



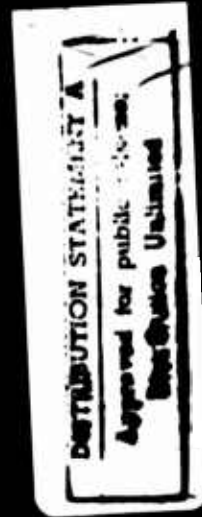
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Annual Report

Fiscal Year 1975
Chief, National Guard Bureau



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To the Secretaries of the Army and Air Force:

My first report to you covers another year of accelerated change and progress in both the Army and Air National Guard under the continued thrust of governmental policy placing increased reliance on Guard and Reserve forces. In pursuit of the "total force" policy, the National Guard Bureau works closely with appropriate defense agencies and with the Adjutants General of the States, the Commonwealth of Puerto Rico, the Virgin Islands and the District of Columbia.

Without these close working relationships, we would scarcely be able to continue to make the required progress in the field of combat and operational readiness. The National Guard continues to accept its new responsibilities with sincere and dedicated enthusiasm. It is a great source of pride to all Army and Air National Guardsmen and women that a substantially major portion of the current force structure is, in fact, dedicated to the contingency requirements of the Departments of Army and Air Force.

A major organizational change in the Army Guard was the realignment of three of the Guard's eight divisions. The 28th Infantry Division previously split between Pennsylvania, Virginia and Maryland was realigned entirely within Pennsylvania. As a result of this realignment, one Armored Cavalry Regiment was inactivated; one separate infantry brigade, HHC, three separate infantry battalions and one separate artillery battalion were created in both Virginia and Maryland. The 42d Infantry Division consolidated elements

previously split between Pennsylvania and New York, within New York.

The 50th Armored Division was realigned from the tri-state to the bi-state configuration by inactivating units in New York and reactivating them in New Jersey, leaving the division split between New Jersey and Vermont. Four of the eight Army National Guard divisions are now in the single state configuration, improving the span of command and control and the training posture.

The Army Guard roundout program continued with the 256th Infantry Brigade, Louisiana aligned with the Fifth Infantry, Ft. Polk, Louisiana, and the 48th Infantry Brigade (Mech), Georgia with the 24th Infantry Division, Ft. Stewart, Georgia.

Already in the program was the 29th Separate Infantry Brigade, Hawaii Army National Guard, to a divisional brigade configured to function as an element of the Army's 25th Division. Feedback from the program has been most encouraging and the success may offer new opportunities and challenges for the future which should enable the Army National Guard and the United States Army to explore new avenues for shared training responsibilities.

The Reserve Component affiliation program moved into its second year with the Army Guard and the USAR combat units "affiliated" with active Army units designed to improve training readiness and enable Reserve Component units to train along side their active counterparts at military posts but with command and

control of the reserve units remaining with the Guard and Reserve.

The mutual support affiliation program enables the active units to better understand the organization and capabilities of the reserve units and provides the reserve with better training capabilities and the opportunity to work along side active Army units with whom they might be deployed during a mobilization. A total of 96 Reserve Component battalions will assume affiliation roles in fiscal year 1976.

Military support to civil authorities again reflected the trend of the last several years of continuing reliance placed on the Guard in civil emergencies. There were a total of 15,945 Guardsmen and women employed in 216 separate incidents in 41 States.

An historical first was noted with the establishment of three medical corps general officer positions in the Army National Guard. Approval was granted for the assignment of three HHD Medical Brigades to the Army National Guard troop structure, one in each Army area.

The Air National Guard made impressive advancements toward modernizing the force and solidifying its role in the "total force" program. This modernization was achieved during a period of rapid change and decreased manning within the Air Force.

National Guard force is dedicated to the mission and direct mission support of 91 flying squadrons. Of the remaining authorizations, seven percent are engaged in the Tactical Control mission, seven

percent in Mobile Communications; three percent in Electronic Installations Units; one percent in Weather Forecasting and five percent in miscellaneous support units including AC & W Squadrons, Bands, Civil Engineering units and state headquarters.

Two Aerospace Defense Command gained units converted to F-106 aircraft, making a total of six F-106 units mission ready and on continuous peacetime NORAD alert. The F-101 units totaling six plus one combat crew training squadron, provided seven NORAD alert detachments. Two EB-57 units provide ECM training to all NORAD ground and Air Defense forces. The last ADC gained F-102 unit will begin RF-4 conversion in the second quarter, fiscal year 1976.

Tactical Reconnaissance units all achieved a C-2 or better rating in 1975. Two RF-101 units achieved C-1 and two RF-4 units would have been C-1 excepting for personnel shortages in critical areas. A third RF-4 unit was deficient in equipment. Four more units are scheduled for conversion to the RF-4 in FY 1976. Four more units are scheduled for conversion to the RF-4 in FY 1976.

The Tactical Air support mission was significantly expanded with the conversion of two additional units at Ontario, California, and Madison, Wisconsin, during this year. On conversion completion, the ANG will have seven TAC support groups. Two units, the 106th Fighter Interceptor Group, Suffolk County, N.Y., and the 129th SOC, Hayward, California, began

conversion to the Aerospace Rescue and

Recovery mission in fourth quarter, FY 1975. These conversions represent "firsts" in both the rescue mission and in rotary-winged aircraft for the Air National Guard. Units are mixed UE with both HC-130s and HH-3s.

The Air Guard's Tactical Fighter force continued to modernize by converting three units to A-7D aircraft.

The Tactical Airlift fleet, consisted of 13 C-130 units, one C-123 unit in Alaska and one C-7 unit at McGuire AFB, NJ. Three units are in conversion to C-130s.

"Operation Creek Party" completed its eighth successful year in May 1975 providing refueling support by the Air Guard's KC-97L tanker force in overseas mission.

The projected arrival of the first KC-135 tankers will be a significant milestone and insures increased refueling capability and compatibility with active force units.

An overriding theme during the year was concentration on improved junior leadership based on a four point program. The four areas include a need for improvement of the schools program to insure every Guard member, both Army and Air, can achieve self-

improvement in uniform and in daily life; a need to increase every member's involvement in the use of Army and Air National Guard aviation assets and the knowledge of aviation operations include maximum utilization; the need to improve our techniques for retention in order to keep those Guardsmen and women best qualified to become Guard leaders of

tomorrow and the need to stress professionalism from the top down — to set an example in everything we do.

The National Guard pursued a vigorous policy in recruitment of minority Guard members as well as women during the last year.

The impact of the zero draft environment more than a year ago remains, and dynamic recruiting efforts have been geared in the face of an all-volunteer force. Both Army and Air maintained manpower requirements during the year.

The many accomplishments of the National Guard are detailed throughout the pages of this report enabling us to place into the record, another successful story in its 339 year history in the defense of the nation.

The 69th Annual Report of the Chief of the National Guard Bureau, for the fiscal year ending 30 June 1975, is respectfully submitted.


Lavern E. Weber
Major General, USA
Chief, National Guard Bureau



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1975 in Review

Congress appropriated \$1,332,822,803 for the Army and Air National Guard in FY 1975 and additional money was appropriated directly for the National Guard by the states. Substantial support was also provided by state, county, and municipal governments in land, police, and fire protection, maintenance of roads, and the provision of direct county and municipal fiscal support to local units.

At the end of FY 1975, the Army National Guard was in possession of federal equipment and vehicles in excess of \$4.1 billion. The Air National Guard equipment and aircraft are valued at over \$3.1 billion.

ARMY NATIONAL GUARD

Personnel

403,057 Total Personnel
89,452 New Enlistee Accessions
28,831 Authorized Technicians

Organization

3,245 Units

Major Units

5 Infantry Divisions
1 Mechanized Infantry Division

2 Armored Divisions
9 Infantry Brigades (Sep)
6 Mechanized Infantry Brigades (Sep)
3 Armored Brigades (Sep)
3 Armored Cavalry Regiments
2 Special Forces Groups

Facilities

2,727 Armories
2,000 Nonarmory Facilities

AIR NATIONAL GUARD

Personnel

*95,752 Officers and Airmen
16,546 Total Airman Accessions
22,550 Authorized Technicians

Organization

1,106 Units
24 Wings
73 Groups

91 Squadrons
530 Support Units
190 Communications Units
108 Miscellaneous Units

Facilities

89 Flying Bases
66 Nonflying Bases

* includes category L

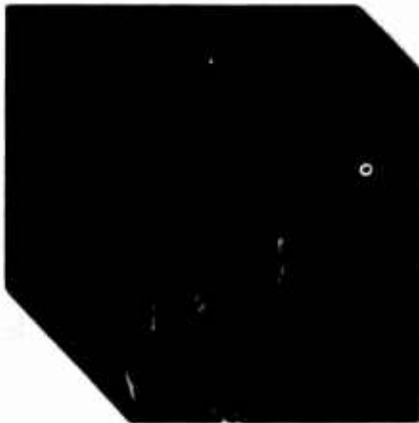
Operations and Maintenance Personnel	ANG	ANG
Military Construction	\$ 609.8	\$652.9
TOTAL	663.1	202.3
	59.0	26.5
	\$1,331.9	\$881.8



Lt. Gene Sundin, Commander, 2-162 Infantry, Oregon Army National Guard, watches his battalion return from a twenty-four hour problem during A.T. at Fort Lewis, Washington.



Transport aircraft from California's 146th Tactical Airlift Wing participates in exercise "Golden Bear"



Mission, Organization and Administration

MISSION OF THE NATIONAL GUARD

The National Guard is rooted in the concept of the privilege and responsibility of our able-bodied citizens to be ready at all times to bear arms for the common defense. This tradition was begun in the early seventeenth century, with the development of militia bands in the various colonies. The authors of the Constitution recognized the importance of the concept by empowering the Congress to "provide for organizing, arming and disciplining the militia." National military policy subsequently enacted into law has served to enhance the availability and improve the readiness of the National Guard as a federal reserve force. The general policy stated in current law (Section 102, Title 32, United States Code) is quoted:

In accordance with the traditional military policy of the United States, it is essential that the strength and organization of the Army National Guard and the Air National Guard as an integral part of the first line defenses of the United States be maintained and assured at all times. Whenever Congress determines that more units and organizations are needed for the national security than are in the regular components of the ground and air forces, the Army National Guard of the United States, or such parts of them as are needed, together with such units of other reserve components as are necessary for a balanced force, shall be ordered to active federal duty and retained as long as so needed.

While its federal reserve potential has been strengthened, the National Guard of each state remains constitutionally a state-administered military force. The dual state-federal missions are set forth in National Guard Regulation No. 350.1 and

Air National Guard regulation No. 20-1.

The state mission is to provide units organized, equipped and trained to function effectively in the protection of life and property and the preservation of peace, order and public safety under competent orders of federal or state authorities.

NATIONAL GUARD BUREAU

The National Guard Bureau is both a staff and operating agency. As the chart shows, it is a Joint Bureau of the Departments of the Army and the Air Force. The Chief, National Guard Bureau, reports to the Secretaries of the Army and the Air Force through the respective Chiefs of Staff and is the principal staff advisor on National Guard affairs.

As an operating agency, the National Guard Bureau is the channel of communication between the states and the Departments of the Army and the Air Force (AR 130-5/AFR 45.17).

The function of the National Guard Bureau is to formulate and administer a program for the development and maintenance of Army and Air National Guard units in the several states, the Commonwealth of Puerto Rico and the District of Columbia in accordance with Departments of the Army and Air Force policy.

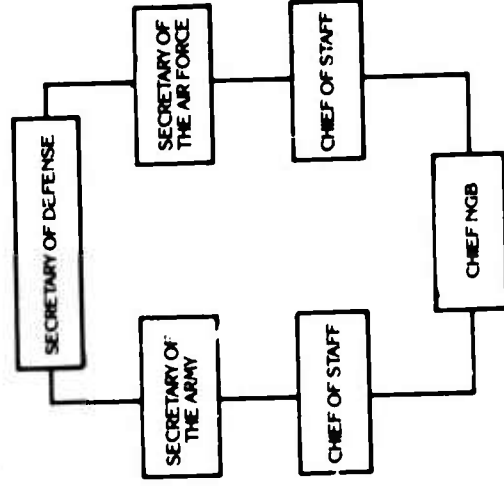
The organization of the National Guard Bureau is shown on the chart. The Office of the Director, Army National Guard is organized into five divisions: the Office of the Director, Air National Guard is organized into seven divisions. The Office of the Legal Advisor, Office of Policy and Liaison, Special Assistant for Equal Opportunity, Office of Public Affairs, Office of Data Information Systems, Office of

Technician Personnel; the Office of Administrative Services; and the Office of Procurement Policy and Review advise and assist the Chief on both Army and Air matters.

The Chief of the National Guard Bureau is appointed by the President, with the advice and consent of the Senate, from a list of National Guard officers recommended by the respective Governors, for a term of four years, and is eligible to succeed himself. The grade authorized for this position is major general.

The former Chiefs of the National Guard Bureau and its predecessor organizations (Division of Military Affairs, 1908-1916, and Militia Bureau, 1916-1933) are listed in Appendix A. Appendices B and C list the State Adjutants General and United States Property and Fiscal Officers as of 30 June 1973.

ORGANIZATION



The Army National Guard

The Army National Guard provides forces that are an integral part of the Nation's first-line defenses.

The worldwide overseas commitments of the Army in Europe, Southeast Asia, the Middle East, and in Korea represent large overseas garrisons and fighting forces already in place and major treaty commitments. All must be supported by forces available for rapid deployment from the United States.

The Army National Guard Forces in the Affiliation/Roundout programs are part of the Total Force which is an amalgam of Active and Reserve Forces. The Army National Guard shares in the combat mission of the United States Army by providing units to support overseas contingencies. The Army National Guard is the main Reserve Component able to provide the number of trained military units needed to support these contingencies.

The Air National Guard

The Air National Guard supports U.S. Air Force missions worldwide, such as those to NATO and the free nations of Southeast Asia, the Middle East, Far East, Alaska, Caribbean, and South America.

The gaining commands to which Air National Guard units are assigned upon mobilization include the Tactical Air Command, Aerospace Defense Command, Military Airlift Command, Alaskan Air Command, Air Force Logistics Command, and the Air Force Communications Service. In addition, the Hawaii Air National Guard is committed to the Pacific Air Forces and one Air Guard communications unit is committed to the Air University at Maxwell Air Force Base, Alabama.

During this fiscal year, many Air Guard units served without mobilization, as integral functioning parts of active Air Force commands. Airlift units flew missions worldwide as a functional part of the Military Airlift Command, and ANG fighter-interceptor squadrons assigned to the Aerospace Defense Command

maintained a 24-hour alert under control of North American Air Defense Command. Air National Guard tactical squadrons today form the principal worldwide strategic reserve of the Tactical Air Command.

Air Guard Electronics Installation squadrons perform communications construction projects on U.S. Air Force missile sites and other bases around the world.



Armored personnel carrier from the Pennsylvania Army National Guard takes part in field exercises during A.T. 74.

LEGISLATION

Legislation Enacted:

Public Law 93-336 provides for the administrative settlement of claims arising from noncombat activity of the Armed Forces by increasing the limits for administrative settlements from \$15,000 to \$25,000.

Public Law 93-365 "Department of Defense Appropriation Authorization Act, 1975" provides that the Selected Reserve of each Reserve component of the Armed Forces will be programmed to attain an average strength of not less than 400,000 for the Army National Guard of the United States and not less than 95,000 for the Air National Guard of the United States. The average strength prescribed for the Air National Guard of the United States shall include not less than 91 flying units in the Air National Guard during FY 1975.

Public Law 93-437 "Department of Defense Appropriation Act, 1975" appropriated \$668,800,000 for personnel of the Army National Guard and \$204,527,000 for personnel of the Air National Guard for pay, allowances, clothing, subsistence, gratuities, travel and related expenses. Appropriated for Operation and Maintenance \$589,500,000 for Army National Guard and \$642,500,000 for Air National Guard.

National Guard Bureau Personnel Strength 30 June 1975

	Authorized	Assigned
Military	17	16
ARNGUS	17	19
Active Army	35	32
ANGUS	52	47
Active Air Force	21	114
TOTAL		
Civilian	78	75
Army	106	100
Army Guard Technician	—	8
Air Force	155	155
Air Guard Technician	339	338
TOTAL		

Public Law 93-525 removes from the law the provision that commanders of Air Force flying units shall be commissioned officers who have received aeronautical ratings as pilots.

Public Law 93-552 "Military Construction Authorization Act, 1975" authorized \$53,800,000 for Army National Guard of the United States and \$31,500,000 for the Air National Guard of the United States.

Public Law 93-636 "Military Construction Appropriation Act, 1975" appropriated \$59,000,000 for the Army National Guard and \$35,500,000 for the Air National Guard.

Public Law 94-22 "Travel Expense Amendments Act of 1975" authorizes per diem and mileage expenses for Government employees at the rate of \$35 per day or not more than \$50 per day for actual expenses, and 20 cents a mile for the use of privately owned automobile.

Legislation Pending:

H.R. 96, 94th Congress, would authorize enlisted members assigned to the Selected Reserve of an armed force, partial payment of tuition, or fees in lieu of tuition, as an incentive for enlisting or reenlisting in the reserve components.

H.R. 100 / S. 584, 94th Congress, would increase the current 55 percent credit for prior service to 100 percent and would eliminate the current requirement for National Guard employment after 1 January 1969, for entitlement to credit for technician service before that date for the purpose of Civil Service retirement.

H.R. 7460, 94th Congress, would enable the President to authorize the involuntary order to active duty of Selected Reservists, for a limited period, whether or not a declaration of war or national emergency has been declared.

H.R. 7461, 94th Congress, provides that a member of the Ready Reserve may not be transferred to the Standby Reserve unless he has served on active duty (other than for training) for at least ninety-one days and has requested that transfer one hundred and eighty days in advance.

OFFICE OF PUBLIC AFFAIRS

Throughout the course of the year the Office of Public Affairs receives many and varied requests for assistance from the nation's news media, both press and broadcast. In responding to those queries, Public Affairs meets its responsibility to the public and creates a greater understanding and better working relationship with media members. Work in this very important area is on-going.

The Domestic Action/Community Service program in the National Guard continued. Department of Defense again recognized the community involvement of all elements of the National Guard and Reserve in a special ceremony. The top award to an ARNG unit, a plaque, was presented to the District of Columbia Army National Guard for its Youth Leadership Program which included a ten-day camp period. Units in Kentucky, New Jersey, New York and Utah received certificates in behalf of participation in community activities. The first place award in the ANG was presented to Oregon Air National Guard for its sponsorship, in cooperation with the Housing Authority of Portland, of an annual one-week camp for disadvantaged young people. Certificates were presented to ANG units in Colorado, Missouri, Nebraska and New Hampshire.

FY 1975 was a year of expansion and refinement for InterCom, the National Guard Bureau's internal/command information program. The quarterly Push Pin Post was converted into a monthly bulletin board publication. The Push Pin Post covers official and semi-official stories from within the Bureau as well as nation-wide Guard activities. Two new publications were developed during FY 1975 as well. "Eye-to Eye-0" is a monthly bulletin that provides public affairs guidance to National Guard information officers. "Clip-it" provides camera ready graphic art support for National Guard newspapers.

The InterCom program also expanded into closed circuit television. With the

addition of new video tape equipment into the Army National Guard inventory, it became possible to provide television programming directly to unit level, since Air National Guard flying units already had this equipment. InterCom television includes regular quarterly reviews of National Guard activities, but also can provide programming on special purpose topics for limited audiences.

The Army National Guard entries in the Department of the Army-sponsored Keith L. Ware Awards for Excellence in Newspapers, Magazines, Radio and Television have been doing very well in recent years. This year the Guard won first, second, and third places in various categories in the Army-wide competition. The first-place winner, a film entitled "The Volunteer Years" produced by Oregon ARNG, was automatically entered in the Department of Defense Thomas Jefferson Awards competition in the Special Broadcast Achievement Using Broadcast Media category. The film won in that competition against entries which were first place winners of contests sponsored by all branches of the active services. This was the second consecutive year that the Army Guard earned a first place at Department of Defense level. The D.C. Guard won in the same category the previous year.



SMSGT Paul Barcroft of the 140th Cam Squadron, Colorado Air National Guard, places a new ANG decal on one of the unit's A-7D's.

Recruiting advertising played a large role in Public Affairs activities during the year with an emphasis on maintaining strength levels required for the all-volunteer force structure of the Army and Air National Guard. In an effort to reach the largest number of potential recruits, advertising used radio and television public service announcements as well as national magazine advertising.

Two television films, for use as public service announcements, were produced by W. B. Doner and Company Advertising of Baltimore, Maryland, the National Guard's advertising agency, for the Air Guard and one television spot was produced to emphasize the joint role of the Army and Air National Guard.

In magazine advertising twenty different publishing houses, representing over thirty different publications, were used to print ten individual Army and Air Guard ads. Titles of the ads varied but the theme generally revolved around someone special in the neighborhood being a member of the local Guard unit. All magazine ads included a mailbox coupon or postcard which provided the recruiters with a direct contact with the reader, and also provided a continuing sampling of the responsiveness of the advertising campaign.

Within the audio-visual field, a series of branch/mission films was produced showing Guardsmen at work in the various missions to which the Guard is assigned. Posters, pamphlets, brochures and billboards supported the mission/branch themes.

The National Guard exhibit program was expanded. New improved exhibits were manufactured with the eventual goal of providing one exhibit to each Adjutant General for use within his state. In addition an intensive program of public awareness was undertaken by staff participation at numerous conventions around the United States.

A special one-month-long recruiting and awareness drive was also held in conjunction with the beginning of the National Guard's observance of the U.S. Bicentennial. Named "March is Minuteman Month," the recruiting drive was designed to aid both Air and Army recruiters in taking advantage of the Guard's heritage to obtain more recruits.

The National Guard continues to cooperate with community leaders in a variety of local celebrations and events commemorating national holidays by providing flyers and static display aircraft. It is anticipated that this type of support will increase during the Bicentennial celebration.

TROPHIES AND AWARDS PROGRAM

The purpose of the trophies and awards program is to instill a spirit of wholesome rivalry among individuals, units, and organizations of the Army and Air National Guard and to stimulate interest in proficiency in training and maintenance. To this end, trophies and awards are presented annually by the Chief of the National Guard Bureau and other agencies to outstanding personnel and units in both the Army and the Air National Guard and are listed in Appendix E.



The 119th Fighter Interceptor Group, North Dakota Air National Guard happily receives the Daedalian's Trophy.

NATIONAL GUARD IN AMERICAN WARS

War or Conflict	Guardsmen (Militia) on Active Duty
Revolutionary War	231,771
War of 1812	116,000
Mexican War	73,297
Civil War	1,933,779*
Spanish-American War	216,225
Mexican Border Campaign	170,000
World War I	433,478
World War II	297,654
Korean War	183,600**
Berlin Crisis	65,460**
Vietnam	22,745**

*Figure for Union forces only. All Confederate forces were volunteer militia. National Guard's estimates on the number who served in the Confederate Army range from 600,000 to 1,500,000.

**Includes both Army and Air National Guard.



Engineer from Oregon Army National Guard looks toward the other shore as he spans a water obstacle near Camp Riley, Oregon.

REGULATIONS

The National Guard, when not in active federal service, is governed by National Guard regulations and Air National Guard regulations. These regulations announce the approved policies of the Departments of the Army and the Air Force pertaining to the Army and Air National Guard. Also, certain procedural matters are published in National Guard pamphlets and Air National Guard pamphlets. These may be separate or joint publications, depending upon the applicability of the contents to both the Army and Air National Guard. Further, certain Army and Air Force regulations govern the Army and Air National Guard when specifically made applicable by the Chief, National Guard Bureau.

PUBLICATIONS MANAGEMENT

During FY 1975 obligations for Army publications and forms totaled \$1,115,287. The cost of publications and forms continue to increase. Strenuous efforts at all levels enable us to hold our requirements to the minimum. In coordination with the Department of the Army, a standard distribution formula was developed for company and battalion size units for those Administrative publications listed on DA Forms 12-4 & 9. The new standard differs only slightly from that in effect for the ARNG during the past few years.

We continue to receive additional pinpoint accounts. These accounts, plus internal adjustment of accounts within some States, resulted in 34 states being completely on pinpoint distribution on a battalion and separate company/battery level basis.

EQUAL OPPORTUNITY

The Equal Opportunity program for the National Guard, under the leadership of the Chief, National Guard Bureau, achieved measurable progress in FY 1975.

The Chief, NGB, appointed Dr. Ruth E. King to the position of Chief, Equal Opportunity. Dr. King is responsible for the overall National Guard Equal Opportunity program and she executes this responsibility in coordination with Army and Air National Guard Directors and through the Office of Minority Affairs which is the action office for Equal Employment Opportunity and Compliance Review.

Equal Employment Opportunity Branch published an Affirmative Action Plan, a Complaints Processing Procedure and a Counselor's Handbook during the fiscal year. There were 19 complaints of discrimination processed through the office for one or more of the following procedures: investigation, hearing,



An Air Guardsman from Georgia's 155th Tactical Control Group watches aircraft on his screen while mission data is plotted on the board in the background.

emphasis program coordinators, 24 EEO specialists, and 10 investigators had been appointed and trained throughout the National Guard in support of the Equal Employment Opportunity Program for National Guard technicians.

The Compliance Review Branch is the OPR for NGR 600-23/ANGR 30-12, titled "Nondiscrimination on Federally Assisted Programs." This regulation, which implements Title VI of the Civil Rights Act of 1964 and DoD Directive 5500.11, was issued and distributed during FY 1975.

The Compliance Review Branch visited 23 states in conjunction with onsite military equal opportunity compliance reviews and evaluation of the Race Relations/Equal Opportunity and the Air Social Actions programs as outlined in NGR 600-21 and ANGR 30-02 (Draft) respectively. A total of 1,029 personnel were interviewed at 101 different unit locations.

Onsite compliance review and evaluation revealed a generally aggressive recruiting program for women and minorities. Rank distribution for women and minorities is heavily concentrated in the lower officer and enlisted grades which is partly attributed to the recent influx of these two groups into the National Guard. Equal Opportunity in job assignments and promotions is being afforded women and minorities.

Staffing of ARNG RR/EO and ANG Social Actions positions are progressing satisfactorily; however, duration of many MOS producing courses has seriously affected their ability to obtain trained personnel.

An increased level of awareness and sensitivity to social needs is evident due to the emphasis on developing and implementing the human relations program as outlined in NGR 600-21 (ARNG RR/EO Plan) and ANGR 30-02 (Draft) (Air Social Actions Plan). Outstanding programs are found in a few states. The shortage of qualified instructor personnel in the Army Guard is hampering the Army Guard program in many states.

decision, appeal, and civil court actions.

Full-time State Equal Opportunity Officers were appointed in 48 states to carry out the responsibilities of the Equal Employment Opportunity Program for technicians. The remaining states appointed State Equal Opportunity officers as collateral assignments.

At the close of the fiscal year, more than 1,200 EEO counselors, 100 special

Army Guardsmen from Missouri construct a pontoon bridge across the Piney River at Fort Leonard Wood.

OFFICE OF DATA INFORMATION SYSTEMS

The Army Guard field standardization program was completed with the installation of 44 IBM 1401 card processor systems in FY 1974, and eight IBM 1401 tape processors in FY 1975. Approval was obtained for upgrading of 20 additional card processor systems to tape. Standard systems which are operational include Logistics, Personnel, Comptroller, Technician Pay, Maintenance, Technician Personnel, Unit Readiness and Joint Uniform Military Pay System (Reserve Components) (JUMPS-RC).

The National Guard Computer Center installed an IBM 360/40 computer in September 1974 and system conversion was completed on 1 April 1975. The IBM 7080 was released on 1 April 1975. Installation of the IBM 360/40 permitted implementation of a Standard Army Major



Cannoneer from C Battery, 1-214 Field Artillery smiles through the rain at Fort Gordon, Georgia.



Command System — Vertical Army Authorization Encumbrance System (VTADS). Other Standard Army Systems will be implemented as developed such as SIDPERS/RC.

The input interface for JUMPS-RC was developed and prototyped by the Army Guard at Indianapolis, Indiana. The system was successfully extended to over 90 percent of the states with completion projected for second quarter, FY 1976. The system is driven through data provided by the Army Guard Personnel System and will improve services to the individual Guardsman by providing monthly drill pay.

The development of the SIDPERS-RC continued during FY 1975. The National Guard staff participated in the review of the Detailed Functional Systems Requirement (DFSR) and provided input for the Guard Personnel Management Module. System testing and extension is currently projected for FY 1976.

The Remote Job Entry Terminal (RJET) System was installed at 11 Air Guard installations which are located on active Air Force bases. Over-the-counter service is provided by the active Air Force base computer utilizing standard Air Force base level systems. Hardware for 15 RJET remote locations was installed permitting use of standard Air Force systems. Completion of the RJET programs is scheduled for February 1976. This system will permit release of leased punched card equipment and will standardize Air Guard systems at base level.

The Air Guard developed a system for collection and reporting of data on rated pilots as a result of enactment of the Career Incentive Act. This system will provide information to both Air Guard and Air Force in management of rated pilot career programs.

The Manpower Authorization System was developed and implemented during FY 1975. This system provides authorization data to base level for interface with the Air Force Automated Personnel System and the Air Force Military Personnel Center for interface with the Air Force Military Personnel System.

TECHNICIAN PERSONNEL

Personnel Management Evaluation Group

In joint effort with the 10 Civil Service Commission Regions, the Personnel Management Evaluation Group has concluded its schedule of evaluations to all states, the District of Columbia and Puerto Rico. The PME group's onsite evaluations over the past three years have witnessed many improvements in management practices in the technician program and innumerable cases of positive pursuits of technician rights and benefits under federal employment. Technician Personnel Offices are grasping the impact of federal programs on the technician program and steadily gaining expertise. Having reached this plateau, future scheduling will be based on priorities established according to problem and trend indicators.

Special inquiries (three or fewer program areas) are planned for eight of 19 proposed CSC/NGB evaluations for FY



Barbed wire frames a tank from the Vermont Army National Guard during A.T. 74.

1976, the remaining 11 are general evaluations. Ten evaluations were conducted during FY 1975. The total was reduced from previous years because of severe second half FY 1975 cutbacks in travel funds. Fiscal year 1975 evaluations had more impact than previous years because of required followup reports from the states to the National Guard Bureau which addressed recommendations in NGB reports. Followup reports from states have created a new dimension of communications between the NGB and states concerning technician management issues. The PME Group will continue to encourage states to become involved in the personnel management evaluation program through self-evaluation and improved communications with the National Guard Bureau. Within the next three years the PME group expects to have states fully integrated into the National Guard Personnel Management Evaluation Program.

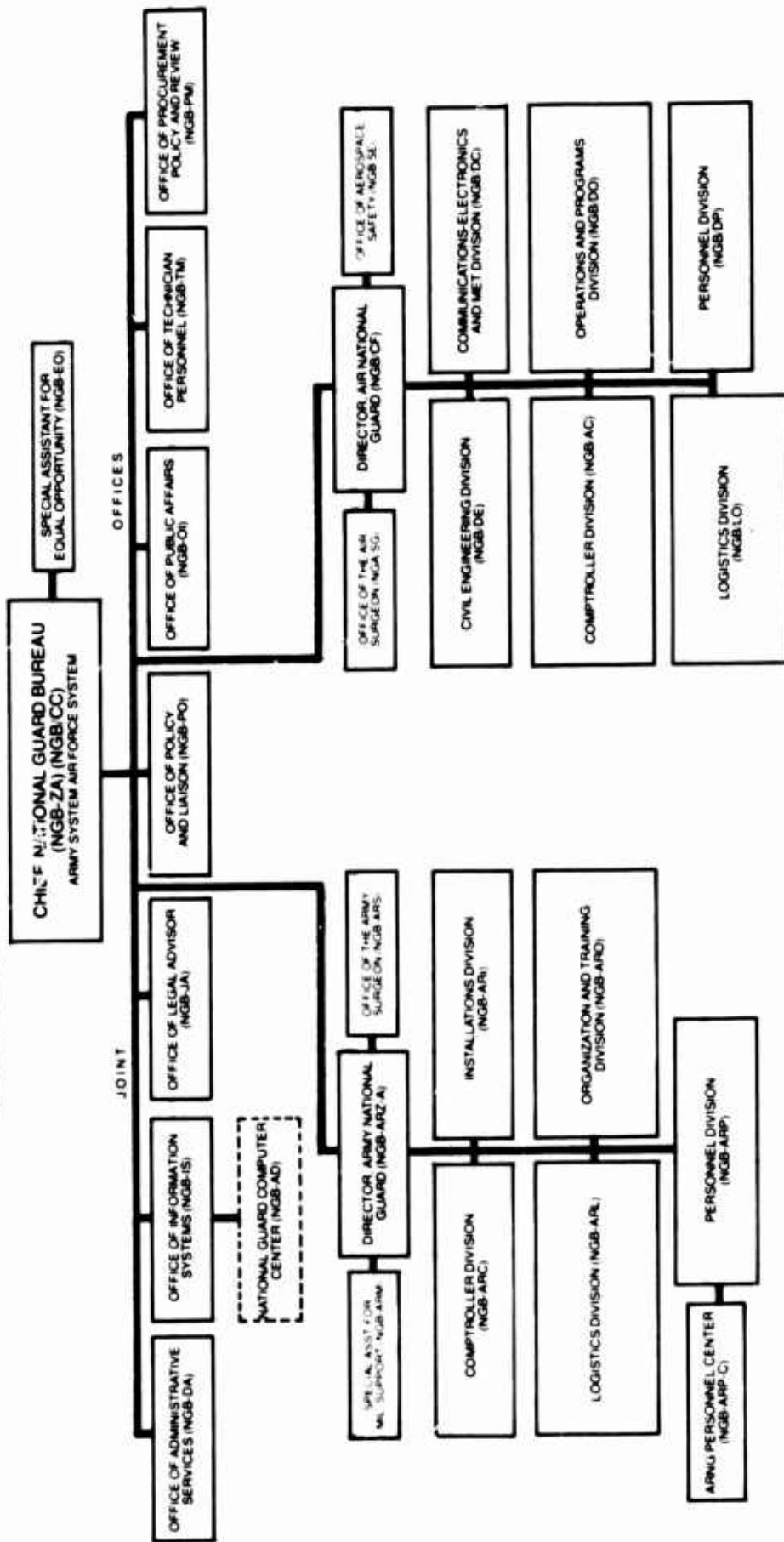
Classification

A number of significant classification actions were taken based on the distribution of various newly published Civil Service Commission Job Grading Classification Standards. These applicable classification standards included: Heavy Mobile Equipment Mechanics, Artillery Repairers, Small Arms Repairers, and Warehouseman.



Pilot Mike Smith of Atlanta dismounts from his F-1000 Super Sabre as the 128th Tactical Fighter Squadron returns to Dobbins Air Force Base after flight training at Savannah.

NATIONAL GUARD BUREAU ORGANIZATIONAL CHART



Approximately 1,200 downgrades resulted from implementation of the new classification standards. During this period, the Classification Division received and acted upon 116 classification appeals. The new USCSC Job Grading Classification Standard for Optical Instrument Repairer was implemented during the fiscal year and resulted in approximately 70 downgrades from WG-12 to WG-10 and WG-11 to be effective in July 1975.

The following significant actions were taken during FY 1975:
Released Technician Position Descriptions for the Plans, Operations and Training Office, State Headquarters. This package included a new Plans, Operations and Training Officer, GS-13 position, one for each state. (Prior approval received from CSC)
Released new ARNG Aircraft Mechanic (Crew Chief) position description, WG-11. This included approximately 850 upgrades

from WG-10 to WG-11. (Prior approval received from DA and CSC).
Released Training Site reorganization including rewrites of all technician position descriptions as well as additional new descriptions.
Forwarded to the Civil Service Commission and received approval for the upgrading of the current ARNG Aircraft Maintenance Officer (Pilot) GS-11 to GS-12. Proposal to upgrade the current Aircraft Inspector at the AASF from WG-11

to WG-12 was denied by the CSC.

