

Airman Promotions Present Continuing Tough Problem Within Air Force

WASHINGTON (AFNS)—The Air Force needs some 509,000 airmen in the top six grades in order to meet technical requirements and allow orderly progression up through the ranks. However, Department of Defense strength ceilings and budgetary limitations force the nation's youngest military service to operate with some 80,000 less. Therein lies one of the Air Force's thorniest problems—airmen promotions.

Except for a brief period during the Korean conflict, this difficulty has plagued the Air Force since separation from the Army in 1947. Personnel officials have

constantly sought a solution but see little hope of a major breakthrough.

In a recent Pentagon press briefing, Air Force officials presented an insight into the why's and wherefores of the airman promotion system.

When the Air Force became a separate service, enlisted promotions were stopped.

A considerable influx of former officers taken into the top enlisted ranks created a heavy imbalance. The Berlin Airlift brought about a small increase in Air Force strength and a correspondingly slight number of promotions. The rapid buildup for the Ko-

rean conflict in 1951 broke the promotion deadlock completely. Practically all eligible airmen were promoted, many more than once. This promotion utopia peaked about two years later and a formal promotion program was established by regulation.

This program provided basically that promotions would be made to meet Air Force requirements and that stripes would go to the best qualified among those eligible. Except for routine changes to keep abreast of modern times, this program criteria is still used today.

The Air Force is restricted by the Department of Defense from

having more than 59.2 per cent of its total enlisted strength in the top six grades. In addition, it may not exceed certain year-end strengths in any one of those grades.

Thus, the Air Force faces the dilemma of attempting to remain under Defense Department ceilings, provide adequate promotion opportunities and still promote only to meet its requirements.

Manpower officials have presented statistics to show that Air Force requirements range by grade from 559 more chief master sergeants to 34,327 additional airmen first class. These figures have been presented to the De-

fense Department as justification for increasing the percentage allowed in the top six grades. No relief has been forthcoming, officials said.

As a result the problem has changed into a matter of managing the relatively small number of promotions available in the most effective way possible, personnel officials said.

First of all, they pointed out, the number of promotions available is governed by attrition and career fields.

Thus, a change in weapon technology might create a sudden need for NCO's in a particular (See Promotions, Page 4)

U. S. Air Force — Aerospace Power for Peace

THE ROUNDUP

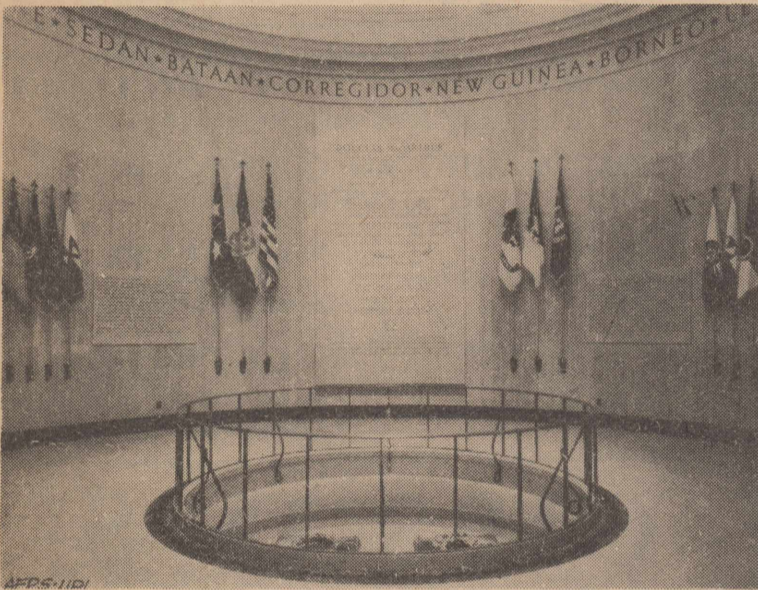
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RESTING PLACE—The body of Gen. Douglas MacArthur will be laid to rest in this MacArthur Memorial Museum at Norfolk, Va., Saturday. Part of the marble rotunda and crypt are shown in this interior view. There is a crypt for the general's wife.

Saturday Memorial Service To Honor General MacArthur

Reese will pay honor to Gen. Douglas MacArthur, General of the Army who died Sunday, when memorial services are held Saturday. A High Requiem Mass will be held at 9:30 a.m. in the Chapel, with a Protestant memorial service at 10:30 a.m.

