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J O I N T P U B L I C H E A R I N G

before

SENATE SENIOR CITIZEN AND VETERAN AFFAIRS COMMITTEE

AND

ASSEMBLY VETERANS AND MILITARY AFFAIRS COMMITTEE

"To take testimony from invited public and military officials and the general public on how to halt the declining rate of enlistment in the New Jersey National Guard, and to examine the possible effects of the United States Department of Defense's reduced use of Fort Dix and its proposed reduction in activities at other military installations in the State"

March 26, 1990
The New Jersey National Guard
High Technology Training Center
Fort Dix, New Jersey

MEMBERS OF SENATE COMMITTEE PRESENT:

Senator Thomas H. Paterniti, Chairman
Senator Leonard T. Connors, Jr.

MEMBERS OF ASSEMBLY COMMITTEE PRESENT:

Assemblyman Thomas P. Foy, Chairman
Assemblyman Fred Scerni, Vice Chairman
Assemblyman D. Bennett Mazur
Assemblywoman Dolores G. Cooper

ALSO PRESENT:

Anita M. Saynisch
Office of Legislative Services
Aide, Senate Committee

Frank J. Parisi
Office of Legislative Services
Aide, Assembly Committee

* * * * *

Hearing Recorded and Transcribed by
Office of Legislative Services
Public Information Office
Hearing Unit
State House Annex
CN 068
Trenton, New Jersey 08625

JOINT PUBLIC HEARING

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CN 088
Trenton, New Jersey 08633



New Jersey State Legislature

SENATE SENIOR CITIZEN
AND VETERAN AFFAIRS COMMITTEE

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Carmen A. Drechno
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Leonard T. Connors, Jr.
Joseph A. Falala

ASSEMBLY VETERANS AND
MILITARY AFFAIRS COMMITTEE
State House Annex. CN-068
Trenton, New Jersey 08625-0068
(609) 292-1646
(609) 292-9106

Thomas P. Foy
Chairman
Fred Scerni
Vice-Chairman
D. Bennett Mazur
Joseph D. Paterni
Michael J. Annone
Dolores G. Cooper
John V. Kelly

NOTICE OF A JOINT PUBLIC HEARING

**THE SENATE SENIOR CITIZEN AND VETERAN AFFAIRS COMMITTEE
AND THE ASSEMBLY VETERANS AND MILITARY AFFAIRS COMMITTEE
ANNOUNCE A JOINT PUBLIC HEARING ON THE NEW JERSEY NATIONAL
GUARD AND PROPOSED REDUCTIONS IN ACTIVITIES
AT MILITARY FACILITIES IN THE STATE**

**Monday, March 26, 1990
Beginning at 9 A.M.
The New Jersey National Guard High Technology Training Center
Fort Dix, New Jersey**

The Senate Senior Citizen and Veteran Affairs Committee and the Assembly Veterans and Military Affairs Committee will hold a joint public hearing on **Monday, March 26, 1990 beginning at 9 A.M. at the New Jersey National Guard High Technology Training Center, Fort Dix, New Jersey.** The purpose of the joint public hearing is to take testimony from invited public and military officials and the general public on how to halt the declining rate of enlistment in the New Jersey National Guard and to examine the possible effects of the United States Department of Defense's reduced use of Fort Dix and its proposed reduction in activities at other military installations in the State.

Elected public officials, officials from federal installations in New Jersey, the Adjutant General of the Department of Military and Veterans' Affairs and other public officials have been invited to attend this joint public hearing to give their views on these issues.

Address any questions and requests to testify to either Ms. Anita Saynisch, Aide to the Senate Senior Citizen and Veteran Affairs Committee (609 292-1646), or Mr. Frank Parisi, Aide to the Assembly Veterans and Military Affairs Committee (609 292-9106). Typed copies of testimony are helpful to the committee members prior to an oral presentation, if at all possible. The chairmen may find it necessary to limit the number of witnesses or the time available for each witness.

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ASSEMBLYMAN THOMAS P. FOY (Co-Chairman): Ladies and gentlemen, if I could please ask you to take your seats? We are going to start a little bit early. Please feel free if you want to go out and get a last cup of coffee, or if you want to leave at various times during the hearing to enjoy the hospitality of the National Guard Center, you may do so.

For the record, my name is Thomas Foy. I am the Chairman of the Assembly Veterans and Military Affairs Committee. I am here today with my colleague and counterpart in the State Senate, Senator and Dr. Thomas Paterniti, who is Chairperson of that Committee as well. He will be introducing his contingent on the Senate Committee, Senator Connors, and I will be introducing the members of the General Assembly who serve on the Committee -- who will be here in a moment.

I would like to take just a few seconds to first thank you for coming here this morning and to offer you a few procedural ground rules that may expedite the testimony today, as well as make it easier for the hearing reporter and the media who are here. If when you come to the witness stand -- and I will be calling the witnesses in order-- I have the first full row here who are members of the military who know how to delegate authority. I will delegate the authority to Major Lowe to rank the people in here, so that I will not get into any trouble with the order in which I call the witnesses today. Major Lowe will be to blame. I hope he is sufficiently protected career-wise, in case he makes any errors in judgment.

But be that as it may, when you are called to the witness table, could you please state your name, spell your last name -- if you have a difficult first name, spell that as well -- and, if you are in the military, state your rank, so that we can get an accurate record for the transcript to be prepared as a result of this hearing. We use those transcripts of the testimony we take today as the basis for further action

by the Committees on the major topics we are going to discuss today.

Those topics are really multifold, but they focus on two areas: 1) the issue of retention and recruitment of National Guard personnel in New Jersey, and what we can do with respect to maintaining troop strength and enhancing the quality of life for National Guard personnel in our State. We, as legislators, need your direction with respect to that. And 2), with respect to military operations in New Jersey and our installations-- We would like your thoughts about many of the things that have been bandied about and talked about with respect to those.

So at this point, without further ado, I will ask Senator Paterniti to make his opening statement and introduce his colleagues.

SENATOR THOMAS H. PATERNITI (Co-Chairman): Thank you very much. Before I start to make any statement, I would like to introduce Senator Len Connors, who sits on our Committee. He has been very supportive of the veterans, and we are very fortunate to have someone of his caliber.

First of all, I am very delighted to be here at Fort Dix. As you know, I was processed here about 40 years ago, and spent considerable time on KP. So, I am a veteran, and so are my son and daughter. They are both Air Force veterans. My name is Senator Tom Paterniti. I am Chairman of the Senior Citizen and Veteran Affairs Committee.

We are here today for a joint public hearing with the Assembly Veterans and Military Affairs Committee to discuss the declining rate of enlistment in the New Jersey National Guard and the effects of the reduced use of Fort Dix and proposed reduction of other military facilities in the State. As you know, current figures show there are approximately 10,558 Army National Guardsmen and 2789 Air Force National Guardsmen.

One of the reasons we are here today is to discuss our concerns with the Army National Guard about troop strength. During the past few years, the number of Army National Guard enlistments has been declining. The actual number of Guardsmen is only about 74.3% of authorized troop strength. If the Guard cannot raise and maintain its troop strength at an 85% level, the 50th Armored Division could be reassigned to another state. The 50th Armored Division is the main Guard complement in the State.

Now, several reasons have been suggested for the recruitment and retention problems, including low military salaries and high employment levels in the private sector. The State Legislature is interested in determining ways to help to boost enlistment of the Guards. There have already been bills introduced in the Legislature to help; for example, my cohort here, Assemblyman Foy, has several bills. He introduced a package of bills which includes A-3222, which would allow members of the New Jersey National Guard and certain surviving spouses and children to attend public institutions of higher education tuition-free. There is A-3239. I've got these same bills in the Senate. Tom Foy asked me to introduce them there, so between both houses I think we have a better chance of getting them passed and on the Governor's desk. Assembly Bill No. 3239 exempts New Jersey National Guard members from motor vehicle registration fees. There is also a bill in the Senate, introduced by Senator Rice from Essex County -- S-870 -- which excludes, under Gross Income Tax, compensation pay for duty in the Military Reserve or the National Guard.

Now, our second area of discussion involves the phaseout at Fort Dix and the possible reduction at other military facilities in the State. In December 1988, the Federal Commission on Base Realignment and Closure released a report recommending closing 86 military installations, partially closing five others, and reorganizing another 54.

Fort Dix was recommended for semi-active status. Last spring, Congress approved the Commission's plan. The plan for Fort Dix calls for a phasedown of the facility and the transferring of most of its functions to other bases. The realignment could eliminate approximately 1500 civilian jobs and transfer 3000 full-time soldiers to other bases.

Fort Dix is Burlington County's largest employer. It is estimated that the base contributes about \$1 million a day into the local economy. In addition, it accounts for about 15% of all Federal defense jobs in New Jersey. Clearly, the base scaledown will have a dramatic effect on the surrounding area. We are here today to discuss that effect.

We are also interested in hearing your input on the effects the potential cuts in the Federal defense budget could have on the other military installations in the State.

At this time, I would like to turn the program back over to Assemblyman Foy.

ASSEMBLYMAN FOY: Thank you, Senator. It is my pleasure at this time to introduce my colleague Assemblyman Ben Mazur, who is a veteran, a decorated war hero of World War II. Ben, do you want to offer any remarks, and certainly Senator Connors may offer his thoughts, too.

ASSEMBLYMAN MAZUR: Yes. Thank you, Mr. Foy. It is a great pleasure to be here with you, although it is sort of a solemn occasion because we are so concerned about the declining strength of the National Guard and the proposed cuts.

During World War II I served in the 121st Infantry, the Georgia National Guard Regiment. I mean, I wasn't from Georgia, but I was inserted into the regiment as a replacement, and I am still active in the 121st Infantry Regiment Association, and travel down there frequently to meet with them. They certainly are not having the kinds of problems that we are having up here. They certainly don't lack at all for enlistments. It is largely because the National Guard salary

down there is the same as it is up here, but it buys a lot more in Georgia than it does in New Jersey. That is one of our problems up here, that we can't find any way to-- We've got to find ways to enhance the salaries of our National Guard members, and further enhance the opportunities that a National Guardsman in New Jersey would have.

There are a number of pieces of legislation proposed that would perhaps accomplish that. The question is, we hope it is not too late. I am very interested in what you have to say today, and propose to do whatever I can -- and certainly whatever we can -- to improve conditions.

Thank you, Mr. Chairman.

ASSEMBLYMAN FOY: Thank you, Assemblyman. Senator Connors?

SENATOR CONNORS: Yes. I would just like to say that any comments I might have with regard to my military career, or my military service, would not have much effect here today. I came here to listen. I want to help. I understand that it is a very serious problem. With that, I will just say thank you for the opportunity to say those words.

ASSEMBLYMAN FOY: Thank you, Senator. To offer some welcoming remarks, since this is his host command, Major General Wurman. General?

MAJOR GENERAL JAMES W. WURMAN:
(speaking off mike) Thank you, sir. I don't have to sit down, do I?

ASSEMBLYMAN FOY: You're the boss. You can do anything you want. (laughter)

MAJOR GENERAL WURMAN: Okay. One day I was-- Governor Kean arrived at Fort Dix and I met him. He said, "What are you doing?" I said, "Governor, you're in my territory now."

I want to welcome all of you to Fort Dix. I want to tell you a little bit about where we are with Fort Dix. I'm

glad that you used the word "realignment," sir. You are one of the first people in New Jersey to use "realignment." All of the rest have used "closure." Fort Dix is not closing. We are losing a lot of training; I mean the training of our new soldiers and our advanced individual training and our air base ground defense.

But, Fort Dix has a big mission besides that. We are driving onto that. Not long ago, I had a meeting with a number of people throughout the Army major commands, who came here to see exactly what was happening at Fort Dix, because there are a lot of people who do not know what we have here in New Jersey. As of 1 October 1992, this command -- Fort Dix -- goes to Forces Command out of Atlanta, which most of you may know controls all of our divisions in the Army. So, we are really--

On page 52 of the Base Realignment and Closure Commission Report, it says that Fort Dix is supposed to be a major training installation for reserve components -- Army National Guard and United States Army Reserve. So that indeed is what we are working toward; letting people see the facilities we have. I will have to tell you that the National Guard high tech facility here is a real plum. There is only one. It could have been seven, as I recall, but this was the only one built. Everybody comes to look at it. We are truly one Army, and everybody uses this facility. It's got a lot of high visibility.

We have some people coming here tomorrow, as a matter of fact, to look at the high tech center Front Forces Command. So I'm telling you, Fort Dix has a lot of things going for it. I am proud of it, and I am proud of my relationship with the National Guard. Some of you may not know this, but I came from the National Guard. That is where I got my commission -- 50 cents and a box top! (laughter) But I am proud of my heritage. I think the reserve components have a big part to play in our nation's defense.

I am glad to have all of you here. We are all here for the same purpose. I am going to leave, but before I leave, sir, I will take the liberty-- I want to show you a very short video that I think puts all of us -- our hearts and minds together with what we are trying to do. Okay, run it. I don't know whether it is going to work or not, but we will try it.

ASSEMBLYMAN FOY: While we're waiting -- I can see how much rank I have here today -- for the press and the reporters, this is James W. Wurman -- W-U-R-M-A-N -- Major General.

MAJOR GENERAL WURMAN: Excuse me, Assemblyman. (said as he starts videotape) Please turn it up a little bit louder. (to person running tape player) That is what we are all about. (at conclusion of tape) That's Fort Dix; that's the United States Army; that's the United States of America. Whatever you all discuss today, just keep all of that in mind; that this is a great country that we live in. We have been doing these things at Fort Dix since 1917, and it is still going to continue on, with everybody's help.

Sir, I will leave you at this time, unless somebody has a question of me.

ASSEMBLYMAN FOY: I don't have any questions. General, thank you for your welcoming remarks, and for that inspirational film. We appreciate it.

The first witness I would like to call to testify at this time is the Honorable H. James Saxton, member of the United States House of Representatives, District 13, which includes this military installation. Congressman Saxton, good morning.

C O N G R E S S M A N H . J A M E S S A X T O N : H i .

Mr. Chairman and members of the Committee: I appreciate the opportunity to be here with you. Chairman Foy and Chairman Paterniti, it is great to have you in Burlington County, and it is great to have you here at Fort Dix, something that we are obviously very proud of. Assemblyman Mazur, you

and I haven't had the opportunity to get to know each other yet, but welcome to Fort Dix. Senator Connors, welcome to my territory. You know, Senator Connors and I share the southern part of Ocean County, he as a Senator and I as a member of Congress. I always call before I go to Long Beach Island where he is the Mayor of Surf City, and say, "Is it okay to come aboard, sir?" So, welcome to Fort Dix.

I really came prepared this morning to discuss a variety of issues with you, and whatever you want to talk about is fine with me, whether it has to do with Fort Dix or the National Guard. The remarks that I came prepared to share with you, or the information I came prepared to share with you in a formal sense this morning, has to do specifically with the National Guard. I can kind of relate to where you're coming from with the National Guard, having served in the State Legislature for nine years before going down to Washington, D.C. to become a member of the United States Congress. I understand full well the importance that you place in the National Guard and how concerned you are relative to the announcement -- the potential announcement, or the announcement that was made some months ago -- relative to the 50th Armored Division. I want to say that Assemblyman Foy and I were able to talk about that in a very brief, but a very frank and rewarding discussion relative to where we are going to go with this. I wanted to talk to you a little bit about my thoughts relative to that this morning.

Here in the high tech center, which is run by the New Jersey National Guard and the 50th Armored Division, as Major General Wurman pointed out, this is a very unique facility and, indeed, it is. This facility was constructed some time ago -- about two years ago -- and at the same time was to be one of seven facilities like it all across the country for use by Guard and Reserve units and by regular Army as well. As a matter of fact, it has attracted worldwide attention.

On Friday of this week, I will be part of a host, hosting the Israeli Armed Services, who are coming here to see what it is we have at this facility. So, it is with a great deal of pride that we are here. This is not the entire 50th Armored Division, obviously. It is a very important part of what they do. Basically, they are able to train people to operate and fire tanks here in military combat types of situations through high tech devices, lasers and simulators, at a tremendous cost savings to the United States government. As a matter of fact, they can bring people in here-- Forty thousand people a year come through this installation to learn on the facilities here. In many instances, they save their units as much as \$100,000 to \$150,000 a weekend in training by coming here to Fort Dix. So, we are very fortunate to have this facility here. It will obviously continue to be very useful to us as we move forward.

I think one of the things that can happen today -- that will happen today -- is that, to some extent, the New Jersey public will become more aware of the 50th Armored Division and the New Jersey National Guard. The Armored Division here, and the New Jersey National Guard all across the country, are important to us for a number of reasons: 1) because of our national security. Most people don't know that 50% of our combat forces -- let me repeat that -- 50% of our combat forces in the United States Army are National Guard members. Fifty percent is a lot, and is, therefore, a very important part of our combat forces.

And at the same time, it is important for another reason: because a National Guard unit costs about 5% to maintain, as compared to a regular Army unit. So, not only do we have good fighting men and women in the National Guard, but they are a real bargain as well.

Last year, the National Guard in New Jersey -- the Army National Guard and the Air National Guard-- The Federal

government provided about \$153 million for our State; \$90 million of it was for the Army Guard, and \$53 million of it was for the Air National Guard. If you want to see a group of proud people, both in the Army and the Air National Guard in New Jersey, with a real mission to perform, try to find yourself an opportunity to go to a drill, or to go to see what the Air National Guard does. A few weeks ago you may have read the story in The Trentonian newspaper. It may have been in other newspapers as well, but that is where I saw it. The Air National Guard flies out of Pomona. It has the mission of going offshore 400 or 500 miles and meeting Russian jets as they fly toward this country. Just about two weeks ago, I saw an article where, once again, that mission was carried out in a most efficient manner in F-16 airplanes.

Here at McGuire Air Force Base, which is right next-door, Colonel Craig Cosgrove is the Colonel who commands an F-4 unit, with a very similar mission. These are important elements of our national defense, and are obviously very important to us.

But aside from that, the National Guard is important to New Jersey as well, because during the past few years-- I don't have to tell you just how important it is when something happens in New Jersey and the Governor calls up the National Guard. I can remember back in 1985 when the shore was hit by Hurricane Gloria. The rescue workers couldn't get to Atlantic City, and it was the National Guard that helped the State Police to provide the security that was necessary to protect Atlantic City from looters.

During the blizzard which hit New Jersey two winters ago, the National Guard was called upon to perform a variety of functions, such as keeping the roads open to provide transportation for food and services that were so necessary for people during that blizzard. In the Passaic Valley, where there was a serious water main break, the Guard trucked in

water, which was also necessary for the people during that disaster. When Riverdale flooded, the Guard was called upon to evacuate area residents. Those are just four or five incidents where the Guard has been so useful and demonstrated the necessity of keeping it in good shape.

As important as it is to the nation for the expenditure in New Jersey of \$153 million a year, and as important as it is to New Jersey itself for these other reasons, New Jersey has contributed to the National Guard as well in things like utilities, rental costs, and office supplies. There is a paint shop that is run by the State government and salaries for State employees. The State government contributed, in 1986, \$11.7 million for the Guard, and in Fiscal Year '87, \$13.4 million. I suspect that because of the budget crunch, or for whatever reason in Fiscal Year '90, we see that the State government share is down to \$9.5 million, something I think you might want to take a look at.

From the beginning, the National Guard has been very important to New Jersey, but it was on January 26, 1990 that I received a call from the National Guard Bureau in Washington, indicating that the Pentagon planned to eliminate roughly 7700 of our State's authorized National Guard positions out of the 14,200 which are currently authorized. In essence, the 50th Armored Division, which has long made its home here in New Jersey, would be dissolved. But the Bureau's message didn't stop there. I was further informed over a three-year transition period, that our State's Guard would be merged with the Massachusetts and New York Guards and that a new Tristate Division would be created. Projections were that there would be a restored personnel strength to about 11,000, representing the same number of individuals who are currently in the New Jersey Guard.

In the days leading to that unofficial announcement and in the days that followed, I spoke to many in Washington,

both in the active Army and in the Guard, who were close to the decision-making process and members of the administration as well. The message I gave them was always the same: Our three states -- New Jersey, New York, and Massachusetts -- had not been able to consistently maintain the 80% to 85% enlistment level that was expected by the Guard Bureau. My response was to Secretary Cheney and everyone on down the line: "Give us a chance to do something about that." As a matter of fact, I brought with me a letter to Secretary Cheney which I wrote at that time. This was after conferring with Assemblyman Foy relative to what we might do here in New Jersey.

I will just read a short part of that letter to you: "This letter is in response, Secretary Cheney, to the recently proposed drawdown of 7849 authorized slots in the New Jersey National Guard by 1994. In an effort to salvage the situation, I received assurance from New Jersey Assemblyman Tom Foy, who chairs the Assembly Committee on Veterans and Military Affairs, of putting together a package to better recruit and retain high level National Guard activity personnel in New Jersey.

"Chairman Foy and I, along with other members of the New Jersey delegation, are committed to reorganizing our recruitment and retention process in the hope of bringing New Jersey to its proper strength. Therefore, I close by asking you to postpone your decision with respect to the New Jersey National Guard. New Jersey is committed to reorganizing and rebuilding its National Guard component, and we would appreciate an opportunity to do so. To give New Jersey a chance to turn this thing around and to wake up the public as to the importance of the National Guard and to bolster enlistments, is something I believe we can share as a common goal."

One of the individuals I delivered this message to was Lieutenant General John B. Conaway, recently sworn in as Chief of the National Guard Bureau. Two weeks ago, I again talked to

the National Guard Bureau. Lieutenant General Conaway sat in my office in Washington and listened to my pitch again. He told me then that the Pentagon had decided to take a second look at the numbers and, in essence, nothing was final. So it looks like we have some room in which to work on our new package -- on your new package, perhaps, of bills.

When we think about the New Jersey National Guard, I guess it is incumbent upon me, as a Federal legislator, and perhaps on you, as State legislators, to look at what can be done to regroup, to recognize the value of the National Guard, and to see what it is that we can do together to make it more advantageous for young people to want to join the Guard. I have done some research, and perhaps you have yourselves, to see what might be done on the State level, and then also to see what might be done on the Federal level.

I was provided with some information by the National Guard Bureau out of one of their publications which compares benefits that various states offer to their Guardsmen. Obviously, the Guard salaries come from the Federal Treasury; \$153 million, most of which is salary. It is, as someone pointed out a few minutes ago -- I guess it was Assemblyman Mazur -- the salary that is being paid to National Guardsmen out of the Federal Treasury in Alabama is the same as it is in New Jersey, and obviously that creates somewhat of an inequity. But there are things that states do across the country to help to bolster the desire of young people to be members of the Guard.

For example, in New Jersey, when it comes to annual training, we don't, as a State, reimburse our Guardsmen for any of their expenses, nor do we supplement their salaries. In North Dakota, however, the state pays, in addition to the salary -- the Federal salary -- an additional 55%, just their way of looking at the National Guard and trying to put into place a program that will enhance their Guard.

In Florida, there is a per diem allowance of \$50, in addition to the Federal pay. And there are other ways to go about this besides just providing additional pay. For example, in the State of New Hampshire, Guardsmen don't have to pay a state income tax; an exemption is granted to them in order to encourage them to be in their Guard. When it comes to other things, I guess one of the other big things you see happening across the country is in the way of educational benefits. In New Jersey, there are twelve \$1000 scholarships issued to Guardsmen each year. That is not a real big deal. However, in some of the other states, the state pays tuition and general fees at state universities or an equivalent amount at private institutions, so Guardsmen can be encouraged, as they are in Ohio, which incidentally is currently running at 105% of capacity, in part because of the things they offer in the way of educational benefits.

As you go across the country you see the same trend. Wherever there has been a problem, as we have now in New Jersey, with the Guard, something has happened to bolster it. Pennsylvania, our neighbor, is a good example. In 1985, the Pennsylvania National Guard was at 100% of capacity. It started to lose members, for some reason, and by 1988, it had dropped to 94% of capacity. Pennsylvania installed a bonus system. They gave a \$1000 bonus to anyone who reenlisted in the National Guard. It is paid out in three installments over a three-year period. They are again finding themselves climbing in terms of the numbers of people who are willing to be recruited into, and retained by the Pennsylvania National Guard.

I mentioned also that there may be some opportunity on the Federal level. I have introduced a couple of bills which will provide at least for some discussion in Congress. They have to do with the kinds of things that we have been talking about. Sonny Montgomery, who visited this facility

incidentally with me about two months ago, is the author of a G.I. Bill of Rights and a G.I. Bill for National Guardsmen. Part of that was to extend the benefits of the G.I. Bill, which are obviously used by members of the regular Army and the regular Navy and the Air Force, to National Guardsmen. That provides that once a National Guardsman has been in for a period of time, he will, or she will qualify for aid to go to college. That has been a big help across the country.

One of the things we are looking to do in terms of retention, and what my bill does, is to extend this to National Guardsmen who wish to go to graduate school after having completed undergraduate school. That may be something that we will move forward on the national level, which may be of some help as well.

Also, one area I think is very important for us to look at is the relationship between employers and National Guardsmen. If you are an employer and you have 10 or 20 or 30 employees, and all of a sudden you find out that one of your best employees is going to leave for two weeks to go to National Guard drill during the summer, that leaves a hole in your work force, and obviously employers become concerned about that. So we need to find ways to deal with that. One of the things that I have done is to introduce a bill into Congress which provides for an immediate settlement of disputes that arise between employers and members of the Guard.

These are some of the things that I have had on my mind, and I will be more than happy to answer any questions you may have about what Congress is doing about Fort Dix, about the National Guard, and about how we see things as they relate to the National Guard Bureau in Washington, which has a fine new Commander. And incidentally, we have a fine new Commander here in New Jersey now, too, who I am sure you are going to be hearing from later.

So, thank you for the opportunity to make these few remarks. As I said, I will be more than happy to respond to any of your questions.

ASSEMBLYMAN FOY: Thank you, Congressman Saxton, for your remarks on this very serious and important issue here in New Jersey and at the Federal level. I applaud your efforts in terms of addressing it at the Federal level, and your commentary regarding what we might be able to do here in the State.

I do want to follow up on the initial issue raised by Assemblyman Mazur and mentioned by you in your remarks. That relates to this notion of cost differentials in different regions of the country. I find it peculiar that in relating to Federal civil servants-- When a Federal civil servant has an overnight stay in New York City, there is a certain amount of per diem that is provided because there is a recognition on the part of the Federal government that it costs more money to stay in New York than in Philadelphia. When they go to Tallahassee, that per diem is substantially different, because it costs less money to stay in Tallahassee.

If the Federal government can recognize that very basic common-sense concept for Federal employees in Federal civil service, why can't they recognize that basic concept for National Guard personnel, who are basically Federal employees, to a degree, albeit in a different form of service? That is kind of a basic question. I guess the answer is money, but I wonder what the solutions might be in terms of some sort of adjustment with respect to that.

CONGRESSMAN SAXTON: Well, as you probably know, Assemblyman, we are currently addressing the idea of civil service pay, particularly as it relates to various individual departments of the Federal government. For example, the FBI is a good case in point. My brother-in-law happens to be in the FBI. Currently he is down in the Washington, D.C. area, but he

had to live, like, 40 miles outside of Washington, D.C., so he could afford to live there on his FBI pay. When he was here in New Jersey, he lived in Leonardo to commute into New York because he couldn't afford, obviously, to live in New York where he worked. So, there is a tremendous inequity not only in the Guard in terms of the pay and the level of pay schedules we have, which do not take into account region-by-region efforts-- There are two efforts in the Congress to deal with this: One is by Assemblyman Gallo from here in New Jersey, which would do what you suggest; that is grant more pay for Federal civil service employees. And the other is by-- There is another bill which is much more expensive. The author's name escapes me at the moment, but there are two very serious efforts toward that problem. That, conceivably, could be extended to the National Guard someday.

You know, it is interesting to note that in all of these matters-- Secretary Cheney, not long ago, made a speech out in Los Angeles. He was talking about the future military needs of our country. We all know, for example, that in Fiscal Year 1991, we are going to take about 75,000 people out of the standing services. The Secretary made the remark that we need to be able to count on our Reserve units and our Guard units to make up that difference. So, the Federal government certainly, as you suggest, has a responsibility to pay an amount of money which will encourage people to sign up for the Guard, and for the Reserve as well.

ASSEMBLYMAN FOY: Thank you. Senator Paterniti or members of the Committee?

SENATOR CONNORS: I have a question.

ASSEMBLYMAN FOY: Senator Connors?

SENATOR CONNORS: Congressman Saxton, this decline in enrollment -- in enlistment in the Guard-- In your opinion, is this just due to recent events, current events, or has it been over a period of time? Have you done any studies with regard to that?

CONGRESSMAN SAXTON: The New Jersey Guard-- First of all, I might point out that in certain areas of the country, there is absolutely no problem recruiting for the National Guard. In Texas, for example, the National Guard strength is at over 100%. There is a waiting list of people who want to get into the Guard. New Jersey, New York, and most of the northeastern states have had a problem, I guess basically for two reasons: One is the economy of the area. We sat down not long ago and figured out how much a Guardsman -- an average Guardsman, a young fellow or gal who is in the National Guard -- might expect to make after two years in the National Guard. I have forgotten the rank that we used, but it came to something like \$8.41 an hour. Well, that involves going to basic training before you can do it; that involves a weekend a month; and that involves going away to camp for two weeks in the summer, which is quite a sacrifice people have to make in order to qualify to make \$8.41 an hour. In the northeastern part of the United States, that is not a good deal. In the northeastern part of the United States, you can work in a McDonald's or a Burger King and make almost that much money, without having to go through basic training to qualify to do it.

So, it is a regional thing, in some respects. New Jersey has had a problem. We are supposed to keep our Guard units at 85% strength. In 1985, we were at 89% strength. Then we slipped, in 1986, to 86% strength; then in 1987, to 81% strength, and today -- in Fiscal Year '90, rather, we were at 77% strength. So obviously, the economy of the area has a lot to do with it.

But that is not a completely honest answer, because when you compare-- As Assemblyman Foy points out, the Federal government doesn't do a very good job of taking into account these regional differences. But also, to be honest, when you compare what New Jersey does for its National Guard with what other states do for their National Guards across the country,

we come out pretty close to the bottom of the pile. We do not give those extra goodies the kids need to be attracted to come into the National Guard -- educational benefits, some extra pay, some life insurance benefits. I've got a whole list of things here that are offered across the country. I would be more than happy to share this entire list with you.

When you look at it, you see that-- For example, in Arkansas, a National Guardsman gets a \$6000 tax exemption from the state income tax. In Alabama, they pay-- The State of Alabama will pay 100% of a young person's college tuition. In Delaware, they will pay for 75% of a young person's college tuition. In Mississippi, \$1000. In Mississippi, the kids get a \$25,000 life insurance policy when they join the Guard, which is obviously maintained. In Alabama, they get a \$3000 bonus when they sign up.