Released 11 new position descriptions for the National Guard Professional Education Center to be filled by 17 technicians. Grade levels for these positions have been classified up to and including GS-13, Education Program Administrator.

The review of the USPFO was initiated during FY 1975 and will continue into FY 1976. Specific areas to be covered by classification review and desk audits include: Logistics Division, Automatic Data Processing Office, Budget Branch, Purchasing and Contracting Office, and the Traffic Branch.

The entire top management structure of the Air National Guard was reorganized with 17 new or revised position descriptions being issued. This resulted in a narrowing of the span of supervisory control for the Air Commander (previously titled Base Detachment Commander) by the establishment of a new Chief of Support Services position. The ANG also experienced an unusually large number of conversions which resulted in many changes in the organizational structure and the position descriptions for aircraft maintenance.

As during last year, many classification appeals are being received. This has resulted in a much greater and in-depth involvement by the Civil Service Commission. Many problems in the area of position management, such as proper utilization of supervisors and many technicians not performing duties as prescribed by their position descriptions, are being experienced.

Technician Management and Labor Relations

Contract negotiation in the states proceeded on a pace comparable with the previous year. Increased activity was noted in the area of mediation and impasse resolution. When these reach the stage of formal proceedings, the Labor Relations Branch gets involved either as a participant or in an advisory capacity to management in the states.

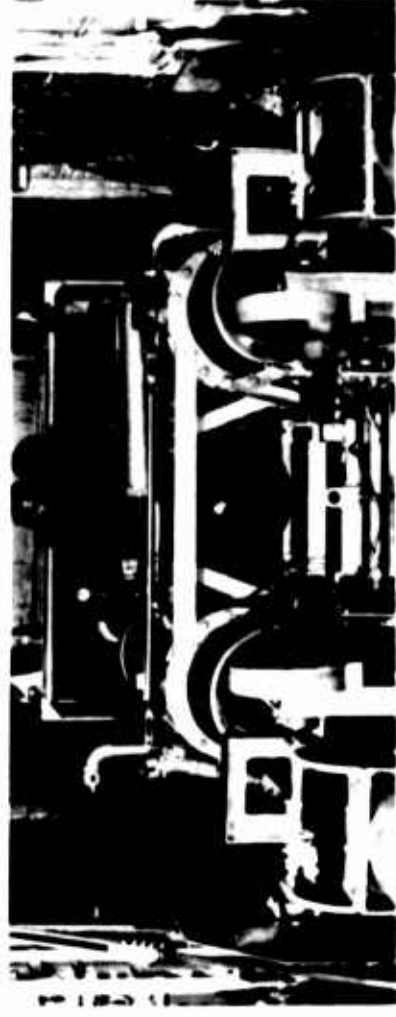
The Labor-Relations newsletter

continues to be published periodically and assistance is provided to management negotiating teams prior to the onset of bargaining. Close liaison and coordination is maintained with NGB-JA on adverse action proceedings within the states which have reached Civil or Federal Courts.

Liaison has also been effected with the Technician Personnel Officers in the selection, acquisition, and training of grievance hearing examiners and assurance of correct procedural guidance on grievance processing within the states.

In the past year the Labor Relations Branch experienced an increase in the volume of arbitration and unfair labor practice cases in the states. In some instances this involved the presentation of management's cases by NGB, and in other instances the role was advisory to the management representative.

The implementation of EO 11838 amending EO 11491 caused the Labor Relations Branch to publish information and guidance to the states on the impact of these amendments to the Executive Order. A three-day course was presented at the National Guard Professional Education Center in Arkansas by NGB to the TPOs and personnel involved in labor relations to orient and brief them on these amendments. See Table 5, Appendix H which reflects the units of recognitions and status of labor relations activity to date.



Forest Service Maffis Fire Retardant System is loaded in a C-130 from California's 146th Tactical Air Lift Wing to assist in the battle against forest fires.

The National Guard Incentive Awards Program continues to receive enthusiastic support and response from the individual states. This program deals with cash awards for suggestions, submitted by National Guard technicians, that are judged to be of benefit to the National Guard, the U.S. Army, or the U.S. Air Force.



South Carolina Air National Guard A7D returns to base from a training flight over the South Carolina pine woods.

Technician Training & Staffing

The National Guard Bureau again increased its emphasis on formal training for technicians in FY 1975. The increase in the quantity and quality of training represented a marked improvement over FY 1974.

Development of many training programs and standardized training courses was completed. The Executive Development Program for the National Guard Bureau is complete and currently in operation. The development of an Administrative Supply Technician (AST) training course was also completed. The training of ASTs commenced in April of this year and will be conducted extensively throughout FY 1976.

Representatives from the Technician Personnel Offices of the individual states attended the Labor Relations Course conducted by the National Guard Bureau in June 1975. This was a three day course dealing with the amendments to Executive Order 11491.

During FY 1975, Regional Civil Service sponsored courses were utilized by the National Guard. These courses proved to be a very effective method of formal training and education.

The Doubled Employee Program was presented in September of 1974 at the Air National Guard Professional Military Education Center at Alcoa, Tennessee. This program was presented to State Administrators with the intention that they develop their own State programs for presentation to their technician supervisors.

Due to reductions in force of many Air Defense technicians, extensive training was accomplished to qualify these individuals for their new positions. The remainder of this training will be conducted in FY 1976.

In summary, the goals for the professional development program in the National Guard lie in two areas: 1) to increase the day-to-day operational efficiency of the National Guard and 2) to provide the technicians with the needed training to increase their promotional visibility within the system and thus



Huey helicopters from the Wisconsin Army National Guard hover above the runway during Muta 4 training exercises.

During FY 1975, 520 suggestions were processed representing a nine percent increase over FY 1974. Suggestions completed and reviewed have resulted in an estimated first year savings of \$415,765 with cash awards to technicians of over \$16,000. In addition, the National Guard Bureau Incentive Awards Committee reviews recommendations from the field for both Special Achievement and Meritorious Civilian Service Awards. During the reporting period 640 awards were presented for Special Achievement and 290 Quality Salary Increases were granted as compared to 570 Special Achievement Awards and 247 Quality Step Increases during FY 1974.

New Laws, Executive Orders, and Civil Service Regulations enacted during FY 1975 require the updating of many NGB issuances by the Office of Technician Personnel. In addition to the continual updating of Technician Personnel Manual issuances (TPMs and TPs) the following Technician Personnel Pamphlets were

revised during FY 1975 and have been published or are in the process:

- 902 Technician Performance Rating Plan
- 903 Technician Incentive Awards Plan
- 904 Supervisors Handbook
- 905 Standards of Conduct
- 907 Technician Handbook

During this reporting period the National Guard Bureau requested and received from the U.S. Civil Service Commission an important determination impacting upon the retirement rights of enlisted technicians. By letter of 22 July 1974, the Commission determined that the separation of an enlisted technician under an established selective retention program may be considered as "involuntary" for purposes of eligibility for a discontinued service annuity. Prior to this decision, an enlisted technician separated due to failure on the part of the National Guard to accept an application for reenlistment, was not considered eligible for a discontinued service annuity under the federal retirement system.

maintain a high morale level. The great increase in demand for training, as reflected above, has effectively complemented the education of numerous National Guard technicians. Training conducted in FY 1975 considerably outweighed that of FY 1974, which was evidenced by the fact that training expenditures doubled those of the previous year. There will be a continuing emphasis on the training of National Guard technicians in the future. This training will be conducted by the Department of the Army, the Department of the Air Force, the Civil Service Commission, and the National Guard Bureau.

The Staffing Branch continued to provide advisory service to managers and State Technician Personnel Offices during FY 1975. Several staff assistance visits were conducted to various states to assist in recruitment and selection problems, to aid in preplanning of organizational changes and modifications and to advise on the procedures to be followed in effecting a reduction in force. Regulations (TPM, TPP and TPS) which relate to the staffing area have been reviewed and are currently being revised.



MG Robert G. Moorhead, CG, 38th Infantry Division and Col Leland I. Fine, his division artillery commander discuss the enemy situation during Cabin Cyclone II CPX.

ANG Civilian Personnel Activity

Thirty-six Title 32 competitive firefighters were converted at Buckley ANG Base to the Title 5 program during October 1974. NGB/DPC arranged for the transition of servicing these employees from the TPO at Buckley ANG Base, Colorado to the Forbes ANG Base, Kansas Central Civilian Personnel Office (CCPO).

During February 1975 NGB/DPC participated in a reorganization study at Selfridge ANG Base, Michigan. This study will have a major impact on the workload of the Selfridge Civilian Personnel Office. Preliminary guidance was provided to the CPO regarding problems which may be anticipated with regard to the planned conversion of numerous Title 32 positions to Title 5 status.

NGB/DPC conducted necessary research and requested and received permission from the Central Office of CSC to bring approximately 260 Title 32 excepted service positions into the Title 5 competitive service as follows: 167 at Buckley ANG, CO; 50 at Selfridge ANG, MI; 40 at Portland IAP, OR; six at Salt Lake City, UT; and two at Wheeler AFB, HI.

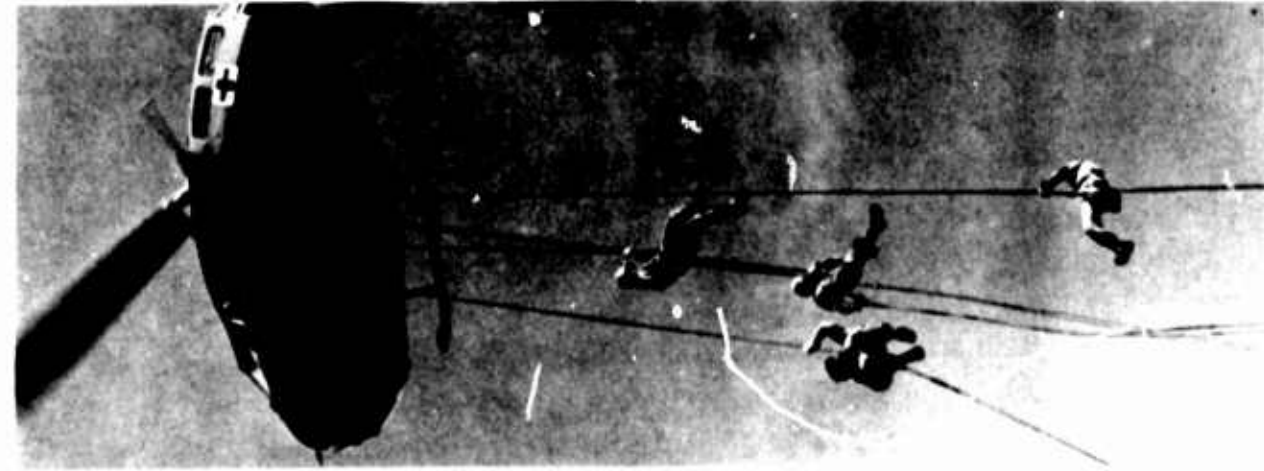
In connection with these conversions, several AF Commands, CCPOs, and TPOs were contacted in an effort to negotiate civilian personnel servicing from the nearest AF Base.

The three ANG Bases which employ DAF civilians (Title 5s) began phasing-out manual civilian personnel record keeping and administrative procedures beginning with Selfridge ANG on 9 September 1974. Otis and Forbes followed on 15 October 1974. The B-3500 computer is used to operate an automated system, USAF-wide, known as the Civilian Personnel Management Information System (CPMIS). CPMIS has now replaced manual operations in all USAF Central Civilian Personnel Offices (CCPOs). Since the National Guard does not use the B-3500 computer, required data systems services are provided, through remote terminal equipment, by host USAF Bases (SAC and AFSC).

The new system has become a vital part



Tankers from Vermont move down a dusty road during annual training at Fort Drum, New York.



Members of the 5th Special Forces Battalion, 19th Special Forces Group, Colorado Army National Guard, train for combat by rappelling from a hovering Huey helicopter

of day-to-day operations at the three CCPOs. Not only does it keep track of countless actions that must be taken, many are taken automatically without the normal time-consuming, error-producing clerical processes employed in the past. Base level and ANG supervisors and managers can now rapidly retrieve more precise and factual data about Title 5 resources, manpower authorizations, assignments and other information required for sound decision making.

CPMIS implementation was a vast project — the most ambitious automated civilian personnel program ever undertaken in the Department of Defense. Implementation of the program at our

Title 5 bases required countless hours of work by our base CCPO staffs and 13 separate technical assistance visits to bases and to the USAF Data Systems Design Center by NGB/DPC staff.

During FY 1975 NGB/DPC received approval to conduct a modified version of the mandatory DOD Race Relations Training Program for ANG Title 5 employees. A full-time Race Relations Instructor position was established and filled at Selfridge ANGB for the purpose of Training ANG title 5s at all three bases. The USAF-imposed completion date of 30 June 1975 was met, and Phase I training has been given to employees at all three bases.



Soldiers of the Missouri Army National Guard get a good taste of the snow during winter training exercises at Fort Ripley, Minnesota.

The classification program was operated under a USAF-approved plan for reduced activity during FY 1975, due to CPMIS implementation. Approximately 10 percent of Title 5 positions were reviewed and verified by site audits as compared to a normal USAF goal of 33 percent desk audits. The remaining positions were certified as being adequately described by supervisors and management officials thus enabling ANG Commander annual certification as required by law. There were no formal classification appeals initiated by Title 5 employees during FY 1975. Informal feedback from CSC and Forbes ANG Base Civilian Personnel Officer provided further positive assurance of a sound and effective position management and classification program.



Dismounted member of the Utah Army National Guard waits her turn to fire the M-60 machine gun during A.T. 75.



Gunnery from the Kansas Army National Guard wait to provide fire support for an infantry assault at Camp Ripley, Minnesota.



Young lieutenant from Oregon Army National Guard assists in preparations for firing exercises at Gowanus Field, Idaho.

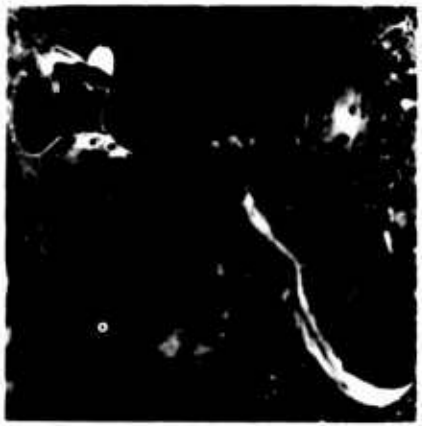
During FY 1975 all three bases developed EEO Plans of Action based upon requirements outlined by a USAF Five-Year Affirmative Action Plan concept. To date, the Forbes and Otis ANG Base EEO Plans have received required USCSC approval. Approval of the Selfridge plan is anticipated in the near future.

Significant progress was made in FY 1975 in areas pertaining to employment of minorities and women at the three bases. Our ANG CCPOs responded to NGB/DPC guidance and assistance in the EEO area and met USAF-wide goals and achievements in all rated key program areas.

Activity in the labor management relations area at each ANG Base required participation and guidance during FY 1975.

Union management relations was seen as successful and a good rapport exists between the CPOs and the employee unions. As a consequence, there were no charges of Unfair Labor Practice or arbitration necessary during the past year.

Command participation in the Installation Incentive Awards Program involves providing assistance in the resolution of unique or difficult problems related to suggestions, special achievement awards and quality salary increases.



Army National Guard

Overall strength of the Army National Guard declined slightly over the period covered. These losses are attributed to the no draft environment and the economic situation, where personnel losing their civilian positions are moving to states where vacancies do not exist.

The Army National Guard Recruiting and Retention Program continued its previous success. Quality was stressed and highlighted by the introduction of quality enlistment programs, as well as continued stress on recruitment of minority and female members.

In the recruitment of women and minorities the goals in both areas were exceeded. As of 30 June, strength was 6,771 and total minority strength was 53,723.

The trend toward more units

participating in joint training exercises as annual training continued in FY 1975.

Major units, as well as individuals, participated in joint exercises conducted in CONUS. Over 100 different training locations were used including sites in Norway, Germany, Korea, the Canal Zone, and Canada. Units conducting annual training overseas decreased in FY 1975 due to the Congressional restriction on training reserves outside CONUS.

A mutual exchange between the Army National Guard and the Norwegian Home Guard was conducted during FY 1975. This exchange program enhanced the training readiness of the two units and had a favorable politico-military impact between the United States of America and Norway in their NATO relationship.

The number of ARNG units in the Affiliation program continued to increase during FY 1975, strengthening the Total Force policy, and should result in improved training readiness during FY 1976.

Several major changes occurred in the ARNG organization structure in FY 1975.

The inactivation of 27 Army National Guard Nike Hercules firing batteries and 11 headquarters batteries directed by DOD was completed. Two divisions were reorganized from a bi-state to a single state configuration and an additional division was reorganized from a tri-state to a bi-state configuration. Additionally, two medical brigades were activated to provide the command and control necessary to coordinate and supervise the activities of 107 medical units dispersed throughout the U.S.

In FY 1975 the Army National Guard attained the best overall logistics readiness in its history. Approximately 75% of the units assigned a Force Activity Designator III (FAD III) have attained a substantially improved rating on equipment on hand, with equipment serviceability showing corresponding improvement. This improvement has been achieved even though increased Army requirements

COMPTROLLER

Appropriations

The Congress originally appropriated \$1,328,000 for the Army National Guard in FY 1975, which was included in three appropriations: National Guard Personnel,

Appropriation	Appropriated
NGPA	\$660.8
OMARNG	\$608.2
MCARNG	\$ 59.0

Under the continuing one-army concept, the Battalion Affiliation Program was expanded and proved to be very successful. The minimal cost of \$31,200 paid large dividends in training and readiness.

The never ending effort toward improvement has resulted in implementation of a centralized automatic

world wide and growing demands for equipment to satisfy foreign sales requests have severely reduced the level of major item equipment issues. Primary responsibility for the improvement was achieved through intensive control and management of the assets made available for issue and equipment redistributed under Project REDFAM (Readiness From Redistribution of Army Materiel).

State active duty requirements for civil disturbance assistance declined significantly in FY 1975. There were 12 fewer call ups and approximately 16,000 fewer personnel used than in FY 1974. Offsetting this decline was the sharp increase in natural disasters and other emergencies requiring use of National Guard personnel. There were 203 call ups involving 10,576 Guardsmen in 37 states. This represents the largest number of call ups for a fiscal year in the history of the Army National Guard.

Army (NGPA); Operations and Maintenance, Army National Guard (OMARNG) (includes technician pay); and Military Construction, Army National Guard (MCARNG) (construction of armory and nonarmory facilities).

Funded	Total
Appropriation	\$663.5
Reimbursable	\$608.2
	\$ 59.0

(All figures are expressed in millions)

pay system (JUMPS (RC)). This system interfaces the military personnel data bank and pay related input into a monthly military pay for each participating ARNG member. The system will initially support inactive duty training pay only, with a scheduled future capacity to fund annual active duty training pay and eventually all other active duty ARNG activities.

Funding

The Army National Guard budgets which were submitted to Congress supported a strength plan with a beginning strength of 383,250, an average strength of 379,848, and an ending strength of 371,500 in 3,286 units, in 2,561 communities.

The budgets submitted were NGPA \$621,700,000; OMARNG \$608,400,000; and MCARNG \$59,000,000. They provided for an input of 31,200 recruits into the Reserve Enlistment Program (REP-63) training, an ARNG technician strength of 28,831 and a technician man-year program of 28,496.

NGPA (BP 3100)

The Congress appropriated (Title I, PL 93-437) \$660,800,000 for the National Guard Personnel. Army to support a Guard end-strength of 371,500 and to provide an input to train 31,200 nonprior service personnel under the REP-63 program. In addition \$2,313,000 was provided for funded reimbursements. The

appropriation and funded reimbursements resulted in a total NGPA funding availability of \$663,113,000 for FY 1975. Action taken by Congress to limit travel had an adverse effect on resident courses of instruction for members required to maintain proficiency for retention and/or promotion.

OMARNG (BP 3700)

The Congress appropriated (Title III, PL 93-437) \$589,500,000 for the Operation and Maintenance, Army National Guard, (PL 94-32); \$18,728,000 Supplemental for civilian graded and wage board pay increases, \$700,000 rescission of enacted appropriation, and \$2,300,000 Automatic Reimbursable Orders for a total funding availability of \$609,828,000 for FY 1975. Actions taken by Congress to limit travel, organizational clothing and equipment, repair parts, and headquarters and command support had an adverse effect on TDY trips and technician training that had been scheduled.

MCARNG (BP 8500)

The Congress appropriated (PL 93-636) \$59,000,000 for Military Construction Army National Guard. These are "no-year"

funds. This appropriation is an increase of approximately \$23.8 million over FY 1974.

Summary of FY 1975 Obligations

NGPA	660,618*
OE&M, ARNG	606,582**
MC, ARNG	52,289
*includes funded reimbursements of	2,739
**includes automatic reimbursements of	2,865

MCARNG Funding Summary

Funding available from prior years	1,974
FY 1975 Appropriation	59,000
Total funding available	60,974
FY 1975	55,289
Total Obligations	55,289
Funds remaining available for FY 1976	5,685

Accounting and Reporting

During FY 1975 the installation of the NGB Standard IBM 1401 Fiscal Accounting System was completed for all states. Puerto Rico and the District of Columbia. Seven states were converted to the system in FY 1975. In addition to the conversions, many changes were implemented during the past 12 months to improve the system and procedures.

At the request of Office, Comptroller of the Army, NGB has been documenting its accounting system for purposes of obtaining Comptroller General of the United States approval of the system. Documentation is expected to be completed and forwarded to GAO during FY 1976.

A total of 1,689 funding documents were issued to 55 fiscal stations using NG funds. These documents provided the annual funding program and allotments of federal funds to support NGB and Army National Guard activities at the state level. Funds were provided to all states, Puerto Rico, the District of Columbia, the Virgin Islands, the Military District of Washington, and the Defense Personnel Support Center. Approximately 478 reports were

received monthly including status of allotments reports, reporting on the execution of the funds. Fifty-two reports were received quarterly.

To provide current accounting policies and procedures to the state USFPOs, 19 fiscal accounting instructions letters and 14 messages were issued during FY 1975.

Finance Services

All States Letter #72, based on Comptroller General Decisions B-175376/B-148324, provided revised guidance to states regarding incapacitation payrolls. In FY 1975, 291 such payrolls were received and processed as compared to 398 in FY 1974.

The JUMPS(RC) program is an extension of the JUMPS-Army centralized computer generated pay system. The RC program differs from JUMPS-Army program in that it makes special provision for data items that are unique to the Guard such as drill attendance, equivalent training, and additional training assemblies. Its objectives are to furnish fast, efficient pay service to its members and accurate command management data to all command levels on both mandatory and money usage. To date, 47 of the 50 states, Puerto Rico and Virgin Islands are operational under the new



OH58 helicopter from the Wyoming Army National Guard's 11th Field Artillery Group, lifts off for a mission during annual training at Camp Guernsey, Wyoming.

MILITARY SUPPORT TO CIVIL AUTHORITIES

General

Military support activities for FY 1975 again reflect the trend established over the past several years of continuing reliance being placed upon National Guard personnel and units for assistance during civil emergencies.

The capability of the National Guard to respond quickly and efficiently to assist civil authorities in protecting life and property and preserving law and order, particularly during natural disasters, was tested a record number of times in FY 1975 when Guardsmen responded to the largest number of call ups ever.

In FY 1975, a total of 15,945 Guardsmen were employed in 216 separate incidents in 41 states.

Civil Disturbance Control

During FY 1975, Guardsmen responded to 13 civil disturbance incidents and were committed 11 times. This represents a decrease of 12 call ups from the previous year.

These incidents, in nine different states, involved 5,369 Guardsmen. Nine occurred as the result of striking public employees or disturbances in penal and correctional institutions. There were two in which Indian groups illegally occupied buildings, one rockfest and one civil disturbance situation started as a result of school busing.

Because of a lack of student input from agencies and organizations other than the National Guard, fewer Senior Officer CD Orientation Courses were conducted at the US Army Military Police School, Fort Gordon, Georgia. Regardless, 217 National Guard Officers attended the courses during FY 1975. Army National Guard units, identified as having assigned civil disturbance control missions, conducted up to 20 hours of refresher training during the year. Again, during the fiscal year, special leadership training was conducted for key personnel occupying leadership positions in units with assigned disturbance control missions.

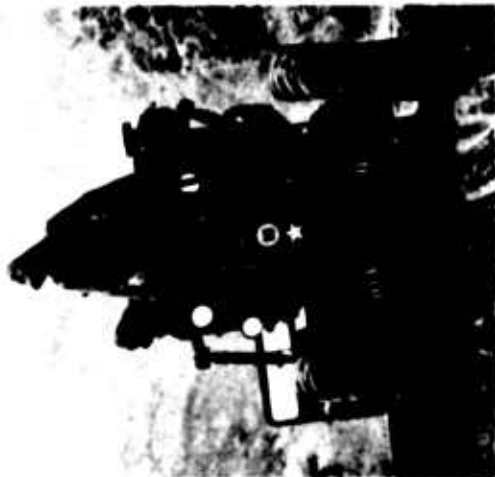
Natural Disasters and Other Contingencies

Extending the trend of the past few years, the number of call ups of National Guard personnel and units to assist civil authorities during emergencies again increased in FY 1975.

There were 203 call ups for natural disasters and man-made emergencies during the year. This represents an increase of 22 call ups, or about 12 percent more than the previous fiscal year.

Approximately 10,555 Guardsmen were used in the 203 call ups in 37 states. Of the total call ups, 138 were to assist authorities in combating the effects of natural disasters. Sixty-six of the incidents were floods, 24 snowstorms, 21 tornados, 20 forest fires, and the remaining seven were for windstorms and hurricanes. The remaining 65 call ups were for other emergency situations such as water delivery, searches and rescues, traffic safety programs, disaster relief missions, and airlifts as well as other miscellaneous missions.

See Appendix K for a breakout of military support provided during FY 1975.



Soldiers from 131st Engineering Company improve roads on a rainy day at Camp Atterbury, Indiana during A.T. 75.

procedures. New York is anticipated to be converted in October 1975. The Finance Center is now paying over 350,000 Guard members their inactive duty pay and entitlements. Thus, Phase I will be completed and Phase II conversion for AT, FTTD/ADT and special entitlements such as incapacitated pay will commence.

Audits

The United States Army Audit Agency submitted 13 reports of audit during FY 1975 pertaining to the Army National Guard. The primary emphasis of these audits was to evaluate the mission of the Army National Guard and its effectiveness to prepare for mobilization in the event of national emergency and to maintain a capability to respond to civil disorders or emergencies. As a result of these audits performed, problem areas were surfaced in personnel management, unit readiness, logistics management and training management. These reported conditions were used by the National Guard Bureau and various government authorities to improve the management within the Army National Guard.



Illinois Army National Guardsmen observes wreckage left by tornado which ripped through Canton, Illinois.

PERSONNEL

Military Strength

The federally recognized strength of the Army National Guard as of 30 June 1975 was 401,981 compared to an actual strength of 403,057. This is a decrease of 8,701 from the end FY 1974 strength of 410,682. Overall strength declined for the first four months of the fiscal year and then began a steady increase for the next five months to end the fiscal year at 401,981. Assigned strength for officers and warrant officers was 33,821 and the assigned enlisted strength was 368,160.

Change in DOD Directive 1215.6, effective March 1975, authorizes drill pay for:

- (a) High school graduates or HSGED/required to participate in up to 24 IDT periods during the 180 days prior to entry into IADT.
- (b) Bonafide high school seniors enlisting within the 90 days immediately preceding graduation are required to participate in up to 24 IDT periods within 180 days from the date of enlistment until entry on IADT.
- (c) Other obligated personnel, i.e. non high school graduate or not a high school senior may volunteer to participate in IDT in a non-pay status until entry on IADT.

At the end of FY 1975, there were 1,076 Guardsmen in the inactive Army National Guard who were attached to units for administrative and accounting purposes and who would be available in the event of mobilization.

The average strength for the year was 402,488. Average year-end strength figures for selected years are shown in Table 1, Appendix F.

Officer Personnel Strength

The ARNG strength figures show that about a thousand fewer officers were gained in FY 1975 than during the previous fiscal year. Losses for FY 1975 remained basically the same. For the first time in five years, officer losses are more than officer gains. It is too early to fully

determine if this will be a continuing trend in years to come. Reasons for the lower gains can be attributed to a number of factors:

- Pressure of the draft, which no longer exists, in recent years motivated many individuals to seek a service in a reserve component.

- Since the U.S. is no longer militarily involved in Vietnam, the Guard and Reserve are not being used by those individuals attempting to avoid service in Vietnam.

- The pool of direct appointments of E-5s and above, who led troops in combat against an enemy force, has been drastically reduced.

- The economic situation in the United States is such that officers losing their civilian jobs are having to drop out of the Guard because of moving to other states where vacancies do not exist.

ROTC ADT recruitment for FY 1975 is way below the all-states FY 1975 goal of 500. Figures for FY 1975 show only 188 appointments have been made against this goal. The state OCS program will not meet its goal of 2,200. The most that can

be graduated will be 1,221. The plus side of the ledger indicates that those states reporting in for the FY 1976 state OCS program show a 17 percent increase in enrollment. Additionally, the Guard is most hopeful of procuring a large number of officers from the active Army who have been released through reduction in force. This RIF is to occur in late June 1975.

ROTC/ADT graduates in May/June 1975 will provide the ARNG an additional source if the states actively pursue the listings by state which were sent out in April 1975. A total of 770 names was sent out for active recruiting of this valuable procurement source.

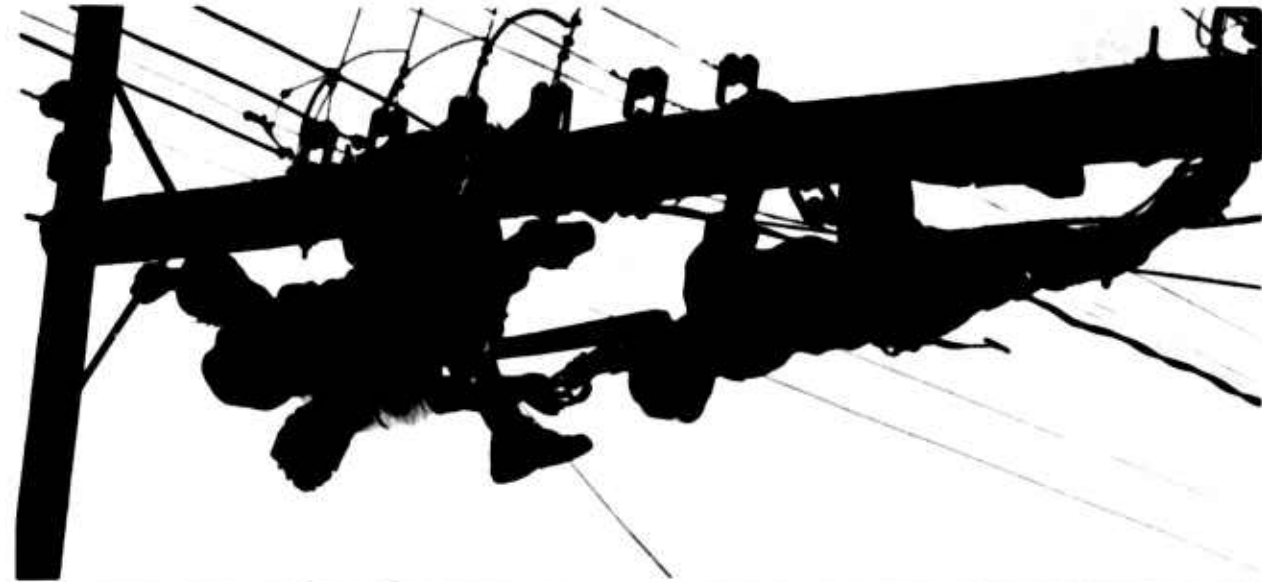
Warrant officer strength shows a gain due largely to the qualified aviators coming into the Guard.

Assigned officer strength as of 30 June 1975 was 27,604 officers and 6,217 warrant officers. See Table 2 Appendix F, for ARNG overstrength figures for selected year.

During FY 1975 there was a continuing decline in each major procurement source of second lieutenants, see Table 3, Appendix F.



An M-113 scout vehicle from the 1-185 Armor, California National Guard, moves out in a cloud of dust during a battalion FTX at Fort Irwin, California.



In a daring and successful rescue, Texas Army National Guardsmen ease an unconscious comrade down from a telephone pole after he was burned from contact with high voltage lines.

Army Advisors

The number of advisors authorized the Guard has maintained its level of 424 since the STEADFAST reorganization. Assignment to the advisory positions has remained at around 83 percent fill which is a very acceptable limit. The quality of active Army Advisors has improved considerably over the past year. Completion of CG-GS for the lower field grade ranks is a requirement while completion of the War College is considered essential for the Senior Army Advisor plus command of at least a battalion and preferably a brigade. See Table 4 Appendix F for status of advisors.

Personnel Actions

Federal recognition actions increased overall during FY 1975. Appointments increased from 5,152 to 5,660 this year, while promotions increased from 4,345 to 6,165; transfers and reassignments increased from 25,660 to 28,464 and separations were up from 4,891 last year to 5,995 during FY 1975. These changes reflect a normal level of activity.



An Oregon Army National Guardsman mans his communications post during A.T. 1975 at Gowen Field, Idaho.

Reserve Officer Personnel Act (ROPA)

Table 5, Appendix F, shows the result of the FY 1974 and FY 1975 selection boards which mandatorily considered officers for promotion under the provisions of the Reserve Officer Personnel Act.

Since the schedule of selection boards in FY 1974 was drastically revised to provide for consideration of captains and majors four to five months earlier than usual, an additional period of time was granted (one year later than the 1973 board) in which to complete military education requirements for those individuals who were found to be otherwise qualified. The dramatic increase in the number of those selected by the first captains to majors board in FY 1975 is, undoubtedly, attributable to that particular provision. This is further supported by the lower selection rate experienced during the second captains to majors board. However, this rate was notably higher than the FY 1974 board and reflects a marked reduction in those not selected for reasons other than failure to complete military education requirements.

Military Service Verification

During the FY 1975, Military Service Branch of the Army National Guard Personnel Center processed 3,583 letters of eligibility for retired pay at age 60.

The Branch also processed requests for verification of service performed in the Army National Guard, and requests for statement of service for retired pay purposes. Correspondence of this nature totaled 2,932 pieces.

Military Personnel Records

The long awaited merger of military personnel records from the US Army Reserve Components Personnel Administration Center and the file maintained in the Army National Guard Personnel Center was initiated during FY 1975 in accordance with the Memorandum of Understanding executed on 13 May 1971 by the Chief, National Guard Bureau, and The Adjutant General of the Army. Although the memorandum of understanding had been executed in FY 1971, space and personnel constraints had

precluded earlier action. The Army National Guard Personnel Center has acquired approximately 90 percent of the records; however, in view of the personnel considerations the actual merger of the files will be spread out over the next two or three years.

The single record will be maintained by the Chief, National Guard Bureau, while the officer or warrant officer is a member of the Army National Guard not on active duty. When the officer or warrant officer reports for extended active duty, the record will be maintained by the Commander, US Army Military Personnel Center. If an officer or warrant officer becomes a member of the Army Reserve his record will be maintained by the US Army Reserve Components Personnel Administration Center, St. Louis, Missouri.