The general will be buried Saturday in the MacArthur Memorial at Norfolk, Va., and appropriate services are planned at most military installations throughout the day.

The Reese flag has been flying at half-staff since Sunday and will remain at that position throughout the week.

The Hon. Eugene M. Zuckert, secretary of the Air Force, and Gen. Curtis E. LeMay, chief of staff, issued a joint statement Sunday, following the death.

"The Secretary of the Air Force and the Chief of Staff have received, with deepest regret, the news of the death of General of the Army Douglas MacArthur at Walter Reed Hospital on April 5," the leaders said.

"General MacArthur was one of the most distinguished and admired soldiers that this country has ever known. His dedicated devotion to duty and country covered a period of over 60 years from the time he was commissioned a second lieutenant in 1903.

"The nation has lost a truly great leader."

Airmen Awarded Conduct Medals

Additional Air Force Good Conduct Medals have been awarded to Reese airmen for demonstration of exemplary behavior, efficiency and fidelity during three year periods of service.

Receiving medals are A2C Richard W. Cook, SSgt. Patrick L. Pryor, A1C Donald Vosburgh Jr., SSgt. George H. Lomayeva, SSgt. Billy Crownover and SSgt. Jeffrey G. Parrett.

Base Mission Opens Sunday

The Reese Protestant Preaching Mission will start Sunday, with the Rev. Robert J. Hearn, pastor of the Second Baptist Church of Lubbock, as guest speaker.

Sunday the Reverend Hearn will speak at 10 a.m., 11 a.m. and 7:30 p.m. services in the Chapel, with a reception in the Chapel Annex to follow. Monday a 10:00 a.m. coffee in the Chapel Annex will include a devotional. A children's service is scheduled for 4:30 p.m. and an evening service at 7:30 p.m.

A coffee, children's service and evening service will be held the same hours Tuesday, with a discussion group for the youth planned for 8:30 p.m.

Wednesday's service, concluding the Mission, include a morning coffee, afternoon children's service and evening service. A reception will be held following the evening service.

Vance Wins Top Fly Safe Award

An unequalled major accident rate of zero has earned the United States Air Force Flight Safety Award for the 3575th Undergraduate Pilot Training (UPT) Wing at Vance AFB, Okla.

The Vance UPT wing flew 91,979 hours during 1963 without a single major accident, unequalled by any other UPT base.

AFGE Given Working Pact

A Reese Employee-Management agreement between the base and the American Federation of Government Employees was signed Friday in Mathis Service Club, with Col. Richard A. Steele, Air Base Group commander, signing for Reese and George C. Brock, president of Lodge 1810, AFGE, signing for the union.

The agreement has been mailed to USAF headquarters, where it is anticipated it will be formally approved by John A. Watts, director of civilian personnel, USAF, and John Griner, national president of AFGE. Reese is the first Air Training Command base to sign an exclusive agreement.

The local lodge earned the right to negotiate an agreement with base management when the union received exclusive recognition from the Reese base commander Sept. 10, 1963. The recognition was granted under the provision of Executive Order 10988 and Air Force regulations.

The agreement signed Friday places responsibility on union officials to represent all Air Force civilian employees at Reese on base matters concerning personnel policies and working conditions. The agreement specifies the rights and obligations of employees and management.

Colonel Steele praised the agreement as a long step toward improved cooperation between employees and management.

"This will improve the productivity of the base and will enhance the base mission," he commented.

Union officers, beside Brock, are: C. B. Noble, vice president; D. B. Dorsey, secretary-treasurer; Zelda C. Harris, recording secretary; Lewis Trim, sergeant-at-arms; Arnold D. Wutrich, Hays Hefner and Ernie Rich, trustees; and Floyd Rich, chairman of the lodge grievance committee.

Also attending the meeting was Omar Jordan, training supervisor at Amarillo AFB, and AFGE vice president.

Dental Officer Assumes Duties

Lt. Col. William E. Ayres, arriving from Elgin AFB, Fla., has started duty as chief of dental service at Reese. He has been in service 20 years and is a graduate of the University of Nebraska.

Dr. Ayres served in Europe during World War II and later in Korea. He was commissioned in 1941 after aviation cadet study and began officer duty as a dental officer in 1949.

