, while I am
25 a strong supporter of education generally, I figured that

1 we would have lots of opposition to reinstating the GI Bill
2 simply because of the cost and those kinds of things, and
3 I was really surprised that we could not find very many
4 people, if any, who were opposed to a GI education bill.

5 There were some who would say, you know, "We want one,
6 but we are not going to pay for it" or "we want one, but
7 you know, let somebody else carry the cost of it." But when
8 you talk to civilians, when you talk to enlisted personnel,
9 when you talk to officers, when you go out in the field and
10 talk to over 100 people and cannot find anybody that does
11 not see the value in having an educational benefit, it gets
12 quite startling.

13 That is why we were so startled at Dr. Korb's testimony
14 and why we felt a little uneasy at the backing away of the
15 Administration's strong position, as expressed by the
16 President of the United States and as expressed by
17 Secretary Weinberger, for the need, and I think we have
18 demonstrated today -- in fact, this hearing today is probably
19 stronger in its underlying statements than any of the other
20 hearings we have had -- of the need for a GI Bill.

21 I really appreciate not only your statement, but your
22 willingness to go out and ask civilians and others about
23 it. There is a great deal of the populus who do not
24 understand that it was terminated in December of 1976. Many
25 people have not recognized the test programs that are out

1 there. Many people do not understand the VEAP or the
2 ultra-VEAP program and who is able and who is unable to use
3 the program.

4 I think you are echoing the statements of last year
5 that it should be equitable, permanent, across the board
6 and specific. That is why we shaped the direction of the
7 bill, H.R. 1400, as we did.

8 Thank you for your statement.

9 *Master Sergeant Kelley. You are welcome, sir.

10 *Mr. Edgar. We now move to the Department of
11 Transportation. I guess they will have some responsibility
12 in funding a piece of this bill, and I was not too far off
13 in my slip of the tongue.

14 STATEMENT OF MASTER CHIEF PETTY OFFICER BONNET,

15 REENLISTMENT COUNSELOR, U. S. COAST GUARD.

16 *Master Chief Petty Officer Bonnet. Yes, sir, Mr.
17 Chairman. Thank you for inviting me.

18 I am not sure it will even cover us, but I know they
19 will not pay for these guys.

20 Thank you for inviting me here today. If you are
21 looking for a supporter of H.R. 1400, I am one. We
22 definitely need another initiative, such as H.R. 1400, to
23 keep our people in the Coast Guard in the second and third
24 areas or stages of their careers.

25 Right now there is an awful lot of indecision on most

1 of the people's part, particularly in the Coast Guard,
2 regarding the delimiting factor of the old GI Bill in 1989,
3 the fact that their benefit will terminate with that, and
4 they feel that they have to leave the military before that
5 time to take advantage of this benefit.

6 The other younger folks that are involved in the
7 Veterans' Education Assistance Program, VEAP, are kind of
8 up in the air. They are not sure which way that program
9 is going to go. They know it was supposed to have been
10 canceled recently. There has been an extension placed on
11 that. They are just not sure which way to go.

12 H.R. 1400 appears to be the answer to both of those
13 groups of people, with some minor changes. H.R. 1400, I
14 do not think that there is a military person presently
15 serving that would vote against it.

16 The discrimination against critical abilities and
17 particular ratings and MOSS I think is a bad feature of
18 the bill. I think bonuses can cover that.

19 The selective re-enlistment bonuses along with the
20 other benefits of H.R. 1400 can take care of those critical
21 folks. The more standard ratings, such as my own in the
22 Coast Guard, that of personnelman or yeoman, the bill has
23 everything that I am looking for, particularly with the
24 transferability clause for my spouse or my dependents.

25 When this was first publicized last year, I got

1 numerous telephone calls from individuals to say, "If I can
2 transfer this to my dependents, I'm re-enlisting tomorrow
3 for six years." Unfortunately at that time the bill had
4 not been approved, passed or anything else. So I see it
5 as the way to go, particularly for the Coast Guard, and we
6 are up against some other odds that the other services are
7 not.

8 We need everything we can get.

9 *Mr. Edgar. Thank you.

10 Is anybody here opposed to transferability?

11 [No response.]

12 *Mr. Edgar. Is there anyone here who is opposed to
13 the leave of absence provision?

14 *Staff Sergeant Greenwell. Would you explain that for
15 me, Mr. Chairman?

16 *Mr. Edgar. Leave of absence provision in the bill
17 provides that you can have up to a two-year leave of absence
18 at the discretion of the Secretary of the service if you
19 commit yourself to four years additional service within the
20 military. It is an option at the discretion of the
21 Secretary to use your education benefits either the first
22 tier or the second tier, but still stay in the service.

23 *Staff Sergeant Greenwell. That would be similar to
24 the old boot strap program?

25 *Mr. Edgar. Yes.