So, these are just examples of what states across the country do. This is a multifaceted thing; at least a dually faceted thing. It is a problem with the Federal government in terms of what Assemblyman Foy points out with regional differences that we ought to compensate Guardsmen for. In the case of New Jersey, it is also a State problem.

SENATOR CONNORS: Very good. Thank you.

ASSEMBLYMAN FOY: I would like to welcome the Vice Chairman of the Committee, Fred Scerni, Assemblyman from Atlantic County.

ASSEMBLYMAN SCERNI: Thank you, Chairman. Congressman, I would note that along the lines you are suggesting, we do have legislation pending right now that is being sponsored by the Chairman and myself, that would permit Guardsmen who attend State institutions in New Jersey to attend free of tuition. It also extends that benefit to the surviving spouse of such a Guardsman if, unfortunately, that Guardsman were to lose his or her life while on active duty. I would hope that that is the type of legislation, the type of

initiative that could begin to open the doors along the lines that you are suggesting. I trust that is consistent with your observations nationally in terms of those jurisdictions which have a stronger, or a higher enrollment in their Guard.

CONGRESSMAN SAXTON: I think that is absolutely moving in the right direction. In fact, one of my staff members who is here with me today is a former MP from here at Fort Dix, a young lady. She is around here somewhere. She feels, as I do, that educational benefits are what people really look for.

I would add one thing to your bill; maybe you have done this already. A lot of National Guardsmen come out of vocational types of backgrounds, and vocational schools. So, along with Rutgers, and along with the State colleges, you might want to think about adding county colleges, if you have not already done that, because those are the types of vocational skills that kids might enjoy doing at county colleges.

ASSEMBLYMAN SCERNI: Well, we are really directed toward public institutions, but we should double check because that is a good observation. I am sure that our county level colleges would fall within the parameters of this legislation.

Thank you.

ASSEMBLYMAN FOY: Before I call on Senator Paterniti for a question, I just want to acknowledge the arrival of Assemblywoman Cooper, who is from Atlantic County as well.

CONGRESSMAN SAXTON: An old friend -- a young friend, sorry!

ASSEMBLYWOMAN COOPER: A young friend.

ASSEMBLYMAN FOY: A long-time friend.

ASSEMBLYWOMAN COOPER: Thank you, Mr. Chairman. I would like to compliment Congressman Saxton on his comments, but before I make my comments, I would like to make my recommendation that there be more signs from 206 on how to get here. I found one sign. We made a wrong turn, and that is why

I am late. I want to apologize. May I put that under appropriations for road construction and military identification? It was terrible. I made a wrong turn, and three people didn't know where I should go. That tells you something.

B R I G A D I E R G E N E R A L V I T O M O R G A N O:
Assemblywoman, the next time you come down here, we will give you an escort right into the place. Don't worry about it.

ASSEMBLYWOMAN COOPER: Thank you. Congressman, I would like to point out that exactly what you have said is what I discovered four years ago when I was first assigned to this Committee. I have three bills in: State tuition payments for National Guard members and children and surviving spouses of deceased members; and enlistment bonuses for members of the National Guard. You mentioned that they have this in Alabama. I have a bill in. Then, of course, an \$80,000 appropriation for recruitment and retention programs. So I think it is up to our Legislature to really get the ball rolling on this legislation and see to appropriations, realizing what we are faced with.

In the course of my travels, I meet many young people and I question them about the National Guard. They sort of look at me rather strangely, like, "What is in it for me?" I feel that it has not been promoted properly, or the incentives for this last decade of high tech-- I always talk about what I see here, having been here for the dedication of this building. I wrote a letter to our County Superintendent about having school trips up here for eighth graders and eleventh and twelfth graders to lay the foundation for exactly what you have spoken about. How it is moving, I don't know, but I think we have to start in the eighth grade and work our way up, as well as the benefits later.

ASSEMBLYMAN FOY: Senator Paterniti?

SENATOR PATERNITI: Thank you, Mr. Chairman. I thought one good idea would be if we started some kind of a

recruiting program in our high schools, or maybe establish, like -- something like a Junior ROTC, where you would create an incentive so that when they graduate, they may just want to go into the National Guard. In fact, a lot of them might even want to go into the regular military service, if, you know, those slots are available.

But I think if you start planting the seed in their minds, maybe in their junior year, they would start to understand what being in the National Guard is all about, and give them all kinds of incentives-- You know, if we do establish a lot of these incentives with legislation, I think maybe that would be one way of generating a larger amount of our young people coming into the National Guard.

ASSEMBLYMAN FOY: On that recruitment issue, I just want to follow up here. An excellent suggestion was offered to me over lunch on Saturday by Ken Phillips, who is the Director of Purchasing in Brunswick Township and who formed Company C originally back before the Second World War. It is taking the concept that we used to promote the State of New Jersey -- there are many tourism ads -- and applying that concept to promoting the National Guard for recruitment in the State of New Jersey. There are a number of people where the National Guard is having an extremely positive impact on their lives in terms of the success they have achieved in whatever field of endeavor they have for their full-time jobs or positions.

I will give you a couple of examples: Bill Bradley and Tom Kean. I would like to invite Senator Bradley, and I would like to invite Governor Kean to participate in the formulation of television commercials that can be produced in conjunction with General Morgano of the Guard staff, as well as New Jersey Public Television, to mount a significant campaign to advise the youth of our State and the recruitment pool for the National Guard that belonging to the National Guard, that serving the State of New Jersey and your country is something

that can be a positive influence on your life, and, "Here is an example of people who have made it in life, where the Guard was a part of that success."

I am throwing that one on the table today. The ball has been lobbed over to you, General Morgano, as the Adjutant General. I would be pleased, and I am sure that my colleagues on the Committee would be pleased, to work with you on that type of a recruitment campaign. You know, the Governor of this State was a high school dropout. He served many years in the Reserves, retiring as a Lieutenant Commander. I think his success story has been an inspiration in our educational institutions for lots of teachers, in terms of talking to kids who may be on the brink of perhaps dropping out. Their being able to point to a role model, or an example like Governor Florio, in that context, is something that is legitimately transferable over to the Guard context.

So I am throwing that one out now. I think it is something that we ought to explore.

ASSEMBLYMAN MAZUR: Mr. Chairman?

ASSEMBLYMAN FOY: Yes?

ASSEMBLYMAN MAZUR: I think this is a very significant aspect of the whole problem; the question of cultural differences between the north, let's say, and the south, where there is a tradition of military service that is more prevalent in the south and the west, than there is up here in the northeast.

ASSEMBLYMAN FOY: You're not talking about South Jersey and North Jersey. You're talking about--
(indiscernible response here)

ASSEMBLYMAN MAZUR: The National Guard had, in the Teaneck Armory last year-- They notified all of the school advisers of an evening -- an informational evening. They had equipment there. They had some fascinating electronic equipment, representatives of the Army Reserve, the Air

National Guard, the Army National Guard. They had representatives of Annapolis, West Point, and, as I say, they notified the 70 -- well, it is not actually 70, but close to 70 -- school advisers of this event, and urged them all to come. Exactly six students showed up -- six. I mean, it was stunning. I stayed there all evening waiting for crowds to appear, and they didn't.

So, the idea of advertising as a way of enhancing the image of National Guard service as an adventure, or whatever, is something that has to be done to romanticize a little to students who are more concerned with, you know, fast cars or other matters, that National Guard service, or military service itself, isn't so occult.

CONGRESSMAN SAXTON: Well, in the mix of whatever it is that you decide to do, or that we decide to do together, certainly some kind of a program as the Chairman points out, which would enhance the image, and as you point out as well, enhance the image of the Guard, whether it be television advertising or some other, is certainly a good investment.

Let me just point out one other fact here which I have come across in the last couple of months in dealing with the Guard: Because of the amount of money that comes into the State of New Jersey from the Federal government, there is an economic theory that says that if you take that amount, which is \$153 million a year-- When that money comes into the State, obviously it doesn't just get plunked somewhere, it gets spent. And as a matter of fact, the economic theory is that it probably gets spent five or six times. It is spent by the contractor who built this building and paid his employees, and they spend it again, and it makes its way into the economy of New Jersey.

When you consider the effect of that \$153 million being spent five or six times in the State, and apply to those expenditures an average State income tax rate of 2.2%, you find

out that New Jersey benefits, tax-wise, from those moneys to the tune of almost \$17 million a year. So, in spending roughly \$10 million as we do in New Jersey today on the Guard, it means that we are actually making money in our State Treasury by virtue of the money that comes into the State.

So, there is an argument here that could be made that we could spend a significantly greater number in New Jersey with regard to enhancement of the image of the Guard and programs that would be geared toward attracting and retaining good, qualified people.

ASSEMBLYMAN FOY: Thank you, Congressman. I know you have a busy schedule and have to get back to Washington. We appreciate your taking the time to come here today to present your thoughts.

CONGRESSMAN SAXTON: Thank you.

ASSEMBLYMAN FOY: Next on the list I have a Mr. Peter Rowland, who is the Public Affairs Officer, United States Armament Research, Development, and Engineering Center, Picatinny Arsenal. Is Mr. Rowland here?

P E T E R R O W L A N D: I'm here. Good morning.

ASSEMBLYMAN FOY: Good morning.

MR. ROWLAND: Can you hear me all right?

ASSEMBLYMAN FOY: Yes.

MR. ROWLAND: My name is Peter Rowland. I am the Public Affairs Officer at Picatinny Arsenal, which is located outside of Dover, New Jersey. On behalf of our Commander, Colonel Bill Holmes, who could not make it today, I would first like to extend his regrets and offer to you whatever help we at Picatinny might give you in your efforts, wherever they may lie.

Essentially, I don't have an elaborate statement to make this morning. Essentially, all I would like to do is to tell you that Picatinny is a 6500-acre Army installation. It employs approximately 5400 Federal civilian employees and approximately 120 military personnel. Our job there,

essentially, is to research and develop the weapon systems -- conventional weapons systems -- for the Army, as well as for the Army Reserve and the National Guard. Essentially, we perform this work, and essentially we do it for all of the services as well.

With that, I would offer to answer any questions you might have regarding any of the issues that I have come to speak about.

ASSEMBLYMAN FOY: Have you received from the Federal government any proposed cutbacks at your installation?

MR. ROWLAND: At this time, there are a number of studies throughout the Department of Defense, throughout the Department of the Army, throughout our headquarters, which is the Army Material Command located in Washington, as well as our immediate command, the Armament Munitions and Chemical Command in Rock Island, Illinois.

We call these essentially, "what if" drills. I am aware of a number that in any particular given week we will be taking a look at based on various budget initiatives, but there has been nothing concrete that we have essentially been given that particularly affects the installation, that I know of at this time.

ASSEMBLYMAN FOY: All right, thank you. No other comments. Thank you very much for your testimony.

MR. ROWLAND: Thank you.

ASSEMBLYMAN FOY: We appreciate it. We will be in touch.

Colonel Kirby A Woehst, Vice Commander, 438th Military Airlift Wing, McGuire Air Force Base.

C O L O N E L K I R B Y A. W O E H S T: Assemblyman Foy, members of the Committee: My name is Colonel Kirby Woehst. The last name is W-O-E-H-S-T.

ASSEMBLYMAN FOY: I had that wrong. They had W-O-L-H-S-T.

COLONEL WOEHST: Sir, you are not the first to get it wrong--

ASSEMBLYMAN FOY: All right.

COLONEL WOEHST: --and you probably won't be the last.

I am the Vice Commander of the 438th Military Airlift Wing at McGuire Air Force Base, New Jersey, here representing Major General Donald Logeain, Commander of the 21st Air Force. He commands three Strategic Air Force Wings, one in Charleston; one at Dover; and one here at McGuire Air Force Base.

There have been changes throughout the Department of Defense which started in December 1988 with the closure of several bases and the realignment here at Fort Dix. At the present time-- Well, in January, Secretary Cheney announced several more changes. Throughout these two announcement periods, there were no major changes announced at McGuire Air Force Base, New Jersey.

There is a study going on at this time which was accurately reported last week by Jim Donnelly in the newspaper, talking about the reduction of maybe 50 civilians in the Aerial Port at McGuire Air Force Base. It was just indicated that a continuation of an (indiscernible) drill, how we are going to do our business with fewer people throughout the Department of Defense.

At the present time, we still have our approximately fifty C-141s; three active duty flying squadrons, and three reserve flying squadrons, which belong to the 514th Air Force Reserve. At this time I do not know of any other changes that would change the work force at McGuire Air Force Base, other than possibly the 50 people who work in the Aerial Port at this time.

ASSEMBLYMAN FOY: Thank you very much, Colonel. I do not have any questions. Does anyone on the Committee have any questions? (no response) Thank you very much. We appreciate your comments.

At this time, I would like to call the Honorable Ernest N. Sever, Civilian Aide to the Secretary of the Army for New Jersey.

E R N E S T N. S E V E R, ESQ.: Good morning, Chairman Paterniti, Chairman Foy, members of the Senate and Assembly Committees. My name is Ernest N. Sever -- S-E-V-E-R. I am here in my capacity as Civilian Aide to the Secretary of the Army for the State of New Jersey. I have had the pleasure over the years of seeing many of the Committee members at various military functions. As I think somebody said earlier, they are long-time friends, not old friends.

Mr. Chairman, I sent you a letter on St. Valentine's Day, February 14, in which I outlined those areas that I thought should be addressed in New Jersey insofar as legislation is concerned. They have been pretty well worked over, and I think it would be redundant for me to repeat them at this time. However, I do think it important that I emphasize what I would consider to be the most important of that package; that is Assembly Bill No. 3222, dealing with free tuition.

If there is one thing that is more important, in my opinion, that is probably it. If you had to pick and choose and you were limited to one thing -- I hope that will never happen, but if that were it, if it got down to that -- then, in my opinion, free tuition would be it.

Now, this was brought out very recently in a three-year study done by a consulting company outfit in Rockville, Maryland. This was a very comprehensive study. It was done by a company called Weststat. It worked out the problems of retention and attrition in the Reserves. Education came out as one of the most important things insofar as enlistment.

Now, you can tie education to additional time in the Guard. You can make it palatable. Of course, I think

education is a win/win situation. Not only do you help the Guard, but you help the State of New Jersey. Over the years the payback is there. I know in the case of my son, who is in the Air Force, he wanted to fly. The Air Force said, "Sure, you can fly. We'll send you to school for a year and make you a pilot, but you are going to give us six more years after you complete the course." He was thrilled to do it.

The Weststat Study also pointed out a couple of other things which I think, although not bearing directly on what your inquiry is here today, bear mentioning. The reasons that young enlisted people have left the Reserve are things that the leadership very often doesn't recognize: things like the duties were not challenging; the weekend training wasn't well organized; the promotions were not given out fairly. That was their perception. Now, that aspect of the problem will have to be dealt with by the leadership of the Guard. I have every reason to believe that the present leadership of the Guard will address that problem and perhaps do what I consider, at least, to be very important, and that is called "MBWA" -- "Management By Wandering Around."

There is a lot to be said for that. They go down there to where the rubber meets the road and find out what is really happening. There is one former commander in this room -- the former Commander of the 50th Armored, retired Major General Mel Crain -- who advocates that, and has been an outstanding example, I think, of the MBWA philosophy.

The other things you have talked about are certainly important. Assemblyman Mazur pointed out the differential between someone getting the salary in Alabama, as opposed to New Jersey. It is recognized, and it has been pointed out, about the per diem rate, which Federal employees also recognize-- I was in Guatemala two weeks ago, and my per diem for Guatemala was about a third of what it was for Washington, D.C. I would much rather have been in Washington, D.C., but

there is a great differential between the per diems. It is recognized by the Federal government and it is related to the cost of living in those locales.

Another thing that was mentioned that I think is extremely important -- again, Mr. Mazur is the one who brought it up -- is enhancing the image. In Texas, Louisiana, Alabama, and other parts of the South, belonging to the Guard is the thing to do. That is where it's at. That is where the social activities are. The armory is the core of the social activity of many little towns. We have what, 41, 42 armories in the State of New Jersey? They could be brought back. They could again be made the hub of activity, and make it attractive for a young person to become a member of the Guard and enhance the image.

I think the package of bills you are proposing does a lot of this. You know, little things, like free admission to State facilities. It doesn't amount to much money-wise, but it is an ego-building thing. It is a gratification thing, and it all builds the image. Do it. It doesn't cost that much, and it will certainly help in the recruitment. Then it is up to our leadership to take care of the retention and avoid the attrition.

You know, interestingly, very few people quit the Guard. They just stop coming to drills, and after a while they get dropped. Also interesting, nothing happens to them. You know, there is no after action with people who drop out, which probably makes sense. It would just be "throwing good money after bad."

We have a long way to go in New Jersey. I think that with your respective Committees -- if you can get the legislation through -- and the leadership of the Guard, it can be done. It was mentioned that there is still room for some movement. I hope that is true. In my capacity as civilian aide to the Secretary of the Army, I have to follow, if you

will, the party line. We are told, "It is a done deal," just like Fort Dix. Interestingly, I get a sheet about every 10 days. It is called, "Speaking With One Voice," and it kind of tells us, in this Army, what the position is, and, of course, we are expected to speak that. So, in my capacity as civilian aide, I am not allowed to express my own opinion lots of times in formal appearances in my official capacity. Someone asked me not too long ago about my opinion on something in the Army, and I said, "Well, you know, it is interesting that you would ask. I do have direct contact with the Secretary of the Army, and I have found that on many occasions when he wanted my opinion, he told me what it was." (laughter) Sorry! Mr. Stone is listening. That's a joke.

The other aspect you are here about today is the bring down of Fort Dix, not the closure, the realignment. Again I have to tell you that from all the information I have, the removal of the training from Fort Dix is a done deal. That has been kicking around for a lot of years. The training is going to go to four or five other bases that are already training bases, but I don't believe that is the end of the world for Fort Dix. I am pretty confident that available housing will be utilized in its entirety by all these outside outfits that now live on the economy. You have the ROTC; you have recruiters; you have these people scattered all over a 10- to 15-mile radius of Fort Dix where this housing can be utilized.

Losing training is not the end of the world. You know, those trainees never spend a nickel off the base. They came here, got trained, and got a haircut. The only people we made any money off of as a community around here were the cadre, the trainers, and all the support staff.

But we have, at Fort Dix, a well developed, well maintained infrastructure that is available, and I think there is a very strong possibility that as the bring down of troops occurs in Europe and in Korea and in Japan, if we are on our

toes and we are working at it, we can get a backfill of an active unit at Fort Dix. Things are happening, as you know, all over the world. Despite the fact that broccoli takes Lithuania off the front page today, it is still what is going on, I think, and has to inevitably lead to a bring down of our overseas forces, a quarter of a million in Germany alone. We are going to bring those down, I feel sure, unless something really unexpected occurs.

I could go on with other things. Just one other trial balloon I would kind of like to throw out. This is a bit off the wall perhaps, but you were talking, I think, Chairman Foy, about us hiring an ad agency to do tours and to bring tourists into New Jersey. We have very able spokesmen. Congressman Saxton has done a yeoman's job trying to preserve what we have in Fort Dix, or retain or backfill, if you will. But I think there is one other thing that could be done that might help his job.

We have tourism offices. We have trade offices overseas which the State finances. And after over six years as a civilian aide to Secretary of the Army, I have gotten to see a little bit of how decisions are made and how things happen in the Pentagon. I think we would be well-advised to consider employing a consulting agency. There are several available made up of recently retired general officers in the Washington area, who are affectionately referred to sometimes as "beltway bandits," but, nevertheless, they are effective. They can open doors in the Pentagon. They are recent enough members of that establishment that they have good contacts. Not that they are going to do anything improper, but just so we can have our story told, and make sure that those majors in the bowels of the Pentagon, who are working on reports, do know about the infrastructure and the good things we have at Fort Dix and in New Jersey.

As I said, this is sort of a trial balloon. I think this is the first time I have aired it, other than to one or two close friends. But I think it bears looking into, whether it be a State project, or a State/local/county project, where everybody gets together. You know, we have gotten about, I think, \$60,000--some in a Federal grant in Burlington County to study the economic and the environmental impact of the bring down of training at Fort Dix.

I don't know that that is going to do a whole lot for us, except to tell us what we might look for in the future. I would like to change the future. I would like to try to change the future.

Mr. Chairman, thank you. I am sorry I have taken more time than I had intended. I know you have a lot of people you want to hear from today. I would be happy to try to respond to any questions.

ASSEMBLYMAN FOY: Thank you. We appreciate your very thoughtful commentary and the suggestions you have made. Be assured that we will take them all up with the Governor. But one I find very intriguing is having an expanded voice, or an amplified voice in Washington in the appropriate councils and halls. That makes good sense to me.

I don't have any specific questions. Assemblywoman Cooper?

ASSEMBLYWOMAN COOPER: Mr. Sever, you mentioned A-3222. Are you aware of A-2000 and A-1202?

MR. SEVER: Yes. I believe there are about five different bills--

ASSEMBLYWOMAN COOPER: Three.

MR. SEVER: --three, dealing with proposed tuition. I just picked Mr. Foy's bill because I am more familiar with that than the others. All I am looking for and suggesting is free tuition.

ASSEMBLYWOMAN COOPER: They are all-- One is public, one is private, and then there is a bill that is both. I think with respect to the National Guard, they should have a choice of either a public or private college.

MR. SEVER: I totally agree. Does Mr. Foy's bill have both public and private, or just public?

ASSEMBLYMAN FOY: Just public. There are four bills in. I think what we are going to do with those bills is, they will be scheduled for an upcoming committee meeting before being able to do a committee substitute which encompasses the most workable and best provisions of all three. I see no problem with that.

Thank you, Mr. Sever.

ASSEMBLYMAN MAZUR: Mr. Chairman?

ASSEMBLYMAN FOY: I'm sorry.

ASSEMBLYMAN MAZUR: Just one quick question: Do the Defense Department's plans for the realignment of Fort Dix include reducing the activities at McGuire Air Force Base?

MR. SEVER: I really can't speak for DOD, Mr. Mazur. The Army is my sort of bailiwick. Although the Army depends on MAFB for transportation, and they are part of the unified command insofar as overall transportation is concerned, I know of no Army plans to reduce activity at McGuire.

It always seems to make a lot of sense to me that you had Fort Dix sitting next to McGuire. You know, if you had to deploy troops, it is pretty neat to be able to put them on a bus and drive them to a runway in about 10 minutes.

ASSEMBLYMAN MAZUR: I agree.

ASSEMBLYMAN FOY: No further questions. Thank you. We appreciate your coming.

MR. SEVER: Thank you very much.

ASSEMBLYMAN FOY: The next witness I have on the list is General Morgano, but he has stepped out of the room, so we will take him whenever he comes in. At this time, I will call upon Major General Edward J. Philbin, New Jersey Air National

Guard Commander and, I might add, a recently appointed member of the Interstate Commerce Commission.

M A J O R G E N E R A L E D W A R D J. P H I L B I N:
Chairman of the Interstate Commerce Commission.

ASSEMBLYMAN FOY: Chairman of the Interstate Commerce Commission. Congratulations and good luck to you in that capacity.

MAJOR GENERAL PHILBIN: Thank you very much.

Thank you very much for having me here. I am Edward J. Philbin -- P-H-I-L-B-I-N. I am a Major General and I am Commander of the New Jersey Air National Guard.

What I am showing here on the screen is the formal mission statement of the New Jersey Air National Guard. In essence, it describes the makeup of the Air National Guard in New Jersey, which comprises three major flying units, plus two small weather flights.

The first of our major units is the 108 Tactical Fighter Wing based at McGuire. In 1988, it was rated as the best Tactical Fighter Wing in the Air National Guard in the United States. Its unit evaluation inspection in 1988 was excellent, which is an unusual high rating even for a full-time, active duty unit, and they are currently in the midst of their operational readiness inspection. I expect that they will come through as they have in the past with flying colors.

The second unit at McGuire is the 170th Air Refueling Group. This is a group of aerial tankers -- KC-135 -- and it stands as an alert for the Strategic Air Command around the clock. Its training operations are worldwide, and it has had over 120,000 accident free flying hours, which is an unheard number in the Air Force. In 1988, it was rated as having been the most significant safety contributor in the entire Air National Guard. Its 1988 operational readiness inspection by the Strategic Air Command was excellent.

The third of the flying units is the 177th Fighter Interceptor Group based at Atlantic City International Airport, Pomona. This year, the 177th was the top international Guard Fighter Interceptor Group in the entire Air National Guard. In 1988, its unit evaluation inspection was rated as excellent, and also in 1988, it had an alert force return -- a return to alert evaluation which was considered to be outstanding. That was accomplished after major conversion from the F-106 aircraft to the F-16. This unit also stands air defense alert around the clock. The last intercept was on February 13, 1990. This is a photograph of that intercept just about due east of Atlantic City. This is a Russian Bear bomber on a reconnaissance mission out of Cuba. The last intercept before this was with the old F-106 aircraft approximately a year before. This is a real world mission. They do it every day in the week.

This slide shows our current strength by unit. The New Jersey Air National Guard, at the moment, is at 90.3% of full authorized strength. We consider 90% to be an alarm point. Both of our weather flights -- which you see on the right hand, which are very small units, but important units -- are now a problem, because they are below 90%.

This is the numerical breakdown of our unit strength showing officer and enlisted by unit. As you can see, we are now short 305 personnel. Now, that does not sound like a lot of people, but all of these people are highly trained in critical skills in great demand in the private sector. So we have to do everything we can not only to recruit these people -- highly qualified people -- but we have to do everything we can to retain them.

I might mention that as Congressman Saxton said, our problem with strength, both in the Army and the Air National Guard, is not unique to New Jersey. Anyplace where the economy is strong, we are now seeing strength problems with

personnel. Where the economy is somewhat weaker in the State, you have situations where they are at 100% strength or over and there is a waiting list, as is pointed out.

The next slide-- This slide shows the factors which we believe affect recruiting, but they also affect the retention of personnel. You can add to these particular factors the public impression that the threat from overseas has now diminished. That tends to weaken the motivation of our people, both to stay in the Air National Guard and to join the Air National Guard.

There is also a demographic problem that we have to deal with nationwide, and it affects New Jersey just like every other state. That basic problem is that the male military cohort -- as it is called by the statisticians -- the pool of young people coming into the 18-year-old group, which is the military pool from which we have to draw our people, has continued to diminish, and will probably not bottom out until 1992 or 1993. That dwindling source of personnel is contributing to the problem which we are discussing today.

In addition, we find that young people are having more difficulty in passing the tests for these highly skilled jobs which we have to fill. There is some problem with less physical capability -- less ability to pass the physical tests. They tend to be less motivated because of the culture in which we now live, and together these factors reduce that pool of available recruits, which itself is going down in numbers.

There is one possible bright spot on the horizon. As was mentioned, there is very likely going to be a drawdown of the active duty forces across-the-board -- Army, Navy, Air Force, Marine Corps, Coast Guard. Many of those people will have had a significant number of years invested in their active duty service, and they are all volunteers. They are not draftees. They joined the service because they wanted to.

Now, across the nation, the Army and the Air National Guard should benefit from that reduction on the active duty side of the house because many of these people will want to continue their military service in the Air National Guard. I would expect that New Jersey would benefit to a degree from that, but we cannot predict how much benefit we will realize, because it depends on how many of those people leaving active duty choose to settle in New Jersey. But I think on balance that it should help.

This is a listing of the Federal benefits which are available to members of the Army and the Air National Guard. It is pretty generous in many respects. For example, a Guardsman who does a two-day weekend tour of duty actually gets paid for four days. However, he or she does not get other benefits that an active duty person would get, such as per diem and housing allowances and the like. Commissary privileges for Guardsmen have recently been expanded and liberalized. But all of these things tend to be long-range benefits.

For example, the retirement. Younger personnel, the people from whom we are seeking to find recruits, do not tend to take the longer view. They usually focus on the short-term view, and the 20-year retirement sounds like forever down the pike, and they never really consider it. They are interested in immediate benefits. They really don't think as much about the future as older people do; things like future promotions, or perhaps they never think, "I could be a colonel; I could be a chief master sergeant; I could be a general." They live today, here and now.

Now, New Jersey has gone into recruiting and retention studies and initiatives to a great degree. We are trying everything we can think of to solve this problem, both on the front end of recruiting and the back end of retention. I have made VCR tapes for closed circuit showing to all of the units, to advise them of the problem; to tell them how we might

address the problem. I have written regulations on strength and retention, telling people the types of things we should be doing in order to keep our people in the service with us.

In essence, we are looking at outreach methodologies. We are trying to identify the problem for our own people and suggest to them ways in which they can help us to solve that problem. For example, we had, and still have, a Recruiting and Retention Task Force, which came up with a very, very good idea of trying to get private sector companies in New Jersey to commit to us that they will hire people who we can recruit and train, because that is a very disciplined work force. It is a drug-free work force. It is an AIDS-free work force. And we will take care of all of the training.

Now, if you can say to a young man or a young woman, "If you join the Guard, we will not only train you and put you into the Guard, but we will also get you a job with a private sector company," that would be very, very important to many young people.

So, we are doing everything we can think of, but we need more help. I have gone through the list of legislation pending before the Senate and the Assembly in New Jersey. I agree with everything there. Any, or all of those things would help us to recruit and retain people, but as has been pointed out a number of times this morning, there are other low-cost, no-cost items which might be considered.

For example, a no-cost item would be to take our outstanding enlisted men and women and invite them to functions in Trenton -- an inaugural parade, a reception at the Legislature, anything that would show these people that we recognize their dedicated hard work and that we appreciate it. These people are not total economic animals, but they do want to know that we appreciate what they are doing and what they recognize. These other things on here are other things that other states do. They are pretty low-cost items. For example,

hunting and fishing licenses. Not every Guardsman would utilize it, but they would like to know that it is available to them. The free license plates is a very common phenomenon throughout the states, and pretty economically deprived states provide those special license plates free to members of the Army and the Air National Guard.

The next slide? Is that it? (affirmative answer from person running machine)

ASSEMBLYMAN FOY: May we have the lights back on? (speaking to unidentified person)

MAJOR GENERAL PHILBIN: I would like to point out to you that we keep talking about Guardsmen working one weekend a month and two weeks out of the year. That is true for many junior people, but as these Guardsmen get more senior in their jobs, as they go up the NCO and the officer ranks, they really must spend more and more time doing their job than that nominal weekend and the two weeks a year. Much of that time is volunteer time, and it is unpaid. The only place that a Guardsman can take that time from, is from his family -- the quality time with his spouse and his kids. Now the least we can do to recompense those people for all of that extra time -- and I estimate that it could be, for commanders, as high as 20 hours a week -- is some form of recognition, any form of recognition that we can devise. All of the legislative things that I have seen on that list are a step in the right direction, but I think there are some other things that we could do at low-cost and no-cost, and I would urge you to consider all of those things.

I would be happy to answer any questions you might have.