He has served in Japan and France, as well as at Eglin, Dow and Spokane AFB's. His wife is the former Anna M. Parks of Lewisburg, Ohio. They have two daughters and a son. The colonel has participated in churchwork, Boy Scout activities and the Little Theater.

Four UPT bases now have T-38 Talon aircraft as trainers.



THE KEY—Lt. Col. Phil Harrington, left, chairman of the Reese Library Week committee, presents a key to the library to Col. Dudley E. Faver, wing commander. The theme for the week, starting Monday, is "Books: Key to Informed Citizenship." The library will hold open house all week.

Special Exhibits To Mark Library Week Observance

Special opportunity for Reese personnel to learn more about the Reese library is being offered next week as the base joins in observance of National Library Week.

The library will hold open house all week, with special displays and exhibits dramatizing how books offer the key to success, better living, enjoyment, understanding and in all phases of life. The week's theme is: "Books: Key to Informed Citizenship."

Everyone visiting the library will be asked to register and paperback books will be given away.

A reception is scheduled for 10 a.m. Tuesday and at the same hour Wednesday, with refreshments served. Special guest Tuesday will be Col. Dudley E. Faver, wing commander, while guest Wednesday will be Col. Richard A. Steele, base commander.

Three expensively bound books of outstanding literature will be offered as prizes, one given to a visitor during the week and others to visitors during the receptions.

Both floors of the Reese library will contain special exhibits and a register will provide opportunity to request books.

A speed reading demonstration is being offered during the week to assist Reese personnel in learning to read faster, at the same time gaining complete grasp and retention of material studied.

"Reading is the key to better understanding, new worlds, greater opportunity and to all phases of good citizenship," said Helen

K. Fuller, Reese librarian. "World leaders throughout history have been constant readers, setting an example for us all."

Students of the Reese Elementary School will participate in the week's activities by entering a Library Week essay contest.

Library Winner Of Third Place

The Reese library captured third place in Category 2 in the Air Training Command library publicity contest for 1963. Chanut was judged to have the top program in Category 1, for libraries serving bases with 7,000 population or more, and Randolph took Category 2, for libraries at smaller bases.

Sheppard and Laredo took second places.

Top winners will receive \$300, second place winners \$175 and third place \$150. The money will be used for library projects over and above normal budgeting.

Winners were named from scrapbooks entered in the ATC contest by all libraries, representing their publicity campaigns for the past year. Each will be entered in the Air Force-wide library publicity contest and all will go to the John Cotton Dana Publicity Awards contest to vie for top honors.



AGREEMENT—Col. Richard A. Steele, base commander, signs an agreement with the American Federation of Government Employees for the union to represent Reese employees in working matters. George C. Brock, in the center next to the colonel, then signed for the union, as Col. Dudley E. Faver, left, wing commander, and Omar Jordan, national AFGE vice president, look on.

Commander's Comments . . .

By COL. DUDLEY E. FAVER
Wing Commander



"Books: The Key to Informed Citizenship" seems a most appropriate slogan for National Library Week which starts Monday. Books are the key to greater education and understanding — and particularly vital in the life of a military man.

Never has it been so necessary for military personnel to stay well informed. Not only must we remain aware of developments within the community and in the Air Force, but also of world conditions and the forces at work throughout the globe. It has long been an established fact that a good reading program is essential to strong citizenship and that the importance of productive reading by every responsible individual cannot be stressed too highly.

Our library at Reese is well stocked with good books awaiting our use. No matter what a person's area of interest may be, he can find something regarding it in our base library.

I urge everyone to visit the base library next week and view the attractive displays erected in observance of National Library Week. Also, why not check out a book and make your visit completely successful?

Academy Celebrates Tenth Birthday

The Air Force Academy marked its first decade April 1. For civilian employees, military staff members and the 2,500-man Cadet Wing, it was business as usual.

April 1 was chosen as the Academy's official birthday because on that date, in 1954, President Dwight D. Eisenhower signed the

bill creating the nation's newest service academy.

On August 14, 1954, Lt. Gen. Hubert R. Harmon, first Academy superintendent, published General Order No. 1 which officially established the Academy.

At that time, the Academy consisted of just two rooms in a building at Lowry AFB.