Enlisted Personnel

Procurement

Enlisted personnel gains for FY 1975 totaled 89,452; enlisted personnel losses during the same period totaled 97,191. Table 6, Appendix F, lists data reflecting the enlisted personnel gains and losses.

Reserve Enlistment Program

The National Guard Bureau continued to monitor the Reserve Enlistment Program (REP-63) in FY 1975. Nonprior service personnel enlisted under the REP-63 programs during this period was 33,672. The active duty for training required for all nonprior service male enlistees varies from a minimum of four months to that period required for Military Occupational Specialty (MOS) qualifications. The FY 1975 average period required for MOS qualification was approximately 4.5 months. Special attention is given training space allocations to avoid individuals awaiting training six months or longer. As specific MOS programs were maximized, special action was taken to obtain additional input in those MOSs through coordination with appropriate Army staff agencies.

The National Guard Bureau has implemented the Project REQUEST

program which provides the states with by-name training spaces through a computer terminal located in the state headquarters. Confirmed reservations are made for training spaces with reporting dates supplied immediately. The management of training spaces allocated the ARNG is accomplished in a real-time atmosphere with vastly improved responsiveness.

This system has become a very useful management tool in each state and NGB. From 1 April 1975, when all states were using the system, through 30 June 1975 there have been a total of 10,815 NPS Reservations.

The Training Center Liaison NCO program initiated in 1974 assists ARNG trainees with personal and military problems in BCT and AIT. This program has been very valuable in that the liaison NCO, through administrative action and counselling, has been able to assist and encourage trainees with problems to complete training, thus saving the individual for qualitative service in the Army National Guard. Liaison NCOs are currently assigned to: Forts Jackson, Knox, Dix, Leonard Wood, Polk and McClellan.



Members of the 133rd Engineer Construction Battalion, Maine Army National Guard, operate heavy equipment to prepare an access road to the Maine Veteran's Cemetery in North Augusta, Maine.

Initial Active Duty for Training

Fiscal year 1975 opened with 7,673 enlistees awaiting initial active duty training. At the close of FY 1975, 13,672 individuals were awaiting entry into initial active duty for training (IADT). During FY 1975 21,719 Army Guardsmen actually entered the ADT program. Since the inception of this program in 1956, 1,069,212 personnel have volunteered for this program: 996,324 have actually entered training, and 942,187 have completed IADT and returned to their units. As of 30 June 1975 11,871 Army National Guard enlisted personnel were participating in the IADT program in Army Training Centers, Service Schools and other facilities throughout the United States.

Command Sergeants Major Program

During FY 1975, a total of 115 nominations were forwarded by the states to the Chief, National Guard Bureau, for participation in the Command Sergeants Major Program. All nominations were reviewed by an informal review board established in the National Guard Bureau for administrative correctness and professional qualification. The board arrived at a National Guard Bureau recommendation. Of the 115 nominations, 64 (55 percent) were forwarded to the Department of the Army Reserve Components Command Sergeants Major Selection Board for consideration. The remaining 51 were returned to the states as administratively unqualified for consideration. Selection Board actions were completed during March 1975. Sixty-one (90 percent) Sergeants Major were selected for Command Sergeant Major designation and have been announced in DA Message, RCPAC, 041430Z Apr 75.

Officer and Enlisted Personnel

Line of Duty Determinations

By delegation of authority on 1 November 1964, the Chief, National Guard Bureau was charged with the responsibility for line of duty determinations for Army National Guard Personnel not on active duty. Statistics concerning line of duty

determinations for FY 1975 are reflected in Table 7, Appendix F.

Personnel Reporting System

The ARNG Automated Personnel Reporting System data base and monthly updates continuously provide data for the DOD Reserve Component's Common Personnel Data System. The DOD system provides official strength data for use in budget estimates and public release. Efforts continue under the Command Involvement Program to constantly improve the quality of the data base and reporting process. Implementation of use of the data as basic information for JUMPS-(RC)-Army and the associated edits for implementing that procedure greatly enhanced the data quality.

Try One in the Guard

The Try One Program is a multifaceted recruiting and reenlistment program designed to assist State Adjutants General to attract trained, motivated veterans and former Guardsmen for enlistment and reenlistment, and to retain Guardsmen presently assigned. This program was initiated during FY 1970 and will remain in effect until specifically terminated by the Chief, National Guard Bureau.

Provisions include:

- One year enlistment option for veterans.
- One year extension option for Guardsmen approaching expiration of term of service.

Promotion for selected members (REP) below grade of E5 who extend initial term of enlistment for two or more years and who are otherwise qualified regardless of unit vacancy.

Recruiting and Retention

The Army National Guard continued to be successful in recruiting and retention operations during FY 1975. Quality was stressed and highlighted by the introduction of quality enlistment programs. The short term enlistment option authorizing four years in an active drill status and two years in an inactive ready reserve status (4 x 2) was reinstated

by Department of the Army to stimulate enlistment of nonprior service personnel. Additionally, advancement to grade E3 or promotion to grade E4 was offered to enlistees awaiting initial active duty for training who recruited two or four nonprior service "buddies" respectively and also possessed a mental category profile of I, II, or III.

Unit recruiting operations were accomplished with more than 7,800 unit recruiters on part time status.

Employment of Reserve Component Career Counsellors at 52 active Army installations and 45 District Recruiting Command Liaison NCOs was continued as an important adjunct to the Army Guard Recruiting Program.

National Guard Bureau

"Chief's 50" Award.

This national recruiting award is presented annually by the Chief, National Guard Bureau to the top recruiter selected by the Adjutants General of all states, Puerto Rico, Virgin Islands and the District of Columbia. The recipient is selected on the basis of having caused the enlistment of more individuals than any other contestant within the state during the annual contest year. The Chief, National Guard Bureau, or his representative presents the annual award to the top recruiters in Washington, D.C.

MINORITY PERSONNEL

The projected goal of 51,000 minority members in the Army Guard by end of FY 1975 was exceeded in May 1975. 22,377 blacks were in the Army Guard at the beginning of FY 1975 representing 5.45 per cent of the total assigned strength. As of 30 June 1975 black Guardsmen numbered 28,515, representing an increase of 8,652 new members. The number of black officers for 30 June 1974 totaled 522. Seventy black officers joined the Army Guard for a total of 592 at end of FY 1975.

ARNG currently has a breakout of eight ethnic groups other than Black, which reflect the total assigned strength by rank.

grade and seniority. The procurement of minority personnel continues to be a problem in all of the States. Total assigned minority strength as of 30 June 1975 was 53,723, 2,723 over the projected goal.



SP4 William Jones of the 3-137 Infantry, Kansas Army National Guard, operates a radio during annual training at Camp Ripley, Minnesota.



SP4 Iris Tolley is the pretest diesel mechanic in the Utah Army National Guard. She is a member of the 115th Heavy Equipment Maintenance Company.



Officer Candidate Shirley Liles, first woman to enter the Utah Guard OCS program, receives M-60 machine gun instruction at Camp Williams, Utah.

Women in the Army National Guard

The program for women in the ARNG was expanded during FY 1975. The 30 June 1975 goal to have over 6,000 women assigned was surpassed in May. The total number of women in the Army Guard as of 30 June was 6771.

Seventeen women are enrolled in the 1975 State OCS Program.

The first woman warrant officer in the ARNG was appointed in August 1974.

The first woman helicopter pilot (warrant officer) graduated in June 1975.



Army Guardswoman howls her ears in preparation as she stands inside turret of a 155 MM Self Propelled Howitzer during an orientation tour at Fort Stewart, Georgia.

ARMY SURGEON

The Army National Guard Medical Service instituted several major changes and new programs during the past year and achieved a historical first with the establishment of three medical corps general officer positions in the Army National Guard.

In December 1974, Deputy Chief of Staff Operations and The Surgeon General approved the assignment of three HHB Medical Brigades to the ARNG troop structure. The Medical Brigades are to be organized, one in each CONUSA area, to act as a regional headquarters providing specialized technical assistance in the medical aspects of administration, training and logistics for the supervision of non-divisional medical units in their respective CONUSA areas. They will assist in the development of standardized training programs and provide medical staff guidance to assist the state AGs in a more efficient and effective utilization of ARNG medical units. Each brigade headquarters is authorized liaison visits to each state in its Army area on a routine basis and on request from the state AG and/or the state surgeon. The medical brigades will provide a centralized point of contact and medical channel of communication for FORSCOM, TRADOC, CONUSA, HSC, AHS and NGB on all matters relating to the medical service of the ARNG, thereby also insuring uniform compliance with medical directives. The medical brigades will provide a specialized staff to consolidate and coordinate support missions of medical units in their peacetime role and improve their readiness posture.

A most significant innovation in the ARNG during the past year was the assignment by Army Surgeon, NGB, of three liaison officers to other key areas and a full-time flight surgeon to the Office, the Army Surgeon, NGB. Following the requests from the Commanding General of the Health Services Command and the Superintendent of the Academy of Health Sciences, a liaison officer was assigned to each organization. The officer at HSC

coordinates unit training while the officer at AHS coordinates individual training. Both organizations are located at Fort Sam Houston, Texas. A liaison officer was also assigned to the Office of the Surgeon General, Department of the Army, with the primary duty of keeping the Chief, National Guard Bureau informed on policy changes in OTSG, and of providing OTSG with a point of contact for ARNG policies and procedures.

This past year the ARNG increased its emphasis in the ARNG aviation program, with the consequent increase in aviation medical examinations. The overall number of flight physicals continued to increase during the past year and thereby continued to strain available examining facilities. This resulted in the establishment of a full-time flight surgeon's position in the Aviation Division at Edgewood Arsenal, Maryland.

The ARNG Medical Service again became more closely aligned with the active Army when for the first time the ARNG was delegated a voting member as representative on TSG's Reserve Component Advisory Counsel which convenes annually to discuss problems facing RC medical units and make recommendations to improve the AMEDD program.

The past year saw the reestablishment of the annual Surgeon's session as a part of the Annual Army Area Management Conference. It is anticipated that this policy will continue in order that each state surgeon annually will have the opportunity to meet with the Army Surgeon, NGB and his staff to discuss important medical matters. It was decided that for other than AFES examinees, all enlisting ARNG individuals should have medical examination forms reviewed by the respective ARNG State Surgeon. Additionally, the unit commander or his representative should inspect each individual for any obvious change in physical condition (broken bones, etc.) prior to departure for basic combat training. Also, ARNG members should be inspected by their unit commander just prior to departure for AT for any obvious

recent physical problems.

A special awareness was placed on the standards of conduct and physical fitness regarding weight control, and regulations have been strongly enforced. The ARNG, in cooperation with the ANG, established guidance to assist unit commanders when confronted with overweight personnel seeking retention.

Recruiting and retention continued to be an item of major importance in FY 1975. The enlisted personnel recruitment program was highly successful and the enlisted strength is over 100 percent of the total authorized. Recruitment and retention of officer health care professional personnel continued to prove extremely difficult. The anticipated loss of Medical

Corps officers due to ETS this next fiscal year cannot be overcome with the present recruiting figures. The Army Surgeon is encouraging the state surgeons to attempt to procure physicians with prior service in an attempt to replace the physicians which are being lost to the ARNG. See Table 8, Appendix F, for the strength figures.

The Army Surgeon's Office maintains close surveillance and carefully examines all medical records pertaining to Army National Guardsmen. Medical regulations applicable to the active Army also apply to the Army National Guard. The constant day-by-day review is reflected by the number of medical examinations shown in Table 9, Appendix F.



Medics of the 205th Medical Detachment, North Carolina Army National Guard, removes stitches from the hand of an injured cook.

ORGANIZATION AND TRAINING

Organization

The Army National Guard provides forces that are an integral part of the nation's total military force. The Army National Guard troop basis, on 30 June 1975, consisted of 3,245 company or detachment size units, with a total authorized strength of 405,647. This is a decrease of 58 units over the fiscal year. See table 10, Appendix F.



TAC officer supervisors "corrective exercises" at New Mexico's Officer Candidate School.

Reorganization

Several important changes occurred during FY 1975. The major changes in the National Guard organization structure were:

- Realignment of three of the Guard's eight divisions.

- The 28th Infantry Division previously split between Pennsylvania, Virginia and Maryland, was realigned entirely within Pennsylvania. As a result of this realignment, one Armored Cavalry Regiment was inactivated, one Separate Infantry Brigade HHC, three Separate Infantry Battalions and one Separate Artillery Battalion were created in both Virginia and Maryland.

- The realignment of the 42d Infantry Division consolidated elements previously split between Pennsylvania and New York, entirely within New York.

- The 50th Armored Division was realigned from the tri-state to the bi-state configuration by inactivating units in New York and reactivating them in New Jersey, leaving the Division split between New Jersey and Vermont.

- Four of the eight Army National Guard Divisions are now in the single state configuration. The single state configuration improves the span of command and control, the training posture, and the management of logistic resources while reducing administrative requirements.

- Inactivation of 27 Army National Guard Nike Hercules firing batteries and 11 headquarters batteries was completed during the first and second quarters of FY 1975. These inactivations were the results of a DOD directed phase-out of the ARADCCOM air defense organization.

- Two Medical Brigades were activated in Mississippi and Ohio. A medical group in each of the states was converted to a medical brigade commanded by a brigadier general. These two new major command headquarters will provide the command and control necessary to coordinate and supervise the activities of 107 medical units widely dispersed throughout the United States.



PFC Danny Johnson of Kentucky's 138th Field Artillery Battalion carries his M-60 at the ready during Annual Training at Camp Shelby, Mississippi.

The Vertical Army Authorization Document System (VTAADS)

The National Guard Bureau is the designated proponent for Army National Guard Authorization documents. The Unit Authorization Board prepares MTOE and TDA documents and institutes regular procedures for review, update and reprinting of all MTOE documents on an annual basis. During FY 1975, the conversion of all MTOE and TDA documents to the VTAADS system was completed. The reorganization of all Army National Guard units under this system is scheduled to be completed in the first quarter of FY 1976.

Force Status and Identity Report (FORSTAT)

Since October 1973, the Army National Guard has submitted four semi-annual unit Readiness Reports, under the Joint Chiefs of Staff automated FORSTAT reporting system, integrating the Guard gradually into the total force worldwide operational reporting system. Many improvements and refinements in data have been implemented during the past year. In addition to readiness reporting, a gradual expansion in available data has been implemented to achieve reporting standards.

Unit locations, operational status and current activities are now being reported on a daily basis to JCS, enabling the National Military Command Authority to appraise the status of the entire Army National Guard force through the Worldwide Military Command and Control System.



Army National Guardsman receives dental care from the 135th Hospital during Annual Training 1975.



Missouri Army National Guardsmen trudge through the snow during winter training at Fort Ripley, Minnesota.

Training

Training continued to progress during FY 1975. The overall ARNG pre-mobilization training goal remains to attain Army Training Program (ATP) proficiency at the highest possible level. The general pre-mobilization training objective is to achieve and maintain standards based on unit deployment schedules geared to LA mobilization requirements. In most cases, this training objective is to achieve and maintain company level training proficiency verified by the successful completion of the applicable Army Training Test (ATT). ARNG commanders, however, are encouraged to set battalion level training as their objective.

Divisions of Army combat equipment to meet Middle East demands slowed the issue rate of modern deployable assets to ARNG units in FY 1975. The shortage of modern major end items of combat equipment has been detrimental to training and unit readiness. These end item shortages include modern tanks, self-propelled artillery, radar and selected items of tactical communications equipment. The availability level of modern tanks and self-propelled artillery permits

issuance only to the ARNG combat units scheduled for early deployment.

Accordingly, a larger number of ARNG combat type units must train and be prepared to deploy with assets classified as mission essential contingency equipment.

The required retraining of personnel in new military occupational specialties (MOS), resulting from the conversion of the ARNG to the G/H series TOE, continued to progress in FY 1975. The requirement to retrain personnel back to older mission essential contingency equipment has been slow due to the active Army training bases not having adequate personnel properly trained as instructors in this older equipment.

Participation in unit training continued at a high level throughout FY 1975 reaching an average attendance of 94.3 per cent for both officers and enlisted personnel.

Annual training in FY 1975 was conducted by units utilizing over 100 different training locations throughout the 50 states, District of Columbia, Puerto Rico, Norway, Germany, Korea, the Canal Zone, and a Canadian Forces base. Units conducting annual training in overseas commands during FY 1975 decreased

due to the Congressional restriction placed on Reserve Component overseas training.

The mutual exchange of the Army National Guard and the Norwegian Home Guard unit was conducted during the third quarter FY 1975. This exchange program enhanced the training readiness of the two units and had a favorable politico-military impact between the United States of America and Norway in their NATO relationship.

Primary and alternative missions with readiness objectives based on operational requirements remained essentially unchanged in FY 1975 except that the ARNG Nike Hercules Air Defense units were inactivated.

The reorganization of the Army has proved to be highly effective in improving readiness of training in the Army National Guard.

In several locations, due to non-availability of land and ecological considerations, unit commanders continue to lack sufficient close-in areas for tactical training or maneuver of track vehicles during weekend training assemblies. Close-in individual and crew-served weapons ranges are also not available in some areas. Although commanders are continuing to seek additional real estate to reduce travel time to and from the armory and to conduct meaningful weekend field training, it is doubtful that this problem will be resolved in FY 1976.

Evaluation of ARNG Annual Training was accomplished by active Army personnel. Emphasis placed on evaluation of the readiness status of units and evaluations was rigorous.

The training programs conducted during FY 1975 consisted of intensive efforts by commanders to accomplish the maximum amount of readiness training within the two week period.

The number of ARNG units participating in the affiliation program increased in FY 1975. This program, whereby selected ARNG units are sponsored and trained by designated active Army units or training installations, shows more promise for

continued improvement of training readiness in FY 1976.

During FY 1975 the pilot program of Unit Training Extension Courses (UTE/C) grew into a full-fledged training program available to all states. This program is designed to implement new and dynamic approaches for improved MOS proficiency. It is anticipated that during FY 1976 all states will be issued both hardware and software and the TEC program will be in full swing.

The additional training assemblies program for selected individuals to provide time for the planning and preparation of training at staff and company level was expanded in FY 1975. The program now includes additional training assemblies for the state headquarters for the purpose of supervising unit readiness.

The trend towards more units participating in Joint Training Exercises as annual training continued in FY 1975. Major units, as well as individuals, participated in joint exercises conducted in CONUS. Congressional restriction on OCONUS training prevented several high priority ARNG units from training with the active Army counterparts.



Minnesota Army National Guard helicopter pilot concentrates on maneuvering his craft during an air mobile exercise over Camp Ripley, Minnesota during A.T. 1975.

Schools Program

The FY 1975 Schools Program called for an estimated 35,272 officer and enlisted personnel to attend various resident courses of instruction at Army Service Schools. These courses ranged in length from one week to 40 weeks and included numerous speciality courses in the non-commissioned officer education system which encompassed those that provided basic skill proficiency to the Sergeants Major course conducted at the USA Sergeant's Major Academy, Fort Bliss, Texas.

Officers were involved in basic branch courses for newly commissioned second lieutenants, intermediate career development courses up to and including the Army War College for senior officers. During FY 1975 32,113 Guard members attended these courses of instruction. Attendance at Army Service Schools and/or completion of correspondence courses provided the opportunity for Army National Guard officers to meet the necessary additional requirements necessary for promotion. Fiscal year 1975 ended with 59,340 Guard members enrolled in correspondence courses offered by the various service schools.

As a result of the modernization of the ARNG equipment inventory, numerous courses of instruction previously not offered to career personnel were available, particularly in aviation and other sophisticated weapons systems.

Staff training in FY 1975 also received special attention with courses being conducted for commanders and staff of the divisional brigades, separate brigades, and field artillery units. Training was also conducted on special items of equipment such as the Amphibious Vehicle Launch Bridge and transition training on the M-48A2 tank.

During FY 1975 Army National Guard personnel also participated in a pilot program and in subsequent classes of the resident/nonresident Sergeants Major Course for senior level non-commissioned officers.

During FY 1975, women in the Army

Guard attended courses in Personnel Management, Race Relations, initial flight training and other special courses. Also during 1975 several states implemented the new OCS program and enrollment in State OCS is expected to increase due to the new program. The State OCS program and Reserve Component OCS, conducted at the US Army Infantry School, continue to be the major source of procurement for National Guard second lieutenants.

Readiness

The Mobilization Readiness Branch, which was established during FY 1974 for the purpose of initiating FORSTA reporting procedures, has been expanded to include mobilization procedures for the Army National Guard. As an integral member of the total force, the Army National Guard must refine its mobilization procedures in order to insure that its required deployment dates can be achieved in an expeditious and orderly manner.

A nationwide mobilization exercise was conducted early this year to validate existing mobilization procedures. The results of this exercise are currently being evaluated and corrective actions will be instituted as they are specifically identified and properly staffed with the Department of the Army.

In addition to the foregoing effort, the Mobilization Readiness Branch initiated its active participation in the Joint Chief of Staff worldwide command and control exercises earlier this year. These exercises identified potential problem areas not only in mobilization scenarios, but also in identifying the responsibilities of the TAGs of the states and territories as state area commanders upon complete mobilization.

These actions, in conjunction with the further identification of specific roles for the National Guard at all National Military Command Posts, is providing a new image for the National Guard in the defense community.

Army National Guard Technicians

Army National Guard Technicians are, except for a limited number, members of

federally recognized units and are employed by the adjutants general of the respective states. They assist unit commanders in the day-to-day administrative, supply, operations and training responsibilities, and help the United States Property and Fiscal Officers with their duties. The technicians provide organizational maintenance in the organizational maintenance shops and direct support and limited general support maintenance in state shops. They also provide staffing for military support to civil authorities to coordinate the military resources available for assisting civil defense missions and civil authorities during domestic emergencies.

At the beginning of FY 1975, 26,981 spaces were authorized for employment of technicians in Organization, USPFO and

Support Maintenance activities. In addition, 1,620 spaces were authorized for employment of technicians in the Air Defense program and 230 in the Military Support to Civil Authorities program. Therefore, the total authorized strength was 28,831 technicians.

At the end of the fiscal year, 28,659 permanent technicians and temporary employees were assigned in Organization, USPFO, and Support Maintenance activities, and 172 were employed in the Military Support to Civil Authorities program, bringing the total to 28,831 technicians employed. The approved Department of the Army manning criteria for technicians for this fiscal year was 32,098. Approved support of 28,831 represents approximately 89.8 percent of the requirement.



Artillery men from Kentucky's 2-138 Field Artillery Battalion check data during a reconnaissance mission at Camp Shelby, Mississippi.

ARMY AVIATION

ARNG Aviation Training & Standardization

Army National Guard Aviation training developed into four main programs during FY 1975: instrument, Nap-of-the-Earth (NOE), gunnery, and night tactical training.

The requirement that all ARNG aviators be instrument qualified by the end of FY 1975 was over 76 percent complete at the end of FY 1975. This program has improved the capabilities and readiness of every aviation unit in the ARNG.

The NOE flight training program which was announced during FY 1974 began to take form during early FY 1975 and continues to be a major program for units that would operate near the forward edge of battle areas in a mid- to high-intensity war. Many of the states have made unusually rapid progress with this program, and the safety record during this potentially hazardous training has been outstanding.

The aerial gunnery program, while involving only 30 units in 28 states, is progressing in all facets. Milestones in this program during FY 1975 included the firing of the M-22 wire-guided anti-tank missile and announcement of competitive firing between units of different states.

The announcement of a night unit training program during FY 1975 moves ARNG Aviation even further into unit level training. This program, coupled with the previous programs, will provide ARNG units the technical flying skills required to effectively operate around the clock and survive on modern battlefields.

Another first comes in the area of transitions. Since formal transition courses were reduced at the Aviation School, the ARNG, with cooperation from the Deputy for Standardization, U.S. Army Aviation Center, is conducting transitions in the CH-54 flying crane. This program will permit the CH-54 units to maintain a high level of readiness.

Additionally, during FY 1975 the planning for an ARNG unit to participate in the Aviation Unit Refresher Course at Fort



Formation of National Guard OH58 helicopters are silhouetted against the Utah mountains during a cross country flight.

Army Aviation Logistics

During FY 1975 the Army National Guard Aviation Logistics Program continued to provide the support for the steadily expanding Aviation program. Table Number II displays the monthly increase in the ARNG inventory. Year-end totals were 2,272 standard rotary-wing aircraft and 156 fixed-wing aircraft.

All aircraft maintenance on ARNG aircraft, up to and including general support, is the responsibility of Army National Guardsmen. Maintenance not performed by TOE maintenance personnel during training periods was accomplished by National Guardsmen in their technician capacity. Each of the 66 Army Aviation Support Facilities (AASF) has a TDA Direct Support aviation maintenance capability. General support maintenance was performed on an area basis at the four ARNG Transportation

Rucker was completed. The course is individually designed for each unit participating to enable it to take full advantage of the expertise and training aids available at U.S. Army Aviation School.

Also, in conjunction with Fort Rucker Standardization representatives, the Aviation Division participated in conferences which produced a series of training circulars for many of the aircraft now in the ARNG inventory. Another result of these meetings was the development of an Instructor Pilot/Standard Instructor Pilot Standardization Refresher Course.

conducted to improve Standardization within the ARNG. Through these conferences and assistance visits

conducted by the Aviation Center's standardization representatives, ARNG Aviation moved closer to its goal of being a leader in the Army-wide Standardization Program.

Aircraft Repair Shops (TARS). The entire Integrated Aviation Logistics Program was managed by the ARNG Aviation Logistics Center. On 1 April 1975, the Mississippi TARS, located at Gulfport, was reorganized with a mobilization mission to remain in place as a "quick reacting, specialized Army aircraft depot." This is the first ARNG TDA organization with a mobilization mission. Table Number 12 displays the ARNG Aviation maintenance organizations.

By the end of June 1975, all states had been allocated a twin-engine fixed-wing aircraft. Many U-8D aircraft which were issued to the states were overhauled by the Fresno, California TARS. A total of 25 RU-8Ds will be overhauled and converted by the Fresno TARS by the end of FY 1976. This is the first aircraft overhaul program performed by the ARNG.

Although the rapidly expanding ARNG aircraft fleet has created logistical support challenges not previously encountered in the ARNG Aviation Program, the availability status of the ARNG fleet has increased during FY 1975. Table Number 13 displays the monthly Operational Readiness Rate for the ARNG aircraft inventory. The Department of Army standard (70 percent) was exceeded for the first time in March and has increased during the months of April, May, and June.



Connecticut Army National Guardsmen unload an OH6A (Cayuse) helicopter from an Air Force C-5A cargo aircraft following delivery from Sharpe Army Depot in California.

The ARNG Aviation Repair Parts Direct Exchange (DX) Program has increased during FY 1975 and has contributed to the increased availability of ARNG aircraft.

Table Number 14 displays the total DX program by the four TARS DX activities. The ARNG during FY 1975 funded for and paid for all aircraft depot work. The Aircraft Major Item Exchange program was operated very efficiently. A total of 216 aircraft were input into the depot at a cost of \$17.9 million. In addition, for the first time, the ARNG was required to fund and pay for the replacement of PE/MA secondary items. The total funds for this program were \$7.8 million.

During FY 1975 the ARNG, in cooperation with US Army Aviation Systems Command, continued to implement a program designed to reduce the significant backlog of unapplied Modification Work Orders (MWOs). This effort, project code ZVA, has aided

materially in improving aviation safety and operational capability by installing crashworthy fuel systems and improved communications equipment. In order to effect economy most other required modifications were completed at the same time. The application by contract and depot contact teams made a significant reduction in the 265,000 man-hour backlog of unapplied MWOs. ARNG aviation units reported application of 3462 DS/GS/MWOs, with an expenditure of 72,870 man-hours. Contract and depot sites are operating at five locations on CONUS to modify UH-1, OH-58, and OH-6 aircraft, while contact teams are being fielded to modify the CH-54 aircraft.

The ARNG troop structure includes 30 aviation units in 28 states that are authorized helicopter weapon systems. Two units were added in FY 1975. The first ARNG firing of the M-22 wire guided missile was accomplished by A Trp 158th Cav, Maryland ARNG, 7 June 1975. All helicopter weapons system training, to include aviator and ground crew, is closely coordinated by personnel of the Aviation Division. There have been no weapons system related accidents in the ARNG.



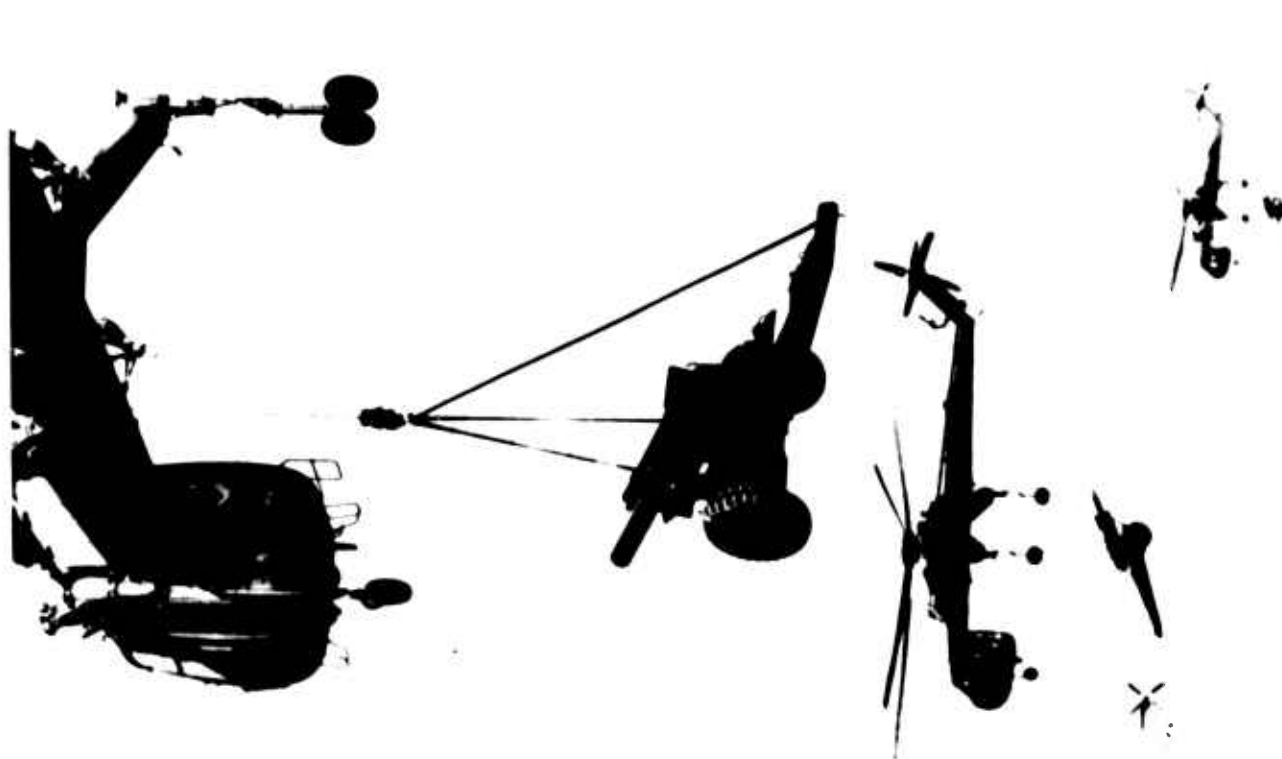
Helicopters from South Carolina's 51st Aviation Company return to McInire Air National Guard Base from a formation flying exercise.

ARNG Aviation Division Flight Certification Branch

During FY 1975 the Army National Guard Aviation Flight Certification Branch acquired the services of a resident Flight Surgeon whose work has greatly enhanced the effectiveness and efficiency in which aviation medical matters are managed in the ARNG. In particular, there have been great improvements in the handling of flight status requests and in the timely processing of medical waivers and consultations.

The Flight Certification Branch, in a joint effort with the states of Oklahoma and Kentucky, developed a computerized program of DA Form 759 (Individual Flight Record) which in FY 1976 should be initiated in all other states. This program will result in savings of thousands of man-hours and reduction of errors normally found in the manual processing of these records.

The recruiting of prior service aviators was aided by the development of new procedures in the handling of flight status requests.



Flying Cranes from Fort Eustis airlift 155 howitzers of the 1-111 Field Artillery to firing positions at Fort Pickett, Virginia.

Aviation Safety Program

The most significant accomplishment of the Aviation Safety Office during FY 1975 was the substantial reduction in the number of aircraft accidents from 18 major accidents in FY 1974 to only nine major accidents in the current reporting period. This is a 50 percent reduction. Even more significant is the fact that there has not been a single serious injury or fatality associated with the ARNG Aviation during FY 1975.

Eighty-three of the 84 aviation facilities in the nation have acquired the services of a trained Instructor Pilot/Aviation Safety Officer as a full-time technician. These personnel have all been trained at the University of Southern California.

Currently plans are being made for the first annual ARNG Safety Conference; an outgrowth of the Annual Aviation Safety Conferences which for the first time include the State Safety Officers as well as the Aviation Safety personnel. The Safety program this year includes one full day of concentrated application of ground safety subjects to the more than 100 expected ground safety attendees.

The Aviation Division is also continuing the Educational Training Program for ARNG Safety Specialists. The transition of the Safety Management Training Course from the University of Southern California to the Air Force Safety Center at Norton AFB, California has been accomplished.

An all out effort is in progress to provide the states with every possible available source of accident prevention information.

In FY 1976 our safety objectives include an accident rate of "zero" as the only acceptable standard; the establishment of ground related accident reporting procedures and the development of countermeasures to enhance mission accomplishment thru resource conservation.

Ground Safety Program

During the reporting period great strides were made in commencing operations as part of the ARNG Aviation Program. These efforts were initially concentrated on the preparation of a draft of AR 385-40 to

include ARNG as a separate entity for the purpose of accident reporting and records; the conduct of a Safety Program Status Briefing for DARNG, which resulted in the consolidation of all ground and aviation functions under the Aviation Division Chief located at Operating Activity Center, Edgewood, Maryland; job descriptions were prepared for staffing the ARNG Office of Safety, and three positions were subsequently approved by DARNG.

Currently the Ground Safety Office is involved in the preparation of FY 1976 safety budget, a Safety Training Program for ARNG safety management personnel, Serious Accident Reporting Procedures (this is in accordance with the Occupational Safety and Health Act of 1970, and the establishment and supervision of a Safety Management Information System in accordance with AR 385-40).

Efforts in FY 1976 will be aimed at accident prevention and reporting procedures, the gathering of significant data to identify trends of accidental losses, and finally the development of appropriate counter-measures to enhance resource conservation and mission accomplishment.



Kansas Army National Guardsman trains his Caliber 45 Automatic on an approaching aggressor soldier during field exercises at Camp Ripley, Minnesota.

LOGISTICS

Primary logistics efforts in the ARNG continue to be focused on improved materiel readiness and increased support effectiveness. All ARNG logistics support programs continue to show progressive growth. The 20 April 1975 FORSTAT Readiness Reports indicate the attainment of the best overall logistics readiness in the history of Army National Guard.

Approximately 75 percent of the ARNG units assigned a Force Activity Designator III (FADIII) have now attained at least a C-3 rating on equipment on hand with equipment serviceability showing a corresponding improvement. Progress is also evident in the reports rendered by FAD IV and FAD V combat, combat support and combat service support units.

With very few exceptions, ARNG units have assets required for meaningful and productive training. The improvements noted above have been attained even though increased Army requirements worldwide and growing demands for equipment to satisfy foreign sales requests have severely reduced the level of major item equipment issues to the Guard. Over the past two years equipment issues have proved far short of projections. Therefore, recent improvement in materiel readiness was primarily achieved through intensive control/management of the limited assets made available for issue and of the equipment on hand. Assets are distributed and/or redistributed under Project REDFRAM (Readiness from Redistribution of Army Materiel) in conformance with unit mobilization and deployment requirements to attain the maximum logistics readiness possible with the resources currently available. This is being accomplished while still providing minimum training requirements to all units. A major part of this effort was directed toward achieving maximum compatibility between affiliated/roundout ARNG units and their active Army counterparts.