ASSEMBLYMAN FOY: General, at the outset, let me thank you for what I view as an outstanding presentation. You focused directly on the problem and have suggested a number of potential solutions that the Committee may embrace, consistent

with our current budget shortfall situation. This is the type of input we need to move forward to address these issues, and I thank you for the obvious time you spent in the presentation with respect to this. If the ICC does as well, then the United States will be well served by efforts.

So, thank you. I don't have any questions, but if any members of the Committee-- (no response) Thank you very much, General.

ASSEMBLYMAN SCERNI: Mr. Chairman, just an observation: General, the 177th is housed in my district. It is obviously a unit that locally we are very familiar with and very proud of. To pick up on an observation that Assemblyman Mazur made a short while ago with regard to making the image a little more interesting, or exciting, I personally find that what the 177 does should be, in and of itself, extremely exciting to potential recruits.

Now, for the members of the Committee, I hope you picked up on what the General said. This is not an idle unit that is simply sitting there. This is a live interceptor group. I know that they scramble many, many times a year. The job that they are doing is very real. I think in our efforts we should convey that to potential persons who would be recruits and who have an interest in joining the Guard. When that message is conveyed that this is not an idle job, that it is real, it has a real purpose, that these are real aircraft with hot weapons on them, I think that, in and of itself, raises the point -- or makes the point that Assemblyman Mazur was alluding earlier.

I appreciate your being here. We are proud to have the 177th in our district.

MAJOR GENERAL PHILBIN: Thank you, sir. You are absolutely correct.

ASSEMBLYMAN FOY: Thank you, General. We appreciate it.

Before I call on the Adjutant General, General Morgano, I would like to take a moment to recognize Burlington County's own County Clerk and the Chairman of our Military Affairs Council, the Honorable Edward Kelly. Ed, please say hello to everybody. (Mr. Kelly complies from audience; comment indiscernible to transcriber)

The next speaker will be the Adjutant General for the State of New Jersey, General Vito Morgano.

BRIGADIER GENERAL MORGANO: Good morning, Mr. Chairman.

ASSEMBLYMAN FOY: Good morning, General.

BRIGADIER GENERAL MORGANO: I am Brigadier General Vito -- V-I-T O -- Morgano -- M-O-R-G-A-N-O. I am the Adjutant General Designee. I would just like to say good morning to the members of the Senate Senior Citizen and Veteran Affairs Committee and the Assembly Veterans and Military Affairs Committee. Welcome to the New Jersey National Guard High Technology Training Center.

Before proceeding, I think it is altogether fitting to take time to record the historical significance of your actions today. This joint hearing represents the first time a New Jersey legislative body has formed to hear from, and about the citizen-soldiers of our State. I think it's great. Ladies and gentlemen, on behalf of New Jersey's soldiers, and veterans, I want to thank you for your consideration and support.

As you will hear later, the members of the New Jersey National Guard are dedicated to the service of our State and our nation. For your information, the New Jersey National Guard, or militia, predates the establishment of both the State of New Jersey and the United States. Its roots date back to 1664, when the General Assembly of the New Jersey colony was granted self-government privileges by Governor Philip Carteret, the colony's first Governor.

The New Jersey National Guard has two military missions which provide the basic framework around which all

activities are carried out. The Federal mission is to provide trained units and qualified individuals available for active duty in time of war or emergency in support of U.S. defense plans, and at such times as the nation's active forces may require augmentation. The State mission is to provide units organized, equipped, and trained to protect life and property, and to preserve peace and order to public safety in support of civil authorities during times of calamity, natural disaster, or civil unrest. I might add that last year -- 1989 -- our units were called out 50 times in New Jersey for such disturbances -- not disturbances, but natural disasters which occurred.

The National Guard's unique strength comes from the fact that it remains a constitutionally derived State military force. If the National Guard did not exist as such, the State would be required to develop an alternative system with which to carry out its duty to New Jersey citizens in times of adversity.

Both the Federal government and the State of New Jersey have certain responsibilities to the National Guard based upon required missions and duties. These responsibilities are administered, supervised, and reviewed by the New Jersey Department of Military and Veterans' Affairs.

On the whole, the responsibilities of the Federal government to the National Guard include those items which support federally mandated activities. These responsibilities include: paying federally recognized personnel for participation in authorized training and duty; procuring and issuing uniforms, arms, equipment, and supplies; supervising training; and appropriating funds each year for the expense of providing ordnance, quartermaster stores, and equipment required to support a modern military force. Additionally, the Federal government is responsible for sharing with the respective state the expenses involved in the construction and

maintenance of training and storage facilities, armories, and installations. We both share in the costs, the State and the Federal government.

The State of New Jersey has the overall responsibility for the provision of units qualified for Federal recognition as determined by the Secretaries of the Army and Air Force. Additionally, the State appoints, promotes, transfers, assigns, and separates personnel of the Army and Air National Guard under its jurisdiction.

The State provides funding on an equitable basis with the Federal government for the construction and maintenance of training and storage facilities. In addition, the State must establish procedures to ensure the proper training of personnel assigned to the National Guard, as well as to account for and maintain all Federal property and funds.

The primary thrust of the New Jersey Department of Military and Veterans' Affairs' military mission is therefore directed at one overall goal -- readiness which enables the National Guard, upon the order of the Governor, to accomplish either State or Federal missions.

In keeping with its Federal and State missions, the achievements of the New Jersey Army National Guard over the past years have been noteworthy with respect to service to the State and to the nation:

During the past several years, elements of the New Jersey National Guard, or Guard units, have trained -- and a lot of people are not aware of this -- in such countries as Germany, Italy, Panama, Japan, Korea, and Holland, to name just a few, in keeping with the commitment that the National Guard must be prepared to mobilize, deploy, and operate anywhere in the world where and when U.S. military forces are required to carry out national policy.

The New Jersey National Guard considers its support of State missions of equal importance with its Federal missions

and the hallmark of the Guard's partnership with local communities. As I said before, on 50 occasions the New Jersey National Guard was called out last year. The welfare of hundreds of thousands of New Jersey citizens has been affected in many ways by the Guard's efforts during emergencies, as well as participation in community assistance projects which aided youth groups -- such as the Governor's Youth Program many years ago in the armories -- senior citizens, and the disadvantaged.

With me today to provide you with an understanding of the magnitude of the New Jersey Army National Guard and the Air National Guard, are Colonel Carmen Venticinque, New Jersey Army National Guard Chief of Staff, New Jersey State Area Command, and Colonel Preston Taylor -- soon to be General -- New Jersey Air National Guard, Deputy Adjutant General, Department of Military and Veterans' Affairs -- a designee, such as myself.

Before I turn it over to Colonel Venticinque, are there any questions from the Committee?

ASSEMBLYMAN FOY: Why don't we wait until you have completed your presentation, and then we will take the questions, General?

BRIGADIER GENERAL MORGANO: Okay, Assemblyman. Carmen, you're on.

C O L O N E L C A R M E N A . V E N T I C I N Q U E: Good morning, Mr. Chairman. During the next few minutes I will discuss some of the tangible and intangible benefits derived by the State of New Jersey, the members of the New Jersey National Guard, and their families through involvement with the National Guard. I will also briefly discuss where the Army National Guard is headed in the future with respect to strength and force structure. A copy of the slides that I will be showing are included in the packets that were given to you. I will also work around those areas that have been previously discussed. I think Congressman Saxton has a bug in my office, because he did a pretty good job this morning.

What is sometimes not evident to the citizens of New Jersey is the economic importance of the New Jersey National Guard to the State as a whole and to the communities in which the National Guard is located.

In support of National Guard activities, the Department operates and manages 42 armories, two air bases, two school houses -- the New Jersey Military Academy at Sea Girt and, of course, the building you are sitting in today, the High Technology Training Center at Fort Dix -- and several logistical support facilities. These facilities are currently located in 20 of our 21 counties, with Passaic County being the exception.

In order to administer its assigned National Guard programs, the New Jersey Department of Military and Veterans' Affairs normally functions with about 283 State employees in direct or indirect support, and 2283 Federal employees. These figures include both the Army and Air National Guard and constitute the full-time staffing of the Department and its subordinate activities throughout the State.

In Fiscal Year 1989, the existence of a National Guard force with more than 13,000 members brought \$153.9 million in Federal funds into the State through military pay and allowances, employee salaries, construction projects, and contracts with local vendors for supplies and services. A breakdown of the expenditures is depicted on the slide now being shown. As Congressman Saxton mentioned before, economic studies and models suggest that Federal dollars coming into New Jersey to support a Federal enterprise will turn over at least five times for the purpose of generating taxes each year. When you figure the economic formula, we believe that an average State Income Tax rate factor of 2.2% produced a conservative tax revenue to the State of \$16.9 million for Fiscal Year '89. To date, no calculation has been developed to determine the additional effect of sales and other taxes on the generation of the State Income Tax.

During Fiscal Year '89, the State of New Jersey invested \$9.4 million in the New Jersey National Guard. The return to the State was a professionally trained and equipped military organization composed of New Jersey citizen-soldiers located in communities throughout the State. When you consider that figure against the \$16.9 million in tax revenues generated from Federal funds, you can see that the rate of return to New Jersey for a \$9.4 million investment in Fiscal Year 1989 was 80%. Another computation tells us that for every State dollar expended to support the operations and management of National Guard installations, the Federal government provided \$16 in support of troops and units.

Even though the National Guard is not directly responsible for civilian education, its wide variety of required skills, both technical and managerial, coupled with stringent educational requirements tied to military promotion, has lead us to developing an in-house civilian education program which we call the "Program for Increased Education," or PIE. Working in conjunction with the education community, our program, over the past 10 years, has brought about the results you see on the slide now being shown:

- * Over 250 soldiers, many from our inner cities, receive GED diplomas each year through this program.

- * Over 50,000 college credits have been awarded to our soldiers.

- * Over 400 associate degrees and over 350 bachelor degrees have been awarded.

As an aside to this, you should be aware that over 3500 of our soldiers are currently enrolled under the G.I. Bill you heard about on a couple of occasions this morning, which pays them from \$35 to \$140 per month up to a \$5000 maximum over a 10-year period in pursuit of their four-year degree. This is a real success story from which everyone benefits -- the State, the National Guard, and the individual members of the Guard.

Part of our education package comes with the building you are sitting in right now. You have heard the statistics, and hopefully you will get a tour later, so I won't dwell on it.

In military education, Federal funds totaling \$3.1 million were expended in Fiscal Year 1989 allowing both officers and enlisted persons of the New Jersey National Guard to attend military service schools for professional development and leadership training. This training on the "open market" would have exceeded many millions of dollars. Another 500 members of the Guard attended in-house commissioned and noncommissioned officer military training programs at the New Jersey Military Academy in Sea Girt, New Jersey.

Through these educational programs, the New Jersey citizen-soldier became better trained and educated, and since many of the skills that we teach are adaptable to civilian job skills, the end result is having a more productive individual, better able to meet both his or her military and civilian job requirements.

Another indirect benefit to the State is the money we pay directly to members of the National Guard through their participation in the Selective Reserve Incentive Program. I have to stress here that all of this funding we are talking about is Federal funding. Our soldiers spend much of this money to obtain goods and/or services in the private sector and to pay off their educational loans.

Additionally, since we require our soldiers to be physically fit, meet weight standards, and to be AIDS and drug free, we feel that we offer a potential employer -- not only employers, but families -- a better person in terms of personal health and worth.

Another fact that is not highly known, is that in support of the Federal government's war on drugs, New Jersey, last year, was given \$1.5 million. Working in conjunction with the Drug Enforcement Administration, the State Attorney

General's Office, and the New Jersey State Police, our Guardsmen have been at the forefront of the war on drugs. We have a 35-man detachment working Port Newark and Port Elizabeth, who, as a matter of fact, last month, were involved in discovering \$165 million worth of heroin in a shipment coming into this country -- China White.

We are working with our aircraft, or Army aircraft in performing aerial surveillance of areas around New Jersey, and we have been part of teams which have discovered marijuana fields located in the State; a very successful program, and one that will be expanding as more Federal dollars become available for us to support the program.

One of the major responsibilities of the State and the New Jersey Department of Military and Veterans' Affairs is to attain and maintain the strength requirements of its military units which are an integral part of this nation's total force structure.

Unfortunately, since the end of the Vietnam War and the inception of the all volunteer Army, the New Jersey Army National Guard, more specifically the 50th Armored Division, has suffered a severe strength problem, which, if not resolved, could cause the loss of a major portion of the 50th Armored Division from the current structure of the New Jersey Army National Guard. The 50th Armored Division is one of the two armored divisions in the Army National Guard of the United States. It is a major combat element of the nation's total military force, and as such, it brings with it a great deal of favorable attention and prestige.

The current authorized strength of the Division is 12,727. It is short over 3400 soldiers, and is at 72.5% strength. Several key factors affect the ability of the New Jersey Army National Guard to recruit and retain people, and you have heard those from Congressman Saxton, from General Philbin, and from Ernest Sever, so I won't dwell on them. But the one area I would focus in on is demographics.

If you look at the demographics of New Jersey, we are losing our target population, and we will continue to lose it for the next 10 years; some 30% reduction in the 17- to 25-year-old male. We graduate fewer and fewer high school graduates every year in the State of New Jersey, and many of our college-bound students leave the State of New Jersey to go to college. More go out-of-state than come into the State. So, these demographic situations, plus the economic situations, do work against us.

Recently, due in part to the events unfolding daily in Eastern Europe and the attempts at the national level to balance the Federal budget, the Department of Defense has put forth a proposal to reduce the strength of both the active and reserve components by some 270,000 authorizations between now and Fiscal Year 1994. These force reductions include the inactivation of one brigade of the 50th Armored Division in New Jersey and one brigade of the 42nd Infantry Division in New York. These inactivations would facilitate the planned consolidation of the 42nd Infantry Division, the 50th Armored Division, and the 26th Infantry Division into one heavy division, sometime in Fiscal Year 1992-93.

In response to this proposal, we are studying a plan which would eliminate 4300 personnel spaces from the 50th Armored Division during Fiscal Year 1990-91. We feel, based on the long-term recruiting and retention problems faced by the New Jersey Army National Guard, that the elimination of these spaces would give us the opportunity to correct the longstanding problem of recruiting and retention by bringing the authorized strength of the New Jersey Army National Guard to a supportable level. And if you look at the slide now being shown, you will see what our current strength is, and in reducing our numbers by 4300, where that would put us. That is an approximate figure because there were some factors thrown in there that are sort of elusive, at this point.

We feel that our response to the Department of the Army/National Guard Bureau Force Structure Proposal will have minimal adverse impact to present members of the Army Guard. The spaces that we would be giving up, you must remember, are now vacant because of all the shortages which currently exist. We are now at only 73% strength in the 50th Armored Division. As this reduction will offset a long-existing shortage of equipment, storage, and office space, our proposed implementing plan will retain units at all of our facilities. Thus, no armories are scheduled for closure at this time. As a result, there would be sufficient trained and ready Guard units remaining throughout New Jersey to respond to our State mission of providing support to our citizens in times of natural disaster or civil disturbance.

Furthermore, what is more important, is that the remaining units in the 50th Armored Division will benefit by an increase in readiness, due to the increased strength from the accession of trained troops from the deactivated units. This increased readiness will be of critical importance in future years by placing us in the best posture possible to argue our position in the face of additional force structure cuts being contemplated for New Jersey in Fiscal Years 1992 and 1993.

That concludes my comments.

C O L O N E L P R E S T O N M. T A Y L O R: Good morning. I am Colonel Preston M. Taylor -- T-A-Y-L-O-R -- the Deputy Adjutant General Designee. I am going to provide you with some additional information on the Air National Guard.

The Air National Guard consists of more than 1000 units spread over 50 states and Puerto Rico. These units make up over 25% of our country's air power, yet cost only 3% of the U.S. Air Force budget. The Air National Guard by itself would rank as the fifth largest air force in the world.

The Air National Guard is responsible for 9% of the nation's fighter/interceptor force. Units such as New Jersey's

177th Fighter Interceptor Group defend a major portion of the skies over the United States and Puerto Rico, and 25% of the U.S. Tactical Fighter Force such as our 108th Tactical Fighter Wing and 19% of our tanker force such as the 170th Air Refueling Group belong to the Guard. In addition, New Jersey's weather, medical, communications, civil engineering, and other units are among the 244 specialized mission support units in the Air Guard. The Air Guard, by all measures, is more combat ready now than at any other time in its history. We have proven again and again that we can perform as full partners in the "total force."

The Air National Guard traces its history to the 1st Aero Company of New York organized in 1915. Soon after that, in 1917, the 141st Aero Squadron, the forerunner of the New Jersey Air National Guard's 141st Tactical Fighter Squadron, was founded and departed for France to fight in World War I. In 1942, the 141st was reactivated to fight in World War II. New Jersey Air Guard units have been activated during every major military crisis, including the Korean Conflict, the Berlin Crisis, and the Pueblo Crisis. Only one other state -- New York -- has seen its units participate in more national emergencies than ours.

May I have the Organizatinonal Chart, the next slide, please? (speaking to unidentified person running slides) This depicts that our Governor, Jim Florio, is our Commander in Chief. Over there, General Morgano, is our Adjutant General Designee, and Major General Ed Philbin is the Commander of the New Jersey Air National Guard, who you met earlier. Those are the units below which are part of the New Jersey Air National Guard.

Next slide, please. The 108 Tactical Fighter Wing is the home of the 141st Tactical Fighter Squadron which flies the F-4 Phantom aircraft. Total strength is approximately 1000 people, which includes four squadrons, mission support,

consolidated aircraft maintenance, resource management, and civil engineering, plus four subordinate flights. The mission of the 108, like most Guard units, is twofold: During peacetime, the unit trains to be combat ready in the event of a national disaster. It also stands ready to assist the Governor in case of a disaster. Upon Federal activation, the Wing would become part of the 9th Air Force for deployment to a forward operating area.

Next slide, please. The 144th Fighter Squadron is equipped with 20 F-4E Phantom II fighter aircraft. Conversion to a new mission aircraft, the F-16 C/B Fighting Falcon is scheduled for late 1990. The combat role of the Wing is air-to-air and air-to-ground tactics in support of allied infantry and armor forces.

As mentioned before, the 177th Fighter Interceptor Group is located at the Atlantic City International Airport, which is operated by the Federal Aviation Administration. It is the home of the 119 Fighter Interceptor Group, also known as the "Jersey Devils," which flies the F-16 Fighting Falcon. The unit traces its history to the 119th Aero Squadron founded in 1917. The 177th was activated during World War II, the Berlin Crisis, the Pueblo Incident, and almost half its members received orders for Southeast Asia.

The 177th is part of NORAD -- the North American Air Defense Command. In this role they have a full-time, real-world mission of "air sovereignty," or detecting, identifying, and escorting any unknown aircraft that penetrates our airspace. As you can see from this slide, the 177th's primary area of responsibility extends from Long Island down to Virginia.

In this real-world mission, the 177th is tasked with the ability to launch two of its F-16 Fighting Falcons within five minutes -- any hour of the day, any day of the year. For this, two crews are kept on alert around the clock and two aircraft are kept in shelters ready to roll.

Here is a picture of an F-16 intercepting a Russian Bear. As was mentioned earlier, this has been happening over the years. Very few of our citizens today know that the Russians have deliberately penetrated our airspace from time to time, and we launch our aircraft, we often meet them, and we escort them out of our airspace.

Next slide, please. The 170th Air Refueling Group is located at McGuire Air Force Base. It is the home of the 150th Air Refueling Squadron which flies the KC 135 Stratotanker. The newest of the New Jersey Air Guard units, the 170th gained Federal recognition in March 1956. It has flown the C-119, C-121, the C-123, the C-7 aircraft, and now the KC-135 for the Military Airlift Command, the Tactical Air Command, and the Strategic Air Command. The 170th has never been mobilized, but in that event it would likely remain at McGuire to perform its mission.

The 170th's approximately 900 full- and part-time Guardsmen provide an aircraft on alert at all times as part of their million, flights similar to what the 177th does down in Atlantic City. They train regularly with the 108th, the 170th, and many other units providing refueling support. This is a good snapshot of one of our heavy KC-135s refueling three of our airplanes from the 108th Tactical Fighter Wing, located at McGuire.

The 170th has deployed its aircraft to train with its counterparts at Moron (phonetic spelling) Air Force Base, Spain, Mildenhall Air Force Base in the United Kingdom, Anderson Air Force Base, Guam, and Hickham Air Force Base, Hawaii, among others.

An important contribution made by the New Jersey Air National Guard is that it brings millions of dollars of Federal money into our State. The total amount of Federal money allocated to the Air Guard in New Jersey is approximately \$63.3 million in Fiscal Year 1990, according to an estimate provided by the United States Property and Fiscal Officer. For every

dollar spent by the State on the Guard, the Federal government spends \$16 in New Jersey.

The New Jersey Air National Guard has diverse and important missions for the defense of our country. But the key ingredient to the success of our mission is people. The almost 3000 men and women who serve their country and State work in more than 100 career fields from cooks to cops and mechanics to missile loaders. They train to do their job in the Guard, and at the same time learn valuable skills which help them in their civilian careers.

Thanks to their outstanding work, the New Jersey Air National Guard is one of the most recognized and decorated of all state Air Guard units. The 108th was recently awarded the Spaatz Trophy, as General Philbin mentioned, as the outstanding Guard Fighter Unit in the United States. The 170th recently the William Spruance Safety Award for making the most significant contribution to safety in the Air National Guard with more than 120,000 hours of accident free flying. The 177th was nominated for the Hughes Trophy by the Air National Guard for the best Fighter Interceptor Group in the Air Force.

In summary, the New Jersey Air National Guard units and their current strength are: Headquarters and two weather flights currently authorized a total of 67 personnel and manned at 82%; the 108th Tactical Fighter Wing is currently authorized 1128 and is manned at 89.9%; the 170th Air Refueling Group is currently authorized 905 and is manned at 90%; and the 177th Fighter Interceptor Group is currently authorized 989, and is manned at 91.5%. In total, the New Jersey Air National Guard is manned at 90.1% of authorized strength.

This concludes my briefing. Thank you.

ASSEMBLYMAN FOY: Thank you, Colonel. I appreciate the nature and the extent of the information you have provided us. I have a couple of comments, and I have some questions. I am sure other members of the Committee will have some questions also.

At the outset, let me say that I recognize fully that, to a large degree, the retention and recruitment problems are something that all of you have inherited. But by the same token, I recognize that these problems are not something that happened overnight, nor am I willing to unduly place emphasis on the fact that there are external factors which have caused these problems. There are internal -- within New Jersey factors that need to be addressed. Dwelling on the past and on whatever lack of leadership that may have occurred is counterproductive, in my opinion. We need to start from this day forward, under new leadership, in my opinion, to ensure that that leadership is exhibited and that we take heed of the advice of the civilian aide to the Secretary of the Army that this be hands-on leadership; that is, out in the trenches, so to speak, with the troops, and instill the kinds of confidence and pride necessary to resolve what I view to be a significant problem in the National Guard at present, and that is poor morale. That is the first thing, in my opinion, that must be corrected if we are going to get our troop strength up and maintain it during the course of your stewardship.

In my opinion, it is your watch now, and what happens on your watch is what you will be held accountable for. Further, it is my view that this issue must be one that transcends political party lines. That is why you see Republicans and Democrats here today; that the issues of ensuring New Jersey's National Guard again become number one in the nation are issues that transcend all of the political folderol. That is why you see a Joint Senate and Assembly Committee meeting. And it is a historic first, because it is our determination to send a very clear message to the people of the State of New Jersey, that we want our Guard back, and we want it back as number one in the country. I think you share those goals with me and the members of this Joint Committee, and with Governor Florio.

To that end, I want to offer a couple of suggestions and a couple of observations. One, I think that you are doing what you have to do, as far as the immediate steps are concerned. You have no choice but to deal with the Pentagon in the context of 4300 slots that are vacant. You are not going to be able to fill them overnight. We would be kidding ourselves to say to the Pentagon that we are going to wave a magic wand. I have one potential solution, but I don't think Governor Florio is going to buy it: If we say that if you belong to the National Guard you have an automatic right to have an assault rifle, we would have 89,000 members, and we would have no problem with respect to recruitment or retention. (laughter)

Seriously, though, that is not likely to happen. So we've got to take some steps and have you part of a long-range plan that I know you have signed onto and embraced. You are dealing with the immediate problem as best you can in terms of negotiating with the Pentagon, and I subscribe to that approach. I think it is sound and makes good sense. You can then move from there. Nobody is going to get mad at us if we over-recruit in the future, because we can always apply to increase our levels. Am I correct?

BRIGADIER GENERAL MORGANO: That's right.

COLONEL VENTICINQUE: Yes, sir.

ASSEMBLYMAN FOY: And that is a sound approach. I would offer you this thought in terms of recruitment in relationship to education. I think, General, that you should speak to the Governor about the possibility of establishing an Inter-Cabinet Task Force on this with the Chancellor of Higher Education, when we get our new Chancellor, and the Commissioner of the Department of Education, because much of the recruitment efforts need to be directed towards our schools and our colleges, and getting the message out early in an acceptable fashion to our students in the State of New Jersey.

I think that high level recognition on the Governor's part at your behest would be something that he would welcome, and would begin to send that clarion message to the people of the State that we are working for the same things.

In addition, I think -- and I will accept part of the blame as a legislator -- that the Legislature is woefully unaware of the importance of the National Guard -- the Air and Army National Guard -- to the State of New Jersey from an economic standpoint, from a defense standpoint, and from a good citizenship standpoint. I think we would welcome -- I will at least speak for the Democratic caucus and speak for Florio and for the Assembly, for Speaker Doria in the Assembly -- the kind of briefing presented by you and by General Philbin and your staffs today being presented to the entire Legislature. I don't know if they have ever had that. We spend enough time wasting hot air in Trenton in our caucuses on such mundane things as what fish to name for the State on a given day, and maybe we ought to give some thought to something as important as the National Guard to our State.

I think seriously, again, that the leadership of both houses would welcome the opportunity to have you present a 15- or 20-minute briefing like this, as part of the overall effort to raise the consciousness of the elected public and policy makers in the State about the importance of the National Guard.

Those are just a couple of observations on my part. At the end of today's hearing, I will provide you with a statement as to what bills will be on the next Committee agenda. I think you will be pleased about those, as will be the members of the Committee.

Senator Paterniti?

SENATOR PATERNITI: I just join you in your statement. I think what you have said makes a lot of sense. You have the full cooperation of the Senate in whatever efforts we have to make in order to make sure we can fulfill the

obligations of this State to have a full contingency of National Guardsmen.

ASSEMBLYMAN FOY: Thank you. Senator Connors?

SENATOR CONNORS: I have to agree with you wholeheartedly, Mr. Chairman. It would seem that this position we are in now is an untenable position. We've got to bring back our Guard and Reserves. In addition to that, I think your suggestion of informing the entire Legislature of something that they really don't know-- I learned an awful lot here this morning, and you can count on my 100% support. I think the educational bills -- and I have to agree with this point -- are very important, and are going to be a key to rebuilding.

I have to agree that it is not going to happen overnight. It is going to take-- It took some time for us to get into this position, and it is going to take some time for us to rebuild our strength. But I think we've got to get on the road, and we've got to bite the bullet and do that. So, you can count on my complete support.

ASSEMBLYMAN FOY: Thank you. Vice Chairman Scerni?

ASSEMBLYMAN SCERNI: Thank you. Colonel, I indicated earlier when General Philbin was testifying, my affection for the 177th, so I won't repeat that. But we are very proud of that unit in our area.

COLONEL TAYLOR: Thank you.

ASSEMBLYMAN SCERNI: Let me raise a couple of practical questions, just so I have an understanding of what is going to happen. We are going to lose approximately 4300 slots. Am I correct in that?

BRIGADIER GENERAL MORGANO: From the National Guard Bureau, the initial indication was between 3500 and 4300 slots. That has not been determined at 100% yet. We are still waiting for word. It looks like we are going to lose some slots. But let me just get to the positive end of that and explain a couple of things and tell you why it is something that is a positive thing.

To answer your question, Assemblyman Foy, with the new leadership in the National Guard, I coming in as the Assistant Division Commander with a background as an Army officer and infantry battalion commander -- and I ran a discom unit for four years, ran all aspects of an armored division-- I am a hands-on commander. I was trained under General Grain to be a hands-on commander. Okay?

I have been at Fort Dix for the last two weekends, and I plan to be at Fort Dix every weekend with the entire staff, to go out and support the troops and let the troops know where we are coming from, because it is a whole different ball game. Okay? That is the type of leadership that I will provide, and that is the type of leadership that the people on my staff will provide, whether they be in the Department of Military and Veterans' Affairs or out in the field as my field commanders.

I have to address the 4300 people. One of the most serious problems that we have had in the last five years in the National Guard has been that we had one priority, and that was recruiting. That is all we have done for five years -- recruit. We recruit, we recruit, we recruit. We recruit 2300-2500 people a year, and we lose 3000 people going out the back door. People don't want to be company commanders in the National Guard because they come to the National Guard to go to Fort Dix and fire their weapons and train to be soldiers, not to be recruiters and salesmen. Okay? So this is one of the problems.

We bring a new company commander in, and he says, "I don't want to be a company commander. I don't want to spend three weekends of a month going out recruiting at shopping centers and everything else." It is the same thing with some of our first sergeants and battalion commanders, who are taking a unit that is a combat unit -- one of two armored divisions in a Reserve component -- to teach people how to train to fight to go to war. And all we have done for five years is recruit.

Now, the reason for this is because we have been trying to fill slots, or if we lose some of these slots -- okay? -- and we take the people who are in the two brigades now and take the best of the leadership from the two brigades to put it into one brigade -- okay? -- and we take our brigade and now go at 93% or 95% and we have one mission and the new mission for the 50th Armored Division -- which I have already put out is to train, to train our people-- Once our people start going to Fort Dix and going to Fort Drum or Fort Hood, or wherever they may go, and they go there and train, we are not going to have a recruiting problem; we are not going to have a retention problem, because people are now doing what they want to do. Okay?

This is it. And I will tell you the same thing I told General Thompson, who is First Army Commander, the same thing I told the National Guard Bureau: If in two years, or three years, I can't have the finest brigade and the finest division in the Reserve component of the United States Army, we don't deserve to have it. Okay? And I will guarantee you that we will have the finest division.

I was down at Fort Dix last weekend, and I interviewed three high school students who were out at their first drill at Fort Dix. They are high school seniors getting ready to go to their eight-week basic training. They had their uniforms on; they had BDUs on; they had their caps on. They didn't even know what a general officer was, or what he should do, or if they should stand up and talk to him. All I know is that they are having a hell of a time out there loading ammunition on the tanks, and they thought this was the greatest thing they ever did.

I told a company commander -- a company which was a 120% company at that time down at Pitman -- "When these kids get back to school on Monday morning, they are going to bring in three friends, because they had a good time. They were not

sitting in the armory." Okay? And that was General Crain's policy: "If I come to your armory and find a person there who has been in the unit two months and he doesn't have a uniform, you're in trouble, Company Commander."