The first class of 306 cadets entered in the summer of 1955 and was housed in 36 World War II-vintage barracks.

The Cadet Wing moved into its present quarters at Colorado Springs the latter part of 1958.

At the Movies

FRIDAY — "A Distant Trumpet," Suzanne Pleshette, family. Late show — "The Grass is Greener," Cary Grant, mature.

SATURDAY — "Stage to Thunder Rock," Barry Sullivan, mature. Matinee — "Ramie," David Ladd, family.

SUNDAY-MONDAY — "The Adventures of Merlin Jones," Tommy Kirk, family.

TUESDAY — "FBI Code 98," Jack Kelly, family.

WEDNESDAY — "The Hellfire Club," Keith Mitchell, mature.

INSTRUCTOR ASSIGNED

Captain Charles J. Whitsett, recently returned from 13 months duty in Osan, Korea, has arrived at Reese as an instructor pilot in the 3500th PTS. From Tulia, Texas, he was commissioned through AFROTC at Baylor University.

Parson-to-Person

Chaplain Asks Look At Reason For Delinquency

By Chaplain Robert M. White
This week left us contemplate an article prepared by the Crime Prevention Bureau. It reads:

How to Raise A Juvenile Delinquent

1. Begin with infancy to give the child everything he wants. In this way he will grow up believing the world owes him a living.
2. When he picks up "bad" words or "dirty" words, laugh at him. That will make him think he is "cute."

3. Never give him any spiritual training until he is 21, and then let him decide for himself. By the same logic, never teach him the English language. Maybe when he is old enough, he will want to speak Bantu.

4. Praise him in his presence to all the neighbors; how how much smarter he is than the neighbors' children.

5. Avoid the use of the word "wrong." It may develop in the child a "guilt complex". This will prepare him to believe that when he is punished later on for stealing cars or assaulting women that society is "against him" and that he is being "persecuted."

6. Pick up everything after him — his shoes, books, clothes. Do everything for him, so that he will be experienced in throwing burdens on others.

7. Let him read anything he wants. Have no concern whatever for what goes into his mind.

8. Quarrel frequently in the presence of your children. In this way they will be prepared for broken homes later on.

9. Give him all the spending money he wants; never let him earn his own.

10. Satisfy every craving of the child for food, drinks or everything that has to do with the sense of taste and touch gratifying every sensual desire.

11. Take his part against policemen, teachers, and neighbors. They are all "prejudiced" against your child.

12. When he gets into real trouble, always defend yourself and say: "I never could do a thing with him."

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—Adapted from an article by Anita B. Morland in the Bremen (Indiana) Enquirer

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Women To Hear Lubbock Pastor

The Protestant Women of the Chapel on April 14 will hear Rev. Robert J. Hearn, pastor of the Second Baptist Church of Lubbock, when they meet for their monthly Salad Luncheon.

Mmes. Wayne Stork and Lee Davis will be hostess for the luncheon at 1 p.m. at the Chapel Annex. All Protestant ladies are invited and reservations are not necessary. Members are requested to bring a salad for eight.

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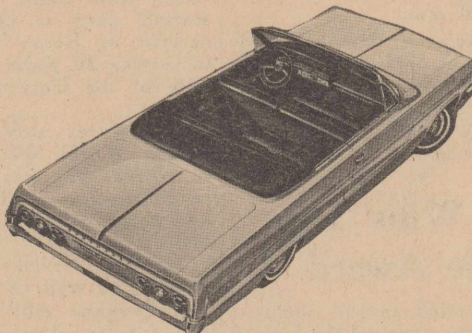
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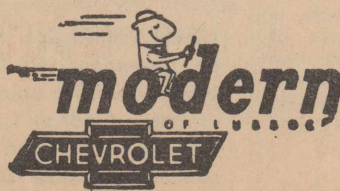
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Roll-Off Deadline Next Wednesday

Next Wednesday has been set as the deadline for entering the base bowling roll-off to select the six top men to represent Reese in the Air Training Command tournament May 27-29 at Chanute

Judo Team Entered In ATC Tournament

Reese's 12-man judo team failed to place in the annual Air Training Command tournament, but scored points toward the ATC Commander Participation trophy. Thirteen teams were entered.