Action continued through the year to implement the approved program providing 16 ARNG combat units (two



Kansas Army National Guard artilleryman gives the command to fire during winter training exercises.

Divisions and 14 Brigades) with Army owned ADPE for conversion to the Army Division Logistics Systems (DLOGS). The DLOGS program is a positive management program to modernize and align priority ARNG organizations even more closely with the active army supply system. This system provides for an automated Brigade/Division property book with hand receipt accounts to

command elements to insure rapid conversion (plug-in capability) to the active army supply system in the event of mobilization. During FY 1975 four additional organizations, the 218th Infantry Brigade, South Carolina; the 30th Infantry Brigade, North Carolina; the 39th Infantry Brigade, Arkansas; and the 69th Infantry Brigade, Kansas were converted to this system completing 14 of the 16 conversions provided for in the initial program. Action was initiated in FY 1975 to extend this program to 10 additional units over the next three years.

A pilot program to automate repair parts supply (Class IX) has also been initiated. This system will provide for a demand supported authorized stockage list and for prescribed load list stockage of repair parts that will accompany units upon mobilization thus furthering ARNG

readiness. It's planned to convert one combat Brigade to the automated class IX program per quarter during FY 1976. Both the conversion to DLOGS and automation of repair parts procedures contribute greatly to positive mobilization preparedness. The program for updating and improving logistic support procedures and regulations was continued during FY 1975. ARNG logistic management and reporting now more closely interface with procedures prescribed for active Army units than at any time in history.

Progressive refinement of ARNG logistic publications is continuing in order to minimize to the greatest degree possible, the change over requirements upon mobilization. This is a primary objective in development of improved ARNG logistic preparedness.

Logistics Procedures (Mechanized)

Installation of a standard automated logistics system utilizing Army-owned IBM 1401 second generation data processing equipment, was completed during FY 1975 in all states, District of Columbia and the Commonwealth of Puerto Rico. This system provides a means to standardize processing of Logistical data. Standard programs uniformly applied at state level provide detailed information for unit and state logistics managers in addition to summarized data forwarded to ascending management levels. The system serves as the authoritative source for recording ARNG logistics data, satisfies regulatory requirements and interfaces with the Department of the Army reporting system. Benefits derived from this standard system include quantitative and qualitative performance, timely and accurate management information for increased responsiveness to management, and personnel savings.

These benefits have a positive effect on improving the readiness posture of the ARNG and providing managers with more accurate data on which to base requirements forecasting, budgeting and procurement.

Logistics Services

Access to rapid communications service, including AUTODIN, continued as a priority ARNG support requirement during FY 1975. As an ongoing program the National Guard Bureau reviewed overall ARNG communications support to ensure that ARNG activities are provided an adequate and viable system.

As a result of communication studies performed, some additional AUTOVON service has been approved by the US Army Communications Command for existing ARNG activities as well as essential support for several newly authorized facilities.

The current AUTODIN program calls for the provisioning of AUTODIN access for both TAG and USPFO beginning in early FY 1976. Centralized AUTODIN terminals will be provided at collocated TAG/USPFO activities and separate terminals, if justified, for TAG and USPFO when they are not collocated. In those cases where ARNG activities are located near an existing DOD AUTODIN terminal, such terminal will be used to prevent costly duplication of terminals.

In order to gain more productive use of available training time and increase training efficiency, the use of commercial transportation was given priority emphasis during FY 1975. Affiliated, round-trip and other priority units were authorized this support as a means to improve unit readiness. Establishment and increased use of weekend training pools (WETEP), along with continuation of fuel conservation programs also contribute to the programed growth in use of commercial transportation. Congressional controls and limitations placed on FY 1975 travel funds caused a reevaluation of requirements and establishment of priorities within available funding. During training year 1975 7,408 ARNG personnel were transported by Air National Guard airlift during normal scheduled training missions for a direct savings of \$597,340 to the government. This support of the ARNG was provided within the Air National Guard flying hour training program. Overseas travel was limited in FY 1975 to

that provided by the Air National Guard during normal scheduled training missions. During FY 1975 freight shipments continued to increase within the ARNG due to reorganization, readiness requirements, redistribution of equipment and increased training requirements.

With the advent of the world-wide energy shortage in FY 1973, the ARNG initiated a positive fuel conservation program that sharply reduced consumption in FY 1974. Such stringent measures in unit training were tolerated on a short-term basis, however, continuance would have impacted severely on unit readiness. Training plans were therefore developed that would permit the attainment of the prescribed readiness goals with minimum fuel consumption. Through such intensive management, the earlier projection for fuel consumption during FY 1975 was reduced by approximately 25 percent from the original program.

The National Guard Bureau has undertaken active measures to improve and standardize food service programs throughout the ARNG. A positive program is being established to maintain closer liaison with DA, FORSCOM and U.S. Army Troop Support Agency staffs in order to insure the ARNG program is aligned as closely as possible with the active Army program.

Maintenance

The overall condition of ARNG equipment continues to improve as indicated by the operationally ready rates which compare favorably with DA standards. This improvement over past years can be attributed to a better parts availability at both the support and organizational maintenance level, increased technician manning and better utilization of ARNG MTOE maintenance units. Some major components such as engines and transmissions are still in a critical supply position, however, resupply showed considerable improvement. The US Army depot overhaul program which provides maintenance support beyond ARNG

capabilities on a reimbursable basis continues to be effective. In FY 1975 this depot maintenance program included one M60 Tank, two M109 155mm self-propelled howitzers, two M110 self-propelled 8 inch howitzers, eight M88 track recovery vehicles, three AN/GRC 26D, and numerous other commutation of electronic items. During the year, increased command emphasis was placed on maintenance training and operations.

Positive action was initiated to insure better utilization of maintenance units authorized in the troop structure, troop units were required to more effectively satisfy the requirements for operator and organizational maintenance. Certain support maintenance units were scheduled to perform AT at equipment pools to ensure maximum hands-on training and provide required support to these activities. Additionally, the total force policy and development of the Army affiliation/roundout programs generated a closer interface at active Army-ARNG unit level. This training relationship has caused numerous suggestions to increase maintenance intraservice support agreements that would benefit the overall Army posture. Certain consolidation of maintenance effort were effected during FY 1975 and proved advantageous. However, many factors such as the impact on unit readiness, cost effectiveness, personnel limitations, parts supply and statutory restrictions must be considered in the future expansion of this concept. The ARNG is working closely with DA and FORSCOM in studying several possible plans that might provide for increased maintenance effectiveness.

Material Management

Shortages of modern standard equipment continue to plague the ARNG. The impact of withdrawals and diversions due to foreign military sales dictated intensive management of equipment assets on hand. Mission requirements for improved mobilization readiness increased as the ARNG became more involved with expansion of the Army affiliation and

roundout programs. ARNG unit readiness, a paramount factor in total force plans and schedules, is dependent on proper equipment distribution. The relocation of two Divisions and other major reorganizations, complete with numerous changes in priorities assigned to units, severely impacted on the ARNG equipment distribution program. Thus, major redistribution of equipment was imperative during FY 1975.

Project REDFRAM continued to be of primary importance in the improvement of ARNG readiness posture. Under this program over 225 line items representing approximately 20,000 items were redistributed. All types of equipment were addressed to include man battle tanks and other tracked vehicles, electronic

equipment and engineer items. During FY 1975 NGB directed the redistribution of approximately 8,400 tactical wheeled vehicles following implementation of wheels study reductions.

Additionally over 6,000 trailers and wheeled vehicles were declared excess from the wheels reduction program.

Intensive management will continue to be applied in Project REDFRAM to upgrade readiness by assuring that assets made available are distributed to units by priority, and that the maximum readiness possible is achieved in the ARNG with emphasis in the early deploying units.

Another benefit being derived from Project REDFRAM is that the Guard is gaining a far better equalization of equipment distribution. Critically short assets are better spread within units and throughout the United States which facilitates the hand-receiving of critically short assets from high priority to lower priority units to enhance training.

INSTALLATIONS

Military Construction Program

The National Defense Act of 1950 (PL 81-782) provides for federal support of Army National Guard facilities construction. Each year since FY 1952, with the exception of FY 1967, funds have

been appropriated for purchase, lease, construction, expansion, rehabilitation and conversion of existing facilities. Under this legislation the states are required to furnish suitable construction sites at no cost to the federal government. Funding for approved armory construction is 75 percent federal and 25 percent state, with 100 percent federal support for approved non-armory construction.

Congress approved during FY 1975 the construction of 41 armories for \$15.7 million and 63 nonarmory projects for \$37.3 million.

During FY 1975 42 armories and 71 nonarmory prior year and FY 1975 projects were awarded and their breakout is as follows:

Type Project	Prior Year Projects		FY75 Projects		Totals	
	No Proj	\$000	No Proj	\$000	No Proj	\$000
Armory	4	\$1,435	38	\$12,495	42	\$13,930
Nonarmory	11	4,197	60	31,148	71	35,345
Total	15	5,632	98	43,643	113	49,275

The nonarmory projects consisted of 25 organizational maintenance shops, 18 training facilities, 18 aviation facilities, four combined support maintenance shops, three USPFO warehouses and offices, one combined logistical facility, one annual

training equipment pool and one weekend training equipment pool. Eight projects worth \$3,239,300 which were authorized by Congress, were not awarded during FY 1975 and will be accomplished during FY 1976.



Tank from Company B, 1-172 Armor pursues aggressor forces across a bridge during A.T.T. at Fort Drum, New York.

Funding

Carryover funds from prior years for the Military Construction Army National Guard Program amounted to \$20 million. An additional \$59 million appropriation was made by the Congress PL 93-636 bringing the total available to \$61 million.

Obligations

In the execution of the program, the total obligation for FY 1975 was \$55.3 million and the breakout is as follows:

	\$000
Army	13,898
Nonarmory	36,017
Advance Planning and	
Design (A&E)	2,536
Minor Construction	2,838
	55,289

The difference in the armory and nonarmory obligation figures and the awards noted above is due to construction contract change orders. With the \$61 million available and the \$55.3 million obligated, leaves \$5.7 million carried over to FY 1976.



Troops of the Army National Guard's 29th Infantry Brigade disperse from UH1D helicopters during a tactical training exercise for A.T. 75

Future Requirements

The Army National Guard operates and maintains facilities in all 50 states, the District of Columbia, the Commonwealth of Puerto Rico, and the Virgin Islands. There are 2,739 armories used for home station assembly, storage and training. Additionally, there are over 2,000 administrative and logistical support facilities located in individual communities. There are also 322 state-operated camps of various sizes. Camp facilities are in accordance with approved master plans. A tabulation of facilities by general category is located in Table 15, Appendix F.

Approximately one-fifth of the facilities listed in Table 15, Appendix F, are not adequate to provide the intended support function and must be replaced. The backlog of construction requirements at the beginning of FY 1972 was approximately \$300 million at current prices. As a result of increased amounts of equipment issued to Army National Guard units and the increased emphasis placed on reserve component readiness, additional requirements for maintenance, storage and training facilities have been created. With these added requirements and the construction cost escalation, the construction backlog has increased to \$552 million.

Although other factors, such as personnel and equipment, are equally important, there is a direct relationship between the availability of adequate facilities and the readiness posture of Army National Guard units. Armories, which comprise 60 percent of the backlog of construction, are needed for assembly of the unit, storage of weapons and supplies, and for the administration and training of the unit at the home station. The overcrowded, insecure, and makeshift facilities now used by over 700 ARNG units result in a waste of valuable training time, lower morale, loss or damage of supplies and equipment, create a more difficult recruiting and retention problem, and an overall lowering of unit readiness. The remaining 40 percent of the construction backlog is for nonarmory facilities. These

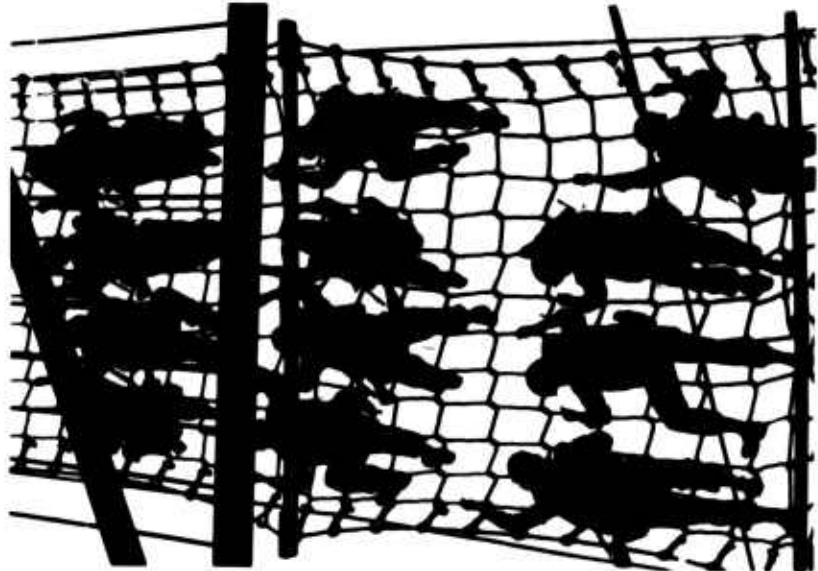
are of three general types: administrative/logistical facilities not in an armory, state-operated training sites, and certain designated semi-active Army camps used for annual training. All of these nonarmory facilities are urgently required to support the training of units either during the year or during the two-week annual training period. Any lack or inadequacy in these nonarmory facilities, which are at best austere, will seriously detract from the achievement of prescribed training readiness goals. See Table 16, Appendix F.



SP4 Edwin Vincent mans a forward observation post at Pohakuloa, Hawaii.

Real Property

The National Guard Bureau provides all possible assistance to the states in licensing available federally-owned facilities and in leasing appropriate privately-owned facilities for the Army National Guard. During FY 1975, the Army National Guard made use of 315 federally-owned facilities and 166 privately-owned facilities under federal lease, including seven Army Advisor offices, 25 aircraft facilities, nine organizational maintenance shops, one U.S. Property and Fiscal Office and warehouse, and 114 training area sites and ranges. Table 17, Appendix F, is a list of state-operated Camps.



Men of the 3-116 Infantry, Virginia Army National Guard, practice climbing a dry cargo net prior to amphibious exercises.

Support Facilities

Federal funds in the amount of \$10.1 million were allotted under 52 separate service contracts with the states to operate, maintain, and repair the nonarmory support facilities of the Army National Guard.

These funds provide for the costs of utilities, operations, and for maintenance and repair of facilities such as USPFO offices and warehouses, combined support maintenance shops, organizational maintenance shops and aviation support shops required for the care and safeguarding of federal equipment and property used in the various states to perform their intended federal missions.

In addition to funding under service contracts, \$1.1 million O&M ARNG funds were allotted to support projects for minor new construction, alterations, extensions and relocations of nonarmory facilities.

Training Sites

Annual training sites are designed to provide for support of Army National Guard units during periods of annual training. Generally the following cantonment-type facilities are authorized: mess halls and kitchens, latrines, company administration and supply buildings, battalion headquarters, brigade headquarters, battalion supply and ration breakdown buildings, dispensaries, enlisted barracks, and officer's quarters. In addition, range facilities of all kinds and tactical maneuver areas are provided to enhance combat readiness.

A total of \$8.6 million in federal funds were allotted to support the year-around maintenance and operation of ARNG annual training sites. Federal funding reimbursement to the active Army for ARNG troops performing annual training at active Army locations amounted to \$3.8 million.

Weekend training sites are designed to provide minimum essential requirements for support of Army National Guard units during periods of weekend training. Construction is generally limited to more

austere facilities required for the health and safety of troops and security of federal property. Weekend training was conducted at 285 separate weekend training sites. Federal funds in the amount of \$4.4 million were provided in support of this activity. Minor construction at annual training and weekend training sites during FY 1975 totalled \$359,000.



Maine Army National Guardsmen leap from a truck during an ambush by aggressors which took place during A.T. 75.



Air National Guard

During FY 1975 the Air National Guard made impressive advancements toward modernizing the force and solidifying its role in the total force program. This modernization was achieved during a period of rapid change, limited budgets, and decreased manning within the Air Force. The move toward increased use of Electronic Data Processing and other improved management practices accelerated during the year. The departure of C-124s from the Air National Guard inventory was accelerated due to aircraft fatigue, increasing the importance of other present and programmed airlift units.

While modernization and change has been the theme of FY 1975, the Air National Guard has continued to maintain the highest level of effectiveness. This is indicated by the increased involvement of ANG units in air force exercises and the impressive results. Finally, the ANG units again achieved an exceptional ORI pass rate for the year.

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SMS Corwin Boring prepares teletype equipment used to provide emergency weather data to Springfield area residents.

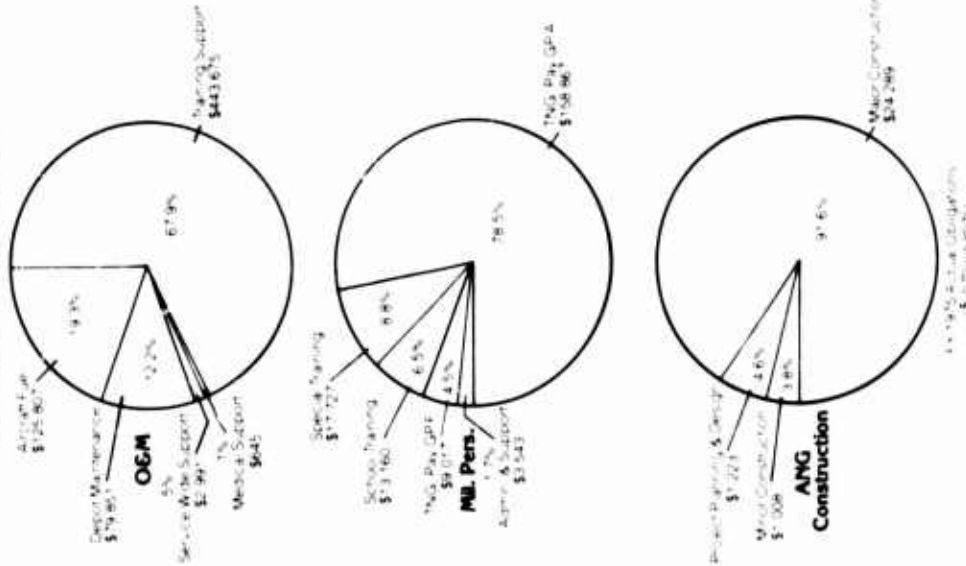
COMPTROLLER Budget

ANG Financial Overview - FY 1975
The three major federal financial sources of the Air National Guard include the Operations and Maintenance, Military Personnel and Military Construction appropriations of the United States Congress. The largest of these, the Operations and Maintenance appropriation is used to finance the recurring operation and maintenance of ANG organizations and facilities. Training support and aircraft fuel costs consumed 87% of FY 1975 O & M obligations which amounted to \$652,969,000. Fiscal Year 1975 Military Personnel obligations of \$202,314,000 were devoted to the training, pay, and allowances of an average monthly strength of 93,995 Air Guardsmen. The bulk (91.6 percent) of the Military Construction obligations of \$26,520,000 were devoted to major construction projects. The total FY 1975 obligations for these three federal appropriations amounted to \$881,803,000. Additionally, the states made many direct and substantive contributions to the financial strength of the Air Guard during FY 1975.



Air National Guard Firefighter from Wisconsin Air National Guard is covered by foam during a training exercise of the 115th Tactical Air Support Group.

FY 1975 DIRECT OBLIGATIONS



Financial Highlights - FY 1975

The President's FY 1975 budget totaled \$824.7 million and included requirements for military personnel, operation and maintenance, and military construction. The budget was based on an OSD/Air Force approved force structure that reduced the ANG from 92 to 86 flying

groups and contained funding for 89,128 military average strength and only 355,282 flying hours, 65,000 below ANG minimum requirements. Subsequently, the Congress appropriated \$204.5 million for military personnel, \$642.5 million for operation and maintenance and \$35.5 million for military construction.

The 1 November 1974 fuel price increase and termination of the Economic Wage Stabilization Act generated a requirement for a \$32.4 million operation and maintenance budget amendment which was enacted by the Congress. Additional congressional action restored the ANG flying units that had been eliminated from the force structure, added 65,000 hours to the flying hour program and increased the O & M appropriation by \$20 million to fund these changes. This increase was partially offset by a reduction of \$6 million in the Depot Maintenance Program. A supplemental appropriation of \$15.1 million was requested to fund general schedule employee pay raises and wage rate employee increases. Congressional reductions caused the ANG to absorb \$9 million of the supplemental request.

In a separate action, the Congress enacted PL 16900 (known as the Roth Amendment) which limited funding that could be spent for travel to 90 percent of the amount requested in the President's budget. Since the amount requested in the President's budget did not include funds for the five units that were restored by the Congress and were included in the Appropriation Act, the Air Guard was required to withdraw over \$650,000 from its units. It appeared that this action would have an adverse impact on the combat ready status when the Office of the Secretary of Defense (OSD) permitted the services to spread the limitation over all appropriations. Due to reprogramming actions in the National Guard Personnel, Air Force appropriation subsequent to submission of the President's budget, the limitation on this appropriation was well above the level funded. As a result, the ANG was able to shift some of this excess limitation to the O & M appropriation and

reissue required funding to units. Later, the Congress removed the limitation but OSD complied with the original intent of the Congress and required the services to limit their overall spending for travel to 90 percent of the amount requested in the President's budget.

When the Congress restored the five units it also increased the floor from 89,128 to 95,000 military strength and added \$10.5 million to the National Guard Personnel, Air Force appropriation to cover this strength increase. In other actions, the Congress reduced additional flying training periods by \$1.7 million, school and special training by \$0.5 million and overseas travel by \$1.85 million and included restrictive language in the report which was interpreted as meaning that all ANG overseas travel was to be terminated except that which could be accomplished on ANG aircraft. As a result, nearly all overseas travel was terminated except that associated with Operation Creek Party and JCS exercises.

	National Guard Personnel	Operation and Maintenance	Military Construction	Total ANG Appropriations
President's Budget	\$198.6	\$628.5 ¹	\$30.0	\$857.1
Initial Congressional Appropriation	204.5	642.5	35.5	882.5
Prior Year Carryover	—	—	7.5	7.5
Supplemental Appropriation	.7	6.1	—	6.8
Other ²	\$205.2	6.7	—	6.7
		\$655.3	\$43.0	\$903.5

(Dollars are expressed in millions)

¹Includes \$32.4 million budget amendment.

²Includes \$6.95 million transferred from Air Force to fund inflation less \$250,000 lost as a result of the Presidential rescission action.

Accounting and Finance

During FY 1975 the primary accounting and finance effort was the development of procedures required to convert base level accounting and Air Technician payroll accounts to Air Force B3500 computer systems. Several improvements were also made in the procedures used for processing of financial reports at NGB

The ANG initially requested a \$7.3 million supplemental appropriation to support the military pay increase but eventually was able to absorb all except \$0.7 million of the original amount requested. Fiscal Year 1975 reimbursable obligations for the support of other agencies, and not included below, were \$210,000 in the Military Personnel appropriation and \$10.9 million in Operation and Maintenance.

In the Military Construction Program (MCP) the Congress appropriated \$35.5 million, \$5.5 million more than the request. The additional funding was provided to enable the ANG to help reduce its backlog of MCP projects.

Base procured equipment items having a unit cost of \$1,000 or more are funded under the USAF "Other Procurement" Appropriation. During FY 1975 \$1.2 million was made available to the Air National Guard for procurement of this equipment.

level. A major revision of ANG manday management procedures was started in FY 1974 and was completed during the first quarter of FY 1975. In addition, Air Technician time and attendance procedures were revised and revision of attendance procedures for inactive duty training initiated.

The Air Force B3500 Civilian Payroll

procedures were modified by the Air Force Data Systems Design Center (AFDSDC) for use in processing of Air Technician payrolls via the Remote Job Entry Terminal System (RJETS). Conversion of ANG accounting to the Air Force B3500 General Accounting System was

coordinated with the Air Force Accounting and Finance Center and AFDSDC. The Air National Guard implemented these B3500 systems beginning in January 1975.

An RJET edit of time and attendance cards, submitted to B3500, was developed. Revised mandates management procedures, to be published as an ANG directive during the first quarter of FY 1976, will simplify the accounting for military mandates. A new procedure for maintenance of mandate allocation records is scheduled to be implemented on 1 July 1975 and should significantly decrease the potential for introduction of erroneous data into mandate reports prepared by NGB and time lag for processing mandate allocations.

Development of revised inactive duty training procedures was initiated during FY 1975 and has been completed. The new inactive duty training attendance procedures will be published initially as an ANG directive.

Management and Resources Analysis

Throughout the ANG, the desire to maximize effective utilization of resources stimulated expansion and growth of analysis services provided to managers at all levels of command. This was evidenced by positive actions in three areas including personnel improvement through resident training courses established for ANG Management Analysis officer and enlisted personnel. A Management Analysis aid program was successfully implemented to improve analysis services available at ANG bases. This program entails qualified personnel performing temporary duty with units that desire assistance in developing meaningful analysis products and programs. A closed circuit television production, now being developed, is

designed to inform commanders of current analysis techniques and services, thereby increasing utilization and effectiveness of Management Analysis as a basis for sound judgment in management decisions.

Data Automation

The use of Air Force standard automatic data processing (ADP) systems in support of the Air National Guard mission

incorporates the intent of the Total Force policy. The Remote Job Entry Terminal System (RJETS) provides ANG base managers with data automation services in support of the peacetime operations and training mission comparable to that of the active force. Installation of this satellite system to Air Force base-level computers (B3500 and U1050-II) was begun during FY 1975 with 15 systems installed prior to 30 June. This program involving 86 ANG bases is currently on schedule and all equipment is planned to be installed by 1 March 1976.

A study was initiated in FY 1975 by the National Guard Bureau and Air Force Data Systems Design Center personnel to determine the feasibility for the ANG to be included in the Air Force Maintenance Management Information Control System

(MMICS). This base level system utilizes on-line remote terminals to computer data files for more timely update and retrieval of information to aid maintenance management and control. The study will terminate with a live test at one ANG base early in FY 1976 to ascertain the actual benefits which may be expected if the system is implemented.

The utilization of Air Force standard data systems at base level has created an environment favorable for the implementation of standard command level data systems at the Air Directorate level. During FY 1975 Air Force command ADP systems were reviewed by functional representatives and those having potential applicability to handle ANG requirements were identified. It is expected that the command systems already developed and operating in the active force can provide improved management ADP support not currently available due to the limited resources of the National Guard Bureau. This operational concept will receive continued emphasis during FY 1976.

Unit Capability Measurement System (UCMS)

During FY 1975 the Air National Guard implemented a new Air Force readiness



"Jolly Green Giant" helicopter flies in parts and equipment needed to support a radar site during Gallant Shield 75 training exercise.



measurement system known as Unit Capability Measurement System (UCMS). Initially the system was made applicable to flying units only. Following a test period of one year and ultimate acceptance, it will be applied to all units currently reporting C-rating data under FORSTAT.

UCMS was developed to provide a more meaningful evaluation of the readiness of forces. Basic objectives included the improvement of the quality and availability of output measures and management indicators. Eventually, the new system will replace the present "C-rating" system; however, during the first year of operation under UCMS, JCS requires that a UCMS/C-rating correlation plan to be used to convert UCMS data to the C-rating format to satisfy JCS requirements. Consequently, during this period readiness status will be expressed in "C" status and percent capable.

Unlike the C-rating system, UCMS provides some form of output measurement. Under UCMS there is established a quantified planned capability for each unit. After the commander assesses the resources available, the potential capability is expressed as a percentage. Thus, the potential and planned requirements interact to provide an expected output. As a result, the system provides a more precise reflection of an ANG unit's ability to perform its wartime mission.

Basic to the UCMS is the Design Operational Capability Concept. Commonly referred to as DOCs. The DOCs prescribe the major purposes and functions for which each type of unit is designed, manned, trained and equipped to perform its wartime role. A shortcoming of the C-rating system is that a commander must select a single C-rating to indicate the unit's readiness to perform all of its designed capabilities. As such, this can easily conceal deficiencies as well as combat potential. In UCMS a unit may have one or more DOCs. The capability to perform each DOC is then periodically assessed and changes reported through the FORSTAT report.



Puerto Rico Air National Guardsman refuels an F-104C aircraft of the 156th Tactical Fighter Group.

In summary, UCMS overcomes the single mission orientation of the C-rating system. It will provide more than a historical inventory of assets in that reaction time is considered a resource when determining a unit's readiness in each DOC. By reporting capability as a percentage of planned requirement, we are able to produce a measure of output and thus eliminate the uncertainty of just what a unit can do when it reports C-1. The new system will provide a more precise reflection of an ANG unit's ability to perform its wartime missions by identifying shortfalls and thus permitting position action by management and also it will insure a uniform readiness evaluation system in keeping with the total force policy.

PERSONNEL

Personnel Strengths and Manning Levels

On 30 June 1975, the strength of the Air National Guard was 95,362 or 99.3 percent of the programmed end strength of 96,000. The average strength for the year was 93,995 or 98.9 percent of the Congressional average floor of 95,000. Although a slight shortfall prevailed in strength, programmed gains were exceeded. The slight shortfall was due largely to unprogrammed losses. Net losses to strength occurred during the months of July, November, December and March with the remaining months showing an upward trend in strength. The recruiting of blacks and women was extremely successful. A net gain of 1,012 blacks and 1,441 women was achieved. Category P, established during FY 1975, authorized placement of nonprior service enlistees in drill and pay status prior to entry on initial active duty for training. Bona fide high school seniors who enlist within 90 days immediately preceding graduation and qualifying high school graduates currently enlisted and awaiting training were allowed to voluntarily participate in up to 24 inactive duty training periods. At the end of FY 1975, 589 individuals were in Category P and included in strength accountability. Category L, those awaiting training in a non-pay status, decreased to 399 individuals. The retention rate for FY 1975 was 62.8 percent, a decrease from the FY 1974 rate of 65 percent.

Air National Guard Recruiting

The Air National Guard continued to recruit personnel in large numbers during FY 1975. The Air National Guard exceeded the recruiting goal for nonprior service and prior service personnel and ended the fiscal year 99.3 percent manned. Air Force personnel separating at five CONUS bases were counseled by Air Guardsmen about the advantages of belonging and participating in the Air National Guard. This in-service recruiting program greatly enhanced the prior service pool that



Airman Sandra Violante hopes for a little tennis time as she boards an Air Force C-141 to participate in Solid Shield 75. She is a member of the Connecticut Air National Guard.

enlisted during FY 1975. The Palace Chase early release program separated 67 officers and 2,848 airmen during FY 1975. Both in-service and Palace Chase programs have been widely publicized by the USAF which has assisted the strength increase of the Air Guard.

During FY 1975 the Air Guard trained 72 recruiters at the four-week USAF Recruiting School, Lackland Military Training Center, Texas. A total of 212 recruiters served on active duty on 360-day tours. The Air Guard has trained 347 personnel in recruiting techniques and procedures and is authorized 212 recruiting positions at the various ANG units. Recruiters are authorized at each Air National Guard flying location and one at designated geographically separated units i.e., Tactical Control, Electronics Installation and Mobile Communications units.

Screening Of The Ready Reserve

Pursuant to the provisions of DOD Instruction 1200.7, continued attention was given to the screening of Air National Guard personnel. There were no officers affected, but 344 airmen were screened out of the Air National Guard program during FY 1975.



A-7D aircraft from South Carolina Air National Guard on a low level pass over the flight line.

Personnel Data Systems

The Advanced Personnel Data System (APDS) achieved fully operational status during FY 1975. Under this system, the active duty, ANG and USAFR central site processing is accomplished on a Burroughs-6700 Computer at the Air Force Military Personnel Center, Randolph AFB, Texas. This integrated system, centrally designed at AFMPC, enhances the ANG mobilization readiness posture by facilitating the expeditious transfer of data and streamlining base level training requirements. APDS links the National Guard Bureau via a remote terminal to the AFMPC computer and provides the capability for introducing both update and inquiry transactions. Additionally, APDS features 127 displays of key personnel management statistics available to the National Guard Bureau users through on-line inquiry.

TRAINING

The Air National Guard school training program provides formal school training for qualified Guardsmen enabling them to be trained to meet mission requirements. Guardsmen attend the same schools as Air Force personnel and meet the same prerequisites. The ANG school program, comprised of four major categories — flight, technical, professional and recruit — ensures that ANG unit commanders get maximum assistance in achieving an adequately skilled unit.

ANG Formal Schools. The ANG operates formal schools at five locations. These schools provide both advanced, technical and professional training to Army and Air National Guardsmen, USAF personnel and certain foreign nationals in the Military Assistance Program. Three of the schools are advanced flying schools providing combat crew training and technical training for air-crews; one school provides maintenance technical training for the KC-97 and C-130 aircraft and the ANG Professional Military Education Center provides precommission training for individuals not attending USAF Officer Training Schools, leadership training for junior NCOs and professional military education for senior NCOs. During fiscal year 1975, 2,972 students entered training in one of the ANG operated schools.

F-100 Combat Crew Training School. The 162d Tactical Fighter Training Group, Tucson, Arizona provides F-100 transition training for ANG pilots assigned to tactical fighter units. In addition, the 162d TFTG provides upgrade and maintenance training necessary to support the requirements of units converting to F-100 aircraft. The primary mission of the 162d TFTG is to provide advanced flying training for all UPTs assigned to F-100 and F-104 units. During FY 1975, a total of 64 students entered into courses conducted by the 162d TFTG.

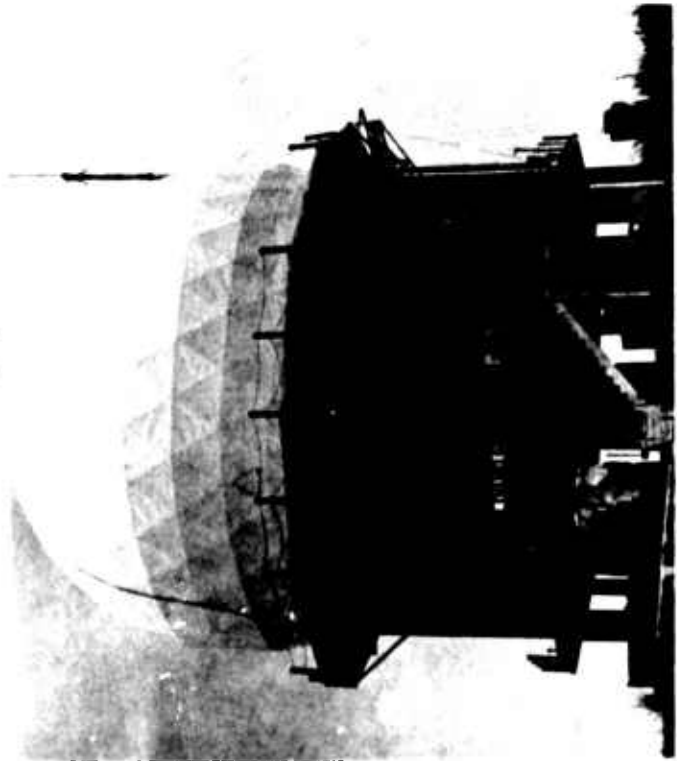
F-101B/RF-101/F-102 Combat Crew Training School. The 147th Fighter Group, Houston, Texas provides transition and intercept training for all ANG F-101B and

RF-101 students in addition to technical training courses for ANG aircrews assigned to Aerospace Defense Command aircraft. Flying students are entered into courses of varying lengths depending upon their personal experience. UPTs and those trainees not current in jet aircraft enter a four week preinterceptor course to become qualified in jet aircraft. Training in the F-102 aircraft was phased out in FY 1975 due to the conversion of most ADC units to the F-106 aircraft. During FY 1975, 77 pilots entered courses conducted by the 147th Fighter Group.