So that is going to be the attitude in the National Guard. As far as the education is concerned, we have so much talent in the National Guard because of the type of people we have-- We have attorneys, we have schoolteachers. We have a couple of superintendents of schools -- Bob Byrne, who is a superintendent of schools up in North Jersey. We have a battalion commander, Ron Chiste, who is a superintendent of schools. We formed our own Educational Committee, chaired by Colonel Byrne. They met at the High Tech Center here and came up with a list of things. By Bob Byrne and some of our other people writing to school superintendents, we are now gaining entrance into the schools because they are talking to their own peers.

We have had sessions with our recruiters to train them how to go into the schools and talk to their own peers. So we have started this now. The Guard is working at it. We have an Educational Committee that is functioning well. You know, if you would come down to some of these meetings, you would be impressed.

As far as the legislative trips-- You're right. I was in the State House three times last week. We have some 30- and 35-year-olds, and 28-year-old brilliant people in the State House who have never been in the service. We have to sell ourselves to those people. In the past, we have had legislative trips to Fort Drum; we have had them to all of these different posts. Assemblywoman Cooper has been on a couple; Assemblyman Mazur has been on many. But every time we have a legislative trip, we get two or three legislators, and we get about 30 people-- I don't know where they come from, whether they are secretaries or just people who come along. We

have to bring our legislators to see what is going on in the Guard, and to see how important it is to obtain your backing. We will do our part; hopefully we will be able to get the Legislature to do its part.

I've got to tell you something: In talking to Governor Florio -- who is going to be very active, and is going to be involved in some of these legislative trips -- you are going to find that we are going to get more legislators on these trips. I think that will be a great thing for the Guard, because they do represent the people who are out there.

So, you can have my assurance that the Army Guard and the Air Guard will function and will make this State proud of what we have, believe me.

ASSEMBLYMAN FOY: I am glad to hear that; excellent. Anybody else?

ASSEMBLYMAN SCERNI: I would like to finish up.

ASSEMBLYMAN FOY: Okay.

ASSEMBLYMAN SCERNI: General, I applaud your approach. I am a former Captain in the Army Reserve, and I know from the weekends I spent that our people are always happiest when they are doing what they are there to do. If the Guard has sort of gotten directed into the recruiting business rather than the defense business, if you are prepared to redirect them, I think you are definitely on the right track, and I applaud you for that reason.

With regard to the potential reorganization, though, I just have a couple of other questions: The slots that would be reduced would basically be reduced in the 50th Armored Division. Is that correct?

BRIGADIER GENERAL MORGANO: Not necessarily. They are talking about reducing 10,000 slots in the Northeast, so there would be some slots-- They're talking maybe 3500 now, and I think, what, about 4000 from New York and Massachusetts?

COLONEL VENTICINQUE: I think he is talking just for New Jersey.

BRIGADIER GENERAL MORGANO: Well, New Jersey, right. The 50th Armored Division-- The troop command would not lose any slots, or the Air National Guard.

ASSEMBLYMAN SCERNI: And then we would have a reorganization where the 50th Armored would be united with two infantry divisions to form a heavy division?

BRIGADIER GENERAL MORGANO: No, no. We are an armored division now. If they keep the 50th Armored Division as an armored division-- Right now, the 50th Armored Division has a brigade -- one entire brigade in Texas. We have two brigades in New Jersey. If they are talking about a tristate brigade, what they are talking about is one brigade in one state -- maybe New York -- one brigade in Massachusetts, one brigade in New Jersey with the Division headquarters, keeping the flag in New Jersey. That would be a tristate brigade. It would not be a reorganization; it would be more or less a reallocation of where the slots would go. The Division would still function as the 50th Armored Division.

ASSEMBLYMAN SCERNI: Okay, fine. Thank you.

ASSEMBLYMAN MAZUR: Then they would eliminate the 42nd Division and the 26th?

BRIGADIER GENERAL MORGANO: There is a possibility that one of the divisions would be eliminated. Right now my feeling is-- Or, two of the divisions. There are only two armored divisions in the entire Reserve component -- one in Texas, one in New Jersey. I really feel that they should keep the two armored divisions in the Reserve component, and not change the type of division, which is possible. The Department of the Army could say, "This is now an infantry division, or a mechanized infantry division.

We have not gotten any word on that yet, Assemblyman Mazur. We are hoping, and we are pushing to keep it as an

armored division. I plan to go to Washington next week to talk about this.

ASSEMBLYMAN MAZUR: Well, your enthusiasm is very encouraging.

BRIGADIER GENERAL MORGANO: Thank you.

ASSEMBLYMAN FOY: Assemblywoman Cooper?

ASSEMBLYWOMAN COOPER: Yes. Did Major Kakascik show up?

BRIGADIER GENERAL MORGANO: Yes.

ASSEMBLYWOMAN COOPER: Well, you know, you have not let a woman speak.

BRIGADIER GENERAL MORGANO: What's that?

ASSEMBLYWOMAN COOPER: A woman has not addressed this assemblage yet.

ASSEMBLYMAN FOY: Unless I miss my guess, what are you? (laughter)

ASSEMBLYWOMAN COOPER: I mean from over there, Mr. Chairman and members of the Committee. (referring to witness table)

ASSEMBLYMAN FOY: You were late because you were lost. The reason a woman hasn't spoken yet is because I didn't put these names in order. I announced at the beginning that that task -- which I knew would cause problems like this -- was designated to Colonel Lowe, so you take that up with him after the hearing.

ASSEMBLYWOMAN COOPER: All right. May I speak now, please? (no response)

I would like to, of course, compliment you. I feel, this being my fifth year on this Committee -- four as Vice Chair -- that the trips that you made possible to Tyndall Air Force Base and Fort Drum, are why I am so supportive of the National Guard, will never vote against any budgets, and commend you on all of your work.

However, I have other comments: I feel that not enough effort and energy have been expended for women who serve in the National Guard, as evidenced by Joan (referring to Major Joan Kakascik), when she speaks. That is number one. Number two--

BRIGADIER GENERAL MORGANO: Assemblywoman Cooper, it is through my efforts that Joan Kakascik is the President of the National Guard Association of New Jersey, and Joan will verify that.

ASSEMBLYWOMAN COOPER: Very well. Then we are on the same wavelength. But one of the aspects of National Guard life that I have found in my travels and in addressing organizations, is the impact of Vietnam -- the Vietnam War on young people. All right? Between the movies and their fathers' experiences, or their uncles', it is not very, very positive. Now, as a legislator trying to get funding, or appropriations for our veterans' hospitals, and having them vetoed in the last budget-- I think that was one of the most horrible blows extended to our military.

My own husband died of Alzheimer's disease. The three military installations have all asked for a \$100,000 appropriation to develop and expand their Alzheimer's units, and that was denied. Of course, we have reentered it.

The words "willful misconduct" for those Vietnam veterans who are suffering from alcoholism-- I wrote to Washington and got a bureaucratic reply that I can't believe came out of Washington, but it did. There are historical factors now that are impacting us in the '90s, and this is what an organized PR campaign, your new leadership, and our two Committees must overcome if we expect to build the kind of a National Guard that you want for the year 2000 and on. A lot has to be done.

ASSEMBLYMAN FOY: Thank you, Assemblywoman. Thank you, General, and your staff. We appreciate it.

I am going to take one more General, and then we are going to start with the civilians. That will include both male and female civilians, in deference to the request from my good colleague and friend. General Schneider -- Brigadier General Richard S. Schneider, Headquarters, 50th Armored Division.

B R I G. G E N E R A L R I C H A R D S. S C H N E I D E R:
Good morning, Chairman Foy and Committee members. I am Richard S. Schneider -- S-C-H-N-E-I-D-E-R, Brigadier General, Assistant Division Commander, 50th Armored Division.

Having this public hearing today, particularly on this issue of recruitment and retention in the New Jersey Army National Guard and the Air Guard, quite obviously is unprecedented. Colonel Lowe and I attended a committee hearing about two or three years ago where this was supposed to be one of the issues. Needless to say, very little was done, and I commend you for this action.

Congressman Saxton hit on education; Judge Sever focused on it; and I totally support it and endorse it. My career in the Army National Guard kind of parallels my civilian career. I was an educator for 29 years before I came on full-time in the Army Guard, so I am familiar with some of the educational concerns that our Guardsmen have. We do, I assure you, want to feel part of New Jersey.

The civilian educational requirements placed upon our Guardsmen are increasing every year. Twenty years ago, you would not have seen the requirement for an officer to have a bachelor's degree; enlisted personnel, a minimum high school education -- high school graduates; projected associate degrees to our top-ranking NCOs -- first sergeants and sergeant majors. Compounded with that, the military educational requirements placed upon these very same people who are civilians are also increasing. So, education has a high focus both at the Department of the Army level and at the National Guard Bureau. Why should we be any different here in New

Jersey, since we are part of the total force and part of the National Guard of the entire United States?

To look into relating these requirements I just mentioned two recruiting and retention issues affecting the 50th Armored Division, an Educational Committee, as General Morgano has indicated, was formed in the latter part of 1989 for the purpose of just assessing the educational initiatives and making recommendations for the improvement of the strength picture, or posture, throughout the Army Guard of New Jersey. This committee submitted an initial report to then the Adjutant General -- General Gerard. I read this report, and I share many of these views. Congressman Saxton and Judge Sever focused in on it also. And General Morgano mentioned this Educational Committee, chaired by Colonel Bob Byrne, a Brigade Commander and a Superintendent of Schools in the Paramus area.

The composition of that committee: Guardsmen, female and male; officers and NCOs who are educators; teachers, administrators, guidance counselors and, in some cases, there were boards of education members on that committee. So you had a good input. In addition to that, we have some full-time people here in the New Jersey Army National Guard who were on that committee -- Captain Pattingarth (phonetic spelling), the education officer; the recruiting and retention manager.

This committee focused on three educational areas: high schools, vocational schools, and the two-year community college, not on the four-year college, which everybody seems to think is the focal point in the Guard -- not Trenton State, not Montclair, not Rutgers, not Princeton. The one thing we found was what the chances were of the people who go to these schools of maintaining a residence in New Jersey. They tend to leave. Quite a number of students go out-of-state.

Well, we focused in on the two-year community college, and for a reason. I'll ask this question: What is the envisionment of the New Jersey Army National Guard three, five,

ten years from now? I have heard General Morgano speak, and totally endorse it. It is right on the money. We are looking for a quality force, and how do we get a quality force? Definitely, education.

This committee's assessment found that overall, we are unsatisfactory in getting into the high schools. We need a closer relationship with the Department of Education, as was pointed out. Chairman Foy, you indicated that that is the direction that we should be heading: a closer relationship with that Department; a closer relationship with the Department of Higher Education, particularly with the community colleges.

I want to emphasize the fact about the community colleges. We have about 19 of them in almost every county, and we have an armory in 20 of the 21 counties, so there is a natural relationship working with the county superintendents of schools. Our recruiting and management office has been making contact -- personal contact. We have had seminars with county superintendents; seminars with New Jersey vocational educators' groups. They have worked very well. The exposure is the most important thing, so we have to start, and it is not going to happen overnight, as Senator Connors mentioned. It is not going to happen overnight, but it is a start.

It has been indicated that we need effective inroads in the community colleges -- very fertile resources for recruiting; very fertile. In most cases, these are working class youngsters who need financial help. They are, in fact, working their way through the community colleges for that associate degree. Many of them are grandchildren of veterans, and many of them are children of Guards currently in our membership -- on our rolls. In my estimation, tuition assistance -- some kind of tuition assistance -- would go a long way for the Guard, for the State, and for the communities. I look at it as a force multiplier. It just simply adds -- is an additional asset to the 50th Armored

Division, to the New Jersey Army National Guard as a whole, to the State of New Jersey, and to the communities.

These people will stay -- as students, will stay in the State of New Jersey. They will be productive taxpayers in the State of New Jersey and, as a result, they will benefit the State of New Jersey Army National Guard and the 50th Armored Division.

In the vocational area, the needs that the 50th Armored Division has -- the technical expertise that we need, the skills we need -- are very consistent with what the vocational schools have to offer, and we are continuing to build on the contact with the Vocational Educators Association.

I would like to offer to meet with any member of the Committee or any of the aides. I happen to live in a district where Assemblyman Patero, who is on this Committee, resides. His aide is a former member of the 50th Armored Division, and many times we have sat down and discussed the 50th Armored Division, recruiting and retention, and other issues. I would like to discuss any ideas, any concepts, recommendations and, quite obviously, some solutions, so that all of us can benefit.

Senator Connors, I think, hit it on the nose: It is going to take time. To put this into perspective, I will just leave you with the question, because I have been mulling it in my mind for the last several months, and beyond that for the last five years: How does one envision the New Jersey Army National Guard in three, four, five years, with all the factors thrown in, as General Morgano mentioned, and with our restructuring? We are going through a reorganization in our table of equipment and organization. The low recruiting and retention-- Put all of that into a package, and we have a golden opportunity to start almost brand-new and look at what the Guard will be in about four or five years down the road.

The Department of the Army is surely looking at how the National Guard, across-the-board, is going to fit into the total force structure in the year 2000 and beyond.

ASSEMBLYMAN FOY: Thank you very much, General, for those informative thoughts and suggestions, which we are going to take up in the context of what we hope to be able to do to resolve the situation, with a particular focus on education. That is one thing we are going to embrace.

Do any members of the Committee have any questions? (no response) All right, thank you very much.

We have taken a long time today, and I know that the mind can only absorb that the posterior can endure, but we are going to move along because we still have quite a few speakers. What I propose to do is take a number of non military speakers -- some civilians -- and see how that goes. At some point in time, we will break, because there is the availability of a lunch. Then we will come back. We have a tour planned, but what I think we are going to do-- The testimony we are obtaining today is so important, that I will beg the indulgence of the authorities here at this facility and indicate that we will do the tour some other time. I have had people who have come a long distance, and I want to get through the testimony.

If any members of the Committee, because of their personal business schedules, have to excuse themselves, I will understand that. I will be here until the last speaker has been heard; so will the people from the State who are recording the testimony, so that your remarks will be heard, and will be included in a transcript.

Let me call John Adler, a former Cherry Hill City Councilman.

J O H N H. A D L E R: For the sake of brevity, I am going to excerpt my remarks. I have a prepared text, but I will cut it a little bit short.

First of all, let me tell you that I am very proud to be here. I am a civilian, although my father served very proudly in the United States Army and, in fact, his tombstone reflects his participation in the Korean Conflict.

In December of 1988, the Commission on Base Realignment and Closure announced the reduction of Fort Dix to semiactive status. The Army Corps of Engineers has estimated that 3840 jobs -- civilian and military -- will leave Fort Dix as a result of the base reduction, costing our area approximately \$85 million each year.

Mayor Dave Davis of Pemberton Township has publicly stated that his township has already begun to experience adverse economic consequences from the anticipated base cutbacks.

Pemberton Township School Board Member Washington Georgia -- who is here this morning -- has testified to the Army Corps of Engineers that his school board committed to a \$16.8 million addition to High School No. 2 in Pemberton in reliance upon continued student population -- and therefore continued moneys -- coming from the base.

Your Committees have chosen to meet here in recognition of the economic and social damage Fort Dix cutbacks will have on Pemberton Township, Pemberton Borough, New Hanover, North Hanover, Plumsted, Wrightstown, and surrounding communities. Now we face the additional loss of approximately \$95 million per year, if our National Guard allocation is reduced.

As previous witnesses have testified, the National Guard provides 54% of our combat capability at 5% of the cost. The National Guard is the most cost-effective military component of our defense arsenal. The National Guard employs the same high standards of combat training employed by the regular Army. The Guard boasts a high percentage of reenlistment after the initial six-year enlistment, and the National Guard is critical, just vital, during natural disasters such as floods, hurricanes, and snowstorms.

The Department of Defense proposes to cut 3500 National Guard slots now, and another 3500 slots by 1994. In

fact, New Jersey may also lose its 50th Armored Division headquarters.

You have heard intelligent and thoughtful proposals today from some people, and I would like to lend my voice to those suggestions. Your Committees can help to save New Jersey's National Guard by advocating: recruitment bonuses for enlistees, and it is my understanding that this has never been tried before; State advertising for the National Guard; and public relations concerning the benefits to the State of an active National Guard.

In fact, it was interesting to hear Assemblywoman Cooper talk about public relations. I recall when I was in high school, my high school sports team came up to Pemberton and we played soccer on the Fort Dix base. About 4:45 the sun was starting to set, and they struck the colors, as they do every day here. Everyone on the base stood at attention. I looked around, and the other players were standing at attention. I had my hand over my own heart. I suggest to you that that is where public relations is an important component, not just on TV. What the Assemblywoman was actually talking about was bringing students here and teaching them early on that this is an important component in America -- the important component of patriotism.

The Committees can also help the Fort Dix situation by advocating: assistance to displaced families; tax credits for affected businesses; and coordination with Pentagon officials and base commanders to assist surrounding communities which are going to feel these base cutback effects. I would suggest that you also advocate in Washington an amendment of California Congressman Matsue's base closing assistance plan to extend that plan to include base reductions.

Ladies and gentlemen, an effective National Guard is good for New Jersey. We need your Committees' help to keep our National Guard here, and to keep our regional economy strong.

Thank you. I will entertain any questions, if you have any.

ASSEMBLYMAN FOY: Thank you, John. Are there any questions from the members of the Committee? (no response) Thank you, and thank you for being so patient.

Now, the moment you have waited for, Assemblywoman Cooper. Joan, your advocate on the Committee today is Assemblywoman Cooper. She was assigned that duty as her punishment for being late this morning.

MAJOR JOAN KAKASCIK: Well, I appreciate your listening to my remarks. Good afternoon.

ASSEMBLYMAN FOY: Spell your name, please, for the hearing reporter.

MAJOR KAKASCIK: My name is Joan Kakascik -- J-O-A-N K-A-K-A-S-C-I-K. I am here in two capacities: First, as President of the National Guard Association of New Jersey, and second, as the Chair of the Task Force on Women in the National Guard in New Jersey.

I want to address, first of all, some of the concerns that the Guard Association has in support of the recruiting and retention program for the National Guard. As an Association, we are the professional organization that acts as advocates for the Guard in our State. We fully support General Morgano's plans to retain a viable National Guard and 50th Armored Division in New Jersey. Over the years, we have supported the National Guard in very fundamental ways -- in money ways. I have listed a couple of things on the briefing notes that I prepared for you.

We are the Association that provides the \$13,000 for 13 scholarships in our State. We provided funds for Project Patriot II, which is monetary prizes for those people who have recruited the largest number of individuals over the past year. We have a program of special financial assistance for those members in need, enlisted or officer. Of course, the payback system is kind of a snort-term loan at no interest.

We also have an awards program and, frankly, I have just had another brilliant idea to not only honor the people who are outstanding Guardsmen and women -- officer and enlisted personnel -- but I will make sure that our legislators get copies of which people have been selected. I am sure you will want to know.

So, these are some of the things that the Association has been doing to support the retention of Guardsmen and women. We are very, very eager to pursue the legislative aspects. We are working at a grass roots level and, frankly, we are learning by doing. The Association has not been as active as it desired to be in the past. Those things have changed, maybe because -- well, definitely in response to the pressure of losing the 50th Armored Division, which we couldn't tolerate.

So, as a grass roots organization -- and I am sure you have gotten some of our letters already from the Association, and I know from many of our Guardsmen-- One recent effort we had along this line was to bring to the public's attention the National Guard. It is my understanding that President Bush is announcing National Guard History Week, which is to be April 16 to 20. I know that a proposal has been placed before Governor Florio for a similar proclamation in our State.

ASSEMBLYMAN FOY: Let me stop you right there. Those are the kinds of things that we need to know about. I think that in terms of the kinds of publicity we can do, if you will get the details to the staff Aide, I will sponsor, along with all members of the Committee -- and I am sure Senator Paterniti and Senator Connors will sponsor it in the Senate-- We will get through a couple of resolutions, and perhaps we can arrange to have you come down, and if General Morgano's schedule permits he could come to the Legislature, and we could honor that event that President Bush is going to be involved in with our own resolutions and get some publicity with respect to that. So, thank you for that suggestion.

MAJOR KAKASCIK: Yes, we will have the information for you. I have it in my briefcase.

However, the Association members who I got a chance to call -- remember, this is a short reaction time -- will be contacting freeholders and county executives to prepare a similar resolution. I wanted this at the county level because it is so critical that the counties recognize how many people are in the Guard and how much money it brings into the counties. Also, I have asked members to write to their mayors. I have taken care of Bergen County and my town, and other members in this room are writing for all of the units in the State. So, that is one initiative.

We have a couple of other things, too, that are coming along. This applies to Assemblywoman Cooper's interest in women in the Guard. I will switch to that and speak from the Task Force which I chair, rather than as Association President, although as President I am interested in all of this.

Under the Adjutant General and the 50th Armored Division Commander, several women -- officers and NCOs -- were appointed to a Task Force which meets regularly at the 50th Armored Division to discuss just these issues of recruiting and retention of women. We are very concerned about workplace 2000. When we look at the literature, the workplace numbers shrink. However, women in minorities become more prominent in the workplace. This is what we are looking at; how to attract women and minorities to the National Guard.

I think there are several ways to do this, because what you have heard in the past from others is the thing I will be telling you: Women and minorities -- I will speak for women right now -- will be interested in education and training. They want opportunities. Why don't they join? I mean, I have loved it for years. Why don't they join? The one thing I know I can come up with is, they do not see themselves in these roles. I think we need publicity that highlights -- that

shows a picture of a woman in the uniform. I was discouraged about a recent National Guard Bureau poster, a beautiful one, which shows the tradition of the Guard and all the uniforms. But the invisible patriot wasn't there. There was no woman. I wrote a letter for her.

I have talked in the past with the recruiting office here, and they are very responsive to including women -- making videotapes of women in the Guard and developing publicity.

ASSEMBLYMAN FOY: Well, on that point, just think of the recruitment capability we would have to be able to utilize somebody like Judge Paulette Sapp-Peterson, who is a black woman, who is a Superior Court Judge. I mean, what a role model in terms of kids in high school or middle school thinking about things, to see the kinds of attainments someone could have, and to see a judge in an officer's uniform in the National Guard. I mean, that is the kind of thing we are talking about, and not enough of it has been done.

MAJOR KAKASCIK: And we need the enlisted women in these pictures, too, because we need the younger women. I mean, that doesn't mean that Paulette is older than me either, but we need the younger women -- this is kind of the thing that we are talking about -- so they can identify very closely. I think we have some excellent opportunities for women in nontraditional work skills, and I would particularly draw attention to the signal battalion, which has some great equipment to work with. Frankly, we can have just as much fun working out in the field whether we are in finance or in the quartermaster. The women want to be out there. Now, virtually they are not trying because they do not see themselves-- I think we can address that with the opportunities in publicity.

The other reasons they don't join, I think, have to do with the combat exclusion policies of the Army. Now, that is an issue that is really to be addressed at the national level.

However, there is one recommendation that I want to make to you, and that is the recommendation that you consider appointing a member from the National Guard or the Reserve, a women, to DACOWITS -- the Defense Advisory Committee on Women in the Services. We are very fortunate in this State to have the Chairwoman, Meredith Neizer, the 1990 Chairwoman of DACOWITS. I spoke with her maybe a month ago. She knew very little about the Guard, but was very willing to learn. I got the list of who belongs to DACOWITS, and there isn't anyone who has National Guard or Reserve experience.

ASSEMBLYMAN FOY: Who makes that appointment?

MAJOR KAKASCIK: I don't know; I don't know. I have tried to find out.

ASSEMBLYMAN FOY: We will have staff look into that.

MAJOR KAKASCIK: But I think we need representation at the national level. I think that would help to bring forward women Guard's issues, which are sometimes different from the active component issues. I think women stay in the Guard -- and this is very important for you to know -- because for one thing, they get equal pay for equal work. It may seem like that battle has been won, but it certainly hasn't. But in the Guard, we get equal pay for equal work.

We get equal opportunity for training. Now, I know there are some glitches in the system, but I also know the Guardswomen in the system, so I know that for most of them they have had that--

ASSEMBLYMAN FOY: Not too many shrinking violets, I would suspect.

MAJOR KAKASCIK: Not very many. They get the big training. They go for it; they want it. They are well utilized. We have had excellent commanders, like General Morgano, and many others right in this room, who have been very supportive of Guardswomen. We have had some crumby Guardswomen, too, but we have also had some crumby Guardsmen.

However, I would say that for the most part, they are dedicated women who find this a challenge. This is a marvelous career, and I think there are plenty of opportunities. We need the publicity and the attention to support that.

Are there any questions?

ASSEMBLYMAN FOY: I have none. Thank you very much. We appreciate your thoughts and comments, and will take them to heart.

I will call up two people at this time, since they are with the same entity: Robert J. Moore, Superintendent of the Pemberton School District, and Washington Georgia, School Board Member.

R O B E R T J. M O O R E: I would say "Good morning," except that it is now afternoon. So, good afternoon.

ASSEMBLYMAN FOY: Good afternoon.

MR. MOORE: Mr. Chairman, I am Robert J. Moore, Superintendent of Schools of Pemberton Township. That is M-O-O-R-E.

Before I begin my formal remarks, we -- for Senator Paterniti -- are beginning this year at Pemberton Township a Junior ROTC program. We have had some difficult times with space, but now I believe we can get it underway. Secondly, General Morgano mentioned Lieutenant Colonel Chiste. He was my Assistant Superintendent and was very, very active with the military. Unfortunately, he left. He is up in Spotswood. Good for him. He is Superintendent of Schools there now, but Ron has been very, very active with his activities. The principal of our high school, Mr. Holmes -- Bob Holmes -- is a retired military man. We are very active in having the Guard come to our schools. I enjoy crawling around on top of one of their tanks. I was with the 11th Airborne Division years ago as a tank commander -- the old M-48 tank -- but I am surprised at how different they are today. So I have rather enjoyed that.

We encourage, and have strongly encouraged the Guard, and all of the services for that matter, to come to our schools for recruitment purposes.

My formal remarks really have to do with the Impact Aid we receive from Fort Dix, and the effect these changes at Fort Dix are having in the Pemberton Township schools. Impact Aid was a program begun by the Federal government 40 years ago to reimburse schools for their costs of educating the military dependents. I would like to emphasize that we have never considered Impact Aid an entitlement program. Rather, we considered it a payment for services, because we provide the services for the children primarily living on Fort Dix.

Since 1980, the government has not fully funded Impact Aid. Indeed, this past year, it has been capped at the 1987 levels, and we, indeed, had a reduction this year of over \$600,000 from the aid we received last year. The amount of Impact Aid per pupil this past year was \$2031 per pupil; the cost in Pemberton Township was \$4457. Now, the State does, indeed, make up approximately 84% of the difference, but the local residents of Pemberton Township make up the difference in the 16%, so in effect the local residents of Pemberton Township are, to some degree, subsidizing the military \$200 or \$300 per pupil, for which they get no reimbursement whatsoever. When you consider that we have 1800 children who live on the base, that comes to a very, very substantial amount of money.

The Federal government has not kept up with its commitments to us. This past year, as I say, we are receiving \$3,600,000. The previous year we received \$4,200,000.

Currently, 23.5% of our students live on Fort Dix. These are what we call the 3-A students. Then when one considers the number of uniformed personnel and civilian employees who live in Pemberton Township, the total Federal impaction to Pemberton Township is 42.1%. Now, when you add to that fact that we have working for our school system

approximately 1000 employees, including teachers, administrators, cooks, custodians, and bus drivers, any reduction, any turndown we have, is going to significantly impact on the number of employees we have in Pemberton Township.

Secondly, when you consider Pemberton Township -- the socioeconomic conditions at Pemberton Township -- we are-- I am sure Mr. Georgia will get off on some of this, but we are not a wealthy township in any respect, and the impact is going to be rather great.

ASSEMBLYMAN FOY: That is except for Mr. Georgia. I have been to his house, and he is doing all right.

MR. MOORE: Mr. Georgia is an exception. He is not the rule.

WASHINGTON GEORGIA: Really, please bring that out.

MR. MOORE: The Pemberton Township schools entered into an approximately \$16.8 million project -- a building program three years ago. We capitalized the interest, and it comes to approximately \$20 million. Now, we were told through our demographics and everything we did that Fort Dix would still be here; that there would be no change; and we could count on the same number of students. Therefore, we got into a building program predicated on the needs of our students. Basically -- and I don't want to get off on all of the details -- but when you have a comprehensive four-year high school, you want to upgrade your middle school program and at the same time you want to relieve the overcrowding you have in your elementary schools.

So, the township has committed itself to this building program, and has issued bonds. Now the township is committed to \$2 million a year for the next 20 years. Now, had we known that Fort Dix was going to have a turndown, obviously we would not have gotten into this building program, because we really would not have needed it. So, here we are now with \$2 million

a year for 20 years. This commitment, however, has not been kept, and Pemberton Township has a commitment to pay the \$2 million per year.

The Pemberton Township schools are committed to providing the finest education possible for its youth, including all the military children. However, if the military and civilian population continues to erode, coupled with the lack of total commitment from the Federal government, our programs will obviously suffer.

Now, having said that, that concludes-- I did give you a report on the number of children. I won't review that. I know that time is going by. But I would wholeheartedly endorse any activities toward recruitment with the Guard or tuition assistance. I just finished paying for my third child's tuition through college. I think perhaps, not only to encourage the youngsters, but I think you might encourage the parents to encourage the youngsters, if you had some sort of a tuition reimbursement or a plan to cover some of the costs.

Thank you very much.

ASSEMBLYMAN FOY: Thank you very much, Mr. Moore.

MR. GEORGIA: Washington Georgia. G-E-O-R-G-I-A is the last name. I tried to get my wife to let me name my daughter Atlanta Georgia, but she wouldn't go for it. (laughter)

I would like to start out by thanking you, Assemblyman Foy and all of the other persons in attendance today, for taking time out of your busy schedules to come and listen to part of the problems we have here in Pemberton Township. I might say, those problems will not just affect Pemberton Township, but will probably affect the entire State, as well as surrounding states such as New York, Pennsylvania, etc.

Assemblyman Foy, I might say that you are to be commended on the comment you made about the important areas that some of the commanders brought out so far as the need that exists for the services that the National Guard renders to this

State. It is quite often-- I know I served in the municipal government for quite some time, and you can sit there and sometimes overlook the most important things of life because there is no one there to bring those items before you.

I might say that if for no reason other than the reason that one of the commanders brought out about the first place positions that the one National Guard unit took throughout the United States of America. I believe that, in itself, would be one of the reasons why the Pentagon should give some serious consideration to making sure that the New Jersey National Guard continues to survive.