Lowry won the tournament, with Laredo second. Laredo was coached by AIC Alfred J. Lackey. Reese judo coach in 1963 and recently reassigned to the South Texasbase. Lackey won two tournament matches.

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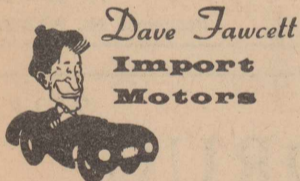
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AFB. The roll-off will be held April 18-19 and April 25-26 on the Reese lanes.

All military men at Reese are eligible to enter. Contestants will bowl 24 lines on the two week-ends. Six games will be rolled each day and high total pinfall determine the winners and base team members.

At Chanute, 18 lines will be rolled and the top six men are to represent ATC in the Air Force world-wide tourney June 3-5 at Travis AFB, Calif.

Bowling

Reese Renegades

Sheila Loughrey and Team 1 took the spotlight in the Reese Renegades bowling league during the week. Mrs. Loughrey hit a 479 high series and 186 high game; Team 1 rolled a 2100 series and 724 game.

Team 4 leads the league with 23 wins, 9 losses, while Team 8 has 18 wins, 14 losses and Team 6 a 17-15 record. Teams 1 and 7 have 16-16 marks each.

Intramural League

Field Maintenance scored the upset of the season in the Intramural Bowling league with a four-game sweep over the first-place 3500th PTS. It was the first time this year the students lost a complete match. Joe Cummings hit a 555 series and FMS more than 2500 to take the match.

AFCS dropped to third place by splitting with Supply 1, and Hospital and the Student Squadron each won four games. Colin Kyle rolled a high 226 game and 585 series.

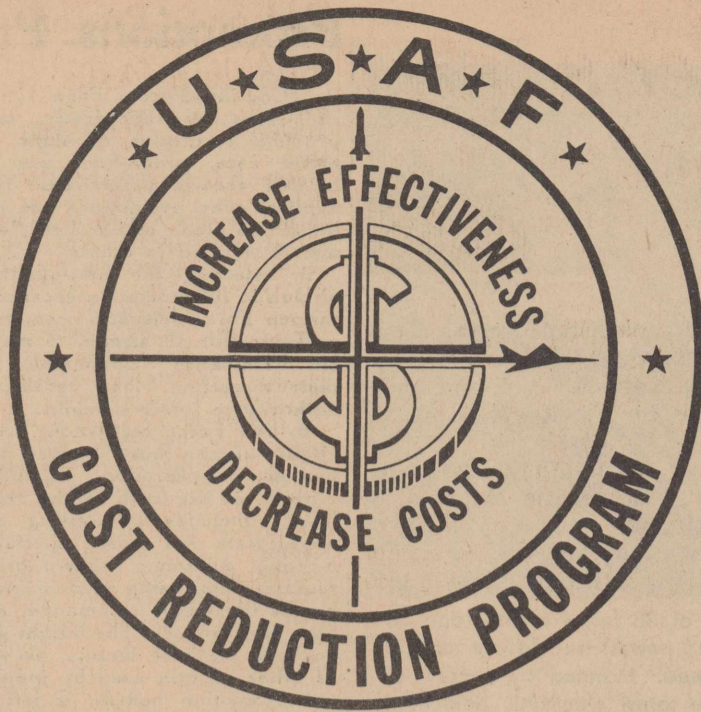
Track Team Seeking Additional Entries

Daily practice of candidates for the Reese track team is being held at 5 p.m., with additional experienced men needed. Efforts are being made to organize a strong team for Air Training Command competition. Interested persons are asked to call the gymnasium.

April 17 Luncheon Planned By Wives

Wives of the Materiel Group will have their regular monthly luncheon at 12:30 p.m. April 17 in the Officer's Club. Mmes. Elwin G. Kirby and Charles R. Price are hosting. Reservations must be made by Tuesday evening, April 14, with one of the hostesses.

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SYMBOL—Symbolic of savings is this composite of two designs submitted by a staff sergeant and a civilian employee selected as the official Air Force Cost Reduction Program symbol.



TROPHY—Members of the Support Squadron volleyball team and their coach admire the second place trophy they won in Intramural competition. Left to right are Coach 1st Lt. R. E. Cutforth, Willie Nelson, John Kepp, Vincent Benjamin, William Flanigan, John Repsa and Donald Nelson.