RF-101 Replacement Training Unit (RTU). The 189th Tactical Reconnaissance Group, Little Rock, Arkansas provided transition training through July 1974 for ANG UPTs assigned to RF-101 units. As of 1 August 1974, this mission of training RF-101 pilots was transferred to the 147th Fighter Group, Houston, Texas. During FY 1975, four ANG pilots entered training courses conducted by the 189th TRG and the 147th Fighter Group.

F-105 Combat Crew Training School. The 184th Tactical Fighter Training Group, McConnell AFB, Kansas provides advance flying training for ANG and AF Reserve aircrews assigned to F-105 units. During FY 1975, 24 ANG pilots and 15 AFRES pilots entered training courses conducted by the 184th TFG.

133d Field Training Flight (FTF). The 133d Field Training Flight, St. Paul, Minnesota provides maintenance and technical training for aircrews assigned to the KC-97 and C-130 aircraft. Courses are offered in Aircrew Familiarization (2 weeks), Basic Loadmaster (5 weeks), and Flight Engineer Technician Cruise Control (10 weeks). Since FY 1971, the 133d FTF has been assigned as a Mobile Training Team (MTT) and aided in the timely training needed to support ANG units converting to the KC-97 and C-130 aircraft. FY 1975 saw the 133d FTF provide training for 1,759 officers and airmen of the ANG, the USAF and Military Assistance Program.



"Bubble" housing the search radar equipment at Punta Salinas Radar Site in Puerto Rico. The structure is erected on the top of an old World War II coast artillery bunker.

The Air National Guard Professional Military Education Center. The Air National Guard operates three professional military schools at McGhee-Tyson Airport, Knoxville, Tennessee. The oldest and the largest of the three schools is the ANG NCO Academy established in 1968. During FY 1971, a Leadership School for junior NCOs was established and an Officers Preparatory Academy (now known as the Academy of Military Science) conducted its first class in April of 1971.

ANG Leadership School. The Leadership School curriculum consists of 138 academic hours in the following subject areas: Human Relations in Leadership, World Affairs, Communicative Skills, Supervision and Management, and Military Training. The course is offered in two two-week segments. The two-week courses afford Guardsmen who cannot take more than two weeks of military training each year, an opportunity to complete the prescribed course.

ANG NCO Academy. The NCO Academy curriculum, consisting of 225 academic hours, is devoted to the same basic areas as the Leadership School. Like the Leadership School, the ANG NCO Academy offers special two-week courses

to enable Guardsmen to have the opportunity to attend in two segments. In addition, a regular five and one-half week course is offered. Graduates of the NCO Academy are authorized to wear the NCO Academy Ribbon. The ANG NCO Academy is currently exchanging students with seven other MAJCOM NCO academies. During FY 1975, 18 ANG students graduated from other MAJCOM NCO academies.

ANG Academy of Military Science. The Academy of Military Science provides the ANG officer selectee with his initial military training. Students attend the course in pay grade E-5 or their former enlisted grade; if higher, and are commissioned upon graduation. For the present, priority for selection is being given to UPT and UNT candidates; however, the goal of the Academy is to provide the initial military training for all officer candidates in the ANG.

ANG Social Actions Program

The ANG Social Actions Program was established in 1973 with three positions authorized per flying unit as follows:

One Equal Employment Opportunity Officer (O-4), One Race Relations Officer (O-3), and One Drug and Alcohol Abuse NCO (E-6).

A draft of ANGR 30-02, Social Actions Program, was sent to the field for review and comments in July 1974. The regulation is now in the final coordination stage and in the process of being published.

A social actions training program for all personnel was established in August 1974 with the following annual training requirements:

1 Hour Equal Opportunity Training, 3 Hours of Race Relations Training, and 1 Hour Drug and Alcohol Abuse Training.

The training program is currently being implemented by all units.

In order to insure that those implementing the social actions program are qualified, individuals are attending the AFSC qualifying schools at Lackland AFB, Texas and Patrick AFB, Florida. During FY 1975, 102 persons attended these schools as follows:

33 attended the Drug and Alcohol School, 39 attended the Equal Opportunity and Treatment School, and 30 attended the Department of Defense Race Relations Institute.

The social actions function at the National Guard Bureau is currently staffed by a short tour officer in lieu of an authorized position.



Crew chiefs from the 184th Tactical Fighter Training Group, Kansas Air National Guard, stand proudly in front of their assigned F-105 aircraft.

Air Surgeon

The Air National Guard Medical Service provided medical service support for approximately 11,600 officers and 82,800 airmen during FY 1975. The Medical Services also performed approximately 67,800 regular periodic, physical examinations which included industrial and occupational medical surveillance and a care of flyer program for 5,000 officers and 2,000 enlisted crew members.

The Air National Guard Medical Service continued to provide the following direct support to the active forces during FY 1975:

- Physical examinations for military services enlistment programs, service academy applicants, ROTC appointments, annual flying examinations (Air Force), annual flying and periodic examinations for Army aviators and various types of physical examinations for Navy personnel.
- Immunizations for active duty personnel in isolated locations.

- Direct patient care for active duty forces during active duty training of individuals and units with active duty facilities.

During FY 1975 the Air National Guard held its annual medical conference in conjunction with the annual Association of Military Surgeons Conference (AMSUS), an international medical society in San Diego, California. Approximately 350 of the ANG medical personnel participated in the annual conference and a great number participated in the AMSUS scheduled affairs.

During FY 1975 the Director of Medical Inspections, Headquarters USAF, Norton Air Force Base, California, was assigned inspection responsibility for ANG medical activities. At the end of the fiscal year, 78 ANG medical units had been inspected with a 90 plus percent passing rate. As a result of these inspections the ANG improved its medical management through elimination of equipment surpluses, standardization of pharmaceuticals to be maintained, standardization of medical libraries, and reduction of references required and in general management of medical materiel functions.

PROGRAMS AND RESOURCES

Organization

As of 30 June 1975, the Air National Guard was authorized 101,355 military authorizations. This was the aggregate UDL strength of 1,016 federally recognized ANG units. Seventy-seven percent of our force is dedicated to the mission and direct mission support of 91 flying squadrons. Of the remaining authorizations, seven percent are engaged in the Tactical Control mission; seven percent in Mobile Communications; three percent in Electronic Installations; one percent in Weather Forecasting and five percent in miscellaneous support units such as AC & W Squadrons, Bands, Civil Engineering units, and State Headquarters. See Table 13, Appendix G.



Staff Sergeant Nancy Baker of the 184th Tactical Clinic examines the teeth of a fellow Kansas Air National Guardsman.

Conversions

During FY 1975 there were 12 aircraft conversions, two model changes and five UE changes which continued the modernization and updating of Air National Guard forces. Three units converted from F-100s/F-102s to A-7s which will add substantially to the ANG's capability to perform its Tactical Fighter mission. Two F-102 units converted to O-2 aircraft increasing the ANG's participation in the Tactical Air Support mission of the USAF. Three units operating C-124 aircraft were converted to C-130 airlift aircraft when the C-124s were grounded for structural failure problems. One unit operating F-102s on the east coast and one unit operating C-119s on the west coast converted to HC-130s/HH-3Es and changed their mission to Rescue and Recovery. On combat crew training squadron converted from F-102s/F-101s to F-101s only because all F-102s in the ANG structure will be retired by the end of FY 1976. Two units changed models: C-130A to C-130E and F-100C to F-100D. The missions remained the same. Four F-106 units decreased their UE from 18 aircraft to 15 aircraft with no change in mission; however, the aircraft reduction in the ANG allows the active forces using the same aircraft to operate Air Defense Alert locations at Dispersed Operating Bases (DOBs). See Table 15, Appendix G, for a list of aircraft conversions.



Major Dee Dreyer of the 132nd TAC Hospital Administers a shot to a new Iowa Air National Guardsman.

Air Technician Program

The Air Technician program continued to expand during FY 1975 commensurate with the assignment of highly sophisticated weapons systems into the Air National Guard inventory. The Air Technician program experienced an actual growth of 444 air technicians which resulted in a 30 June 1975 end strength of 22,550.

Flying Hour Program

During FY 1975 the Air National Guard flew 417,056 hours against programmed requirements of 420,984 hours. Early phaseout of U-10 aircraft and late arrival of HH-3 helicopter and HC-130s accounted for the major reasons for the underfly of 3,928 hours. Considering these fact-of-life adjustments, the Air National Guard flew 99.1 percent of programmed requirements.

AEROSPACE SAFETY

The Air National Guard completed FY 1975 with a major aircraft accident rate of 4.8 per 100,000 hours while flying 417,008 hours. This is a slight reduction from the FY 1974 rate of 4.9. There were 20 major aircraft accidents in FY 1974 and 20 in FY 1975.

Pilot factor once again was the main cause of the accidents. The National Guard Bureau made an in depth study and has taken necessary steps to ensure additional home station training upon graduation from the USAF Pilot Training Program.

PLANS AND OPERATIONS Aviation Career Incentive Act of 1974

This public law was enacted which provided guidance and policy on rated personnel. It was implemented during FY 1975 and had a tremendous impact on all flying personnel within the Air National Guard. A manual method of reporting rated resources was developed which provided the management of rated personnel within the ANG commensurate with the maximum combat capability required.

Support Aircraft

The Air National Guard performed numerous studies in conjunction with the Air Staff which led to the reduction of 50 support aircraft assigned to the states. The maintenance and operational costs associated with this large number of primarily obsolete aircraft contributed to a large monetary savings.

Disaster Preparedness

The ANG disaster preparedness program made significant progress due to emphasis in this area. Units placed added emphasis on defense preparedness especially in the area of chemical warfare defensive measures. The Air National Guard improved the ORI/MEI passing rate from approximately 72 percent three years ago to about 95 percent at the end of the fiscal year. Additionally, two units received "outstanding" ratings for three consecutive years.

The ANG became actively involved in the state mission in its role in support to civil authorities; units reported assistance given in all types of natural disasters, labor disputes, prison disorders, civilian aircraft crashes, and other emergencies. The ANG role in the operations mission continued to become more and more important to state and local communities.

Aerospace Defense Command Units

By 30 June 1975, all conversions to the F-106 were completed. The six units at the end of the fiscal year were mission ready and on continuous peacetime NORAD Alert. ANG F-101 units totaled 6 plus 1 CCTS, and provided 7 NORAD alert detachments. Two EB-57 units provided ECM training to all NORAD ground and Air Defense forces. The last ADC-gained F-102 unit will begin RF-4 conversion in the second quarter, FY 1976.

The year was marked by many honors awarded to ADC/ANG units in competition with regular AF units: the William Tell Weapons Meet was won by the 120FIG in the F-106 category, the 124FIG won the F-102 category and the 101FIG won the

F-101 category; the ADC "A" award was awarded to the 158 Defense Systems Evaluation Group, the 107FIG and the 119FIG. In addition to the "A" award, the 119FIG was the recipient of the Hughes Trophy and the Daedalion Maintenance Trophy.

Tactical Reconnaissance Units

Air National Guard tactical reconnaissance units all achieved a C-2 or better rating in FY 1975. Two RF-101 units achieved C-1, and two RF-4 units would have been C-1 except for personnel shortages in critical areas. A third RF-4 unit was deficient in equipment. Four more units are scheduled for conversion to the RF-4 in FY 1976.

A strong recruitment program will be continued next year in order to fill the vacancies. Four more units are scheduled for conversion to the RF-4 in FY 1976.

These conversions are on schedule and no major problems are expected. All units are to be equipped with the full WS4308 photo processing and interpretation facility by the end of FY 1976.

Tactical Air Support Units

The ANG tactical air support mission was significantly expanded with conversion of two additional units at Ontario, California and Madison, Wisconsin in FY 1975. When these conversions are complete, the ANG will have seven Tactical Air Support Groups. These units are exercised extensively in both joint and unilateral training activities with Guard and active units, providing vital support for ground and air forces.

Aerospace Rescue and Recovery

Two ANG units, the 106th FIG, Suffolk County, New York and the 129th SOG, Hayward, California, began conversion to the Aerospace Rescue and Recovery mission in fourth quarter, FY 1975. These conversions represented "firsts" in both the rescue mission and in rotary-winged aircraft for the Air National Guard. Units are mixed UE with both HC-130s and HH-3s. Aerospace Rescue and Recovery units will be gained by Military Airlift Command in the event of mobilization.

Tactical Fighter Units

The ANG continued to modernize its Tactical Force in FY 1975 by converting three units to A-7D aircraft. The 121TFW Rickenbacker AFB, Ohio converted from the F-100. Two Air Defense gained F-102 units located at McEntire ANGB, South Carolina and Pittsburgh IAP, Pennsylvania became TAC gained units on 1 April 1975 as their conversion began.

The F-100 was phased out of ANG inventory as ANG pilots ferried all of the "C" models to recipient countries through the Foreign Military Sales program.

The ANG installed its first A-7D Training Mission Simulator Aircraft (TMSA) at Buckley ANGB, Colorado. This training device has a four degree motion base and provides realistic simulation training in support of the A-7 aircraft.

Tactical fighter sorties during the fiscal year were flown in support of TAC operational orders for close air support, reconnaissance, and forward air control requirements. The ANG supported an increased number of Army-requested sorties for these missions during the year. Scheduled sorties increased from 820 to 1,178 in the second half of the year. Total sorties flown for the year was 1,308 consuming 2,714.9 hours of flying time.



Members of 119th Fighter Interceptor Group's All-Girl Weapons Load Team prepare to exit cockpit after final safety check.

Tactical Airlift Units

At the end of the fiscal year the tactical airlift fleet consisted of 13 C-130 units, one C-123 unit in Alaska, and one C-7 unit at McGuire AFB, New Jersey. Eight of the C-130 units are equipped with the "A" model aircraft, two units are equipped with "Bs", two units have the "E" model, and one "B/E" unit contains a mix.

Three units are in conversion to C-130 aircraft and are scheduled to be operationally ready December, 1975. All other units completed local training requirements during the fiscal year and were in a combat-ready status. Twenty-three percent achieved a C-1 rating, 46 percent were C-2, and eight percent of the tactical airlift fleet was in a C-3 status.

USREDCOM requirements were actively supported. A total of 369 sorties were flown in support of the active Army and the Army Reserve: 9,214 troops and 7,723 tons of cargo were dropped. Scheduling was provided by the ANG Field Support Center at Edgewood, Maryland.

The Air National Guard airlift supported USAF with 74 strategic airlift missions. Thirty-one of these missions operated in support of 21AF/MAC out of CONUS.

The Air National Guard supported two JCS exercises during the year — FLINTLOCK in Europe with one C-130 and SOLID SHIELD in the U.S. with 12.

In support of the Strategic Air Command, the ANG flew 251 C-130 sorties, carrying 9,491 passengers, 5,549 tons of cargo, logging 1603.2 hours. This mission, known as COLD SATELLITE, provided transportation for rotational flight crews and their equipment.

The Air National Guard continued to provide airlift to aid civil authorities in domestic emergencies. During September and October, eight C-130 missions and two C-54 missions transported 114 tons of food and medicine in support of Honduras disaster relief. During October and November, 10 C-130 missions were flown in support of St. Thomas/St. Croix, Virgin Islands disaster relief.

Because of organizational changes

within Air Force, the Air National Guard's tactical airlift fleet was transferred from Tactical Air Command and will now be gained by Military Airlift Command in the event of mobilization.

Aerial Refueling

Operation Creek Party completed its eighth successful year in May 1975. Creek Party is the aerial refueling support provided to the Air Force tactical fighter and reconnaissance aircraft in Europe by the Air Guard's KC-97L tanker force. During the year the tanker units flew 540 sorties, completed 3,698 hookups, and off-loaded 12,169,800 pounds of fuel.



Major Robert Hess, commander of the 154th Tactical Air Control Squadron, Colorado Air National Guard, speaks to a Forward Air Controller during Hot Wheels V Exercises at Buckley Air National Guard Base.

COMMUNICATIONS — ELECTRONICS AND METEOROLOGY

Fiscal year 1975 saw a continuation of concentrated training in the Communications - Electronics and Meteorology units with emphasis on participation in joint exercises. CEM units provided assistance to the Air Force and Air National Guard whenever possible by accomplishing work that needed to be done as training projects. Maximum efforts also continued toward equipping units with late model mission equipment and vehicles to enhance mobility. Specifics are included under the various mission areas below.

Electronics Installation Squadrons

During FY 1975, the 19 Air National Guard Electronics Installation (EI) Squadrons continued training at Air Force bases, both in the CONUS and at overseas locations, and at Air National Guard bases.

During the year, the Air National Guard contributed 399,900 manhours of direct labor (mission skills) to the gaining command, Air Force Communications Service, workload.

In addition, 30,152 manhours of direct labor was contributed to the AFCS workload under the volunteer augmentation program. This program carried ANG EI volunteers to Germany, Hawaii, Philippines, Korea, Japan and throughout the CONUS to augment AFCS active units.

Base Communications

The overall base communications support provided in FY 1975 was improved by the addition of new switchboards, Autovon circuitry, and modifications to the DCT 1000 Autodin terminals. The state-of-the-art is continually changing in the field of base communications and the NGB is trying to stay abreast of these changes.

COMMUNICATIONS FLIGHTS

(SUPPORT): A large number of personnel from the Communications Flights were

used to provide assistance to the active duty communications units at several Air Force bases during FY 1975.

Mobile Communications Units

The Air National Guard Mobile Communications forces made progress in equipment status and operational capability during FY 1975.

Communications equipment previously transferred from the active Air Force to the ANG units has been placed in serviceable condition, where necessary, and the various units indicate favorable training progression.

The Mobile Communications units participated in JCS exercises throughout FY 1975, deploying elements to Alaska on two separate exercises, and providing support to Brave Shield and Solid Shield exercises in the CONUS.

The Air Force called upon the ANG mobile units to provide support to active units at several air bases during the fiscal year. The equipment deployed included mobile control towers (AN/TSW-7), digital subscriber terminal equipment (AN/TYC-8), the tropospheric scatter radio systems (AN/TRC-97A). ANG units in Alabama and Hawaii provided direct support (personnel and equipment) to the Vietnamese refugee airlift project at Eglin Air Force Base, Florida, and at Wake Island.

The upgrade of the ANG air traffic control capability was enhanced by the transfer of two AN/MPN-13 radar sets to replace AN/GPN-4 systems. Additionally, two AN/TSN-7 control towers were placed on procurement, with three more to follow in FY 1976. These five towers fill the ANG requirement for 14 state-of-the-art ATC tower facilities.

The Mobile Communications force remains at 50 units 7060 authorized personnel. They have an overall combat readiness rating of C-2 and maintain personnel strength above 90 percent of authorization.

Tactical Control Units

During FY 1975 the Air National Guard

Tactical Control Groups continued concentrated training in the operations and maintenance of all Tactical Control Systems. The 407L-equipped flights participated in JCS exercises during FY 1975. The 103rd Tactical Control Flight, Orange, Connecticut, provided a Forward Air Control Post (FACP) in exercise Solid Shield 75. The unit was commended by the 9AF in the final exercise report for outstanding contribution to the success of the exercise. The 129th Tactical Control Flight, Kennesaw, Georgia, provided a Forward Air Control Post (FACP) to exercise Ember Dawn 74. The 129th Tactical Control Flight was also commended for its part in that exercise by the exercise commander. The 117th Tactical Control Squadron, Savannah, Georgia, and the 113th Tactical control Flight, Syracuse, New York, were scheduled to participate in Black Hawk IV and Jack Frost 74, respectively. However, both exercises were cancelled.

The 154th Tactical Control Group, Buckley ANG Base, Colorado, provided a TACC facility for Brave Shield X exercise. The 138th Tactical Control Squadron, Greeley, Colorado, provided a medium configured Control Reporting Center (CRC) for this exercise also. Two units from the 157th Tactical Control Group, Jefferson Barracks, Missouri, provided support for exercise Gallant Shield 75. The 119th Tactical Control Squadron, Alcoa, Tennessee, provided a CRC and the 133rd Tactical Control Squadron, Fort Dodge, Iowa, provided a Control Reporting Pool (CRP). Both units were commended by the exercise commander for outstanding contributions to the success of the exercise.

The 123rd Tactical Control Flight, Blue Ash, Ohio, participated in the 9AF exercise Orbiting Eagle. This unit was commended for its part in that exercise.

Other Tactical Control units participated in ANG exercises designed to simulate, as closely as possible, deployments and conditions that will exist when units are federalized.

Continued progress is being made

toward equipping manual Tactical Control units (nonautomated) in FY 1975. Radar and communications for both the active Air Force and ANG is being procured. AN/TPS-43A radars and AN/TRC-97 troposcatter communications will be delivered to the ANG within the coming fiscal year. Four AN/TCG-27 comm centrals and one AN/TSC-62 tech control facility have been transferred from AFCS units to Tactical Control units. The proposed reorganization of the ANG TACS should release sufficient equipment to give units a C-3 or higher readiness status in the equipment area of measurement.

The vehicle shortage problem is well on the way to solution. Truck shortages (M-35) are now being filled and we project that all units will be satisfactorily equipped in the vehicle area by third quarter FY 1976.

In the personnel area, also, much progress has been made. Presently, all units are C-3 or higher in the personnel area.

In summary, tremendous strides were made in improvement of the readiness status of ANG Tactical Control units in FY 1975. Improvements will continue until all units are equipped, manned, and trained to provide USAF/DOD with a highly usable force in emergencies and contingencies.



Members of the 184th Cam Squadron receive first place awards in the Kansas Adjutant General's Small Bore Rifle March.

Fixed AC&W Squadrons

The ground radar control squadrons assigned to Puerto Rico and Hawaii continued to demonstrate effective Island defense capabilities. These units are directly responsive to their respective gaining commands, Antilles Air Defense Command (TAC) and PACAF.

There were no major equipment changes; however, the ground radar equipment at Detachment 1, 140 AC&W Squadron is being programmed to be upgraded from AN/GPS-3 and AN/TPS-40 radars to AN/FPS-90 and AN/FPS-67 radars in the late 1970s.

WEATHER UNITS

The Air National Guard weather force remained constant at 39 flights and one weather squadron which functions as the parent organization for all flights.

Thirty-one flights are organized and trained to support flying units. Eight are in support of Army units. Both types provide services in JTAs and during annual training that would otherwise be required from active Air Force resources. Maximum effort was made in FY 1975 to have weather flights train in collocated active DOD weather stations, i.e., Navy, Air Force, etc. Fourteen out of 16 collocated units are now training in that manner. This is a cost avoidance of \$98,000 per annum since it permits the discontinuation of weather circuits formerly used for training weather flights (\$7000 per location). It also provides the best possible training in fixed facilities and relieves the workload at active weather stations.

AIR LOGISTICS Transportation

Commensurate with the conversions to more sophisticated weapons systems and increased mission responsibilities, the size and scope of the ANG Transportation function increased its capabilities and activities. As a direct result, the ANG possesses the largest fleet of vehicles authorized in the Air Force, consisting of a quantity of 16,300 valued at \$186.4 million. The on-hand total of 13,000 assets valued

at \$94.9 million is the second largest fleet owned by any single Air Force command. The vehicle priority buy program provided almost 1,000 new vehicles during each of the last two fiscal years, and the projection for FY 1976 is for this same level to be maintained. However, the shortages which the ANG is saddled with are mission critical and are of the two basic types not being procured. The first of these consist of special purpose vehicles such as runway vacuum sweepers and snowplows. Some of these vehicles have been rebuilt through the depot system, but recently others have been refused because they are so old that spare parts are no longer available. The other broad category is military design vehicles. During the past year, through the medium of the ANG funded and operated Operation Barstow, some 500 vehicles valued at \$2.3 million were reclaimed and rebuilt for further use in the ANG, thus reducing the procurement requirements. Action has also been taken to voluntarily reduce authorizations by approximately 200 each thus rendering approximately 125 vehicles available for shipment to other ANG/USAF activities. This action also produced a reduction in procurement needs.

Action to pinpoint and correct problem areas in traffic management continued throughout the course of the year. One



Technical Sergeant Rodriguez performs an inspection of height finder antenna of the 140th ACWSQ.

specific result of the LOGAIR system study accomplished by the Directorate. ANG last year was the establishment of a LOGAIR terminal at Selfridge ANG Base, Michigan. This terminal is scheduled to begin operation on 1 July 1975 to service all military supply support requirements in lower Michigan. In addition, the ANG operated C-7A airlift operation centered in New Jersey continued to be highly successful in providing LOGAIR type support between McGuire AFB and seven ANG units in four states. Staff planning and monitoring of unit moves to field training and other commercial transportation requirements continued to grow in concert with the expansion of the ANG. As a result, budgetary development and preparation for transportation increased to well over \$5 million.

Aircraft Inventory

The Air National Guard assigned aircraft inventory decreased by 166 aircraft during the year. The 196 replacement aircraft did not equal the 362 losses; however, there is a steady trend that continues to reflect modernization of the ANG fleet under the total force policy. The A-7D along with the HC-130H/Ps and additional C-130A/Es replaced the C-124s and most of the F-102 aircraft. A significant change in the support fleet aircraft inventory reduced the support fleet from 86 to 42 authorized support aircraft. All T-29s, C-54s, C-97Gs and VC-121s were phased out of the inventory by 30 June 1975 and were replaced by C-131 aircraft.

Aircraft Engines

During FY 1975 several significant events occurred in the management of the Air National Guard engine fleet.

Pacer Transplant, a program to replace all the old iris-type F-100 afterburners with newer flap-type afterburners which began in FY 1973, was completed in November 1974. This modernization program resulted in reduced maintenance manhours and lower expenditure for afterburner spare parts.

For the past six years the 160th Air Refueling Group at Rickenbacker AFB,



Major Cobian, Weapons Controller, is assisted by a control technician during intercept mission with F-104s of the 198th Tactical Fighter Squadron, Puerto Rico Air National Guard.

Ohio has been the centralized repair facility for J47 engines used by ANG units assigned KC-97L aircraft. The 160 ARG will be equipped with KC-135 aircraft in first quarter, FY 1976. The ANG at Meridian, Mississippi has agreed to accept this workload with contractor assistance. J47 repair production will commence in September 1975 at Meridian.

In February 1975 it was discovered that some ANG F-100 aircraft had faulty J57 engine pressure and dump valve seals installed which resulted in restricting these aircraft from flight until seals could be replaced.

Hot section failure in the TF41-1 engine installed in the A-7 aircraft, which caused many aircraft groundings in FY 1974 re-emerged in late FY 1975 with catastrophic failure of engines having film cooled welded turbine blades installed. At the end of FY 1975, the ANG had 26 percent (28 A-7) aircraft without engines because of this problem. It is expected that all A-7 aircraft will be returned to service during December 1975.

Facilities and Equipment

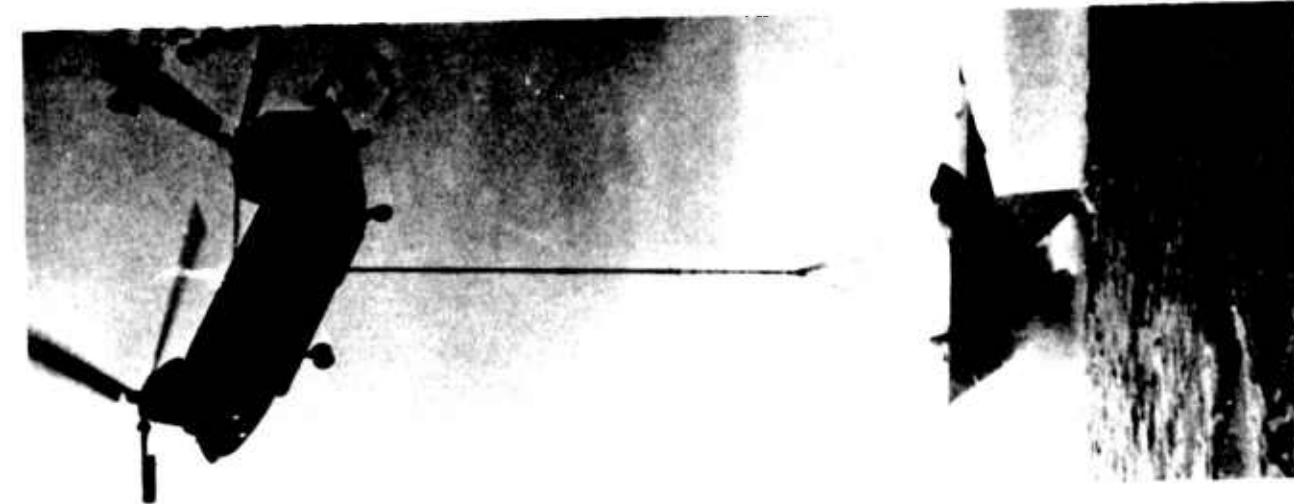
Equipment. Because of the many aircraft conversions, both on-going and projected, the dollar value of the ANG equipment authorization spectrum increased from approximately \$830 million to \$993 million during FY 1975. Embodied within that monetary expansion is an increase in the number of pieces of equipment authorized from approximately 800,000 to 806,000. In exercising managerial surveillance and control over this vast equipment, it inventory the ANG maintained in excess of 317,000 accountable records. As a parent command, the ANG has one of the largest accountable record counts in the USAF.

Efforts continued throughout FY 1975 to review and update Tables of Allowance to accommodate new requirements being generated as a result of the ANG Weapon Systems conversion program. Those Tables of Allowance applicable to new weapon system entering the ANG inventory received special emphasis during this period.

A special equipment redistribution program was implemented during FY 1975 to accommodate the forthcoming conversions to KC-135 aircraft which will occur during FY 1976. To date, several million dollars worth of mission essential equipment items have been moved into place within the first four units scheduled to convert. The success of this special effort can best be measured by the equipage status of the fourth unit which is scheduled to convert during the fourth quarter of FY 1976. As of June 1975 that unit was already 43 percent equipped. It is worthy of note that this was achieved through the redistribution of in-house assets from within the total ANG inventory. The ANG Command Equipment Management Office (CEMO) specialized reporting program, which was implemented during FY 1974, was extended during FY 1975 and continued to prove extremely beneficial. As of June 1975 the overall ANG equipment reporting accuracy rate had advanced to 99.4 percent exceeding the FY 1974 rate of 99.2 percent, and surpassing the USAF world-wide rate of 98.7 percent.

The ANG implementation of Program Communications Support Program (PCSP) which began in FY 1975 was completed during the year. This conversion to the PCSP system of reporting and control of fixed communications equipment embraced approximately 4,100 line item records, and represents still another step in ANG continuing efforts to achieve close alignment with the Air Force equipment management system.

Supply Systems. Implementation of the Remote Job Entry Terminal System (RJETS) which upgrades ANG computer capability, began in FY 1975. Installation of this equipment permits daily transmission of management reports directly from the U 1050-II Standard Base Supply System computer to the ANG base thereby precluding the transmission via mail and/or courier. Additionally, each supply activity will have ready access to the high speed input devices which will increase processing capability.



Chinook helicopter lifts a Pennsylvania Air National Guard F-102 fighter from its watery resting place in a river near Harrisburg.

Logistics Plans. ANG participation in the SOMARS/STALOG Study Group: In November 1974 the National Guard Bureau assigned a Guardsman to the Air Staff study group considering Automatic Data Processing requirements for deployed units in the 1980 to 1990 time frame. This assignment marks the first time that the ANG actively participated in the development and design of future Air Force programs.

In May 1975 the Air Staff requested National Guard Bureau participation in the STALOG steering committee. This committee directs the efforts and controls the logistic inputs to the Air Force Base-Top program. As such the ANG environment and peculiarities will be considered in the initial design phase of future supply, transportation, procurement and maintenance programs and procedures.

Working with Air Training Command and the Lowry Technical Training Center, the Air National Guard condensed the five week Logistics Management Course into a three-week program. A new course syllabus was developed with entirely new lesson plans. The new course will allow Guardsmen working in wing/group Logistics Plans sections to obtain this essential training within two annual field training periods.

During FY 1975 ANG TAC-gained units converted their manual preparation of packing and load lists to a computer based system, the Base Automated Mobility System (BAMS). The new system is based on B3500 computer products provided by assigned host computer support bases and provides tailored machine runs to support every deployment contingency levied on an ANG unit.

System Support. During FY 1975 the Air National Guard aircraft fleet continued to be upgraded by converting 12 units to more modern aircraft.

The remaining seven F-102 units were phased out. Two units converted to F-106 aircraft, two to A-7s, two to O-2s and one to an Air Rescue and Recovery Group equipped with HC-130 and HH-3 aircraft.

The three remaining C-124 units converted to C-130 aircraft and one C-130A unit was upgraded with C-130E aircraft.

Lastly, one C-119 unit also converted to an Air Rescue and Recovery mission with HC-130 and HH-3 aircraft.

For the second year the ANG Not Operational Ready grounding rate caused by the non-availability of repair parts (NORS-G) remained at a low 5.4 percent. This compared favorably with the world-wide Air Force rate of 6.6 percent, especially when it is considered that the ANG requisition priorities are lower than most active units.

Part of this commendable record is attributable to the National Guard Bureau Logistics Readiness Center. This unit performs a repair part expediting function for any of the 91 ANG flying units which have NOR aircraft.

ANG F-106 aircraft were scheduled through a Power Upgrade Program (PUP) at the same time that Programmed Depot Maintenance (PDM) was performed. A speed line was established at Jacksonville ANG Base by San Antonio Air Logistics Center. Depot field teams also were assigned to each F-106 location. The PUP resulted in the generator power supply system for avionics and radar being converted to a solid state system.

Throughout FY 1975 planning was accomplished which will permit ANG munitions accounts to become mechanized during the first quarter of FY 1976. Prior to this time all munitions

accounts were on a manual system. The new procedures will permit a better interface with the AFLC world-wide munitions system.

In FY 1974 the availability of chaff improved materially over the critically short supply situation which existed in FY 1973. During FY 1975 chaff availability continued to improve. The ANG current stock position is the best that has existed since 1969.

The Air National Guard still is critically short of the number of 463L pallets and nets required to meet its contingency and airlift missions. This is a world-wide problem within the Air Force.

World-wide Air Force units are authorized 85,000 pallets, however, only 25,000 are on hand; a shortage of 71 percent. The ANG is authorized 6,700 but only has 1,500 or a shortage of 77 percent.

Late in FY 1974 there was a serious shortage of BDU-33 practice bombs throughout the Air Force. It was caused by a shortage of raw materials and increased material and fuel costs resulting from the energy crisis. Because of these factors the major contractor defaulted on deliveries. Action by the Chief of Staff, Air Force, in concert with Air Force Logistics Command and Ogden Air Logistics Center in the fall of FY 1975, resulted in negotiated price increases for the manufacturer. Soon thereafter deliveries increased and practice bombs again became readily available in the spring of FY 1975.



Static aircraft displays of modern tactical aircraft are seen by visitors at an Iowa Air National Guard open house.

CIVIL ENGINEERING

Military Construction (P-321)

Fiscal year 1975 saw an increase in the National Guard's Military Construction Program (MCANG) from \$16 million to \$31.5 million, of which a total of \$24.7 million had been obligated involving 46 projects in 25 states as of 30 June 1975.

Utilizing prior year carryover and uncommitted authorization, an additional \$6.5 million was obligated, involving 19 projects in 15 states, for a total obligation of \$31.2 million for the fiscal year.

A slow commercial construction season resulted in 38 ANG projects in 23 states having successful bids at less than the programmed amount. Sufficient savings were realized so that an additional five projects in five states totaling \$3.2 million were cleared with the Congress for advertising. These totals are included in the figures listed above.