I might say that over the years, Pemberton Township has done practically everything possible to try and make good neighbors with the National Guard, with Fort Dix, and with McGuire. In doing so I might say that for years now, we have had our Zoning Board, as well as our township planners-- We drew up a special master plan taking into consideration all of the problems surrounding our base here, because we knew for years the importance of this base. When we zoned our farmlands that lead into the approach of the base flight pattern, we made sure that they were zoned low density housing, so that when the planes over the years might start coming in low, there would be fewer complaints going into the base, or fewer complaints going into the Pentagon about low-flying aircraft.

When housing was needed for the low- and moderate-income service personnel, such as the corporals, etc., and privates-- At that time, the military did not have a special setup for wives, etc. who wanted to come and be with their husbands. We set up a special unit right there in Pemberton Township and made sure that it was very close to the base. In fact, it was zoned the Brownswoods Apartment, which is right near Deborah Hospital. It was zoned and built and was allowed to be built especially because of the needs that exist for the New Jersey National Guard, as well as Fort Dix and McGuire.

We have done practically everything in the book to make sure that we are good neighbors. I might also say -- and I don't want to be repititious because the hour is really -- the time has been quite lengthy here-- One of the things that is really hurting us now is the school we built. We built a \$20 million school, just in order to house the needs of Fort Dix. It is for sure we didn't need it for Pemberton Township. It clearly speaks for itself.

Now you are asking us to take care of the amount that it is going to cost us -- roughly \$2 million a year -- for the building of this school. This is not the America that I know. The America that I know, when we fought Japan, when we fought in Korea, when we fought in Vietnam, we went over there and redeveloped those countries, and I mean we made their living conditions far better than what we have here in the United States of America. It is very clear that over the last few years, the educational system is far better than what we have here in the United States of America now. But still, you are going to make us do all of these things, and turn your backs on an urban type community that is suffering because of the things that we did to make it possible to have good working relationships between our governments.

I beg of you, please don't do this to us. We have a high population of senior citizens. We have a high population of persons with low and moderate incomes. The costs and the problems that this will cause for us here in Pemberton Township will stifle our area for years to come.

I want to make sure that I covered practically everything that wasn't covered. (witness takes time to review his notes)

ASSEMBLYMAN FOY: We hear you loud and clear. On the aspect of the Fort Dix situation, as well as the potential cutbacks at other Federal military installations in New Jersey, Assemblyman Neil Cohen from Union County and I are co-sponsors

of Assembly Joint Resolution No. 75, which creates a commission to study the impact of reductions of Federal military installations and to make recommendations. I am going to list that bill for the next Committee meeting, which will be held on April 5. We will consider that at that time. That will take into account the things you are talking about. Perhaps if the commission is expanded it could include public members, and we could have a representative from Pemberton Township serve on that commission.

MR. GEORGIA: Okay. There is just one closing comment that I would like to make, and I would certainly hope that the Pentagon would take this under serious consideration: Impact Aid is an item that was fully funded for years, up to 1980. Right now, it is costing us \$4457 to educate a student. The government is paying us \$2031 of those moneys. The balance is made up through State funding and local taxpayers. It is totally wrong to turn your backs and ask a struggling community such as Pemberton Township to pay approximately \$300 for educating students who will be sent here to Pemberton Township.

Somehow -- somehow -- someone misinterpreted our needs. We made a trip to Washington, and somehow the government felt that if they would continue to give us the same amount of students to keep us above our 20% factor, it would ease the pain of building the school. But that is not going to help us, because they came up with a new formula, and that formula was to bus people in from all over the State, from different areas, even as far away as Philadelphia, to give us a 20% factor so we could continue to collect from the government.

Well, that is not going to help us. It is going to end up costing us 300-and-some-odd dollars for each one of those persons. That is not what we are looking for. If you want to do that, we will graciously do it, and utilize the school if you are going to give us full funding. So, please, keep that in mind.

I close by thanking you for allowing me to make this speech.

SENATOR PATERNITI: Thank you very much. In the absence of Assemblyman Foy, do any of the members of this Committee have any questions? (no response) Thank you very much, sir.

MR. MOORE: Thank you.

MR. GEORGIA: Thank you.

SENATOR PATERNITI: The next party I would like to call on to testify would be Kenneth E. Phillips. Is Mr. Phillips here? (affirmative response from audience) Do you spell that P-H-I-L-L-I-P-S?

K E N N E T H E. P H I L L I P S: Right. Good day, ladies and gentlemen. I am a former Captain in the Army, and I am speaking as a public citizen and a former Captain in the National Guard. My heart has always been with the National Guard, and I am saddened about this reduction and the problem with recruitment.

However, I think there are two things which will aid in the recruitment: One is publicity, and the other is military presence. For instance, on military presence, most people, other than wives and girlfriends of the soldiers, and husbands of the women soldiers, don't know that the National Guard exists in a particular town. There seems to be very little activity in the armories anymore. About the only time you see people in uniform, other than when you might bump into them in a convoy down the road, or pass the armory when they are getting ready to go away, is on Memorial Day. I think there should be a presence established in the National Guard.

As General Philbin said, the New Jersey Air National Guard is working every day, seven days a week. I doubt that even 5% of the people in New Jersey know that. They should have flyovers, particularly in good weather, on holidays, in major cities, and appearances in all of the counties at one or another time during the course of a year.

I spoke to Assemblyman Foy Saturday about New Jersey greats -- celebrities -- being members of the National Guard. Senator Bradley and ex Governor Kean, for instance, and probably there are gentlemen in the Legislature who are former National Guardsmen, as well as being members right now. There should be arrangements made with public television, and also as a public service for the regular television networks for spot announcements, and for radio announcements.

I think use should be made of the printed media. I will give you my experience in the Army. Company C was then the 214th Infantry; now the 114th Infantry after World War II. As Assemblywoman Cooper stated, the impact of the Vietnam War has more or less left a sour taste in many mouths. General Philbin stated that as the last thing in the world, tension has lowered the motivation for joining. However, I think we still must appeal to patriotism -- that is not old-fashioned -- and public service, because the National Guard performs all kinds of public service, catastrophic aid, and is available for further services.

I think it would take a lot of letter writing. I think a section of either Headquarters DOD or the 50th Armored Division should establish a small unit for publicizing the Guard. It would be their full-time job, where articles in the printed media-- There would be a lot of letter writing; letter writing to every secondary school, both public and private in New Jersey; to all county colleges; to all established four-year colleges; to all labor unions; to all veterans' unions; to all fraternal organizations, requesting their assistance in publicizing recruitment in the National Guard, and not only that, but to follow up the maintenance of the National Guard. I think that would be very important to the State in so many respects.

My particular experience after World War II in forming the company in Burlington where I come from, where we had

similar situations as today-- I am sure the old National Guard-- We were called into service in September 1940. I got out in 1946. So, for roughly six years, the American public had seen a lot of uniforms; 20 million men in and out of the service during the course of the war. Needless to say, a lot of people were fed up already. I was approached and asked to form a local company, so I had to do a little thinking. I am a history buff, so I started preparing articles on the predecessor of the Guards -- the old volunteer regiments and the old colonial units that had fought in the Indian wars in New England and Virginia and in the French and Indian War and later on in other actions.

This was very well received by the public. I contacted people I knew -- not all of them friends, but some who served in the Marines and the Coast Guard and the Navy and the old Army Air Corps. I had difficulty because some of them held rank. I couldn't make everybody a sergeant. Most of them I was able to enlist and, by attrition, they eventually got their rank back. There was a matter there to be considered. Fifty states in the Union, with the National Guard in every state. I just heard of a young fellow who was a lieutenant in the Washington National Guard. He wanted to stay in the Guard and transfer to New Jersey, and he had to sign up as a private.

Now, I do think, and respectfully request the Adjutant General-- I assume that whenever a new recruiting program gets started, that each adjutant general of the 49 states could be requested to inform each unit within that particular state -- each National Guard unit -- that anyone transferring, moving, the family moves, they get a better job, or decide to go to school somewhere else, moving from any other state into New Jersey, would be given an easy way to transfer. The mechanics could be laid out in each state.

They should also transfer in rank, and be retained on a supplementary list where they would gradually be absorbed on

their job of rank. Certainly, a man who has been a sergeant in Iowa for two or three years, does not want to move to New Jersey and transfer as a buck private or a corporal.

From the educational standpoint, much should be made of that; also the fact that many, many of the Guardsmen are skilled in particular jobs and trades. I think they should meet with the Department of Higher Education for equivalency of credits. Certain jobs in certain National Guard units would qualify Private Joe Jones, Sergeant Joe Jones for free college credits, or more. That is not insurmountable. I recall reading a book years ago, Colonel Taylor's -- I think it was Turner, rather -- on equivalency, where military people were able to convert their military service into college credits and carry them.

Most everything else I have here (referring to his notes) is detailed--

ASSEMBLYMAN FOY: Mr. Phillips, I received your comments in writing. I am going to appoint you as an ex officio advisory to the Committee Chair. Since you live in my town and I know you, I am going to call upon your expertise and long involvement both as a decorated World War II hero, and the founder of Company C -- the organizer of that Company -- in Burlington, New Jersey. You are now a volunteer.

MR. PHILLIPS: A draftee, yeah.

ASSEMBLYMAN FOY: That's right, you have been drafted. Thank you very much for your testimony. We appreciate it.

MR. PHILLIPS: That is about all I have. Thank you, Assemblyman Foy.

ASSEMBLYMAN FOY: Thank you. Please stay for lunch.

The last witnesses we are going to call before we break for lunch -- and we have 15 we are going to take after lunch -- will be Colonel Harold Nutt and the New Jersey Committee for the Employers' Support of the Guard and Reserve.

I think that includes Burlington County Clerk, Ed Kelly. And Edward Hughes, my good friend and former constituent. How are you doing, Bud?

E D W A R D H U G H E S: (speaking from audience) Tommy, how are you?

ASSEMBLYMAN FOY: All right.

MR. HUGHES: It's good to see you..

ASSEMBLYMAN FOY: It's good to see you.

C O L O N E L H A R O L D W. N U T T: Mr. Chairman, Senators, Assemblymen, and Assemblywoman: It is indeed a privilege to appear before you as a very proud citizen from Titusville, New Jersey, as well as the Executive Director of the New Jersey Committee for the Employers' Support of the Guard and Reserve. Ladies and gentlemen, the New Jersey Committee for the Employers' Support of the Guard and Reserve is dedicated to supporting the Guardspersons and Reservists in our great State, and to resolving problems between the military and the employers, when appropriate, as well as highlighting to the business community the important role that the Guard and the Reserve play in the defense of our proud republic.

There are some 38,000 Guardspersons and Reservists in our great State, and we have a committee that is comprised of approximately 160 business folks throughout the length and breadth of our our great State dedicated to resolving problems; in essence to serve as ombudsmen for resolving problems between the employer and the employee, if you will.

We have a number of distinguished members of our committee to speak to this issue directly. First of all, I would like to call a former minister of the Methodist faith for some 22 years. We like to call him our "pure civilian," if you will, the very distinguished Reverend retired James H. Biggs, and now a Vice President with the National Westminster Bank. I also hasten to add, Assemblywoman, that we have a number of distinguished ladies who serve on our Committee. Mr. Biggs, sir?

J A M E S H. B I G G S: Thank you, Harold. Ladies and gentlemen, members of the Senate and the Assembly, friends, and Dolores: I represent that aspect of the Employers' Support of the Guard and Reserve Committee dealing with awards, or what we call the Awards Committee. Basically what we try to do is to help our men and women in the Guard and the Reserve to thank their employers for giving them the time to be of service to their nation and to appreciate the efforts they made in supporting these men and women in the Guard and the Reserve with both adequate time to meet their required service and, in some cases, through other methods with salary incentives, etc. to encourage them to be a part of the Guard and the Reserve. There is a three-level Awards Committee structure.

We have the Propatriot Award. We give one of these a year out in the State of New Jersey. We have the State Chairman's Award, and then the level which we ask every Guardsman and Reservist to participate in, which is what we call the "My Boss Is a Pro Award." It is a nomination which comes up from the ranks, from every member of the Guard and the Reserve, wherein they nominate specifically their employers, and we encourage them to give a reason why they are nominating their employers to be recipients of My Boss Is a Pro Award.

Those certificates, where possible, once awarded, and they come directly through the office in Washington, D.C. -- and they are a very nice certificate-- We try to encourage, on the local unit level, the awarding of that certificate to the employer, so he has an opportunity to see firsthand exactly what is happening on drill night; exactly what is occurring with their personnel in their practice of their Guard and Reserve activities.

We give out six State Chairman Awards a year whereby we use the My Boss Is a Pro Awards to glean all kinds of information. I just share one example with you of a State Chairman's Award which came by way of My Boss Is a Pro Award

from a young man down in Camden County, who wrote us in the initial nomination of his employer these words: "My employer not only sees to it that I have time, he makes sure that my car is serviced, that there is plenty of gas in the tank, and that I have adequate directions to where I am supposed to report for my training time. He encourages me every step of the way to be an active participant in the Guard and Reserve." We do our best to say to that type of an employer: "Thank you very much for giving your employee the opportunity to be of service." That is our job, and that is what we try to do with the business community. Through that, we try to make other businessmen aware of their contemporaries who are supporting Guard and Reserve activities throughout the State of New Jersey.

Thank you.

COLONEL NUTT: Sir, our next speaker will be the Chairman of our Public Affairs Committee. He is also the Director of External Affairs for New Jersey Bell Telephone, George Young. George?

G E O R G E Y O U N G: Good afternoon, Mr. Chairman, ladies and gentlemen. I am George Young -- Y-O-U-N-G. I am with New Jersey Bell. At one time in my life, in my younger years, I was a Guardsman, and then a serviceman after that, and then I returned to the Guard after I was discharged. Four years ago, I became Chairman of the Public Affairs Committee. I kind of think of my job as being in the area of education; to educate the people in our State as to the need for the Guard and the Reserve, and to center in particular on the employer. Somehow we all seem to think that the employers understand about the Guard and Reserve and the commitments that our soldiers have.

I would like to point out one thing: We work for a very large company, and we were the first to receive the Propatriot Award a few years ago. Our former President, Mr. Campanella, was a Guardsman himself.

But down the line, people sometimes don't understand. A gentleman called me who had 25 years in with the Guard and the Reserve. He was asked to go on active duty for six months to help where they were going to do some training in Texas this year. He had a letter from the commanding general, which he brought to his supervisor, who tore it up and threw it away. He said, "That is ridiculous. You belong here." So the gentleman came to me and, through our Personnel Department, we resolved it all, and we said, "You shall not be denied, if that is what you wish to do." And the fellow went on to do his duty working for the 50th Armored.

But the point of the story is, some people don't know, and we must further educate them. How are we going about this? Well, we do put out a paper called The Communicator. It goes to all of the members of our committee, and there are over 100 in varying positions. But we also do TV and radio. Our national committee is made up of very, very fine public service announcements. What we are trying to focus on is that you, as the employer, should say, "Yes, I am doing my duty letting the person go, but more so I am going to get a benefit." I think we are trying to overcome something that has been around for a long time: That is like the soldier goes to the woods, shoots the gun, he lives in a tent for a few days, has a couple of beers, and bango, he is back. That is not the story anymore. You know, fine engineering brains develop all this weaponry, and what we need today is the soldier who knows how to properly use it, unless it just goes to waste.

So, anything we can do to further the education-- I think that is the area I would like to close on. Anything you people can do that would help the top employers, plus the ones in the middle with maybe 100 or less employees, because when they lose someone for a period of time, it hurts-- But I think that if everyone understood, it would be different.

One final point: A person who became a member of our own committee, at one time would not hire a Guardsman or a Reservist because they had a small business of 25 to 30 people, and he said, "I couldn't afford to give the person a vacation, and then let him go on duty." But, again, it was only through education and understanding that they really thought they were saving some dollars.

I thank you for allowing me to be here. If there are any questions that any of you have, I would be very happy to attempt to answer them for you.

COLONEL NUTT: I would just like to pick up on what George Young has said relating to our bosses. I would like to extend an open invitation to each and every one of you to come and see us. I say so many times to our business colleagues, "Don't take Harold Nutt's word. Come and judge for yourselves." Last year, we took over 300 business folks to various places -- and I know Assemblyman Mazur and Assemblywoman Cooper have participated in this -- and they are really eye openers to the business community. As a matter of fact, when we have a problem with a given employer, we like to invite them to come on one of these boss lifts to turn them around. Invariably, we do just that. As a matter of fact, about a third of our committee members are a result of employers going on boss lifts.

Thank you very much, George.

To speak from the county level-- As I might have said, there are 21 county committees out there with three areas: North, Central, and South. With us today, someone who needs no introduction to you, is the very distinguished Clerk for and in the County of Burlington, as well as our Southern New Jersey Area Coordinator, Mr. Edward Kelly. Sir?

E D W A R D A. K E L L Y, JR.: Thank you, Colonel. In case you need an introduction, I am Edward Kelly, Burlington County Clerk, but I am also the Employers' Support Guard and

Reserve Southern Area Chairman. We divide the State into three areas with seven counties. I have the southern area down to beautiful Cape May County. I am also the military liaison, as Assemblyman Foy said, to Fort Dix, McGuire, and also the Mac Committee.

Now, I have heard most of the stuff going-- By the way, no salary. We do not get paid, any of us up here. We do not get paid for this Employers' Support group. But our particular job, I guess, is to put out the brush fires that take place down in the employers' offices with the Guardsmen. We neither represent the employer nor the Guardsmen. We are not taking sides either way. We are trying to get to the Guardsmen and keep them happy, and also keep the employers happy, but there are problems when a local police chief has three or four guys in the Guard, or women, and he has two or three of them off. He has a little town; he needs them. We try to go in and schedule -- reschedule the training, and things like that.

But again, your particular problem here today is to find out what is happening. I have heard it all this morning. I appreciate what you are doing by having this particular hearing. I think General Morgano-- This guy is on the right track. It seems to me, Mr. Foy, that you guys are, too. We should make the New Jersey National Guard number one in the United States. You know, let Pennsylvania keep the Flyers and the Sixers. Let's concentrate on our Guard and Reserve, because these guys do double duty.

In 1949, I joined the Army Reserve because I didn't want to get caught in case the Governor called me up. I don't remember who the Governor was then in '49, but I got caught anyway. I was activated with the Army Reserve in '61. But these men and women give a tremendous sacrifice to our State. We definitely need a National Guard in the State. We have been around now for 354 years, but again, we are going to try to

make it the best. But we have to come up with benefits that we can give to these men and women so they will stay in. I think General Morgano is going to increase morale, no question in my mind.

We have to have the State come in and give them some financial benefits; possibly drop the pension down to age 45 or 50, not wait until they are 60. Some of them don't make it to 60. Let's do some more for the families, for the children of these Guardsmen and Reservists, sending them on to college, and things of that nature. We have to have an inducement out there for a guy or a woman to join the Guard or Reserve. We just can't-- This patriotism thing is losing its stuff today. Morale in our country is just going down when it comes to the military.

The National Guard is a much needed operation in our State, and I ask you folks to listen to these people out here, listen to some of the enlisted men, not just us on this level here, and see what their particular problems are. The Employers' Support of the Guard and Reserve is a national defense organization. There is one in every state in the Union. We have people all throughout the State, businessmen and women, who make up this committee, who are volunteering their time and effort and money. We are now just turning around and asking you folks for some of your support.

I think that is about all I have to say. I realize the time element. I thank you again for coming out here and listening to us.

COLONEL NUTT: Sir, Ed Hughes, who is the head of Hughes Transportation here in Burlington County, and our County Chairman.

E D H U G H E S: I just want to bring a couple of brief points to mind: Being an employer and also a defense contractor in the County of Burlington, we have 78 people, two of whom are in the Air National Guard and/or Reservists. It

has been my experience that as you learn more about the Air National Guard and the Army National Guard and the Reservist, they simply become better employees because they are more secure employees for the people. They have roots, per se, in an area. They have an extra income if they need the additional income. They work harder because they want to try to prove to their employers that they are worthy of getting the time off. I think that by educating the employers and letting them know what is going on with the National Guard, we can, in turn, have a successful National Guard in the State of New Jersey.

ASSEMBLYMAN FOY: Thank you very much. I appreciate the testimony from this perspective. It raises a point that perhaps we have not addressed earlier: We intend to work on a package of incentives and enhancements for the individual prospective Guardsperson, or active Guardsperson. But perhaps we ought to be examining what we can do for employers in some fashion, in order to kind of make their reception of this concept a little more palatable.

So, I would appreciate hearing from you some suggestions about things we might do, not necessarily legislatively, but methods and means by which we might encourage employers to embrace this concept as well. One way that could work, but which is problematic to the extent that we have a major budget crisis, would be to afford certain forms of tax credits to employers; employers who allow employees time off, or provide paid time off, the difference between the Guard's salary and the regular salary. That is something we might want to look into.

Also, let's enlist Anton Campanella in a successful Guardsperson campaign. He is a fine guy. Let's put him in those commercials in a uniform with Bradley and Tom Kean and everybody else we are going to lean on to help us out that way.

At this point in time, if there are no questions, we are going to take a break until 1:30.

COLONEL NUTT: Sir, may I just briefly present General Louderback, our State Chairman?

ASSEMBLYMAN FOY: General, it is nice to see you.

COLONEL NUTT: General Louderback is a former banker and "Citizen of the Year" for Mercer County a number of years ago.

M A J O R G E N E R A L H O W A R D L O U D E R B A C K:
Thank you, Chairman Foy and Chairman Paterniti.

I am retired after 37 years, eight in the active Army and 29 in the Army Reserve. As a soldier, I want to tell you how much I appreciate and respect what you, as a Committee, are trying to do to help the Guard and the Reserve in New Jersey.

Being last, I can be very brief, and I will be. I just want to make four points as to why we need a strong Guard and Reserve in New Jersey. They have been made here before, but I would like to just put them into focus:

1) It supports our national defense posture in a very cost-effective manner.

2) It provides a positive and meaningful impact on the State's economy.

3) The Guard establishes a ready, well-trained, and available force to address certain emergencies in our State.

4) It provides a real opportunity for young people to learn leadership, organization, discipline, and how to assume responsibility, which can be successfully applied in their civilian careers.

I should also remind you that in addition to the Guard in New Jersey, there are 22,000 Reservists who have an impact on the economy and who do support our national defense posture.

Thank you very much for allowing me to be here.

ASSEMBLYMAN FOY: Thank you, General. I appreciate it. I didn't realize that you wanted to speak, or I would not have interrupted there.

At this time, Major Lowe, if you would just explain whatever lunch arrangements there are-- There are 15 speakers left. We will start with those at 1:30.

L T. C O L. W I L L I A M C. L O W E: (speaking from audience) First of all, I would like to take this opportunity to advise the Chairman, with no disrespect, that I am a Lieutenant Colonel.

ASSEMBLYMAN FOY: Oh, I'm sorry, I said "Major." Congratulations on your promotion.

UNIDENTIFIED MEMBER OF COMMITTEE: Did he buy you a drink or something?

ASSEMBLYMAN FOY: No, I didn't realize he was a Lieutenant Colonel.

LIEUTENANT COLONEL LOWE: Sir, if we could go on like this, they could vote me out of office, but we are doing all right.

We are going to have lunch directly across-- It is a buffet. It is provided by the Assembly Majority and -- I'm not sure what it is, but the Senate-- It is right straight across. Feel free to indulge yourselves, with the Committee going out at whatever time they would like.

ASSEMBLYMAN FOY: Okay. I don't know how many members of the Committee can stay. I would hope that you would be able to, but you are certainly excused if you can't. I would encourage the members of the Committee not to sit with your fellow legislators, but to sit with all of the other fine people who provided all of the fine input for us today. I think we can learn a great deal. We are recessed until 1:30.

(RECESS)

AFTER RECESS:

ASSEMBLYMAN FOY: I am going to try to move things along. Again, I apologize to those of you who have been waiting. We did not anticipate this downpouring of interest. I am pleased that it occurred that way. I would rather show up

to a full room, than to a room that is half empty. There are a couple of people who have expressed immediate time problems, and I am going to try to accommodate them, since they promised that they would be brief.

The first speaker will be Larry St. Laurent, State Commander of the Military Order of the Purple Heart.

S T A T E C O M M. E. L A R R Y S T. L A U R E N T:
Mr. Chairman, members of the Committee: I thank you for giving me this opportunity. I would like to make a brief statement.

I am State Commander of the Military Order of the Purple Heart. I am also the Director of the Veterans' Service Bureau for Ocean County. My last name is spelled S-T.-L-A-U-R-E-N-T.

There seems to be a credibility gap with the government, especially the Federal government, amongst the veterans. As I said, I attend a lot of meetings of veterans, especially the Vietnam Veterans of America. They have been promised so much. When I see films on recruitment, I see the benefits, which we call entitlements, from the Federal government. They seem not to be recognized anymore. People have forgotten this. Veterans come to my office every day, and they say, "When I served in the war, when I was shot at, I was promised medical care, health benefits, and all kinds of education stuff." Today there doesn't seem to be any money for the veterans.

So I just wish you would take this into consideration, if you have a chance to speak to our legislators in Washington. Maybe this is why people do not want to serve today, or join; because the government has no credibility.

Also, I was speaking to one of the recruiters for the National Guard. There will be a lot of enlisted men being rified from the military who had 14 or 15 years of service. Maybe they would be good candidates for the National Guard.

That is all I wanted to say. Let's remember what the Federal government promised the veterans of World War II, Korea, and Vietnam. They are not keeping their promises. They have the hospitals; they have the beds; but they do not have the employees to take care of the veterans who are in these hospitals. They should not be forgotten.

Thank you.

ASSEMBLYMAN FOY: Thank you very much, Commander.

Let me call on Major John Guarascio, who wants to speak as the parent of a National Guard member.

M A J O R J O H N G U A R A S C I O: Mr. Chairman and members: I am John Guarascio -- G-U-A-R-A-S-C-I-O. I am not speaking as the parent of a Guard member. I asked not to speak during the military portion because of the feelings I have. I speak as the parent of two children, one 16 and one eight. As a parent I see things that I think are beneficial for my children. The Guard environment is not only a disciplined environment; it is an educational environment -- it stresses education; it is a drug-free environment; it is an AIDS-free environment. It stresses the tenets of good citizenship.

I am also a parent who believes at this point that neither of his children will go into the military or into the Guard. I have a 16-year-old who is now mapping out his life. He is looking at colleges; he is looking at where he wants to be. He has told his father point-blank: "The demands they are going to put on me are too dear for what I am going to get back."

Now we talk a lot about the two weeks in the summer and one weekend a month. The Guard, for anyone who has been involved, is much more than that. The military education requirements fall in further than that. I look at myself. Every Tuesday night for three years I was involved in a course I had to take. Or, add midnights, which are on Wednesdays. That's two nights a week. There were residency courses that I

had to take in addition to the annual training, in lieu of family vacations.

Now, I have an eight-year-old at home. Last Saturday was the first Saturday in three months -- in three weeks that I was home with him. He said to me, he goes, "It would be nice to have two daddies." I said, "What do you mean?" He said, "One who had to go into the Army, and one who could help me with my homework." Now, I am not unique. What my family faces is faced by many, many other Guard families.

I hear a lot about asking for things that we should have. I submit to you that that time is gone; it has passed. What we need now, if this State is going to have a viable, trained, available Guard for its citizens-- It is at the point now where we must demand things that must be done, or we are not going to have a National Guard from the eight-year-olds some years from now.

As a parent, that is all I wanted to say, sir.

ASSEMBLYMAN FOY: Thank you very much. Well, let me ask you a question: What suggestions can you make to us, as a parent, in terms of the kinds of things that would be inducements for children to want to come into the Guard?

MAJOR GUARASCIO: I can give you an example: My next-door neighbor has a son who is two years older. He is already committed to go. He will go on April 1 to West Virginia to school. He found that it was less expensive to send his child to West Virginia, even at the out-of-state rate, than it would be to try to go to college in New Jersey.

Now, I know it usually happens if a child, or a young man or a young woman spends four years in another state getting an education, that is probably going to be where they are going to wind up settling. I mean, look at the insurance problems we are having; look at the cost of homes, the standard of living. If a child-- A child-- I can't call him a child anymore, he is taller than I am. If this young man, in two years, is given

an incentive, where he can go to a State college-- We are not asking for a handout. I am talking about seat availability and tuition assistance; not his room and board; not his books; something that says the State cares that you want to be a member of the New Jersey National Guard, and the State believes it is worth it. That incentive to keep him here, in-state, is extremely important.

I know that things like tax rebates are often brought up. Take it from the point of view of a teenager. That is the last thing on his mind. He is trying to figure out what the future is going to bring three or four years from now. That is what my son, and the sons of anyone on this Committee, is looking at. I believe that those are the types of incentives.

When we deal with veterans' affairs where I work full-time, we never call it a "benefit." We call it an "entitlement," because you have earned that right as a veteran. And I feel the same way about someone who is going to give up the time away from his or her family and take up the additional burdens that come along with being a National Guard member; that there are certain entitlements they should have, and they have been enumerated before -- what other states do -- little things, like license plate tags which say, "Hey, we are with the National Guard." We have that here for \$50. Other states say, "If you are willing to give us that time, maybe we should give you a license plate." I am not saying they want a license plate, but some recognition for what these people are going through. You know, these are our young people.

ASSEMBLYMAN FOY: Well, I think it goes to the concept that if we can create, as a result of a lot of the smaller benefits, combined with some kind of educational benefit, the belief that it is beneficial to join the Guard -- it is almost special to join the Guard -- that kind of belief has got to come back again. Nobody is going to join just because they don't have to pay for admission to a State park or for a hot

license waiver, but if there is a strip of benefits in place that give the individual recognition and provide some level of economic benefit that is meaningful, I think that combination is going to be helpful for both recruitment and retention.

Thank you very much.

MAJOR GUARASCIO: Thank you, sir.

ASSEMBLYMAN FOY: Colonel George T. Garrett, from the New Jersey National Guard.

C O L O N E L G E O R G E T. G A R R E T T: Ladies and gentlemen: My name is Colonel Garrett -- G-A-R-R-E-T-T. I am the Commander of the 2nd Brigade, 50th Armored Division out of Cherry Hill. Up until lunch, I had three of my four commanders with me, but two of them had to return to their civilian jobs, so--

ASSEMBLYMAN FOY: Which two had to go back, because I have a bunch of them?

COLONEL GARRETT: Colonel Nolan and Colonel Spivy.

ASSEMBLYMAN FOY: All right. Colonel Nolan spoke to me; Colonel Spivy lives down the street and I hear from him all the time, so-- (laughter)

COLONEL GARRETT: I hear from him, and he lives a long way away.

ASSEMBLYMAN FOY: I hear from him loud and clear.

COLONEL GARRETT: I appreciate the opportunity. We were talking at lunch. It is too bad this sort of thing wasn't done years ago. I know people have already said that.

Being this far down in the pecking order on the presentations here, there is not a whole lot I can say that hasn't been said, except to maybe affirm a couple of things.