Slow Pitch Softball Candidates Needed

Additional entries are needed in the slow pitch softball league. All personnel who are 35 years of age or older are eligible to compete, with a schedule of games being mapped. Interested men may call the gymnasium extension 207.

School Lunches

Menus planned for next week at the Reese Elementary School are:

MONDAY—Ham Chunks, pinto beans, spinach, cornbread, fruit pie, milk.

TUESDAY—Meat balls, green peas, mashed potatoes, hot rolls, sheetcake, milk.

WEDNESDAY—Fried chicken, green beans, mashed potatoes, hot bread, cookies, milk.

THURSDAY — Hamburgers, French fries, fruit pie, milk.

FRIDAY—Tuna salad, celery, carrot sticks, hot bread, fruit jello, milk.

Coming, Going

ARRIVING:
SSgt. James E. Barber, from Craig AFB.

SSgt. Charles E. Voke, from USAFE.

SSgt. Robert C. Humphries, from USAFE.

DEPARTING:
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TSgt. Fred W. Dixon, to Craig.
SSgt. Shelton R. Davenport, to Craig.

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FMS Takes Crown In Volleyball Play

Sporting a 19 win-1 loss record, the Field Maintenance Squadron won the Intramural League volleyball championship, well ahead of second place Support Squadron, which had a 16-3 mark.

Air Base Group finished third, with 9 wins, 10 losses, while Supply was fourth, 4-15.

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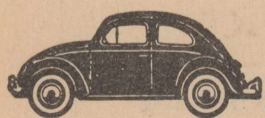
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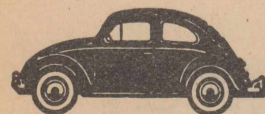
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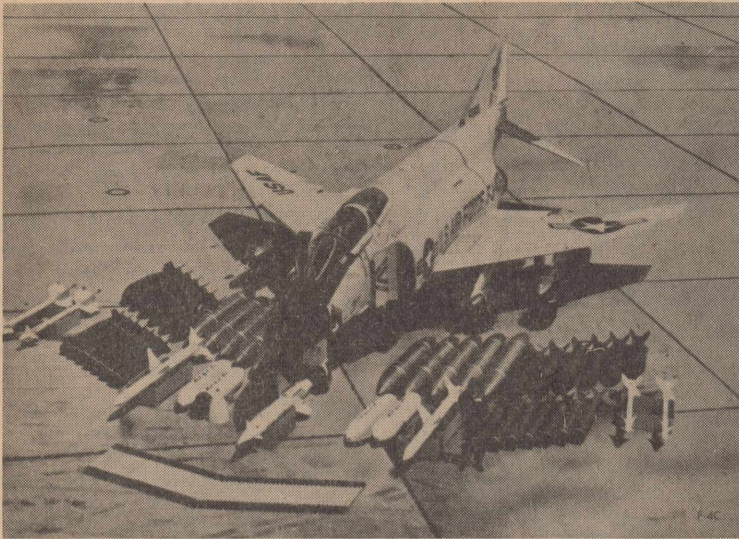
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Promotions Present Tough Problem

(Continued from Page 1)
skill area, or, conversely, may produce a surplus of skills. In either case, promotions are allocated according to need. This explains why promotions are unlimited in some career fields and almost shut off in others.

In selecting the best-qualified airmen to fill promotion vacancies, the Air Force delegates promotion authority for all airmen to major air commands. Commands, at their discretion, may redelegate authority to lower echelons.

By Air Force regulation, every eligible airman must be given promotion consideration. Eligibility criteria, as set forth in the regulation, includes possessing the appropriate Air Force specialty, meeting minimum time-in-grade requirements, being recommended by the immediate commander and high performance. The weight given each of these factors, as well as other criteria used by individual promotion boards, is left to the discretion of commands and their lower echelons.

The Air Force quota in each grade and career field for each promotion cycle is reached by considering the number of personnel authorized, the number assigned and the number assigned in the next lower grade.

These factors also determine the grades and career fields where promotions may be unlimited, controlled by a percentage limitation or given only to exceptionally well qualified (EWQ) airmen.

If the difference between the number of airmen authorized and assigned in a certain grade and career field is more than the number of eligibles in the next lower grade, then promotions are unlimited, i.e., commands could, if they desired, promote their entire quota for that particular grade in that particular career field.