After the FY 1975 authorizations noted above, there will remain a long range requirement of approximately \$326 million in authorizations for the construction of facilities to eliminate currently known facility deficiencies at ANG installations throughout the 50 states, the District of Columbia and the Commonwealth of Puerto Rico. These projects include 431 operational-type facilities with an estimated cost of \$93 million; 405 maintenance-type facilities with an estimated cost of \$128 million, and 462 general-type facilities with an estimated cost of \$105 million.

Minor Construction (P-341)

A total of \$1,500,000 was allocated for P-341 projects in FY 1975; \$1,408,250 was obligated of which \$389,073 was from prior year funds. Twenty-eight projects were completed in 22 states, at 27 separate locations.

Maintenance and Repair (P-449)

Maintenance, repair, alteration and construction projects are accomplished in this program. Alteration and construction projects are limited to \$25,000.

Operation and Maintenance (OE/M)

projects totalling \$10.6 million were accomplished in FY 1975. This program included a variety of projects for maintenance, repair and alteration of ANG facilities, airfield pavements and utility systems. Projects associated with aircraft conversions, new and changed missions, energy conservation, pollution control, security, safety, fire protection, airfield pavements and emergency repairs comprised the major portion of this program in FY 1975.

Real Estate

The total value of real estate administered by the Air National Guard was approximately \$625 million at the close of FY 1975. ANG flying units are located on 89 flying bases and 66 non-flying bases. ANG flying units were based at 69 civilian airports, 13 active Air Force bases, three naval Air Stations and four ANG bases.



Air National Guardsman from 134th Combat Support Squadron enjoys a field shower set up during training exercises in Tennessee.

Operations and Maintenance (P-448.02)

The daily operation and maintenance of Air National Guard base facilities is accomplished through O&M agreements between the federal government and the states. These federal/state cost sharing agreements provide utilities, facility maintenance, airport use fees, security guards, etc. The federal share of these costs during FY 1975 totaled \$27.3 million.

Air National Guard Prime Beef Teams

Fiscal year 1975 saw a minor change in the Prime BEEF structure of the ANG civil Engineering Flights. As of 1 October 1974 the 195CEF, Van Nuys, California, was deactivated, resulting in a total ANG civil engineering force posture of 90 Prime BEEF Teams, 4-15 man Firefighter Teams and one RED HORSE Squadron.

The redesignation of ANG Prime BEEF R-teams to C-teams in March 1974 resulted in an increased requirement for mobility training to be conducted under the auspices of the Air Force Civil Engineering Center (AFCEC). In order to accommodate the additional requirement, an additional mobility training site was established in conjunction with the ANG RED HORSE Unit at Camp Perry, Ohio, at their auxiliary training site at Plum Brook, Ohio. Training operations began 7 August 1974 and concluded on 20 October 1974. Operations were again begun 7 June 1975 and programmed to conclude 15 October 1975 after 20 ANG and two AFRES Prime BEEF teams are scheduled to complete the required training. During FY 1975, 23 ANG Prime BEEF teams deployed to Tyndall AFB, Florida and nine to Plum Brook, Ohio, for Prime BEEF Mobility Training.

In FY 1975, 63 ANG civil engineering units deployed for annual training, with 30 units deployed to other ANG bases and 33 deploying to USAF bases, including a limited number of deployments to USAFE and AAC. These deployments were designed to provide training not generally



Iowa Air National Guard weapons load crew member loads 20mm practice ammunition into F-100 gun cans.

Air National Guard Red Horse Squadron

FY 1975 was the first year for both ANG RED HORSE units, 200 CES, Camp Perry, Ohio and 201 CEF, Fort Indiantown Gap, Pennsylvania to deploy the majority of their personnel for training projects. Two aircraft arresting barriers were relocated, 60,000 cubic yards of earth moved, and a firing-in butt structure removed at Otis AFB, Massachusetts by the 201 CEF.

In April 1975 the 200CES was designated the Base Automated Mobility System pilot unit for ANG RED HORSE Mobility Material Listing Part III by the Directorate ANG. By 30 June 1975 the task had been completed for all increments and local configuration of packaging begun.

As of 30 June 1975, the overall manning of both units was 105% and both units were C-1.



Jet fighter from the 162nd Tactical Fighter Training Group flies wingman with a T-38 from the active Air Force.

available at home station as well as to enhance the mobility mission. The training projects, as well as the deployments themselves, are aimed at developing and maintaining a highly skilled, mobile military engineering force, capable of rapid response to tactical air, special air warfare, and contingency operations worldwide. Past experience has proven that a double benefit accrues to the Air Force and the Air Guard from these deployments: Readiness of the PRIME BEEF/RED HORSE units is markedly increased and the Air Force and Air Guard save hundreds of thousands of dollars annually in operation and maintenance funds due to the labor saving efforts of the Prime BEEF teams.

In light of the above, the practice of supporting USAF requirements with the highly successful "composite team" continues, due to the availability of volunteers for periods of 30 to 120 days supported by USAF mandates.

Deployments were conducted to Eielson AFB, Alaska (AAC) for priority facility alteration projects; Scott AFB, Illinois (AFCS) in support of the proposed relocation of AFCS to Scott by modifying a consolidated navajds-communication management office and contingency support center.; Tyndall AFB, Florida, Plum Brook Ohio (AFCEC) to augment the AFCEC training cadre; Tyndall AFB, Florida (AFCEC) in support of an aircraft shelter test program; JCS Exercise Solid Shield at Oak Grove, North Carolina (MAC) to provide landing zone and air operations fire protection; Charleston AFB, South Carolina (MAC) to relocate an existing small arms range; Richards-Gebaur AFB, Missouri (AFCS) to augment base personnel in selected AFSCs; Griffiss AFB, New York (AFCS) to rehabilitate selected facilities; and JCS Exercise Brave Shield IX (TAC) to provide fire protection personnel at North Fort Polk, Louisiana and England AFB, Louisiana.



Pilots of the 114th Tactical Fighter Group continue their daily operations in the shadow of a fire damaged F-100D that nearly ended the career of one of their comrades.



Appendices

APPENDIX A

Chief of Division of Militia Affairs 1908-1916 Militia Bureau 1916-1933 National Guard Bureau 1933-Present

Colonel Erasmus M. Weaver	1908-1911
Brigadier General Robert K. Evans	1911-1912
Major General Albert L. Mills	1912-1916
Major General William A. Mann	1916-1917
Major General Jessie McL. Carter	1917-1918
Brigadier General John W. Heavey (Acting)	1918-1919
Major General Jessie McL. Carter	1919-1921
Major General George C. Rickards	1921-1925
Major General Creed C. Hammond	1925-1929
Colonel Ernest R. Redmond (Acting)	1929-1929
Major General William G. Everson	1929-1931
Major General George E. Leach	1931-1935
Colonel Herold J. Weiler (Acting)	1935-1936
Colonel John F. Williams (Acting)	1936-1936
Major General Albert H. Blanding	1936-1940
Major General John F. Williams	1940-1944
Major General John F. Williams (Acting)	1944-1946
Major General Butler B. Miltonberger	1946-1947
Major General Kenneth F. Cramer	1947-1950
Major General Raymond H. Fleming (Acting)	1950-1951
Major General Raymond H. Fleming	1951-1953
Major General Earl T. Ricks (Acting)	1953-1953
Major General Edgar C. Erickson	1953-1959
Major General Winston P. Wilson (Acting)	1959-1959
Major General Donald W. McGowan	1959-1963
Major General Winston P. Wilson	1963-1971
Major General Francis S. Greenlief	1971-1974
Major General LaVern E. Weber	1974-Present



Kansas Army National Guard gunner adjusts telescope to lay for deflection.

APPENDIX B STATE ADJUTANTS GENERAL

30 June 1975

Alabama Maj. Gen. Charles A. Rollo
Alaska Maj. Gen. Conrad F. Necrason
Arizona Maj. Gen. Charles W. Fernald
Arkansas Maj. Gen. Thomas C. Armstrong
California Maj. Gen. Frank Schober
Colorado Brig. Gen. William D. Weller
Connecticut Maj. Gen. John F. Freund
Delaware Maj. Gen. Clarence E. Atkinson
District of Columbia Maj. Gen. Cunningham C. Bryant (CG)
Florida Maj. Gen. Henry W. McMillan
Georgia Maj. Gen. Billy M. Jones
Hawaii Maj. Gen. Valentine A. Siefertmann
Idaho Maj. Gen. James S. Brooks
Illinois Maj. Gen. Harold R. Patton
Indiana Maj. Gen. Alfred F. Ahner
Iowa Maj. Gen. Joseph G. May
Kansas Maj. Gen. Edward R. Fry
Kentucky Maj. Gen. Richard L. Frymire, Jr.
Louisiana Maj. Gen. O'Neil J. Daigle, Jr.
Maine Maj. Gen. Paul R. Day
Maryland Maj. Gen. Edwin Warfield, III
Massachusetts Maj. Gen. Vahan Vartanian
Michigan Maj. Gen. John A. Johnston

Minnesota Brig. Gen. James G. Sieben
Mississippi Maj. Gen. Evan A. Tumage
Missouri Maj. Gen. Charles M. Klefner
Montana Maj. Gen. John J. Womack
Nebraska Maj. Gen. Francis L. Winner
Nevada Maj. Gen. Floyd L. Edsall
New Hampshire Maj. Gen. John Blatsos
New Jersey Maj. Gen. Wilfred C. Menard, Jr. (CofS)
New Mexico Brig. Gen. Franklin E. Miles
New York Maj. Gen. John C. Baker (CofS)
North Carolina Maj. Gen. Clarence B. Shimer
North Dakota Maj. Gen. LaClair A. Melhouse
Ohio Maj. Gen. James C. Clem
Oklahoma Maj. Gen. John Coffey, Jr.
Oregon Maj. Gen. Richard A. Miller
Pennsylvania Maj. Gen. Harry J. Mier, Jr.
Puerto Rico Maj. Gen. Carlos F. Chardon
Rhode Island Maj. Gen. Leonard Holland (CG)
South Carolina Maj. Gen. Robert L. McCrady
South Dakota Maj. Gen. Duane L. Corning
Tennessee Maj. Gen. Carl D. Wallace
Texas Maj. Gen. Thomas S. Bishop
Utah Maj. Gen. Maurice L. Watts
Vermont Maj. Gen. Reginald M. Cram
Virginia Maj. Gen. William J. McCaddin
Washington Maj. Gen. Howard S. McGee
West Virginia Maj. Gen. Jack W. Blair
Wisconsin Maj. Gen. James J. Lison, Jr.
Wyoming Maj. Gen. John R. Carson



Idaho Air National Guard firefighting teams practice for their vital mission.

APPENDIX C **UNITED STATES PROPERTY AND** **FISCAL OFFICERS**

30 June 1975

STATE	NAME AND RANK
Alabama	Col Herman A. Price, Jr.
Alaska	Col Dempsey A. Anderson
Arizona	Col John G. Smith, Jr.
Arkansas	Col Lavaun M. James
California	Col Theodore M. Robinson
Colorado	Col Harold L. Wright
Connecticut	LTC Joseph A. Whelton
Delaware	Col Ignatius DeCicco
District of Columbia	Col Leonard F. Bergstrom
Florida	Col William H. Pruitt
Georgia	Col George W. Roberts
Hawaii	Col Thomas S. Ito
Idaho	LTC L. Everett Morrison
Illinois	Col Thomas B. Bishop
Indiana	Col John N. Owens
Iowa	Col Arnold E. Harjehausen
Kansas	Col Clayton H. Bowman
Kentucky	Col Edward H. Milburn
Louisiana	Col Henry J. Lala
Maine	Col Calvin E. Nichols
Maryland	Col Irvin E. Ebaugh
Massachusetts	Col Joseph M. Ambrose
Michigan	Col Ralph C. Phillips
Minnesota	Col Edward R. Kiefer
Mississippi	Col Robert M. Dent, Jr.
Missouri	Col Walter C. Wilson
Montana	LTC Peter Tyanich
Nebraska	LTC Harry A. Dahlgren
Nevada	Col Earl A. Edmunds
New Hampshire	Col Chester E. Marchut
New Jersey	Col George W. Zalmas
New Mexico	Col Antonio M. Martinez
New York	Col Donald B. Holsclaw
North Carolina	Col William P. Keeton, Jr.
North Dakota	LTC Victor J. McWilliams
Ohio	Col Thomas S. Farrell
Oklahoma	Col William R. Wilson
Oregon	Col John G. Yeager
Pennsylvania	LTC Richard H. Houser
Puerto Rico	Col Tulio L. Diaz-Ramirez
Rhode Island	Col Lynwood R. Hoxsie
South Carolina	Col James C. Dozier
South Dakota	LTC Edward P. Rowen
Tennessee	Col Herschel C. Fox

Texas	Col Vernon M. Scofield
Utah	Col Morgan G. Higham
Vermont	Col Burton A. Paquin
Virginia	LTC Harold S. Price
Washington	Col Thomas R. Stewart
West Virginia	Col Zane H. Summers
Wisconsin	Col John M. Spaulding
Wyoming	Col William A. Maxwell



Night Firing was the highlight of the training of the 41st Infantry Brigade of the Oregon Army National Guard at Fort Lewis, Washington.

APPENDIX D MILITARY PERSONNEL ON DUTY IN THE NATIONAL GUARD BUREAU

30 June 1975

Weber, LaVern E., Major General, ARNGUS, Chief, National Guard Bureau
McGill, Douglas J., Colonel, ARNGUS, Executive, Guard Bureau
Brewer, Franklin L., Major, ARNGUS, Office of Liaison
Burke, Joe E., Colonel, ARNGUS, Chief, Office of Liaison
Clayton, Charles C., Colonel, USA, Deputy Special Assistant for Equal Opportunity
Gibson, Robert A., Captain, USAF, Office of Public Affairs
Kean, Barrett E., Captain, USAF, Office of Legal Advisor
Luna, Christopher, Major, ARNGUS, Office of Equal Opportunity
Wolf, Andrew G., Jr., Colonel, ARNGUS, Chief, Office of Public Affairs

DIRECTOR, ARMY NATIONAL GUARD

Ott, Charles A. Jr., Major General, ARNGUS, Director, Army National Guard
Jelinek, Joseph R., Brigadier General, ARNGUS, Deputy Director, Army National Guard
Hendrix, Jamie R., Colonel, USA, Executive, Army National Guard
Sawey, James T., LTC, USA, Assistant Executive, Army National Guard
Acree, Carl L., LTC, ARNGUS, Chief, Organization & Mobilization Branch, Organization and Training Division
Amlund, Bert C., LTC, USA, Organization and Mobilization Branch, Organization and Training Division
Asente, James, LTC, USA, Chief, Training Branch, Organization and Training Division
Barton, Carol B., LTC, ARNGUS, Army Personnel Division
Beebe, Urban U., LTC, ARNGUS, Supply Branch, Logistics Division
Bennet, John B. Jr., Colonel, USA, Chief, Personnel Division
Bradley, William C., LTC, USA, Training Branch, Organization and Training Division
Coffey, William T., Colonel, ARNGUS, Chief, Organization and Training Division
Daniels, Geoffrey M., LTC, USA, Chief, Maintenance and Services Branch, Logistics Division
Daniels, John R., Colonel, USA, Army Surgeon
Gray, Franklin M., Major, ARNGUS, Program and Budget Branch, Comptroller Division
Gerski, John T., LTC, ARNGUS, Training Branch, Organization and Training Division
Hausburg, Edward A., LTC, USA, Training Branch, Organization and Training Division
Heglund, Chester R., Major, USA, Chief, Enlisted and Special Activities Branch, Personnel Division
Kaiser, Samuel E., LTC, USA, Training Branch, Organization and Training Division
Kanzler, Norbert A., LTC, USA, Maintenance and Services Branch, Logistics Division
Kauffman, Robert R., Major, USA, Officers Branch, Personnel Division
Keeling, John O. Jr., Colonel, ARNGUS, Chief, Logistics Division
Kennedy, Billie J., LTC, USA, Chief, Staff Finance Branch, Comptroller Division
Kieby, John W., Colonel, USA, Chief, Comptroller Division
March, C. Allen, LTC, ARNGUS, Chief, Officers Branch, Personnel Division
Lipscomb, Lawrence A., LTC, USA, Training Branch, Organization and Training Division
McCollum, Richard J. W., LTC, USA, Chief, Supply Branch, Logistics Division
Silva, Warren R., LTC, USA, Training Branch, Organization and Training Division

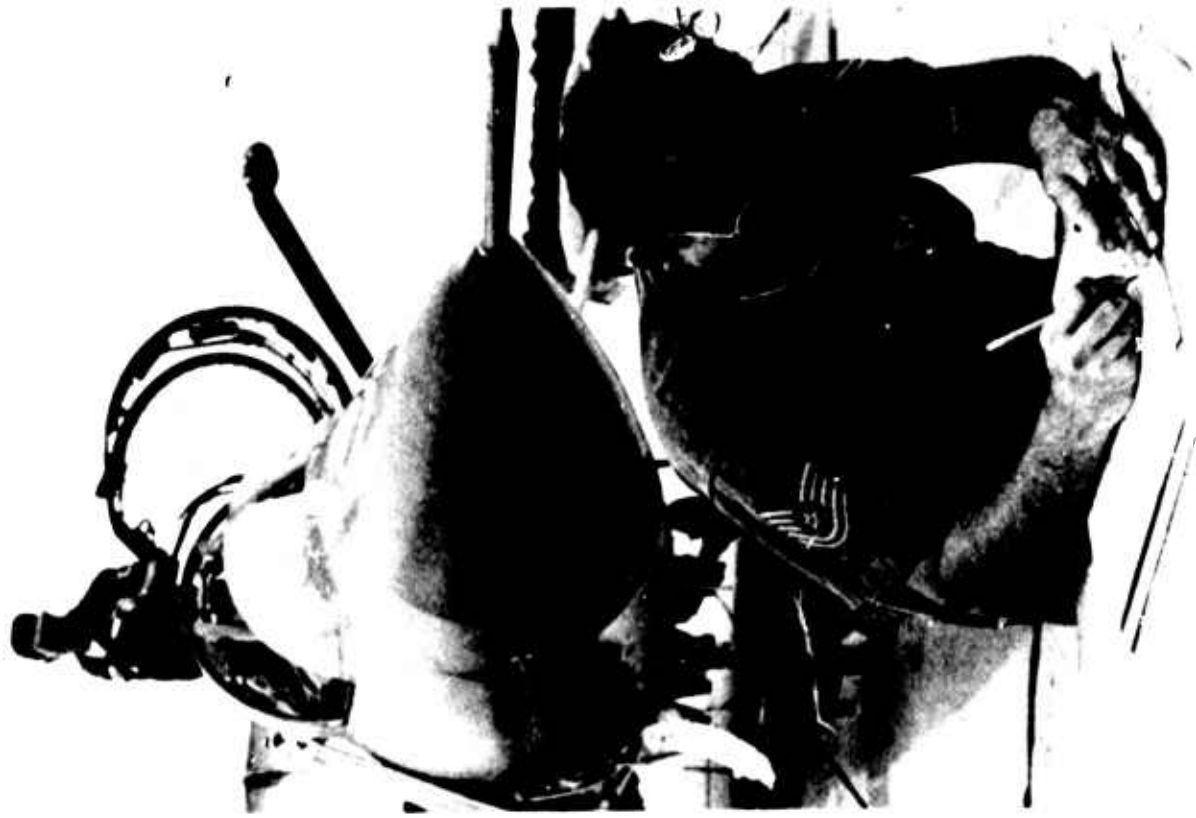


Sky Crane from Alabama Army National Guard airlifts an RF-101 from the Kentucky Air National Guard's home in Louisville to its permanent display site at Boone Guard Center in Frankfort, Kentucky

Winkler, Jack L., LTC, ARNGUS, Chief, Program and Readiness Branch, Logistics Division
 Zimmer, Lyle D., LTC, ARNGUS, Chief, Technician Manpower and Program Branch, Organization and Training Division

DIRECTOR, AIR NATIONAL GUARD

Pesch, John J., Major General, ANGUS, Director, Air National Guard
 Gulce, John T., Brigadier General, ANGUS, Deputy Director, Air National Guard
 Henke, John A., Lt Colonel, ANGUS, Executive, Air National Guard
 Beck, Jerry E., Major, ANGUS, Assistant Executive, Air National Guard
 Amoscato, Guy T., Major, USAF, Supply and Services Branch, Logistics Division
 Barrentine, Emmett S., Colonel, USAF, Chief, Logistics Division
 Bavera, Barbara, Captain, USAF, Military Personnel Branch, Personnel Division
 Bennett, James B., Lt Colonel, USAF, Deputy Chief, Programs and Resources Division
 Blackwell, James R., Lt Colonel, ANGUS, Deputy Chief, Personnel Division
 Blamires, Robert B., Lt Colonel, ANGUS, Management and Resources Analysis Branch, Comptroller Division
 Brendel, Wayne R., Lt Colonel, ANGUS, Fighter Section, Plans and Operations Division
 Bryan, Cephas W., Captain, USAF, Accounting and Finance Branch, Comptroller Division
 Bunting, Alfred P., Lt Colonel, ANGUS, Chief, Air Technician Branch, Programs and Resources Division
 Chrisjohn, Robert G., Major, ANGUS, Operations Support Section, Plans and Operations Division
 Christman, Donald O., Lt Colonel, USAF, Budget Branch, Comptroller Division
 Cobb, Billy J., Lt Colonel, USAF, Fighter Section, Plans and Operations Division
 Cole, Robert L., Major, ANGUS, Chief, Military Personnel Branch, Personnel Division
 Cram, Donald L., Major, ANGUS, Operations Support Section, Plans and Operations Division
 Daly, Terrence P., Lt Colonel, ANGUS, Supply and Services Branch, Logistics Division
 Dean, John L., Lt Colonel, ANGUS, Chief, Accounting and Finance Branch, Comptroller Division
 Delaney, James L., Lt Colonel, ANGUS, Administration, Plans and Operations Division
 Deneke, William L., Colonel, ANGUS, Chief, Civil Engineering Division
 Dorwaldt, Richard H., Lt Colonel, USAF, Chief, Budget Branch, Comptroller Division
 Feltes, Lorentz A., Major, ANGUS, Budget Branch, Comptroller Division
 Fincannon, Arthur D., Lt Colonel, ANGUS, Airlift Section, Plans and Operations Division
 Fry, Robert S., Major, USAF, Maintenance and Engineering Branch, Logistics Division
 Gilbert, Charles B., Major, USAF, Supply and Services Branch, Logistics Division
 Goudeau, James, Lt Colonel, USAF, Chief, Operations, Maintenance and Real Property Branch, Civil Engineering Division
 Gourdin, Melvin E., Lt Colonel, ANGUS, Supply and Services Branch, Logistics Division
 Grey, James H., Major, USAF, Office of Aerospace Safety
 Hall, Robert R., Lt Colonel, ANGUS, Supply and Services Branch, Logistics Division
 Hamilton, Ernest V., Sr, USAF, Manpower and Organization Branch, Programs and Resources Division
 Hane, Edward F., Lt Colonel, ANGUS, Communications-Electronics and Aet. Division
 Hanson, Delbert L., Major, USAF, Maintenance and Engineering Branch, Logistics Division
 Halt, Charles L., Major, USAF, Propulsion Branch, Logistics Division
 Horne, James E., Colonel, USAF, Office of the Air Surgeon



Puerto Rico Air National Guard crew chief from the 156th Tactical Fighter Group, completes the evaluation check of his F-104 aircraft.

Hostettler, Richard O., Captain, ANGUS, Chief, Personnel Procurement Branch, Personnel Division

Jackson, Edwin, Lt Colonel, USAF, Chief, Airlift Section, Plans and Operations Division

Johnson, Bernard L., Lt Colonel, USAF, Chief, Fighter Section, Plans and Operations Division

Johnson, William J., Lt Colonel, USAF, Office of Legal Advisor

Kemp, Terry S., Major, USAF, Maintenance and Engineering Branch, Logistics Division

Kidd, William C., Lt Colonel, USAF, Chief, Propulsion Branch, Logistics Division

Killgore, William L. Jr., Major, ANGUS, Office of Policy and Liaison

Kilkenny, Gustave W., Major, USAF, Personnel Training Branch, Personnel Division

Lednak, John P., Lt Colonel, ANGUS, Operations, Maintenance, and Real Property Branch, Civil Engineering Division

Long, Richard W., Lt Colonel, ANGUS, Maintenance and Engineering Branch, Logistics Division

Looney, Charles A. III, Captain, USAF, Personnel, Plans and Systems Branch, Personnel Division

Mann, Sidney R., Lt Colonel, ANGUS, Chief, Operations Support Section, Plans and Operations Division

Marshall, Ronald N., Major, USAF, Communications-Electronics and Met. Division

Moore, Clyde A. Jr., Major, USAF, Maintenance and Engineering Branch, Logistics Division

Morris, James K., Lt Colonel, USAF, Air Defense Section, Plans and Operations Division

Moss, Richard E., Lt Colonel, ANGUS, Personnel Training Branch, Personnel Division

Muir, Willis D., Colonel, ANGUS, Chief, Comptroller Division

Pombrlo, Richard C., Major, USAF, Supply and Services Branch, Logistics Division

Quisenberry, Jesse D., Major, ANGUS, Military Personnel Branch, Personnel Division

Roark, Bob, Colonel, USAF, Chief, Programs and Resources Division

Roberts, Arthur A., Lt Colonel, ANGUS, Chief, Manpower and Organization Branch, Programs and Resources Division

Roberts, John R., Major, USAF, Fighter Section, Plans and Operations Division

Shaw, Robert D., Lt Colonel, USAF, Chief, Supply and Services Branch, Logistics Division

Smith, Pinckney B., Lt Colonel, ANGUS, Operations Support Section, Plans and Operations Division

Spessert, Daren L., Lt Colonel, ANGUS, Chief, Maintenance and Engineering Branch, Logistics Division

Stallings, Malcolm O. Jr., Major, USAF, Programs Branch, Programs and Resources Division

Stevens, Robert E., Colonel, USAF, Chief, Personnel Division

Suhay, Richard, Lt Colonel, ANGUS, Office of Aerospace Safety

Thompson, Raymond, Lt Colonel, USAF, Chief, Construction Engineering Branch, Civil Engineering Division

Townsend, Johnnie E., Lt Colonel, USAF, Programs Branch, Programs and Resources Division

Urdel, Richard K., Captain, USAF, Supply and Services Branch, Logistics Division

Hart, Herbert W., Major, USAF, Maintenance and Engineering Branch, Logistics Division

Violett, Russell, Lt Colonel, USAF, Programs Branch, Programs and Resources Division

Waddell, Ralph D. Jr., Colonel, USAF, Chief, Plans and Operations Division

Walters, Roger W., Major, USAF, Construction Engineering Branch, Civil Engineering Division

Weaver, James D., Colonel, USAF, The Air Surgeon

Weidinger, Charles L., Lt Colonel, ANGUS, Chief, Programs Branch, Programs and Resources Division



Snow often greets Maine Army National Guardsmen as in this early morning photo at Camp Keyes, Augusta Maine.

Wimer, Glenn C., Captain, USAF, Supply and Services Branch, Logistics Division
Wissinger, Robert F., Lt Colonel, ANGUS, Maintenance and Engineering Branch,
 Logistics Division
Zemple, Charles J., Colonel, USAF, Chief, Communications-Electronics and Met
 Division
Zern, Richard A., Lt Colonel, USAF, Communications-Electronics and Met. Division



California Air National Guardsman fails to share medic's anticipation as immunization shot is prepared at the Van Nuys Air National Guard Base.

APPENDIX E TROPHIES AND AWARDS

Army National Guard

The Army National Guard Superior Unit Award. This certificate award is presented annually by Chief, National Guard Bureau to Army National Guard units, at the company, battery, troop or detachment level, which have demonstrated a high degree of performance and have been rated "Superior" for the previous training year. Units are required to attain established Department of the Army minimum standards in the measurable areas of personnel strength and MOS qualification, training progression and satisfactory performance during the Annual General Inspection. During training year 1974-1975; 230 Superior Unit Award Certificates were presented to Army National Guard units as compared to 300 like awards during the previous training year.

Eisenhower Trophy. This trophy, named in honor of General Dwight D. Eisenhower, is a bronze cup permanently on display in the National Guard Association Memorial in Washington, DC. Identical cups are awarded each year to the outstanding company-size unit in each state, the District of Columbia, and the Commonwealth of Puerto Rico and the Virgin Islands. The trophies are rotated annually within each state with the winners receiving one-half scale replicas for permanent retention. Names of winning units are also inscribed on a parchment folio in the National Guard Association Memorial. During Calendar Year 1974 a total of 43 Eisenhower Trophies were awarded to Army National Guard units. Announcement of winning units is made annually in NGB Official Bulletins.

The National Guard Award for Efficiency in Maintenance. The National Guard Bureau Award for Efficiency in Maintenance is awarded to the Army National Guard company-size unit in each state that achieves the highest degree of efficiency during the fiscal year in maintenance of material and maintenance management. National Guard Bureau certificate award is issued by the Chief, National Guard Bureau, to the respective State Adjutant General for presentation to the winning unit at a suitable ceremony during the Annual Training period following the inspection.

The Erickson Trophy. This trophy is named for Major General Edgar C. Erickson who served as Chief of the National Guard Bureau from 1953 to 1959. It is awarded annually to the distinguished graduate of each of the Officer Candidate courses conducted by the US Army Infantry School and the US Army Artillery and Missile School and the distinguished graduate of each of the State Officer Candidate Schools. The original Erickson Trophy, a replica of the "Sons of Liberty" bowl made by Paul Revere, is permanently displayed in the Milton A. Reckord Lounge at the National Guard Association Memorial, Washington, D.C. Each Distinguished graduate receives a smaller facsimile of the trophy. Additionally, the names of the recipients are permanently recorded on parchment displayed with the original trophy.

Association of the United States Army Award. This award consists of a plaque awarded to the graduate of each State Officer Candidate School who demonstrates the highest standards of leadership while participating in the program. Leadership criteria for this award are established by each school. The plaques are provided by the Association of the United States Army.

Armor Leadership Award. The Armor Leadership Award is a plaque awarded on an annual basis by the Commander, US Army Training & Doctrine Command, to



Indiana: Army National Guard artillerymen prepare illuminating rounds for a forthcoming night assault during a five-day war game at A.T. 1975

outstanding Army National Guard tank companies, armored cavalry troops and similar sized units of armor designation. The plaque is rotated within each state until all the inscription spaces provided thereon are filled with the unit designations of the annual winners.

The Milton A. Reckord, Outstanding Battalion/Squadron Award. The award is named in honor of Major General Milton A. Reckord, and is the most prestigious award within the Army National Guard. The award will be a rotating trophy presented each year to the outstanding battalion/squadron in each Army Readiness Region (ARR). It will be presented at the NGAUS General Conference. The original trophy will remain in the custody of the winning battalion for one year or until called for by the NGAUS. The designation of the winning battalion will be engraved on the trophy and a replica of the trophy will be presented to the battalion for permanent possession. The first year for presentation of this award is 1974.

National Rifle Association (NRA) Tournament Trophy and Awards. The NRA Tournament is conducted under the overall direction of the State Adjutant General utilizing NRA rules. In 1974 the NRA Tournament was changed. As a way of exposing a larger number of potential Guardsmen to the shooting program, team entries now consist of two Guardsmen and two teenage civilians who are potential members of the Guard. The NRA Trophy is awarded annually to the NG team attaining the highest score and announcement of the winners is made annually in the NGB Official Bulletin.

Itschner Award. This award is presented to the most outstanding Army National Guard Engineer Company. The intent of the award, named after former Chief of Engineers, 1 TG Emerson C. Itschner, is to promote leadership in junior engineer officers and to foster "esprit" in company size engineer units. 1974 was the first year of this annual award; it will become an entry in NGR 672-1.

Keith L. Ware Awards for Excellence in Newspapers, Radio and Television. The annual Army awards are named in memory of Major General Keith L. Ware, former Chief of Information, Department of the Army, who was killed in Vietnam in 1968 while commanding the 1st Infantry Division. The purpose of the award is to stimulate excellence among authorized Army and civilian enterprise newspapers and news magazines, the Army radio and television programs. Three Army Guard units earned recognition in this Army-wide competition: Oregon ARNG, first place, Special Broadcast Achievement Using Broadcast Media; Rhode Island ARNG, second place, Multilith/Mimeograph Newspaper category; Indiana ARNG, third place, Graphic Art category.

Department of Defense Thomas Jefferson Awards Contest. First place winners in the various service contests compete at Department of Defense level. Statuettes of Thomas Jefferson are presented to the winning activities and to the individual who contributed the most toward each winning entry. The Oregon ARNG won a first place at this level with a film in the Special Broadcast Achievement Using Broadcast Media.

National Guard Association Trophy, Pershing Trophy, and National Guard (State) Trophy. These awards are presented as a result of annual marksmanship qualification competition with assigned individual weapons based on the highest figure of merit attained by Army National Guard units. The National Guard Association Trophy is awarded annually to the unit attaining the highest figure of merit of all competing teams. The Pershing Trophy is awarded annually to the unit attaining the highest figure of merit in each Army Area. The National Guard (state) Trophy is awarded annually to the unit attaining the highest figure of merit in each state. Winners of the above trophies are published annually in National Guard Bureau official bulletins.



Member of "Happy Hoodligans" All Girl Weapons Load Team completes inspection of ground cable on AJM-4D.

Chief, National Guard Bureau Annual Indoor Rifle and Pistol Tournament Trophies and Awards. Marksmanship competition for these trophies and awards is conducted in three separate indoor .22 caliber rifle and pistol postal matches. The matches are sponsored jointly by Chief, National Guard Bureau and the National Rifle Association of America and consist of Individual Match, Unit (company level) Team Match and Battalion (or equivalent level) Team Match with each weapon. The winning unit team receives the trophy plaque which is rotated annually to subsequent team winners. The names of winning units are permanently inscribed on the plaques. During calendar year 1974 a total of 48 States participated in these matches. The complete list of winners is published in NGB Official Bulletin FY 1975.

Air National Guard

Spaatz Trophy. This trophy, named for General Carl Spaatz, former Chief of Staff of the United States Air Force, is awarded by the National Guard Association each year to the most outstanding Air National Guard flying group. It remains in permanent possession of the winning unit. Units are judged on the basis of their tactical, technical, administrative, logistical efficiency, aircrew readiness, readiness of other than aircrew personnel, operational readiness of aircraft and flying safety program. The trophy is a large silver globe on a silver base. The FY 1975 recipient is:
120th Fighter Interceptor Group, Montana.

ANG Distinguished Flying Unit Plaques. These plaques are awarded by the National Guard Association each year to the next five flying groups adjudged most operationally ready in Spaatz Trophy competition.

- 130th Special Operations Group, West Virginia
- 161st Air Refueling Group, Arizona
- 136th Air Refueling Wing, Texas
- 105th Tactical Air Support Wing, New York
- 186th Tactical Reconnaissance Group, Mississippi

Communications and Electronics Trophy. This large silver globe, mounted on a silver base, is awarded by the National Guard Association each year to the C&E unit adjudged most operationally ready. The trophy is permanently retained by the winning unit. The FY 1975 winner is 169th ACW Squadron, Hawaii.