ASSEMBLYMAN FOY: You are a troop commander, so I want to hear what it is like out in the streets.

COLONEL GARRETT: I will be glad to tell you, sir.
(indiscernible comment from Assemblywoman Cooper)

ASSEMBLYMAN FOY: Thank you, Dolores -- Assemblywoman. And you're going first next time. I've got my marching orders. If my wife gets the word that I made you wait, I'll get in trouble. Sorry, Colonel; go ahead.

COLONEL GARRETT: I think first of all we have to look at why people join the Guard. It has been brought out several times here today that with the economy of this State-- I have serious doubts that very many people join the Guard -- I am talking about young people now -- to make a few dollars. On my way here -- I live in the town of Freehold -- I passed the Great Adventure entranceway there and they have a big sign out, "Starting pay \$7 an hour." We don't pay that, and someone pointed out that they don't have to go through basic and AIT to get that seven bucks.

The point is, I think that most people would join -- the younger people now -- for the opportunity to experience something different. I still believe that some people believe that they should serve. They are looking for some kind of adventure, and many, many of them are looking for discipline. In fact, we have lost people who successfully went through their basic and AIT, and then came back and joined the unit and became ghosts. The reason -- when we tried to give them an exit interview -- was, they said they weren't getting what they wanted. They weren't talking money; they were talking discipline, good training, and things like that.

But that is our failing; that is the commanders' failing. I think General Morgano is taking the approach that training is a mission, and if we can't do that then I shouldn't be in my job, and anyone who has a commander's responsibility, or a senior NCO's responsibility, should become history in a hurry before we hurt ourselves worse.

Our people join to get things other than money. They really join to serve; serve their country and serve their State; and to have some adventure, and some camaraderie, just

to do something different, instead of just hanging around, in many cases.

A couple of quick examples, and this goes back -- I believe it was '76 -- to when we had the tall ships come in -- not '76, a few years ago. A lot of the Guardspeople were required to be available to support that from the domestic aspect in case there were any problems or any emergencies of any sort. We were worried about being able to get enough volunteers to do this. In fact, we had people showing up who we didn't even ask to come in, because they saw an opportunity to do something different and to serve.

Snow days: We talked earlier about the blizzard we had two years ago in March and the impact it had on the State. In many cases, the Guards' vehicles were the only ones that could get through to move emergency people like doctors and nurses, or whoever, to where they had to go. We were faced with a problem that weekend. We had too many people come to the armories. We couldn't support the people who were coming in to volunteer to do something, and they weren't coming in for money. They were coming in for the opportunity to serve.

I think that one of the bigger problems the State has today, and has had all along, is that they don't do anything-- It comes back down to recognizing a soldier. Money is certainly important. I don't think that throwing more money into the problem, in and of itself, is going to help. I do think educational benefits would be a big help.

There are other things we can do, not to throw money at them, but to give them the opportunity to believe they are serving. An awful lot of it comes down to the recognition of their commitment and of their service. I have been involved in my civilian job, or rather required in my civilian job to travel for a number of years. I go to the southern states. I came from the western states. I know what the Guard is to those people out there. It was brought up in earlier testimony

here today: If you are not in the Guard in a lot of those places, you are just not in. You are not in the community. We can't even use their armories on an off-drill situation for things like basketball or weight lifting or any other type of thing because we are worried about the liability. As a result, when a soldier goes home, the door gets locked, and except for some kind of an organized function that we call, it is very, very difficult to use these armories, where in many cases they could become focal points in the communities for the younger people. Obviously, it would cost a few dollars to keep them open, to maintain them, and to supervise them, but I do not think it would be so bad or such a detriment that we couldn't afford to do it, if we chose to do so.

If we go on and look at some of the behavioral scientists and what they study -- and I am required to do that for my job-- I am certainly not a behavioral scientist, but I spend a lot of time reading and studying on it. People expect things like job security, good leaders, good working conditions, and stuff like that. It is hard to define what a good working condition is, when some of these people think it is great and a good working condition when they are out here in the rain and snow playing around in a tank, and then they are going to have to sleep over when they are cold and wet. They want that. They expect the leadership; they expect the heavy training. They don't mind being pushed and being worked.

As long as they are having that, we can motivate them. Once again, that is the Guard side of the house today. You can't help us on that. We have to do that. Once they are with us they want the recognition; they want the achievement; they want the opportunity to grow.

So I would urge you to put your efforts into doing more to show the independent people in the National Guard that they are welcome; that they are respected; that they are noticed; and that we are glad that they are here.

That is about all I have to say. I have said a list of things. They have all come out today -- armories, fishing and hunting licenses, car registrations, tuition reimbursements. You know, I am way down the list right now. None of those things by themselves are going to do the job, but if we put a package together and focus on achievement, recognition, and opportunities, I think you will see a lot more young people interested in coming into the Guard.

ASSEMBLYMAN MAZUR: Achievement, recognition-- What was the last thing?

COLONEL GARRETT: Opportunities to grow, sir.

ASSEMBLYMAN MAZUR: Opportunities.

COLONEL GARRETT: That is personally, as well as professionally.

ASSEMBLYMAN MAZUR: From listening to you, I am really very impressed, because you make it sound like the National Guard is underemployed.

COLONEL GARRETT: In which way, sir?

ASSEMBLYMAN MAZUR: Well, that there isn't enough meaningful activity for the Guardsmen -- you know, self-fulfilling, military type activities, or community assistance activities.

COLONEL GARRETT: I am not talking military opportunities as much as opportunities to feel that they are a part of their communities; that they are welcome. And things have changed a lot over the years. When I first came off active duty in 1970, you didn't really want to be seen in your uniform. It was a very unpopular thing to be. Now people come up to you and talk to you about it. We are on the verge of being able to cut through this thing and bring people out again. But, we've got to do more.

For instance, we have seen the Governor on television, our previous Governor, talking about the tax rate and things like that. You never see anyone talking about the need for a strong State defense, or National Guard activity.

Another thing from an image aspect of the young soldier -- and I think many of the commanders in this room have witnessed this -- on several occasions our convoys have been stopped on the Parkway, or on the Turnpike while we cleared the tolls or, in some cases, because someone wasn't there to clear the tolls for us. Well, while we can understand that from a financial aspect that everything has to be paid for, imagine the image to a young soldier who has joined the Guard, who sees 50 or 60 trucks pulled over to the side while we are waiting on someone to count axles and pay for the tolls, when they think we are part of the State of New Jersey and we are traveling on a State road. Perceptionally they question their value.

ASSEMBLYMAN FOY: It is interesting because, quite frankly, I never thought about the fact that you all have to pay tolls just like anyone else.

COLONEL GARRETT: Ask your brother, sir. I served with him for a long time.

ASSEMBLYMAN FOY: That is certainly not a big thing economically. I mean, convoys run up and down the Turnpike, the Parkway, in the course of a year-- Can it amount to \$20,000 worth of tolls? I don't think so.

COLONEL GARRETT: Again, I am not talking the dollars or paying the dollars; I am talking about the image of people being pulled over to pay for the tolls.

ASSEMBLYMAN FOY: No, but it seems to me to be chicken feed from the standpoint -- and I cleaned that up, by the way -- of the State Treasury in relationship to what I think are clearly the effect of the psychological benefits of feeling somewhat privileged to the extent that you can at least go through the tolls in a military vehicle.

I mean, that is something we can talk to the Turnpike and the Parkway about. If staff will make a note of that, we will talk to the new Chairs about-- That is something we don't need a law to do. We might be able to do that by regulation.

We might be able to do it in terms of certain stickers or things like that at a reduced rate or something. We will look into that. That is a good suggestion, and so are the other suggestions, because I think you have placed a psychological overlay on the importance of having meaning to what it is that you do, or on whatever it is that you do. In this particular instance, we are trying to tell people that they are citizen soldiers, but we don't really offer to them what we should be offering them to make them feel like citizen soldiers. So that is an important part of it. I think to a particular degree, that is what I was alluding to when I talked about morale earlier, the need to feel the importance of the position.

Thank you.

ASSEMBLYMAN MAZUR: Excuse me, one other thing: I have heard some other complaints dealing with morale. I have heard that the morale is not particularly good.

COLONEL GARRETT: I don't particularly agree with that in general. It depends upon the unit, sir.

ASSEMBLYMAN MAZUR: Well, I have heard some complaints from Guardsmen about the number of full-time Guardspeople -- I guess they are Federal employees -- of similar rank. They felt they were of lesser personage because they were not full-time. They might both be sergeants of the same "E" rank, and yet the part-time person was not in the inner circle, so to speak.

COLONEL GARRETT: Within the National Guard, sir?

ASSEMBLYMAN MAZUR: Within the National Guard, yeah -- the 50th Armored Division.

COLONEL GARRETT: Sir, I have to tell you, I take difference with that. I don't agree with that in any way. I think we have a real good team. Some of them are Federal. Some are technicians. Some are what we call "in-day" -- traditional National Guardsmen or part-timers or whatever word we want to use. In many cases, unless someone tells you their status, you wouldn't know it. I am not going to tell you that

there have never been conflicts; there have. If anything, I think the full-timers get beat up worse than the part-timers, because they--

ASSEMBLYMAN MAZUR: Maybe the part-timers want to be full-timers, and that is what they were getting at.

COLONEL GARRETT: Well, that could be. But I personally don't think that that conflict is very widespread.

ASSEMBLYMAN MAZUR: I am very impressed with your testimony. I really think that perhaps there could be-- You know, we don't want to have disasters happen.

COLONEL GARRETT: We are very fortunate. We don't have them in this State.

ASSEMBLYMAN MAZUR: Right, but perhaps there are some other roles the National Guard could play in the State that would give the Guard itself -- the members of the Guard -- a greater sense of their self-importance, or self-significance. That is the word for it, self-significance.

COLONEL GARRETT: I think it is very critical, if you want success in this effort.

ASSEMBLYMAN FOY: Thank you, Colonel.

COLONEL GARRETT: Thank you, sir.

ASSEMBLYMAN FOY: Colonel Robert Preston.

C O L O N E L R O B E R T P R E S T O N: Good afternoon. I welcome the opportunity to speak before these Committees today. I am sorry that Assemblyman Scerni has left. I am the Troop Commander of Troop Command, Atlantic City, New Jersey, the other National Guard unit in Atlantic City.

Troop Command makes up the nondivisional units in the State of New Jersey not part of the 50th Armored Division, but nonetheless, being a career Guardsman my concerns are with the entire New Jersey National Guard -- Army and Air.

I am a 38-year resident of Burlington County, and a 30-plus year member of the New Jersey National Guard. I had six years of enlisted service and 24-plus in commissioned

service. Incidentally, I didn't get my commission with a box top and 50 cents. I got mine through the New Jersey Military Academy OCS Program. I am presently discussing my opinions about the New Jersey National Guard, and hopefully they are concurrent with our new Adjutant General's, or else you will probably never hear from me again.

But, as a commander, I am gravely concerned with the future of the New Jersey National Guard from two perspectives: First, from the perspective of being able to sustain the force by recruiting and retaining desirable men and women in our units, and second, from the perspective of the national plan to reduce force structure and close bases here and elsewhere.

I am sure you are aware -- and I can tell by virtue of all those who presented before me-- As Colonel Venticinque said, he thinks someone had a bug in his office, well, I think someone has a bug in my office, or else there is obviously a common understanding of the problems in the New Jersey National Guard by everybody who has presented today. But, there are two things that I think have a direct impact -- I don't think it, I know it -- on the strength of the National Guard: First, recruiting, that is the getting of the young men and women to enlist; and secondly, retention, and that is getting them to participate after they have enlisted.

Our recruiting efforts are affected by this declining pool of young men and women from which we can recruit and the availability of other things for these young men and women to do, that either pay more or are otherwise more rewarding, whether they are socially or economically more rewarding.

Retention is affected, in my opinion, by the lack of any enforceable penalty for not coming to required training. An individual signs a contract with enlistment, and after a period of time becomes disenchanted and doesn't come, and literally nothing happens. What New Jersey needs is a decisive edge in the recruiting arena. I heard today -- which I didn't

know before -- that some of our adjacent states have some incentives. Delaware and Pennsylvania were brought out this morning. But for the most part, we all have the same incentives to entice recruits. This goes the same for other Reserve components, whether it is Air Force Reserve or Navy Reserve or Army Reserve or Coast Guard Reserve. We all basically have the same incentive package for enlistment in the form of enlistment bonuses, educational assistance, pay rates, and so on.

However, the active component Reserve-- Correction, the Reserve components of the active services have significant more Federal dollars in the area of advertising. We see this on major network TV stations, especially those that broadcast sporting events. Now, there are some Federal dollars made available to New Jersey. However, they have limits and other caveats on them as to how we can spend them, and people from the recruiting staff can discuss that issue much better than I can.

But in recent years, very little has been budgeted by our State to recruit and retain soldiers and airmen in the Guard units, and your Committee should give consideration, as I heard Assemblywoman Cooper say this morning, to introducing an appropriations bill -- and I am not sure that \$80,000 is enough -- that would deal with the recruiting problems facing us today, not just for today, but for the future. The investment in the New Jersey National Guard by the State of New Jersey will benefit the State of New Jersey. We shouldn't look at it as a one-time problem, but as a continuation problem of keeping good men and women -- getting them in and keeping them in.

I realize that with the current and next fiscal year's critical budget crisis right on our doorstep now, that certainly additionally needed funds will be extremely difficult to come by, by any agency, let alone the New Jersey Department of Military and Veterans' Affairs. And we haven't even spoken

about some of the problems we have on the veterans' affairs side of the house to take care of our veterans' community.

Some of the bills that are being developed by these Committees -- your Committees -- will make some difference; that is if they can survive the legislative process and the Governor signs them into law. However, I am sure there are some other well-meaning, do-good organizations which will want some of the same benefits. When that happens, they will add to and become competitors for the same resources that we are focusing on -- money and young men and women.

Some of the bills that have been proposed prescribe changes to the criteria for veterans' preference, particularly with regard to Civil Service testing. One bill in particular deals with providing veterans' preference to a person who has an honorable discharge after 20 years of service with the New Jersey Army or Air National Guard. On the surface, this seems like a good idea. However, if the possession of an honorable discharge -- and I emphasize the word "discharge" -- is the criteria for veterans' preference, this bill could cause an exodus from the Guard for anyone who has 20 years in, in order just to meet the criteria.

More likely than that, anyone with 20 years of service will be about 37 years old and well into his or her civilian career. Therefore, this benefit will then be more applicable to employees of State and local governments in promotional situations, rather than in an open competitive situation.

I suggest that the language be changed to require only honorable service and for a lesser period of time, and that the requirement for a discharge not be a part of that piece of legislation. The period of service could be as little as six years, tantamount to an original enlistment, or as much as 10 years, whatever the Committee or the Department might recommend. But a 20-year criteria, so far as recruiting or retention goes, is too far of a goal for a 17-year-old to look

out towards. It is almost unattainable at 17. I suggest the language be changed for qualification for veterans' preference to be any individual who has completed some fixed number of years of service in the New Jersey Army or Air National Guard.

Further, I recommend that this proposed legislation look further into other current laws on New Jersey's books that veterans' benefits or entitlements could then be bestowed on National Guard members, those particularly which have no costs associated with them. One example would be peddlers' and hawkers' license privileges, etc., which are currently available to veterans, which need only about a six-month residence in the State. This would require the inclusion of the definition in at least Title 45:24-9, and perhaps other laws and rules that are on the books.

On the subject of retention and the enforcement of performance of training contracts, we heard a lot about the southern states and how much further the dollar goes and how good their recruiting and retention are, and so on, but they also have some other things in some of the southern states. They have laws that allow for the arrest of an individual who does not attend National Guard military training. When an individual does not report for drill, the unit commander issues a warrant, the sheriff picks up the soldier and puts him or her in jail. Now, I am not sure that is what we want to do here in New Jersey, but we need to do something. We need to do something to discourage our soldiers from being AWOL. We ought to do it from two ways at least. At least in one way we should encourage them to come and stay for drill, but we ought to have some stick there also to disenchant them from stopping attendance at the mandatory training.

Right now all we can do is process them out, and that is what they want. At Fort Dix-- Being a long-time resident of Burlington County, I am very familiar with Fort Dix and its impact. I am surprised that some of our leaders in Washington

do not recognize what I consider to be a very strategic value for Fort Dix. Now, we are in a recycling community. We recycle aluminum and plastic and paper and everything else. Well, we ought to recycle Fort Dix. I don't have much of a quarrel with the intent to eliminate basic training from Fort Dix, but there are other activities that could be established here, and it would be a logical home, for example -- and I think it was mentioned by Judge Sever this morning -- for a rapid deployment force. Right next-door is McGuire Air Force Base, which is the home of one of the Air Force Reserve Military Airlift Command Units which flies the C-141 Starlifters. As a matter of fact, the commander was featured this weekend in The Philadelphia Inquirer, the Southern New Jersey Neighbor Section. I know that unit is there, because they use my house as a landmark for making their first turn on the final approach, and Colonel Lowe's in the second turn. But that is the sound of freedom. I don't mind it.

Another possible use of Fort Dix would be to make it a major mobilization training site. It has all of the required supporting infrastructure necessary. Units could practice mobilization and deployment loading. There are barracks, ranges, shops, offices, clinics, bivouac areas, and so on. All of the essentials necessary for mobilization training are here.

The post is located convenient to the New Jersey Turnpike, Interstate 295, I-95, Highways -- U.S. Highways 130 and 206, and State Highways 38 and 70. It has a railhead and, as mentioned before, is adjacent to a major Air Force Base.

The other concern I have, as a county resident, is the impact on the economics that would be associated with the phasing down or closing of Fort Dix. Not only would we lose the permanent party soldiers who live in our communities like Pemberton and Browns Mills and Presidential Lakes and Willingboro and other towns, but also the civilians who work there, or here, who live in the same towns. There would be a

lot of homes on the market. Talking about reducing the Army by 75,000 soldiers, we are going to have 75,000 more people going into the work force. We are going to have a tremendous glut of homes on the market in the military areas because of the lack of work, and property values can be expected to plummet.

We heard earlier from Mr. Georgia about the school problem he has. Several of our local schools have just built or expanded their capacities. They are going to have difficult times because of the significant decrease in the demand for that school space. All local enterprise will be affected. The tax base will go down. We cannot afford to let Fort Dix close.

Driving in this morning there was a green sign on the sign of the road which said: "Help Keep Fort Dix Beautiful." I wanted to paint out the word "Beautiful," and just let it read, "Let's Help to Keep Fort Dix," but the General was here, and he would not have liked that.

Other activities in the southern states are growing on their military bases. You know, somewhat facetiously, and while it is not likely, I don't think, if the South should rise again, they are holding most of the cards right now.

With regard to one of the bills that was identified in the package that was presented to me, there was a discussion about the battleship "New Jersey" -- two particular issues: One had to do with encouraging that the battleship not be mothballed; and two, that if it were mothballed, that it be placed in the Philadelphia Navy Yard. Well, in the event that it should be mothballed, I would like to propose that it should be berthed at the City of Camden's Aquarium/Marina Complex, which is currently being built in the City of Camden. You know, this would attract some attention to that area and would have a positive economic impact on the area. Besides, I don't want to go to Pennsylvania to visit my battleship. The battleship "North Carolina" is located in Wilmington, North Carolina, so why shouldn't the New Jersey be in New Jersey?

I have a couple of other comments which are not in my printed testimony which I presented to you earlier. These are based on things I heard today.

Several years ago -- maybe 20 or 25 years ago -- I think it was Senator Dumont who had a piece of legislation in, and it wasn't placed for a while, which authorized the use of toll roads in the State of New Jersey by any member of the National Guard in uniform on orders to go to drill or any other kind of training that was being conducted. Why that fell off the books, I don't know. Perhaps because the Authorities felt they were exempt of whatever the rule provided. But that ought to be looked into again. That was a provision. Not a lot of soldiers needed it, or the Army needed it, but what the heck! If we can throw these kinds of benefits where a fellow or a woman can say, "I belong to the National Guard and I get this and this and this--" Whether they use them or not isn't important. And you are right about the economic impact. It would hardly be felt -- hardly.

I would like to thank you for the opportunity to speak before you on behalf of the New Jersey National Guard. If you want the National Guard to be there when you need it, then it is your obligation to take whatever actions are necessary to preserve it.

Do you have any questions for me?

ASSEMBLYMAN FOY: Assemblyman Mazur has a question, and I have a comment.

ASSEMBLYMAN MAZUR: You talked about what happens when they don't come to drill, and then you muster them out. Some just, when their retirement period is up, depart. Is there any kind of follow-up to try to find the reasons why they don't reenlist? You know, you have these exit conferences in business -- in the world of business -- where they interview the person who is leaving, resigning, going away to another job. They try to find and underline the reasons why that individual is going away.

I would imagine that a lot of Guardsmen join when they are single and leave when they become married because their wives don't want to spare the time; they resent, or are jealous of the time given to the service. But has any kind of a survey been done on the reasons why they don't reenlist?

COLONEL PRESTON: Assemblyman Mazur, there have been a couple of studies, nationally as well as here in New Jersey. In addition to that, the New Jersey Army National Guard -- and I suspect the Air National Guard also -- has a retention noncommissioned officer corps in the State that pursues those disenchanting soldiers, who attempt to find out the underlying cause for them not to participate. I don't think there is any one thing that any of us can put our finger on.

We have to realize that we have these soldiers two days a month. The other 28 days they are faced with every other crisis that goes along with living in our society, whether it is a job problem, a home problem, a family problem, a neighborhood problem, a car problem, and all of those things. Sometimes they are just overwhelmed by whatever that problem might be.

Colonel Garrett spoke to the issue of what the commander's job is to make meaningful, significant, active, rewarding training. If we, as commanders, can continue to do that and make the National Guard a place where I want to be on the weekend, rather than where all of my other problems are, that will go a long way toward curing the retention problem. However, if you have 10 people in front of you who, in my opinion, have left the National Guard, you may come up with 10 different answers.

The other thing I might add is, we don't always get a chance for an exit interview. They're gone, and you can't find them again -- all too often.

ASSEMBLYMAN MAZUR: Okay.

ASSEMBLYMAN FOY: Thank you very much for those thoughtful insights about what we can do and what some of the problems are. We will attempt to address them in a fashion, and raise some new ones, particularly Senator Dumont's previous bill. We will look into that. Thank you very much.

Let me call Lieutenant Colonel William Evers-- Is Colonel Evers still here? (affirmative response from audience)

I might add that our staff made you all Navy personnel. You are all listed as Lieutenant Commanders. (laughter)

L T. C O L O N E L W I L L I A M M. E V E R S:
Assemblyman Foy, ladies and gentlemen: Thank you for the opportunity to raise a couple of issues.

My name is Lieutenant Colonel William M. Evers. I am the Battalion Commander of the 1st Battalion, 102 Armored, 50th Armored Division. Our battalion headquarters is in Phillipsburg, New Jersey. I have organic tank units in Bound Brook, New Jersey, Flemington, New Jersey, and two units in Washington Borough, Warren County.

My authorized strength is 551 officers and men. I am at 74% of that strength. I am presently at 406 personnel. I would like to first address something that the Secretary of Defense, Mr. Cheney -- no disrespect to him, or to General Powell, Joint Chiefs of Staff-- In the "Army Magazine" of March 1990, under Table VII, the Army Force Structure Reduction Program-- I have listened to Secretary of State -- correction, Secretary of Defense Cheney -- on about five different occasions on national television. He keeps on indicating that he will deactivate on the active side of the house part of the 2nd Armored Division, with the exception of a forward deployed brigade in West Germany, the 9th Infantry Division motorized at Fort Lewis, Washington, and part of the 194th Armored Brigade at Fort Knox, Kentucky.

Based on this table, it adds up to 23,106 spaces between the Fiscal Years 1990 and 1994. His same table indicates a force reduction of the Army National Guard throughout the United States and the Army Reserve. The forced reduction of the Army National Guard throughout the United States comes to a figure of 50,842, with New Jersey possibly losing the 50th Armored Division, as indicated on this document, or a loss of over 9000 spaces. We heard earlier this morning about restructuring of the 50th Armored Division by losing a brigade. My battalion is one of the four battalions in that brigade.

I have over 25 years in the New Jersey Army National Guard. Everything that I am, or that you see sitting in front of you right now is a product of the New Jersey Army National Guard. I enlisted in Riverdale, New Jersey on 4 February 1965. The New Jersey Army National Guard has given me the opportunity to go to OCS -- I am a graduate of the New Jersey Military Academy, Sea Girt; the Army Officer Basic Course; the Army Officer Advanced Course; Commander General Staff College; and to receive an associate degree in business administration. This I would like to see continued for future generations into the year 2000, and past. This is what I think we, as residents of the State of New Jersey, and as our elected officials, must look at. The opportunities that were given to me should be given to young men and women to continue.

The force structure, as we know it -- as I already stated -- will eliminate my battalion. What I am concerned about are the enlisted personnel and the junior officers; what their futures are going to be in the 50th Armored Division. Anything you can do at the State level, as we heard earlier this morning -- whether it be fishing licenses, or hunting licenses, or my top priority, tuition-free benefits to Guardspersons -- I think are long overdue. We must do something for the personnel that will give the time -- as you

heard earlier this morning -- to the New Jersey Army National Guard. As has been indicated, that time, gentlemen and ladies, is not one week in a month, or two weeks during the summertime. That time, basically, is almost one night a week for at least 30% of every battalion, and I am talking about traditional Guardsmen, not the full-time people. The two weeks we spend, classically, has been in the summer. My battalion was the first battalion out of six armored battalions to be designated to receive what we call M-60A3 depth training at Camp Shelby, Mississippi, in the time frame of January through February of 1989.

While I am on that subject, let me say from the Federal side of the house -- as General Morgano has already indicated earlier this morning -- the 50th Armored Division is one of two armored divisions in the United States Army arsenal -- the 49th Armored out of Texas and the 50th out of New Jersey, with one brigade in Texas-- It has taken over 25 years to receive the M-60 series tank in the 50th Armored Division. That is not the newest tank in the arsenal; the M-1 is. When I started, I started with a M-48, M-48A1, and 48A5. Finally, over 20-some-odd years, we received the M-60A3 tank.

We have talked about retention here today, and we have talked about training. When my people came back from Camp Shelby, Mississippi, for two weeks, you never saw any more highly motivated soldiers in your life than those folks who came off the aircraft. Now I have to tell those folks that we are not even going to have a battalion, let along possibly train on the M--1 tank, per se, because things are subject to change and restructuring.

This has been historic, not from the State side, but from the Federal side as far as the equipment is concerned. We must not lose sight of the fact that the National Guard is not just the 18-year-old New Jersey resident. The National Guards of New Jersey and of other states are a melting pot made up of

many personnel, from the active side forces, other military branches, and also as me, individuals who enlisted in the Army National Guard.

We have to keep our training standards high, and we must be able to get the equipment from the Federal government on a timely basis so that we can train with that equipment, whatever our restructuring force is going to be in the 50th Armored Division.

We also heard today about training and the retention of soldiers. Ladies and gentlemen, I just spent this weekend at Fort Indiantown Gap, Pennsylvania. I took my battalion to fire a Table VI main gun, 105 millimeter, from borrowed M-60A3 tanks from the Pennsylvania National Guard. It was 22 degrees, with snow on the ground, and snowing. My people loved every minute of it. No accidents going out; none coming back. That is what they want to do. They don't want to sit in the armory, as General Morgano has stated; they don't want to play recruiter. They joined the New Jersey Army National Guard to defend and, in the case of need, should it arise again that they should be called upon, they will be ready, not only to defend their State, but also to defend the nation they live in.

In closing, may I just leave this parting message? When World War II ended, President Harry S. Truman, former Captain of the Artillery of the State of Illinois in World War I, stated to Congress: "We have just completed the worst war the world has ever seen, and we have to decrease our main active forces, our regular Army and our regular standing Navy. But we should increase the Army National Guard and the Army Reserve, so that any potential enemy, at any time, will understand that the United States has the willpower and willingness to defend our Constitution and any treaty of any nation that we are aligned with."

Thank you very much.

ASSEMBLYMAN FOY: Thank you very much, Colonel. I would appreciate it if you could provide our staff with a copy of all that information you have from the article, so we can make that part of the record. Thank you for your thoughts.

LIEUTENANT COLONEL EVERS: Yes, sir.

ASSEMBLYMAN FOY: Lieutenant Colonel Richard McKenna.

L T. C O L O N E L R I C H A R D J. M c K E N N A:
Good afternoon, gentlemen and ladies. My name is Richard J. McKenna -- M-c-K-E-N-N-A. I am the Battalion Commander for the southernmost battalion of the 50th Armored Division located in Vineland, New Jersey -- the 3rd Battalion, 102nd Armored.

What I want to talk to you people today about -- and I definitely appreciate the opportunity to be appearing before a joint legislative Committee on such a timely subject as what we've got now-- If anything, we may be too late, unfortunately. But I think, to quote an old soldier who I was very friendly with, "It ain't fun no more." The Guard today suffers from what I think is a recognition problem. The citizens of this State do not recognize the Guard for what the Guard is and what the Guard does for them as citizens of this State.

At the beginning of last month, we tried to bring this point home. We held, in Vineland, a Parents' Night. What we did was send out approximately 250 letters to parents of high school juniors and seniors from the Vineland, Millville, and Buena High Schools. We set up a night for them to come down to the armory to find out what kind of Guard benefits would help pay for their son's or daughter's college education. The attendance that night was zero. That gives you an idea of the apathy with which the community treats the Guard.

Yet, last November -- the first weekend in November -- we ran a program called "Laser Warrior." Our recruiters went out and came up with about 65 high school students -- sophomores, juniors, and seniors. What we have done is bring

these kids into the armory for weekends, Friday night through Sunday morning, and put them through some of the basic training skills that our tankers go through in a normal drill weekend. As a result of this "Laser Warrior" weekend, we have had approximately 10 enlistments in the battalion. It pays. That is paying off with the kids. It is just the adult generation that we are losing the fight with. It is the second time we have run "Laser Warrior," and we are going to do it again, because it works.

The Parents' Night-- We are going to do that again, because we think it can work. How we are going to sell it to the community, I don't know yet. I don't have an answer for that, but my staff is working on that one.

Now, we talked today about incentives for the Guardsmen. We not only need incentives for bringing people in; we also need incentives for keeping people in. Many of the issues we have talked about today, I have been hearing for the 10 years I have been in the Guard -- about the free license plates. I've got license plates that cost me \$15 way back when. As a matter of fact, they tried to take my old ones back when they came up with new ones, but nonetheless, I still have the old ones.

You know, the one thing I think the citizens of New Jersey fail to realize, is that through the National Guard there is some interesting leadership that is provided to the employers of this State, whether it be the State itself or whether it be private concerns. Through the Management Skill Development Programs the Army has, whether it be at the NCO level or at the officer level, there is a lot of time and energy spent on developing those people, but many times it is overlooked in private concerns. The employee support, although we talk about it a lot and do a lot of things for it, many times we do not get the employers that we should be getting because they are just too busy trying to make ends meet at

their factories, or whatever the case may be. We missed that target a little bit, but I think we are doing great things in both of those areas. It is just not enough.