If the number of eligibles in the next lower grade is more than the difference between the authorized and assigned airmen in a certain grade and career field, then promotions are controlled. Commands may only promote a percentage of their quota in the particular field and grade. This percentage is reached by dividing the authorized and assigned difference by the number eligible in the next lower grade.

When there are more personnel assigned than are authorized, promotion is restricted to EWQ airmen. This category assures that all eligible airmen are given the chance to com-

pete for promotion.

This formula is applied to each of the top six grades for each career field and the results placed on a Promotion Allocation List. The list is sent to each command along with its pro rata share of the Air Force promotion quota.

Command quotas are based on the number of eligible airmen assigned. For example, if the Air Force quota to master sergeant is 4,000 and there are 80,000 eligible technical sergeants, only one in 20 or five per cent can be promoted. Thus, if the Strategic Air Command, which has the largest number personnel, should report that 25,000 of those eligible are assigned to it, then its promotion allocation to master sergeant would be 25,000 x .05 or 1,250.

Commands which suballocate their quotas do so on the basis of this same formula.

In the top two enlisted grades, where the promotion quota often is not large enough to permit a breakdown to commands in some career fields, a central board is held at USAF headquarters. Commands nominate candidates for promotion and the board makes the final selections.

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Explorer Field Day Scheduled

Reese is sponsoring a Boy Scout Explorer Scout field day on April 18 which is expected to be attended by about 200 Explorers and adult leaders from 21 counties. Col. Dudley E. Faver, Reese commander, has announced.

The day's activities are scheduled to open with a swimming meet in the Texas Tech pool from 9 to 11:30 a.m., followed by lunch in the Reese wing dining hall. The afternoon will be devoted to flight line activities and games in the base gymnasium. After supper in the wing dining hall the Explorers will participate in a social in the Youth Center.

Reese was host to an Explorer Scout field day in 1961 and 1963, with 1st Lt. Maurice Wachtel, Scout project officer, in charge. The lieutenant, who again is in charge, said the event was considered a highlight of the Explorer program.

Student Pilots Move To Captain

Two Reese student officers—Henry T. Bunker of class 64-G and Anthony H. Gaeta of Class 64-G—became captains Sunday on promotion from first lieutenant. Captain Bunker, from Cincinnati, Ohio, is a former student of Xavier University who entered service in September, 1958.

Captain Gaeta, from Brooklyn, N. Y., is a former student of Brooklyn Polytechnic Institute who entered service in October, 1958.

Another first lieutenant, Gary R. Mau, instructor pilot in the 3501st Pilot Training Squadron, will move to captain on April 22. He is from Rensselaer, Ind., and has been at Reese two years. He is a graduate of Purdue University and has been in service since October, 1959.

GOLF ETIQUETTE

A golf ball should never be hit while a group in front or nearby is close enough that someone may be hit.

Committee Approves Seven Proposals

Management improvement suggestions offered by five civilians and three military men have been approved by the Reese Incentive Awards committee.

Letters of appreciation and a three-day pass went to AIC William R. Collins for two suggestions, one providing an improved method of protecting T-38 pitot tubes and the other bringing more safety and time saving through use of a nut holding tool for the lap belt bolt.

A letter and pass also went to A3C Ramon L. Townsend for suggesting a nylon edge protector which saves \$200 a year at Reese and has been forwarded to higher headquarters for possible use elsewhere.

OJT Completions In ATC Hit Top

Air Training Command personnel exceeded Air Force goals for satisfactorily completing Specialty Knowledge Tests (SKT) in 1963 while recording the highest On-the-Job Training (OJT) completion rate in recent command history.

During 1963 a total of 10,594 airmen satisfactorily completed OJT in ATC by passing the SKT for their skill areas or by meeting classification boards in cases where SKT's were not available. Ten thousand, fifteen airmen were administered SKT's and 77 per cent passed the tests.

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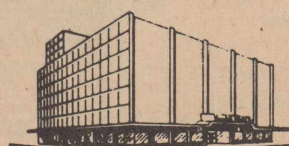
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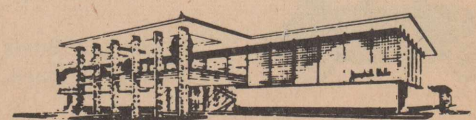
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