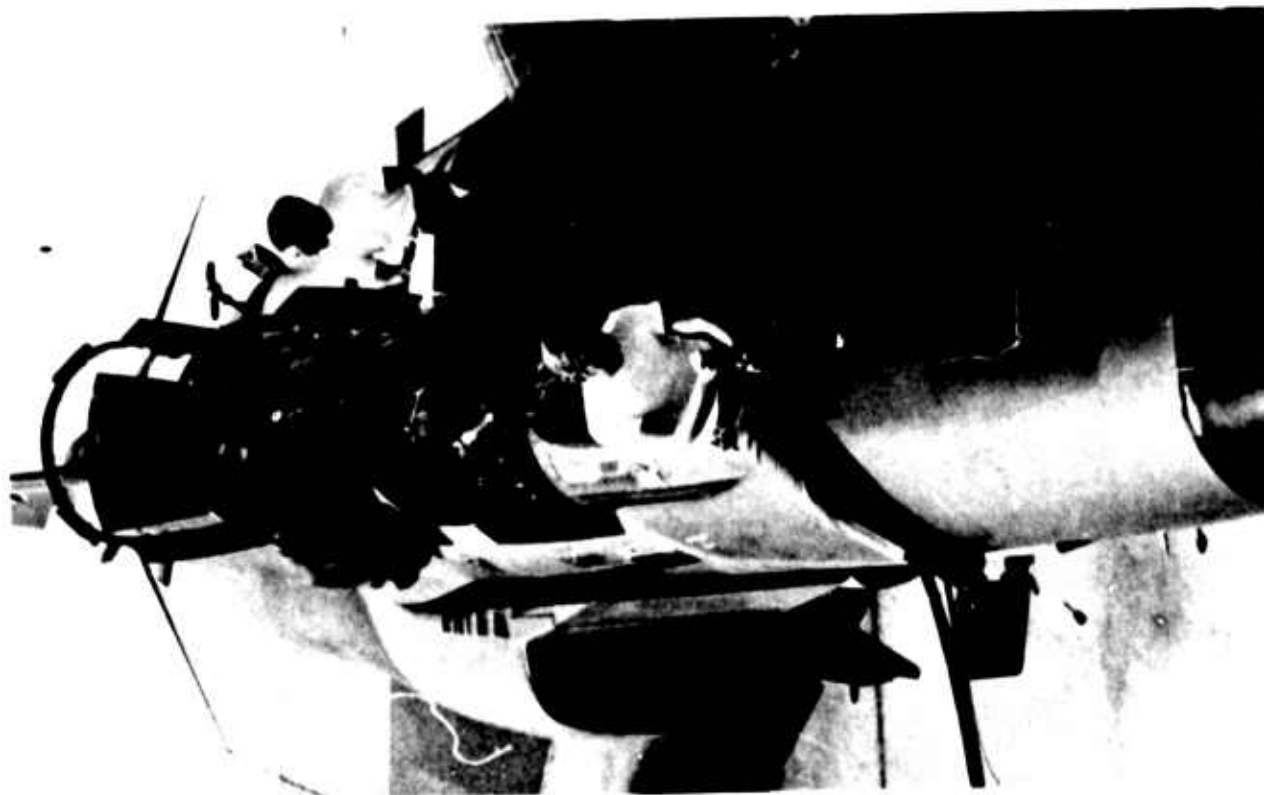
ANG Distinguished CEM Unit Plaque. These large distinctive plaques are awarded by the National Guard Association each year, one to the runner up C&E unit, one to the most outstanding weather unit, and one to the most outstanding communications flight (support).

- Runner-up C&E Unit — 299th Communication Flight (Range Support) Utah
- Outstanding Communications Flight — 184th Communications Flight (Support) Kansas

Outstanding Weather Unit — 127th Weather Flight (Mobile/Fixed) Kansas

Air Force Association Outstanding Unit Trophy. This trophy is awarded yearly on a rotating basis to the most outstanding Air National Guard flying group (winner of the Spaatz Trophy). The trophy is a large bowl upon which is engraved the name of each winning unit. The 120th Fighter Interceptor Group, Montana is the FY 1975 winner.

Winston P. Wilson Trophy. This trophy is named for Major General Winston P. Wilson, former Chief, National Guard Bureau. This trophy is large silver urn, surmounted by an American Eagle and engraved with the inscription: "The Winston P. Wilson Trophy awarded to the most operationally ready jet-engine equipped fighter/ reconnaissance group." FY 1975 winner is 120th Fighter Interceptor Group, Montana.



Vital maintenance functions are performed on an RF-4C of the Nevada Air National Guard at May Air National Guard Base in Reno.



Air Force Outstanding Airman Award. This award, an engraved bronze plaque, is presented by the Air Force Association each calendar year to the 12 outstanding airmen in the Air Force, and remains each airman's permanent possession. One of the FY 1975 winners of the award is MSgt Stanley E. Brown, 162d Tactical Fighter Training Group, Tucson, Arizona, an Air Guardsman.

Daedalian Maintenance Award. This award, a large silver cup donated by Colonel Joseph A. Wilson, USAF, Retired, is made available to the Air Force by the Order of Daedalians. The award was established to help promote maintenance effectiveness and efficiency in the Air Force. The 1975 winner of this coveted award is the 119th Fighter Interceptor group, North Dakota, the first ANG unit to win the Major General Clements McMullen Memorial Daedalian Weapon System Maintenance Award.

Hughes Trophy. This large hand-punched silver bowl is sponsored by Hughes Aircraft Company and is awarded each year for outstanding performance of the fighter interceptor mission by a USAF fighter squadron. This is a rotating trophy; the unit retains a smaller replica. The 1975 winner is the 119th Fighter Interceptor Group, North Dakota.



A road grader from Oregon's 1249th Combat Engineer Battalion smooths out a forest trail for the use of troops in the national forest near Jewell, Oregon. The trail later will be used by foresters and hunters.

APPENDIX F

TABLE 1 — ARMY NATIONAL GUARD STRENGTH FY 1951 — FY 1975

	Aggregate	YEAR END		Enlisted	Aggregate	AVERAGE		Enlisted
		Officer				Officer		
1951	226,785	24,142		202,643	257,532	26,155		231,377
1956	404,403	34,899		369,504	380,242	34,550		345,692
1961	393,807	36,245		357,562	402,925	36,584		366,341
1966	420,924	33,764		387,160	409,052	34,453		374,599
1971	402,175	30,263		371,912	400,842	29,590		371,252
1972	387,539	32,821		354,718	386,528	31,380		355,148
1973	385,600	33,863		351,737	388,025	33,725		354,300
1974	410,682	34,486		376,196	399,962	34,538		365,424
1975	401,981	55,821		368,160	402,488	34,110		368,378

TABLE 2 ARNG OVERSTRENGTH

	COL	LTC	MAJ	CPT	LT	WO	TOTAL
30 June 1970	17	44	182	170	258	395	1,066
30 June 1971	7	13	34	29	20	214	317
30 June 1972	10	25	68	75	76	226	480
30 June 1973	14	18	48	61	90	153	384
30 June 1974	14	37	96	224	190	244	805
30 June 1975	15	24	47	73	134	256	554



TABLE 3 — SOURCE OF
SECOND LIEUTENANTS

	FY 1974	FY 1975
Officer Candidate Schools		
Regular		0
Special		68
State		1,221
Former Officers and Others		429
TOTAL		1,718

TABLE 4
STATUS OF ARNG OFFICER ADVISORS
As of 30 June 1975

	Authorized	Present for duty on 30 June 1974	Present for duty on 30 June 1975	% of Advisors Present for duty on 30 June 1975
Colonels	61 ¹	63	58	95
Air Defense	10	5	8	80
Adjutant General	1	0	1	100
Armor	40	33	28	70
Chemical	1	1	1	100
Engineer	43	28	28	65
Field Artillery	80	78	72	90
Infantry	115	104	101	87
Military Intelligence	1	1	1	100
Military Police	8	5	7	87
Medical Service	13	7	8	61
Ordnance	3	6	4	133
Quartermaster	22	11	12	54
Signal	10	9	7	70
Transportation	15	13	16	106
Warrant Officer	1	1	1	100
	424 ²	365	353	83

¹Includes 52 Senior Army Advisors

²Includes 65 Aviation Positions

**TABLE 5 — RESERVE OFFICERS
PERSONNEL ACT (ROPA)
FY 1974**

Grade	Number Considered	Number Selected	Percent Selected
ILT to CPT	1002	817	81.5
CPT to MAJ	881	339	38.4
MAJ to LTC	346	154	44.5
LTC to COL			

(Note 1)

FY 1975

Grade	Number Considered	Number Selected	Percent Selected
ILT to CPT	1481	1141	77.0
CPT to MAJ	797	516	64.5
CPT to MAJ	829	429	51.7
MAJ to LTC	324	161	49.7
LTC to COL	655	296	45.1

(Note 2)

(1st Board)

(2d Board)

(Note 3)

NOTES:
1. The FY 1974 LTC to COL Selection Board was deferred to FY 1975.
2. Figures include results of 2 selection boards held in FY 1975 at Hq. First Army.
3. Selection based on best qualified to fill existing or anticipated vacancies in the Reserve of the Army. For this reason, selection rates will remain at low levels and fluctuate from year to year.

**TABLE 6 — ENLISTED PERSONNEL PROCUREMENT
FY 1975**

Enlisted in FY 1975 to take ADT	33,672
Veterans	29,091
Obligors	14,539
Transferred from Inactive National Guard	169
Enlisted from Other Reserve Forces	2,769
Reenlistments	9,212
TOTAL GAINS	89,452
TOTAL LOSSES	97,191



New Mexico Army National Guard M-42 cluster crews pull maintenance after a full day of firing at radio controlled targets during A.T. 75 at Fort Bliss, Texas.

TABLE 7 — LINE OF DUTY DETERMINATIONS ARNG
Fiscal Year 1975

TYPE OF ACTION	
Formal Investigations (other than death)	556
In Line of Duty	—
Not in Line of Duty-Not Misconduct	455
Not in Line of Duty-Misconduct	48
Returned as Unnecessary	28
Death Cases (No Determination made)	25
Informal Investigation	33
TOTAL	4,350
	4,939

TALBE 8 — ARMY SURGEON STRENGTH
FIGURES, as of June 30 1975

BRANCH	AGTH	ASGD
MC	1140	930
DE	176	142
AN	250	190
MSC	990	882
AMSC	8	5
VC	7	2
Enl Pers	15,852	15,734

TABLE 9
MEDICAL EXAMINATIONS REVIEWED
FY 1975

Federal Recognition and/or Retention	—	6,956
Annals	—	7,100
Attendance at Schools	—	1,108
LOD	—	159
Flight Physicals:		9,000
Class II	4,500	
Annual	1,500	
Class III	3,000	
Total	9,000	
Overall Total		25,355



Two members of the 29th Infantry Brigade prepare to fire a mortar round during A.T. 75 at Pohakuloa Training Area, Hawaii.

TABLE 10 — ARMY NATIONAL GUARD ORGANIZATION

- 3245 Units
MAJOR UNITS
 5 Infantry Divisions
 2 Armored Divisions
 18 Separate Brigades
 3 Armored Cavalry Regiments
 2 Special Forces Groups

30 June 1975 ARNG Troop Basis

Major Combat Units

- 5 Infantry Divisions
 26th Inf Div. HQ: Massachusetts
 Brigades: Massachusetts, Connecticut
 28th Inf Div. HQ: Pennsylvania
 Brigades: Pennsylvania
 38th Inf Div. HQ: Indiana
 Brigades: Indiana, Ohio, Michigan
 42nd Inf Div. HQ: New York
 Brigades: New York
 47th Inf Div. HQ: Minnesota
 Brigades: Minnesota, Iowa, Illinois
 1 Mechanized Infantry Division
 40th Inf Div. California
 2 Armored Divisions
 49th Arm Div. Texas
 50th Arm Div. HQ: New Jersey
 Brigades: New Jersey, Vermont
 9 Infantry Brigades (Sep)
 6 Mechanized Infantry Brigades (Sep)
 3 Armored brigades (Sep)
 3 Armored Cavalry Regiments
 2 Special Forces Groups

Other Separate Combat Units

- 6 Brigade HHC
 9 Infantry Battalions
 7 Mechanized Infantry Battalions
 2 Airborne Infantry Battalions
 1 Light Infantry Battalion
 2 Scout Battalions
 8 Armor Battalions
 3 Armored Cavalry Squadrons
 54 Field Artillery Battalions
 8 Automatic Weapons, Self-Propelled Air Defense Battalions
 43 Combat Engineer Battalions
 27 Separate Companies (3 Rgr, 2 SLT, 13 EN, 3 SF, 12 Aslt Hel)



Two soldiers from the Connecticut Army National Guard's OCS travel the overhead bars while one soldier times their effort.

Major Command Headquarters Units

- 2 Corps Artillery HHB
- 1 Air Defense Artillery Brigade HHB
- 2 Engineer Brigade (Combat) HHC
- 2 Engineer Brigade (Const) HHC
- 1 Theater Strategic Communications Command HHC
- 2 Military Police Brigade HHD
- 1 Support Brigade HHC
- 1 Transportation Brigade (Motor Transport) HHC

Combat Support, Support and Other Units

- 14 Combat Support Battalions (1 EN, 13 SC)
- 15 Hospitals
- 53 State HHD
- 21 Rear Area Operations Centers
- 82 Headquarters Units (Group, Depot, Area HQ)
- 109 Battalion HHD / HHC
- 659 Other Separate Companies and Detachments



Oregon Army National Guardsman bolts sections of a floating bridge in place during Annual Training at Camp Riley, Oregon



SP4 Gary Morales takes part in a scopes exercise for infantrymen given during Annual Training 1975 at Camp Grayling, Michigan

**TABLE 15 — TOTAL FACILITIES NEEDED TO
ADEQUATELY HOUSE AND TRAIN ARNG
(and for which National Guard has construction responsibility)**

Army	2,727
Non-Army	1,732
State Operated Camps	322
Inactive Army Camps	2

**TABLE 16 — CONSTRUCTION REQUIREMENTS AND COSTS
(Includes new construction, Additions, and Alterations)**

	No. Proj.	\$ Millions
Army	614	\$295
Non-Army	214	68
Training Facilities	126	100
Planning & Minor Construction	—	89



Army National Guard military police get practical experience investigating a jeep accident at Camp McCoy, Wisconsin.



Rifleman from the Virginia Army National Guard's 3-116th Infantry hits the beach during a landing exercise at Little Creek, Virginia.

**TABLE 17 —
STATE OPERATED
INSTALLATIONS***

ALABAMA
Montgomery

ALASKA
Camp Carroll (Anchorage)

ARIZONA
Phoenix (Papago Park)

ARKANSAS
Camp Robinson (No. Little Rock)

CALIFORNIA
Camp San Luis Obispo
Camp Roberts (Paso Robles)
Fort Irwin (Barstow)

COLORADO
Camp George West (Golden)

CONNECTICUT
Camp Hartell (Windsor Locks)
Camp Grasso (Niantic)
Stone's Ranch (E. Lyme)

DELAWARE
Bethany Beach
New Castle Rifle Range

DISTRICT OF COLUMBIA
Camp Simms

FLORIDA
Camp Blanding (Starke)

GEORGIA
Fort Stewart (Porton)

IDAHO
Camp Farragut (Coeur d'Alene)

ILLINOIS
Camp Lincoln (Springfield)
Camp Logan (Zion)

INDIANA
Camp Aterbury — ARFTA (Edinburg)

IOWA
Camp Dodge (Des Moines)

KANSAS
Nickell Barracks (Salina)

KENTUCKY
Boone NG Center (Frankfort)

LOUISIANA
Camp Beauregard (Pineville)
Camp Livingston (Pineville)
Camp Villere (Slidell)
Jackson Barracks (New Orleans)

MAINE
Camp Keyes (Agusta)

MARYLAND
Gunpowder Target Range (Glenarm)
State Mil. Reservation (Havre De Grace)

MASSACHUSETTS
Camp Curtis Guild (Wakefield)
Camp Edwards (Bourne)

MICHIGAN
Camp Grayling (Grayling)
Custer Res For Trng Area (Agusta)

MINNESOTA
Camp Ripley (St. Cloud)

MISSISSIPPI
Camp McCain (Grenada)
Camp Shelby (Hattiesburg)

MISSOURI
Camp Clark (Nevada)
Fort Crowder (Neosho)

MONTANA
Fort Wm. H. Harrison (Helena)

NEBRASKA
Camp Ashland (Ashland)

NEVADA
Stead Trng Fac (Reno)

NEW HAMPSHIRE
Camp La Bonte SMR (Concord)

NEW JERSEY
Sea Girt

NEW MEXICO
Dona Ana Range (Ft. Bliss, Tx.)

NEW YORK
Camp Smith (Peekskill)

NORTH CAROLINA
Camp Butler (Rutner)

NORTH DAKOTA
Camp G. C. Grafton (Devils Lake)
Frairie Barracks (Bismarck)

OHIO
Camp Perry (Port Clinton)

OKLAHOMA
Camp Gruber (Braggs)

OREGON
Camp Adair (Corvallis)
Camp Rilea (Astoria)
Camp Withycombe (Clackamas)

PUERTO RICO
Salinas Trng Area

RHODE ISLAND
Camp Narragansett

SOUTH CAROLINA
Former Charleston Army Depot

SOUTH DAKOTA
Camp Rapid (Rapid City)

TENNESSEE
Smyrna
Catoosa Range, GA (Ft. Oglethorpe)

TEXAS
Camp Barkeley (Abilene)
Camp Bowie (Brownwood)
Camp Bullis (San Antonio)
Camp Mabry (Austin)
Camp Maxey (Paris)
Camp Swift (Bastrop)
Eagle Mt. Lake (Newark)
Former Ft. Wolters (Mineral Wells)

UTAH
Camp W. G. Williams (Riverton)

VERMONT
Camp Johnson (Colchester)

VIRGINIA
State Mil. Reservation (Va. Beach)

WASHINGTON
Camp Murray (Tacoma)

WEST VIRGINIA
Camp Dawson (Kingswood)

WISCONSIN
Camp Douglas-Williams (Douglas)
Camp Wismer (Hayward)

WYOMING
Camp Guernsey (Guernsey)



Kansas Army National Guardsman operates from a machine gun nest during a training problem at Camp Ripley, Minnesota.

APPENDIX G

TABLE 1
AIR NATIONAL GUARD STRENGTH

	FY 1971	FY 1972	FY 1973	FY 1974	FY 1975
Total	85,689	89,237	90,371	93,884	95,362
Officers	11,210	11,489	11,564	11,669	11,636
Airmen	74,479	77,748	78,807	82,215	83,726

TABLE 2 — BLACK STRENGTH

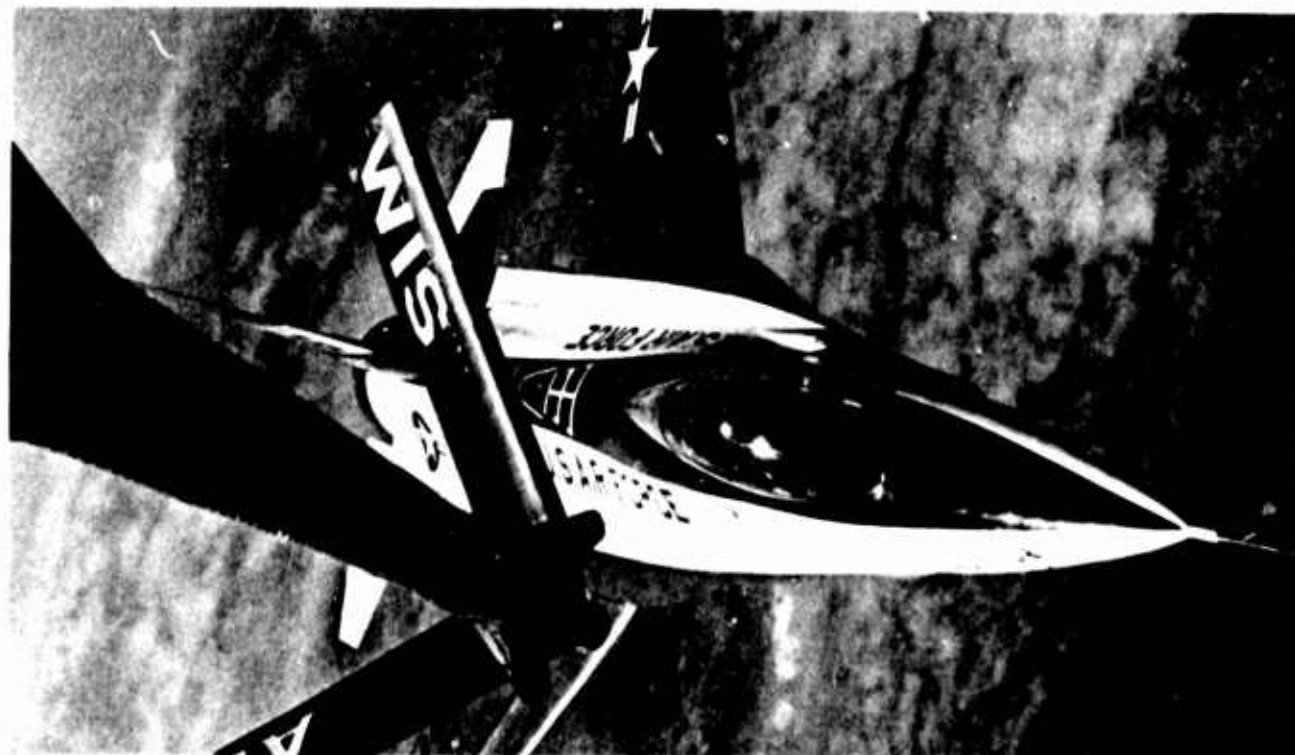
	FY 1971	FY 1972	FY 1973	FY 1974	FY 1975
Total	896	1,225	1,841	2,704	3,716
Officer	53	76	81	96	118
Airmen	843	1,149	1,760	2,608	3,598

TABLE 3 — WOMEN STRENGTH

	FY 1971	FY 1972	FY 1973	FY 1974	FY 1975
Total	110	275	628	1,277	2,718
Officer	7	15	24	42	63
Airmen	103	260	604	1,235	2,655
Nurses	379	385	368	402	413

TABLE 4 — OFFICER PERSONNEL
Officers Average Age by Grade
30 June 1975

Total Officers					
Gen	53	Col	51	L/C	46
		Maj	40	Capt	33
				1/Lt	29
				2/Lt	27
				W/O	53
				Average	37
Total Pilots					
Gen	53	Col	50	L/C	45
		Maj	39	Capt	32
				1/Lt	27
				2/Lt	26
				Average	36



Wisconsin Air National Guard tanker prepares to refuel an Air Force F-16 somewhere over Germany.

TABLE 5 — OFFICER PROMOTION ACTIONS

Unit Vacancy Promotions Effected in FY 1975 to the Grades Indicated:	
Brigadier General to Major General	1
Colonel to Brigadier General	7
Lieutenant Colonel to Colonel	109
Major to Lieutenant Colonel	112
Captain to Major	218
First Lieutenant to Captain	234
Second Lieutenant to First Lieutenant	88

TABLE 6 — OFFICER FLYING STATUS 1 July 1974 through 30 June 1975

Revalidations of Pilots & Navigators	25
Aeronautical Rating Boards (25)	
Cases Pending	13
Cases Approved	11
Turndowns or Declines	1
Flying Evaluation Boards (7)	
Cases Pending	2
Cases Approved	5
Turndowns or Declines	7



Air National Guard flight engineer prepares his computations during a training mission over California.



Air National Guard security team from 146th Tactical Air Lift Wing detrucks at Van Nuys Air National Guard Base, California.

TABLE 7 — RATED OFFICERS
30 June 1975

Pilots	Assigned
Navigators and Weapon	3,806
Systems Officers	751
Others on Flying Status	359

**TABLE 8 —
GRADE DISTRIBUTION OF PILOTS**
30 June 1975

Gen	Col	L/C	Maj	Capt	1/Lt	2/Lt	Total
52	167	602	1,030	1,312	535	108	3,806

TABLE 9 — OFFICER LONGEVITY
30 June 1975

Average Years of Service By Grade								
Gen	Col	L/C	Maj	Capt	1/Lt	2/Lt	W-3	Average
32.9	30.3	25.5	18.9	11.1	6.8	5.8	24.6	15.3

Average Years of Service of Officers on Flying Status by Grade

Gen	Col	L/C	Maj	Capt	1/Lt	2/Lt	Average
32.6	29.9	24.3	18.3	10.4	6.0	5.4	15.6

TABLE 10 — ROPA BOARD RESULTS
(FY 1975)

	Considered	Selected	Deferred	
			First	Second
First Lieutenant to Captain	262	259	3	0
Captain to Major	265	216	38	11
Major to Lieutenant Colonel	377	284	73	20
Warrant Officers	3	3	0	0



Air National Guard GCA controllers on duty at Phelps Collins Air National Guard Base, Michigan during A.T. 75.

TABLE 11 — AIRMAN PERSONNEL
Airmen Average Age by Grade
30 June 1975

	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Average
	49	45	42	36	28	25	23	22	21	29

AIRMAN LONGEVITY
30 June 1975

Average Years of Service by Grade										
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Average
	28.2	24.8	21.3	14.8	7.2	4.8	3.5	2.0	.6	8.7

Airman on Flying Status
Average Years of Service by Grade

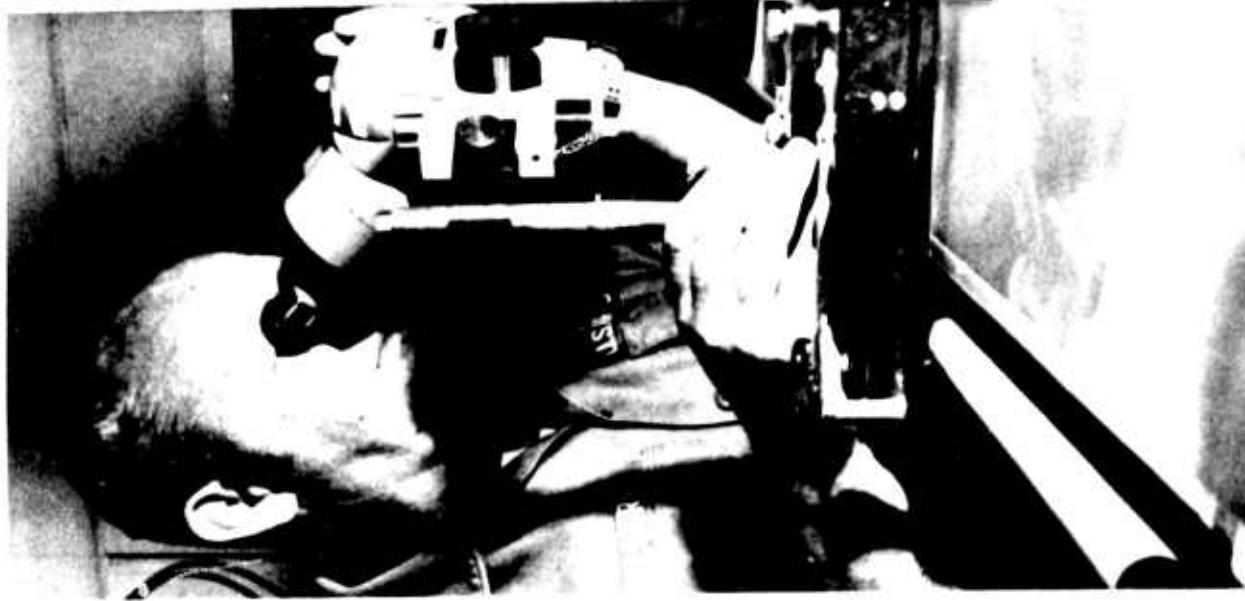
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Average
	27.1	25.1	21.7	16.0	8.0	5.1	3.8	1.0	—	15.7

TABLE 12 INVOLUNTARY RECALLS

	FY 1975 - 1 July 1974 to 30 June 1975	PALACE CHASE	24 MONTH TOURS
		130	170
Cases Pending		40	30
Cases disapproved or returned		20	5



Three A-7Ds from the Colorado Air National Guard streak past a peak in the Sangre De Cristo Mountains during a low level mission.



MSGT William Miller is shown interpreting a role of aerial film taken by an RF-4C reconnaissance aircraft of the 124th Tactical Reconnaissance Group, Idaho Air National Guard.

**TABLE 13 — FORCE STRUCTURE
ANG Units as of 30 June 1975**

GAINING COMMAND	MISSION	WINGS	COMBAT UNITS		COMBAT SUSTAINING UNITS	TOTAL
			GROUPS	SQUADRONS		
ADC	Defense Systems Eval.		2	2	10	14
ADC	Fighter Interceptor	4	15	15	75	109
	(includes Hawaii) (For PACAF)					
TAC	Tactical Fighter	9	20	29	174	232
TAC	Tactical Ftr Tng Gps (CCTS)		2	2	10	14
TAC	Tactical Recon	2	5	7	44	58
TAC	Special Operations		2	2	12	16
TAC	Air Refueling (KC-97)	3	6	9	54	72
TAC	Tactical Elec Warfare		1	1	6	8
TAC	Tactical Air Support	2	7	7	27	43
MAC	Tactical Airlift	4	11	15	112	142
	Aerospace Rescue and Recovery Groups		2	2	6	10
	TOTAL	24	73	91	530	718

**ADDITIONAL
COMBAT SUSTAINING UNITS
COMMUNICATIONS UNITS (190)**

6 Hq Mbl Comm Groups
16 Mbl Comm Squadrons (Cont)
6 Mbl Comm Squadrons (AFCH)
5 Mbl Comm Squadrons (TAB)
6 Mbl Comm Flights
9 Flight Facility Flights
3 Aircraft Control & Warning Sqds (Fixed)
1 Communications Squadron (Special)
74 Communications Flights (Support)
19 Electronic Installation Squadrons
6 Tactical Control Groups
6 Tactical Air Control Center Squadrons
6 Tactical Control Sq (CRC)
12 Tactical Control Sq (CRP)
12 Tactical Control Flights (FACP)
2 Air Traffic Regulations Ctr Flights
1 Communication Flight (Range Spt)

COMBAT SUSTAINING MISCELLANEOUS UNITS (108)

1 Civil Engineer Flight
12 Air Force Bands
1 Weather Squadron
8 Weather Flights (SA)
31 Weather Flights (M/F)
52 State Headquarters (Air)
1 Field Training Flight
1 Civil Engineer Squadron (HR)
1 Civil Engineer Flight (HR)

**TOTAL COMMUNICATIONS & MISCELLANEOUS
TOTAL NUMBER OF UNITS IN THE ANG**

**298
1016**

**TABLE 14 — ORGANIZATIONAL CHANGES
ACTIVATIONS**

The following units were activated on dates indicated below:

LOCATION & UNIT	EFFECTIVE DATE
Rickenbacker AFB, Ohio	10 October 1974
Hq 121st Combat Support Group	
Madison, Wisconsin	
115th Direct Air Support Center Squadron	9 November 1974
115th Communications Flight (Support)	9 November 1974
Oklahoma City, Oklahoma	
137th Mobility Support Flight	10 December 1974
137th Weapon System Security Flight	10 December 1974
Memphis, Tennessee	
164th Mobility Support Flight	10 December 1974
164th Weapon System Security Flight	10 December 1974
Savannah, Georgia	
165 Mobility Support Flight	10 December 1974
165 Weapon System Security Flight	10 December 1974
McGuire AFB, New Jersey	
Hq 108th Combat Support Group	10 December 1974
Andrews AFB, Maryland	
Hq 113th Combat Support Group	10 December 1974
Dobbins AFB, Georgia	
Hq 116th Combat Support Group	10 December 1974
Birmingham, Alabama	
Hq 117th Combat Support Group	10 December 1974
Ft. Wayne, Indiana	
Hq 122nd Combat Support Group	10 December 1974
Louisville, Kentucky	
Hq 123rd Combat Support Group	10 December 1974
Chicago, Illinois	
Hq 126th Combat Support Group	10 December 1974
Selfridge ANG, Michigan	
Hq 127th Combat Support Group	10 December 1974
St. Louis, Missouri	
Hq 131st Combat Support Group	10 December 1974
Des Moines, Iowa	
Hq 132nd Combat Support Group	10 December 1974
Dallas NAS, Texas	
Hq 136th Combat Support Group	10 December 1974
Buckley ANG, Colorado	
Hq 140th Combat Support Group	10 December 1974
Pittsburgh, Pennsylvania	
Hq 171st Combat Support Group	10 December 1974
Nashville MAP, Tennessee	
Hq 118th Combat Support Group	27 February 1975
Minneapolis/St. Paul, Minnesota	
Hq 133rd Combat Support Group	10 February : 75
Oklahoma City, Oklahoma	
Hq 137th Combat Support Group	10 February 1975



Wyoming Air National Guardsman repairs a C-130 propeller as part of his on-the-job training during a weekend training assembly.

Van Nuys Airport, California
 Hq 146th Combat Support Group
Ontario Airport, California
 163rd Communications Flight (Support)
Camp Mabry, Texas
 209th Weather Flight (SA)
McEntire ANGB, South Carolina
 169th Mobility Support Flight
 169th Weapon System Security Flight
 169th Communications Flight (Support)
Pittsburgh, Pennsylvania
 112th Mobility Support Flight
 112th Weapon System Security Flight
 112th Communications Flight (Support)
White Plains, New York
 Hq 105th Tactical Air Support Wing
Suffolk County, New York
 106th Communications Flight (Support)

10 February 1975
 8 March 1975
 15 March 1975
 5 April 1975
 5 April 1975
 5 April 1975
 12 April 1975
 12 April 1975
 12 April 1975
 14 June 1975
 14 June 1975

REDESIGNATIONS

The following units were redesignated as indicated below:

Five Direct Air Support Center Flights were redesignated Direct Air Support Center Squadrons, effective 15 August 1974.

Nine Flight Facilities Flights were redesignated Air Traffic Control Flights, effective 1 October 1974.