The training time we put in -- this is the fourth time this month that I have been in this building in four weeks; I have been out here four different weeks doing various things -- has been a drain not only upon me, but on my family, and I think I speak for most members of the National Guard today. When I came into the National Guard about 12 years ago off active duty, it was one weekend a month and maybe a Wednesday night. The Wednesday night was free of charge; no problems there. But now it is three, four, five weekends a month we are asked to do. All we are asking for is a little bit of recognition by the citizenry of this State. The incentives you want to provide, that's fine. We are not looking for that. We are just looking for some recognition; someone to say, "Hey, you guys are out there doing the job that we need you to do; not that we want you to do, but what we need you to do."

You know, Colonel Preston talked about the battleship "New Jersey." Maybe it is endemic with being from Shamong Township, Donlontown also. He is kind of my neighbor. But that was kind of an idea I had also thought of. If we have to decommission the battleship--

ASSEMBLYMAN FOY: I am going to steal your idea and write a resolution--

LIEUTENANT COLONEL McKENNA: Absolutely.

ASSEMBLYMAN FOY: --and you'll get credit for it.

LIEUTENANT COLONEL McKENNA: No, I don't need credit. Colonel Preston brought it up; give the credit to him.

COLONEL PRESTON (speaking from audience): Indian Mills.

LIEUTENANT COLONEL McKENNA: Indian Mills would be fine.

ASSEMBLYMAN FOY: Or we could get it maybe on one of the branches of the Rancocas and get it down there, but we would have to dredge it, and that would be a Corps project.

LIEUTENANT COLONEL McKENNA: That might cost more money than it would be worth.

But you know, we talk about losing people. In the last six months in my battalion, we have only lost four people through ETS; that is people who have just come in and said, "I have done my six years" -- or eight years, or whatever the case may be -- "and I am just not cut out for it." I respect that man's decision to do that. We try our best to retain these troops and try to train them as hard as we can. But I've got to tell you: When you are asking a kid of 18 or 19 years old to come out and work for about \$4.50 an hour, and you go by McDonald's which is hiring at \$5.75 or \$6.00, it is tough to fight with. Plus he can make his own hours at McDonald's; he really can't do that with us. We are requiring that weekend where he is away from his girlfriend or she is away from her boyfriend, or whatever the case may be.

We are not losing, I don't think, with the current strength picture. You know, the plan that was proposed for the 50th Armored Division, I think is a good plan. It is something-- I know there has been a lot of talk in the background for years on how we can best make do with what we've got. I have a son who is 19 who wants no part of the military because he sees what commitment it requires from me. I am still hopeful that next year when he transfers to a four-year school he may rethink that process. I don't know what New Jersey can provide for him in terms of providing an incentive for him to come into the Guard, but whatever this Committee can do to entice that, or at least open the eyes of the people of this State to doing something about it, would be appreciated by all of the people in this room.

I want to thank you for your time and efforts, and for allowing me to speak. If anyone has any questions, I will be more than happy to answer them.

ASSEMBLYMAN FOY: Thank you, Colonel. If I can kind of summarize just to confirm what I heard you say, and what I think is part of the collective theme here today, to a degree, while the economic benefits and incentives would be welcome, the reality is that the average young person today doesn't view the Guard as a place where the rewards are there in relationship to the effort required. That has to do not just with the economics, but also with the psychic benefits as well.

LIEUTENANT COLONEL MCKENNA: Precisely.

ASSEMBLYMAN FOY: So it has to be an overall package. Okay.

LIEUTENANT COLONEL MCKENNA: Yeah, the generation today says, "What is in it for me now?" -- that type of thing -- and we have to address that.

ASSEMBLYMAN FOY: Thank you.

LIEUTENANT COLONEL MCKENNA: Thank you.

ASSEMBLYMAN FOY: Let me call Lieutenant Colonel John -- if I mispronounce this, please excuse me -- Promaulayko.

L T. C O L O N E L J O H N M. P R O M A U L A Y K O: I am Lieutenant Colonel John M. Promaulayko -- P-R-O-M-A-U-L-A-Y-K-O. I am the Commander of the 2nd Battalion, 113th Infantry in Newark, New Jersey. On the outside, I am the Manager of Inventory Control for the Engelhard Corporation in Menlo Park, New Jersey.

ASSEMBLYMAN FOY: You didn't bring any inventory with you, did you?

LIEUTENANT COLONEL PROMAULAYKO: No, no. It is all in vaults, sir.

Anyway, I came here to represent a different aspect of a lot of our Guards. I am an inner-city Commander, and I have different problems than my outlying sister battalions. I

provide some of the only income some of the troops in New Jersey receive. I also probably provide the only balanced meals they get within a month.

We have talked here this morning about paying for a college education. Well, probably 20% of my troops do not even have a high school education. So, as part of the packages you are looking at for benefits, I am interested in benefits for trade schools without very hard restrictions about their graduating from high school to begin with. I am interested in making, first of all, a good soldier and a good person, but also a contributor to our communities. These are the types of benefits I need because after they have been with me for a while, they realize what they have missed in the education system. My other units are located in Jersey City.

I am well aware of your education problems in Jersey City and in Newark itself, so we are not preparing these people to go on to these colleges, but we need to help to prepare them to be better citizens of New Jersey. So when you go back and reconstruct these bills you are proposing for assistance, the vocational or trade training without very high restrictions needs to be part of them so we can serve more of our communities.

Thank you.

ASSEMBLYMAN FOY: Thank you. Do you see linkages perhaps with the county vocational schools or the county community colleges as a way to kind of deal with the peculiar problem you are talking about?

LIEUTENANT COLONEL PROMAULAYKO: Yes, I can see that. But my people are not there for a college education. I do have a certain few and they fall under certain criteria we have right now, so they take advantage of them.

ASSEMBLYMAN FOY: Let me give you an interesting example of where something can mesh: This past summer, I served on a platform committee for the Democratic State

Committee. We had testimony from Mayor Sharpe James, who raised an interesting point, and who is a strong advocate of vocational education. He indicated that Continental Airlines was flying mechanics up from Houston, Texas, to service planes in Newark because there is an insufficient supply of aircraft mechanics in the Essex County area to service those planes.

Now here we have highly skilled, well paying jobs which do not require a college degree; they require technical training. And we do not enough mechanics available to service airplanes in our own airport located in the City of Newark. So I think that kind of stuff dovetails. It is a particular aspect that needs to be paid attention to, because all of New Jersey is not suburbia. The inner cities have problems that are differentiated in terms of recruitment, to a degree, from those suburbs, and we've got to take an overall approach, and I think the General is aware of that.

LIEUTENANT COLONEL PROMAULAYKO: I am almost a last resort to some of these people, because they are not acceptable in other means of employment. Our criteria still has to be tough in order to keep the sophisticated people we need, but I need riflemen. It is a difficult job. In fact, I think in the boss lift last year at A. P. Hill you came down and saw us. That was my unit you saw in the field.

ASSEMBLYMAN FOY: Right. Thank you, Colonel.

LIEUTENANT COLONEL PROMAULAYKO: Thank you very much.

ASSEMBLYMAN FOY: Next will be Lieutenant Colonel William S. Sage.

L T. C O L O N E L W I L L I A M S. S A G E: Chairman Foy, Chairman Paterniti: I am Bill Sage, Lieutenant Colonel, Battalion Commander, 1st Battalion, 150th Aviation. I am stationed at Mercer County Airport with three attach helicopter companies and one service company.

I come before you today to speak on behalf of my battalion. We have a retention problem, but it is different

probably from the other combat battalions in New Jersey. I am a little nervous, so it's-- You know, I am a fighter, and I have--

ASSEMBLYMAN FOY: You can relax here. You are among friends. There is only one guy who can fire you. (laughter)

LIEUTENANT COLONEL SAGE: I would like to say, I am the only combat battalion in New Jersey, and we have been for years over 100%, so I come to you with a little different picture today. I think it is because we are over 100% that we have a good product, with good training all the time. We are actually a support. In ourselves, we support the pilots in getting the aircraft up to fly. You see us day and night flying in the pine barrens of Ocean and Burlington Counties.

I should give you a little history of the battalion as it stands now: In October 1986, we became an attack helicopter battalion. In some of the war pictures-- They started putting guns on helicopters in the Vietnam War, and it proved to be very successful in support of the ground troops. We had, at that time, the old Mike model which graced the pages of The New York Times back in the Vietnam era and all. We were also doing night vision goggle training so we could become the night fighting force for the 50th Armored Division.

Along in July of 1988, we started to receive the first of our 15 Cobras. Again, these graced the pages of The New York Times during the Vietnam War, but it is a much better aircraft than the Mike model aircraft. My guys, again, retooled their minds, retooled their tools, and started to train in the new aircraft as we have it now, plus also taking the challenge of night vision goggles.

In this very room, in the winter of 1989, a young captain from the California National Guard, who was also a sales representative for McDonnell Douglas, told us that the State of New Jersey's Apaches -- they are like the Air Wolf, the Blue Thunder helicopter, the gee whiz helicopter of the

future -- were going to start to be produced in 1991, and delivered to the State of New Jersey in 1993. However, during the spring of that year, the Federal government was going through a budget crisis, and they decided to stop the assembly line for the Apache helicopter in 1991. Also, the Department of Defense was told to recommend five battalions to be eliminated from the budget. Our battalion was eliminated from the budget in 1993.

Subsequently, just two weeks ago, we were informed that the National Guard Bureau is going to try to keep two of the three National Guard battalions. However, they are going to be Missouri and Colorado. New Jersey's battalion is still going to be eliminated from the budget. One of the reasons they gave at that time, when we asked them the question, was "because there is also a proposal for a 50th Armored Division." So we are sort of caught up in that also.

The reason I have come is to ask you to help with the retention problem. Maybe I would be remiss if I didn't talk-- I have over 70 full-time people who work in our Mercer County facility. I also have about 70 pilots who have given a long time in training, in money, and who are ready to defend their country, help their State, help their community, and they would like a chance to continue serving the State and the nation.

When we were getting the Cobras, nobody was there to help us. I had people come in to put together a good training program with Bell Helicopter to train 30 mechanics in the use of the Cobra. We brought two Cobras down here to the High Tech Center, dragged them into the hall out here, and in two weeks my men learned how to work on the Cobra -- my mechanics. The Bell people said this was the best facility they ever came to and that we had put together a good program for them.

So in that aspect I could ask your help. Second, let's talk a little bit about recruiting. I am the father of a daughter who was born when I was in Vietnam. I take her to

picnics and all with the Guard. She always enjoyed everything, and I always thought she was going to be in the Guard, up until the time when all of a sudden she got boyfriends and the keys to the car, and she decided-- I can't get her in the Guard now. There is nothing I can do. I ask her every day almost, "What can we do to get you into the Guard?" I don't know the answer. There have been a lot of good proposals, and I support every single one of them, not only for my family or for my children who I think should be in the Guard. Maybe with the three younger ones I still have a chance.

Lastly, as a veteran of the Vietnam War, I would just like to speak for the Guardsmen who are veterans of the war. I have about 50 in my unit. From time to time-- We don't ask for much. All we want is to be remembered. Also, we would like the good programs, like the Agent Orange, to continue, etc., because we don't know if they will impact on us, but we would rather that than the error be on our side.

Thank you, Mr. Chairman.

ASSEMBLYMAN FOY: Thank you, Colonel. You have made an excellent suggestion. I am sponsoring, along with the 11 members of the Committee, bills regarding various Vietnam era-related subjects. I think it would be a useful statistic if -- will one of the general staff please make a note of this? -- we could know the number of Vietnam veterans who are currently in the New Jersey National Guard.

UNIDENTIFIED SPEAKER FROM AUDIENCE: That is being worked on right now, sir.

ASSEMBLYMAN FOY: Okay, thank you very much. Thank you, Colonel.

Lieutenant Colonel William J. Marshall?

CAPTAIN ALLEN SCHRECK: (speaking from audience) Mr. Chairman, Colonel Marshall had to leave early, but I have his comments, and some of my own also.

ASSEMBLYMAN FOY: Okay. What is your name?

CAPTAIN SCHRECK: Captain Schreck.

ASSEMBLYMAN FOY: Okay, Captain. Why don't you come on up? I think I did speak to the Colonel about this.

CAPTAIN SCHRECK: My name is Captain Allen Schreck -- S-C-H-R-E-C-K. I am the full-time Support Supervisor at the 5th and 102nd Armored. Colonel Marshall -- M-A-R-S-H-A-L-L -- is my commander part-time. He is the guy who writes my OER. This is from him:

"More emphasis must be placed on benefits for inducement into the New Jersey Army National Guard. A survey can be conducted in states where they have met or exceeded the strength goals. It is apparent from perusing the 'National Guard Almanac' that many of the other states offer a much more attractive benefits schedule to Guard personnel.

"You cannot address the issue of recruiting without tying it directly to the retention of these same soldiers. It is a leadership function to care and provide for the needs of those entrusted to our care. This statement stands true, from general to sergeant and every leader in the chain of command. We owe those who enlist an honest concern for their well-being and safety. We must provide for them and their families the information needed to plan and accommodate their life-style. Our soldiers must have a sense of belonging or they won't belong for long. They must have confidence in our leadership or they'll be gone. They must see these kinds of activities ongoing. Actions speak for themselves and provide witness for those who would doubt our sincerity.

"Our leaders must be competent both technically and tactically. They must be committed to the troops they lead. They must be courageous and exercise good judgment and common sense. Lastly, they must be candid when dealing with our soldiers. A soldier has the right to know what is going on and how it affects him. Treat them with dignity and respect. We owe it to them and to their families.

"The above represents a broad-brush approach to this issue. The answer is there, but it will take time to develop a clearer picture. The foundation lay in the question, 'What's in it for me?' And 'Why should I join?' Both can and should be answered.

"The question concerning the reduced use by DOD of the facility at Fort Dix should call for more use by the Army National Guard. The tristate area has several units nearby that need a local training area -- LTA. Why not approach NGB for a more rounded tactical program to be conducted at the Fort Dix site? Fort Dix and the adjacent facility at McGuire Air Force Base provide a textbook scenario for deployment training throughout the United States and could lead to overseas exercises. I am not positive, but I believe these are different pots of money at DA and DOD. This concept could help to prolong the use of this facility. It certainly won't hurt to research the possibility.

"In summary, we should work up a better incentives program for recruitment of members to the New Jersey Army National Guard, and provide effective leadership for those who do join with a continued orientation on benefits for the individual and families. Look into taking over Fort Dix as a National Guard training post funded through NGB."

ASSEMBLYMAN FOY: May we have that copy for the record?

CAPTAIN SCHRECK: Yes, sir. And there are copies around which I will make sure you get.

From myself, looking around the room, I am probably the most junior person you are going to hear from today.

ASSEMBLYMAN FOY: We have a master sergeant coming up, so--

CAPTAIN SCHRECK: All right, sir, then--

ASSEMBLYMAN FOY: You are the most junior officer.

CAPTAIN SCHRECK: Yes, sir. The two bills that you are sponsoring -- A-3207 and A-3208, the hunting and fishing

license fee waiver and the State parks admission waiver for members of the Guard -- speaking for the northwest corner of the State, I can tell you that not only would they help me to recruit, but they would help me to retain also. In addition to not being able to schedule drills on New Year's Day, Christmas Day, and Mothers' Day, I cannot schedule drills on the opening day of trout season, the bow hunting season, and the shotgun and muzzle loading seasons. They are very active. It is part of their culture there. I think you would find the same thing in other parts of the State, like from Phillipsburg and Vineland. It would just be another thing that my retainers could use to help to retain, and my recruiters could use.

I have two qualified recruiters working for me now. Both of them have exceeded their mission of last year and are exceeding their mission so far this fiscal year. They are doing pretty good. Retention is somewhat more of what we need to focus on. Judge Sever, this morning, referenced the Weststat Study. The Weststat Study is something that is currently being updated now, so the information is current and will remain current. However, the National Guard Bureau does not subscribe to the Weststat Study. I don't know of anybody in the Guard who has the results. The results are at Force Company. The retention people in Georgia have it. I called several times, but was not able to get it. If you could use your influence with Judge Sever--

ASSEMBLYMAN FOY: We will get it through Judge Sever.

CAPTAIN SCHRECK: --the executive summary could be very useful. Some of the things that they published in the "Army Reserve Magazine" would show us that some of the things that we are focusing on for retention in the State of New Jersey may not be the things on which we need to expend our effort. There were some surprising results on the things we are focusing on, and I think it would be good for our leadership to have that.

That is basically all I have, sir. Are there any questions?

ASSEMBLYMAN FOY: Captain, thank you. I don't have any questions, but you did bring up some excellent points, particularly in terms of the context of what the Colonel had mentioned in his notes about the expansion of the mission here at Fort Dix as it relates to the Guard nationwide. That is something I will be working on with Judge Sever and our general officers here. We will consider that possibility. I want the mission to expand here at Fort Dix for obvious reasons, but if we can kind of marry up two problems and emerge with an opportunity out of them, that is a win/win/win situation, to paraphrase the Judge.

I thank you for taking the time to come here to give us your testimony.

CAPTAIN SCHRECK: Thank you, sir.

ASSEMBLYMAN FOY: Let me call on Major Thomas Sullivan. Good afternoon, Major.

M A J O R T H O M A S S U L L I V A N: Good afternoon, sir, and Committee members. I am Major Thomas Sullivan. That's S-U-L-L-I-V-A-N. I am the Adjutant for the 50th Armored Division Artillery, and I am here to testify for the Commander of the 50th Armored Division, Colonel George Blysak, who was unable to attend.

Colonel Blysak, the Commander, has battalion-size units in Cherry Hill, New Jersey, Morristown, New Jersey, and Lawrenceville, New Jersey, where our headquarters is, and two units in the Tuckerton and Toms River area. Fortunately for the Committee, most of what Colonel Blysak asked me to discuss has already been covered. But I do have a two-paragraph message which he FAXed, and I would just like to read it to you because I think it summarizes Colonel Blysak's feelings for the two areas as far as recruitment and retention in the 50th Armored Division and the base realignment proposal are concerned.

ASSEMBLYMAN FOY: Not only that, Major, but the fact that he FAXed it into the Technology Center is an exhibition of high technology thinking. That is our FAX message of the day.

MAJOR SULLIVAN: So, here is the first FAX. He says: "Legislation is needed to support the recruiting effort. For as long as I can remember, legislative proposals to make membership in the New Jersey Army National Guard more inviting have been discussed at conferences and in National Guard publications. These proposals range from tax-exempt for Guard pay to a reduced rate for hunting and fishing licenses to free Guard license plates. None of these proposals have become a reality. The recruiting effort in New Jersey Army National Guard has been successful as of late. However, to retain these people and to keep our soldiers in, we must turn to a solid package of benefits that the legislator can provide, and not to gimmicks and promises.

"As a parent who is presently putting two children through college, and with two more children in high school, I feel that one of the most important pieces of legislation to support the Guard recruiting effort is the legislation providing tuition assistance to the State schools for Guard members and their families. The general feeling of most Guard members is that the legislative branch of the State has not been concerned with the problems of the National Guard. They have not been there when needed. I feel that if serious consideration to the needs of the Guard is not given and the action of certain legislative proposals is not taken quickly, the Guard may not be there the next time it is needed."

In the area of realignment, Colonel Blysak goes on to say: "Besides the economic effect on the realignment of facilities, such as at Fort Dix and Fort Monmouth, the realignment will severely impact on the National Guard:

- 1) "Training facilities for IDT training would not be available to National Guard units.

2) "Facilities such as commissary, base exchange, and clubs would not be available to Guard members.

3) "Many Guard members are employed by these installations. They may be forced to relocate and will impact on the strength of the National Guard.

"In general, the New Jersey Army National Guard has a long and proud heritage. At this time, the heritage is threatened. The Guard has served the needs of the State. The State must now show its support for the Guard. This can be done by passing the legislation that will influence residents to join the Guard. Show the general public that the Guard is needed, and that the membership of the National Guard is beneficial."

That concludes Colonel's Blysak's statement.

ASSEMBLYMAN FOY: Thank you, Major. I appreciate it. I have no questions.

MAJOR SULLIVAN: Thank you very much.

ASSEMBLYMAN FOY: Major Richard Fox?

M A J O R R I C H A R D W. F O X: Mr. Chairman, I am Major Richard W. Fox, Battalion Executive Officer of the 113th Infantry, Riverdale, New Jersey. I am representing Colonel Corky Well (phonetic spelling), my Lieutenant Commander. He asked that I speak in his behalf as far as the recruitment and retention questions are concerned, and pound away on the particular item of recognition. I am going to address that through my full-time support position.

Yes, I am one of those full-timers, Mr. Mazur; a full-time support supervisor in that particular unit. I have approximately 33 people who work for me, a unit in Teaneck, and two units in Woodbridge. But specifically I would like to mention Riverdale. I do not generally stay at the 113th Infantry of the New Jersey Army National Guard. Generally, it is the 113th Infantry of Riverdale, New Jersey. We do not get recognition out of the State of New Jersey. We do get

recognition out of the town and the county we serve. I should say "those counties," which are Morris County and Passaic County. Those are the places, such as when we had the floods-- They gave us recognition for being half of the Guardsmen and supporting them when they needed it.

However, the State of New Jersey missed an opportunity, both for itself and the New Jersey Army National Guard. It was during that period, and a subsequent period later, where they could have given recognition and made the National Guardsmen feel like they had actually served the State, which they did, in the long run. The immediate people who were assisted during those times were in Riverdale, Oakland, Pompton Lakes, Wayne. Those were the areas that gave us the recognition. Those are the areas that we support. We would really -- and I am sure Colonel Lowe would second this -- like to be able to more so say, than we can, that we are part of the New Jersey Army National Guard.

One of my ex bosses knows that I come from the 2nd and that we will support any area we are in, but we would like to see it on a larger scope, and that recognition could be something, again, that doesn't cost anything. Someone could come down and present the battalion -- the battalion commander and the little guys who are standing out there in the mud up to their knees -- with the recognition that they deserve, and the recognition which would go quite a distance toward being able to maintain these people in our organization. And that would cost nothing more than the tolls for the Parkway and the time to come up north.

I thank you.

ASSEMBLYMAN FOY: Thank you very much. We appreciate it, Major.

ASSEMBLYMAN MAZUR: Excuse me, but I have one question: When your men are called out on a disaster -- a flood, or whatever -- are they just paid regular time for that particular event? How are they rewarded for their extra duty?

MAJOR SULLIVAN: Basically, what has happened in the past, and I am sure it is true down in the Atlantic City area or any other part of the State, if they have been called up by the Governor to perform a duty, they do get paid in a State capacity. If it is a full-time individual, then he either has to take leave or go on some other capacity. But generally speaking, they have been paid except for some of the more minor incidents where individuals have volunteered their time and efforts, on exactly that, on a voluntary basis.

Does that answer your question, Assemblyman?

ASSEMBLYMAN MAZUR: Yeah, I think so.

ASSEMBLYMAN FOY: Thank you, Major. Master Sergeant James R. Goddard, Sr., New Jersey Army and Air National Guard Noncommissioned Officers' Association.

M A S T E R S G T. J A M E S R. G O D D A R D, S R.:
You saved the best for last.

ASSEMBLYMAN FOY: No, there is one other person. You are the penultimate speaker.

MASTER SERGEANT GODDARD: I passed out, or I had someone pass out these printed statements. I would like to make mention of the fact that this pink paper depicts the gentle, soft-spoken, noncommissioned officer.

ASSEMBLYMAN FOY: I thought it was a pink slip. I wasn't sure. (laughter)

MASTER SERGEANT GODDARD: Most of what I have put in that brief has been mentioned here already this morning -- I should say all day -- but this is from the grass roots, the enlisted soldier who is out there actually doing the job. I am not going to take away from the commanders, but these are the folks who actually get out there and do the work.

My people have asked me to come and talk to you here today with reference to support. We need the help of all New Jersey citizens, and in particular the State legislators, to turn this strength problem we have around.

We are very proud of our accomplishments and our role as one of the most viable fighting forces in the nation today, and in particular our own 50th Armored Division. For over 350 years, the National Guard has been called upon to defend the nation and support the State in times of natural disaster. The New Jersey National Guard citizen soldiers in particular have been there when needed for floods, hurricanes, riots, and we had a water shortage problem a few years ago, which we helped to solve.

We strongly urge you to support legislation that will enhance our citizen soldiers and improve our efforts in recruiting and retention. The Noncommissioned Officers believe that legislators' support of Assembly Bill No. 672, presented by Mr. Mazur, Assembly Bill No. 750, presented by Mr. Scerni, and Assembly Bill No. 2000, presented by Mr. Kelly, or Assembly Bill No. 3222, presented by Mr. Foy and Mr. Scerni, would be the motivating factors in the recruiting retention efforts.

We feel that the tax-exemption bill would help us at the retention level; not so much in the recruiting portion of the problem, but more in the retention of our senior noncoms and enlisted people.

The tuition assistance bills, one in particular, would help us in our recruiting efforts because of the fact that we would probably be able to recruit some of the high school students because they can't afford to go to college on their own, and they could use that tuition assistance through the Guard. This would be a twofold effort: We would be strengthening our National Guard, plus we would be educating our young people.

I think that with your assistance we will be able to accomplish those goals, and I thank you for inviting me.

ASSEMBLYMAN FOY: Thank you very much. We appreciate your input, and we will make your suggestions a part of the record.

Now, last but not least, Allen Flett (phonetic spelling). Is Mr. Flett still here?

CAPTAIN SCHRECK (speaking from audience): I think that is probably me, and I already went.

ASSEMBLYMAN FOY: Oh, okay.

MASTER SERGEANT GODDARD: I told you I was the last.
(laughter)

ASSEMBLYMAN FOY: Are you at 502 Woodship Road?

CAPTAIN SCHRECK: Yeah.

ASSEMBLYMAN FOY: Okay. Yes?

L T. C O L O N E L S T E V E N J. W I L F I N G:
(speaking from audience) I had submitted a slip. I don't know if you received it.

ASSEMBLYMAN FOY: What is your name?

LIEUTENANT COLONEL WILFING: Colonel Wilfing.

ASSEMBLYMAN FOY: I thought I had called you. I'm sorry. I must have missed that one. Please come on up, Colonel.

LIEUTENANT COLONEL WILFING: I am Lieutenant Colonel Wilfing. That's Steven with a "v," and it's W-I-L-F-I-N-G -- "f" as in Frank. I am used to going last because of my alphabetical order in high school.

ASSEMBLYMAN FOY: Your slip must have been stuck to one of the other ones. I have it here. From Seventh Street in Plainfield?

LIEUTENANT COLONEL WILFING: That is correct, sir.

ASSEMBLYMAN FOY: Sorry about that.

LIEUTENANT COLONEL WILFING: Chairman Foy, Assemblyman Mazur: I welcome the opportunity to come before you today. I am not going to rehash everything that was heard already today. I do concur, obviously, with the attempts to ensure that we have a viable National Guard here in the State of New Jersey. The reasons are obvious. Our dual mission dictates that we have such, and we need to continue on, particularly in

the areas of education and employer incentives, to ensure that our people are prepared and able to attend the drills and do the functions that we need to have them do.

I would like to share with the Committee that my unit is unique also, as others are. We are located in three towns, headquartered in Plainfield, New Jersey, with a company in Westfield and two companies in Somerset. The signal battalion we have in the State of New Jersey is the only signal battalion. We will have the privilege within the next six months to start receiving state-of-the-art signal equipment; \$80 million worth of high tech signal equipment, the first issue east of the Mississippi to any type of unit. It is the fourth issue to a National Guard unit.

This says a lot about the role we are expected to play in our nation's defense; that we will be entrusted with the same equipment that our active Army counterparts have, and we are, in many cases, going to be receiving it before our active Army counterparts.

So I urge you to do all that you can to give the recognition, and to provide the incentives to help us to maintain a viable New Jersey National Guard.

Thank you, sir.

ASSEMBLYMAN FOY: Thank you very much. We appreciate it, Colonel. I apologize for the confusion. I don't have any questions.

Are there any further witnesses? (no response) There being none, let me offer a few remarks.

At the outset, I want to thank everyone who has come here today to testify, to observe, to listen, to participate. I particularly want to thank the recently promoted Lieutenant Colonel Lowe -- promoted by me, now -- for his efforts in working with staff to put all this together. I know it was a significant task, and he did an outstanding job.

I want to thank the staffs of both Committees for the effort they put into it, and the staff from OLS, who have had to listen to this all day long. They have been very patient, and we appreciate that. And certainly my colleagues on this Committee for their efforts.

I want to tell you that what you have said today will not fall on deaf ears. This is not the kind of a Committee that is simply going to accumulate all the testimony, get a nice report printed up, and file it someplace. I am not even going to wait for the report to be printed. My momma didn't raise any dummies, and I can sift through what has been said. I don't need to read the report to determine what legislation needs to be acted upon.

So, the agenda for the April 5 Committee meeting will be as follows: Assembly Bill No. 750, sponsored by Assemblyman Scerni, which will grant exempt organization status under the Sales Tax Law to veterans' and National Guard associations; Assembly Bill No. 1202, combined with Assembly Bill No. 2000, and Assembly Bill No. 3208, the sponsors being Foy and Mecca, Kelly and Cooper. Basically these bills allow members of the National Guard and surviving spouses and children to attend public institutions of higher education tuition free. These bills will be on the agenda.

Assembly Bill No. 3207, sponsored by myself and Assemblyman Mecca, which will exempt National Guard members from fish and game license fees, will be on the agenda. Assembly Bill No. 3208, which exempts National Guard members from admission fees for State parks and forests, will be on that agenda. Assembly Bill No. 3239, which exempts New Jersey National Guard members from Motor Vehicle registration fees, will be on that agenda.

In addition, there is a combined bill -- A-3277 and A-2822 -- which provides enlistment bonuses for new enlisted members and reenlistments in the National Guard, and will be on

that agenda. The amount of the bonus has not been fixed yet. That will be as a result of conference in the Committee regarding the Committee substitute.

In addition, I am going to ask that this be put on as a possible add-on to Assemblyman Mazur's bill, A-672, which excludes from income under the Gross Income Tax the United States military compensation of \$5000 or less paid to residents and units of the National Guard. That is on hold because I want to get some additional fiscal statistics about it before I commit to putting that completely on the agenda. As soon as we have obtained that data, we can make a determination.

Lastly, AJR-75, Assemblymen Foy and Cohen, creates a Commission to study the impact of reductions of Federal military installations and makes various recommendations.

I will ask that staff contact the Speaker for me to request a waiver of the usual seven-bill rule so that we can consider this entire package. It will be done on April 5.