FROM	TO	EFFECTIVE DATE
Madison, Wisconsin		
Hq 128th Fighter Interceptor Wing	Hq 128th Tactical Air Support Wing	9 Nov 1974
Hq 115th Fighter Interceptor Group	Hq 115th Tactical Air Support Group	
176th Fighter Interceptor Squadron	176th Tactical Air Support Squadron	
115th USAF Clinic	115th Tactical Hospital	
Oklahoma City, Oklahoma		
Hq 137th Military Airlift Wing	Hq 137th Tactical Airlift Wing	10 Dec 1974
Hq 137th Military Airlift Group	Hq 137th Tactical Airlift Group	
185th Military Airlift Squadron	185th Tactical Airlift Squadron	
137th Support Squadron	137th Combat Support Squadron	
Memphis, Tennessee		
Hq 164th Military Airlift Group	Hq 164th Tactical Airlift Group	10 Dec 1974
155th Military Airlift Squadron	155th Tactical Airlift Squadron	
164th Support Squadron	164th Combat Support Squadron	
Savannah, Georgia		
Hq 165th Military Airlift Group	Hq 165th Tactical Airlift Group	10 Dec 1974
158th Military Airlift Squadron	158th Tactical Airlift Squadron	
165th Support Squadron	165th Combat Support Squadron	
Ontario Airport, California		
Hq 163rd Fighter Interceptor Group	Hq 163rd Tactical Air Support Group	8 Mar 1975
169th Fighter Interceptor Squadron	196th Tactical Air Support Squadron	
163rd USAF Clinic	163rd Tactical Clinic	

McEntire ANGB, South Carolina
 Hq 169th Fighter Interceptor Group
 157th Fighter Interceptor Squadron
 169th USAF Clinic
 Pittsburgh, Pennsylvania
 Hq 112th Fighter Interceptor Group
 146th Fighter Interceptor Squadron
 112th USAF Clinic
 Hayward Airport, California
 Hq 129th Special Operations Group
 129th Special Operations Squadron
 129th Tactical Clinic
 Suffolk County, New York
 Hq 106th Fighter Interceptor Group
 102nd Fighter Interceptor Squadron
 White Plains, New York
 105th Tactical Clinic

Hq 169th Tactical Fighter Group
 157th Tactical Fighter Squadron
 169th Tactical Clinic
 5 Apr 1975
 Hq 112th Tactical Fighter Group
 146th Tactical Fighter Squadron
 112th Tactical Clinic
 12 Apr 1975
 Hq 129th Aerospace Rescue/Recovery Group
 129th Aerospace Rescue/Recovery Squadron
 129th USAF Clinic
 5 May 1975
 Hq 106th Aerospace Rescue/Recovery Group
 102nd Aerospace Rescue/Recovery Squadron
 14 Jun 1975
 105th Tactical Hospital
 14 Jun 1975

INACTIVATIONS

1. The following units were inactivated on dates indicated below:

LOCATION & UNIT	EFFECTIVE DATE
Van Nuys Airport, California	
Hq 195th Tactical Airlift Group	30 September 1974
195th Tactical Airlift Squadron	
195th Consolidated Aircraft Maintenance Sq	
195th Mobility Support Flight	
195th Weapon System Security Flight	
195th Civil Engineering Flight	
195th Aerial Port Flight	
195th Communications Flight (Support)	
195th Tactical Clinic	
Rickenbacker AFB, Ohio	
Hq 121st Tactical Fighter Group	9 October 1974
121st Combat Support Squadron	
Madison, Wisconsin	
115th Consolidated Aircraft Maintenance Sq	8 November 1974
115th Supply Squadron	
Ontario Airport, California	
163rd Consolidated Aircraft Maintenance Sq	7 March 1975
163rd Supply Squadron	
Nashville, Tennessee	
205th Weather Flight (SA)	14 March 1975
McEntire ANGB, South Carolina	
169th Supply Squadron	4 April 1975
Pittsburgh, Pennsylvania	
112th Supply Squadron	11 April 1975
Hayward Airport, California	
129th Consolidated Aircraft Maintenance Sq	2 May 1975
129th Mobility Support Flight	
129th Weapon System Security Flight	



Airman First Class Jan Okamoto operates one of the ground-to-air radio circuits aboard the AN/TSW7 Air Traffic Control Central providing two way VHF and UHF radio communications with aircraft.

Suffolk County, New York
Hq 106th Fighter Interceptor Wing
106th Consolidated Aircraft Maintenance Sq
106th Supply Squadron

13 June 1975

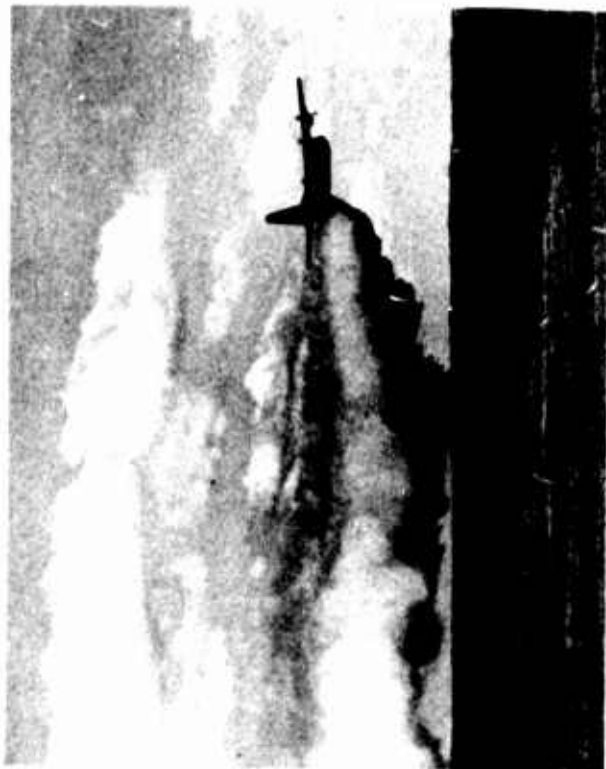
2. Concurrent with the activation of Combat Support Groups, Mobility Support Flights, Weapon System Security Flights, and redesignation of the five Direct Air Support Center Flights; the following units were inactivated effective 9 December 1974.

Tactical Fighter Groups
108, 113, 116, 122, 127, 131, 132, 140
Tactical Reconnaissance Groups
117, 123
Air Refueling Groups
126, 136, 171
Combat Support Squadrons
108, 113, 116, 117, 122, 123, 126, 127, 131, 132, 136, 140, 171

3. Concurrent with reorganization of the tactical airlift units, the following units were inactivated effective 9 February 1975

Tactical Airlift Groups
133, 137, 146
Combat Support Squadrons
133, 137, 146

4. The 118th Tactical Airlift Group and the 118th Combat Support Squadron were inactivated 26 February 1975.



Wyoming Air National Guard C-130 drops 3,000 gallons of water from a Modular Airborne Fire-Fighting System (MAFFS) in a simulated fire-fighting run.

TABLE 15 — AIRCRAFT CONVERSIONS

(CONVERSIONS)	UNIT AND LOCATION	FROM	TO
125 FG	Jacksonville IAP, FL	18 F-102	15 F-106
194 FIS	Fresno ANGB, CA	18 F-102	15 F-106
176 TASS	Truex Fld, WI	18 F-102	24 O-2
185 TAS	Will Rogers World Apt, OK	8 C-124	6 C-130A
164 TAG	Memphis IAP, TN	8 C-124	8 C-130A
165 TAG	Savannah MAP, GA	8 C-124	8 C-130E
166 TFS	Rickenbacker AFB, OH	24 F-100	18 A-7
163 TASG	Ontario IAP, CA (1)	18 F-102	24 O-2
169 TFG	McEntire ANGB, SC (2)	18 F-102	18 A-7
112 TFG	Pittsburgh Apt, PA (2)	18 F-102	18 A-7
106 ARRG	Suffolk Co Apt, NY (3)	18 F-102	4 HC-130
			6 HH-3
129 ARRG	Hayward MAP, CA (4)	8 C-119	4 HC-130
			6 HH-3
(MODEL CHANGE)	UNIT AND LOCATION	FROM	TO
115 TAS	Van Nuys Apt, CA	6 C-130A	6 C-130B
		6 C-130B	6 C-130E
		24 F-100C	24 F-100D
124 TFS	Des Moines MAP, IA	18 F-106	15 F-106
(UE CHANGE)		18 F-106	15 F-106
120 FG	Great Falls IAP, MT	18 F-106	15 F-106
101 FIS	Otis AFB, MA	18 F-106	15 F-106
177 FG	Atlantic City Apt, NJ	18 F-106	15 F-106
191 FG	Selfridge / NGB, MI	9 F-101	15 F-101
147 CCTS	Ellington Air F, TX	10 F-102	

NOTE: (1) Change in mission: Formerly Fighter Interceptor; now Tactical Air Support.
(2) Change in mission: Formerly Fighter Interceptor; now Tactical Air Support.
(3) Change in mission: Formerly Fighter Interceptor; now Air Rescue and Recovery.
(4) Change in mission: Formerly Special Operations; now Air Rescue and Recovery.

APPENDIX H

TABLE 1

Race/Ethnic Participation in the Army Guard as of 30 June 1975

	Officer		Enlisted		Total	
	#	%	#	%	#	%
Black	582	1.71	30327	8.22	30909	7.67
SSA	214	.63	7741	2.09	7955	1.97
Puerto Rican	491	1.45	8592	2.32	9083	2.25
Oriental	212	.62	1406	.38	1618	.40
Filipino	25	.07	864	.23	889	.22
American Indian	27	.07	713	.19	740	.18
Eskimo	31	.09	1041	.28	1072	.26
Aleut	2	.00	15	.00	17	.00
Other	60	.17	1259	.34	1319	.32
Sub Total	1644	4.86	51958	14.08	53602	13.31
Cau	32143	94.97	316803	85.86	348946	86.63
Unk/Uncl	56	.17	174	.04	230	.06
Total	33843	100.00	368935	100.00	402778	100.00
Women	262	.77	6388	1.73	6650	1.64
Minority	40	(15.27)	1918	(30.02)	1958	(29.44)

TABLE 2

	Officer		Enlisted		Total	
	#	%	#	%	#	%
Black	116	.99	3508	4.18	3624	3.79
SSA	77	.66	1339	1.59	1416	1.48
Puerto Rican	94	.80	901	1.07	995	1.04
Oriental	132	1.13	1223	1.46	1355	1.42
Filipino	5	.04	170	.20	175	.18
American Indian	40	.34	558	.66	598	.62
Eskimo	2	.01	10	.00	12	.01
Aleut	1	.00	5	.00	6	.00
Other	0	.00	6	.00	6	.00
Sub Total	467	4.01	7720	9.22	8187	8.58
Cau	11106	95.45	75517	90.20	86623	90.81
Unk/Uncl	62	.54	488	.58	580	.61
Total	11635	100.00	83725	100.00	95390	100.00
Women	429	3.68	2643	3.15	3072	3.22
Minority	30	(6.99)	559	(21.15)	589	(19.17)



Skis and rifles are the tools of the Biathlon competition run annually by the Vermont National Guard at its Underhill training area.

TABLE 3 — MINORITY PARTICIPATION IN THE NATIONAL GUARD TECHNICIAN WORKFORCE

	Total Employment	Black	Hispanic American	American Indian	Oriental	All Others
ARMY NATIONAL GUARD 30 June 1975	28,135	784	705	62	67	26,487
AIR NATIONAL GUARD 30 June 1975	21,739	537	573	53	49	20,707

TABLE 4 — PARTICIPATION OF WOMEN IN THE NATIONAL GUARD TECHNICIAN FORCE

30 June 1975	3,282	168	75	7	9	3,019
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The "Happy Hooligans" of the North Dakota Air National Guard provided the only All-Girl Weapons Load Team in 1975 competition.

APPENDIX I

ARMY NATIONAL GUARD OBLIGATIONS — FISCAL YEAR 1975 (All Appropriations)

	Grand Total	National Guard	Operation and	Military
	All	Personnel, Army	Maintenance	Construction,
Army National Guard 1975	Appropriations	Guard	Army National	Army National
GRAND TOTAL	1,322,489,232	215,206,060	215,206,060	215,206,060
State Obligations — Total	856,214,806	660,618,097	606,582,084	55,289,051
1. Alabama	30,651,245	246,239,615	557,302,557	52,672,634
2. Alaska	8,513,117	9,232,611	18,285,915	3,132,719
3. Arizona	9,268,559	1,507,181	6,930,334	75,602
4. Arkansas	17,213,959	2,420,033	5,940,087	908,439
5. California	54,927,938	6,428,396	9,257,871	1,527,692
6. Colorado	8,584,857	14,655,485	37,769,265	2,503,188
7. Connecticut	15,809,068	2,418,638	4,832,087	1,334,132
8. Delaware	8,991,569	3,415,220	9,555,885	2,837,963
9. Dist of Col	6,854,964	1,207,523	5,720,372	2,063,674
10. Florida	16,793,167	1,283,578	4,289,868	1,281,518
11. Georgia	21,843,002	6,081,861	9,765,179	946,127
12. Hawaii	8,329,118	6,515,138	15,303,931	23,933
13. Idaho	11,293,944	2,065,686	6,221,512	41,920
14. Illinois	20,704,626	2,448,919	8,233,782	611,243
15. Indiana	19,029,099	4,851,615	13,058,786	2,794,227
16. Iowa	15,431,720	6,003,036	12,270,621	755,442
17. Kansas	13,599,450	4,425,368	9,165,594	435,322
18. Kentucky	11,914,063	3,707,239	6,810,030	8,488
19. Louisiana	17,379,227	5,654,770	10,286,437	1,396,794
20. Maine	7,846,688	1,606,788	5,000,476	1,438,020
21. Maryland	14,691,601	4,403,390	9,706,508	1,239,424
22. Massachusetts	19,581,283	5,077,102	14,328,129	581,703
23. Michigan	23,571,097	6,059,737	16,836,196	176,052
24. Minnesota	17,523,481	4,619,129	11,920,003	675,164
25. Mississippi	29,023,151	7,138,067	19,576,179	984,349
26. Missouri	19,962,611	5,993,597	13,455,636	2,308,905
27. Montana	7,077,079	1,948,322	5,105,347	513,378
28. Nebraska	7,383,294	1,384,257	5,999,037	23,410
29. Nevada	4,266,032	1,066,415	3,253,671	— 0 —
30. New Hampshire	5,196,973	1,540,088	3,493,530	5,946
31. New Jersey	28,793,718	8,026,764	19,163,321	163,355
32. New Mexico	7,990,011	2,409,889	5,325,979	1,603,633
33. New York	40,504,363	12,035,973	27,822,418	254,143
34. North Carolina	23,676,375	8,051,049	13,841,489	645,972
35. North Dakota	6,766,381	1,406,745	4,125,626	1,783,837
36. Ohio	28,777,543	9,897,993	17,482,968	1,234,010
37. Oklahoma	17,063,254	5,660,804	10,314,663	1,396,582
38. Oregon	14,160,384	4,058,566	8,487,751	1,087,787
39. Pennsylvania	30,377,132	9,642,610	19,948,616	1,614,067
40. Puerto Rico	12,491,321	4,724,616	6,850,932	785,906
41. Rhode Island	6,601,429	1,596,215	5,026,124	915,773
				20,910



Arizona officer candidate demonstrates the prone position of attention as part of an "Attitude Adjustment" session held during Annual Training 75.

42. South Carolina	19,695,488	7,211,955	11,437,156	1,046,377
43. South Dakota	8,744,928	1,926,174	5,897,016	921,738
44. Tennessee	22,508,762	7,831,619	11,862,259	2,814,884
45. Texas	34,952,884	10,866,270	22,797,716	1,288,898
46. Utah	10,861,960	2,924,209	6,623,103	1,314,648
47. Vermont	7,329,683	2,527,781	4,202,375	599,527
48. Virginia	15,786,015	3,619,618	12,149,489	16,908
49. Washington	15,981,791	3,237,143	11,731,477	1,013,171
50. West Virginia	7,406,677	2,148,983	4,838,758	418,936
51. Wisconsin	17,452,126	5,556,988	11,193,253	701,885
52. Wyoming	5,036,597	1,194,464	3,395,400	446,733
Obligations by Other				
Than States — Total	466,274,426	414,378,482	49,279,527	2,616,417
Chief, National Guard Bureau	419,263,126	414,205,100	5,058,026	
FEAO, USA MDW	29,503,889	163,382	29,340,507	
The Surgeon General	410,000	10,000	400,000	
Chief of Engineers	3,251,117		634,700	2,616,417
The Adjutant General	6,970,775		6,970,775	
Chief of Staff — DA	2,611,335		2,611,335	
Defense Supply Agency	34,118		34,118	
FORSCOM	4,230,066		4,230,066	

APPENDIX J

AIR NATIONAL GUARD OBLIGATIONS — 1975

	5753080 Other Procurement	57X3830 Military Construction	5753840 Operations & Maintenance	5753850 ANG Military Personnel	Grand Total
Alabama					12,157,799
Alaska	30,751	758,019	10,986,546	382,483	4,125,088
Arizona	15,931	36,766	3,921,050	151,341	12,424,684
Arkansas	32,249	6,975	12,098,303	287,157	7,532,228
California	19,535	7,100	7,312,804	192,789	22,669,360
Colorado	42,699	1,197,073	20,588,550	841,038	13,170,821
Connecticut		7,032	12,998,291	165,498	4,440,167
Delaware			4,293,788	146,379	3,765,012
Dist of Columbia			3,665,664	99,348	10,193,874
Florida	60,556		10,005,216	128,102	6,725,064
Georgia	7,613	691,815	5,907,743	117,893	11,752,870
Hawaii	35,022	52,150	11,203,040	462,658	12,319,114
Idaho	12,793	2,862,787	9,284,160	159,374	5,358,604
Illinois	2,382	1,080,097	4,162,136	113,989	12,344,641
Indiana	13,616	252,192	11,699,340	379,493	207,136
Iowa	13,668	680,347	8,446,038	207,136	2,347,189
Kansas	25,769	133,345	8,261,264	262,671	8,683,050
Kentucky	21,637	1,084,645	13,085,904	137,926	14,330,112
Louisiana	5,365	436,962	4,210,161	84,593	4,737,081
Maine	13,331		2,974,627	82,962	3,057,589
Maryland	8,019		6,160,132	163,208	6,336,671
Massachusetts	16,806	2,053,004	6,076,146	216,767	6,300,932
Michigan	40,181	2,594,712	15,689,125	384,351	18,143,286
Minnesota	19,621	30,044	24,500,298	353,690	27,488,881
Mississippi	112,686	628,340	7,392,271	241,786	7,683,722
Missouri	29,990	30,500	8,702,745	383,889	9,827,660
Montana		14,783	6,972,547	366,694	7,399,731
Nebraska	7,364	588,202	6,467,375	153,766	6,635,924
Nevada	17,264		4,278,349	125,468	4,999,383
New Hampshire	15,553	525,630	4,032,133	130,649	4,180,046
New Jersey	14,496	43,616	3,289,754	103,082	3,934,019
New Mexico	1,588	32,121	13,823,766	210,718	14,092,596
New York	27,036	1,138,832	4,821,073	68,666	4,923,448
North Carolina	11,296	22,892	21,451,966	661,860	23,279,694
North Dakota			3,763,774	136,429	3,934,391
Ohio	33,677	628,101	5,314,020	103,167	5,417,187
Oklahoma	29,260		23,438,327	582,122	24,682,227
Oregon	2,289	33,300	7,488,788	285,642	7,803,690
Pennsylvania	27,990	1,800,005	8,206,107	248,595	8,490,291
Puerto Rico		368,749	15,600,442	513,154	17,941,571
Rhode Island	9,868	44,973	5,608,813	156,762	6,134,324
South Carolina		545,797	4,007,413	162,091	4,224,345
South Dakota	8,369	94,900	3,978,092	141,124	4,665,013
Tennessee	21,153	901,812	3,653,374	96,960	3,853,603
Texas	13,930	369,014	13,236,976	648,028	14,807,969
			14,736,884	395,507	15,515,335

Utah	2,381		4,543,384	212,226	4,758,191
Vermont		63,176	3,726,426	134,618	3,924,220
Virginia	11,260		4,790,708	120,515	4,922,483
Washington	38,192	1,585,000	8,614,039	389,109	10,626,340
West Virginia	11,915	691,914	6,267,558	194,022	7,165,409
Wisconsin	12,955		9,335,485	309,867	9,658,307
Wyoming		15,110	3,381,899	96,863	3,493,872
TOTAL STATE					
OBLIGATION	898,056	24,131,832	448,454,995	12,894,225	486,379,108
National Guard Bureau			209,384,664		209,384,664
54 Lackland AFB				799,490	799,490
55 Bolling AFB			62,618		62,618
56 AFAPC				188,821,797	188,821,797
57 AFLC			4,994,969		4,994,969
59 MAC			10,490		10,490
61 Tinker AFB			8,726		8,726
62 Hill AFB			22,726		22,726
63 McClellan AFB			7,502		7,502
64 Kelly AFB			118,218		118,218
65 Robins AFB			10,832		10,832
76 AFSS HQ USAF			154,007		154,007
GRAND TOTAL for FY 1975	898,056	24,131,832	663,129,753	202,515,512	890,675,153



Air police from Tennessee Air National Guard clear their weapons during marksmanship exercises at McGhee Tyson Air Base.

APPENDIX K

NATURAL DISASTERS AND OTHER EMERGENCIES

ALABAMA

9 Aug-20 Sep 74	Ragland	Water Haul
30 Aug-3 Sep 74	Montevallo	Water Haul
6-8 Sep 74	Mobile	Hurricane
5 Sep 74	Athens	Explosion
26 Sep 74	Elmore County	Flood
2-4 Oct 74	Huntsville	Disaster Relief
7-10 Oct 74	Birmingham	Disaster Relief
19 Oct 74	Jacksonville	Disaster Relief
24 Dec 74	Pinedale	Flood
26 Dec 74-1 Jan 75	Banks	Water Haul
29-30 Dec 74	Montgomery	Water Haul
4-9 Jan 75	Gaylesville	Water Haul
10-13 Jan 75	Pell City	Tornado
2-12 Feb 75	Thomasville	Water Haul
17-19 Feb 75	Montgomery	Flood
17-18 Feb 75	Ariton	Flood
19-21 Feb 75	Elba	Flood
23-25 Feb 75	Tuscaloosa	Tornado
13 Mar 75	Florence	Flood
20-21 Mar 75	Elmore County	Water Haul
28 Mar 75	Fort Deposit	Search
31 Mar-5 Apr 75	Elmore County	Water Haul
9-10 Apr 75	Enterprise	Flood
10-11 Apr 75	Elba	Flood
10-11 Apr 75	Dothan	Flood
10-13 Apr 75	Flomaton-Brewton	Flood
10 Apr 75	Sampson	Flood
10 Apr 75	Newton	Flood
10-18 Apr 75	Genoa	Flood
6-8 May 75	Scottsboro	Flood
21 May 75	Tallassee	Search
12-17 June 75	Glen Allen	Water Haul
		Water Haul



Glimpse over the destruction in Omaha, Nebraska shortly after the most devastating tornado in U.S. history passed through. This was a post of the Nebraska Army National Guard.

ALASKA

12 Nov-5 Dec 74
15 May 75
15-16 May 75
20-22 May 75

Nome
Kabuk
Aneak
Oscarville-Napaskeak

Flood
Flood
Flood
Flood

ARIZONA

29 Jun-8 Jul 74
30 Jun-3 Jul 74

Graham
San Carlos Reservation

Forest Fire
Forest Fire

ARKANSAS

19-20 Dec 74
22-23 Feb 75
12-13 Mar 75
18 Mar 75
28 Mar 75
29-30 Mar 75
3 Apr 75

Faulkner County
North Little Rock
West Memphis
Leslie
West Memphis
Warren
Holly Grove

Search
Tornado
Flood
Flood
Flood
Tornado
Flood

CALIFORNIA

22 Jul-30 Dec 74
30-31 Jul 74
30 Sep-4 Oct 74
20-23 Oct 74
4 Nov 74
25-26 Feb 74
23 Apr 75
9 Jun 75
24 Jun 75
26-27 Jun 75

Entire State
Shasta Natl Forest
Humboldt County
Santa Cruz
Fresno
Tahoe
Sonoma
Colusa County
Calipatria
Madeira County

Armory Security
Forest Fire
Forest Fire
Forest Fire
Truck Accident
Search
Search for Ammunition
Search
Chemical Fire
Search

DELAWARE

1-2 Dec 74

Sussex County

Flood

FLORIDA

2 Jul 74
8-9 Jul 74
25 Aug 74
12 Jan 75
11-14 Apr 75

Bradenton
St Petersburg
Union County
Marianna
Carryville

Flooding
Disaster Assistance
Search
Tornado
Flood

IDAHO

23-24 Jul 74
18-28 Aug 74
3 Feb 75

Twin Falls
Twin Falls
St. Maries

Forest Fire
Forest Fire
Bridge Building

ILLINOIS

19-21 Jul 74
24 Mar-3 Apr 75

Decatur
Rockford

Tank Car Explosion
Flood

INDIANA

4 Jul 74
31 Aug-2 Sep 74

Statewide
Statewide

Traffic Safety
Traffic Safety

IOWA

16-18 Aug 74
16-25 Aug 74
7 Jan 75
11-24 Jan 75
2-3 Feb 75
24-25 Feb 75
28-31 Mar 75
22-26 Apr 75
1-2 May 75
13 Jun 75

Ryan
Des Moines
Olds
Western
Iowa to Wisconsin
Iowa City
Northern
Entire State
Bettendorf
Cedar Rapids

Tornado
Security Mission
Water Haul
Snowstorm
Airlift
Snowstorm
Snowstorm
Traffic Assist
Airlift
Property Reclamation

KANSAS

17-19 Aug 74
17-18 Aug 74
19-20 Aug 74

Blue Rapids
Garnett
Fort Scott

Windstorm
Windstorm
Windstorm

KENTUCKY

13-14 Mar 75
31 Mar 75
12 May 75

Heilbrick
Paducah
Dossosprings

Flood
Flood
Search

LOUISIANA

7-8 Sep 74
15-20 Apr 75
15-20 Apr 75
30 Apr-2 May 75
2-3 May 75
6-8 May 75
7-8 May 75

Gagliano
Jonesville
Morksville
Winnfield
Woodworth
Georgetown
Oakdale

Hurricane
Flood
Flood
Tornado
Tornado
Tornado
Flood

MARYLAND

2-6 Dec 74
24 May 75

Oakland-Frostburg
Gaithersburg

Snowstorm
Search



Air Defense Command F-106 refuels with a KC-97L of the Wisconsin Air National Guard.

MICHIGAN

1-5 Dec 74
1-5 Dec 74
1-5 Dec 74
1-5 Dec 74
3-4 Apr 75
19-23 Apr 75

Ypsilanti
Monroe
Jackson
Detroit
Eastern
Central

Snowstorm
Snowstorm
Snowstorm
Snowstorm
Snowstorm
Flood

MINNESOTA

14-16 Aug 74
11-13 Jan 75
2-5 May 75
13-14 May 75
19-21 May 75
4-5 June 75
21-27 June 75

Olivia
Statewide
Atkins
Superior Natl Forest
Mounds View
Glencoe
Vecker County

Search
Snowstorm
Flood
Forest Fire
Tornado
Tornado
Search

MISSISSIPPI

3-4 Jul 74
7-8 Sep 74
10-15 Jan 75
12-14 Mar 75
12-18 Mar 75
29 Mar-9 Apr 75

Vicksburg
Gulf Coast
McComb
Charleston
Columbus
Vicksburg

Tank Explosion
Hurricane
Tornado
Tornado
Flood
Flood

MISSOURI

24-26 Feb 75
24-27 Apr 75
6-9 Jun 75

Springfield-Jefferson
Neosho
Pierce City

Snowstorm
Tornado
Windstorm

MONTANA

9-11 Apr 75
19-25 Jun 75

North Central
Great Falls

Airlift-Animal
Food Drop
Flood

NEBRASKA

14-15 Dec 74
10-16 Jan 75
29 Mar-9 Apr 75
6-17 May 75

York County
Statewide
West & Central
Omaha

Snowstorm
Snowstorm
Snowstorm
Tornado

NEVADA

6 Jul 74
18-21 Jul 74
26-31 Jul 74
30 Aug-4 Sep 74
16-22 Sep 74
26-29 Sep 74
12-13 Jun 75

Echo
Carson City
Stead
Sierra Nevada Mts
Lake Mohave
Winnemucca
Carson City

Forest Fire
Forest Fire
Forest Fire
Forest Fire
Flood
Forest Fire
Forest Fire

NEW HAMPSHIRE

24 Jul 74
5-6 Sep 74
9-11 Oct 74
7-9 Apr 75
22 Jun 75

White Mt.
Lebanon
Tilton-Northfield
Mt. Washington
Mt. Washington

Rescue
Search
Water Haul
Search
Medevac

NEW MEXICO

30 Jun-6 Jul 74
1-3 Jul 74
11-12 Feb 75
23-24 Feb 75
27-28 Feb 75
13-17 Mar 75
7 Apr 75
5-7 Jun 75
10-11 Jun 75

Carlsbad
Socorro-Catron Cos.
Colfax County
Oury County
Bernalillo County
Rio Arriba County
Brazos Cliff
Colfax County
Raton

Forest Fire
Forest Fire
Search
Snowstorm
Search
Snowstorm
Search
Forest Fire
Fire

NORTH CAROLINA

17 Jul 74
14-15 Mar 75
24-28 Mar 75
30-31 Mar 75

Garland
Eden
Kinson
Eden

Search
Flood
Flood
Flood

NORTH DAKOTA

14-17 Jan 75
9-13 Apr 75
27 Apr-16 May 75
29 Jun 75
30 Jun 75-2 Jul 75

Lakota
Bismarck
Minot
Barnes, Ransom County
Mott

Search
Airlift-Animal
Food Drop
Flood
Flood
Tornado

OHIO

1-4 Dec 74
2-4 Dec 74

Bowling Green
Alliance

Snowstorm
Snowstorm

OKLAHOMA

18-22 Aug 74
22 Sep 74
30-31 Oct 74
30-31 Oct 74
2-3 Nov 74
2-3 Nov 74
2 Nov 74
3 Nov 74
3 Nov 74
3 Nov 74
3 Nov 74
22-25 Feb 75
22-23 Feb 75
22 Feb 75
5 Apr 75
9 Apr 75
13 May 75
10 Jun 75
13-15 Jun 75
29 Jun-1 Jul 75

Weber Falls
Pittsburg
Pawnee
Fairfax
Chandler
Oklahoma City
Kingfisher
Guthrie
Skutumpah
Yukon
Altes
Duncan
Tonkawa
Perry
Sallisaw
Stillwater
Lacey
Stillwater
Dewar

Water Haul
Search
Flood
Flood
Flood
Flood
Flood
Flood
Flood
Flood
Flood
Tornado
Tornado
Snowstorm
Search
Search
Flood
Flood
Tornado
Water Haul

PENNSYLVANIA

1-10 Dec 74

Monongahela-Somerset
Counties

Snowstorm

SOUTH CAROLINA 3-4 Nov 74 29 Dec 74 13 Jan 75	Union Estill Manning	Forest Fire Search Search	HAWAII 10 Feb-31 Mar 75	Honolulu	Prison Disturbance
SOUTH DAKOTA 7-9 Jul 74 29 Mar-1 Apr 75	Black Hills Western	Forest Fires Snowstorm	IOWA 6-7 May 75	Fort Madison	Prison Disturbance
TENNESSEE 12-14 Mar 75	Springfield	Flood	MASSACHUSETTS 15 Oct-9 Nov 74	Boston	School Integration
TEXAS 15 Jul-6 Aug 74 18-19 Sep 74 22-25 Sep 74 2-4 Dec 74 1 Feb 75 27-30 Mar 75 29-30 Apr 75 23-24 May 75	Falls County Abilene Cedar Grove Newton County Nacogdoches Lefors Calvert Travis & Bastrop Counties	Infected Animals Flood Flood Search Flood Tornado Tornado Flood	MISSOURI 19-22 Jul 74	Sedalia	Rockfest
VIRGINIA 20 Mar 75	Richmond	Flood	NORTH CAROLINA 20 Jun 75	Raleigh	Prison Disorder
VIRGIN ISLANDS 23-27 Oct 74 26-27 Oct 74 30-31 Oct 74 2-3 Nov 74 5-9 Nov 74 12-13 Nov 74 12-13 Nov 74 18-22 Nov 74 18-22 Nov 74	St Thomas St Croix St Croix St Croix St Croix St Thomas St Croix St Croix St Thomas	Flood Flood Flood Flood Flood Flood Flood Flood Flood	OHIO 12-18 Jul 74 16-18 Jul 74 13-29 May 75	Lucasville Lima Lucasville	State Employee Strike State Employee Strike Prison Guard Strike
WEST VIRGINIA 3-9 Dec 74 2 Feb 75 14 Mar 75 13 Jun 75	Preston County Dunbar Williamson Tebelia	Snowstorm Search Flood Search	PUERTO RICO 27 Nov-13 Dec 74	San Juan	Public Workers Strike
WISCONSIN 30 Aug-2 Sep 74 24-28 Mar 75	Entire State Superior	Traffic Safety Snowstorm	RHODE ISLAND 16-17 Jul 74 10-12 Nov 74	Cranston Cranston	State Employee Strike State Employee Strike
			SOUTH DAKOTA 2-3 May 75	Wagner	Indian Takeover
			WISCONSIN 7 Jan-6 Feb 75	Gresham	Indian Takeover

NOTE: Information above subject to change because not all official
after action reports have been received from the States.

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after action reports have been received from the States.

Aircraft of the Army and Air National Guard

ARMY NATIONAL GUARD



OV-1 Mohawk



UH-1 Seminole



CH-47 Chinook



UH-1 Iroquois



U-10 Helio-Courier



AH-1G Cobra



OH-58 Kiowa



OH-6 Cayuse



CH-54 Tarhe



U-3

AIR NATIONAL GUARD

TACTICAL FIGHTER



A-37B Dragonfly



F-105 B D Thunderchief



F100 D Super Sabre



F-104 Starfighter



F-4C Phantom



A7 Corsair

TACTICAL AIR SUPPORT



O2-A B Skymaster

TACTICAL AIRLIFT



C-7A Caribou



C-130 A B E Hercules



C-123J Provider

TACTICAL RECONNAISSANCE



RF-101 Voodoo



RF-4 Phantom

AIR REFUELING



KC97L Stratotanker

AIR RESCUE AND RECOVERY



HC-130H Hercules



Jolly Green Giant HH3E

AIR DEFENSE



F-101 Voodoo



EB-57B Canberra



F-106 Delta Dart



F-102 Delta Dagger

TRAINING AND SUPPORT



C-131 Convair



T33 T-Bird

SPECIAL OPERATIONS AND TACTICAL ELECTRONICS WARFARE



C-119 Flying Boxcar



EC C 121C Super Constellation

Winners

RUNNER-UP — ARNG
Black and White
SSG William T. Rooney
213th Sig Co, South Carolina



1st PRIZE — ARNG
Color
Sp5 Joseph G. Haydon
HHB 138th FA, Kentucky



RUNNER-UP — ARNG
Color
SGT Carl G. Thompson
Co C, 2d Bn,
108th Infantry, New York

1st PRIZE — ARNG
Black and White
SFC Bob Bellinder
105th PID, Kansas

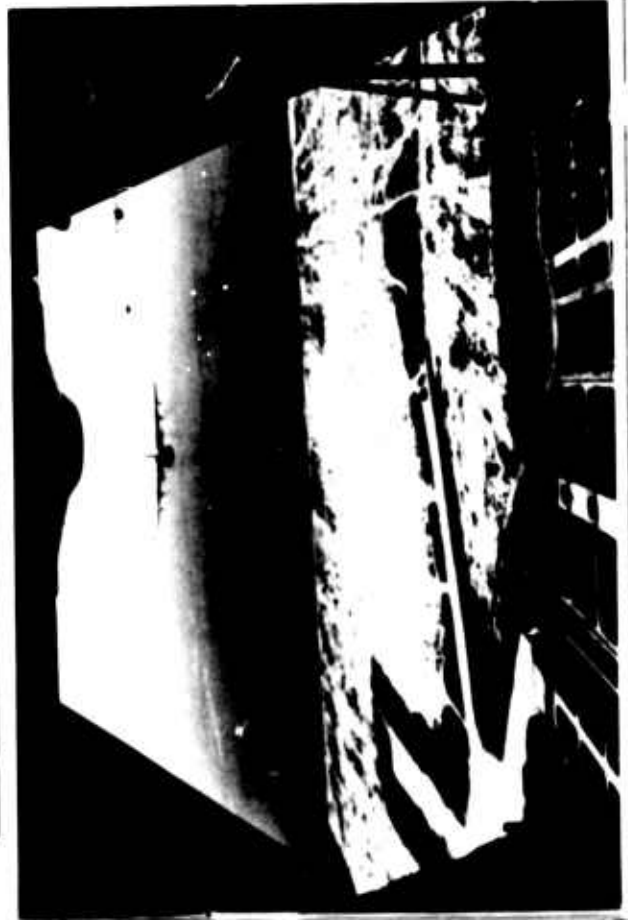




1st PRIZE — ANG
Color
MSgt Bruce R. Rintelmann
126th Air Refueling Sq.
Wisconsin



RUNNER-UP — ANG
Color
SSgt Dean W. Witney
142d Combat Support Squadron, Oregon



1st PRIZE — ANG
Black and White
SSgt Paul Marsico
166th Tactical Airlift Gp.
Delaware

RUNNER-UP — ANG
Black and White
SSgt Guido R. Achatz
134th Combat Support Sq.
Tennessee