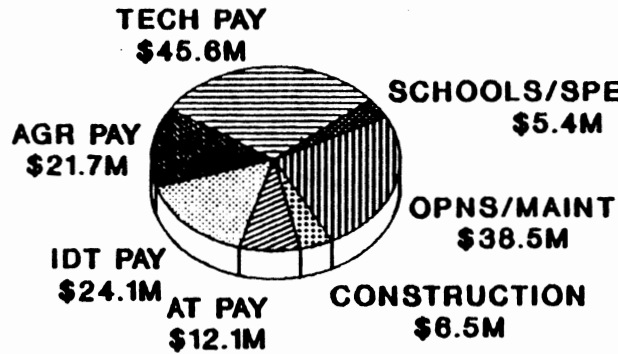
If there is no further testimony, this hearing stands adjourned. Thank you.

(HEARING CONCLUDED)

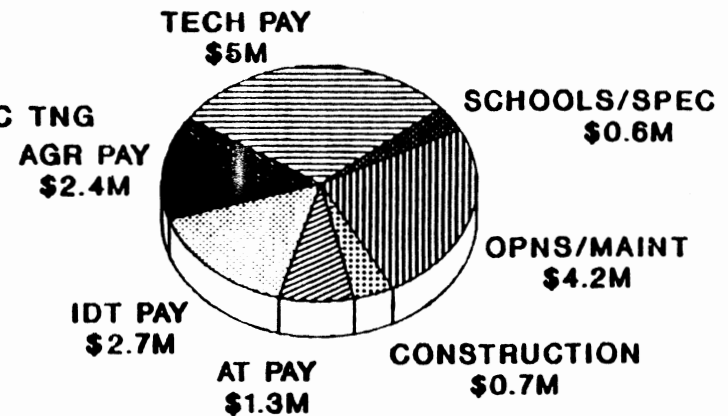
APPENDIX

NEW JERSEY ECONOMIC IMPACT OF FY89 FEDERAL DOLLARS (DOLLARS IN MILLIONS)

**TOTAL FEDERAL DOLLARS
(\$153.9M)**



**MULTIPLIER/INCOME TAX EFFECT
(\$16.9M)**



INTERPRETATION:

THE MULTIPLIER EFFECT ON \$153.9M FED \$
RESULTS IN STATE TAX REVENUES OF \$16.9M

x/

NATIONAL GUARD VALUE TO NEW JERSEY

TAX REVENUES GENERATED FROM FY 89 FEDERAL DOLLARS	\$ 16.9M
STATE REVENUES APPROPRIATED TO SUPPORT THE NJNG	- \$ 9.4M
NET VALUE OF NJNG TO NEW JERSEY FOR FY 89	\$ 7.5M
RATE OF RETURN TO NEW JERSEY FOR 9.4M INVESTMENT	80%
153.9 DIVIDED BY \$9.4M -	\$16.00

2X

PROGRAM FOR INCREASED EDUCATION (PIE) AND EDUCATIONAL BENEFITS

- OVER 250 SOLDIERS (MANY FROM OUR INNER CITIES) RECIEVE GENERAL EDUCATION DIPLOMAS (GED) EACH YEAR THROUGH THIS THIS PROGRAM.

- OVER 50,000 COLLEGE CREDITS HAVE BEEN AWARDED TO OUR SOLDIERS.

- OVER 400 ASSOCIATE DEGREES AND OVER 350 BACHELOR DEGREES HAVE BEEN AWARDED.

- OVER 3500 OF OUR SOLDIERS ARE CURRENTLY ENROLLED UNDER THE MONTGOMERY GI BILL WHICH PAYS THEM FROM \$35-140 PER MONTH UP TO \$5,000 MAXIMUM OVER A 10 YEAR PERIOD IN PURSUIT OF A 4 YEAR DEGREE.

SELECTIVE RESERVE INCENTIVE PROGRAM

<u>BONUS PAYMENTS</u>	<u>FY87</u>	<u>FY88</u>	<u>FY89</u>
ENLISTMENT BONUS	1,184,349	957,111	551,769
RE-ENLISTMENT BONUS	347,600	224,610	228,095
AFFILIATION BONUS	44,012	218,337	132,456
STUDENT LOAN REPAYMENT PROGRAM	<u>51,437</u>	<u>500,976</u>	<u>126,388</u>
* TOTAL	\$1,627,398	\$1,901,034	\$1,038,708

* TOTAL PAID TO NG MEMBERS OVER THE PAST 3 YEARS:

\$4,567,140

FORCE STRUCTURE REDUCTIONS 50TH ARMORED DIVISION

<u>LOCATION</u>	<u>DESCRIPTION</u>	<u>STRENGTH</u>
Cherry Hill	HHC Brigade	90
Phillipsburg	Armor Battalion	551
Dover	Armor Battalion	551
Newark	Infantry Battalion	827
Long Branch	Infantry Battalion	827
Cherry Hill	DS FA Battalion	547
Jersey City	Support Bn (Forward)	460
Sea Girt	Chemical Company	161
Teaneck	(2) Engineer Co	332 (166 ea)

TOTAL:		4346

5X

FORCE STRUCTURE PROPOSALS

NJARNG STRENGTH

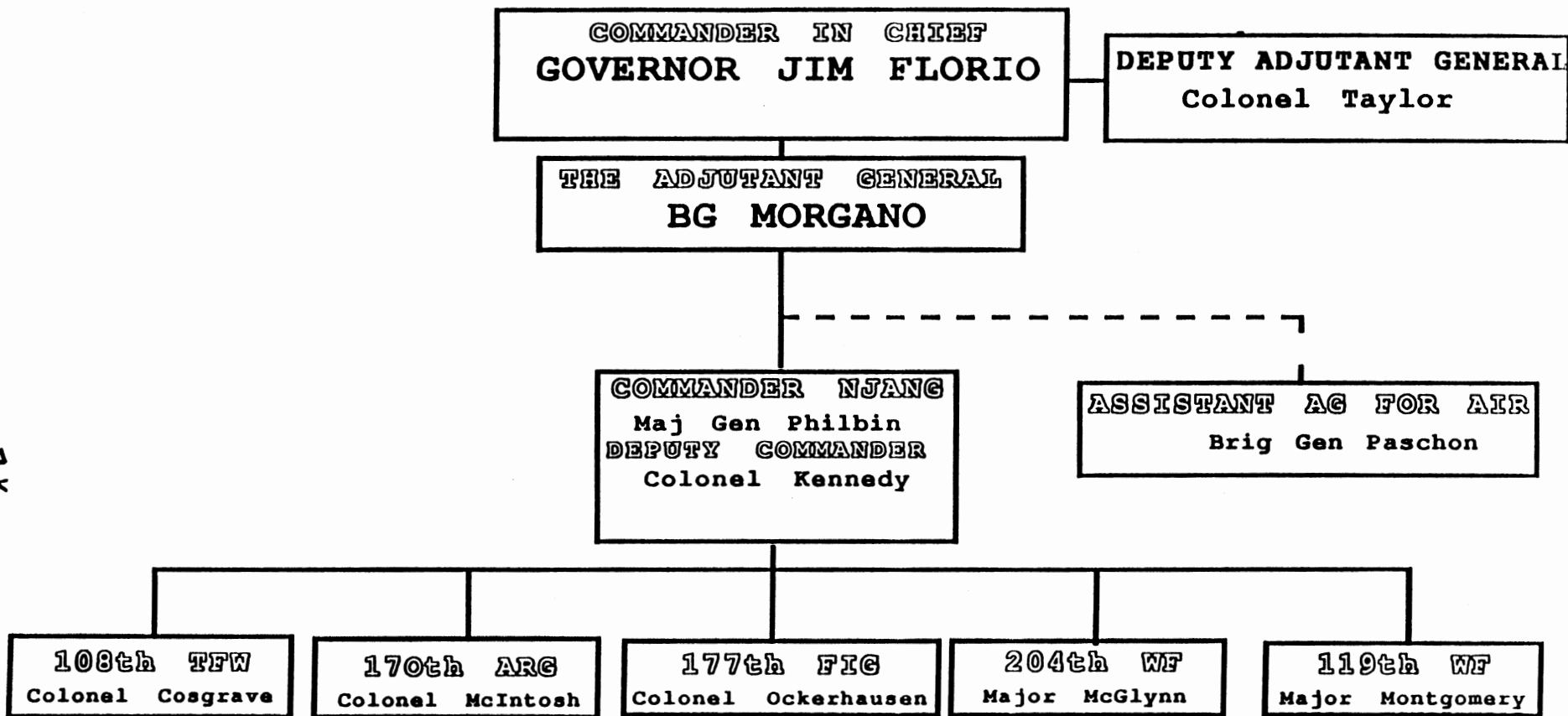
<u>CURRENT</u>	<u>AUTHORIZED</u>	<u>ASSIGNED</u>	<u>+/-</u>	<u>PERCENT</u>
50TH AD	12,727	9,259	-3,468	72.7%
NON DIV	<u>1,468</u>	<u>1,299</u>	<u>-169</u>	<u>88.4%</u>
TOTAL	14,195	10,558	-3,637	74.3%

PROPOSED

50TH AD	8,381	8,000 EST	-381	95.4%
NON DIV	<u>1,468</u>	<u>1,175</u> EST	<u>-293</u>	<u>80.0%</u>
TOTAL	9,849	9,175 EST	-674	93.2%

69

NEW JERSEY AIR NATIONAL GUARD ORGANIZATIONAL CHART



7X

NEW JERSEY AIR NATIONAL GUARD STRENGTH

UNIT	OFFICER			ENLISTED			TOTAL		
	AUTH	ASGN	%	AUTH	ASGN	%	AUTH	ASGN	%
HQ NJANG	16	16	100.0%	17	17	100.0%	33	33	100.0%
108 TFW	135	129	95.6%	993	881	88.7%	1128	1010	89.5%
X3 170 ARG	117	121	103.4%	788	693	87.9%	905	814	89.9%
177 FIG	105	92	87.6%	884	813	92.0%	989	905	91.5%
119 WF	3	2	66.7%	10	7	70.0%	13	9	69.2%
204 WF	3	2	66.7%	18	11	61.1%	21	13	61.9%
TOTALS	379	362	95.5%	2710	2422	89.4%	3089	2784	90.1%

TESTIMONY OF JOHN H. ADLER BEFORE THE NEW JERSEY
SENATE SENIOR CITIZENS AND VETERANS AFFAIRS
COMMITTEE AND THE ASSEMBLY VETERANS AND MILITARY
AFFAIRS COMMITTEE, MARCH 26, 1990

In December of 1988, the Commission on Base Realignment and Closure announced the reduction of Fort Dix to semi-active status. The Army Corps of Engineers has estimated 3840 civilian and military jobs will leave Fort Dix as a result of the base reduction, costing our area approximately \$85 million each year.

Mayor Dave Davis of Pemberton Township has publicly stated that his township has already begun to experience adverse economic consequences from the anticipated base cutbacks.

Pemberton Township School Board Member Washington Georgia has testified to the Army Corp of Engineers that his school board committed to a \$16.8 million addition to High School No. 2 in reliance upon continued student population -- and therefore continued moneys -- coming from the base.

Your committees have chosen to meet here in recognition of the economic and social damage Fort Dix cutbacks will have on Pemberton Township, Pemberton Borough, New Hanover, North Hanover, Plumsted, Wrightstown, and surrounding communities.

It seems the only public official from our area who refuses to recognize the reality of Fort Dix cutbacks is the Congressman from the 13th District, Mr. Failure. This Congressman voted to create the Commission on Base Realignment and Closure in 1988. This Congressman sat back while others in Congress lobbied the Commission on the importance of bases in their districts.

Now, this Congressman is trying to hide from us the extent of the harm he has helped to cause. For purely political reasons, this Congressman is deliberately understating the economic harm to our area. When we count the number of jobs directly lost as a result of the base reduction, it does not help us very much that some jobs are not being eliminated, they are just being transferred to other states. As far as economic effect on our towns, our schools, our area, a job transferred is a job lost.

Let us stop playing politics and start telling the truth. No more deceit and denial. It's time to help the people. Jobs are at stake. Small business are threatened. The housing market is jeopardized.

We should not delude ourselves that the reduction at Fort Dix will not occur. The Commission is already considering phase two base closures. It is not considering the

reinstatement of Fort Dix. These cutbacks, thanks in part to the laziness and ineffectiveness of our Congressman, will hurt taxpayers locally, throughout Burlington County and Ocean County, and across the State.

Now we face the additional loss of \$95 million per year if our National Guard allocation is reduced.

The National Guard provides 54% of our combat capability at 5% of the cost. The National Guard is the most cost-effective military component of our defense arsenal. The National Guard employs the same high standards of combat training employed by the regular Army. The Guard boasts a high percentage of re-enlistment after the initial six-year enlistment. The National Guard is vital during natural disasters such as floods, hurricanes and snowstorms.

The Department of Defense proposes to cut 3500 National Guard slots now and another 3500 slots by 1994. New Jersey may also lose its 50th Armored Division Headquarters.

Once again, the economic threat to our area is obvious. Unfortunately, our ineffective Congressman from this area lacks the respect of his peers in Congress and his party in the White House to prevent this harm to our region.

Your committees can help save New Jersey's National Guard by advocating:

- 1) Recruitment bonuses for enlistees (this has never been tried);
- 2) Advertising for the National Guard;
- 3) Public relations concerning the benefits to the State of an active National Guard.

Your committees can also help the Fort Dix situation by advocating:

- 1) Assistance to displaced families;
- 2) Tax credits for effected businesses;
- 3) Coordination with Pentagon officials and base commanders to assist surrounding communities;
- 4) Amendment of California Congressman Matsue's base closing assistance plan to include base reductions.

Finally, your committees can advocate to our elected officials in Washington where cuts are really needed:

- 1) In the \$1 billion per plane B-2 bomber program;
- 2) In the completely absurd Star Wars program, which top Pentagon officials and scientists privately acknowledge is a waste of money and a failure;
- 3) In the \$43 billion secret Pentagon slush fund.

An active National Guard is good for New Jersey. We need your committees' help to keep our National Guard here and to keep our regional economy strong. Thank you.

For more information contact John Adler at:

(609) 795-6700 (work)
(609) 751-1758 (home)
(609) 354-0020 (fax)

NATIONAL GUARD ASSOCIATION Of New Jersey



26 March 1990

TO: Chairman, Senate Senior Citizen and Veteran Affairs Committee
Chairman, Assembly Veterans and Military Affairs Committee

FROM: MAJ Joan Kakascik, President NGANJ *Joan Kakascik*

SUBJ: Joint Public Hearing - Overcoming the recruitment crisis
facing the New Jersey National Guard

1. NGANJ full support of BG Morgano's plans to retain a viable National Guard force in New Jersey.
 - + Project Patriot II
 - + Scholarship Program
 - + Special Financial Assistance (emergency loans)
2. Pursue State legislation to provide benefits for New Jersey Guardsmen and women.
 - + Short Range: exemptions for fish and game licenses; admission fees for state parks, forests.
 - + Long Range: income tax exemption; state tuition payments.
3. Chair, Task Force on Women in the National Guard (note: this is not a NGANJ function)
 - + Urge consideration of appointment of a member of the National Guard (female Army or Air) as a NJ representative to DACOWITS (Defense Advisory Committee on Women in the Services)
 - + Importance of Guard and Reserve issues at National advisory level
 - + Importance of a Guard/Reserve member to represent Guard/Reserve issues.

LEGISLATIVE BILLS BEING CONSIDERED 16/2/90

THE FOLLOWING IS A LIST OF BILLS THAT MAY BE CONSIDERED BY THE MEMBERS OF THE ASSEMBLY VETERANS AND MILITARY AFFAIRS COMMITTEE WITHIN THE NEXT EIGHT WEEKS, BEGINNING WITH A MEETING ON MONDAY 26 FEBRUARY 1990.

A-672 (MAZUR) - EXCLUDES FROM INCOME UNDER THE GROSS INCOME TAX UNITED STATES MILITARY COMPENSATION OF \$6,000 OR LESS PAID TO RESIDENT TAXPAYERS IN UNITS OF THE NATIONAL GUARD. (89:A-724)

A-750 (SCERNI) - GRANTS EXEMPT ORGANIZATION STATUS UNDER THE SALES TAX LAW TO VETERANS' AND NATIONAL GUARD ASSOCIATIONS. (89:A-1257)

A-1202 - (COOPER) - PROVIDES STATE TUITION PAYMENTS FOR CERTAIN MEMBERS OF NEW JERSEY NATIONAL GUARD AND FOR CERTAIN CHILDREN AND SURVIVING SPOUSE OF DECEASED MEMBERS. (89:A-2666)

A-1617 (SHUSTED) - INCLUDES IN THE CIVIL SERVICE DEFINITION OF VETERAL HONORABLY DISCHARGED MEMBERS OF THE NEW JERSEY ARMY OR AIR NATIONAL GUARD WHO SERVED AT LEAST 20 YEARS. (89:A-774)

A-2993 (FOY) - PROVIDES FOR LEAVES OF ABSENCE OF UP TO 90 DAYS WITH PAY FOR MEMBERS OF NATIONAL GUARD AND U.S. RESERVES FORCES. (88:A-596)

A-3207 - (FOY,MECCA) - EXEMPTS NJ NATIONAL GUARD MEMBERS FROM FISH AND GAME LICENSE FEES.

IN ADDITION, THE COMMITTEE PLANS TO CONDUCT PUBLIC HEARINGS WITHIN THE NEXT TWO MONTHS ON THE FEDERAL GOVERNMENT'S PROPOSED REDUCTION IN ACTIVITIES AT MILITARY FACILITIES IN NEW JERSEY.

A-3208 - (FOY,MECCA) - EXEMPTS NJ NATIONAL GUARD MEMBERS FROM ADMISSION FEES FOR STATE PARKS AND FORESTS.

S-913 - (COWAN) - PROVIDES STATE TUITION PAYMENTS FOR CERTAIN MEMBERS OF NEW JERSEY NATIONAL GUARD AND FOR CERTAIN CHILDREN AND SURVIVING SPOUSES OF DECEASED MEMBERS.

S-983 - (COWAN) - EXCLUDES FROM INCOME UNDER THE GROSS INCOME TAX UNITED STATES COMPENSATION PAID TO RESIDENT TAXPAYERS IN UNITS OF THE NATIONAL GUARD,

S-1/36 - (ZANE) - GRANTS EXEMPT ORGANIZATIONS STATUS UNDER THE SALES TAX TO VETERANS' AND NATIONAL GUARD ASSOCIATIONS.

State Benefits for National Guardsmen

1987
REVISED

State	Tax	Education	Death	Bonus	Lic.
Alabama	\$4,750(R)	100%	\$10,000	None	Y
Alaska	Exempt	50%	7,500	\$3,000	N
Arizona	1,000	\$250y	WC	N	N
Arkansas	6,000	N	WC	N	Free
California	1,000	N	WC	N	N
Colorado	N	100%	WC	N	N
Connecticut	N	100%	20,000	N	N
Delaware	N	75%	WC	N	N
D.C.	N	ACES	N	N	N
Florida	Exempt	N	WC	N	Y
Guam	No tax	N	AD	N	N
Georgia	N	Loans	AD	N	Free
Hawaii	500	100%	WC	N	N
Idaho	N	N	WC	N	N
Illinois	Exempt	100%	20,000	N	Y
Indiana	2,000	N	AD	N	Y
Iowa	N	N	WC	N	Y+\$5
Kansas	2,000	100%	N	N	Y
Kentucky	\$20 cr.	50%	Educ.	N	\$1
Louisiana	N	100%	WC	N	Y
Maine	N	N	WC	N	N
Maryland	N	\$500y	WC	N	Y
Massachusetts	N	100%	5,000	N	Y
Michigan	EM expt.	N	N	N	N
Minnesota	3,000	N	WC	N	Y+\$10
Mississippi	5,000	\$1,000y	25,000	N	Y
Missouri	N	N	WC	N	N
Montana	3,600(R)	Grants	AD	N	Y
Nebraska	N	75%	WC	N	N
Nevada	No Tax	50%	Pay	N	Y
New Hampshire	No Tax	500y	WC	N	N
New Jersey	N	N	WC	N	Y+\$4
New Mexico	N	N	N	N	Free
New York	N	N	N	N	Y+\$15
North Carolina	3,000	100%	AD	N	Y
North Dakota	1,000	50%	AD	N	Y
Ohio	N	100%	WC	N	N
Oklahoma	1,500	N	WC	N	Y
Oregon	3,000	N	WC	N	N
Pennsylvania	N	480y	\$100m	N	Y+\$20
Puerto Rico	No tax	100%	\$10,000	N	N
Rhode Island	N	50%	WC	N	N
South Carolina	Exempt	500y	WC	N	Y
South Dakota	No tax	50%	AD	N	Y
Tennessee	N	N	WC	N	Y
Texas	No tax	100%	\$280m	N	Y
Utah	N	25%	N	N	Y
Vermont	N	N	Pay	N	N
Virgin Islands	No tax	25%	N	\$100	N
Virginia	N	50%	N	N	Y1/2
Washington	N	N	WC	N	N
West Virginia	4,000	100%	N	N	N
Wisconsin	N	50%	WC	N	Y+\$10
Wyoming	N	50%	WC	N	N

R=Retirees only.
 WC= Workers compensation at state rate.
 AD=Active duty rate
 Y=Per year
 N=None
 M=Per month

LEGEND:

1. "Tax" means exemptions or subtractions of military pay from the state income tax. "No tax" indicates the state has no state income tax at all.
2. "Education" indicates the state's higher-education benefits for Guardsmen.
3. "Death" indicates the state's death gratuity.
4. "Bonus" is an enlistment bonus.
5. "Lic." indicates whether the state has a National Guard license plate and if it costs less or more than a conventional plate.

16X

17X

You As A Citizen

All citizens in our Nation must realize the importance of the military to their future security, their future safety, and to their aspirations in developing this great Nation.

You can assist by:

- Helping develop a broad public recognition, understanding and appreciation of the part both women and men fulfill in our Armed Forces.
- Interpreting to your community the need for and role of women in the Services.



DACOWITS



Defense Advisory Committee on Women in the Services

The DACOWITS was established in 1951 during the Korean War to assist the Department of Defense in the recruitment and retention of Servicewomen. A civilian advisory committee of prominent citizens from across the Nation, representing industry, education, and civic affairs was asked to participate by the Secretary of Defense.

During the past 38 years, the DACOWITS has promoted public acceptance of military service as a career field for women, and has advised the Secretary of Defense on policies relating to the effective utilization of women in the Services.

Today, women in the Armed Services are an integral part of the Army, Navy, Marine Corps, Air Force, and Coast Guard. The DACOWITS members, as influential spokespersons in their communities, continue to serve as a vital link between the Armed Services and the civilian sector in the Department of Defense effort to strengthen the role of military women in the Armed Forces.

HISTORY OF WOMEN IN MILITARY

American women have served this nation in its armed forces with "ability, adaptability, and stability." In the Continental Army during the Revolutionary War, courageous women used disguises and their wits to get the job done. Deborah Sampson posed as Robert Shirliffe in a Massachusetts Regiment until her sex was discovered. Mary Ludwig (Molly Pitcher) fired her husband's cannon when he was wounded. The story of Lucy Brewer, the "Female Marine," aboard the USS Constitution in the War of 1812 has been passed down for generations.

In the Civil War, there were white and black heroines who were suppliers, nurses, saboteurs, spies, and soldiers. Dr. Mary Walker was a lieutenant in the Union Army. She not only was a surgeon and a doctor but was also imprisoned as a spy. After she was awarded the Congressional Medal of Honor, it was rescinded. She refused to turn in her medal, and the honor was finally restored by Congress in 1976.

During the Spanish American War in 1889, 1500 women nurses served under a civilian contract to meet emergency needs. This led to the Army Nurse Corps being formed in 1901, followed by the Navy Nurse Corps in 1908. In World War I, some 35,000 women served in our armed forces as nurses and enlisted women in the Navy and Marine Corps.

Over 400,000 women were in the World War II effort, serving in all branches and in all overseas theaters. These women performed a wide range of military jobs from stenographers and technicians to truck drivers and gunner's mates. There were well over 200 casualties, including Army nurses and female pilots from the Women Airforce Service Pilots. More than 80 nurses were imprisoned in enemy camps, most for over three years. In addition, several hundred women were decorated for their heroic services and deeds.



In 1948, the Women's Armed Services Integration Act gave women a permanent place in the armed forces. Since that time, in Korea, in Vietnam, and in peacetime, they have served with commitment, dedication, and sacrifice. Approximately 7500 served in Southeast Asia with eight losing their lives for their country.

Today more than 400,000 women are active duty, reserve, and Guard members of the Army, Navy, Air Force, Marine Corps, and Coast Guard. It is estimated that there are about 1.2 million living women veterans. In today's armed forces, women are partners with men, comprising over ten percent of the total number. The Department of Defense recently affirmed that women represent an "irreplaceably valuable part of the U.S. Armed Forces."

The military woman's story is one of evolutionary gains in leadership, command challenges, job and promotion opportunities, and equality in benefits and compensation.

The history of their dedication, commitment and sacrifice is largely untold; their historic contributions, invisible; their partnership with men in defense of the nation, seldom written.



PUBLIC SCHOOLS OF
Pemberton Township

P.O. BOX 98, TRENTON ROAD, BROWNS MILLS, NJ 08015
 609-893-8141

ROBERT J. MOORE, Superintendent

Impact Aid Report for FY 90, FY 89, and FY 88

	9/29/89	<u>Survey Dates</u>	
		9/30/88	9/30/87
Students of Uniformed Personnel Living on Ft. Dix	1,686	1,662	1,810
Special Education Students Living on Ft. Dix	111	101	136
Students of Uniformed Personnel Living in Pemberton Township	381	557	602
Special Education Students of Uniformed Personnel Living in Pemberton Township	27	23	23
Students of Civilian Personnel Living in Pemberton Township Working on Ft. Dix	497	453	510
Students of Civilian Personnel Living in Pemberton Township Working on McGuire	241	223	255
Students of Civilian Personnel Living in Pemberton Township Working Other Federal Properties	80	83	70
TOTAL	3,023	3,102	3,406
Total Enrollment Pemberton Township Schools Survey Date	7,174	7,324	7,733
Total Federal Impaction	42.1%	42.4%	44.0%

Impact Aid was a program begun by the Federal Government forty years ago to reimburse school districts for the costs of educating military dependents. Since 1980 the Federal Government has not fully funded impact aid. During the 1988-1989 school year the per pupil expenditure to educate a child in Pemberton Township was \$4,457. The amount of impact aid per pupil was less than half (\$2,031). The difference is made up by the state and the local taxpayers. The federal government has not kept its commitment.

Currently 23.5% or 1,700 of our 7,200 pupils live on Ft. Dix, and when one considers the number of uniformed personnel and civilian employees who live in Pemberton Township, the total federal impaction to Pemberton Township is 42.1%.

Pemberton Township Schools entered into a \$20 million dollar building program three years ago. We were told that Ft. Dix would continue to be an active and vibrant training facility. This commitment may or may not be kept. However, the people of Pemberton Township have a commitment to pay back more than \$2 million dollars over the next twenty years.

Pemberton Township Schools is committed to providing the finest education possible for its youth. However, if the military and civilian population continues to erode, coupled with the lack of total commitment from the federal government, our programs will suffer.

Spotswood Public Schools

ADMINISTRATIVE OFFICES
SUMMERHILL ROAD
SPOTSWOOD, NEW JERSEY 08864

Ronald L. Chiste, Ed.D., Superintendent

March 20, 1990

(201) 251-6800

Mr. Frank Parisi,
Aide to the Assembly Veterans
and Military Affairs Committee
Office of Legislative Services
State House Annex, CN-068
Trenton, NJ 08625

Dear Members of the Assembly
Veterans and Military Affairs Committee:

My name is Lt. Col. Ronald L. Chiste. I am currently the battalion commander of the 1st Battalion 112 Field Artillery Battalion in Cherry Hill, New Jersey. I have spent three years on active duty as an artillery officer and 18 years as an artillery officer in the New Jersey Army National Guard. As a civilian, I hold a doctorate degree and am a Superintendent of Schools in the Spotswood School District in Middlesex County. Since I cannot present this testimony personally, I would like to have it entered into the record.

My concern regards the recruitment crisis facing the New Jersey National Guard and the means which have been used in the past as well as the means that I feel should be used in the future to correct the situation. Since I have been a member of the NJ National Guard, one of the most prominent issues has been that of recruitment. I have lived through many initiatives and programs to address the issue. I have received countless trinkets, keychains, coffee cups, notepads, t-shirts, hats and other items which have been used as recruiting incentives. Gentlemen, if we had spent the same amount of money in a meaningful approach as we have spent over the past 18 years on trinkets and junk items, I believe our strength problems would not exist today.

I speak to you not only as an officer in the NJ National Guard but also as a public school administrator. We have established two primary criteria in our recruiting effort. They are numbers and quality. As we increase our numbers of recruits to a level approaching numbers desired, the quality of these enlistees seems to have dropped off. We have received letters from the active duty component regarding poor quality of these troops and yet we continue to provide incentives, bonuses, "bounty pay," and the problem still exists.

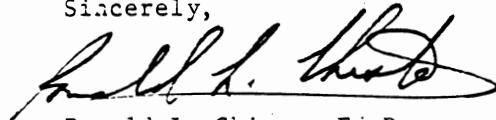
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In my opinion, the remedy is very simple. It involves a solution that has not been attempted to date. I propose that we offer tuition to any young man or woman who desires to attend one of our state colleges in New Jersey in return for that student's active participation in the New Jersey National Guard. In order for a student to qualify, he/she would have to meet all the admission standards of the particular college. The student would also have to maintain satisfactory participation in all drills and annual training periods. In return for this, the student would receive tuition payments each year for four years, however, if at any time the student does not uphold his/her part of the arrangement, tuition payment would cease and, if the student had already graduated, those payments would be returned to the state. A plan such as this would cost the state no more than a million dollars per year to assure the infusion of a qualified pool of approximately 350-400 guardsmen into the system. These people would all be qualified having had to meet admission requirements to the particular schools. It would also provide us with a pool for officer candidates, the requirements for commissioning now being very stringent.

Indeed, we could continue to pump money into the system for trinkets and get a high number of initial entrees, including a very high number of unqualified people. But by making a meaningful monetary contribution to a student's education, I am certain that we could enlist a significant number of new guardsmen who are ambitious, motivated, intelligent and, in all respects, qualified to perform in the military role.

The N.J. National Guard has a long and proud heritage. We denigrate that heritage by failing to recognize the old adage "there ain't no such thing as a free lunch." Young people today are bright and future-oriented. Our efforts to bring them into the National Guard must address their intelligence and their future. I believe a tuition program, as I have discussed, would be successful. We cannot continue the approaches used during the past 20 years. They have not worked. It is time for new methods.

Sincerely,



Ronald L. Chiste, Ed.D.
Superintendent of Schools

RLC:bp

